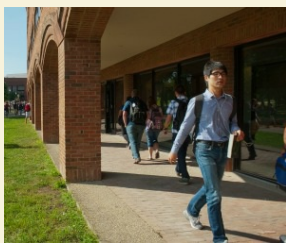




SCHOOL OF BUSINESS ADMINISTRATION

Faculty Research Bulletin

Vol.1, Issue 2



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A Message from the Dean

It gives me great pleasure to present the second edition of the University of Vermont School of Business Administration Faculty Research Bulletin. As you will see, our faculty members continue to create innovative and relevant knowledge in their fields that translates to what they are teaching in the classroom. I look forward to showcasing more School of Business Administration research achievements in the coming months.



Dean Sanjay
Sharma

Sanjay Sharma, Ph.D.
Dean & Professor of Management

Dean's Award for Distinguished Scholarship



Associate Professor
David A. Jones

Dean Sanjay Sharma is pleased to announce the winner of the inaugural *Dean's Award for Distinguished Scholarship* is **Associate Professor David A. Jones**.

Professor Jones conducts research on employees' perceptions of fairness in the workplace, studying how employees judge fairness, and how and why they respond to fair treatment through cooperative behavior, and to unfair treatment through things like turnover and theft. David also conducts research on how employees and job seekers respond to socially and environmentally responsible business practices. David is active in presenting his research at scholarly conferences like the annual meetings of the Academy of Management and

the Society for Industrial and Organizational Psychology, and has published his research in some of the top journals in his field, including the Journal of Applied Psychology, the Journal of Organizational Behavior, and the Journal of Management. Dr. Jones is currently a member of the editorial board for the Journal of Organizational Behavior.

Professor Jones was selected to be this year's recipient of the Dean's Award for Distinguished Scholarship by a committee of his peers. He will be recognized at a ceremony in May.

External Grants

Associate Professor David Novak is part of a research team that was recently awarded three research grants totaling \$242,000.

Dr. Novak is the Primary Investigator (PI) on a \$64,995 grant from the U.S. Department of Transportation in conjunction with the University Transportation Center (UTC) program and UVM's Transdisciplinary Research Initiative (TRI) related to Complex Systems, titled "A Risk-Based Flood-Planning Strategy for Vermont's Road Network". Jim Sullivan, Research Analyst for UVM's Transportation Research Center, is co-PI.



Associate
Professor David
Novak

Dr. Novak is co-PI on a \$100,000 grant from the State of Vermont's Agency of Transportation (Vtrans), Research Advisory Council (RAC) titled "Travel Importance and Strategic Investment in Vermont". He is also serving as co-PI on another \$77,000 RAC grant from Vtrans titled "Optimization of Snow Removal in Vermont". Jim Sullivan is PI for both grants.

Refereed Journal Articles

Associate Professor Dave Novak co-authored a paper that has been accepted for publication in Applied Geography. The paper, "A Network-Based Approach for Evaluating and Ranking Transportation Roadway Projects", introduces a novel approach for prioritizing projects using a spatially sensitive, network-based performance metric. Co-authors: Jim Sullivan, UVM Transportation Research Center and Darren Scott, McMaster University

Professor Pramodita Sharma co-authored a paper that has been accepted for publication in Universia Business Review. The paper is titled "Family Involvement - Firm Performances link: Winning configurations revealed by set-theoretic methods. Co-author: R. Carcia-Castro.



Professor Pramodita Sharma co-authored a paper that has been accepted for publication in Entrepreneurship Theory &

Practice. The paper is titled "Exploiting and exploring new opportunities over life cycle stages of family firms." Co-authors: C. Salvato. Editors: Jim Chrisman, Jess Chua and Lloyd Steier. Professor Pramodita Sharma

Professor Sanjay Sharma co-authored a paper that has been accepted for publication in *Business and Society*. The article is titled "The engagement of firms in environmental collaborations: Existing contributions and future directions." Co-authors: U. Wassmer and R. Paquin.

Associate Professor Chun Zhang co-authored a paper that was accepted for publication in the *Journal of Operations Management*. The paper is titled "The Boundary of Spanning Capabilities of Purchasing Agents in Buyer-Supplier Trust Development." Co-authors: Sridhar Viswanathan, and John W. Henke Jr. (2011).

