

From the President



Bill Gardner (Texas Tech University),
Southern Management Association
President.

What a Year! Reflecting back on the past year, I am amazed at my good fortune to serve as President of such a vibrant, productive, and friendly organization. Thanks to the hard work of my predecessors, our dedicated officers and board, and our engaged and committed members, SMA is thriving. All indicators suggest that this is the “best of times” for SMA as membership has reached an all time high by exceeding 1,000 members. Also, submissions and attendance at our national meeting are near record levels, while subscriptions, submissions and the scholarly reputation of the *Journal of Management*, one of our greatest assets, continue to rise. Thanks to JOM’s remarkable success, SMA has also been blessed with a steady stream of revenues that have served to bolster its financial resources.

Adding to my good fortune, I have benefited from the wisdom and counsel of my immediate predecessors, Chris Riordan and Anson Seers, and my successor, Charlotte Sutton. Building on initiatives set in motion by Chris and Anson, SMA recently enacted a new fiscal plan that sets aside reserves to secure its ongoing financial health. With an eye to the future, SMA’s officers and board members met in Nashville in February 2007 for a strategic planning retreat, with Charlotte serving as the facilitator. The starting point for the discussion was provided by results from the 2005 membership survey initiated by Anson and carried out by Peg Williams and Claudia Cogliser. Priorities identified by the 437 respondents focused on increasing levels of research, teaching and professional/career development support for doctoral students, new faculty, and other members. Over hours of deliberation characterized by reflection, brainstorming, and spirited dialogue, a refined version of the SMA mission emerged that reflects our values, traditions, and aspirations for the future.

SMA MISSION: We create value for our members, organizations, and society through professional development, high-impact scholarship and teaching, engaging programs, and deliberate, socially responsible acts. We do this while maintaining a sense of community that involves nurturing members, building collaborations, enhancing life-long friendships, and making a difference with our activities.

Issue Highlights

From the President	1-3
Clothing Drive	3
JOM News	4
SMA 2007 Meeting	4
In Memoriam	4
Election Results	5
SMA Faculty Consortium	5
Newsletter Changes	5
JOM Editor Search	7

Items for inclusion in the Southern Management Association Newsletter should be emailed to the SMA Communications Coordinator, Gary Castrogiovanni, at castrogi@fau.edu. Submission deadlines are January 15 for the spring issue and August 15 for the fall issue.

Other SMA news and information can be found at the SMA website:

www.southernmanagement.org

From the President (Continued from page 1.)

Five long-term priority objectives were also identified:

1. *Further enhance program quality and attractiveness.* As record levels of submissions and attendance at recent SMA annual meetings suggest, the quality of the conference program is attractive to members. In the spirit of continuing improvement, however, we seek to further enhance the program by exploring novel and creative presentation formats, soliciting presentations by high-profile, high-impact public figures, and developing strategic alliances with other professional entities for conference sessions and beyond.
2. *Expand and enrich professional development opportunities.* The goal of this initiative is to expand the scope and appeal of programs offered through the SMA Professional Development Institute. While our existing programs are well attended and received, we seek to build upon our success by finding ways to make existing teaching, research, faculty, and doctoral workshops/consortia even better. We are currently designing new programs and formats to address the unmet professional development needs of our members.
3. *Provide comprehensive internal and external communications and marketing.* The goal of this initiative is to facilitate the marketing of the SMA brand, while simultaneously enhancing communications with our members. A major focus of this objective will be the use of information technology (e.g., SMA website, the newsletter, etc.) to better serve members' information needs. We also seek to better convey the high quality of scholarship and friendly culture that characterize SMA to potential members and the public at large through the development of a comprehensive marketing plan.
4. *Organize and fund large scale collaborative research studies.* As a financially vibrant organization, SMA is in an excellent position to serve as a funding source for high profile, high impact, large-scale research projects focused on pressing managerial and organizational issues. The goal of this initiative is to facilitate the development and funding of joint research efforts led by accomplished management scholars (including SMA members) focusing on critical management problems. Indeed, we seek to support the formation of research "dream teams" who apply management knowledge and research methodologies toward the solution of significant societal problems. Consistent

with our newly articulated mission, this is one way that SMA can apply its financial and intellectual capital to make a positive difference in our world.

