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LOYOLA UNIVERSITY CHICAGO School of Business Administration RESEARCH NEWSLETTER

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Jan Brinckmann, Assistant Professor of Management, has had two recent publications. One is his own book which is part of a well recognized series on strategic competence management. The book is titled, *Competence of Top Management Teams and the Success of New Technology-Based*

Firms: A Theoretical and Empirical Analysis Concerning Competencies of Entrepreneurial Teams and the Development of Their Ventures, Gabler Publishing, Wiesbaden. He also published a chapter titled "Funktionale Managementkompetenzen und Entwicklungsgeschwindigkeit junger Technologieunternehmen" (co-authored by Salomo and Talke) in Raich, M., Pechlaner, H., Hinterhuber, H. H., (editors), *Entrepreneurial Leadership*, Gabler Publishing, Wiesbaden.

In addition, Brinckmann gave two presentations: "Start-Up Conditions and Development Patterns of New Technology-Based Firms" at the Babson Kauffman Entrepreneurship Research Conference 2007 in Madrid and "Success-Relevant Competencies of Founders: An International Perspective on How University Education Can Foster Them" at the WUN Conference in Chicago.



Louis Cain, Professor of Economics, has had a book *Reflections on the Cliometrics Revolution: Conversations with Economic Historians* published in December 2007 by Routledge. This was a project with Samuel Williamson and John Lyons of Miami University

of Ohio. The three of them edited the Cliometric Society Newsletter between 1990 and 2000. During that time they inaugurated a series of interviews with those who pioneered the application of economic theory and

quantitative methods to the study of economic history. The book presents 25 memoirs that discuss new lines of historical research, longstanding debates, a growing international scholarly community, and the contingencies that guide and re-direct academic careers.

As a result of his continuing involvement with the Center for Population Economics in the Graduate School of Business at the University of Chicago, Cain has been writing a paper with Senior Research Associate, Sok Chul Hong, titled "Survival in 19th Century Cities: The Larger the City, the Smaller Your Chances," which empirically examines the urban mortality penalty. This paper was presented to the Economic History Association and the Workshop on the Economics & Biodemography of Aging and Health Care at the University of Chicago in September 2007; the Illinois Economics Association in October 2007; the Social Science History Association in November 2007; and the NBER Cohort Studies Meeting and the Canadian Network for Economic History in 2008.

Al Gini, Professor of Business Ethics, gave several presentations this Spring: "Business, Ethics, and Leadership in a Post Enron Era"



at Ave Maria University, Florida, on January 17, 2008; "Work, Life, Play: A Need to Find a Balance" at the University of San Diego, also in January, and "The Value of a Liberal

Education" to the Deans of Continuing and Advanced Education, in March 2008 in New Orleans. In addition, he is the plenary speaker at the City of Chicago's Earth Day Presentation where he will speak on "Our Privileged Place and Our Ethical Responsibility." Finally, Gini published "Abraham Lincoln: A Legend Worth of Hype" in the *Chicago Tribune* on February 10, 2008.



Swasti Mukherjee, Assistant Professor of Finance, published a paper titled, "Mars-Venus Marriages: Culture and Cross-border M&A" (with R. Chakrabarti, N. Jayaraman) in a recent

issue of the *Journal of International Business Studies*. This paper used a sample of over 800 cross-border acquisitions during 1991-2004 and found that, contrary to general perception, cross-border acquisitions perform better in the long run if the acquirer and the target come from countries that are culturally disparate. The positive relationship of performance with cultural distance persists after controlling for several deal-specific variables and country-level fixed effects, and is robust to alternative specifications of long-term performance.

Gupta-Mukherjee also published a paper, "Are there Real Effects of Licensing on Academic Research? A Life Cycle View," (with M. Thursby and J. Thursby) in the *Journal of Economic Behavior and Organization* and presented "Informal Information Networks: The Impact on Performance of Mutual Fund Portfolios" at the American Finance Association (AFA) Annual Meeting in New Orleans, Louisiana.



Homer H. Johnson, Professor of Management has published a recent article titled "Mental Models and Transformative Learning: The Key to Leadership Development," in the *Human Resource Development Quarterly*. In the article Johnson argues that what separates successful leaders from unsuccessful leaders is their mental

models or meaning structures, not their knowledge, training or experience, per se. The current strategy of developing leaders through informational learning (such as course work, lectures and workshops) is ineffective. Rather the focus should be on context-specific transformative experiences that change the meaning structures of leaders and potential leaders. Johnson also published a related article titled "Helping Leaders Learn to Lead" in the *2008 Wiley/Pfeiffer Annual*.



Sung Min Kim, Assistant Professor of Management, published his paper, "A Model of Arbitral Decision Making: Facts, Weights, and Decision Elements" in a recent issue of *Industrial Relations: A Journal of Economy and Society* with Nels E. Nelson. This paper provides a structural model of

arbitral decision making that depicts arbitrators as deciding cases by ascertaining the facts, attaching weights to the facts, and combining the facts and weights to form decision elements that determine their decisions. The model further posits that arbitrators' biographical characteristics affect their decisions by influencing their fact finding and weight assignments. A test of the model with AAA and NAA members indicates that the decision elements determine the arbitrators' decisions but the arbitrators' characteristics have a limited impact. He also had his previous study with Bongjin Kim and John E. Prescott, "Differentiated Governance of Foreign Subsidiaries in Transnational Corporations: An Agency Theory Perspective," (*Journal of International Management*) reprinted as a chapter in the book by Thomas Clarke and Marie Dela Rama (editors), *Corporate Governance and Globalization: Volume One – Ownership and Control, Part II: Multinational Companies Governance*, Sage Publications, 2007.



