



THE MAVERICK MESSENGER

The University of Texas at Arlington
College of Business Ph.D. Programs Newsletter



Words from the Dean's Office

By Dr. Wendy Casper, Peggy E. Swanson Endowed Chair, Distinguished University Professor of Management and Associate Dean for Research



As we get ready to wind down to the end of 2024, I am reminded of all the things I am grateful for in the College of Business at UTA. At the top of that list are the great people who work with PhD students in the college. I am so thankful for Dr. Ritesh Saini's great work as PhD Director. His servant leadership benefits many students and faculty, not the least of whom are his dedicated team of Major Field Coordinators. Drs. Alison Hall-Birch (Management), Narayanan Janakiraman (Marketing), Kay-Yut Chen (Operations Management), Riyaz Sikora (Information Systems), Jennifer Ho (Accounting), and David Rakowski (FINA) are recruiting great students and helping launch them in new careers in academia. We are fortunate to have

William Wright keeping things running smoothly in the PhD office. We can always count on him to guide students through UTA administrative processes here in the college and in the grad school. Most of all, I am grateful for all of you – our PhD students and PhD alumni who I have watched develop and grow into incredible educators for the past 20 years. Thanks to each one of you who make me so proud to be affiliated with the UTA COB PhD program!

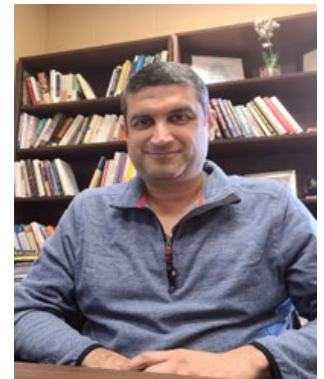
Message from the Ph.D. Director

By Dr. Ritesh Saini, Professor of Marketing and Director of Ph.D. Programs in Business

The 2024-25 academic year brings new opportunities for our Ph.D. programs at UTA's College of Business. As we approach the college's 60th anniversary in 2025, we reflect on a legacy of preparing scholars who contribute to academia and industry across the U.S. and worldwide.

This year, we're focused on strengthening support for our Ph.D. students, enhancing resources that promote both research excellence and student well-being. With increased funding options and new interdisciplinary seminars and workshops, we're ensuring our students have the tools and mentorship to succeed in their academic and professional pursuits.

As we continue to grow and evolve, the dedication of our faculty, staff, and students is elevating UTA's Ph.D. programs in business research and impact. I'm honored to be part of this journey, as we build on a foundation of rigorous scholarship and meaningful contributions to the field.



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WELCOME OUR NEW BUSINESS PH.D. STUDENTS!



Syed Muhammad Farzan Hussain - (MARK)

Armed with a MSc in Business Analytics and a Graduate Certificate in Applied Machine Learning from UT Dallas, I have continued my academic journey with a PhD in marketing. In my free time, I enjoy playing video games and performing in concerts!

Anindita Dey—(FINA)

Originally from Bangladesh, and deep down I'm a Cowboys supporter. I completed my Master's in Quantitative Finance at Oklahoma State University (Go Pokes!) and moved to UT Arlington to pursue my PhD in Finance. Nature is the best medicine for the soul; also, I'm a proud plant mom, and I love spending my time fishing and traveling. On a personal note, I live with my husband, and we've created some of my favorite memories together.



Kenza Belaid—(FINA)

I am a Fulbright Alumni. I earned my Bachelor's in Business Analytics and Information Technology from Tunis Business School and my Masters in Quantitative Finance from UTA. I have work experience with a VC company from the MENA region. My research interests are private equity, mutual funds, behavioral finance, uncertainty, and financial crises. I enjoy traveling and jewelry designing.

Amy Beall—(MGMT)

I have 20+ years industry experience in finance and accounting and have lived everywhere from the east coast to Hawaii and back. I earned my bachelor's in accounting and MBA from National University. My research interests are at the intersection of research & development (specifically front end innovation) and groups/teams.