5. *Organize socially responsible initiatives.* This objective is intended to make SMA proactive in its efforts to serve as a socially responsible organizational citizen. Suggestions for doing so include (a) coordinating donations to local charitable organizations during the annual meeting (e.g., promoting volunteer work, organizing clothing drives, providing free business consulting advice from members to local businesses) (b) engaging in more environmentally-friendly business practices (e.g., reduction of paper consumption, promoting energy efficiency), and (c) taking an ethical stand on relevant managerial issues.

Following the retreat, task forces were created to pursue each of these strategic objectives. Thanks to the commitment and effort of many people, we have already made progress on a number of initiatives. For instance, this year's program chair, Allen Amason, and his team have added innovative features to the program, along with plenty of recreational activities for members to enjoy at the 2007 Annual Meeting in Nashville. President-Elect Charlotte Sutton has likewise worked with a host of volunteers to expand the offerings of the SMA Professional Development Institute, which will include a variety of innovative research and teaching workshops. Also, Peg Williams and Mark Gavin have put together an excellent Doctoral Consortium, and Mark Martinko and Anson Seers have organized an outstanding Faculty Consortium. (For more information on this year's program, see the 2007 SMA Meeting Website: <http://www.southernmanagement.org/meetings/2007/>). Regarding the marketing/communications initiative, SMA recently engaged a consulting firm, Bastian Walker, Inc. to further survey our membership and make recommendations for an integrative marketing strategy. Consistent with the 2005 membership survey, the 2007 survey results indicate a very high level of member satisfaction (92% of respondents would recommend SMA to other colleagues/professionals), while outlining possibilities for further enhancing member services and promoting the SMA brand. Finally, Hettie Richardson, Ethlyn Williams, Sherry Moss, and Melanie Lankau have taken steps to promote sustainable business practices at this year's meeting, including a recycling program, and a clothing drive. (See "Clothing Drive" elsewhere in this newsletter to learn how you can contribute.)

In November, I will be passing the President's gavel to Charlotte Sutton. Charlotte has been instrumental in initiating and facilitating this year's strategic planning efforts. Given her drive and commitment to enact the new initiatives, SMA's future is very bright indeed. I am

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

also grateful to Anson Seers, who as Past President is completing five years of dedicated service to SMA. Anson paved the way for SMA's sophisticated manuscript submission process by being the first Program Chair to accept electronic submissions. His perspective, insights, and hard work have been invaluable. As the 2007 Program Chair, Allen Amason, along with his track chairs, has worked tirelessly to assemble a first rate program. Congratulations to the conference team for a job well done!

Russell Cropanzano, who is completing his final year as Editor of the *Journal of Management*, deserves a big thank you for his excellent editorial service. Submissions for the past year approached 700 manuscripts, and the impact factor of the journal continues to climb, both in absolute numbers, and relative to peer management journals. We are very grateful to Russell and his editorial team for continuing to raise the scholarly stature and international reputation of *JOM*.

In completing her second term as SMA's conference coordinator, Geralyn Franklin has once again gone above and beyond by helping SMA finalize the site for the 2008 meeting. I am pleased to announce that the meeting will be held at the [Trade Winds Island Resorts](#) on St. Pete Beach, Florida, October 28-November 2. This is a great location and a first-rate resort. As a further indicator of Geralyn's dedication to SMA (as if we needed one), she has agreed to serve in the conference coordinator role another year. We are very fortunate as her knowledge of the hospitality industry, attention to detail, and time commitment to SMA are exemplary. She is truly amazing!

Among the many partners who contribute to SMA's success is Aquinex Services which provides extensive technological support that includes maintenance of the SMA webpage, coordinating electronic communications with members, and managing the electronic submission process. I am especially grateful for the hard work by Rahul Sawhney of Aquinex, whose technical expertise made the job of the program committee the past three years much easier, while delivering unprecedented levels of service to our membership. Thanks, Rahul.

