

# SOUTHERN MANAGEMENT ASSOCIATION



## Newsletter



A Publication of the Southern Management Association

Fall 2003

### From the President

Reflecting back on my many years with the Southern Management Association, I feel fortunate to have served as President. As my term of office approaches an end, I wish to thank the membership for affording me this opportunity. From this vantage point, one can truly understand that "the people make the place" when it comes to the SMA's success and reputation. The spirit of volunteerism is alive and well here, and helps maintain a vibrancy and freshness that pervades our organizational culture. Our members' dedication to research excellence and professional development has allowed us to put together annual conferences that are rewarding both professionally and personally.

I owe a debt of gratitude to those who have served as SMA Board members and members of the Program Committee. At the fall conference, I will be passing the president's gavel to Terri Scandura (U. of Miami), a long time SMA member who is eminently qualified to lead us into the future. She knows the challenges we face and is more than up to the task. I would also like to acknowledge the work of our past president, Donna Ledgerwood (U. of North Texas), in whose footsteps I have tread through the officer ranks. Donna has always gotten the job done in her own inimitable fashion. I have appreciated her timely words of wisdom while in office.

Of course, Chris Riordan (U. of Georgia) and her track chairs deserve special recognition for their efforts in putting together this year's meeting. The number of paper and symposium submissions for the meeting was higher than they have been for the past several years. Some innovative events will be included this year, such as the all SMA session featuring Dennis Donovan, Executive Vice-President of The Home Depot. Perennial favorites, like the "Ask the Experts" session and our teaching workshops, will also be available to members, as will the doctoral and junior faculty consortia. With this year's meeting in Clearwater Beach, the SMA is

breaking new ground. We have not met at this venue before, and I can't think of many places that would be more inviting in November. Come on and reach for the beach!

*(Continued on page 2.)*

---

### Hunt Wins 2003 SMA Sustained Outstanding Service Award

The Southern Management Association Board is proud to announce that James G. (Jerry) Hunt is the winner of the first SMA Sustained Outstanding Service Award.

Jerry joined SMA in 1981 and became the fourth editor of the *Journal of Management* (JOM) in 1983. Jerry helped transform JOM into the high quality, internationally recognized scholarly journal it is today. Under his leadership, the number of manuscript submissions to JOM more than doubled and the number of journal subscriptions almost doubled. Jerry introduced a strong international influence to the journal by appointing an international review board and soliciting competitively selected manuscripts from all over the world. He expanded the journal from two to four issues per year and instituted the popular Yearly Review issue.

K. Michele Kacmar, former editor of JOM, wrote about Jerry's commitment to improving the quality and scholarly impact of SMA: "The current top 10 ranking of the *Journal of Management* can be traced directly back to Jerry Hunt. His vision and leadership set it on its current upward trajectory. To me Jerry is SMA. He has filled and continues to fill virtually every role ever conceived with respect to SMA."

*(Continued on page 4.)*

## From the President *(Continued from page 1.)*

I would also like to recognize the efforts of two Board members whose work may not be as visible to the membership, but is crucial nevertheless. Allison Pearson (Mississippi State), Secretary/Membership Chair, has worked hard to develop and computerize the membership database since being elected. It is important for us to have an accurate and up-to-date database to facilitate communications with the membership. She is also leading a committee focused on expanding the services that are available through the SMA website. Tim Barnett (Mississippi State), Treasurer, insures that all dues information is properly registered and the bills get paid on time. This is no easy task given the size of our organization. With regard to other Board members, I would like to salute the time and efforts given by our out-going Board members during their three-year terms. Gayle Baugh (U. of West Florida), Peg Williams (VCU), and Shawn Carraher (Texas A&M – Commerce) have brought commitment and zest to their roles. I also want to welcome our three new Board members, Mark Gavin (Oklahoma State U.), Mary Gowan (George Washington U.), and Kelly Zellars (UNC – Charlotte). They are joining an enthusiastic, hard-working group. I also would like to congratulate Bill Gardner (U. of Nebraska – Lincoln) on becoming the SMA Program Chair-Elect.

Dan Feldman's (U. of Georgia) sage leadership of the *Journal of Management* is to be complimented. He is already making his mark on the JOM, announcing calls for special issues of theory articles. JOM continues to attract a large number of quality submissions, and serves as an integral component of the SMA. A special task force chaired by Micki Kacmar (FSU) has labored diligently to identify the JOM publisher for the next several years. The search has been thorough and broad-based, uncovering valuable information that will be used by the SMA Board in deliberations on this matter.

