

Mid-South Management Research Consortium (MMRC)

February 26th – February 27th, 2016

Department of Management & Information Systems
College of Business
Mississippi State University

MMRC Coordinators:

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Meeting Itinerary

Friday, February 26, 2016

3:00 pm Hotel check-in (Courtyard Marriott)

Leo Seal Atrium, McCool Hall

5:00 pm Welcome remarks by Dean Sharon Oswald

5:15 pm MSU College of Business tour/E-Center tour by E-Center Director Eric Hill

6:30 pm Group dinner at Central Station Grill provided by the MSU Department of Management
Keynote address: "Purpose" by Micki Kacmar (Texas State University)

Saturday, February 27, 2016

Leo Seal Atrium, McCool Hall

8:30 am Light breakfast available

9:00 am MMRC Welcome by Allison Pearson (Mississippi State University)

9:30 am Roundtable sessions in four 30-minute rotations

1. Bryan Fuller (Louisiana Tech University)
Proactivity in organizations
2. Laura Marler and James Vardaman (Mississippi State University)
HR issues in family firm research
3. Josh Daspit and Kincy Madison (Mississippi State University)
Life on the academic job market
4. Clay Dibrell (University of Mississippi)
Contemporary issues in entrepreneurship
5. Anthony Hood (University of Alabama at Birmingham)
Teams/intragroup conflict/transactive memory/psychological safety
6. Matthew Leon and Ashley Mandeville (University of Alabama)
Insight into the dissertation defense process
7. Walter Ferrier (University of Kentucky)
Competitive dynamics and sequence analysis
8. Vishal Gupta (University of Mississippi)
Entrepreneurial orientation
9. Tim Munyon (University of Tennessee)
Social influence/organizational politics/turnover
10. Chuck Pierce (University of Memphis)
Meta-analysis

Leo Seal Atrium, McCool Hall

12:00 pm Luncheon

Research Presentations (Participant's Choice)

Taylor Auditorium, McCool Hall

- 2:00-2:30pm Tim Barnett (Mississippi State University)
OB research in family firms
- 2:40-3:10pm Vishal Gupta and Gabrielle Swab (University of Mississippi)
Stereotype threat theory: Do we have new valid theory for research in organizational studies?
- 3:20-3:50pm David Marshall (University of Mississippi)
Two sides to every story: Explaining the innovative spillover from part-time entrepreneurs to their primary jobs

Room 130, McCool Hall

- 2:00-2:30pm Tong Kang (University of Memphis)
Real options and bankruptcy
- 2:40-3:10pm Jim Chrisman (Mississippi State University)
Family firm research: An introduction
- 3:20-3:50pm Gabrielle Swab and Walter Davis (University of Mississippi)
Lowering employee expectations as an HR practice in mergers and acquisitions

Leo Seal Atrium, McCool Hall

4:00 pm Snack break

Taylor Auditorium, McCool Hall

- 4:15 pm Closing keynote by Joe Labianca (University of Kentucky)
- 5:15 pm MMRC future planning session by Chuck Pierce (University of Memphis)
- 6:00 pm Departure for socializing and dinner off campus

MMRC 2016 Participants

University of Alabama

Dr. Paul Drnevich (dren@ua.edu) is an Associate Professor of Strategic Management and Entrepreneurship at the University of Alabama. His research interests include examining how organizational capabilities contribute to value creation and appropriation, the effects of environmental uncertainty on their contribution, and the role of information technology in enhancing these contributions, particularly to innovation and performance in entrepreneurial ventures and small business. He has published his research in *Academy of Management Learning & Education*, *Decision Sciences*, *Journal of Management Studies*, *Journal of Small Business Management*, *MIS Quarterly*, and *Strategic Management Journal*.

Matthew Leon (mrleon@crimson.ua.edu) is a postdoctoral researcher at the University of Alabama. His research interests include employee reactions to stressful conditions - specifically helping behaviors, retaliation, and employee well-being. His applied experience includes work as a civilian research scientist for the Naval Aerospace Medical Research Laboratory and Naval Medicine Operational Training Center, with research focused on psychological and physiological resilience during combat as well as test development for Navy pilot selection.

Ashley Mandeville (ammandeville@crimson.ua.edu) is a third year doctoral candidate in management at the University of Alabama. Her research interests include social networks, employee perceptions, teams, and work/family boundary management. Her dissertation examines how social networks influence pluralistic ignorance of preferences to utilize family-friendly benefits over time.

