

MAPing the Future



A publication of the Management and Policy Department, Eller College of Business and Public Administration
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Why a Newsletter for MAP Alumni?

By Jerel Slaughter

As you scan through this newsletter, you may be wondering, “why a newsletter after all these years?”

A better answer than “why not?” is that we want to be a little closer with alumni and other supporters of MAP than we have been in the past. We also want them to be in closer touch with us. There are many exciting things going on

around the Management and Policy Department these days—people are getting awards, getting promoted, attracting big grant money, getting married, and having children—and we want to share this news with the people that helped build and sustain MAP’s tradition long before we got here. We also want this to be a forum where news about alumni gets shared with other alumni.

We hope you enjoy this first issue. We have no preconceptions about how often you’ll be receiving one of these, but we hope to put another one out later in the year. If you’d like to contribute an article, have news to share, or have any other comments or suggestions, please contact me at

jslaught@eller.arizona.edu.

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MAP Department Lands Big Grant with SIE Department

By Andrew Li and Jochen Reb

Professors Terry Connolly and Amnon Rapoport were awarded a grant from the Air Force Office of Scientific Research for a project titled, “Predicting and prescribing human decision making under uncertain and complex scenarios.” The grant covers the period June 1, 2003 through May, 2008, and totals \$4 million.

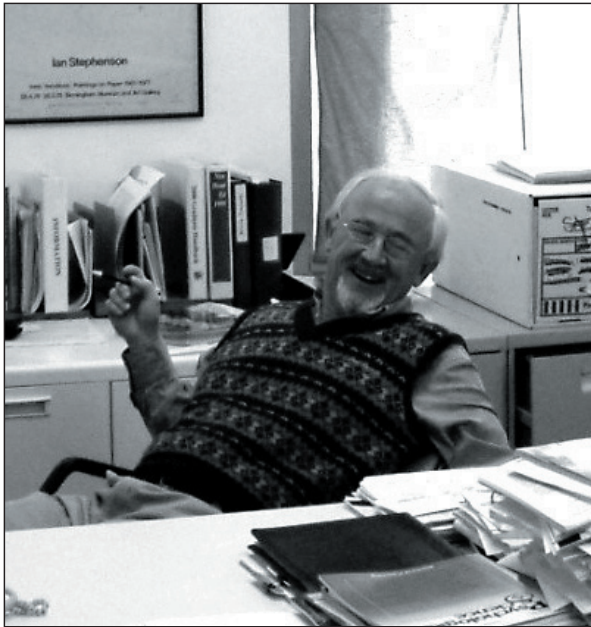
The project, headed by Professor Cole Smith, Department of Systems and Industrial Engineering, in collaboration between several SIE and MAP faculty, aims to address a range of problems in normative (i.e. how decisions optimally should be made) and descriptive (i.e. how decisions are actually made) decision making involving high-complexity situations, multi-person decision processes, complex data arrays, high uncertainty, and rapid change. Such decision situations are very common, for example, in combat situations.

According to Terry Connolly, the SIE researchers focus primarily on prescriptive approaches, including operations research, data fusion and systems analysis, while the MAP group is primarily experimental and descriptive. The integration of these two approaches will allow the prescriptive modeling to draw on behaviorally realistic assumptions about what inputs humans can provide, while the descriptive work drives modeling efforts that support human actors in areas of demonstrated cognitive limitations. In the end, decision support systems based on knowledge about the actual behavior and limitations of human decision makers can help decision

MAP/SIE Grant (continued)

makers make better choices than they could make without such support or with decision support systems not based on empirical data.

Currently, the MAP department is conducting research on sequential search problems such as anticipated regret in shaping search behaviors, while developing some preliminary work simulating screening processes when option sets are too large for effective filtering by unaided human decision makers.



Terry Connolly

In the News...

By Matt Pearsall

Assistant Professor Aleksander Ellis's son, Kye Aleksander Ellis, was born at 9:51pm on August 9 and weighed 7 lb., 9 oz.

Second year Ph.D. student Jessica Bagger was married to Mike Schmitt on May 31 in Flen, Sweden.

Fourth year Ph.D. student Jochen Reb was married to Kikuko Inuma on June 27 in Tucson.

After a brief stint at University of Michigan, Barbara Gutek has returned to the department as the Eller Professor of Women in Leadership.

In January 2003, Assistant Professor Barry Goldman was inducted into the prestigious Personnel and Human Resources Research Group (PHRRG). New members must be nominated by international leaders in the Human Resources field.

J. Neil Bearden arrived in Tucson last Fall and is conducting post-doctoral research with MAP faculty. He earned his Ph.D. in Cognitive Psychology from UNC Chapel Hill and is interested in applying computational cognitive models to problems in management.

Associate Professor Robert Tindall retired on July 20 but is continuing to teach MBA students at the Eller College.

Two new graduate students, Andrew Li and Matt Pearsall, joined the doctoral program last Fall.

Along with his coauthors, Associate Professor Ken Koput received an award from *Administrative Science Quarterly* for a paper titled "Interorganizational collaboration and the locus of innovation: Networks of learning in biotechnology." The award is given to the paper published five years earlier in *ASQ* that has had the greatest impact in the intervening years.