A few final accolades, if I may. Gary Castrogiovanni (U. of Tulsa) has taken over the reigns as Newsletter Editor. We have him to thank for your being able to stay up on all the SMA news that is fit to print. Liz Weatherly (U. of Alabama – Huntsville) has assumed our Proceedings Editor position starting with this year's proceedings. She has planned a new look and increased functionality for the conference CD. Several others are continuing in roles that contribute in important ways. Tom Marshall continues as our webmaster. He is largely responsible for the website's updated appearance, and welcomes any comments you may have about it. Frank Markham is again acting as director of placement services, and also welcomes your input. Last, but certainly not least, I want

to thank GERALYN FRANKLIN for the countless hours she has put in to identify and secure our conference sites. She knows her stuff!

Please join us at the conference business meeting Friday evening to let us know what's on your mind regarding important SMA issues. Jone Pearce, Past President of the Academy of Management, will be on hand to deliver greetings from our national organization. Also, because we will not be holding the traditional Friday luncheon this year, more awards and recognitions will be occurring at the business meeting. Join with us in celebrating our members' achievements. I look forward to seeing you again in November as we convene for our 41<sup>st</sup> annual meeting. Thanks for your thoughts and support during the years I have been privileged to serve. So many have made the job easier than it might have been and more rewarding than I would have ever expected.

**Kevin Mossholder**  
SMA President

### SMA Election Results

#### Vice President and Program Chair Elect

- **Bill Gardner**, University of Nebraska – Lincoln

#### Board Members

- **Mark Gavin**, Oklahoma State University
- **Mary Gowan**, George Washington University
- **Kelly Zellars**, University of North Carolina – Charlotte

## The SMA Election Process

Finding people to serve as officers and board members in professional organizations is no simple matter. Typically, the Call for Nominations published in the Spring Newsletter, disseminated at the Academy meeting and placed on our web site, may generate a nomination or two, but this medium seldom delivers more than one nomination for each position. The Elections Committee members (consisting of the Past President, current President and President-Elect) then contact the individual officers, track chairs, past officers and those known to be continually active professionally in SMA to ask their assistance in finding willing individuals to be considered as potential nominees.

*(Continued on page 6.)*

## JOM Web Address

JOM now has a permanent URL, which will stay the same even if the website itself is moved:

<http://www.journalofmanagement.org>

## Journal Of Management News

As I write this, I have just completed two milestones: I have finished my first year as Editor of *Journal of Management* and I have moved JOM to the Terry College of Business at the University of Georgia. It's been a hectic but very good year for the journal.

### Update on Journal Activities

First, submissions to *Journal of Management* continue to increase substantially. Our submission rate is up 15% this year alone; we received about 350 new submissions between July 1, 2002, and June 30, 2003.

Second, we have continued to sustain and increase our selectivity. We are currently accepting about 10% of articles submitted, an acceptance rate which makes us one of the most selective journals in the field of management.

Third, I am delighted to report we are getting more and more manuscripts from strategic management and entrepreneurship faculty. We're now running 50/50 in terms of OB/HR and SM/ENT submissions and acceptances. When I began my term I was strongly committed to making JOM a journal as receptive to strategic management and entrepreneurship articles as it was to organizational behavior and human resource management research, and I am pleased that message has been received.

Fourth, we are operating with a turnaround time on articles that would make many journals in our field quite envious. Our average turnaround time, from day of submission to day of decision letter, is only 47 days. At the short end, we've had feedback to authors within 31 days (1 month). Equally importantly, the longest any author has had to wait for feedback was 62 days, or 2 months. I owe a great deal of thanks to the editorial board and the ad hoc reviewers for helping JOM achieve such timely turnaround.

Fifth, we have democratized the Annual Review and Special Issue submission processes. Starting with the 2004 Annual Review, proposals for articles were

accepted from an open call for papers rather than being solicited from the editor. I received about three dozen submissions this year and the acceptance rate for proposals was 25%. In addition, *Journal of Management* will be publishing a Special Theory Issue each year. For these issues, too, all submissions will be competitively reviewed rather than being solicited by the editor.

### Acknowledgements

*Journal of Management* could not have achieved what it has this past year without the help of so many faculty who gave generously of their time and energy. The two senior associate editors, Allen Amason and Carol Kulik, have been my full partners in running the journal and I cannot imagine what this job would be like without their professionalism, their hard work, and their sense of humor. Associate editors are often unsung heroes in running journals, but those of you who have worked with Allen and Carol on manuscripts know how much energy they put into their roles and how much I rely upon their good judgment.