We have three outgoing Board Members who will rotate off the board this year: Melanie Lankau, Ben Tepper, and Ethlyn Williams. We are very grateful for their devotion and commitment. We are also appreciative of the many contributions of Sharon Topping, who is completing her term as SMA Treasurer, and Sherry Moss, who is wrapping up her term as SMA

Secretary/Membership Chair. Sharon has been instrumental in providing sound fiscal guidance and stewardship to SMA. Sherry has contributed immensely to SMA's record membership tally through her efforts to market SMA to new members and bring back lost members. All of these individuals have contributed admirably to SMA and keep on giving through their volunteer efforts.

Many others continue in ongoing roles, and the new additions—Mark Gavin (Vice President/Program Chair-Elect), Chuck Pierce (Treasurer), Amy Henley (Secretary/Membership), Hetty van Emmerik (Board Member), Marcia Simmering (Board Member), and Christopher Shook (Board Member)—have already been very involved in SMA in a variety of ways. They are all people who will seek out and find ways to serve our membership.

Finally, I would like to thank all of our members for the trust, support, and friendship you have shown to me over the years. Our 2007 member survey found that the top three adjectives used to describe SMA are professional, friendly and fun. How true. Like so many others, I've experienced tremendous professional growth in SMA, made many, many friends, and had a whole lot of fun. It's been an honor and a privilege to have served as your president.

Bill Gardner
SMA President

Clothing Drive

SMA is Socially Responsible!

At our February Strategic Planning Retreat, the SMA Board decided that we should organize socially responsible initiatives in an effort to leave a positive footprint wherever we hold our meetings. A taskforce comprised of several board members was formed to generate ideas. Our first initiative will be to organize a business clothing drive at our November conference in Nashville. We ask that all members attending the conference go through their closets and identify no-longer-used suits, shirts, blouses, dresses, ties, skirts or shoes and bring them to the meetings. There will be a collection container at Registration which you can use to deposit your contributions. All contributions will go to Goodwill. Just think: You can clean out your closet and do a good deed all at the same time! There will also be space in your suitcase to take home something new!! Receipts for your donations will be available at Registration.

Journal Of Management News

I'm glad to have this opportunity to update everyone regarding the Journal of Management. This year saw an important change in our format. Given the overwhelming positive response to our Annual Review issue, we have now added a second one to each volume. Look for reviews in both June (Issue 3) and December (Issue 6). Examining the performance numbers, our journal continues to be well-received. Between July 1, 2006, and July 1, 2007, JOM had an unusually large number of submissions – 690 in total. As you might imagine, this sets a new record for us. We also had another increase in our impact factor.

This tells us that the average number of citations per article has improved. As was the case last year, this improvement was both in absolute numbers and relative to our peer management journals. Speaking personally, I couldn't be more excited with the way things are progressing. I am now entering my last year as JOM editor, and I would like to extend my heartfelt thanks to everyone at SMA for all of the support they have given to our editorial team.

Russell Cropanzano
Editor, *Journal of Management*

SMA 2007 Meeting

Make your plans now for SMA 2007, Wednesday November 7th through Saturday November 10th, at the Sheraton Downtown Hotel, in Nashville TN. This will be our first visit to the Music City and we're expecting a great turn out.

Indeed, just as the membership of SMA continues to grow, so too does the interest in the annual meeting. We had a total of 319 paper submissions this year, the second highest in our history. From those submissions, 8 track chairs and 677 reviewers assembled a program with 173 competitive papers, workshops, and symposia. In all, it will be a very strong and diverse group of sessions.

So, plan now to attend. Visit the SMA website and click on the 2007 Meeting interface. You will find all the registration and lodging information ready and available. Register now and then come early and plan to stay late; I will look forward to seeing you there.

Allen C. Amason
SMA Vice-President and Program Chair



Sheraton Nashville Downtown, site of the 2007 SMA meeting.

In Memoriam

Dr. Kenneth R. Gray

Kenneth R. Gray, 55, Academy of Management Mentoring Committee Chair (2003-2006) and Professor of International Management at the School of Business & Industry, Florida A&M University, died suddenly of a heart attack Saturday, March 24, 2007, while on a rock climbing trip in Tennessee. He died on top of a steep cliff, doing what he loved most, challenging his limits.

