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LOYOLA UNIVERSITY CHICAGO School of Business Administration RESEARCH NEWSLETTER

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John R. Boatright, the Raymond C. Baumhart, S. J., Professor of Business Ethics, has published an article "Reluctant Guardians: The Moral Responsibility of Gatekeepers," in *Business Ethics Quarterly*, and a dialogue contribution in *Academy of Management Review*, "Is There an Internal Morality of Contracting?" The second edition of his book *Ethics in Finance* was released in October. The Association of Private Enterprise Education awarded the John Templeton Prize for Best Paper of the Year 2006 in *Journal of Private Enterprise* to a previously article published by Boatright in that journal, "What's Wrong—and



What's Right—with Stakeholder Management". Dr. Boatright contributed eight entries to the *Encyclopedia of Business Ethics and Society* edited by Robert W. Kolb, **Professor of Finance and Considine Chair in Applied Ethics**. The entries are on Bankruptcy, Churning, Conflict of Interest, Disclosure, Fiduciary Duty, Finance, Shareholder Model of Corporate Governance, and Soft-Dollar Brokerage. During the summer, he delivered the keynote address on "Ethics in Finance: An Overview" to the European Business Ethics Network Research Conference in Bergamo, Italy. He gave a talk on ethics in finance at the meeting of the Financial Management Association in Barcelona, Spain, and participated in a panel on "Ethics, CSR, and Stakeholder Management," at a conference at the Universidad Pontificia Comillas de Madrid, Madrid, Spain. Other recent talks include "Ethics and the Exchange Industry," an invited address to the Federation of Exchange Accommodators; "Reluctant Guardians: The Responsibility of Gatekeepers for Effective Corporate Governance," for the Illinois Society of CPAs Annual Fraud Conference; and "Ethics in Finance" to a Doctoral Seminar at The Wharton School, University of Pennsylvania.

Jan Brinckmann, Assistant Professor of Management, recently won the **Best Paper Award** at the 4th Conference on "Theory and Practice of Entrepreneurship" in Klagenfurt, Austria for his paper "Functional Management Competence and Growth of Young Technology-Based



Firms" (co-authored by Sören Salomo and Katrin Talke).

Tim Classen, Assistant Professor of Economics, presented his paper "The Role of Weight Status in Intergenerational Correlations of Education" at the 6th World Congress of the International Health Economics Association (IHEA) in Copenhagen, Denmark in July 2007.



Chaim Ehrman, Associate Professor of Marketing, presented a paper titled "On Using Residuals for Marketing Strategies" at the November 2007 Joint Conference of INFORMS in Seattle, Washington. In addition, he also presented "On Avoiding 'Satisficing' Strategies in the Area of Market Segmentation" at the INFORMS Midwest Regional Conference held in August 2007 at Northwestern



University, Evanston, Illinois.

Suzy Fox, Associate Professor of Human Resources and Employment Relations, and Lamont E. Stallworth, Professor of Human Resources and Employment Relations, continued their research in the area of workplace bullying. They presented a workshop entitled "The Arbitration and Mediation of Bullying Disputes in the Workplace" at the 60th Meeting of the National Academy of Arbitrators in San Francisco on May 24. This presentation was subsequently highlighted in *The Chronicle of the National Academy of Arbitrators*.



In addition, Fox co-authored the paper, "Career Success and Satisfaction: a Comparative Study in Nine Countries," *Women in Management Review*, 22, 371, with the Successful Women Worldwide research team: B. J. Punnett, J. Duffy, J. Miller, A. Gregory, T. Lituchy, S. I.

Monserrat, M. R. Olivas Lujan, and N. M. Santos. This research team also published a chapter entitled “Comparative Study of Women Small Business Owners in the Americas” in Aaltio, Sundin & Kyrö (eds.), *Women and Entrepreneurship*. Copenhagen, Denmark: Copenhagen Business School Press. In addition, the book *Successful Professional Women of the Americas: From Polar Winds to Tropical Breezes*, which Fox co-authored with the Successful Women Worldwide research team last year received the highest possible evaluation from the Brazilian Educational System in 2007 (it was awarded 24 points out of a possible 24 by the “Comitê de Administração, Contabilidade e Turismo”). The book, a product of twenty researchers based in nine countries in the Americas and including more than 1100 surveys and 300 interviews, is available from Edward Elgar.

