Management

Putting Thought Leadership in the Forefront

Turnout from the UH System Exceeds Many Top Schools

The 31 participants at the Academy of Management Conference exceeded the numbers from research power houses such as Duke and Harvard.

Associate Professor Dusya Vera authored several articles in top management journals.
The department was well represented at the 2009 Academy of Management Conference in Chicago, making it to the exclusive list of institutions with more than 30 participants. This group of institutions included research schools such as the University of Michigan, Arizona State University, Cornell University, Duke University, Harvard University, Texas A&M University and Penn State University, among others. The UH System had a total of 31 participants in the program, 11 of which were faculty or doctoral candidates from the UH Bauer Department of Management.

This year’s presenters were Associate Professor Richard DeFrank, Associate Professor Roger Blakeney, Professor Steve Werner, Associate Professor Teri Elkins, Professor Jim Phillips, Associate Professor and Doctoral Coordinator Dusya Vera, Assistant Professor Seemantini Pathak, Associate Professor Derek Avery, and Professor Alan Witt, and doctoral candidates JéAnna Abbott (a professor at the UH Conrad N. Hilton College of Hotel and Restaurant Management) and Susana Velez-Castrillon.

The department welcomed two new professors this fall. Assistant Professor Carla Jones received her Ph.D. in strategic management from the W. P. Carey School of Business at Arizona State University, and her research interests focus on how the dynamics or relationships among top executives may serve as a resource to the firm. Visiting Assistant Professor Yi (Vicky) Liu was a Ph.D. student at the Georgia Institute of Technology, and her research interests include organizational change, leadership, creativity and multilevel research methods. The Special Issue of The Leadership Quarterly on “Leadership and Organizational Learning” published in 2009 included two articles by Associate Professor Dusya Vera — “Strategic leadership for exploration and exploitation: The moderating role of environmental dynamism,” co-authored with Justin Jansen and Mary Crossan, and “Transformational leadership and ambidexterity in the context of an acquisition,” coauthored with doctoral alumna Louise Nemanich (’05), who is now a faculty member at Arizona State University.

In addition, Vera was invited to write a tribute to Professor Mark Easterby-Smith of Lancaster University to honor his leadership role and his contributions to the organizational learning field. Her article, “On Building Bridges, Facilitating Dialogue, and Delineating Priorities: A Tribute to Mark Easterby-Smith and his Contribution to Organizational Learning,” was published in Management Learning in November.

Department chair and Professor Leanne Atwater co-authored a paper titled “Personality and multisource feedback improvement: A longitudinal investigation,” which was accepted for publication in the Journal of Behavioral and Applied Management.

The article entitled, “Absorptive Capacity in R&D Project Teams: A Conceptualization and Empirical Test”, by Louise Nemanich, a graduate from the management doctoral program, Baker Hughes Professor Robert Keller, Associate Professor Dusya Vera, and Professor Wynne Chin, has been accepted for publication at IEEE Transactions on Engineering Management. Professor Keller also co-authored the paper, “Suboptimal Assessment of Inter-Unit Task Interdependence: Modes of Integration and Information Processing for Coordination Performance”, with J. Daniel Sherman, which has been accepted for publication at Organization Science.

Assistant Professor Seemantini Pathak presented two papers at the Strategic Management Society Annual Meeting, held in Washington, D.C., in October. The first, co-written with S. Chiu, R. Johnson, & R. Hoskisson, was titled “The effects of CEO succession on corporate restructuring and strategic change.” The second, co-written with Clinical Assistant Professor Barbara Carlin and K. Haynes, was titled “What keeps them going: Examination of subsidiary resilience to terrorist attacks in the host country.”

The paper “An Examination of the Effect of Improvisational Decision Making in Top Management Teams on Performance” co-authored by Associate Professor Dusya Vera, doctoral candidate Susana Velez-Castrillon and Professor Ariff Kachra from the University of Western Ontario, was presented at the Strategic Management Society Annual Meeting, held in Washington, D.C., in October.

Professor Steve Werner and Lecturer Naomi Werner published the article “Three Indications Your Company Has External Inequity Issues” in the November issue of the Human Resource Management magazine, Workspan.
The Dean’s Executive Board welcomed a new chairman and five additional members in 2009-2010. Administaff President Richard Rawson ('72) is incoming chairman, taking over for past chairman John McNabb II, who is chairman for Growth Capital Partners, L.P. The board’s newest members include Sam Douglass ('54), chairman and CEO of Equus II Incorporated; J. Downey Bridgwater ('84), chairman, president and CEO of Sterling Baneshares Inc. and Sterling Bank; Bala V. Balachandran, Founder, Indian School of Business and Great Lakes Management Institute, and former associate dean, Kellogg School of Management, Northwestern; Frank Kelley, associate dean of undergraduate studies at Bauer College; and Michael C. Linn, chairman and CEO of LINN Energy.

