

SOUTHERN MANAGEMENT ASSOCIATION



Newsletter



A Publication of the Southern Management Association

Fall 2004

From the President

It is with a great deal of gratitude and excitement for the future that I am writing this final letter. As the sun sets on my term, I would like to thank you for the opportunity to serve as president. The dedication of our members to research excellence and the true spirit of collegiality make the Southern Management Association a very special volunteer organization.

My letter today is full of "big news" and "thank yous". First, the big news. The *Journal of Management* which continues to be one of the jewels in the SMA crown has undergone some important transitions this year. Over the summer, we finalized the contract with a new publisher, Sage Publications. I would like to thank Catherine Rossbach of Sage for her attention to detail during the contract negotiations and now with the transition process. Catherine and the Sage staff are excited to be the new publisher of the Journal and are committed to maintaining its high level of excellence. I would also like to thank the following individuals who provided insight and assistance throughout this process: Geralyn Franklin (University of Texas-Permian Basin), Micki Kacmar (University of Alabama), Kevin Mossholder (Louisiana State University), Chris Riordan (University of Georgia) and Peg Williams (Virginia Commonwealth University). I would also like to thank someone most SMA members don't know: Our attorney A.M. Nunley (University of Texas-Permian Basin).

The *Journal of Management* also has a new editor, Russell Cropanzano (University of Arizona). We appreciate the time and diligence of the *JOM* Editor search committee, headed by David Van Fleet (Arizona State University-West). Russell is excited to be the next editor, and knows he has a tough act to follow after Daniel Feldman's (University of Georgia) innovation and dedication to the journal for the past four years. Daniel will continue to receive manuscripts through July, 2005). His Special Issue on Theory Development has been

well-received and is a landmark in the history of the journal. *JOM* continues to attract a large number quality submissions and its future is assured in the hands of Daniel and Russell.

(Continued on page 2.)

Bedeian Named 2004 SMA Sustained Outstanding Service Award Winner

The Southern Management Association Board is proud to announce that Arthur G. (Art) Bedeian is the winner of the 2004 SMA Sustained Outstanding Service Award.

Art joined SMA in 1971 and has faithfully attended and participated in virtually every meeting since that time. Achilles Armenakis, one of the supporters of Art's nomination, wrote of Art's more than 30 years dedication to SMA: "The only year Art did not have an official assignment with the SMA program was 1973 when he was a professor with Boston University's overseas program in Germany. It was impossible for him to participate in SMA activities because he was out of the country!"

(Continued on page 4.)

2004 Meeting

Please join us for the **2004 Annual SMA Meeting**, Wednesday, November 3 through Saturday, November 6, 2004 at the Sheraton Gunter Hotel in San Antonio, Texas.

From the President (Continued from page 1.)

More news: Our conference site for 2005! Geralyn Franklin (University of Texas-Permian Basin) deserves special recognition for her tireless devotion to SMA in numerous roles. She is our site coordinator for the conferences, and is also in charge of exhibitor relations. Geralyn has logged in a lot of frequent flyer miles searching the country for the best conference venues and deals. We are meeting in exciting new places every year, and the cost of rooms makes our conference accessible to our members. I am excited to announce that SMA will be meeting at the Francis Marion Hotel in Charleston, with Bill Gardner (University of Nebraska) as Program Chair.

In November, I will be passing the gavel to Chris Riordan (University of Georgia) whose innovation and dedication will lead SMA into an even brighter future. Chris is one of the smartest people I've ever met and I can't wait to see what new ideas she has for the organization. I would also like to thank past president, Kevin Mossholder for his advice and wisdom over the past year. You simply can't imagine what a great learning experience it has been for me to have Kevin and Chris coaching me (as past and future presidents) as SMA has grown this year.

Anson Seers (Virginia Commonwealth University) and his track chairs deserve our thanks for putting together this year's meeting in San Antonio. The number of paper submissions and symposia remained high, and the program highlights include a symposium on the *Journal of Management* as we celebrate its 30th anniversary, as well as another outstanding Southern Management Association Institute (SMAI) pre-conference program with research and teaching



Terri Scandura, Southern Management Association President.

workshops. Also, Pam Perrewe (Florida State University) and Allen Amason (University of Georgia) have put together a valuable doctoral consortium for students.

I would also like to particularly note the contributions of two hardworking members of the board whose terms are ending this year. Allison Pearson (Mississippi State), Secretary/Membership Chair has worked diligently to computerize SMA membership records. Tim Barnett (Mississippi State), Treasurer, takes care of dues and pays our bills on time. Without these two individuals the Southern Management Association would simply not be able to function. Their volunteerism and willingness to go the extra mile for the membership is commendable. They are great role models for all of us.