Razie Pour Abbasi Shiraz —(MGMT)

I hold a Masters in Entrepreneurship from the University of Tehran, Iran and have professional experience working in government. My research interests are focused on business performance, survival, and entrepreneurship. As a first-year PhD student at UTA, I'm eager to contribute to the fields of Management and Entrepreneurship by collaborating with esteemed faculty and doing impactful research.

Maryam Noorymotlagh—(MARK)

I studied and received my bachelors degree on Solid State Physics at Imam Khomeini International University in Iran. I graduated with a Masters of Business Administration at Eastern Mediterranean University in Cyprus.



WELCOME OUR NEW BUSINESS PH.D. STUDENTS!



Joshua Vali—(ACCT)

I have key expertise in fund management and financial control and have held leadership positions at Impact investment firm in the Netherlands and other prominent organizations in India. I have strong competencies in fund placements, portfolio management, and capital structuring, complemented by professional certifications including CPA and SAP S/4HANA Financial Accounting. I've made deep connections within the VC ecosystem, and I am passionate about developing and translating tech solutions from lab to field.

Sagar Mahesh Badye—(ISM)

I have a bachelor's degree in Computer Engineering from University of Pune in India, an MS in Information Systems from UTA, and an MS in Business Administration (Business Analytics) from Virginia Tech. I have professional experience in data science and analytics, including developing machine learning pipelines as a Data Scientist at Monsanto/Bayer. My research interests include applications of AI and LLMs in sectors like healthcare, education, and social media, and my research methodologies mainly comprise of design science and experimental designs. In my spare time, I enjoy playing pickleball and badminton or exploring scenic natural locations.



Xiao Xiao—(MGMT)

I am a first-year doctoral student in management at UTA. Before that, I received my master's degree in Human Resources Management.

Minhaz Ahmed-(MARK)

I am a dedicated researcher with a passion for Behavioral Economics and Marketing Data Analytics. My work focuses on understanding the underlying psychological and economic behaviors that drive consumer decision-making and utilizing data-driven insights to optimize marketing strategies. With a strong academic foundation and hands-on experience, I strive to bridge the gap between theory and practical applications, contributing to innovative solutions that improve business outcomes and advance our understanding of consumer behavior. I am deeply committed to using analytics to uncover patterns, predict trends, and create impactful strategies that drive sustainable growth.



Yanli Dong-(FINA)

I am a first-year Finance PhD student with a keen interest in leveraging advanced data analytics, machine learning, and quantitative modeling to address complex financial research questions.

WELCOME OUR NEW BUSINESS PH.D. STUDENTS!



Pushpa Ghimire- (FINA)

I am doing a PhD in finance which has always been a passion of mine! My goal is to get into academia eventually. I am professionally employed as a Data Architect at United Healthcare. Fun fact, I am an all Maverick, undergrad, MBA, MSDS and now PhD at UTA! Go Mavs!!

Diwash Dahal—(MARK)

I was born and raised in Nepal. I have a background in marketing research, and I am fascinated by human psychology, behavior, digital technologies and innovation, and entrepreneurship. I graduated from Master of Marketing Research program at University of Southern Illinois Edwardsville (SIUE) student, and have some professional experience in the field of marketing research. I love the UT system, and I am excited about working on a variety of research and learning from the incredible faculty at UTA to make contributions to the field.



CURRENT STUDENT NEWS

Noura Khadidja Kone-(FINA)

Publication: Financial Distress Premium or Discount? Some New Evidence, Financial Distress Premium or Discount? Some New Evidence Article, July 2024 , Journal of Risk and Financial Management, Ramya Aroul, Noura Kone, Sanjiv Sabherwal

Yilun Lu—(FINA)

I began teaching FINA 3313 in Summer 2024, and my passion for teaching has been a rewarding experience. My research interests span Corporate Finance, Investment, and Asset Pricing, allowing me to bring real-world insights into the classroom. In addition to my teaching role, I serves as a reviewer on the SWFA 2025 Review Committee, contributing to the academic community with my expertise and dedication.

