
The University of Vermont

Grossman

SCHOOL OF BUSINESS



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A Message from the Dean

It gives me great pleasure to present our Fall 2015 University of Vermont Grossman School of Business Faculty Research Bulletin.

Our faculty continue to unearth important insights into the world of business. Whether they are being recognized for their research, published in top-tier journals, quoted in the media or presenting across the world at conferences, their knowledge translates into accelerated learning in the classroom.

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

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



Dean Sanjay
Sharma

Refereed Journal Articles

Associate Professor Stephen J. Dempsey was the first author of "Core earnings uncertainty, dividend change announcements and the reduction of covariance component risks" that has been accepted for publication in the *Journal of Business Finance and Accounting*. Co-authors David M. Harrison and Hainan Sheng.

Professor Rocki-Lee DeWitt co-authored a paper "Social Responsibility and Community Development in Vermont's Food Business" in the *Journal of*

Food Research Volume 4, No. 6 2015. Co-authors Conner, Davis S., Inwood, Shoshannah M. and Archer, Michael.

Assistant Professor Patrick Raymund James M. Garcia co-authored "To flatter or to assert? Gendered reactions to Machiavellian leaders" in *Journal of Business Ethics*. Co-authors: Capezio, A., Restubog, S.L.D., Wang, L., & Lu, V.

Assistant Professor Patrick Raymund James M. Garcia co-authored "Suffering in silence: Investigating the role of fear in the relationship between abusive supervision and defensive silence" in *Journal of Applied Psychology*. Co-authors: Kiewitz, C., Restubog, S.L.D., Shoss, M.K., & Tang, R.L.

Associate Professor David A. Jones co-authored "Does emphasizing different types of person-environment fit in on-line job ads influence application behavior and applicant quality? Evidence from a field experiment" in *Journal of Business and Psychology*, June 2015. Co-authors: Schmidt, J. A., & Chapman, D. C.

Associate Professor Erik Monsen co-authored "Founder, Academic, or Employee? A Nuanced Study of Career Choice Intentions" in *Journal of Small Business Management* October 2015. Co-Author: Sieger, P.

Associate Professor Erik Monsen co-authored "The configuration of corporate venturing logics: An integrated resource dependence and institutional perspective" in *Small Business Economics* August 2015. Co-authors: Biniari, M., Simmons, S., & Pizarro Moreno, M. I.

Associate Professor David Novak co-authored a paper "Evaluating the Outcomes Associated with an Innovative Change in a State-Level Transportation Project Prioritization Process: A Case Study of Vermont" in *Transport Policy*. Co-authors: Koliba, C.; Zia, A.; and Tucker, M.

Associate Professor Andrew Prevost co-authored "Stock Return Synchronicity and the Market Response to Analyst Revisions" in *Journal of Banking and Finance*, September 2015. Co-authors: Devos, E., Hao, W. & Wongchoti, J.

Professor Pramodita Sharma co-authored "Learning patterns and approaches to family business education around the world - Issues, insights and research agenda" in *Academy of Management Learning & Education*, 14(3): 307-320. Co-authors Salvato, C. & Wright, M. (2015).

Editorial

Professor Pramodita Sharma co-authored "Referencing in scholarly articles: What is just right?" *Family Business Review*, 28(3): 188-192. Co-author Pearson, A.W. (2015).

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

Grants

Associate Professor David Novak as co-Primary Investigator, was awarded a \$75,000 grant titled "Snow Plow Route Optimization". Sponsor: Minnesota Department of Transportation (MNDOT) through the Clear Roads Program.

Conference Keynotes, Presentations, Proceedings

Professor Rocki-Lee DeWitt presented "Socially responsible succession planning," at Social Issues Management Division, Academy of Management Annual Meeting, Vancouver, BC, August 2015. Co-author Izzo, A.

Professor Rocki-Lee DeWitt presented "Non-family: Opportunities for a more inclusive and complete understanding of the factors underpinning family business success," at Family Enterprise Research Conference, Burlington VT, June 2015. Co-authors James, A. and Gonzalez, A.C.

Professor Rocki-Lee DeWitt presented "Why storytelling is key to understanding long-term innovative practices in family firms: A theoretical explanation," at Family Enterprise Research Conference, Burlington VT, June 2015. Co-authors Stamm, I. and Barbera, F.