University of Alabama at Birmingham

Dr. Anthony C. Hood (anthonyhood@uab.edu) is an Assistant Professor of Strategic Management and Entrepreneurship in the Collat School of Business at the University of Alabama at Birmingham. Drawing on perspectives from the domains of information processing and social networks, his research explores transactive memory, conflict, and friendship in teams. His research is published or in press in *Journal of Organizational Behavior*, *Journal of Business and Psychology*, *Ethics and Behavior* and the *Journal of Leadership, Accountability and Ethics*. In addition to mentoring entrepreneurs through the UAB Innovation Lab, he leads efforts regarding the Science of Team Science for the UAB Center for Clinical and Translational Science.

University of Arkansas at Little Rock

Dr. Susie S. Cox (sscox@alr.edu) is professor and chair of the Department of Management at the University of Arkansas at Little Rock. Her research focuses on workplace conflict, workplace engagement, effective communication as well as assessment practices.

Auburn University

Dr. 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.

Jack Carson (jec0065@auburn.edu) is a first year doctoral student in the Department of Management at Auburn University. His research interests include leadership, identity, and culture.

Matt C. Hersel (mch0005@auburn.edu) is a third 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, influence of risk and uncertainty on venture formation, cognitive and social factors in entrepreneurship, and business ethics.

Dr. Jeremy Mackey (jmackey@auburn.edu) is an Assistant Professor of Management in the Raymond J. Harbert College of Business at Auburn University. His research interests include abusive supervision, interpersonal mistreatment, and meta-analysis. His research has been published in journals such as *Journal of Management, Journal of Organizational Behavior, and Leadership Quarterly.*

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.*

Florida State University

John Harris (jnh12@my.fsu.edu) is a fourth year doctoral candidate in the Department of Management, College of Business, Florida State University. His research interests include leadership, organizational politics, and relationships at work.

Liam Maher (liampatrickmaher@gmail.com) is a third year doctoral candidate in the Department of Management, College of Business, Florida State University. His research interests include organizational politics, self-concept, and change management.

Charn P. McAllister (charnmcallister@gmail.com) is a fourth year doctoral candidate in the Department of Management, College of Business, Florida State University. His research interests include social influence, self-regulation, and stress.

Zach Russell (zacharyarussell@gmail.com) is a fourth year doctoral candidate in Organizational Behavior and Human Resources at Florida State University. His research focuses on reputation, work attitudes, and attitudes towards labor unions.

University of Kentucky

Tejaswi Channagiri Ajit (tch238@uky.edu) is a fourth year doctoral candidate in strategic management in the Gatton College of Business and Economics at the University of Kentucky. His research interests include behavioral strategy, corporate governance, resource dependence theory, social network theory, and methods and agent-based simulation models.

Jesse Fagan (jesse.fagan@uky.edu) is a doctoral candidate in management at the University of Kentucky. His research interests include organizational network analysis, organizational design, and organizational change. He is working on research regarding individual responses to a merger event. His dissertation focuses on information diversity and novel information in the content of email networks following an merger. He is writing software for data collection called OpenEddi, and has authored and contributed to R packages for network analysis. In past academic work, he co-authored research on inter-organizational networks, mental health issues in virtual worlds, and the development of screening tools for prescription drug abuse.

Dr. Walter J. "Wally" Ferrier (walter.ferrier@uky.edu) is a Gatton Endowed Associate Professor of Strategic Management in the Gatton College of Business and Economics at the University of Kentucky. Wally's research interests include the dynamics of head-to-head competition, strategic decision making, and the influence of inter-organizational networks on competitive strategy. He has published his research in journals such as *Academy of Management Journal*, *Academy of Management Review*, *Strategic Management Journal*, *Strategic Organization*, *Journal of Management*, and *Managerial & Decision Economics*.

Courtney Hart (courtney.hart2011@gmail.com) is a first year doctoral student in management in the Gatton School of Business and Economics at the University of Kentucky. Her research interests include social networking analysis, conflict resolution, innovation diffusion, and diversity.

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.

Wyatt Taylor (wyatt.s.taylor@gmail.com) is a first year doctoral student in Management at the Gatton College of Business and Economics at the University of Kentucky. His research interests currently include inter-organizational social networks and social network cognition.

Jinmiao Wang (jinmiaow@gmail.com) is a doctoral candidate in management in the Gatton College of Business and Economics at the University of Kentucky. Her research interests include social networks, strategic management, and organizational behavior.

Meredith Woehler (meredith.woehler@gmail.com) 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 individual differences (personality and demographics, with a special interest in gender) and individual agency within social network change.

Louisiana Tech University

Saleh Bajaba (sba028@latech.edu) is a first year doctoral student in the Department of Management, College of Business Administration, Louisiana Tech University. His research interests include proactive behavior, leadership, and personality and performance.