Kaiyue Liu—(ISM)

HICSS 57 (Open source software and NLP adoption), HICSS 58 (Protocoloigcal control and player counts), INFORMS annual meeting (Distributed Cognition and AI)



Spencer Fraseur—(MGMT)

Earlier this year I received the "Outstanding Graduate Teaching Associate" Award for teaching Strategic Management undergraduate capstone courses. This year I also attended the Academy of Management Conference in Chicago and presented two papers at the Strategic Management Society in Istanbul. One of those two papers was nominated for the "best PhD student paper" award. Lastly, I accepted a visiting professor role at Texas Women's University to teach Strategic Management undergraduate and MBA classes.

Joy Ibedionu - (MGMT)

Ibedionu, J., Lambert, J., & Akinlade, E. (2024, August). Perceived exploitability: The effect of immigrant applicants' hierarchy and employers' characteristics on selection decisions. Presented at the Academy of Management Conference



Roberto Gonzales - (ACCT)

Recently accepted a job offer for a Tenure Track Position.

Siddhi Ramanand Nair —(ISM)

I had the opportunity to present my work at The Americas Conference on Information Systems at Salt Lake City, Utah. Nair, Siddhi and Nerur, Sridhar, "Artificial Intelligence Landscape: Topic Modeling and Bibliometric Approach" (2024). AMCIS 2024 TREOs. 52.



ALUMNI FEATURE

Interview with Hoda Vaziri, Ph.D. Assistant Professor and Research Fellow of *The People Center*—Department of Management at G. Brint Ryan College of Business at University of North Texas.



1.Can you briefly introduce yourself and describe your current professional role?

My name is Hoda Vaziri. I earned my PhD in Management from UT Arlington in 2017 and subsequently completed a postdoctoral fellowship at Purdue University from 2017 to 2019. I currently serve as an Assistant Professor in the Department of Management at the University of North Texas. My research focuses on the work-nonwork interface, employee well-being, and quantitative methods. In addition to research, I teach undergraduate, graduate, and PhD-level courses, including Structural Equation Modeling.

2.What was the focus of your doctoral research at UTA?

My doctoral research at UT Arlington focused on the work-nonwork interface, specifically examining how individuals manage conflicts and synergies between their work and personal lives. I explored the role of multiple identities, such as being an employee, a parent, or a partner, and how balancing these identities impacts well-being and organizational outcomes. My work aimed to provide insights into fostering healthier and more productive workplaces by understanding the dynamics between work and nonwork roles.

3.What were the most rewarding and challenging aspects of your PhD journey?

The most rewarding part of my PhD journey was the opportunity to work with and learn from the incredible faculty in the department. Their mentorship and expertise not only shaped my research skills but also instilled confidence in my ability to contribute meaningfully to the field. I remain grateful for their guidance and support throughout the program.

The most challenging aspect was managing the self-doubt that often accompanies the doctoral process. There were moments when I questioned my abilities and whether I was on the right path. Over time, I learned to focus on progress rather than perfection, lean on my mentors and peers for support, and trust in the process.

4.How did you balance academic responsibilities with other life commitments during your time in the program?

Balancing academic responsibilities with life commitments was challenging, but one piece of advice I received early on made a significant difference. During my first week as a PhD student, a faculty member took me to lunch and recommended that I treat the PhD program like a job, not as a student. That mindset shift helped me structure my days more intentionally, set boundaries, and approach my work with discipline while also leaving space for other parts of my life. Of course, there were still overwhelming moments, but breaking tasks into manageable pieces and leaning on the support of family and friends kept me grounded. Over time, I also learned that taking breaks and being kind to myself was just as important as meeting deadlines—balance wasn't always perfect, but that advice set me on the right path.

