

Report of Scholarly Activities
Department of Management and Entrepreneurship
Academic Year 2008 - 2009

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Introduction

Because many of the professional activities in which our faculty engage occur outside the normal 9-month range of the academic year, our “Academic Year” report corresponds to the fiscal year (July 1, 2008 – June 30, 2009). Thus, for example, the Babson Entrepreneurship Research Conference and the Organizational Behavior Teaching Society Conference (both of which occur in June,) are here for 2009, whereas the Academy of Management meeting (which occurs early in August) is here for 2008.

Two other features of this report should be noted. First, in the descriptions of scholarly activity, there is *no duplication* of entries. That is, a publication or presentation that includes multiple members of the Department is mentioned only once, and the listing will be in alphabetical order of the first-appearing co-author. All participating Department members, however, are shown in **bold** print. Second, although the College’s merit review system “counts” publications in a year that they are accepted by journals, not the year in which they are actually published, this report is a record of activities that have been *completed* (including publication).

The report includes scholarly activity broadly defined – honors and awards received, editorial activities, grant funding sought (as well as received), particularly notable teaching activities – as well as publications and presentations. Within the area of publications, activities are grouped according to the three AACSB Impact of Research publication categories: Discipline-based scholarship, contributions to pedagogy, and contributions to practice. Within each of these three categories, peer-reviewed journal contributions (PRJ) are distinguished from other intellectual contributions (OIC).

The scholarly record includes

- 30 Discipline-based contributions (8 PRJ, 22 OIC),
- 9 Pedagogy contributions (all OIC),
- 5 Practice contributions (all OIC),
- 2 journal editorships, and
- 7 grant proposals submitted by five different faculty members for a total of over \$600,000.

There were quite a few personnel changes in the Department this year. We welcomed a new visiting faculty member, Sandra Krezmien-Funk, who is responsible for developing Business Writing and Business Presentations courses. Both of these offerings are intensive, tutorial-style courses designed to “close the loop” for the School of Business and Economics on its prior-year assessment of student writing skills.

Joe Benich, who has been a valuable member of the faculty since there was a School of Business and Economics (indeed, back then, it was only a department), retired at the end of the Fall Semester of 2008. Marty Markowitz, who has been Executive-in-Residence for the Department since 2000, elected to retire at the conclusion of the 2008-2009 academic year. Both of these senior faculty will be missed. Additionally, José Gavidia elected to move to the Marketing and Supply Chain Management Department as of the beginning of Fall Semester 2008.

Given the state budget cuts to the College, we are at this point not sure whether we will be able to replace either Joe or Marty. Continuing with the impact of budget cuts, the Department has lost one of its Entrepreneurship lines: David Desplaces will be moving to the Department of Marketing and Supply Chain Management to continue his involvement with the International Business program. Travel funding has also been significantly diminished by budget cuts, requiring some faculty to use personal funds for university-related professional travel to scientific meetings where papers had already been accepted, and causing other faculty to avoid submitting papers to conferences that would normally have been part of their professional responsibilities.

There were other faculty developments. Tom Kent was on sabbatical leave during the Fall Semester of 2008. John Clarkin and Gordon Dehler were tenure and promotion candidates and both were successful. David Desplaces and Dave Hansen underwent third-year review and both were judged to be “on track” toward future consideration for tenure and promotion.

The Department lost its Administrative Coordinator, Debbie Reed-Sterling, to a serious illness in February of 2009. Debbie’s memorial service was attended by family, friends, co-workers, faculty and students. Debbie’s spirit lives on in our memories; we are grateful for the time we shared with her.

Honors and Awards

Blair, C. A. *Who’s Who Among Executives and Professionals. 2008-2009 Honors Edition.*

Blockson, L. C. (2008) College of Charleston Multicultural ExCEL Outstanding Business Faculty of the Year Award.

Blair, C. A. (2009). Best Student Paper, Research Methods Division. Southern Management Association.

Blockson, L. C. (2009). Fox24/My Charleston’s African American History Month’s Outstanding Citizen (one of five honorees).

Blockson, L. C. (2009). *Diverse [Issues in Higher Education]* magazine's 2009 Emerging Scholar (top ten young minority scholars in the United States).

Blockson, L. C. (2009). Simmons School of Management's Center for Gender in Organizations' New Generation of Scholars Fellow.

Grant Funding Received And Sought

Blair, C. A. (2008-2009). Integration of the College of Charleston Convocation book, *Longitude* by Dava Sobel, into MGMT 360: The Dark Side of Leadership. Convocation Grant. Awarded.

Blair, C. A. (2009). Funding provided for the creation and implementation of a course for Freshmen integrating a freshman level management course with an on-campus leadership opportunities seminar.

