MESSAGE FROM MALCOLM SMITH
ASSOCIATE DEAN OF RESEARCH

In last year’s Research Update, our Dean stated that we are continually focusing on enhancing the level of research in the Faculty. Over the past year important progress has been made toward striving for research excellence in the Faculty of Management at the University of Manitoba. Our academic staff has published in major peer reviewed journals and have presented their research at academic conferences in Asia, Europe, Australia, and North America. As well, many of them successfully obtained grants to support research activities from internal and external sources. Both established and recently hired faculty have demonstrated their commitment to these research activities.

In addition, through the efforts of the Research and Publications Committee, the Faculty has recently increased funding for travel to conferences. Financial rewards in the form of research grants are also being offered for publications in peer reviewed journals.

The Faculty of Management’s Mission Statement states that “...The Faculty strives to achieve recognition by producing high quality research....” This edition of Research Update highlights many of the activities in which our faculty members have engaged over the last year that are helping us achieve these high standards. To our scholars I extend my congratulations for their success and thanks for their dedication to the continuous improvement of the research culture in the Faculty of Management.
**CONFERENCE ACTIVITIES**

**Bruno Dyck** presented “Seek Ye First the Redemptive Managerial Character of God: Towards a Theology of Management,” (co-author David Schroeder, Canadian Mennonite Bible College) at the Academy of Management (Social Issues Division) conference, Chicago, August 1999.


Presented “Threshold Models of the Term Structure of Interest Rates,” at the International Actuarial Approach for Financial Risks Colloquium (Interest Rate Model session), Tokyo, August 1999.

**Gerard Sejits** presented “The Effectiveness of Personal and Group Goals in Social Dilemma Situations,” (co-author Gary Latham, University of Toronto) at the American Psychological Association conference, Boston, August 1999.


**Mary Brabston** presented “Top Ten Reasons to Team Teach {and Not to Team Teach}: A Faculty Perspective,” (co-authors C. S. White, University of Tennessee at Chattanooga and James Henley, University of Tennessee at Chattanooga) at the International Association for Information Management, Charlotte, December 1999.


**Bruce Huhmann** presented “Computerized Clipart versus Photographs in Internet Art: The Effect of Color and Image Complexity on Memory,” at the Direct Marketing Educational Foundation conference (Media II session), Toronto. October 1999.


Chair, Trust and Reciprocity II session at the Public Choice Society conference, Charleston, March 2000.


Conference Activities Con’t....


Presented “The Effects of Motivation to Purchase on Consumers’ Evaluation of Fixed Price and Price Discounts,” (co-authors Rajneesh Suri, Drexel University and Vibhas Madan, Drexel University) at the Association of Consumer Research conference, Columbus, October 1999.


Discussant, Capital Budgeting II session at the Northern Finance Association conference, September 1999.


Presented “Coping with Ambiguity and Performance in Multifunctional Teams,” (co-author K. Zantow, University of Arkansas) at the Annual Meetings of the Southern Management Association, Atlanta, October 1999.


Papers Published Cont’d....


**Norm Frohlich** “What We Learned When We Stopped and Listened,” (co-author Joe A. Oppenheimer, University of Maryland) *Simulation and Gaming*, Vol. 30 No. 4 December 1999, 495-497.


**Bill Notz** “Punishment Without Cause: Regression and the Effects of Leader Attribution Errors,” (co-authors Sue Brunning and Irving Boschman, University of Costa Rica) *Journal Of Applied Social Psychology*


“Passing the Baton: The Importance of Sequence, Timing, Technique and Communication,”(co-authors Michael Mauws University of Alberta, Fred Sharpe and Gary Mischke) *Journal of Business Venturing*.

**Charles Mossman** “Cross Correlations and Predictability of Stock Returns,” (co-author Dennis Olson, American University of Sharjah) *Journal of Forecasting*.

**Mary Brabston** “Managers’ Business School Education and Military Service: Possible Links to Corporate Criminal Activity,” (co-authors Robert J. Williams, University of Northern Alabama and Doug Barrett, University of Northern Alabama) *Human Relations*.

“To Team Teach or Not to Team Teach: That is the Question: A Faculty Perspective,” (co-authors C. S. White, University of Tennessee at Chattanooga and James Henley, University of Tennessee at Chattanooga) *Education Review*.


