



Kalkin Hall
55 Colchester Avenue
Burlington, Vermont
05405

www.uvm.edu/business



[Contact Us](#)

A Message from the Dean

It gives me great pleasure to present our Fall 2014 University of Vermont School of Business Administration Faculty Research Bulletin.

Our faculty continue to unearth important insights into the world of business, consolidating their status as leading subject matter experts across their respective fields. Whether they are being recognized for their research, published in books and top tier journals, quoted in the media or presenting across the world at conferences, their knowledge importantly translates into accelerated learning for our students in the classroom.

I invite you to visit [our website](#) to learn more about the School of Business Administration, our faculty, students and work.

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



*Dean Sanjay
Sharma*

Recognition Awards

Professor Stuart Hart was the recipient of the Academy of Managements ONE Division's first Distinguished Scholar Award in August, 2014.

Professor Pramodita Sharma was awarded an honorary doctorate from the Witten/Herdecke University on June 24 in Witten, North Rhine-Westphalia, Germany.

Associate Professor Richard Vanden Bergh was the recipient of the 2014 School of Business Administration Faculty Scholarship Recognition Award.

Refereed Journal Articles

Professor Sanjay Sharma co-authored "Advancing Research on Corporate Sustainability - Off to Pastures New or Back to the Roots?" *Business and Society*. Co-authors: Aragon-Correa, A., Figge, F. & Hahn, T.

Professor Sanjay Sharma and **Professor Stuart Hart** co-authored "Beyond 'Saddle Bag' Sustainability for Business Education." *Organization and Environment*, 27(1): 10-15.

Assistant Professor Glenn C. Walberg authored "Wrestling Control from the UNICAP Regulations: The Irrelevance of Quality Control in Determining Capitalizable Trademark Royalties," in 16 *Florida Tax Review*, 223 (2014).

Assistant Professor Jie Zhang co-authored a paper "An Agency Perspective on Service Triads: Linking Operational and Financial Performance" that has been accepted for publication in the *Journal of Operations Management*. Co-authors: Lawrence, B. & Anderson, C.

Grants

Associate Professor David Novak as a Co-PI received a \$145,622 research grant for "Quantifying the Impact that New Capital Projects will have on Roadway Snow and Ice Control Operations" from the Minnesota Department of Transportation (MNDOT) through the Clear Roads Program in October, 2014.

Conference Keynotes, Presentations, Proceedings

Assistant Professor Steven Gove co-presented "An assessment of the integration of entrepreneurship via strategic management textbooks" at the 2014 Annual Meeting of the Academy of Management in Philadelphia, PA, on August 4, 2014. Co-authors and presenters: Janney, J.J. and Matherne, B.M.

Assistant Professor Steven Gove co-presented "The Author Affiliation Index (AAI) as an assessment of 25 entrepreneurship journals, 2007-2011." at the 2014 Annual Meeting of the Academy of Management in Philadelphia, PA. Co-authors and presenters: Janney, J.J. and Matherne, B.M.

Professor Stuart Hart presented "Taking the Green Leap to the Base of the Pyramid" at the GRONEN Research Conference in Helsinki, Finland on June 15th, 2014.

Professor Stuart Hart presented "Business Strategy for a Sustainable World" at George Washington University School of Business in Washington, DC on April 25th, 2014.

Professor Stuart Hart presented "Be in the Black by Being Green" at the

Legatum Center Lecture Series at Massachusetts Institute of Technology in Boston, Massachusetts on March 11th, 2014.

Professor Stuart Hart presented "Taking the Green Leap: Strategies for a Sustainable World" at the United Nations Business Call to Action Forum in Washington, DC on September 24th, 2014.

Professor Stuart Hart presented "Co-Creating Inclusive Business Ecosystems" at the Co-Creating Business Ecosystems in Emerging Markets Forum at Aalto University in Helsinki, Finland on June 17th, 2014.

Professor Stuart Hart presented "Entrepreneurship for a Sustainable World" at the Peter F. Secchia Breakfast Lecture at Grand Rapids, Michigan on May 1st 2014.

Associate Professor Susan Hughes presented a paper "Big-4 Auditor Influence on the Presentation and Format of EU IFRS Financial Statements" at the American Accounting Association Annual Meeting in Atlanta on August 6th, 2014. Co-authors: Hodgdon, C.D., and Vanzo, B.

Associate Professor David A. Jones presented "The Science and Practice of CSR, Sustainability, and Humanitarian work" and was a panelist discussing "Employee-volunteerism Research: Creating Value for Scholars, Employees, Employers, and Society" at the 29th Annual Meeting of the Society for Industrial Organizational Psychology in Oahu, Hawaii. May 2014.

Associate Professor David A. Jones was the first author of "Employee Responses to Community Involvement: Longitudinal tests of Mediating Mechanisms," which he presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology in Oahu, Hawaii. May 2014. Co-authors: Alfes, K., Shantz, A., & Truss, K.

Associate Professor David A. Jones was the first author of "Environmental Management Practices: Pre-and Post-Hire Effects, Mechanisms, and Moderators," which he presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology in Oahu, Hawaii. May 2014. Co-authors: Willness, C. R.