Clarkin, J. E. (2008). Franchise curriculum modules. International Franchise Association. Awarded.

Desplaces, D. (2008-2009). Franchising curriculum. International Franchise Association. Awarded.

Desplaces, D. (2008). Certificate in Global Business Professional/Global Trade Initiatives grant. Awarded.

Desplaces, D. (2008). Special allocation of start-ups. Proposal for use of the NORC data enclave for the Kauffman Firm Survey. (Kelly Shaver, Co-PI.) Declined.

Shaver, K. G. (2008). Lowcountry partnership for biomedical innovation. National Science Foundation. Pending.

Teaching Activities

In the Fall Semester of 2008 the Department faculty offered 38 courses, including 6 in Entrepreneurship (ENTR), 1 First Year Experience Learning Community course, and 31 in Management (MGMT), including 9 sections of the introductory business course, MGMT 301. In the Spring of 2009 Department faculty offered 34 courses, including 6 in Entrepreneurship (ENTR) and 28 in Management (MGMT) including 5 sections of the introductory course (MGMT 301) and 8 sections of the capstone course (MGMT408). It is worth noting that 3 sections of MGMT 408 have been filled for the Summer of 2009, largely by students who had somehow not met all the prerequisites by the time Spring Semester 2009 began. (We have, of course, had a Web page showing the needed progression, on the Department's Web site, under a tab called "Graduate on Time!" for nearly two years.)

There were four major developments related to the teaching activities of the Department. First, the Leadership, Change, and Social Responsibility interdisciplinary Minor was approved by the Faculty Senate and instituted.

Second, five new courses were piloted:

- Business Communications Across Cultures, developed by Bonnie Grossman
- Entrepreneurial Leadership, developed by Howard Rudd
- Gender and Entrepreneurship, developed by Amy Davis
- Sustainable Business (later changed to Ecopreneurship) developed by Dave Hansen
- The Dark Side of Leadership, developed by Carrie Blair

Third, MGMT 402, Leading Organizational Change (developed by Gordon Dehler) was approved by the Faculty Senate and is being offered first in Fall Semester 2009.

Fourth, two members of the Department, Carrie Blair and David Desplaces, developed courses for the College's First Year Experience program, two of the very few such courses offered by the School of Business and Economics.

In addition to these curriculum enhancements, the Department continued to serve as the home for the general BSBA degree, offering the introductory Business course (MGMT 301) and the business capstone course (MGMT 408), graduating 288 BSBA majors in May of 2009.

Publications and Presentations

Discipline-Based Peer Reviewed Journal Articles

- Blair, C. A., Hoffman, B. J., & Helland, K. A.** (2008). Narcissism in organizations: An empirical look at managerial integrity and effectiveness. *Human Performance, 21*, 254.
- Clarkin, J. E.** (2008). Channel changes: An examination of ownership change in franchise firms. *Journal of Marketing Channels/Haworth Press, 15*(1), 23-41.
- Davis, A. E., & Aldrich, H. E.** (Forthcoming). Status characteristics and contribution recognition within startup teams. *Frontiers of Entrepreneurship Research*.
- Dehler, G.E.** (2009). Prospects and possibilities of critical management education: Critical beings and a pedagogy of critical action. *Management Learning, 40* (1), 31-49.
- Frash, R E., Antun, J., **Hodges, H. E.**, (2008). Family life cycle segmentation: An exploratory case study. *Journal of Foodservice Business Research, 11* (4).
- Quesada, G., Gonzalez, M., & **Kent, T. W.** (2008). A road for achieving an international measure and understanding on leaders' behaviors. *Leadership and Organizational Development Journal, 29* (8), 678 – 692.
- Rudd, H., Kent, T. W., Blair, C. B., and Scheule, U.** (Forthcoming). Leadership Behavior Inventory: A Test of Measure Equivalence in Germany and in the United States. *International Journal of Leadership Studies*.
- Gartner, W. B., **Shaver, K. G., & Liao, J.** (2008). Opportunities as attributions: Categorizing strategic issues from an attributional perspective. *Strategic Entrepreneurship Journal, 2* (4), 301-315.

Discipline-Based Other Intellectual Contributions

- Blair, C. A., Helland, K. R., Delise, L., & Gorman, C. A.** (2008, August). *The smart leader: Examining the relationship between intelligence and leader development behavior*. Paper presented at the Academy of Management meeting, Anaheim, CA.
- Blair, C. A., Hoffman, B. J., & Ladd, R.T.** (2009). SJTs vs. ACs: A Comparison of High and Low Fidelity Predictors. Paper included in, *Unmasked Questions: Examining the Psychometric Properties of Assessment Centers* (B. J., Hoffman, ed.), a Symposium to be presented at the 24th Annual Meeting of

the Society for Industrial/Organizational Psychologists in New Orleans, LA.