Dr. Jerry "Bryan" Fuller (bfuller@latech.edu) holds the Humana/McCallister Endowed Super Professorship of Management and Marketing at Louisiana Tech University. He also serves as the Doctoral Student Coordinator for

the Department of Management. His work has appeared in journals such as *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Human Relations*, *Journal of Vocational Behavior*, *Journal of Applied Social Psychology*, *Journal of Labor Research*, and *Journal of Managerial Issues* as well as in books such as *Understanding the High Performance Workplace: The Line between Motivation and Abuse* and *Strategic Management: Concepts and Cases*. His research interests include leadership, organizational identification, proactive personality and behavior, union participation, the emergence of dark riders, and the use of touch at work to develop and maintain positive workplace relationships.

Dr. Kirk Ring (kring@latech.edu) is an Assistant Professor of Management and holds the Bank of Ruston – Barnes, Thompson, & Thurmon Endowed Professorship. Dr. Ring's research focuses on family firms, entrepreneurship, and strategic management. His research has appeared or is forthcoming in journals such as *Entrepreneurship Theory & Practice*, *Family Business Review*, *Journal of Entrepreneurship & Public Policy*, and *International Journal of Entrepreneurial Behavior & Research*.

Brian Waterwall (bpw010@latech.edu) is a third year doctoral candidate in management at Louisiana Tech University. His research primarily focuses on motivation and decision making in the workplace with other research in the areas of cognition, selection and recruitment in entrepreneurial firms, proactivity, and TMT decision making. His dissertation is on the effect of regulatory focus as a motivational mechanism through which subordinate proactive personality influences proactivity in the workplace.

University of Memphis

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 fourth 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.

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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*.

Tong Hyouk Kang (tkang1@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 governance, entrepreneurship, and social networks.

Dr. Sandra Mortal (scmortal@memphis.edu) is an associate professor of finance in the Department of Finance, Insurance, and Real Estate, Fogelman College of Business and Economics, University of Memphis. Her research is at the intersection of corporate finance and investments. She has published her research in journals such as *Review of Financial Studies*, *Journal of Financial and Quantitative Analysis*, and *Journal of Corporate Finance*.

Dr. Charles A. (Chuck) Pierce (capierce@memphis.edu; **MMRC Coordinator**) is the Great Oaks Foundation Professor of 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 human capital 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*.

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. 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*.

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Bob Gigliotti (rgigliotti@bus.olemiss.edu) is a second year management Ph.D. student at the University of Mississippi. His research interests are in emerging strategies and include how actors interact with material objects such as evaluation tools and form novel relationships that shape strategy as it unfolds.

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David Marshall (dmarshall@bus.olemiss.edu) is a third year doctoral candidate at the University of Mississippi. He is interested in the interplay between organizations and entrepreneurship. Particular interests include how elements of organizational life (e.g. organizational careers, managers, workplace peers, structure and culture) affect entrepreneurship both inside and outside of the existing firm (e.g. new venture creation, innovative behavior) and vice versa. He is especially interested in these topics from an individual, cognitive perspective and enjoys exploring these same types of issues in family business contexts to identify how the family uniquely impacts entrepreneurial thinking and decision making.

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

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Gabrielle Swab (gswab@bus.olemiss.edu) is a first year management Ph.D. student at the University of Mississippi. Her research interests include expectations and motivations surrounding leadership decisions, gender in the workplace, and competition.

Mississippi State University

Dr. Tim Barnett (tbarnett@business.msstate.edu) is the Bobby & Barbara Martin Fellow and a Professor of Management in the Department of Management and Information Systems at Mississippi State University. He has published in journals such as *Academy of Management Journal*, *Human Relations*, *Personnel Psychology*, *Family Business Review*, and *Entrepreneurship Theory & Practice*. His current research interests include the study of behavioral issues in family firms.

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forthcoming in journals such as *Entrepreneurship Theory & Practice*, *Journal of Product Innovation Management*, *Small Business Economics*, *Journal of Small Business Management*, *Management Decision*, among others.

Nathan Hammond (nlh150@msstate.edu) is a third year doctoral student in management at Mississippi State University. His research interests are in organizational behavior and family business and include (a) the dualistic model of passion to propose relations between the prevailing type of passion (i.e. harmonious and obsessive) that an individual has and their propensity to demonstrate organizational citizenship behaviors; and (b) the shared preferences a family has towards leaving a specific type of legacy (i.e. biological, material, social) and the influence that the legacy orientation has on family firm behavior.

