

## DEGREE PROGRAM ASSESSMENT REPORT 2014-2015

For Academic Year:	2014-2015
Program:	<b>International Management Studies</b>
School:	Jindal School of Management
Submission Date:	07/31/2015
Program Director:	Seung-Hyun Lee

### University Mission

The University of Texas at Dallas provides the State of Texas and the nation with excellent, innovative education and research. The University is committed to graduating well-rounded citizens whose education has prepared them for rewarding lives and productive careers in a constantly changing world; to continually improving educational and research programs in the arts and sciences, engineering, and management; and to assisting the commercialization of intellectual capital generated by students, staff, and faculty.

### Program Mission

The mission of the PhD Program in International Management Studies is to provide an interdisciplinary terminal degree in Organization Theory, Strategic Management, and International Business with an emphasis on International Management applications

### STUDENT LEARNING OUTCOMES (SLOs)

Graduates will be able to:

1. **The acquisition of advanced knowledge in areas of specialization.**
2. **Preparation for teaching responsibilities in higher education (for full time Ph.D. students only).**
3. **Ability to integrate knowledge and make original intellectual contribution to a field of knowledge.**
4. **Ability to apply theories and techniques in Operations, Strategy, and International Management to solve research problems.**

## **STUDENT LEARNING OUTCOME (SLO #1) The acquisition of advanced knowledge in areas of specialization.**

### **Acquisition of Advanced Knowledge**

<b>Assessment Measure</b>		<b>Criteria/Rubric</b> (What Constitutes Success?)	<b>Frequency</b> (How often assessed)	<b>Recap of Results</b> (Provide details below in section A)	<b>Recap of Modifications</b> (Provide details below in section B)
<b>#1</b>	<b>Qualifying Examination:</b> Qualifying (comprehensive) exam.	75 % of students should pass the qualifying exam in area	Data collected annually.	100% of students pass the qualifying exam in area.	Keep doing a good job

## **DISCUSSION AND CONCLUSION OF SLO #1**

### **A) DISCUSSION OF RESULTS**

100% of students pass the qualifying exam in area.

### **B) DISCUSSION OF MODIFICATIONS/RECOMMENDATIONS (CLOSING THE LOOP)**

Keep doing a good job.

**STUDENT LEARNING OUTCOME (SLO #2) Preparation for teaching responsibilities in higher education (for full time Ph.D. students only).**

**Prepare for Teaching Role**

Assessment Measure		Criteria/Rubric (What Constitutes Success?)	Frequency (How often assessed)	Recap of Results (Provide details below in section A)	Recap of Modifications (Provide details below in section B)
#1	<b>Student Evaluations:</b> Assessment of student evaluations.	80% of students should have 3.5 or higher average in student evaluations	Data collected every semester.	84% of our students (five out of six) have 3.5 or higher average in student evaluations.	We will have to do a better job to make sure all the students get over 3.5 teaching evaluations.
#2	<b>Teaching Evaluation:</b> Written evaluation of teaching by course coordinator.	80% of students should have a positive teaching evaluation.	Data collected every semester.	100% of students are on the way. They will be assessed of their teaching by the OSIM faculty during the summer.	Faculty will attend classes taught by the first year students during the summer 2015.

**DISCUSSION AND CONCLUSION OF SLO #2**

**A) DISCUSSION OF RESULTS**

84% of our students (five out of six) have 3.5 or higher average in student evaluations. 100% of students are on the way. They will be assessed of their teaching by the OSIM faculty during the summer.

**B) DISCUSSION OF MODIFICATIONS/RECOMMENDATIONS (CLOSING THE LOOP)**

Ph.D. student teaching has improved from the last year, but we will have to do a better job to make sure all the students get over 3.5 teaching evaluations. Professors Mike Peng, John Lin, Richard Harrison and Seung Lee will attend classes taught by the first year students during the summer 2015.