BAUER BITS
Additional news and happenings around the UH Bauer College of Business

2009-2010 DEAN’S EXECUTIVE BOARD

The Dean’s Executive Board welcomed a new chairman and five additional members in 2009-2010. Administaff President Richard Rawson ('72) is incoming chairman, taking over for past chairman John McNabb II, who is chairman for Growth Capital Partners, L.P. The board’s newest members include Sam Douglass ('54), chairman and CEO of Equus II Incorporated; J. Downey Bridgwater ('84), chairman, president and CEO of Sterling Baneshares Inc. and Sterling Bank; Bala V. Balachandran, Founder, Indian School of Business and Great Lakes Management Institute, and former associate dean, Kellogg School of Management, Northwestern; Frank Kelley, associate dean of undergraduate studies at Bauer College; and Michael C. Linn, chairman and CEO of LINN Energy.

Bauer College was featured in The Princeton Review’s latest guide to the country’s best business schools. The Best 302 Business Schools surveyed 19,000 students in 2006, 2007 and 2008 and included two-page profiles of the best business schools in the country. A summary of Bauer highlights reported by students includes a strong academic focus on the energy industry, friendly students, a good peer network, cutting-edge classes and a great metropolitan setting. Students also lauded the high caliber of Bauer faculty, the value of non-classroom events like an annual Leadership and Ethics Week, and the level of support from the Rockwell Career Center and other UH Bauer resources.

Strategic Financial Group and parent company MassMutual have lent their name to the high visibility video wall in the lobby of Melcher Hall, now branded the Strategic Financial Group News Center. The plasma screens in the News Center display important announcements and news to the thousands of students who pass through the building each day. Representatives from Bauer College celebrated the partnership with leadership from SFG and MassMutual during a reception in September.
Bauer College re-launched its Distinguished Leaders Series in October with an energy focus. Sponsored by Sequent Energy Management, the DLS featured two of the country’s foremost energy experts as guest speakers — Gal Luft, the executive director of the Institute for the Analysis of Global Security (IAGS) and John W. Somerhalder II, who is chairman, president and CEO of AGL Resources.

The Bauer College Alumni Association held several successful events over the fall semester, including its monthly breakfast networking series, sponsored by James E. Bashaw & Co., which hosted speakers including Houston Dynamo President and General Manager Oliver Luck, US Oncology President and CEO Bruce Broussard (MBA ’89) and Houston Texans President Jamey Rootes.

The BCAA also held its annual meeting in August, which boasted record-setting attendance along with presentations to honor the college’s Golden Cougars, a group of alumni who attended Bauer in the 1940s and 50s, along with outgoing Dean’s Executive Board chairman John McNabb and a group of employees from China National Petroleum Corporation who were in Houston to receive their Global Energy MBA degrees from Bauer.

► Supply chain senior Sean McFarlin was the recipient of the Joe W. Martin Scholarship Endowment. Joe Martin (’76), an alumnus of the UH chapter of the Sigma Chi fraternity, awards the scholarship annually to a Sigma Chi member and Bauer student who maintains excellent grades and stays active in student organizations. This is McFarlin’s second year to receive the honor.

► Assistant Dean for Career Services at the Rockwell Career Center and longtime tri-athlete Jamie Belinne represented Team USA in the International Triathlon Union (ITU) Long Distance Triathlon World Championships in Perth, Australia. Belinne was invited to join Team USA 2009 after finishing Top Ten in her age group in a national championship triathlon last year. Teams from more than 20 countries traveled to Australia to compete in the race, and Belinne finished 36th in her age group world-wide.
Assistant Dean for Career Services Jamie Belinne crosses the finish line in Perth, Australia.
The 2009 University of Houston football season marked the launch of the Bauer Business Leaders Program, a joint effort between the UH Bauer College of Business and UH Football to connect student athletes with prominent Houston business leaders. Each Cougar home game featured two honorary guest sideline coaches who participated in all pre-game and game time activities.

Sideline coaches included Mike Linn, chairman and CEO of LINN Energy; Bradley Hutchinson, Barclays Capital management director of upstream coverage; Peter Tumminello, executive vice president of business development and support for Sequent Energy Management; C. Gregory Harper (MBA ’97), senior vice president and group president of CenterPoint Energy Pipelines and Field Services; John T. McNabb II, Growth Capital Partners chairman; L.R. “Robin” French, FEC Holdings founder and co-owner; Randy Giles, CEO for UnitedHealthcare; Richard G. Rawson (BBA ’72), president of Administaff and chairman of the UH Bauer Dean’s Executive Board; Jeff Allen, president and CEO of Integrity Financial Group; Gerald W. McElvy, president of ExxonMobil Foundation; Harris County Sherriff Adrian Garcia; and Robert Erwin (BS ’95), owner and president of Pi Studios.

Bauer students and alumni showed strong support for UH Athletics this year in what has been said to be the most remarkable season in Cougar football history. The Bauer College Alumni Association hosted droves of fans at the Bauer Pavilion while student organizations rallied for the Coogs during pre-game tailgating outside of Robertson Stadium.

Guest Sideline Coaches Went 6-0 For Cougar Football