

SOUTHERN MANAGEMENT ASSOCIATION



Newsletter



A Publication of the Southern Management Association

Spring 2004

From the President

Leadership is something I thought I knew something about, but my induction as President over the past few months has certainly taught me some new lessons. Leadership is about listening. You will find the officers of SMA do that more than anything else and have a genuine interest in serving member needs. It is an honor to work with such bright and hard-working individuals. Our conference attendance in Clearwater Beach was the highest in several years and we are maintaining our membership base as the largest of the regional affiliates of the Academy of Management. SMA is an inclusive organization. It's easy to get involved, and leave your mark on the organization from reviewing, serving as an officer, or developing a special event for the program. Take for example the highly successful Thursday morning Networking Breakfast that Gayle Baugh initiated some years ago. Or likewise, Sherry Sullivan's idea to develop the SMA Sustained Service Award, which was given for the first time in 2003 to Jerry Hunt. If you have an idea for the program, the website, or anything else that SMA does, let us know!

This has been a busy time for the Southern Management Association. We've had rave reviews about the conference in Clearwater Beach last November, and there are many people to thank for the success of the event. I want to especially thank Chris Riordan for her work as our 2003 program chair and for her courage to break with tradition and have a Caribbean party on the sand, instead of the luncheon. Anson Seers handled all the catering for the conference and I think everyone is in agreement that food was pretty much everywhere. We hope that you like the new look of the proceedings and we have Liz Weatherly to thank for it. Thanks to Ethlyn Williams and Mark Gavin for coordinating and presenting a Research Methods workshop on Hierarchical Linear Modeling. Geralyn Franklin, Conference Coordinator assured us an exciting location for the conference.

On the heels of our successful conference in Clearwater Beach, we are busy making plans for this year's meeting in San Antonio, Texas. We will be meeting at the Sheraton Gunter Hotel. Accommodations will cost \$91 single/double. Fine dining and nightlife will be just blocks away at the famous San Antonio Riverwalk. Thanks again to Geralyn, for finding us another exciting



Terri Scandura, Southern Management Association President.

and very affordable venue. Anson Seers, Program Chair expects another high-quality program and Chris Riordan is planning some outstanding pre-conference activities (known as the Southern Management Association Institute, SMAI). This year, we are celebrating the 30th anniversary of the *Journal of Management* and we are planning a symposium with past editors and a even a birthday cake! Look for the commentary of the past editors on the Proceedings CD also.

The *Journal of Management* remains one of SMA's greatest assets, as a consistently ranked top-tier journal with international recognition. Daniel Feldman continues

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Journal Of Management News

Journal of Management continues to grow in popularity as an outlet for important scholarly research. Last year, we had over 400 new submissions, an increase of over 33% from the year before. We continue to have an average turnaround time of 47 calendar days and an acceptance rate of about 10%. We are also now receiving about an even split between OB/HR/micro submissions and SM/ENT/OT/macro submissions; our publication rates for both types of articles are similar, too.

We will again be publishing a *Special Theory Issue* next year. Manuscripts for the 2005 Special Theory issue will be due *September 1, 2004*. More detailed information is contained in the Call for Papers on our website (www.journalofmanagement.org).

Journal of Management will be sponsoring a Research Development Workshop at the Southern Management Association meeting in November in San Antonio. The session we ran in Clearwater was a big success and we've been asked to return for an encore. This year the workshop will take place during the preconference. More details will be available with upcoming SMA convention news. I especially want to thank the board members who helped me out with this past workshop, namely, Allen Amason, Stephen Michael, Shaker Zahra, Elizabeth Ravlin, and Jason Shaw.

Journal of Management is currently working out contract details with Sage Publishing, who are planning taking over the production and distribution of JOM from Elsevier in January, 2005. This pending change will have no effects at all on the procedures for submitting manuscripts or reviews; business will continue as normal in that regard.

Carol Kulik will be chairing this year's Best Paper Award Committee. Please send Carol your nominations for the best paper published in JOM during 2003 to jom-kulik@unimelb.edu.au.

I have been lucky to have a wonderful team to help me with JOM. Allen Amason and Carol Kulik have been terrific in their roles as Senior Associate Editors and help me tremendously with my job. I've received great support from the SMA leadership – especially Kevin Mossholder, Terri Scandura, and Chris Riordan – in raising the standards of JOM and in strengthening our editorial processes. Allison Pearson and Tim Barnett, as secretary and treasurer of SMA, have been invaluable in supporting JOM's liaison activities with our publishers and distributors. Last but certainly not least, the editorial board and ad hoc reviewers have provided constructive

and timely reviews for authors. We could not sustain our quick turnaround and expand our submission base without their efforts.

Daniel C. Feldman
Editor, *Journal of Management*

Missing Issues?