Fox also presented “Necessity Is the Mother of Behavior: Organizational Constraints, CWB and OCB” (co-authored by P. E. Spector, K. Bruursema, S. Kessler, and A. Goh) at the Academy of Management meeting in Philadelphia, Pennsylvania in August and sponsored and supervised research student Danielle TenBruggen-cate in the Loyola University Chicago Provost Fellowship Program for Undergraduate Research (LUROP) to assist with Stress/Bullying research during Summer 2007.

Al Gini, Professor of Business Ethics, has had a new textbook/anthology, *The Seven Deadly Sins Sampler*, published by The Great Books Foundation in 2007. He was also invited to give numerous professional presentations this year: “The Ethics of Insurances” in January at The American College, Meyer Beach, Florida; “The Ethics of Competition” in February at Dartmouth College; “The Immigrant Experience” in March at the English as Second Language Association; “Play More, Much More!” in May 2007 at the Wakeforest University Family Business Center; “Work Life Balance” also in May at the University of Wisconsin Family



Business Center; “Political Leadership” in July at Benedictine University; “Life, Learning, Laughter” in August at the College of St. Benedict and St. Joseph: Fall Convocation; “Why It’s Hard to Be Good” also in August at the Society for Business Ethics, Philadelphia; “My Job My Self” in October at Bellermino University; “My Job and My Life” also in October at Centery College of Louisiana NPR—Philosophy Talk; “The Seven Deadly Sins and Business Ethics: Four Philosophers Tell All” in November at the Loyola University Chicago Center for Risk Management; and “Writing as Craft and Cruelty” in November at the Chicago Public Library.

Gini also made a number of presentations to the community: “Down Time!” at Algonquin Library Association and “The Role of Humor” as part of the Loyola University Chicago Evoke Series in January; “Is Business Ethics

Possible?” at Diane Kubal Association and “Too Much Talk About God” at Ethical Humanist in April; “The Sopranos and Leadership” in May at Darby O’Brian Association, Amherst, Massachusetts; “Work/Life Balance” in March at The Darby O’Brian Association; “The Role of Leadership” at the State of Illinois Lieutenant Governor’s Office and “Life, Laughter, and the Job” at Council of International Investigators in August; “The Seven, All Too Human, Deadly Sins” at The Great Book Foundation and “Work and Life” at HR Directors of Jesuit Colleges in September; “Business, Ethics, and Leadership” in October at Abraham Lincoln Centre; and “Best Companies” in November at Chicago Better Business Bureau.

Dawn Harris, Associate Professor of Management,



published her paper, “The Board of Directors as a Social Network: A New Perspective” in the September 2007 issue of *The Journal of Management Inquiry* with Constance Helfat. This paper seeks to understand boards of directors more fully, by presenting a more complete picture of intraboard relationships among directors, including but not limited to relationships with the CEO, because these relationships affect critical decisions for the firm. The authors propose that the study of boards of directors could benefit by using a conceptual lens that scholars have yet to apply to this setting--that of the board as a social network unto itself. Harris also participated in the Strategic Management Society meeting in a session, “What Do Strategists Do?” as a Chair in October 2007.

Homer Johnson, Professor of Management and Linda Stroh, Professor of Human Resources and Employment Relations,

report that their consulting book *“The Basic Principles of Effective Consulting,”* which was published last year is doing well. This is a “what and how” book that covers the steps of the consulting process in detail, and tells the reader what to discuss with the client in the initial interview, how to write the consulting contract, and how to gather diagnostic data. It also includes short pieces of advice from consulting experts.

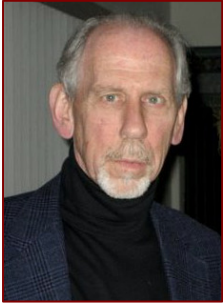
Nenad Jukic, Associate Professor of Information Systems and Operations Management,



has published a book chapter titled “Cover Stories for Key Attributes-Expanded Database Access Control” in *Contemporary Issues in Database Design and Information Systems Development* edited by Keng Siau from the University of Nebraska. The book chapter was co-authored with Svetlozar Nestorov from the University of Chicago, and Susan Vrbsky and Allen Parrish from the University

of Alabama. Jukic has also published an article titled "Comprehensive Data Warehouse Exploration with Qualified Association-Rule Mining" in the *Decision Support Systems* journal. This article was co-authored with Svetlozar Nestorov from the University of Chicago.