(Interview with Dr. Hoda Vaziri continues on the following page)

ALUMNI FEATURE - CONTINUED

Interview with Dr. Hoda Vaziri (continued)

5. How did your experience at UT Arlington prepare you for your current career?

My experience at UT Arlington played a crucial role in preparing me for my career as a researcher and educator. The rigorous training in research methods and theory development gave me the tools to produce high-quality scholarship and approach complex questions with confidence. Beyond that, the mentorship I received from faculty was transformative. They not only taught me how to conduct research but also demonstrated what it means to be a thoughtful, impactful scholar. The program also encouraged me to teach, which helped me develop the skills needed to engage effectively with students—something I now deeply value in my role. Overall, UTA provided me with a strong foundation in research, teaching, and professional development, which has been instrumental in my success.

6. Can you describe any ongoing or future research projects that excite you?

My ongoing research reflects my long-standing interest in the role of nonwork identities in the workplace. One project examines how individuals navigate the experience of pregnancy loss at work, exploring factors that influence disclosure and its consequences. Another line of research investigates the outcomes of disclosing stigmatized, concealable identities—such as depression—within organizational contexts. I am also working on a project exploring how organizations' sociopolitical activism—for example, taking a public stance on issues like reproductive rights—shapes job seekers' perceptions and behaviors. Additionally, I am mentoring a PhD student whose work focuses on the impact of supervisory gaslighting on employee well-being. Through these projects, I aim to shed light on how nonwork identities intersect with workplace experiences, contributing to both theory and practice.

7. What advice would you give to current COB PhD students at UTA?

My advice to current PhD students is to approach the program with curiosity, persistence, and a growth mindset. Embrace challenges as opportunities to learn, and don't be afraid to ask questions or seek feedback—those are critical for growth. Build strong relationships with your mentors and peers, as they will be your greatest support system during the program and beyond. Treat the PhD program like a job: show up every day, make steady progress, and set boundaries to ensure balance. Most importantly, trust yourself and the process. There will be moments of self-doubt, but remember that incremental progress adds up, and resilience is key to success.

GOOD NEWS FROM ALUMNI

Bin Jiang

From October 2023 to April 2024, Bin Jiang taught and conducted research projects at the University of Catania in Sicily as a Fulbright Scholar.

Vishnu Vinekar

A team of undergraduate students mentored by associate professor of business analytics Vishnu Vinekar won second place and \$2,500 at Manhattan College's Business Analytics Competition.

Randy Napier

Was promoted to the rank of Clinical Professor in UTA's Department of Information Systems and Operations Management in the Fall 2024 semester.

Joanne Gavin

Stepped down as Associate Dean to teach full time for the first time in 15 years.

Terry Coalter

Retired.

Nima Vafai

Vafai, N., & Rakowski, D. (2024). The sources of portfolio volatility and mutual fund performance. *International Review of Financial Analysis*, 91, 102985.

Zhao, L., Vafai, N., Velazquez, M., & Amin, A. (2024). Follow the Leader: How Culture Gives Rise to a Behavioral Bias That Leads to Higher Greenhouse Gas Emissions. *Journal of Risk and Financial Management*, 17(6), 245.

Velazquez, M., Gormus, A., & Vafai, N. (2023). The Dynamic Dependency between a Cryptocurrency ETF and ETFs Representing Conventional Asset Classes. *Journal of Risk and Financial Management*, 16(9), 412.

Hannah Richards

Published a paper titled "The Impact of Top Management Team Incentive Dispersion on Non-GAAP Reporting" in the *Journal of Contemporary Accounting & Economics*. Worked with another fellow UTA alumni, Yulan Shi. Daughter and first child, Charlotte, was born in November 2023.

Alankrita Pandey

Was promoted to Full Professor at Eastern Michigan University and also served as Director of the MSHROD in China Joint Program between Eastern Michigan University and Tianjin University of Commerce. Alankrita was re-elected Member-at-Large at my Union the EMU-AAUP and is going to serve as Director of NCCWSL in 2025 at the Ann Arbor Chapter of the AAUW (the American Association of University Women).