Associate Professor David A. Jones co-authored "Bonus Eligibility Inequity and Turnover Among Part-time and Full-Time Employees," which was presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology in Oahu, Hawaii. May 2014. Co-authors: Schmidt, J., Willness, C. R., & Bourdage, J. S.

Associate Professor David A. Jones co-authored "How Corporate Social Performance Creates Proud Employees and Happy Customers," which was presented at the 29th Annual Meeting of the Society for Industrial and Organizational Psychology in Oahu, Hawaii. May 2014. Co-Authors: Willness, C. R. & Schmidt, J.

Associate Professor David A. Jones co-authored "That's Not Fair: Job based Differentiation in HR Practices in the Same Establishment," which was presented at the 66th Annual Meeting of the Labor and Employment Relations Association in Portland, Oregon. May 2014. Co-authors: Schmidt, J. S., Pohler, D. M., & Willness, C. R.

Associate Professor David A. Jones was the first author of "It's Clear They Like it but it's Not Clear Why: Illuminating the Signals Job Seekers Receive From an Employer's Community Involvement and Environmental Sustainability," which he presented at the 28th International Congress of Applied Psychology in Paris, France. July 2014. Co-authors: Heller, K. W., & Willness, C. R.

Associate Professor David A. Jones was the first author of "Explaining the Effects of Corporate Community Involvement on Employee Job Satisfaction and Turnover Intent: A Longitudinal Field Test of Underlying Mechanisms," which he presented at the 28th International Congress of Applied Psychology in Paris, France. July 2014. Co-authors: Shantz, A., & Alfes, K.

Associate Professor David A. Jones was the first author of "Always Consider the Source... The Source of Justice, That Is. Meta-analytic Tests of Competing Predictions From Two Theoretical Models," which he presented at the 28th International Congress of Applied Psychology in Paris, France. July 2014. Co-authors: Uggerslev, K. L., Fassina, N. E., Kraichy, D., & Cadigan, F.

Associate Professor David A. Jones co-authored "Finding Order in Construct Chaos: Clarifying and Differentiating the Way Stakeholders' Perceive and React to Corporate Social Responsibility," which was presented at the 28th International Congress of Applied Psychology in Paris, France. July 2014. Co-author: Willness, C. R.

Associate Professor David A. Jones co-authored "Cynicism Toward Corporate Social Responsibility: Testing a Measure of a Proposed Construct to Understand Stakeholders' Skeptical Reactions to CSR Claims," which was presented at the 28th International Congress of applied Psychology in Paris, France. July 2014. Co-author: Willness, C. R.

Associate Professor David A. Jones authored "Do Claims About Skill Development Reflect the Nature of Employees' Volunteer Experiences?" which he presented at the 74th Annual Meeting of the Academy of Management in Philadelphia, Pennsylvania. August 2014.

Associate Professor David A. Jones was a panelist and facilitator at the Professional Development Workshop on "OB Research Incubator" at the 74th Annual Meeting of the Academy of Management in Philadelphia, Pennsylvania. August 2014.

Associate Professor David A. Jones was the first author of "Research on Corporate Social Performance and Employee Recruitment," which he

presented at the 74th Annual Meeting of the Academy of Management in Philadelphia, Pennsylvania. August 2014. Co-author: Willness, C. R.

Associate Professor David A. Jones was a Co-chair of a symposium on "Understanding Employee Responses to CSR: Explanatory Mechanisms and Boundary Conditions," at the 29th Annual Meeting of the Society for Industrial and Organizational psychology in Oahu, Hawaii. May 2014. Co-chair: Ganegoda, D. B.

Assistant Professor Allison Kingsley co-authored and presented "A Unified Model of Political Risk" at the American Political Science Association Annual Meeting in Washington, D.C. on August 30, 2014. Co-authors: Graham, B., and Johnston, N.

Associate Professor David Novak co-presented "A Routing Heuristic for Roadway Snow and Ice Control" at the Decision Sciences Institute (DSI) meeting in Tampa, FL, November 2014. Co-presenters: Sullivan, J., & Dowds, J.

Associate Professor David Novak co-presented "An Objective Approach for Prioritizing and Ranking Roadway Projects" at the Transportation Research Board's Tools of the Trade conference in Burlington, VT, July 22-24, 2014. Co-presenter: Sullivan, J.

Associate Professor David Novak co-presented his paper "'Critical Closeness Accessibility' A Link-Focused Measure for Evaluating Accessibility to Critical Services" at the Arizona State University W.P. Carey School of Business research seminar series on May 1st, 2014.

Professor Pramodita Sharma presented "Environmental Sustainability: Unique Advantages and Challenges for Family Businesses" at the Global Business Sustainability Conference at Saginaw Valley State University in September, 2014.

Professor Pramodita Sharma presented "Family Meetings: Building a Stronger Family and a Stronger Business" at the Stevens Center for Family Business in September, 2014.

Professor Pramodita Sharma presented "What Past and Potential Contributions has Family Firm Research Made for Practitioners? How Can Its Contributions be Further Developed?" at the 10th anniversary Family Enterprise Research Conference in Portland, Oregon in June, 2014.