George G. Kaufman, John Smith Professor of Finance and Economics, published articles in several journals. He published "Some Further Thoughts About the Road to Safer Banking" in *Economic Review* (Federal Reserve Bank of Atlanta), 1st and 2nd Quarters, 2007; "U.S. Corporate and Bank Bankruptcy Regimes: A Comparison and Evaluation" (co-author Robert Bliss), in *Virginia Law and Business Review*, Spring 2007; and "Duration: What is All the Disagreement About", in *Journal of Applied Finance* Fall/Winter 2006. In addition, he published two book chapters: titled "Cross-Border Banking: Challenges for Deposit Insurance and Financial Stability in the European Union," in *Prompt Corrective Action and Cross-Border Supervisory Issues in Finance*, published by London School of Economics, April 2007, and "Using Efficient Bank Insolvency Resolution to Solve Deposit Insurance Problems" (article published last year in the *Journal of Banking Regulation*) reprinted as a chapter in the book *Deposit Insurance*, David Mayes et. al., (eds.), London: Palgrave, 2007.



Kaufman also presented papers at the Federal Reserve Bank of Atlanta in February; at the Financial Management Association Meeting, Barcelona, Spain in May; at the Bank of Estonia, Tallinn, Estonia in June; at the Bank of Finland Conference, Helsinki, Finland in June; at the Bocconi University Conference, Milan, Italy in June; and at the Federal Reserve Bank of Chicago in July. In addition, Kaufman organized two Public Symposiums at Loyola: "Mutual Hedge Funds Managed by the Same Managers: Efficiencies or Conflicts" in March 2007 and "The Use and Misuse of Corporate Stock Options" in October 2007.

Sung Min Kim, Assistant Professor of Management, presented a paper at the Academy of Management Meeting in August 2007. The title of his paper was "Resource Co-Specialization, Absorptive Capacity, and Organizational Performance: An Empirical Analysis of Information Technology Implementations". In this paper he extends and tests the ideas he proposed with Joseph Mahoney in his earlier theory paper, "Mutual Commitment to Support Exchange: Relation-Specific IT System as a Substitute for Managerial Hierarchy". The paper was published last year in the *Strategic Management Journal*. At the conference he also participated as a facilitator in an interactive session "Governance in Inter-firm Contexts" and chaired the session, "Learning Theory and Absorptive Capacity".

Robert Kolb, Professor of Finance and Considine Chair in Applied Ethics, edited two monographs that were produced as the result of research conferences on business ethics held at the University of Colorado. The books were titled *The Ethics of Genetic Commerce,* and *Corporate Retirement Security: Social and Ethical Issues.* He also published the 5th edition of his textbook on derivatives: *Futures, Options, and Swaps.* This book covers all of the major markets and the use of derivatives for speculating, hedging, and financial engineering. The co-author of this text, Jim Overdahl, is Chief Economist at the Securities Exchange Commission. In addition, Kolb presented a paper titled, "Risk Management and Distributive Justice", at two conferences: the 5th International Derivatives Securities Conferences, Seoul, Korea to an audience of about 350-400 working finance professionals, and the European Business Ethics Network, Leuven, Belgium, the leading academic business ethics organization in Europe. Kolb also participated in panel presentations at three conferences: the European Financial Management Association on business ethics, the Financial Management Association on enterprise risk management, and "The Use and Misuse of Corporate Stock Options" at Loyola University Chicago School of Business Administration.



A. (Tassos) Malliaris, the Walter F. Mullady, Sr. Professor of Economics and Finance, had a paper "Investment Principles for Individual Retirement Accounts" (co-authored by Mary Malliaris, Associate Professor of Information Systems and Operations Management,) published in the Autumn 2007 issue of the *Journal of Banking and Finance*. In addition, he presented papers at several conferences: "Modeling Short-Term Interest Rates: A Comparison of Methodologies," presentation and publication in the proceedings volume, *The Twentieth International Joint Conference on Neural Networks*, August, Orlando, Florida, with Mary Malliaris, Associate Professor of Information Systems and Operations Management; "Fewer Global Currencies?," presentation at the Fourth Annual Single Currency Conference held in July at Bretton Woods, New Hampshire; "Market Uncertainty About Future Monetary Policy," presentation at the Western Economic Association International 82nd Annual Conference, Seattle, Washington in July, with Marc Hayford, Professor of Economics; and "Modeling Federal Funds Rates: A Comparison of Four Methodologies," presentation at the Western Economic Association International 82nd Annual Conference in Seattle, Washington with Mary Malliaris, Associate