(Continued on page 5.)

## San Antonio in 2004

*Make Plans Now For SMA 2004!*

The SMA 2004 Conference will be held at the Sheraton Gunter Hotel in San Antonio, Texas, Wednesday, November 3, through Saturday, November 6. Guest rooms will be \$91 for single/double or \$111 for triple/quad. Additional information will be available shortly.

## AMLE Special Issue

The Academy of Management Learning and Education Journal (AMLE) will have a special issue on service-learning in management education. To facilitate manuscript development, an early submission due date has been established of November 17, 2003. Papers received by that date will be sent out for an initial review, and authors will receive feedback from the guest editors. *No manuscript received by the early submission date will be rejected solely based on the initial reviews.* The deadline for final submissions is September 30, 2004. Authors should submit a cover letter and four copies of the manuscript to the following address: Tim O. Peterson, Guest Editor, *Academy of Management Learning and Education*, Oklahoma State University, 700 N. Greenwood Avenue, Tulsa, OK 74106-0700.

## Hunt Wins Award *(Continued from page 1.)*

Jerry has served as SMA program chair (1987) and president (1989) and was named a Southern Management Association Fellow in 1990. He was instrumental in the formation of the Fellows, served as the first Dean of the SMA Fellows (1990-1998), and organized the development of the Fellow's Constitution and Bylaws.

Lawrence R. Jauch wrote of Jerry's 20 year service to SMA: "Year after year Jerry reviews conference papers, presents papers at our meetings, and shares his knowledge, experience and wisdom with those junior to him (which is now most everyone). His record of activities at SMA alone sets the standard for defining sustained and substantial contributions. Not only did Hunt help it achieve goals and mission, Jerry helped establish SMA's goals and mission in a significant way."

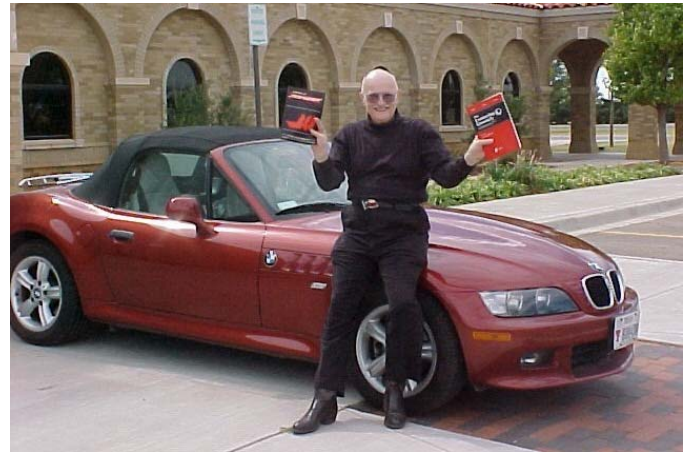
Jerry helped create the innovative SMA Institute (SMAI) and co-chaired SMAI during its first three years. Jerry has contributed immensely to making SMA the highly respected and professional organizational it is today. He has emphasized both the development of research and teaching skills.

Many SMA members recall how Jerry impacted their involvement and impression of SMA. For example, Grant T. Savage, writing in support of Jerry's nomination remarked: "My recollection of Jerry's involvement in the SMA dates from 1985 when he persuaded me—a young assistant professor making the transition from communication to management—that I would learn a lot by attending the New Faculty Consortium. And he was right! At that time Jerry was serving his first term as Coordinator of the Management area at Texas Tech University, and he was very concerned about developing the research and teaching skills of both new and existing faculty members. During that time he made clear his commitment to the SMA and its importance by supporting both faculty and doctoral students involvement. Jerry's enthusiastic support of the SMA certainly was contagious at Texas Tech University, and it resulted in the faculty's long-term involvement during the 1980s—and beyond—with the association. In closing, there is no one more deserving and no one who has put as much time, effort, and care into serving the SMA than Jerry Hunt."

Gary J. Castrogiovanni, who nominated Jerry for the award, sums up Jerry's active involvement in SMA by saying: "I know of no person more worthy of this award than Jerry Hunt. He has influenced every facet of the organization over the past two decades, and all SMA members have benefited from his efforts."