John Kostolansky, Associate Professor of Accounting, published a paper in the *Journal of Economic Asymmetries* in June 2007. The paper is titled, "The Impact of SFAS 158 on U.S. Balance Sheets and Asymmetries in International Reporting of Postemployment Benefits."



Keith W. Lambrecht, Associate Professor & Director of Sport Management Programs, presented two refereed papers in November 2007 at the Sport Management Association for Australia and

New Zealand Conference in Auckland, New Zealand: "PGA Tournament Spectator Satisfaction Study" and "The Benefits of Study Abroad Courses: Beijing, China, Summer 2000." In addition, he was an invited speaker at the International Conference on Sport and Entertainment Business in Columbia, South Carolina. His speech was titled "The Olympic Games: Chicago 2016!"



A. (Tassos) Malliaris, the Walter F. Mullady, Sr. Professor of Economics and Finance, has had his article "Revisiting U.S. Stock Market Returns: Individual Retirement Accounts" published in late 2007 in *Advances in Investment Analysis and Portfolio Management*.

He has also contributed "Ito's Calculus and the Derivation of the Black-Scholes Option Pricing Model" as a chapter in C. F. Lee and Alice Lee (editors), *Handbook of Quantitative Finance*, Springer, co-authored by George Chalamaris and "The Black-Scholes Option Pricing Model" in Robert Kolb and James Overdahl (editors), *Companion to Financial Derivatives*.



Mary Malliaris, Associate Professor of Information Systems and Operations Management, recently published a paper, "Forecasting Inter-Related Energy Product Prices", in the January 24, 2008 issue of *The European Journal of Finance*. In addition, she

published two book chapters "A Taylor Rule with Monthly Data" in J. A. Brox and P. Koveos (editors), *Globalization, Governance and Public Policy*, North Waterloo Academic Press, 2007, pp. 255-260, with A. Malliaris, and "Online Analytical Processing (OLAP) for Decision Support" in Frada Burstein and Clyde W. Holsapple (editors), *Handbook on Decision Support Systems* (2 volumes), Springer, February 2008, with **Nenad Jukic, Associate Professor of Information Systems and Operations Management**, and B. Jukic.



John Nicholas, Professor of Information Systems and Operations Management, recently published *Project Management for Business, Engineering, and Technology*, a much revised and expanded edition of his earlier textbook. Published by Elsevier/

Butterworth-Heinemann, the 750-page book is co-authored with Herman Steyn, Professor of Engineering at the University of Pretoria. As the name implies, the book addresses the management of all kinds of projects, but especially technical and engineering projects. The new edition is particularly directed at the international market, with a new chapter on international project management and many new case studies and examples drawn from projects around the world.



Anne Reilly, Professor of Management, published a teaching exercise about "Managing Intercultural Teams: The eOrganization Exercise" in the *Journal of Management Education*, co-authored with Loyola

MBA alumna Michelle Humes. In addition, Reilly and six current Loyola MBA students or alumni (T.J. Brown, Erin Eddy, John Schifferdecker, Julie Taylor, Katie Taylor, and Justin Mattice) have had their article "Executive Succession in the Family or Small Business: The O'Bannon Company Exercise" published as the first chapter in the *2007 Family Business Casebook Annual*.



Dow Scott, Professor of Human Resources and Employment Relations, continues his compensation research by leading a global study of how employees react to variable pay and pay differences among their peers. This study examines pay practices in four countries: U.S., Australia, China and Poland. In addition, Scott completed a study of reward communications in the U.S. The results will be presented at the 2008 WorldatWork Annual Conference in Philadelphia. This rewards communication study is being expanded to

include Australia and Poland in the up-coming year. Finally, Scott is examining how employee commitment affects team performance.



Lamont E. Stallworth, Professor of Human Resources and Employment Relations, published an article titled, “Leveling the Playing

Field for Workplace Neutrals: A Proposal for Achieving Racial and Ethnic Diversity” (co-authored by David A. Hoffman) in the February/April 2008 issue of the *Dispute Resolution Journal*. This article contends that the objectives of the alternative dispute resolution movement will be better served if there is greater equality in the selection and utilization of minority workplace neutrals and proposes a program to increase diversity in this area.



Vefa Tarhan, the Ralph Marotta Professor of Free Enterprise, published two articles: “The Capital Allocation in Developing Economies” in *The Journal of American Academy of Business* and “The Impact of Hedge-Funds Induced Financial Shocks” in *The Journal of Economic Asymmetries*.

Tarhan also presented several papers, two of which were awarded Best Paper awards. “Investment Characteristics and Financing Decisions: Does the ‘What’ Determine the ‘How’” (with V. Gatchev and P. Spindt) won the Best Paper Award at the Academy of Finance Meetings in March 2007. “What Can We Learn from the Empirical Tests of the Pecking Order Hypothesis?” (with Iwan Meier) won the Best Paper Award at the Northern Finance Association Meetings in September 2007. Tarhan has had three other paper presentations: “Pecking Order Hypothesis and Trade-off Theory”, (with Iwan Meier), European Financial Management Association Meetings, July 2007; “The Global Implications of the Sub-Prime Liquidity Crisis”, Forum Istanbul, also in July

2007; and “How Do Firms Finance Their Investments? The Relative Importance of Equity Issuance and Debt Contracting Costs”, (with V. Gatchev and P. Spindt), Financial Management Association Meetings, October 2007.

In addition, Tarhan was a panelist on Milt Rosenberg’s “Extension 720 Program” (WGN Radio) in October 2007, appeared in seven Turkish TV Business programs over summer 2007, and is a monthly columnist for the Turkish edition of *Forbes*.

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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