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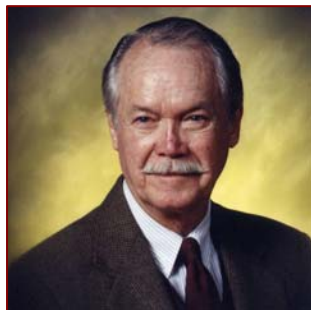
Professor of Information Systems and Operations Management.



Mary Malliaris, Associate Professor of Information Systems and Operations Management, published a paper titled "Asymmetries in Exports and Imports in the Americas: 1980 to 2005" in the *Journal of Economic Asymmetries*, Vol. 4, No. 1, June 2007.

Lawrence Metzger, Professor of Accounting, had a paper titled "The Control Environment and Decision-Making" published in the *Journal of Government Financial Management* in the December 2007 issue. Metzger also gave the keynote address in July 2007 to the educators' session of the American Health Information Management Association (AHIMA). The title of his talk was "From Butterflies to Led Zeppelin: Connections and Integration in the Classroom". It was attended by about 150 new educators of health information management.

John D. O'Malley, Professor of Business Law, continues to write articles for the *British Journal of the Orders and Medals Research Society*, such as, "The Pride of the East Yorkshire Regiment," Vol. 1, March 2007, and "Precedent Setting by Grant" Vol. 2, June 2007.



O'Malley represented Loyola University Chicago at various outside activities: he participated as a Knight of Malta in the dedication of the Icon of Blessed Gerard of Jerusalem at St. John Cantius Church; as a Commander of the Order of St. George of the Bourbon Sicilies in a regional meeting with New York and local members of that Order; as a Grand Cross member of the Papal Order of the Holy Sepulchre of Jerusalem in a meeting of 450 members for an installation held at the University of Notre Dame; and, as a former Army Major, he joined with a group for the annual USO honors function at Navy Pier.



Anne Reilly, Professor of Management, recently published an article about teaching responsible leadership, "Choosing a Values-Based Leader: An Experiential Exercise," in the *Journal of Management Education*. The co-author is Sara Ehlinger, a Loyola MBA

alumna. Reilly and **Andrew Keyt, Director of the Fam-**

ily Business Center, presented their paper, "Shared Leadership in the Family Business," at the Leadership and the Family Business Conference in Chicago in April. This paper reviewed over fifty articles from the literature on co-leadership and outlined a model for the principal stages of family business shared leadership, which is becoming a more common governance structure among family firms. Another paper about family business, "Executive Succession in a Family Business: The O'Bannon Company Exercise," was presented by Reilly and Loyola MBA student, T. J. Brown, at the 95th annual Society for Advancement of Management conference in Las Vegas, Nevada. The co-authors on this paper are all Loyola alumni or current students: Erin Eddy, John Schifferdecker, Julie Taylor, Katie Taylor, and Justin Mattice. Reilly also presented a paper at the 21st annual Mid-Atlantic Organizational Behavior Teaching Conference at Drexel University in Philadelphia, Pennsylvania. The paper, "Change Your Life in Ten Weeks," reported the results of a classroom experiment with personal change interventions used in Management (MGMT) course 472.

Dow Scott, Professor of Human Resources and Employment Relations,

continues his research on compensation by editing a book titled "*Incentive Pay: Creating a Competitive Advantage*." Scott authored over 50% of the articles contained in the book. Over 40% of the materials in the book had not been previously published. Scott also published his recent research on "Rewards Programs: What Works and What Needs to be Improved" in the *WorldatWork Journal* and presented this research at the Annual WorldatWork Conference, which is the largest gathering of compensation professionals. In a new area of research, Scott also examined the potentially conflicting loyalties of police officers in a paper presented at the Annual Meeting of the Academy of Management in Philadelphia, Pennsylvania.