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New Faculty

By Jessica Bagger and Layne Paddock

Aleksander Ellis joined the MAP faculty last fall after receiving his Ph.D in Industrial and Organizational Psychology from Michigan State University this past May. I asked Aleks why he chose Arizona and he told me that it was a combination of three factors: (1) Arizona was extremely supportive of the type of research that he is interested in, (2) Arizona gave him the freedom to choose which classes to teach, and (3) Arizona is a wonderful place to live.

As far as research goes, Aleks' interests primarily center on team effectiveness; more specifically on team processes such as transactive memory and shared mental models. Thanks to support from the Department of Management and Policy, Aleks is currently in the process of setting up a teamlab here at the University of Arizona. Aleks informed me that the lab is going to engage 4-person teams in a computer-based command and control simulation where team members work interdependently with one another. This spring, Aleks, Matt Pearsall, and Andrew Li plan to utilize the lab to examine the effects of different types of team training programs on team effectiveness.

Aleks also informed me that he has been enjoying Tucson's weather when he's not at work. Aleks is an avid mountain biker and occasionally gets in a round of golf. Aleks says that although Tucson natives probably feel that the weather conditions are harsh in Arizona, he absolutely loves it compared to the weather conditions in Lansing, MI. Temperatures over 100 degrees are much better than cold rain for three weeks straight. Going from the cloudiest state to the sunniest wasn't too much of a sacrifice!

Finally, Aleks recently became a father. Kye Aleksander Ellis was born August 9 at the University of Arizona Medical Center here in Tucson. Kye is now six months old and is doing great. With all these new changes, the MAP department is happy to welcome Aleks to the Eller College and everyone wishes him all the best.

This December, we were joined by another new faculty member, Associate Professor **Miguel (Mickey) Quiñones**, who moved to Arizona from Rice University. Mickey joins the Eller College with his wife Karin, a Human-Computer Interaction Ph.D. who will join the MIS Department as a Senior Research Scientist.

After graduate work in Industrial-Organizational at Michigan State University (including a stint as a heavy metal rocker in a band named "Delusions of Grandeur"), Mickey has had a successful career, spending most of his first ten years at Rice. When asked what information he wished he would have had at each stage of his career, he wishes he had known how much extra time he really had as a graduate student and how to say no to some requests as an Assistant Professor. As an Associate Professor, he is still formulating the important post-tenure lesson.

Mickey spends a great deal of time and effort on teaching and student advising. His teaching awards earned from Rice University alumni suggest that the effort has paid off. Mickey credits Kevin Ford (his advisor at Michigan State) as a teacher of mentoring skills and practices—including many that have carried over to Mickey's own advising philosophy. When asked what he is most proud of, his answer includes leading so many graduate students through the daunting publication process for the first time. In Mickey's words, "Having a great research team is crucial to getting a research program in place."

Mickey enjoys spending his free time relaxing with his family, traveling, running, and hiking. Apparently, he does actually have some free time! In fact, when I contacted him for information about this article, Mickey responded from Chile where he, Karin, daughter Isabella (2 years) and son Antonio (a few months old) were staying. (Ah...so that's why he said he couldn't move here until December!). When I asked Mickey what about Arizona excited him most, he credited the strong reputation of the MAP faculty, the continually growing reputation of the Eller College, and the sunshine and mountains.



Judith Standfeld

Judith Retiring

Judith Stanfield, our administrative associate who has been with the MAP department for over ten years and the University for over twenty-three years, is retiring this June. She has already planned a number of activities for her retirement. This upcoming holiday season, she will be visiting her daughter Koreen and her son-in-law for a few months. After that, she will be leaving Tucson altogether and will be taking up residence in Flagstaff, where she plans on taking classes at Northern Arizona University and pursuing more artistic endeavors. Judith has a number of fond memories of our department, including being able to help students and faculty resolve their problems, winning the Staff Award for Excellence in 1999, and having the opportunity to cultivate so many rewarding friendships. We all wish her luck in the future and we'll miss her dearly!

Breaking News

The faculty recently completed its job search for an assistant professor to join the department in the Fall of 2004. Tamar Kugler of The Hebrew University has accepted the department's offer and will be joining us soon. Dr. Kugler's research interests include interactive decision making, negotiation, and group dynamics.

Brown Bag Talks

September 10, 2003

Andrew Li
Graduate Student
University of Arizona
Are Reactions to Justice Cross-Culturally Invariant? A Meta-Analytic Review

September 24, 2003

Tamar Kugler
Graduate Student
Hebrew University of Jerusalem
Individuals, Unitary Teams, and Non-Cooperative Groups as Players in Strategic Games

October 8, 2003

Michael Saks
Professor of Law & Psychology, Center for the Study of Law, Science, & Technology
Arizona State University
Jury Decision-Making in Civil Litigation: Research and Reflections

October 15, 2003

Lehman Benson
Associate Professor
University of Arizona
The Violation Threshold in Image Theory's Compatibility Test

October 29, 2003

Rachel Croson
Associate Professor
University of Pennsylvania
Experiments in International trust

November 12, 2003

Aleksander Ellis
Assistant Professor
University of Arizona
The Effects of Stress in Team Contexts

2002 MAP Department Publications

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