Blair, C. A., Dehler, G. E., Gorman, C.A., & Desplaces, D. (2009, forthcoming). *Learning what's new in business publications while teaching students to habitually scan for additional information.* OBTC Teaching Conference for Management Educators in Charleston, SC.

Hoffman, B. J., Melchers, K., **Blair, C. A.**, Kleinmann, M., & Ladd, R. T. (2009). *Exercise and dimensions are the currency of assessment centers.* Paper presented at the 24th Annual Meeting of the Society for Industrial/Organizational Psychologists in New Orleans, LA.

Meriac, J. P, Braddy, P., & **Blair, C. A.** (2009). *The importance of political skills in organizations depends on who you are.* Paper presented as an interactive poster at the 24th Annual Meeting of the Society for Industrial/Organizational Psychologists in New Orleans, LA.

Blair, C.A., Helland, K.R., Delise, L., & Gorman, C.A. (2008, August). *The smart leader: Examining the relationship between intelligence and leader development behavior.* Paper presented at the Academy of Management meeting, Anaheim, CA.

Blockson, L.C. Davis, A. Brush, C., de Bruin, A., Welter, F., Neergaard, H., Robinson, S., & Smith-Hunter. (2008, August). *Asking questions about women entrepreneurs: Studying, teaching, and guiding entrepreneurial women.* Workshop presentation and facilitation at the Academy of Management meeting, Anaheim, CA.

Davis, A. E. (2008, August). Kauffman Foundation Dissertation Fellowship Program. In K. G. Shaver (Organizer), *Support for the questions we ask: Funding the questions.* Workshop presented at the Academy of Management meeting, Anaheim, CA.

Davis, A. E., & Shaver, K. G. (2008, October). Social motives. Paper presented at the 2008 PSED research conference, Greenville, SC.

- Davis**, A. E., Aldrich, H. E., Longest, K. C. (2009, June). *Resource drain or process gains: Team characteristics and group functioning among startup teams*. Babson College Entrepreneurship Research Conference. Babson Park, MA.
- Davis**, A. E., & **Shaver**, K. G. (2009, June). *Lifers, dabblers, and hobbyists: How do they differ from nascent entrepreneurs?* Babson College Entrepreneurship Research Conference. Babson Park, MA.
- Dehler**, G. E., Beatty, J. E. & Leigh, J. (Forthcoming 2009). From 'good teaching' to 'scholarly teaching': Legitimizing management education and learning scholarship. In C. Wankel & R. DeFillippi (Eds.), *Being and becoming a management education scholar*. New York: Information Age Publishing.
- Dehler**, G. E., Delbecq, A. L., & Glassman, A. (2009, March). *Moving forward: Reflections on late career strategies*. Western Academy of Management annual meeting, Midway, UT.
- Dehler**, G. E., **Blair**, C. A., Gorman, C. A., & **Desplaces**, D. (2009, June). *Learning what's new in business publications while teaching students to habitually scan for additional information*. To be presented at the OBTC Teaching Conference for Management Educators, Charleston, SC.
- Dehler**, G. E., Vince, R. (2009, June). *An Introduction to Critical Management Education: Relating CME precepts to your teaching practice*. To be presented at the OBTC Teaching Conference for Management Educators, Charleston, SC.
- Dehler**, G. E., Welsh, M. A., Murray, D. L., Privatera, M., & Zirger, B. J. (2009, June). *Designing to scale*. To be presented at the Second Global Forum for Business as an Agent of World Benefit, Cleveland, OH.
- Desplaces**, D., **Blockson**, L., Bosco, S., & Ebrahimpour, M. (2008, August). *The questions we ask or don't ask of business ethics education*. Workshop presentation at the Academy of Management meeting, Anaheim, CA.
- Rudd**, H., **Kent**, T, **Blair**, C.A. & Schuele, U. (2008). *Leadership across cultures: Examining the equivalence of the Leader Behavior Inventory in two different cultures*. Paper presented at Southern Management Association, St. Petersburg, FL.
- Hansen**, D. J. and Lumpkin, G. T. (2009). *Testing and refining a creativity-based model of opportunity recognition*. Presented at the 2009 Babson College Entrepreneurship Research Conference, Babson College.

Hansen, D. J., Shrader, R., & Monllor, J. (2009). *composite definitions of entrepreneurial opportunity and their operationalizations: Towards a typology*. Presented at the Babson College Entrepreneurship Research Conference, Babson College.

Mueller, J. (2009, January). *Contractor selection criteria in developing economies*. IBPAD conference.

Shaver, K. G. (2008, August). *Support for the questions we ask: Funding the questions*. Workshop presented at the Academy of Management meeting, Anaheim, CA.