## **STUDENT LEARNING OUTCOME (SLO #3) Ability to integrate knowledge and make original intellectual contribution to a field of knowledge.**

### **Contribute to Field of Knowledge**

<b>Assessment Measure</b>		<b>Criteria/Rubric</b> (What Constitutes Success?)	<b>Frequency</b> (How often assessed)	<b>Recap of Results</b> (Provide details below in section A)	<b>Recap of Modifications</b> (Provide details below in section B)
<b>#1</b>	<b>Present Papers:</b> Papers presented by Ph.D. students at meetings of professional societies.	50% of students in third to fifth year should have papers accepted for a conference	Data collected once per year in Summer.	2 out of four students had papers accepted.	Keep doing a good job.
<b>#2</b>	<b>Defend Dissertation:</b> Dissertation and its defense.	90% of students should have dissertation and defense accepted in first round.	Data collected annually.	100% of students have dissertation and defense accepted in first round	Keep doing a good job
<b>#3</b>	<b>Publish Papers:</b> Papers published in area.	50% of students should have their papers accepted or under revise and resubmit before they graduate	Data collected annually.	100% (1 out of 1 was successful) in having a forthcoming paper and a paper under revise and resubmit.	Keep doing a good job.

## **DISCUSSION AND CONCLUSION OF SLO #3**

### **A) DISCUSSION OF RESULTS**

All the 4th year students, but one in 2nd and one in 3rd years have papers accepted for a major conference. Two out of five 1st year students have papers accepted as well. 100% (1 out of 1 was successful) in having a forthcoming paper and a paper under revise and resubmit.

### **B) DISCUSSION OF MODIFICATIONS/RECOMMENDATIONS (CLOSING THE LOOP)**

Keep doing a good job. We will encourage and guide first year students to send papers to major conferences in the future. We will also guide senior students to send multiple papers to major conferences.

**STUDENT LEARNING OUTCOME (SLO #4) Ability to apply theories and techniques in Operations, Strategy, and International Management to solve research problems.**

**Apply Theories to Solve Problems**

Assessment Measure		Criteria/Rubric (What Constitutes Success?)	Frequency (How often assessed)	Recap of Results (Provide details below in section A)	Recap of Modifications (Provide details below in section B)
#1	<b>Summer Papers:</b> Summer papers prepared by Ph.D. students.	90% of students should have their summer papers considered acceptable by faculty	Data collected annually.	100% of students are on the way. They will present their first year papers in early Fall.	Keep doing a good job and aim to turn these papers into publications

**DISCUSSION AND CONCLUSION OF SLO #4**

**A) DISCUSSION OF RESULTS**

100% of students are on the way. They will present their first year papers in early Fall.

**B) DISCUSSION OF MODIFICATIONS/RECOMMENDATIONS (CLOSING THE LOOP)**

Keep doing a good job and aim to turn these papers into publications

## EXECUTIVE SUMMARY

In 2014-2015, we have graduated 1 student— embarking on a academic career at Kennesaw State University. We also have 3 students passing dissertation proposal defenses and working on dissertations, and 6 students passed their comps and advancing into their dissertation proposal stage. We have recruited an incoming class of 5 students. Overall, we continue to deliver a high-quality Ph.D. education in IMS.

### Top 3 Program / Unit Challenges:

- Inadequate conference funding
- A lack of funding for proprietary databases and professional copyediting for Ph.D. students
- Inadequate number of graduates, which is *not* something our faculty believe to be a problem or challenge. But this was imposed on this by the new rule implemented without consulting with us or informing us since 2010. We were only informed in February 2012 for our “low-producing” status

### Detailed Resources Needed to Improve and Fulfill Mission

- Adequate conference funding (preferably \$3,000 for each student every year)
- Availability of \$2,000 for proprietary databases and \$2,000 for professional copyediting for the whole program
- In response to the “low-producing” status designation, we increased admitted 5 incoming students starting in Fall 2013. So we will need to keep this number of 5 in the coming years as well.