Ken was an Eminent Scholar Chair and served as a Senior Fulbright Scholar from 1999-2001 at Al Akhawayn University in Morocco. He also taught at the U.S. International University in Nairobi, Kenya. Over the years, he has helped many students travel and study abroad in such places as Kenya, the Dominican Republic, and China. He was posthumously awarded the prestigious Heiskell Award for innovative international education by the Institute of International Education at the United Nations on March 30, 2007. Kenneth was a member of the Southwest Academy of Management (as well as other Federation of Business Discipline member organizations) and served as the track chair for the International track in 2005. As a result of his work and commitment, Ken made a lasting impression on his colleagues and the lives of hundreds of students who have matriculated through Florida A&M University. Ken is survived by his wife of 25 years, Doris H. Gray of the Department of Modern Languages at Florida State University, and two daughters Tunuka (17) and Khadijah (15).

Ken's family asks that memorial contributions be made to the *SBI Kenneth Gray Scholarship Fund*, Florida A&M University, School of Business & Industry, 1 SBI Plaza, Tallahassee, FL, 32307, Attention: Ms. Alice Williams.

SMA Election Results

Thank you to all of our candidates, and all who voted in this year's elections. Mark Gavin will become our new Program Chair Elect. Our new incoming members of the Board of Governors will be Marcia Simmering, Chris Shook, and Hetty van Emmerik. Amy Henley will be our new Secretary, and Chuck Pierce will be Treasurer. Congratulations to all!

Faculty Consortium

The Southern Management Association will sponsor a Consortium for Faculty during the pre-conference period of the 2007 Annual Meeting in Nashville, Tennessee. The consortium will be held on Wednesday, November 7th, from 12:00PM to 5:00PM. *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 as well as experienced faculty contemplating job changes or re-orientations of their career priorities.* A get-acquainted luncheon will kick off the consortium at 12:00 PM, followed by panel and roundtable discussions from 1:00 to 5:00PM.

The 2007 Consortium Chairs are Mark Martinko (Florida State University) and Anson Seers (Virginia Commonwealth University). Panel topics will include research and publishing, tenure and promotion, teaching and professional development, opportunities for service and administration, networking, and finding your next job. Speakers will include *Russell Cropanzano* (University of Arizona); *Kevin Lowe* (University of North Carolina-Greensboro); *Bill Gardner* (Texas Tech University); *Bob Ford* (University of Central Florida); *Hettie A. Richardson* (Louisiana State University); *Sherry Moss* (Wake Forest University); and *Scott C. Douglas* (University of Montana).

The complete schedule is available online at: <http://www.southernmanagement.org/meetings/2007/SMAFacConsortium2007.pdf>.

Participation in the Consortium will be limited. Those wishing to participate should send an e-mail expressing an interest along with their current vita by October 18th, 2007 to Mark Martinko at mmartin@cob.fsu.edu or Anson Seers at aseers@vcu.edu. Accepted applicants will be provided with a \$200 travel grant.

Any questions should be directed to either Mark Martinko (850-510-7066) or Anson Seers (804-828-1624).

Newsletter Changes

This issue brings another major change to the SMA Newsletter. For the first time, we are providing a web (html) version of the newsletter, along with the printable (pdf) version. Thus, the newsletter format now accommodates a wide range of member needs and preferences.

I am always seeking relevant newsletter content. If you have ideas for a regular newsletter column that you would like to write, please contact me to discuss the possibility. If you have an item you would like to see in a particular issue, please send it to me. Submission deadlines are January 15 for the spring issue and August 15 for the fall issue. Also, please note that we often post relevant news items to the SMA website on an ongoing basis, between newsletter publication dates. Therefore, if you have a news item that should be communicated right away to SMA members, you can send me the item to be considered for immediate posting on the SMA website (www.southernmanagement.org).



SMA Communications Coordinator,
Gary Castrogiovanni (Florida Atlantic
University).

Items submitted for the newsletter or for posting on the website should meet the following criteria.

- There is potential interest and value to a significant number of SMA members.
- Particular events or publications promoted in a submitted item do not directly compete with SMA events or publications.
- Professional norms and ethical standards are not violated.

To submit newsletter items, to discuss additional newsletter content, or to inquire about some content you would like to provide, please contact me at castrogi@fau.edu or (561) 297-2523.