Professor Rocki-Lee DeWitt presented "Business Models for Food: A Lot of Possibilities" in Colombia to an audience of 400 agricultural and food entrepreneurs. (The invitation came jointly from the Bogota Chamber of Commerce and ANelA.)

Assistant Professor Patrick Raymund James M. Garcia presented "For a bright future: Contextual supports and career self-efficacy as predictors of career optimism" at the 75th Annual Meeting of the Academy of Management in Vancouver, Canada, on August 2015. Co-author: Bordia, S.

Assistant Professor Patrick Raymund James M. Garcia presented "Investigating the role of self-control and job performance in the relationship between customer mistreatment and negative word of mouth" at the 75th Annual Meeting of the Academy of Management in Vancouver, Canada, on August 2015. Co-authors: Lu, V., Restubog, S.L.D., Capezio, A, & Wang, L.

Assistant Professor Patrick Raymund James M. Garcia presented "Playing favorites: Investigating the psychological mechanisms linking parental differential treatment and abusive supervision" at the 75th Annual Meeting of the Academy of Management in Vancouver, Canada, on August 2015. Co-authors: Restubog, S.L.D., Skarlicki, D., & Jones, D.A.

Associate Professor David A. Jones co-authored a paper "Introduction to the micro-CSR track: An invitation to break down silos" presented at the 2015 Corporate Responsibility Research Conference (CRRRC), September 2015, Marseille, France. Co-authors Glavas, A., and Willness, C. R.

Associate Professor David A. Jones presented "Widely assumed but thinly tested: Do employees improve their work-related skills through corporate-sponsored volunteering?" September 2015 at the 2015 Corporate Responsibility Research Conference (CRRRC), Marseille, France.

Associate Professor David A. Jones presented "A river still divides, so let's build bridges: What the macro and micro CSR literatures can learn from each other" September 2015 at the 2015 Corporate Responsibility Research Conference (CRRRC), Marseille, France. Co-authors Glavas, A., & Willness, C. R.

Associate Professor David A. Jones presented "Unpacking the signals job seekers receive from an employer's environmental and social practices" September 2015 at the 2015 Corporate Responsibility Research Conference (CRRRC), Marseille, France. Co-authors Willness, C. R., & Heller, K. W.

Associate Professor David A. Jones co-authored a paper "Communicating about corporate social responsibility on company websites: Testing content and accessibility differences between French and U.S. firms" presented at the 2015 Corporate Responsibility Research Conference (CRRRC), September 2015, Marseille, France. Co-authors Mohn, B.

Associate Professor David A. Jones co-authored a paper "Playing favorites: Investigating the psychological mechanisms linking parental differential treatment and abusive supervision" In "Beyond Displaced Aggression: Reexamining the Antecedents of Abusive Supervision," symposium presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 2015. Co-authors Garcia, P. R. J. M., Restubog, S. L. D., & Skarlicki, D. P.

Associate Professor David A. Jones co-authored a paper "Corporate social responsibility can attract job seekers... But it might it also repel some of them?" In K. Y. T. Yu (Chair), Employer Images and Recruitment: Novel Approaches for Researchers and Practitioners. Presented at the 75th Annual Meeting of the Academy of Management, Vancouver, BC, Canada, August 2015. Co-authors Willness, C. R.

Associate Professor David A. Jones co-authored a paper "Interactional justice as a dependent variable: The relationship between differential parental treatment and abusive supervision" presented at the European Association of Work and Organizational Psychology (EAWOP), May 2015, Oslo, Norway. Co-authors Skarlicki, D. P., Garcia, P. R. J. M., Restubog, S. L. D.

Associate Professor Marilyn Lucas presented "Can Server Behavior and

Service System Design Outweigh the Benefits of Pooling?" at the INFORMS Annual Meeting, November 1, 2015 in Philadelphia, PA. Co-authors Hung, D., Novak, D., & Shunko, M.

Associate Professor Erik Monsen co-presented "The Effect of Professionalization and Entrepreneurial Orientation on Employee Engagement in Family Firm" at the Family Enterprise Research Conference in Burlington VT on June 6, 2015. Co-Authors: Suhartanto, E. & MacKenzie N.

