John L. Grove
College of Business
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Shippensburg University

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# Meet the new College of Business Faculty

## The new Assistant Dean

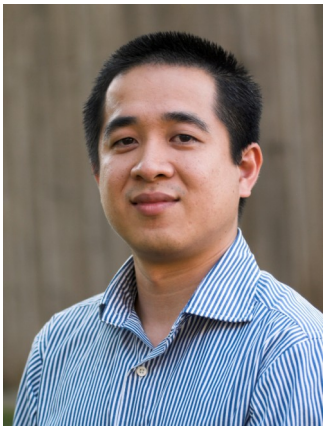
*Dr. Patricia (Patti) Wolf* is the new Assistant Dean for the Masters of Business Administration Program and the Business Internship Program. She was formerly the Director of Exams and Testing at University of Maryland University College, and continues to teach online classes in the Information Systems department at UMUC. Dr. Wolf has a Bachelor of Arts in English from James Madison University, a Master of Science in Business from The John Hopkins University and a Doctor of Management from the University of Maryland University College. She is also a peer reviewer for the *Journal of Computing in Higher Education*.
Patti's research interests include distance education and faculty training. Her personal interests involve travel, reading and golf as well as being an award winning quilter and the President of Mid-Appalachian Quilters.

Patti and Buffy (her cat) have just purchased a new home in Chambersburg and are in the process of unpacking and settling in.

## Management

*Wendy S. Becker* co-chaired (with Michael Burke, Tulane University) the peer-reviewed session, *Shared Decision-Making in Singular Events* at the August, 2008 meetings of the Academy of Management in Anaheim, CA. Becker presented the paper, *Shared Decision-Making in a Wilderness Aviation Accident*. The session also included researchers from Massachusetts Institute of Technology, George Washington University, National Defense University, The Praevius Group and Klein Applied Research Associates. The session was awarded All-Academy Symposium status.
Wendy S. Becker co-chaired (with Wayne Baughman, U.S. Department of Defense) the peer-reviewed session, *Innovations in the Intelligence and Defense Community* at the April, 2008 meetings of the Society for Industrial and Organizational Psychology (SIOP) in San Francisco, CA. Speakers represented the Office of the Director of National Intelligence, the Central Intelligence Agency, Personnel Decisions Research Institutes, and Human Resources Research Organization.
Becker continues her 2nd year of a three-year term as Editor, *The Industrial-Organizational Psychologist (TIP)*. *TIP* is an official publication of the Society for Industrial and Organizational Psychology, Inc, a division of the American Psychological Association. Circulation is 6,500 industrial-organizational psychologists worldwide. TIP is listed in Cabell's Directory of publishing opportunities in management and marketing.

Name our newsletter– email ideas to GRARMS@ship.edu



Viet Dai
Management Information Systems

## Management Information Systems

**Degrees and professional activities**

PhD in MIS from the University of Oklahoma, MSc in Information from the University of Leeds, UK worked for sometime as a business consultant

**Research interests**

Impacts of IT on organizational performance, technology and innovation management, virtual teams

**Hobbies and personal interests**

Photography, golf, jogging, hiking.

## Management

*Jerry A. Carbo II* is an Associate Professor of Management at The Grove College of Business, Shippensburg University. He is also a licensed attorney in the State of West Virginia.

Mr. Carbo is also a doctoral candidate at Cornell University's School of Industrial and Labor Relations. Mr. Carbo's dissertation and current research focuses on workplace bullying.

Formerly, Mr. Carbo was an Associate professor and Director of the MBA program at Fairmont State University.

Mr. Carbo is married to Betty Ann Carbo. They have four children – Suzanne (20), Adrienne (15), Anthony (7) and Giovanni (2) and one granddaughter, Carmella (1).

Mr. Carbo enjoys coaching his children's sports teams, reading, running and is an avid Steelers, Pirates and Penguins fan.

*Jerry A. Carbo*

**Presentations this Fall**:
*Perceived Leadership Style: A Moderator of Workplace Bullying, AEPP - October 2008 with Jeff Houghton and Joyce Heames*
*Developing and Testing a Human Right Based Definition of Workplace Bullying - IIRHRC - October 2008 with Amy Hughes*

Ian Langella
Supply Chain Management

## Supply Chain Management

*Dr. Ian M. Langella* is a newly appointed Associate Professor for Supply Chain Management at Shippensburg University. This coming semester, he will teach Operations and Statistics classes in the undergraduate program.

Langella was born in 1972 and grew up on the New Jersey shore. He received a Bachelor of Science degree from Maine Maritime Academy in 1994. Following graduation, he became an officer in the U.S. Merchant Marine and worked several years in this capacity. The first years of experience were gained in the Oil Production and Exploration Industry in the Gulf of Mexico. In 1995, he married Petra Rueter, a German social worker, and took a shore side job as a Production Estimator in the Printing and Binding Industry around Baltimore, Maryland. Upon the completion of his wife's graduate exchange year at Towson University, he returned to the Merchant Marine. The last years of his industrial experience was gained in International Logistics, predominately as an officer on Tankers. While in the Merchant Marine, he has had responsibility for operations in more than a dozen countries spanning four continents.