Our out-going board members, Wayne Hochwarter (Florida State University), Alan Witt (University of New Orleans) and Michelle Dean (San Diego State) have brought commitment and new ideas to the board. The insight of all of these outgoing officers and board members will be missed.

Welcome to our new board members, Melenie Lankau (University of Georgia), Ben Tepper (UNC-Charlotte) and Ethlyn Williams (Florida Atlantic University). Also, our new Secretary/Membership Chair is Sherry Moss (Florida International University) and our new Treasurer is Sharon Topping (University of Southern Mississippi). Congratulations to our new Vice President and Program Chair-Elect, Charlotte Sutton (Auburn). These individuals have a great amount of expertise and have been involved with SMA in a variety of roles over the years.

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Organizational Analysis

Organizational Analysis publishes empirical and theoretical articles that inform understanding of behavior in and of organizations. For further details, or to submit a manuscript, contact:

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 Organizational Analysis
 Department of Psychology
 Auburn University
 208A Thach Hall
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svyandj@auburn.edu

Journal Of Management News

Journal of Management is celebrating its 30th anniversary this year. To commemorate this event, a Management History Division symposium was held at the Academy of Management convention in New Orleans last August. In addition, there will be a symposium featuring former and current *Journal of Management* editors at the upcoming Southern Management Association meetings in San Antonio. On Friday evening at SMA, there will also be a party to celebrate *JOM*'s past accomplishments and future promise. Please join us!

JOM will also be sponsoring a Research Development Workshop at the Southern Management Association pre-conference. The focus will be on helping authors convert research projects into publishable articles, strengthening the theoretical contributions of their manuscripts, and successfully negotiating the revise-and-resubmit process.

I am pleased to announce that *Journal of Management* will have a new publisher beginning in January, 2005. Sage Publications will begin publishing *JOM* at that time. I am looking forward to working with Catherine Rossbach, our editor at Sage, on a new journal design, new publication and distribution procedures, and new marketing initiatives.

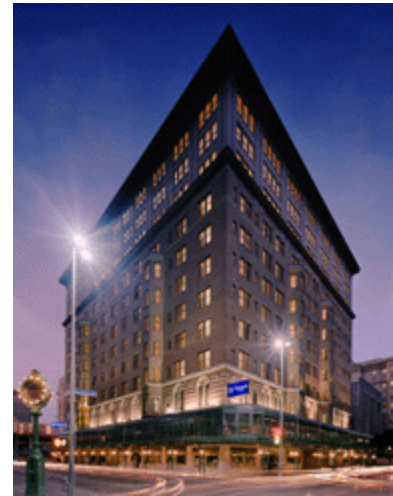
Speaking of publication, distribution, and marketing initiatives: I also want to take this opportunity to thank the tremendous support *Journal of Management* receives from the SMA officers and board. In particular, I want to acknowledge all the hard work of Terri Scandura (President), Tim Barnett (Treasurer), and Allison Pearson (Secretary) in keeping the trains running.

JOM had a phenomenal year last year and next year looks even better! In the first two years of my editorship, we have increased submissions from 300 to 450 per year, and next year's looking like a 600 manuscript year. So, in one term, it looks like we will have almost doubled our submission rate. At the same time, we have a turnaround time of 47 calendar days, with our shortest cycle being 7 days and our longest 62 days. In addition, we are now receiving and publishing equal numbers of "micro" and "macro" papers in the journal and our selectivity remains very strong – we are only taking 9% - 10% of papers submitted. My special thanks go to Allen Amason and Carol Kulik, my senior associate editors, whose good judgment and manuscript management skills are invaluable to me.

This year there were was a tie for the *JOM* Best Paper Award. The two winning papers were Barry Goldman's paper, "The Application of Referent Cognitions Theory to Legal-Claiming by Terminated Workers: The Role of Organizational Justice and Anger," and Hun Lee, Ken Smith, and Curt Grimm's paper, "The Effect of New Product Radicality and Scope on the Extent and Speed of Innovation Diffusion." Carol Kulik did yeoman's duty chairing this year's committee. We will begin the process of choosing a new year's winner in February, 2005.

I hope to see you all in San Antonio!

Daniel C. Feldman
Editor, *Journal of Management*



The Sheraton Gunter Hotel in San Antonio, Texas, site of the 2004 SMA meeting.

Did You Know?

The roots of the Southern Management Association (SMA) go back almost as far as those of the national Academy of Management. The idea for the Academy began in 1933 with the first meeting in 1936. On October 29, 1938, the idea of a Southern association was born when the first management papers were presented to a meeting of the Southern Economic Association (SEA) in Birmingham, Alabama.

For more information on our organization's history, visit the SMA website at:

www.southernmanagement.org

Bedeian Wins Service Award

(Continued from page 1.)