Sherry E. Sullivan, the 2003 Committee Chair, extends a special thanks to Bob Ford, Bob Gatewood, Tammy Hunt and Sharon Topping for their careful study of the numerous nominations received for this year's award. Sherry is also please to announce that Sharon Topping will be chairing the 2004 award committee.

**Sherry E. Sullivan**  
**2003 SMA Sustained Outstanding Service Award**  
**Committee Chair**



James G. (Jerry) Hunt, recipient of the first annual SMA Sustained Outstanding Service Award.

## CALL FOR NOMINATIONS: 2004 SMA Sustained Outstanding Service Award

The SMA Sustained Outstanding Service Award recognizes continued service to the SMA. The award is keyed to the SMA's goals and mission and complements the SMA's long-held policy of recognizing outstanding research contributions through best paper and best reviewer awards.

The SMA Sustained Outstanding Service Award recognizes an individual who has consistently helped the SMA reach its goals and mission over a period of years. The individual recognized must have made important and sustained contributions to the SMA, including, but not limited to, sustained elected, appointed (e.g., track chairs, committees) and volunteer (e.g., paper reviewers, session chairs and discussants) service as well as extraordinary contributions to the SMA (e.g., local arrangements, financial contributions).

*(Continued on page 6.)*

## JOM News (Continued from page 3.)

The Terry College of Business—the college administration, my colleagues in the Department of Management and the Institute for Leadership Advancement, and the staff in information technology—have gone above and beyond the call of duty to welcome JOM to the University of Georgia and to make the transition a smooth one.

I will really miss my editorial assistant at USC, Susie Gorsage, and my information technology saviour there, Dave Ott. Susie and Dave helped in so many ways, both large and small, in getting JOM up and running at USC. Their cheerfulness, as well as their competence, made my first year as editor so much easier and pleasurable.

I cannot stress enough how important good (constructive, timely, developmental) reviewing is to the success of an academic journal. I have been very fortunate to have an editorial board and a group of ad hoc reviewers that is so committed to performing their mission professionally and graciously.

Probably the part of the journal operations that is the greatest unseen “black box” is the publishing end; the devil is really in the details in the publishing business. Paul Shaw-Kelly at Elsevier has done yeoman service in keeping track of the myriad production details associated with putting out *Journal of Management*, while Tom Clark has overseen the business and marketing side of JOM’s operation.

Only after I became editor did I realize how much hard work the officers of the Southern Management Association put into making *Journal of Management* a success, too. At various times over the past year I have turned to Kevin Mossholder (President), Allison Pearson (Secretary) and Tim Barnett (Treasurer) for assistance, and each and every time they’ve answered the call for help fully and quickly.

Finally, I want to thank the 700-plus authors who submitted articles to *Journal of Management* this year. Even when I’ve had to be the bearer of bad news, I’ve been impressed with the collegiality and courtesy of faculty who have chosen JOM as an outlet for their work. They remind me on a daily basis how important it is to provide developmental and constructive feedback to colleagues and how much such feedback is appreciated when it is received.

**Daniel C. Feldman**  
Editor, *Journal of Management*

## AOM Council Update

I think it important to inform our members about what occurred with the Academy of Management (AOM) Council meeting. This group includes the five “regional associations” along with 10 or so additional associations such as IFSAM, and the British Academy of Management. There is a difference between affiliations and associations with the AOM, and there are newly reinforced rules for what activities must occur to be an affiliate or associate of AOM.

Of major importance is a renewed emphasis on ethical behavior. When I founded the Regional Officers Association which met at the annual AOM meeting in 1985, there was no easy way to locate the various program Chairs, Call for Papers, etc. We have been struggling for almost two decades with problems of “no-shows,” dual submissions and other situations that negatively impact an annual meeting. The AOM Council seems to finally afford us the mechanism to increase awareness of common submission problems and to determine appropriate actions.

This summer, the Eastern AOM, SMA and other regional associations have pushed to have some clearinghouse for those who dual submit papers (to two divisions in one association or the same paper to two associations). The newly proposed stance is to maintain a database of those who are “no shows,” those who retract their papers once the program has been put together, and those who engage in other forms of unethical behavior. The names of these individuals and their papers will be sent to all affiliates and regional associations (Eastern, Western, Southwestern, SMA and Midwest), and to the other associate and affiliates of the Academy of Management as well as to the AOM Program Chair. Actions found to constitute unethical behavior (i.e. problematic authorship, papers with plagiarism or problems with authors) will not be accepted by ANY of the affiliated groups.