Professor Pramodita Sharma presented "Building Long Lasting Family Businesses: Lessons for Indian Business" at the Indian School of Business (ISB) in India in May, 2014.

Professor Pramodita Sharma presented "Successful Trans-Generational Entrepreneurship" at the Universiti Tun Abdul Razak (UNIRAZAK) in Malaysia in April, 2014.

Professor Pramodita Sharma presented "Leadership and Succession in Family Enterprising Growing and Sustaining an Enterprising Business Family" at the Singapore Management University in Singapore in April, 2014.

Professor Sanjay Sharma presented "Connecting Firms to Sustainability Hot Spots in Multinational Multi-Tier Supply Chains" at the Academy of Management Annual Meetings in Philadelphia, Pennsylvania in 2014.

Professor Sanjay Sharma presented "Urgent Academic Sustainability Action: If Not Now, When? If Soon, What To Do Today?" at the Academy of Management Annual Meetings in Philadelphia, Pennsylvania in 2014.

Professor Sanjay Sharma presented at the ONE Junior Faculty Consortium at the Academy of Management Annual Meetings in Philadelphia, PA.

Associate Professor Chun Zhang presented "Recovering interfirm exchanges from noncooperation: efficacy vs. equity logics" at the CIMaR (Consortium for International Marketing Research) 2014 conference.

Assistant Professor Jie Zhang presented her paper "A contingency perspective on learning in Hotel Operations" at Cornell Hospitality Research Summit 2014 in October 2014. Co-authors: Joglekar, N. & Verma, R.

Assistant Professor Jie Zhang presented her paper "Free Riding Agent: Effect of Customer-Facing Service Outsourcing and Pricing on Performance" at the Service Management and Service Forum in June 2014. Co-authors: Lawrence, B. & Anderson, C.

Assistant Professor Jie Zhang presented her paper "Evaluation of Service Configurations during Good Times and Bad: Evidence from the US Hotel Industry" at the 25th Annual Production and Operations Management Society (POMS) Conference in May 2014. Co-author: Verma, R.

Books

Professor Pramodita Sharma co-authored "SAGE Major Works of Family Business Studies." (2014). SAGE Publications, Ltd. Co-author: Melin, L.

Professor Pramodita Sharma co-authored "The SAGE Handbook of Family Business." (2014) Sage Publications Ltd. Co-authors: Melin, L. and Nordqvist, M.

Professor Pramodita Sharma co-authored "Exploring Transgenerational Entrepreneurship Research: The Role of Resources and Capabilities." (2014) Edward Elgar Publishing Inc., Northampton, MA. Co-authors: Sieger, P., Nason, R., Cristina, A., and Ramachandran, K.

Professor Sanjay Sharma "Competing for a Sustainable World: Building

Capacity for Sustainable Innovation," Greenleaf Publishing, UK. (2014).

Book Chapters

Professor Rocki-Lee DeWitt co-authored "Successful Family Business Ownership Transitions: Leveraging Tacit Knowledge," in *Exploring Transgenerational Entrepreneurship: The Role of Resources and Capabilities*. UK:Edward Elgar pp. 88-109. Co-author: Leon, A., C., G.

Professor Rocki-Lee DeWitt co-authored "The Role of Experience and Socio-Emotional Wealth in Business Continuity." in *Global STEP Booklet, Volume II; Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries*. pp. 27-32. Co-author: Leon, A., C., G.

Associate Professor Richard Vanden Bergh and **Assistant Professor Allison Kingsley** co-authored "How Regulatory Uncertainty Drives Integrated Market and Nonmarket Strategy" in *The Routledge Companion to Nonmarket Strategy* edited by T. Lawton and T. Rajwani.

Media Articles/Quotes

Assistant Professor Allison Kingsley was interviewed by NECN on the IBM Global Foundries deal on October 20th, 2014.

Other Distinctions

Professor Rocki-Lee DeWitt was selected to be a FOBI Scholar by the Family Owned Business Institute at Grand Valley State University to support her research on intergenerational innovation in family business.

Professor Rocki-Lee DeWitt had the paper she co-presented at the 2014 Family Enterprise Research Conference (FERC) selected as one of the three best papers at the annual conference.

Professor Rocki-Lee DeWitt and **Professor Pramodita Sharma** edited "Global STEP Booklet, Volume II; Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries. STEP Summit Reports and Resources,paper 13. Co-editors: Auletta, N., Parada, M. J., & Yusof, M.

Professor Rocki-Lee DeWitt wrote the introduction to "Global STEP Booklet, Volume II; Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries. " STEP Summit Reports and Resources. Paper 13. pp. 3-12.

Associate Professor David Jones began serving a second term on the Editorial Board of *Journal of Management*.

Associate Professor David Novak was appointed to serve as a Senior Editor for *Decision Support Systems* in July, 2014.

Professor Sanjay Sharma Co-editor of a special issue of the *Journal of Business and Society: Advancing Research on Corporate Sustainability - Off to Pastures New or Back to the Roots?* 2014. In Press.