Mike McDaniel

Professionally, he has been very busy teaching two MBA classes and one undergrad class per semester, presenting research at USASBE and SMA, and presenting results on a \$10,000 research grant from Villanova University. Personally, he just returned from 35 days living on the southern coast of Ireland, hiking every day, and eating/drinking a lot! (Highly recommended, if you have the time!)

GOOD NEWS FROM ALUMNI - CONTINUED

Sherwood Lane Lambert

Sherwood Lane Lambert was promoted to Full Professor of Accounting at the University of West Florida, effective September 2023. Since 2012, Sherwood has been the only accounting professor at UWF who teaches undergraduate and graduate AIS classes. Sherwood's undergraduate AIS class is one of the core courses in UWF's BS Accounting Degree program, and the graduate Advanced AIS course is one of the core courses in the Masters of Accountancy program (MAcc).

Since my promotion to full professor, I have been a coauthor on three papers:

"Predicting Operating Income via a Generalized Operating-Leverage Model" published in International Journal of Financial Studies.

"Survey of Emerging Blockchain Technologies for Improving the Data Integrity and Auditability of Manufacturing Bills of Materials in Enterprise Resource Planning" published in the AAA Journal of Emerging Technologies in Accounting (JETA).

"Updating the MAcc Curriculum in Response to Stakeholder Needs and CPA Exam Changes: Resources and Results from One School's Journey" published in Journal of Accounting Education.

Amy Foshee Holmes

Received the 2024 Texas Society of CPAs Outstanding Educator Award in the Small College Category.

Shona Smith

Accepted a position as a Post-Doctoral Fellow at the University of Houston

Lisa Schwartz

Was awarded the Charles and Hazel Corts Award for Excellence in Teaching at Wingate University. Lisa was also honored to receive the Jean L. Heck Lifetime Achievement Award for Excellence in Financial Education at the 25th Annual Financial Education Association Annual Conference.

Rajat Mishra

Graduated in 2013 from the OPMA department. Dr. Greg Frazier was his dissertation chair. Since then, he has been an Associate Professor at Stephen F Austin State University. Rajat will be going up for Full Professor next year. He has eight journal publications including publishing twice in the International Journal of Production Economics and once in Operations Management Research as well as three papers under review at several stages. Rajat received Outstanding Intellectual Contribution award twice and Rusche Faculty Scholar award every year since joining SFA. Rajat has also been the recipient of Outstanding Service and Experiential Learning awards, among others. He is an elected faculty senator for the second term, part of research excellence committee, faculty hiring committees, Vice-president participation for South-West Decision Sciences Institute for this ongoing academic year, among other service contributions.

Kamphol Wipawayangkool

Dr. Kamphol Wipawayangkool has been promoted to Full Professor of Management Information Systems in the College of Business Administration at Sam Houston State University, effective Fall 2024. He is deeply grateful for the invaluable education and support from his former professors and everyone at UTA COBA ISOM and MANA, which have been instrumental in his journey to becoming a full professor.

Lee Brown

Lee Brown is now an Associate Dean for Research and Innovation at Texas Woman's University

Three papers published and online last year

Born, V., Brown, L. W., & Hasija, D. (2024). Who obtains political exemptions? An attention-based analysis of steel tariff exclusion requests. *Journal of International Business Policy*, 7(2), 166-180.

Hasija, D., & Brown, L. W. (2024). Political lobbying by foreign firms: A new firm-level data set. *Journal of International Management*, 30(2), 101098.

Harris, C. M., Brown, L. W., & Spence, M. B. (2024). Managing human capital in major league soccer: an empirical study of internal development and external acquisition. *Employee Relations: The International Journal*, 46(2), 473-492.

Two more recently accepted in the *Journal of Nursing Management* and *Multinational Business Review*.