Associate Professor Erik Monsen co-presented "The Effects of Professional Corporate Entrepreneurship Practices on Listed and Non-Listed Family Firms in Developing Countries" at the Babson College Entrepreneurship Research Conference in Natick MA on June 12, 2015. Co-Authors: Suhartanto, E. & MacKenzie N.

Associate Professor Erik Monsen co-presented "The configuration of corporate venturing logics: An integrated resource dependence and institutional perspective" at the Academy of Management (AOM) Annual Meeting in Vancouver BC, Canada, August, 2015. Co-Authors: Biniari, M., Simmons, S., & Pizarro Moreno, M. I.

Professor Pramodita Sharma presented "Firms within Families in Diverse Country Contexts: A Double Embeddedness Approach" at a symposium sponsored by ENT, BPS and IM Divisions of the Academy of Management, Vancouver. Co-authors Jennings, J., Eddleston, K., Jennings, D., and Sarthy, R.

Professor Pramodita Sharma was part of a plenary speaker panel about "Opening Governance and Governance Issues: Insights from Entrepreneurship" at the Entrepreneurship Division Session at the 2015 Academy of Management, Vancouver. Co-panelists Bill Gartner, Norris Krueger, Tom Lumpkin, Siri Terjesen and Mike Wright.

Professor Sanjay Sharma was a panelist and Discussion Leader, "Alliance Portfolios: In Memory of Ulrich Wassmer," Annual Meetings of the Academy of Management, Vancouver, August 2015.

Professor Sanjay Sharma was a panelist and Discussion Leader, "Sustainability in Multinational Multi-Tier Supply Chains," Annual Meetings of the Academy of Management, Vancouver, August 2015.

Professor Sanjay Sharma was a panelist and Discussion Leader, "Urgent Sustainability Academic Action," Annual Meetings of the Academy of Management, Vancouver, August 2015.

Associate Professor Chun Zhang presented "Sustaining relationships after exchange noncooperation: matching ex post governance mechanisms and noncooperation types" at the American Marketing Associations summer conference, August 2015. Co-authors Li, J.J., and Huang, Y.

Books

Professor Rocki-Lee DeWitt co-authored "Developing Next Generation Leaders for Transgenerational Entrepreneurial Family Enterprises." Edward Elgar Publishing Inc., Northampton, MA. Co-authors: Auletta, N., Parada, M., Sharma, P. and Yusof, M.

Media Articles/Quotes

Associate Professor Erik Monsen was featured in an article "5 Tips for Starting a Small Business in College" that was published on U.S. News & World Money, October 9, 2015.

Other Distinctions

Associate Professor David A. Jones was a Co-Chair of the Micro-level CSR Track (18 accepted papers) at the 2015 Corporate Responsibility Research Conference (CRRC) hosted by Kedge Business School in association with the Sustainability Research Institute, University of Leeds (Conference theme: Corporate Responsibility at the Crossroads: Creative Destruction or Creating Destruction?). September 16-18, Marseille, France. Co-Chairs Glavas, A., & Willness C. R.

Associate Professor David A. Jones was a Co-Organizer of the 2015 Collaborative Scholarship Roundtable: A CSR Event for Micro-CSR Scholars. A roundtable to facilitate networking and research collaboration among 11 invited micro-CSR scholars. September 19, 2015, Marseille, France. Co-Organizers Glavas, A.

Associate Professor David A. Jones was an expert panelist, OB Research Incubator. Professional Development Workshop presented at the 75th Annual Meeting of the Academy of Management, August 2015, Vancouver, BC, Canada.

Associate Professor David A. Jones was a Research Symposium Discussant, on "Giving time and money to strangers: Examining the ultimate prosocial actions" at the 75th Annual Meeting of the Academy of Management, August 2015, Vancouver, BC, Canada.

Recognition Awards

Professor Pramodita Sharma was the recipient of the Lifetime Influence and Impact Award, 2015 Family Enterprise Research Conference, June 2015.

Professor Pramodita Sharma was identified as a "Star Professor" in The 25 Best Business Schools For Family Businesses, *Family Capital*, September 2015.

Professor Sanjay Sharma's book "Competing for a Sustainable World: Building Capacity for Sustainable Innovation" was the runner up for the Best Scholarly Book Award for the Organizations and the Natural Environment Division of the Academy of Management at Vancouver, August 2015.