## PUBLICATIONS

\* **Bold typeface** indicates UT Dallas faculty members

**FT45**—a Financial Times top 45 journal

**UTD24**—a UTD top 24 journal (almost all of these journals are on the FT list)

### 2015 Publications (8 publications):

- Sauerwald, S., Zhiang (John) Lin, and **Mike W. Peng** (2015) Board Social Capital and Excess CEO Returns. *Strategic Management Journal* (in press). **UTD24/FT45**
- Bruton, Garry, **Mike W. Peng**, David Ahlstrom, Ciprian V. Stan (PhD, 2013), and Kehan Xu (2015). State-owned enterprises around **FT** the world as hybrid organizations. *Academy of Management Perspectives*, 29 (1): 92-114 (February). **FT45**
- Su, Weichieh (PhD, 2013), **Mike W. Peng**, Weiqiang Tan, and Yan-Leung Cheung (2015). The signaling effect of corporate social responsibility in emerging economies. *Journal of Business Ethics* (in press). **FT45**
- Richard, Orlando C., Weichieh Su (PhD, 2013), **Mike W. Peng**, and Carliss D. Miller (2nd yr, 2014-2015) (2015). Do external diversity practices boost focal firm performance? The case of supplier diversity. *International Journal of Human Resource Management* (in press).
- Lebedev, Sergey (3rd yr, 2014-2015), **Mike W. Peng**, En Xie, and Charles E. Stevens (2015). Mergers and acquisitions in and out of emerging economies. *Journal of World Business* (in press).

- Jiang, Yi, **Mike W. Peng**, Xiaohua Yang, and Canan Mutlu (PhD, 2015) (2015). Privatization, governance, and survival: MNE investments in private participation projects in emerging economies. *Journal of World Business*, 50 (2): 294-301.
- **Peng, Mike W.**, Canan Mutlu (PhD, 2015), Steve Sauerwald (PhD, 2014), Kevin Au, and Denis Wang (2015). Board interlocks and corporate performance among firms listed abroad. *Journal of Management History* (in press).
- Peng, M.W, S. L. Sun (PhD 2010), and **L. Markóczy**. 2015. 'International experience, political ties, and CEO compensation during institutional transitions.' *Journal of Management Studies*, 52(1): 117-147 **FT45**

#### 2014 Publications (5 publications)

- **Dess, G.G.** & Sauerwald, S. (4<sup>th</sup> year, 2013-14) Creating Value in Organizations: The Vital Role of Social Capital. *Organizational Dynamics*, 43: 1–8.
- **Ford Jr., D. L.**, & Miller, C. D. (1<sup>st</sup> year, 2013-14) (2014). "Leadership and Motivation in Africa and the African Diaspora (LEAD): Summary and Epilog." *Canadian Journal of Administrative Sciences*. 31 (4): 270-279.
- **Richard, O. C.**, & Miller, C. D. 2013. (1<sup>st</sup> year, 2013-14) "Considering Diversity as a Source of Competitive Advantage". In Roberson, Q. M. (Ed.). *The Oxford Handbook of Diversity and Work* (pp. 239-250). Oxford University Press.
- **Richard, Orlando C.**, Su, W., Peng, M., & Miller, C. 2014: Do external diversity practices boost focal firm performance? The case of supplier diversity. *The International Journal of Human Resource Management*, DOI: 10.1080/09585192.2014.985324
- David Weng and **Zhiang Lin**, (2014), "Beyond CEO Tenure: The Effect of CEO Newness on Strategic Changes," *Journal of Management*, 40(7): 2009-2032.