Jason Lambert

Jason Lambert and Lee Brown, both alums, had a paper recently accepted for publication to *Journal of Nursing Management*, entitled The effect of ethical leadership on nurse bullying, burnout, and turnover intentions. Also, Jason Lambert was accepted to the Provost Fellows Leadership Academy at Texas Woman's University for the 2024-25 AY.

Shelia Hyde

Publications:

(journal) Amirkamali, F., Casper, W. J., Hyde, S. A., Wayne, J. H., & Vaziri, H. (2024). Setting our boundaries: The role of gender, values, and role salience in work-home boundary permeability. *Journal of Occupational and Organizational Psychology*, 97, 1076-1099.

(book chapter) Casper, W. J., Hyde, S. A., Smith, S. G., Wayne, J. H., & Amirkamali, F. (conditionally accepted). Are Work-Life Balance Policies Effective? The Importance of Inclusion in Policy Effectiveness. In *Annual Review of Organizational Psychology and Organizational Behavior*, Vol 12.

Conference presentations:

Hyde, S. A., Froidevaux, A., Speights, S. L., & Casper, W. J. (June 2024). Reactive and Proactive Regulation of Work-Nonwork Boundaries. *Work and Family Researchers Network*, Montreal, Canada.

Ajaiyeoba, I. O., Hyde, S. A., & Newlin, A.B. (April 2024). Applying Person-Environment Fit Theory to Gig Workers. *Society of Industrial and Organizational Psychology*, Chicago IL.

Thomas Thompson

Retired from UTA on May 32, 2024.

ABOUT THE MAVERICK MESSENGER



Thank you for reading the fourth issue of The Maverick Messenger, a newsletter by the UTA College of Business Ph.D. Programs! The purpose of this newsletter is to share updates about our Ph.D. programs and news about our current students and alumni every fall and spring semester. If you would like to be included/excluded from the mailing list, please email us at BusinessPhD@uta.edu.

ACKNOWLEDGEMENTS

Thank you to the following contributors for sharing recent updates and insights into changes at the College of Business. Welcome to our new Ph.D. students, and thank you for writing a short biography and providing a picture we could use! We appreciate our current students and alumni who shared their recent accomplishments with us. Congratulations to our recent Ph.D. graduates.

CREATORS



William Wright was in charge of collecting information for the fourth newsletter. He graduated in 2007 from UTA with a Bachelor's in Art History and a Minor in Communication.

He has been the Ph.D. Coordinator for the College of Business since July 2019. Working with the Ph.D. Director, Major Field Coordinators, and Ph.D. students gives him a great enjoyment throughout the week. While not at work he enjoys movies, photography, reading, gardening, and watching TV.



Spencer Fraseur was the editor and designer of this newsletter.

He is a Ph.D. Candidate from the Department of Management studying Strategic Management. In his free time, Spencer enjoys writing, watching baseball games (Go Rangers), traveling, and spending time with family and friends.

RESOURCES

The contributing faculty and students provided all the photos used. We got all of the other graphics images from PNG Tree, an online platforms that partners with designers to create an expansive graphic resource database.



Connect with the COBA Ph.D. Programs

Palio's Pizza In Grapevine During The FMA Annual Conferences



Current and former UTA PhD students, faculty, and family From left to right:

Ankita's husband, Ankita Damani, Yanli Dong, Yibing Du (*red shirt*), Sumit Temburne, Richard Berard, Arun Narayanasamy, Sanjiv Sabherwal (*white shirt*), David Rakowski (*in back*), Kenza Belaid, Jafrin Juthi (*blue jacket*), Anindita Dey (*kneeling in front*), Yilun Lu (*in back*), Ramya Aroul, Elia Salvador, Sergiy Saydometov (*in back*), Salil Sarkar (*in front, gray jacket*), Sriram Villupuram, Pratima, Andy Hansz (*in back*), Samar Ashour, Mohammad Riaz Uddin