Associate Professor Chun Zhang co-authored a paper accepted for publication in the *Journal of Marketing Channel*. The paper is titled "A Mixed-Method Study of the Effects of *Guanxi* Between Salespersons and Buyers on Retailer-Supplier Relationships in China." Co-authors: Huang Ying, Brenda Sternquist, and Roger Calantone (2011).



Associate
Professor
Chun Zhang

Conference Keynotes, Presentations, Proceedings

Associate Professor David A. Jones presented his paper entitled "Effects of community involvement on employee satisfaction, trust, and behavior" at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA. (April, 2012) Co-authors: K. Alfes, A. Shantz

Associate Professor David A. Jones presented his paper "Using green business practices to recruit employees: What happens post-hire?" in a symposium titled "Spotlight on Green: Partnering with Organizations to Measure Environmental Benefits" at the 27th Annual Meeting of the Society for Industrial and Organizational Psychology (SIOP), San Diego, CA. (April, 2012) Co-author: C.R. Willness

Associate Professor David A. Jones will present his paper entitled "The effects of inducement and expectation HR practices on turnover & customer satisfaction" at the 72nd annual meeting of the Academy of Management, Boston, MA. (August, 2012) Co-authors: J.A. Schmidt, C.R. Willness, J.S. Bourdage, M.A. Youndt

Associate Professor David A. Jones will present his paper entitled "Using the why to understand the who: What kinds of job seekers are attracted to

socially responsible employers?" at the 30th International Congress of Psychology, Cape Town, South Africa (July 2012) Co-author: C.R. Willness

Associate Professor David A. Jones will present his paper entitled "Why job seekers are attracted by Corporate Social Responsibility: Experimental and field evidence" at the 30th International Congress of Psychology, Cape Town, South Africa (July 2012) Co-author: C. R. Willness

Associate Professor David A. Jones will present his paper entitled "Says who? Information source credibility and job seekers' perceptions of Corporate Social Responsibility" at the 30th International Congress of Psychology, Cape Town, South Africa (July 2012) Co-author: C.R. Willness

Associate Professor David A. Jones will present his paper entitled "How awareness, greenwashing, and public opinion influence employees' concept of their company's "green" practices" at the 30th International Congress of Psychology, Cape Town, South Africa (July 2012) Co-authors: K. Zerr, C.R. Willness

Assistant Professor Allison Kingsley and Associate Professor Tom Noordewier presented their paper entitled "Microdeterminants of Foreign Direct Investment into Developing Countries: Evidence from the Telecom Sector" at the annual conference of the American Political Science Association (Sept 2011)



Associate
Professor Tom
Noordewier

Assistant Professor Allison Kingsley will present her paper entitled "The Political Risk of Repatriating Profits: How Transfer Risk Affects Foreign Investment" at the annual conference of the American Political Science Association (Sept., 2012) Co-authors: B. Graham, N. Johnson



Assistant
Professor
Allison
Kingsley

Associate Professor David Novak presented his paper "Evaluating Groups of Roadway Projects: Evidence of Emergent Properties in a Roadway Network" at the Annual Northeast Decision Sciences Institute meeting in Newport, RI in March.

Associate Professor David Novak presented "on the Management of a Blood Bank at a Hospital" at the 2011 Annual Decision Sciences Institute meeting in Boston, MA in November.

Associate Professor David Novak was invited to present "Incorporating Varying Trip Purposes and Critical Facility Location into Network Robustness Analysis" at CIRRELT, Interuniversity Research Center on Networks, Logistics and Transportation, in Montreal, QC, CA in October 2011.

Professor Pramodita Sharma recently returned from Kaohsiung, Taiwan where she was the keynote speaker at the 2011 Asia Pacific Successful Transgenerational Entrepreneurship Practices (STEP) Family Summit.

[Learn More](#)

Professor Pramodita Sharma presented "Persistent 5 @ 25 through practitioner and scholarly eyes" at the 25th annual conference of the Family Firm Institute in Boston in October. Co-author: J. Hilburt-Davis.