#### 2013 (18 publications)

- Li, Y., **M.W. Peng**, C.D. Macaulay, (3<sup>rd</sup> year, 2012-13), "Market-Political Ambidexterity During Institutional Transitions," *Strategic Organization*, 11(2), 205-213.
- **Peng, M.W.** and S. Sauerwald (3<sup>rd</sup> year, 2012-13), "Principal-Principal Conflicts," in M. Wright, D. Siegel, K. Keasey, and I. Filatotchev (eds.), *The Oxford Handbook of Corporate Governance*. Oxford, UK, and New York: Oxford University Press.
- **Lee, S and D. Weng** (Ph.D 2013), Does bribery in the home country promote or dampen firm exports? *Strategic Management Journal* 34: 12, 1472-1487. —**UTD 24/FT45**
- **Peng, M.W.**, and W. Su (PhD 2013), "Cross-listing and the Scope of the Firm," *Journal of World Business*, 49 (1): 47-65.
- Robertson, C. J., D. P. Blevins, (Ph.D 13), and T. Duffy, "A Five-Year Review, Update, and Assessment of Ethics and Governance in Strategic Management Journal," *Journal of Business Ethics* 117 (1): 85-92. —**FT45**
- Sauerwald, S. (3<sup>rd</sup> year, 2012-13) and **M.W. Peng**, "Informal Institutions, Shareholder Coalitions, and Principal-Principal Conflicts," *Asia Pacific Journal of Management*, 30: 853-870.
- Shi, W., **L. Markóczy**, and C.V. Stan (4<sup>th</sup> year, 2012-13). "The Continuing Importance of Political Ties in China" *Academy of Management Perspectives*, 28: 57-75. —**FT45**
- Stan, C.V. (4<sup>th</sup> year, 2012-13), **M.W. Peng**, and Bruton, G. (2013) Slack and the Performance of State Owned Enterprises," *Asia Pacific Journal of Management*, 31(2), 473-495.

- Li, Y., **M.W. Peng**, C.D. Macaulay, (3<sup>rd</sup> year, 2012-13), "Market-Political Ambidexterity During Institutional Transitions," *Strategic Organization*, 11(2), 205-213.
- **Peng, M.W.** and S. Sauerwald (3<sup>rd</sup> year, 2012-13), "Principal-Principal Conflicts," in M. Wright, D. Siegel, K. Keasey, and I. Filatotchev (eds.), *The Oxford Handbook of Corporate Governance*. Oxford, UK, and New York: Oxford University Press.
- **Peng, M.W.**, and W. Su (PhD 2013; 4<sup>th</sup> year, 2012-13), "Cross-listing and the Scope of the Firm," *Journal of World Business* (in press).
- Robertson, C. J., D. P. Blevins, (3<sup>rd</sup> year, 2012-13), and T. Duffy, "A Five-Year Review, Update, and Assessment of Ethics and Governance in Strategic Management Journal," *Journal of Business Ethics* (in press)—**FT45**
- Sauerwald, S. (3<sup>rd</sup> year, 2012-13) and **M.W. Peng**, "Informal Institutions, Shareholder Coalitions, and Principal-Principal Conflicts," *Asia Pacific Journal of Management* (in press).
- Stan, C.V. (4<sup>th</sup> year, 2012-13), **M.W. Peng**, and Bruton, G. (2013) Slack and the Performance of State Owned Enterprises," *Asia Pacific Journal of Management* (in press).
- Ismail, K. (Ph.D. 2006), **D. L. Ford**, W. Qingsheng, & **M. W. Peng** (2013). "Managerial ties, strategic initiatives, and firm performance in Central Asia and the Caucasus. *Asia Pacific Journal of Management*, 30: 433-446.
- Blevins, D.P. (PhD 2013), **Tsang, E.W.K.** & Spain, S.M. 2015. Count-based Research in Management: Suggestions for Improvement. *Organizational Research Methods*, 18(1): 47-69.
- Su, W. (PhD, 2013) & **Tsang, E.W.K.** 2015. Product Diversification and Financial Performance: The Moderating Role of Secondary Stakeholders. *Academy of Management Journal*, forthcoming.
- Steve Sauerwald, **Zhiang Lin**, and Mike Peng, (2013), "Board Social Capital and Excess CEO Compensation," Academy of Management Best Papers Proceedings, BPS(2013): 1-7.