Zonghui (Zoey) Li (zl193@msstate.edu) is a fourth year doctoral student in the Department of Management and Information Systems, College of Business, Mississippi State University. Her research interests include family businesses, corporate governance, and organizational change.

Dr. Kincy Madison (kincy.madison@msstate.edu) is an Assistant Professor of Management in the College of Business at Mississippi State University. Her research interest is family business, with a focus on topics that intersect strategic management and human resources, such as governance, leadership, and competitive advantage.

Dr. Laura E. Marler (lmarler@business.msstate.edu) is an Associate Professor of Management at Mississippi State University. Her main research interest lies in the prediction of proactive behavior in the workplace, in particular voice behavior and taking charge. More recently, she has begun to explore proactivity in a family firm setting. Dr. Marler's research has been published in journals such as the *Journal of Organizational Behavior*, *Entrepreneurship Theory and Practice*, *Human Relations*, and others.

Dr. Ben McLarty (bmclarty@mail.wtamu.edu) is currently an Assistant Professor of Management at West Texas A&M University but will start in the same position in the Fall of 2016 at Mississippi State University. One of his main research interests involves personality (particularly darker traits) and its impact on different forms of job performance (e.g., task, citizenship & deviance behaviors). He is also interested in the influence of personality on selection issues and social media. Dr. McLarty's research has been published in outlets such as the *Journal of Applied Psychology*, *Journal of Business & Psychology*, *Journal of Management History*, and others.

Dustin Odom (dodom@business.msstate.edu) is a first year doctoral student in the Department of Management and Information Systems, College of Business, Mississippi State University. His research interests include entrepreneurial process, entrepreneurial opportunity, and entrepreneurial behavior in family firms and small businesses.

Jay Orr (jdo143@msstate.edu) is a second year doctoral student in the Department of Management, Mississippi State University. His research interests include entrepreneurship, economic development, and organizational conflict within family firms.

Dr. Sharon Oswald (soswald@business.msstate.edu) is Dean of the College of Business and Professor of Management at Mississippi State University (MSU). She spent 24 years at Auburn University where she served as management department head and held the Colonel George Privett professorship. During her time at MSU, she has been instrumental in moving the university's entrepreneurship center into the college of business and constructed a 2,000 sq. foot state of the art, multidisciplinary Center for Entrepreneurship and Innovation. She has published more than 70 academic articles, co-authored one book, and presented her research domestically and internationally. Her research interests include entrepreneurship, family business, and international health care.

Dr. Allison Pearson (awp1@msstate.edu) is the William L. Giles Distinguished Professor of Management and holds the Jim Rouse Professorship in the College of Business at Mississippi State University. In teaching, she has been named a Grisham Master Teacher. In research, Allison has been named the College of Business' Researcher of the Year and Outstanding Faculty Member. She serves on the advisory board to the *MSU Entrepreneurship Center*, as well as the *MSU Veterans Business Outreach Center*. Her research has been published in a variety of scholarly journals, including *Journal of Applied Psychology* and *Journal of Management*, and has been featured in

the *Robb Report* and on the *NBC Today Show*. She is an Associate Editor for *Family Business Review* and serves as the Co-President of the *Family Enterprise Research Conference*.

Bryan Rogers (blr126@msstate.edu) is a doctoral candidate in Management at Mississippi State University. The primary focus of his doctoral dissertation is the influence of social network structure on nonfamily employee outcomes in family firms. His research has been published in *Human Relations*.

Emma Su (ys381@msstate.edu) is a first year doctoral student in the Department of Management and Information Systems, College of Business, Mississippi State University. Her research interests include family business, strategic management, and entrepreneurship.

Dr. James M. Vardaman (jvardaman@business.msstate.edu) is an Associate Professor of Management at Mississippi State University. His research focuses on the role of social networks, social influence and social comparisons in employee retention and responses to organizational change. His work has been published in journals such as *Organization Science*, *Journal of Organizational Behavior*, *Entrepreneurship Theory and Practice*, *Academy of Management Perspectives*, *Human Relations*, and others. Professor Vardaman serves on the Southern Management Association's Board of Governors.

University of North Texas

Michele N. Medina (michele.medina@unt.edu) is a third year doctoral candidate in organizational behavior in the Department of Management at the University of North Texas. Her research interests include justice, identity, conflict, and workplace bullying. Her dissertation is on the effects of workplace bullying on bystanders and coworker relationships.

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University of Tennessee

Dr. Timothy P. Munyon (tmunyon@utk.edu) is an Assistant Professor of Management and the Ray & Joan Myatt Research Fellow at the Haslam College of Business, University of Tennessee. He researches and teaches organizational behavior and human resource management topics.

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.