Linda Stroh, Professor of Human Resources and Employment Relations,

had her new book, "Trust Rules: How to Tell the Good Guys from the Bad Guys in Work and Life," recommended by the *US News & World Report* for Executives' Nightstand in their "Best of Business" section. Stroh was also interviewed in regard to the book by Gayle King, and appeared on "Oprah and Friends" XM Satellite Radio.



Jasmine Tata, Associate Professor of Management, published "Social Capital, Collaborative Exchange, and Micro-Enterprise Performance: The Role of Gender" in a recent issue of the *International Journal of*

Entrepreneurship and Small Business. This paper presents a conceptual model of the moderating effect of micro-entrepreneurs' gender on the relationships between social capital configuration, collaborative exchange, and micro-enterprise performance. She also presented two papers at the 2007 Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania in August: "Micro-Credit Programs, Social Capital, and Micro-Business Performance"

and "National Cultural Values, Social Capital, Collaborative Exchange, and Micro-Business Performance." In addition, her paper "Group-Based Micro-Credit Structure and Business Success: Findings from a Case Study" (co-authored by S. Prasad) was presented at the 2007 Annual meeting of the Midwest Decision Sciences Institute, Chicago, Illinois.

Linda Tuncay, Assistant Professor of Marketing,

published her paper titled, "Pursuing Parenthood: Integrating Cultural and Cognitive Perspectives on Persistent Goal Striving" in the December issue of the *Journal of Consumer Research*, a top three ranked journal in the field of Marketing. This paper investigated consumer persistence within the context of assisted reproductive technologies and was co-authored by Eileen Fischer from York University and Cele Otnes from the University of Illinois. Tuncay also presented her research at three conferences this year. Her paper with Julie Ruth, Rutgers University, and Cele Otnes and Atul Kulkarni, both of the University of Illinois, titled, "The Influence of Self-Referencing and Change-Focused Advertising Appeals," was presented at the Society for Consumer Psychology Conference this past February. In July, she presented a working paper with her former MBA student, Stacy Neier, called "Men's Consumer-Brand Relationships" at the European Association for Consumer Research Conference. Finally, in October she presented a working paper titled, "Examining Advertising Practitioners' Ethical Considerations: Implications for Consumer Welfare," with co-author Catherine Coleman from the University of Illinois.



Arup Varma, Indo-U.S. Professor of Management Studies,

published three refereed papers since Spring 2007: "Interpersonal Affect: Does It Really Bias Performance Appraisals" in *Journal of Labor Research*, co-authored by Shaun Pichler, HRER



alumnus; "Leader Member Exchange Revisited: An Investigation of the Moderating and Mediating Effects of LMX in Two Samples," in *Management & Labor Studies*, co-authored by Shaun Pichler, E.S. Srinivas, Professor at XLRI, India, and Marl Albarillo, HRER alumnus; "Psychological Climate and Individual Performance in India: Test of a Mediated Model" in *Employee Relations*, co-authored by S. Biswas, Professor, XISS, India. Varma presented "HCN Helping of Expatriates: The Impact of Job Level," at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, New York (co-authors Shaun Pichler and P.S. Budhwar, Professor, Aston University, U.K.). In addition, he presented two papers at the 9th International Human Resource Management Conference, held in Tallinn, Estonia: "The Impact of Psychological Climate on Individual Performance: An Empirical Investigation in India" (co-authors S. Biswas, and P.S. Budhwar), and "Success of Cross-Border Mergers and Acquisitions in an Emerging Market: The Role of HR and Cultural Integration" (co-authors Y. Zhang, P.S. Budhwar, and Y. Abdul Malek). At the Academy of Management meeting in Philadelphia, Pennsylvania, in August 2007, Varma was invited to be a discussant for a paper session on "Expatriates and HR," and participate in a professional development workshop on "Doing Research in India." He was also the Chair of the Caucuses division at the same meeting.

The Research Newsletter is published by the Research Committee of the School of Business Administration. A more complete listing of recent research by SBA faculty may be found in the annual School of Business Administration Faculty Publications and Papers Presented at Professional Meetings at: www.sba.luc.edu/research/faculty. Faculty working papers may be found at: www.luc.edu/sba/research_newsletter.shtml. Select publications are displayed in the Research Showcases on the 1st and 5th floors at the School of Business Administration, Maguire Hall, 1 East Pearson Street, Chicago, Illinois.

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