**Donna Ledgerwood**  
Past President, SMA and  
Past President, Southwest Academy of Management  
Former Director of Publisher Exhibits and  
Advertising, AOM

### Address Changes

If your address changes, please send your new contact information to Allison Pearson, the SMA Secretary and Membership Chair. You can e-mail Allison at [apearson@cobilan.msstate.edu](mailto:apearson@cobilan.msstate.edu).

## Election Process *(Continued from page 2.)*

Nominees are asked to secure support from their deans and chairs and then give their written permission to the Elections Committee. Three nominees are then selected as candidates for each position. Nominees not making the final ballot are again considered the following year. The final ballot is then sent out electronically to all dues paying members and the candidates receiving the highest number of votes win their respective positions.

Three questions from our members about elections:

1. *Are those who serve in leadership positions put on the ballot or elected due to cronyism or some other non-SMA-related reason?*

SMA is an organization that prides itself on our responsiveness to our members and our inclusiveness of diverse members from large and small organizations in both the public and private sectors. We try to nominate officers and board members who care about our members, participate in our annual programs and read/publish in JOM.

2. *Does SMA want to be "only an American organization?" Why are there not more internationals serving on the board and as officers in SMA?*

The fact is that SMA welcomes globalization and encourages our members from other countries to participate in the annual meetings and to run for board and officer positions. Our Secretary and Membership Chair, Allison Pearson ([apearson@cobilan.msstate.edu](mailto:apearson@cobilan.msstate.edu)) reports that SMA has members from 14 countries. We truly are not just a "regional" association. SMA is indeed an international association. We WANT our international contributors to take part in our programs, to become officers and board members. We value our members from North and South America, Africa, Europe and Asia. We actively solicit international contributors to take part in our programs, to become officers and board members. To become an officer of SMA requires participation related to scholarship, teaching, research (applied or empirical) and service. It is the members' participation, creativity and leadership as they continue to participate as paper reviewers, paper presenters, symposia leaders and track chairs which leads to their election to board and officer positions.

3. *Why are there not more "people of color" serving on the board and as officers in SMA?*

Just as was stated about our international members, we DESIRE diversity and value the contributions of our members who are African-Americans, Latinos, and others. We believe that this enriches our programs by

enhancing our understanding of cultural, economic and historical events that spawn new ideas and challenge old theories. We who have been program chairs seek people of color to take part in our programs, to become paper reviewers, presenters, track chairs and to serve in several capacities. Those who are typically elected as board members, newsletter editor and other officer positions, historically have taken active roles in our annual meetings. Members of color who want to learn how to become more active in SMA can contact our former Newsletter Editor, Paul G. Simmonds, Ph.D., C.M.A.; Chair, Department of Business Administration; School of Business and Economics; North Carolina Agricultural and Technical State University; VM: (336) 334-7656 and E-mail: [psimmon@ncat.edu](mailto:psimmon@ncat.edu).

Help us to build a better SMA, which will reflect ALL of our members and be an association to which you are proud to say you belong. Contact me if I can help. Donna Ledgerwood: 972/294-8227; new E-mail: [dledgerwood@aironets.com](mailto:dledgerwood@aironets.com).

**Donna Ledgerwood**  
**SMA Past President**

## 2004 Service Award *(Continued from page 4.)*

The award winner will be recognized at the 2004 SMA meeting with a plaque and \$500. A notice with the winner's photo and contributions will be placed in the 2004 meeting registration packet.

Nominations will be accepted via email and U.S. mail, with email the preferred method. An acknowledgment of receipt of the nomination materials will be sent to the primary nominator. Self-nominations will be accepted. All nominators and nominees must be SMA members and the award winner must accept the honor in person.

The primary nominator must submit the following materials to the committee chair: (1) a list of the nominee's SMA activities and the dates in which they occurred, and (2) three letters of nomination (including a letter from the primary nominator plus two others).