He left the Merchant Marine in 1999 as Second Officer of the SS Trinity to start graduate Management studies at the University of Magdeburg in Germany. Langella received his Master of Arts in Management in 2000 with a specialization in Production and Operations Management and a concentration in International Management. His thesis which dealt with simulation in stochastic inventory control received the first thesis prize from the German Logistics Association in 2001. Following graduate studies, Langella was offered and accepted a Postgraduate Associate position in the Faculty of Economics and Management at the University of Magdeburg. In 2007, he completed his PhD in Operations and was given a permanent faculty position. During his time in Magdeburg, he taught several graduate and undergraduate classes and was honored to twice receive the top lecturer ranking at the faculty, first for a graduate lecture on Reverse Logistics and the second for the undergraduate core lecture on Management Accounting. Langella supervised several graduate theses, some of which were projects with industrial partners including Volkswagen (Automotive), Porsche (Automotive), and Metro (Retail).

Langella's research is centered on Sustainable Operations Management. He is the author of one monograph and two peer reviewed journal articles in *Computers and Operations Research* and *OR Spectrum*, in addition to several book chapters, proceedings articles and working papers. His research has been presented at over a dozen conferences both in the United States as well as in Europe. Langella is a reviewer for the *Journal of Operations Management*, *International Journal of Production Economics*, and *European Journal of Operations Research*. In the summer of 2007, he completed a research fellowship at the Department of Industrial Engineering at the University of Brescia in Italy. His future research will also include Logistics of Humanitarian Operations.

He is married and is the father of three children, Jonah (6), Colin (5), and Ida (1), and lives with his family in Shippensburg, Pennsylvania.

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## Finance

Mu-Shen Chang
Finance

*Dr. Mu-Sheng Chang* is Associate Professor of Finance at Shippensburg University, where he teaches Financial Management, Risk Management & Insurance, and Retirement Planning.

Chang's current research concentrates on alternative risk transfer for workers' compensation liability. His first article (with Mary A. Weiss) puts forth evidence that employers in the high-risk health industry are very likely to self-insure, while his second provides firm-specific characteristics of self-insurers among hospitals in Pennsylvania. These two articles were selected to receive a Mark Dofman Doctoral Award in 2007 and 2008, respectively.

He is also author (with Elyas Elyasiani) of the paper, Product Diversification and Performance in the Financial Industry: Financial Holding Companies' Expansion into Insurance Activities. Their work sheds new light on the diversification benefits that can be provided by insurance agency and insurance underwriting in different market niches.

Chang earned his Ph.D. in Risk, Insurance, and Healthcare Management from Temple University in 2008. His M.B.A. is from the University of Southern California, while his bachelor degree in Business Administration is from Tunghai University, Taiwan. Chang is a member of the American Risk and Insurance Association, the Western Risk and Insurance Association, and the Southern Risk and Insurance Association.

Previously, Chang served as Training Specialist and Marketing Director at Cathay Life Insurance. During his marketing career in the industry, he created and implemented campaigns that motivated individuals and employers to manage their life, health, and property-liability risks. He was responsible for improving the training and performance of sales agents while employed as a specialist.

John L. Grove
COLLEGE OF BUSINESS
25 years of AACSB accreditation
35 years as a college of business
70 years teaching business

## Management

*Dr. Allison Watts* is an Associate Professor of Management at Shippensburg University where she teaches Strategic Management and International Business.

Watts recently completed her Ph.D. from Temple University where her dissertation focused on science and innovation in the pharmaceutical and computer hardware industries. Her research interests include innovation in technology and science-based firms, strategic alliances, and entrepreneurs in Internet-based industries. Recent publications have appeared in the Journal of Business Venturing and the International Journal of Technology, Intelligence and Planning.

Prior to joining the Shippensburg faculty last year, Watts was a graduate student and adjunct instructor at Temple University (Fox School of Business) in Philadelphia. While at Temple, she received two teaching awards – the Fox Crystal Apple and the Fox School of Business Excellence in Teaching by a Doctoral Student. She was also inducted into Beta Gamma Sigma, the International Honor Society for Collegiate Schools of Business.

Before returning to graduate school, Watts had a 20-year corporate career in accounting, financial forecasting, and strategic planning. In the 1990s, she spent four years working in Japan and Singapore for a US multinational firm.

A Pennsylvania native, Dr. Watts received her undergraduate degree from Bloomsburg (and is currently a member the Bloomsburg University Foundation) and her master's degree from the University of Pennsylvania. In her office, she proudly displays a photograph of her great aunt, Clara M. Robinson, a 1923 graduate of Shippensburg.

This past summer she enjoyed settling into new home and getting to know the area. In her spare time she and her dog participate in local Greyhound adoption awareness events.

Recent Publications

Ethnic-Immigrants in Founding Teams: Effects on Prospector Strategy and Performance in Internet-Based New Ventures (January 2008). Authors: Rajeswararao (Raj) Chaganti, Allison D. Watts, Radha Chaganti, and Monica Treichel. Journal of Business Venturing, Vol. 23, Issue 1, p. 113-139. *SSCI Impact Factor = 1.846*

Excessive Resource Control and Strategic Alliance Failure (2007). Authors: Allison D. Watts and Robert D. Hamilton, III. International Journal of Technology Intelligence and Planning. Vol. 3, No. 2, p. 157-173.

Congratulations to Dr. Deborah Hocking who successfully defended her dissertation!