Accepted for Publication Cont’d....

Darren Dahl “Importance of Visualisation in Concept Design,” (co-authors Amitava Chattopadhyah, University of British Columbia and Gerald J. Gom. Hong Kong University of Science and Technology), Design Studies.


Parshotam Dass “The Relationship of Firm Size, Initial Diversification, and Internationalization with Strategic Change,” Journal of Internationalization with Strategic Management Success,” (co-authors Amitava Chattopadhyah, University of British Columbia and Gerald J. Gom. Hong Kong University of Science and Technology), Design Studies.


Received a Centre for International Business Studies grant of $4,800 for “The Effect of Communication Medium on International Management.”

Bruce Huhmann granted a University of Manitoba University Research Grants Program grant of $3800 for “The Effect of Figurative Headlines and Argument Strength on the Extent and Depth of Information Processing.

Granted a Centre for International Business Studies grant of $1000 for “Information Communicated through Print Advertisements to African Consumers.”

John Godard in progress an SSHRC grant of $80,000, “Workplace Reforms, Employer Labour Relations Policies, and the State.”

Gadv Jacoby received an SSHRC grant of $64,294 (with G. Roberts. York University) for “Management of Corporate Bond Portfolios: The Impact of Default Call Risks.”

Christina Sue-Chan received a three year SSHRC grant of $45,794 (with Robert Wood, New South Wales/University of Sydney) for “A Social Cognitive Model of Coaching: The Mediating Role of Cognition and Affect in Coaching and Individual Behavior.”

Norm Frohlich received a three year SSHRC grant of $47,000 (with Joe Oppenheimer, University of Maryland) for “Choosing: A Cognitive Model to Deal with Problems in Political and Economic Choice.”

Darren Dahl in progress a $66,125 SSHRC grant for “Hearing Voices: The Impact of Pitch and Speech Rate on The Effectiveness of Broadcast Advertising.”” (co-authors Amitava Chattopadhyay. University of British Columbia).

Monographs, books, reviews, and contributed chapters to books


Monographs, books, reviews, and contributed chapters to books


GRANT ACTIVITIES

Bruno Dyck applied for an SSHRC grant of $68,100 for “Managing to Escape the Iron Cage of Bureaucratic Individualism: Reintroducing Spirituality and Theology to Organization and Management Theory.”
Grant Activities Cont’d.....

A UM-SSHRC grant in progress for “Understanding Attributions Made About Condom Purchasers,” (co-author Charles Weinberg, University of British Columbia).

In progress, a UM-SSHRC grant of $2500 for “The Effects of Embarrassment on Consumer Shopping Behavior,” with Raiesh Manchanda.

Applied for a $72,000 SSHRC grant for “Investigating Embarrassment in the Context of Consumer Purchase.”


Charles Mossman in progress a Certified Management Accountants of Manitoba grant for research into bankruptcy prediction.

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WORKS IN PROGRESS


Bill Notz “Variations in Organizational Culture and Their Effects on Conflict Management,” (co-author Nabil Elias), a revised manuscript is in preparation.

Bob Hebdon “Conflict in the Cities,” (coauthor Bob Stern, Cornell University).

Charles Mossman “Market Overreaction and Dividend Yields on Common Stocks,” (co-authors Dale Domian, University of Saskatchewan and David Louton, Bryant College),

“Neural Network Forecasts of Canadian Stock Returns Using Accounting Ratios,” (co-author Dennis Olson, American University of Sharjah).


“Linkage Between Foreign Exchange Risk Exposure and the Return to Equity: The Case of Canadian Firms,” (co-author Sarath Abeysekera).

“Prague Ventures Group,” a teaching case in the revise and resubmit stage at the Case Research Journal.


Janet Morrill “Internalizing the External Audit: A Transaction Cost Perspective,” with Cameron Merrill.

“The Effects of Experience and Alternative Search Conditions on Cue Generation and Information Selection.”

“An International Comparison of the Relationship Between Accounting and Auditing Characteristics and Information Quality,” with Cameron Morrill and J. Suret, Laval).

“A Cross Sectional Analysis of the Valuation of Quebec Firms,” with Roger Graham, Oregon State University and Cameron Morrill.