His record supports this long-term dedication to SMA. After serving all of the customary offices, including Vice President and Program Chair, Art was elected SMA President for 1982-1983. He served as a member of the Board of Governors three times over a 10-year period and was a Founding Fellow in 1994. Moreover, he has been very active in the Doctoral Student/New Faculty Consortium serving as a faculty member every year from 1989 until 1996. He has served on numerous SMA committees such as the Distinguished Paper Selection Committee and the Publications and Research Committee, while chairing many others—the Nominations Committee and Archives and History Committee, to name a few.

Jack Duncan, who nominated Art for the award, best described Art's active involvement in SMA by writing: "Perhaps of all the things Art has contributed to the SMA, his scholarly leadership is the most impressive. He has authored or co-authored eleven articles in the *Journal of Management (JOM)* and has been selected three times to contribute papers to the *Journal's Yearly Review of Management*, has 24 papers published in the *Proceedings of the Southern Management Association*, participated as a session chair or panelist on more than 15 SMA programs, and has never missed an opportunity to champion the cause of the SMA and its need to seek ever higher scholarly standards in everything it sponsors." Jack goes on to say that, "Professor Bedeian has encouraged numerous colleagues and students to participate and become active in the Southern Management Association."

To continue the long list of important contributions, Art was an author in the inaugural issue of *JOM* and was the second Editor. He was on the Editorial Review Board for five years and has continued to be an *ad hoc* reviewer. He has served on the New Editor Search Committee three times, chairing it twice in 1979-80 and 1985-1986. According to Jerry Hunt, the 2003 SMA Sustained Outstanding Service Award Winner, "It took me a four, rather than three, year term to make *JOM* a quarterly instead of a twice-a-year publication. During that time, I received very strong support before the SMA Board from Art, as well as one or two others. This support made all the difference in ultimately moving *JOM* to four annual issues, a requisite to getting the status and recognition Art had envisioned for it."

Jack Duncan in describing his most significant contribution stated: "On a more personal level, I should say that Art Bedeian has done all of us who are

members of the SMA a great personal and professional service by the national visibility he has shared. We all take great pride in the fact that a member of SMA has served as President of the Academy of Management, served as Dean of the Fellows of the Academy of Management, and has been the recipient of numerous distinguished awards from the Academy."

Summing it up, Jerry Hunt, when told who the second recipient of the Sustained Outstanding Service Award was, said: "The bottom line for me is that Art epitomizes SMA scholarly, service, and teaching values. I say that we honor SMA by honoring Art and giving him this award. He has, and will continue to, make us all proud."

As Chair of the 2004 Sustained Outstanding Service Award Committee, I want to extend a special thanks to Archie Carroll, Paula Phillips Carson, Jerry Hunt, and Tammy Hunt for their time and effort reviewing nominations received for this year's award and their careful evaluation to determine the winner. I also am pleased to announce that Archie Carroll will be chairing the 2005 Award Committee.

Sharon Topping 2004 SMA Sustained Outstanding Service Award Committee Chair



Arthur G. ("Art") Bedeian, recipient of the SMA Sustained Outstanding Service Award for 2004.

2004 SMA Meeting

SMA Annual Conference is November 3 to 6, 2004 in San Antonio, Texas. We have a great program planned, and San Antonio is a great place for a meeting—come see why our colleagues in the Southwestern Academy like holding their meetings there!

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2004 SMA Meeting *(Continued from page 4.)*

- The Conference Hotel is near San Antonio's fabulous Riverwalk, with an abundance of great places for lunch, dinner, and entertainment. Go to the SMA website for conference and hotel registration information. SMA rates for the hotel are \$91 for a single or double room. Insure your space by registering before October 10.
- We have over 50 sessions, with competitive papers, panels, and symposia across eight tracks. There are also SMAI pre-conference professional development workshops, including the Journal of Management Research Development Workshop, the Mediation and Multi-group Analysis Workshop, Executive Education Workshop, Ask the Experts, Ask the Editors, and the 16th Annual Doctoral Consortium. See all the details on the SMA website: www.southernmanagement.org.
- Journal of Management 30th Anniversary Feature Session: Journal of Management Editors--Past and Present. Join us for discussion of the Journal's development and its future in this special panel session Thursday, November 4, from 3:15 to 4:45.
- Social and Networking Events:
 - Welcome Reception on Wednesday evening, November 3.
 - Networking Breakfast on Thursday morning, November 4.
 - SMA Business Meeting and All-SMA Reception, Thursday, November 4.
 - Journal of Management 30th Birthday Party, Friday evening, November 5.

See you soon!

Anson Seers
SMA Vice President and Program Chair

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).