Gary Castrogiovanni
SMA Communications Coordinator

2007 SMA OFFICERS & BOARD MEMBERS

President

William L. Gardner, Texas Tech University

President Elect

Charlotte Sutton, Auburn University

Vice-President and Program Chair

Allen Amason, University of Georgia

Vice-President and Program Chair Elect

Peg Williams, Virginia Commonwealth University

Secretary and Membership Chair

Sherry Moss, Wake Forest University

Treasurer

Sharon Topping, University of Southern Mississippi

Past President

Anson Seers, Virginia Commonwealth University

Journal of Management Editor

Russell Cropanzano, University of Arizona

Communications Coordinator

Gary Castrogiovanni, Florida Atlantic University

Archivist

Dan Cochran, Mississippi State University

Board Members

Bennett J. Tepper, Georgia State University

Melenie Lankau, University of Georgia

Ethlyn Williams, Florida Atlantic University

Tim Barnett, Mississippi State University

Jim Combs, Florida State University

Claudia Cogliser, Texas Tech University

David Allen, University of Memphis

Angela Miles, North Carolina A&T State University

Hettie Richardson, Louisiana State University



SMA 2004: San Antonio, Texas



SMA 2005: Charleston, South Carolina



SMA 2006: Clearwater Beach, Florida

Editorial Search *Journal of Management* 2009 through 2011

Southern Management Association President William Gardner announces the formation of a search committee, to recommend the selection of a new editor for the *Journal of Management* (JOM). JOM is seeking a qualified individual who will edit the journal from January 1, 2009 through December 31, 2011. The person selected will be Editor-Elect **beginning July 1, 2008**, and will start accepting manuscripts at that time.

Nominations and Questions:

If you wish to nominate a person to serve as editor, or if you have questions about the responsibilities of serving as Editor for JOM, you are encouraged to contact the chair of the committee (K. Michele "Micki" Kacmar, mkacmar@ua.edu).

Ad-hoc Committee on the JOM Editor Search:

K. Michele Kacmar ("Micki"), The University of Alabama (Chair)
Jim Combs, Florida State University
Russell Cropanzano, University of Arizona
William Gardner, Texas Tech University
Anson Seers, Virginia Commonwealth University
I.J. Hetty van Emmerik, Utrecht University

Information for Candidates:

Organizational. JOM is one of the top journals in the discipline. As such, it receives many paper submissions – perhaps approaching 650 a year by the time the new editor is selected. As a result, serving as editor requires both a commitment of time as well as management skills. Potential applicants are encouraged to consider alternative structures that would help with the workload. Over the past few years, we have worked to reduce the administrative burden on the editors by having both electronic submissions and paper submissions.

Financial. The Southern Management Association and the *Journal of Management* have historically benefited from a cooperative arrangement between the Association and the Editor's home institution. The SMA and the publisher have supported the editorial operation by paying the direct costs associated with the following:

- * Copy editor and proof readers;
- * Office expenses, including supplies, telephone, copying and publications;
- * Travel for two editorial board meetings per year;
- * Part-time secretarial/administrative support.

Home institutions have traditionally provided editors with support such as the following:

- * Reduced teaching assignments;
- * Summer salary stipend for the editor;
- * Graduate assistants or student workers;
- * Secretarial support;
- * Computer and technology support;
- * Office space.

To Apply

Candidates should submit:

- a current curriculum vitae;
- a letter of interest in which they discuss (In the past, these letters have ranged from six to ten pages long.)
 - a statement of goals for the journal that includes any proposed changes or innovations;
 - a discussion of how the office will be organized and managed, including details about co-editors, consulting editors, associate editors, or alternative structures if appropriate;
 - previous organization/management experience, technological expertise, editorial experience;
 - a discussion of the financial support provided by the host institution and needed from the SMA; and
- a letter from their Dean certifying the level and amount of support that the institution will provide should the individual be selected.

The two letters and the c.v. should be sent so that they are received by October 15, 2007. All candidates will receive a confirmation of the receipt of their packet.

Please submit the two letters and c.v. via e-mail to: mkacmar@ua.edu

Remember to attend the SMA meetings, November 07 - 10, 2007, Nashville, Tennessee!

www.southernmanagement.org