**Nominations must be received prior to April 1, 2004.** Email nominations can be sent to Sharon Topping (601-266-4675), committee chair, at [s.topping@usm.edu](mailto:s.topping@usm.edu). U.S. mail nominations can be sent to:

**Sharon Topping**  
**University of Southern Mississippi**  
**Box 5012**  
**Hattiesburg, MS 39406**

## SMAI 2003

Activities of the Southern Management Association Institute (SMAI) at the 2003 conference will include:

**New Faculty Consortium.** The objective of the consortium is to enhance the scholarship, teaching and overall career and life experiences of faculty who are in the early stages of their career. This consortium is offered on Wednesday, starting with a get-acquainted luncheon at 12:00 noon, followed by panel and roundtable discussions from 1:00 pm to 5:00 p.m. Contact Bill Gardner ([wgardner2@unl.edu](mailto:wgardner2@unl.edu)) or Mark Martinko ([mmartin@cob.fsu.edu](mailto:mmartin@cob.fsu.edu)) for more information.

**Doctoral Consortium.** If you are a Ph.D. student, this is an opportunity to interact with your peers and have discussions about research, teaching, service, and work-life issues with leading scholars. Small scholarships are available. For more information, or to register, contact Chet Schriesheim ([chet@miami.edu](mailto:chet@miami.edu)) or Pam Perrew ([pperrew@cob.fsu.edu](mailto:pperrew@cob.fsu.edu)).

**Research Methods/SMA Workshop: Hierarchical Linear Models.** A workshop on Hierarchical Linear Modeling will be offered by Mark Gavin on Wednesday, November 12 from 9 a.m. to 3 p.m. Contact Ethlyn Williams ([ewilliam@fau.edu](mailto:ewilliam@fau.edu)) to register.

**Ask the Experts.** Do you have questions about research methodologies or designs? Come ask a panel of experts for advice. Mark Gavin, Anson Seers, Bob Vandenberg and Larry Williams will be on hand to answer research methods questions on Thursday, November 13 from 11 a.m. to 12:15 p.m.

**Teaching Methodologies for the 21st Century.** A teaching development workshop is offered on Friday, November 14 from 1:30 p.m. to 4:45 p.m. featuring "Film as a Teaching Resource" by Joseph Champoux, University of New Mexico, "Teams and Creativity" by Tim Peterson, Oklahoma State University and "Can Ethics be Taught?" by Marie-Line Germain, City College.

**Terri Scandura**  
SMA President Elect

## News Submissions

To include an item in this newsletter, contact Gary Castrogiovanni, at [gary-castrogiovanni@utulsa.edu](mailto:gary-castrogiovanni@utulsa.edu). Deadlines are normally February 15 and September 15, for the Spring and Fall issues, respectively.

## 2003 Meeting

Please join us for the **2003 Annual SMA Meeting**, Wednesday, November 12 through Saturday, November 15, 2003 at the Hilton Clearwater Beach Resort. Dress is "Business Casual."

## 2003 SMA OFFICERS & BOARD MEMBERS

### President

Kevin Mossholder, Louisiana State University

### President Elect

Terri Scandura, University of Miami

### Vice-President/Program Chair

Christine M. Riordan, University of Georgia

### Vice-President/Program Chair Elect

Anson Seers, Virginia Commonwealth University

### Secretary and Membership Chair

Allison W. Pearson, Mississippi State University

### Treasurer

Tim Barnett, Mississippi State University

### Past President

Donna E. Ledgerwood, University of North Texas

### Editor, *Journal of Management*

Daniel Feldman, University of Georgia

### Proceedings Editor

Elizabeth Weatherly, University of Alabama-Huntsville

### Newsletter Editor

Gary Castrogiovanni, University of Tulsa

### Archivist

Dan Cochran, Mississippi State University

### Board Members

Gayle Baugh, University of West Florida  
Shawn Carraher, Texas A&M University-Commerce  
Peg Williams, Virginia Commonwealth University  
Michelle Dean, University of North Texas  
Wayne Hochwarter, Florida State University  
Alan Witt, University of New Orleans  
Jason Shaw, University of Kentucky  
Sandy Wayne, University of Georgia  
Shaker Zahra, Babson College

The SMA Newsletter is a non-profit enterprise operated by the Southern Management Association (SMA) as an information service to its membership. It is published in March and October.

Items for inclusion should be sent to:

Gary Castrogiovanni, Editor  
SMA Newsletter  
College of Business Administration  
University of Tulsa  
Tulsa, OK 74104-3189  
  
(phone) 918/631-2476  
(e-mail) [gary-castrogiovanni@utulsa.edu](mailto:gary-castrogiovanni@utulsa.edu)

Visit the SMA Web site at <http://www.southernmanagement.org>.

---

Gary Castrogiovanni, Editor  
SMA Newsletter  
College of Business Administration  
University of Tulsa  
Tulsa, OK 74104-3189