Pedagogy-Related Peer Reviewed Journal Articles

NONE

Pedagogy- Related Other Intellectual Contributions

Clarkin, J. E., **Desplaces**, D. E., Matthews, C. H., Kirsch, P. (2008, August). *How to launch a successful business plan competition*. Workshop presented at the Academy of Management meeting, Anaheim, CA.

Desplaces, D. E., Matthews, C., Kirch, P. & Roer, M. (2008). *How to launch a successful business plan competition? A best practice symposium*. In Michael Morris, The global entrepreneurial revolution: a new vision. United States Association for Small Business and Entrepreneurship Annual Meeting, San Antonio, TX.

Desplaces, D. E. (2008). NASBITE Certification as a Global Trade Professional.

Shaltayev, D., **Hodges**, H. E., & Hasbrouck, R., (2009, February). *Reducing technology curve in introductory statistics course using visual interactive statistical analysis*, Proceedings Southeastern Decision Sciences Institute, Charleston, SC.

Queseda, G., Gonzalez, M., **Mueller**, J., Mueller, R. (2008, November). *A customer driven curriculum for the international business major*. Decision Sciences Institute, Baltimore, MD.

Mueller, J. (2008). NASBITE Certification as a Global Trade Professional.

Kent, T. W. (2008). Appreciative inquiry. In J Rabin & T. A. Wackhaus (Eds.). *Encyclopedia of public administration and public policy* (2nd ed.), pp. 99-102. New York: Taylor & Francis.

Kent, T. W. (2008). Leadership. In J Rabin & T. A. Wackhaus (Eds.). *Encyclopedia of public administration and public policy* (2nd ed.). New York: Taylor & Francis.

Ettinger, E., Wilderom, C., Van Dick, R., & **Kent, T.** (2008, October). *Innovating career services: the role of user and designer involvement*. Association of Internet Researchers – Internet Research 9.0: Rethinking Community, Rethinking Place. IT University of Copenhagen, Denmark.

Practice-Related Peer Reviewed Journal Articles

NONE

Practice-Related Other Intellectual Contributions

Blair, C.A. & Atchley, K. (2008). Cultivating physician Leaders. *MGMA Connexions*, 8 (10), 26-27.

Blair, C. A. (Forthcoming, May 2009). Invited article in *College of Charleston Magazine* on “The Dark Side of Leadership”.

Blockson, L. C. (2009). Entrepreneurial tips for 2009: Use economic uncertainty to your advantage. *Black Pages USA (Charleston Trident edition)*, 142-143.

Hansen, D. J. (2008). *Entrepreneurship and marketing: Market opportunities*. YESCarolina Advanced Teacher Training, Charleston, SC.

Kent, T. (2008). Foreword. In E. Ettinger, *The highly effective behaviors of financial consultants*. Wiesbaden, Germany: Gabler Verlag.

Reviewing Activities

Editorships

Dehler, G. E.

Editor, *Management Learning* (through 2008).
Guest Co-Editor, Special issue of *Management Learning* containing the best papers from the 2008 OLKC Conference, Copenhagen, Denmark.

Hansen, D. J.

Case Editor for *Journal of Research in Marketing and Entrepreneurship*.

Editorial Board Memberships

Dehler, G. E.

Journal of Management, Spirituality and Religion

Journal of Management Education

International Journal of Management Practice

International Journal of Management Philosophy and Concepts

Rudd, H.

Journal of Small Business Management

Shaver, K. G.

Journal of Applied Social Psychology

Journal of Developmental Entrepreneurship

Ad Hoc Reviewing

Blair, C. A.

Southern Management Academy
Annual meeting of the Society for Industrial and Organization
Psychologists
Developmental reviewing of Colquitt, LePine, & Wesson *Essentials of
organizational behavior*. McGraw-Hill.
Developmental reviewing of Certo *Supervision (6th ed.)*. McGraw-Hill.
Developmental reviewing of Bauer & Erdogan *Organizational Behavior*.

Blockson, L.

Business and Society
Entrepreneurship Theory and Practice
Ethics and Behavior

Dehler, G. E.

Academy of Management Learning & Education
Action Research Journal
British Journal of Management
Journal of Management
Organization Studies

Desplaces, D.

CASE Journal
CASE Association
Eastern Academy of Management
United States Association for Small Business and Entrepreneurship

Hansen, D. J.

Journal of Business Venturing
Journal of Management Studies
Journal of Small Business Management
Australia and New Zealand Marketing Academy
UIC Research Symposium on Marketing and Entrepreneurship

Kent, T. W.

Journal of Leadership in Health Services

Rudd, H.

Association of Marketing Theory and Practice
Developmental review of Manning & Curtis, *The art of leadership*.
McGraw-Hill Irwin.