“The Effects of Expertise on Efficiency and Effectiveness of Multiple Internet Search Strategies,” with Mary Brabston.


Gerard Seiits “Americans and Canadians are More Different Than You Might Expect: Reaction to the Implementation of a Drug and Alcohol Testing Program,” (co-authors D. Skarlicki, University of British Columbia and S. Gilliland, University of Arizona).

“Leader and Staff Kole-Efficacy as Antecedents of Collective-Efficacy and Team Performance,” (co-author S. Taggar, University of Newfoundland).

Continued on page 8....
FACULTY RECOMMENDED FOR TENURE AND PROMOTION

On November 30, 1999 the Executive Committee of the Board of Governors approved Dean Jerry Gray’s recommendation that tenure be granted to Ron McLachlin, Department of Business Administration and Jeffrey Pai, Warren Centre for Actuarial Studies and Research, effective July 1, 2000.

On March 28th, 2000 the Executive Committee of the Board of Governors approved Dean Jerry Gray’s recommendation that Charles Mossman, Department of Accounting of Finance be promoted to Associate Professor and that Earl Rosenbloom, Department of Business Administration be promoted to Full Professor.

Congratulations to All!

NEW FACULTY

In July 1999 The Faculty of Management welcomed the following new faculty members:

Department of Accounting and Finance: Nalinaksha Battacharyya
Department of Business Administration: Michele Bowring, Parshotam Dass, Robert Hebdon
Department of Marketing: Subramanian Sivaramakrishnan; and on January 1, 2000:
Department of Business Administration: Christina Sue-Chan.

Research & Publications Committee Report

During the past year, the Research and Publications Committee has been very active. In June 1999 nine faculty members were awarded Research and Publications Committee grants; the Friday afternoon seminar series saw 18 faculty members make presentations; and between January and December 1999 the Committee reviewed 27 applications for “Use of Human Subjects in Research”, an increase of 11 over the previous year. Due to changes in the University of Manitoba’s policy on approval for research involving human subjects, the year 2000 will be the last year in which we review protocols for research involving human subjects.

The R & P Committee made two recommendations to the Dean which were incorporated into the document “Increasing Intellectual Contributions: An Action Plan.” The first recommendation involved the criteria for the Committee administered research grants. Beginning in April 2000, faculty will be rewarded with up to $2,000 for each article that has been published in peer reviewed journals during the previous 12 months. The second recommendation concerned our pooled travel fund. Funding for conference travel for “Category A” trips will be increased from $1,000 to $1,500 (a second trip would continue to be funded at $1,000). A “Category A” trip is a trip to a peer-refereed conference at which the faculty member has a paper accepted for presentation. Faculty members who make two “Category A” trips in a year may “pool” their funding to a total of $2,500.

The Committee was able to postpone the withdrawal of the ABI-PowerPages database which had been scheduled for June 1999. Finally, the Research and Publications Committee was actively involved in preparing information for the Faculty’s new web site to showcase and highlight research in the Faculty. We prepared information on the Faculty’s Ph.D. Program, grants received over the last five years, and research clusters, such as social institution and organizational performance, international business, and experimental methodology.

Bruce Huhmann, Research and Publications Committee

Notes and Accolades!

John Godard has been appointed to the Advisory Board of the British Journal of Industrial Relations effective January 1, 2000 and he will become co-editor effective January 1, 2001.

Works in Progress Cont’d from page 6...

Raiesh V. Manchanda “The Effects of Acculturation on Consumers’ Sensitivity to Prices,” (co-authors Rajneesh Suri, Drexel University and Chiranjeev S. Kohli, California State University at Fullerton) under review at the Journal of International Consumer Research.

“The Effect of Brand Name on Promotional Format,” (co-authors Rajneesh Suri, Drexel University and Kent B. Moore, University of Illinois) under review at Journal of Business Research.

“A Comparison of Fixed Price and Discounted Price Strategies on Consumer’s Affect and Evaluations,” (co-authors Rajneesh Suri, Drexel University, Chiranjeev S. Kohli, California State University at Fullerton) under review at Journal of Marketing Theory and Practice.

Bill Notz “Variations in Organizational Culture and Their Effects on Conflict Management” (co-author Nabil Elias) a revised manuscript in preparation.