Professor Pramodita Sharma presented "Senior and NeXt Gen Family Business Scholars: A Frank Conversation" at the 25th annual conference of the Family Firm Institute in Boston in October. Co-authors: R. Labaki, R. Nason, P. Poutziouris.

Professor Pramodita Sharma presented "Balancing family legacy and future change" at the 25th annual conference of the Family Firm Institute in Boston in October. Co-author: R. Nason.

Professor Pramodita Sharma was the Keynote Speaker at Nurturing Entrepreneurial Spirit Across Generations at National University of Tainan, Taiwan in November.

Professor Pramodita Sharma participated in a panel discussion on "Succession challenges in family business: Observations from the East and West" in Taiwan in November. Other Panelists: Ken Moores (Bond University), Kevin Au (Chinese University of Hong Kong), Hiro Higashide, Waseda (University, Japan), C-Z Lee (Academia Sincia, Taiwan), Leilanie Mohd Nor (University Tun Abdul Razak, Malaysia).

Books/Book Chapters

Professor Rocki-Lee DeWitt (May, 2012). "Good Downsizing" in *Downsizing: Is Less Still More?* (Cambridge Companions to Management), Cary L. Cooper, Alankrita Pandey, James Campbell.



Associate Professor David A. Jones (Forthcoming, 2013). "Corporate environmental sustainability and employee recruitment: Leveraging 'green' business practices to attract talent." In A.H. Huffman & S. R. Klein (Eds.), *Green Organizations: Driving Change with IO Psychology*, Psychology Press/Routledge. Co-author: C.R. Willness

Professor Rocki-Lee DeWitt

Associate Professor David A. Jones (Forthcoming, 2012). "Volunteer programs in the corporate world." In J. B. Olson-Buchanan, L. L. Koppes Bryan, & L. F. Thompson (Eds.), *Using I-O Psychology for the Greater Good: Helping Those Who Help Others*. SIOP Frontier Series. Co-author: J. B. Henning

Associate Professor David A. Jones (Forthcoming, 2012). "The morality and ethics of workplace revenge: Avengers' moral considerations and the consequences of revenge for stakeholder well-being." In R. Giacalone & M.

Promislo (Eds.), *Unethical Work Behavior and Organizational Well-Being: A Handbook*. M. E. Sharpe, Inc.

Associate Professor David A. Jones (Forthcoming, 2012). "Corporate social performance, organizational reputation, and recruitment." In K. Y. T. Yu & D. Cable (Eds.), *The Oxford Handbook of Recruitment*. Oxford University Press. Co-author: C. R. Willness

Professor Barbara McIntosh and Associate Professor Chun

Zhang(2012), "Aging: the Role of Work and Changing Implications in the United States and China," in *Aging in China: Implications to social policy of a changing economic state*, Sheying Chen and Jason L. Provost, eds. New York: Springer, 23-43.



Professor
Barbara
McIntosh

Professor Pramodita Sharma (2012). "Emotional messiness in family firms" in *Understanding family business: Undiscovered approaches, unique perspectives, and neglected topics*. Co-author: Brundin, E. Eds. Alan Carsrud & Brannback, Springer Publishers. pp. 55-71.

Other Distinctions

Professors Rocki-Lee DeWitt and Pramodita Sharma are heading up the School's affiliation with the Successful Transgenerational Entrepreneurship Practices (STEP) Project. The STEP Project is a global applied research initiative that explores the entrepreneurial process within business families and generates solutions that have immediate application for family leaders. **Dr. Sharma** is the Academic Director of the STEP Global Board.

Professor Rocki-Lee DeWitt was interviewed by New England Cable News (NECN) about Green Mountain Coffee Roasters new Keurig Vue in February.

Associate Professor David A. Jones was the 2012 recipient of the Dean's Award for Distinguished Scholarship, School of Business Administration, University of Vermont. April, 2012.

Professor Pramodita Sharma was interviewed on WCAX-TV about the upcoming Global Family Enterprise Competition. March 2012

Professor Pramodita Sharma's editorial "Family enterprises need to plan for succeeding generations" ran in the Burlington Free Press in December 2011.