## 2012 (14 publications)

- Chen, H. (Ph.D., 2011), **D. Ford**, and G. Kalyanaram, "What Triggers Turnover Intentions? Exploratory Evidence from China, Jordan, Turkey, and the United States," *International Journal of Human Resource Management*, 23: 846-866—**FT45**
- **Lee, S.-H.** and S. Hong (Ph.D., 2012; 4<sup>th</sup> year, 2011-12), "Corruption and Subsidiary Profitability: U.S. MNC Subsidiaries in the Asia Pacific Region," *Asia Pacific Journal of Management* (in press).
- **Markoczy, L.**, S.L. Sun (Ph.D., 2010), **M.W. Peng**, W. Shi and B. Ren, "Symbolic Management, Corporate Interlocks, and CEO Compensation in China," *Strategic Management Journal* (conditionally accepted)—**UTD24/FT45**
- McMillan-Capehart, A., H. Chen (Ph.D., 2011), **O. Richard**, S. Bhuian, and E. Taylor, E. "A Mediation Model of Task Conflict in Vertical Dyads: Linking Organizational Culture, Subordinate Values, and Subordinate Outcomes," *International Journal of Conflict Management* (in press).
- Mutlu, C. (1<sup>st</sup> year, 2011-12), "TeliaSonera: A Nordic Investor in Eurasia," in **M.W. Peng**, *Global Strategy* (3<sup>rd</sup> ed.). Cincinnati: South-Western Cengage Learning (in press).
- Mutlu, C. (1<sup>st</sup> year, 2011-12), "TeliaSonera's Alliances and Acquisitions in Eurasia," in **M.W. Peng**, *Global Business* (3<sup>rd</sup> ed.). Cincinnati: South-Western Cengage Learning (in press).
- **Peng, M.W.** and D. Blevins (2<sup>nd</sup> year, 2011-12), "Why Do Chinese Firms Cross-List in the United States?" in A. Rasheed and T. Yoshikawa (eds.), *Convergence of Corporate Governance*. New York and London: Palgrave.
- Pinkham, B.C. "Whose Law is Bigger?" in **M.W. Peng**, *Global Business* (3<sup>rd</sup> ed.). Cincinnati: South-Western Cengage Learning (in press).



- Shi, W., S.L. Sun (Ph.D., 2010), and **M.W. Peng**. “Sub-national Institutional Contingencies, Network Positions, and IJV Partner Selection,” *Journal of Management Studies*—FT45.
- Su, W. (3<sup>rd</sup> year, 2011-12). “Foxconn,” in **M.W. Peng**, *Global Business* (3<sup>rd</sup> ed.). Cincinnati: South-Western Cengage Learning (in press).
- Su, W. (3<sup>rd</sup> year, 2011-12) and C. Lee. “Effects of corporate governance on risk taking in Taiwanese family firms during institutional reform,” *Asia Pacific Journal of Management* (in press).
- Sun, S.L. (Ph.D., 2010), **M.W. Peng**, B. Ren, and D. Yan, “A comparative ownership advantage framework for cross-border M&As: The rise of Chinese and Indian MNEs,” *Journal of World Business*, 47 (1) 4-16. (lead article).
- Ismail, K., **Richard, Orlando C.**, & Taylor, E.2012. Key determinants and outcomes related to relationship conflict in supervisor-subordinate dyads: A subordinate perspective. *International Journal of Conflict Management*. 23(2): 192-218.
- McMillan-Capehart, A., Chen, H., **Richard, Orlando C.**, & Bhuian, S. 2012. A mediation model of task conflict in vertical dyads: Linking organizational culture, subordinate values, and subordinate outcomes. *International Journal of Conflict Management* 23(3): 307-332.

**SIGNATURES:** \_\_\_\_\_  
Program Assessment Lead

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Assessment/Provost Office

**FINAL DATES:** \_\_\_\_\_  
Approval

\_\_\_\_\_  
Implementation