The award winner will be recognized at the 2005 SMA meeting with a plaque and \$500. A notice with the winner's photo and contributions will be placed in the 2005 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, 2005.** Email nominations should be sent to Archie Carroll, committee chair, at acarroll@terry.uga.edu. Phone: 706.542.3730. U.S. mail nominations should be sent to:

Archie B. Carroll
Department of Management
Terry College of Business
University of Georgia
Athens, GA 30602

SMA 2005

SMA 2005 will be held Wednesday, November 9 through Saturday, November 12, at The Francis Marion Hotel in Charleston, South Carolina. Named for General Francis Marion, the "Swamp Fox" of the American Revolution, the hotel is located in the heart of historic Charleston. SMA has secured special sleeping room rates of \$129 single/double for the event. For more information on The Francis Marion Hotel, go to www.thefrancismarion.com.

CALL FOR NOMINATIONS: 2005 SMA Sustained Outstanding Service Award

The SMA Sustained Outstanding Service Award recognizes continued service to the SMA. The award is

SMA 2004 Election Results

We had record voter participation in this year's election. I would like to thank all of the SMA members who nominated colleagues for Board of Governors and Officer positions. I would also like to express my appreciation for the numerous individuals who showed their support for SMA by running for these positions. Your commitment to our organization is recognized and I hope you will continue to serve SMA in the future. Finally, I want to give special recognition to the tireless efforts of Allison and Rodney Pearson in making the SMA's first web-based ballot a solid success.

Please join me in congratulating those elected to SMA leadership positions as listed below. I hope to see you in San Antonio for our annual meeting.

Board of Governors (3 year commitment)

Melenie Lankau
University of Georgia
mlankau@terry.uga.edu

Ben Tepper
University of North Carolina-Charlotte
bjtepper@email.uncc.edu

Ethlyn Williams
Florida Atlantic University
ewilliam@fau.edu

Treasurer (3 year commitment)

Sharon Topping
University of Southern Mississippi
sharontopping@comcast.net

Secretary/Membership Chair (3 year commitment)

Sherry Moss
Florida International University
mosss@fiu.edu

VP – Program Chair Elect (5 year commitment)

Charlotte Sutton
Auburn University
csutton@business.auburn.edu

Kevin Mossholder
Past President

News Submissions

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

CALL FOR PAPERS: Mentoring and Career Development

A Special Issue of *Career Development International*
Submission Deadline: 2-14-05

For some time, mentoring has been recognized as an important developmental relationship, benefiting the careers of mentors and protégés alike. More recently, emphasis has been placed on understanding the nature of the relationship itself and the context within which such relationships are developed. To further the continued exploration of mentoring as a dyadic relationship set within today's increasingly dynamic career context, *Career Development International* will be publishing the Special Issue, "Mentoring and Career Development," in the Fall of 2005. The Special Issue will be co-edited by Sherry E. Sullivan (Bowling Green State University) and S. Gayle Baugh (University of West Florida).

Submissions may be oriented toward either the internal (dyadic) or external (organizational or broader) context of mentoring relationships. Papers that focus on mentoring as one feature of a larger context of influences on career development are especially welcomed. Papers on the impact of globalization on mentoring or mentoring across international boundaries are welcomed. Empirical submissions, utilizing either quantitative or qualitative research methods, as well as conceptual manuscripts, are encouraged.

Manuscripts should be emailed to Gayle Baugh at gbaugh@uwf.edu (phone 850-474-2206). Submissions should be no more than 5-6K words and be in APA format, suitable for blind review. The deadline for submission is **February 14, 2005**. If you would like to review for the special issue, please contact Sherry Sullivan (reedcareercenter@aol.com).

From the President *(Continued from page 2.)*

Gary Castrogiovanni (University of Tulsa) keeps our membership up to date on SMA programs and events by publishing this newsletter twice a year. Gary has done a great job with the look of the newsletter and added more features and photos. Liz Weatherly (University of Alabama) serves as our conference Proceedings Editor and has provided a user-friendly submission system and great looking CD-ROM with all of the conference highlights. Tom Marshall keeps the website (www.southernmanagement.org) updated and functioning. Frank Markham continues to serve SMA as the Director of Placement at the annual conference. Frank has been involved with the Placement operation of SMA since 1998.

Please join us at the conference business meeting Friday evening. It's an exciting "town hall" with a tradition of a free drink ticket. But we want to know what's on your mind in exchange. Rosalie Tung, Past President of the Academy of Management will deliver greetings from our national affiliated organization. Awards and recognitions will be occurring during the business meeting, including the SMA Outstanding Sustained Service Award to Art Bedeian (Louisiana State University).

I look forward to seeing all of you again as we convene in San Antonio for our 42nd annual meeting. Thank you for all of your input and support over the past year. You have made this experience more interesting and enjoyable than I imagined. It's been an honor to serve as your president.

With warm regards,

Terri A. Scandura
SMA President



The Alamo is one of the attractions in San Antonio, Texas where the 2004 SMA meeting will be held, November 3-6.

2004 SMA OFFICERS & BOARD MEMBERS

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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.

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