Mary Bartell in progress “Drug Discovery and Development in Four Canadian Biotech Companies.” (co-author F. Tapon, University of Guelph and M. Thong, University of Waterloo).

In progress “Internationalization of Universities: A Framework.”


“The Relative Effect of Learning, Outcome, and Proximal Goals on a Complex Task,” (co-author Gary Latham, University of Toronto).

“The Effects of Employment Equity Programs and Interview Structure on Perceptions of Fairness and Perceived Qualifications of Aboriginal Job Applicants,” (co-author A. Jackson, Department of Psychology).

Bob Hebdon “Strike Duration: A War of Attrition,” (co-authors George Jakubson, Cornell and Doug Hyatt, University of Toronto) under review at the industrial and Labor Relations Review.


“The Chilling Effects of Interest Arbitration in Ontario,” (co-author Maurice Mazerolle, University of Toronto).


Gady Jacoby “Credit Spreads, Duration Measures and Valuation of Defaultable Bonds.”

“The Call and Default Risk Adjustment for Corporate Bond Yield Spreads.”


“On Asset Pricing and the Bid-Ask Spread (co-authors D. Fowler, York University and A. Gottesman, York University).

“Capital Adequacy and Valuation of the Net Worth of Banks.”

Norm Frohlich “Choosing: A Cognitive Model of Economic and Political Decision Making,” (co-author Joe A. Oppenheimer, University of Maryland) is being prepared for submission.

“Assessing Socioeconomic Effects on Different Sized Populations: To Weight or Not to Weight?” (co-author K.C. Carriere, University of Alberta, Louise Potvin and Charlyn Black, University of Manitoba).


“Some Problematic Effects of an Incentive Compatible Device” (co-author Joe A. Oppenheimer, University of Maryland) being revised for the American Behavioral Scientist.

Darren Dahl “Misrepresentation in the Consumer Context,” (co-author Jaideep Sengupta, Hong Kong University of Science and Technology) under review at the Journal of Consumer Psychology.


“I Can’t Believe They Did That: Understanding Shock Appeals in Advertising,” (co-authors Kristina Frankenberger, Western Oregon University, and Raiesh V. Manchanda) under review at the Journal of Marketing.
ASSOCIATES' ACHIEVEMENT AWARDS

The Associates’ Achievement Awards are provided by the Associates of the Faculty of Management, a group of business and professional people who are active in supporting the Faculty’s activities. The purpose of these awards is to recognize excellence in teaching, research, or service. In September 1999 the Faculty of Management was pleased to present four faculty members with the Associates’ Achievement Awards. Darren Dahl and John Godard each received an award for excellence in research, Gerard Seijts was recognized for excellence in both teaching and research, and Earl Rosenbloom received an award for excellence in teaching.

Darren Dahl  John Godard  Gerard Seijts  Earl Rosenbloom

THE CMA CANADA MERIT AWARDS

The Manitoba Branch of CMA Canada has established funding for two new awards for members of the Faculty of Management. These awards will be given annually to faculty members who demonstrate particularly high achievement in the combined areas of teaching and research over a four-year period. The value of each award is $7,500.

Consistent with CMA’s strategic emphasis on management, faculty members from all disciplines are eligible. The Faculty of Management is very appreciative of the support that the CMA has demonstrated with the introduction of these awards. They will further increase our ability to give recognition to those individuals who have achieved excellence in teaching and research. In September 1999 the first CMA Canada Merit Awards were presented to Reg Litz, Department of Marketing and Usha Mittoo, Department of Accounting and Finance.

Reg Litz  Usha Mittoo
Conference Activities Continued from page 3....


Presented “The Road Less Traveled: Creating and Validating Print Advertisements Targeted to Older Adults,” (with Lena Home, University of Manitoba) at Parks Canada Research Symposium, Winnipeg, November 1999.

Presented “The Effects of Key Underlying Motivating (KUMe) Values in Older Consumer’s Memory of Print Advertisements.” in a poster session at the 28th Annual Scientific and Educational Meeting of the Canadian Association on Gerontology, Ottawa, November 1999.

‘Papers Published continued from page 4....


Research Update is a publication of the Faculty of Management, University of Manitoba. Contributions and comments are welcome. Please direct them to: Vicki Wilson, Editor Faculty of Management (wilsonvl@ms.umanitoba.ca)