If you are missing some *Journal of Management* issues, you can get replacement copies of issues from Volumes 27 through 29 (1997-2003). Contact:

Allison Pearson, SMA Secretary

apearson@cobilan.msstate.edu

JOM Editor Search

Southern Management Association President Terri A. Scandura 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, 2006 through December 31, 2008. The person selected will be Editor-Elect **beginning July 1, 2005**, and will start accepting manuscripts at that time.

Position requirements and application process details appear on the Southern Management Association web site (www.southernmanagement.org). 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, David D. Van Fleet (ddvf@asu.edu).

SMA Fellows

The SMA Fellows Group held its annual dinner on November 13, at the Hilton Clearwater Beach Hotel, in conjunction with this year's Southern Management Association annual meeting. K. Michele Kacmar, Florida State University, and Anson Seers, Virginia Commonwealth University, were inducted as new Fellows.

The Fellowship traces its origin to 1989, when SMA President James G. Hunt asked W. Jack Duncan to Chair a committee composed of Arthur G. Bedeian and

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

to do an outstanding job as the journal editor. I would also like to thank Daniel for his dedication in presenting a research development workshop at last year's conference, which was one of the highlights. Daniel's term will end next year, and we have formed a committee, headed by David Van Fleet to search for the next editor (look elsewhere in this newsletter for more information about the editor search). Also, at the November meeting, the Board decided to pursue negotiations with a new publisher. These negotiations are moving along as planned, and we hope to have some good news for you in November. Many thanks to Micki Kacmar and her Publisher Task Force (Peg Williams, Jason Shaw, Daniel Feldman, Herb Heneman, and Ricky Griffin) for their work in reviewing proposals and making a recommendation on this matter.

I would like to acknowledge the contributions of those on the administrative side of things for SMA. Gary Castrogiovanni is doing a wonderful job with the newsletter, and Tom Marshall is our webmaster. Please note that Gary is now the contact point for updating content on the web page, so please send changes or suggestions to him. And special thanks to Alison Pearson and Tim Barnett for their years of dedication as Secretary and Treasurer. Alison and Tim are ending their terms this year and they will be greatly missed.

Is it really that easy to get involved in SMA? You bet. Here's how:

1. Send a paper to one of the Track chairs listed in the call for papers (you'll find that on the website too). Anson Seers is working hard to develop an exciting program, and you can be part of it. Don't miss this year's program in San Antonio. You just never know what we're going to do next!
2. Volunteer to review for the program. Contact the track chairs listed in the call and let them know you are interested in reviewing.
3. We want to continue to develop leaders that listen in the association. Elsewhere in this newsletter, Kevin Mossholder, has issued a call for nominations. If you or someone you know would be willing to be nominated for one of the positions listed, please send your nominations to Kevin. Visit the SMA website to download the call and for other program details (www.southernmanagement.org).

SMA remains an innovative organization with dedicated members. We are financially stable and have a history of providing our members a great value through our annual conference, professional and research

development workshops and the *Journal of Management*. Thank you for your continued support of this terrific organization.

Terri A. Scandura
SMA President

SMA Sustained Outstanding Service Award for 2004

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).

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From left to right: Kevin Mossholder, Gary Castrogiovanni, Jerry Hunt (2003 SMA Sustained Outstanding Service Award Winner), and Anson Seers.

SMA Fellows *(Continued from page 2.)*

Keith Davis to investigate creating a Fellows Group within the Southern Management Association. In November, 1993, upon the Committee's recommendation, the SMA Board of Directors formally approved the formation of a Fellows Group. A set of Founding Fellows, all Fellows of the Academy of Management, who had served as either President of the Academy or the Southern Management Association, held an inaugural meeting in November 1994. The Fellowship has held an annual dinner each November since. The Founding Fellows, charged with the responsibility of organizing the Fellowship, were Arthur G. Bedeian, Louisiana State University, W. Jack Duncan, University of Alabama at Birmingham, William M. Fox, University of Florida, Robert M. Fulmer, College of William and Mary, James G. Hunt, Texas Tech University, Leon C. Megginson, Mobile College, Dennis F. Ray, Mississippi State University, Max S. Wortman, Iowa State University, and Daniel A. Wren, University of Oklahoma.

Election to the Fellowship is based on the following criteria:

1. Scholarly achievements while an SMA member; those made before becoming an SMA member receive secondary consideration.
2. Significant SMA service, including offices held, committee involvement, editorial responsibilities, and program participation. Whereas service is an important consideration, it alone is insufficient for being elected a Fellow.
3. Minimum of five years' SMA membership and participation.

Candidates for membership must be nominated by an active SMA Fellow, and seconded by two active Fellows. Neither nominators nor seconders may be members of the faculty where a candidate received a terminal degree or currently holds an appointment. Affirmation of 60 percent of the voting Fellows is required for election.

A Dean of the Fellows, elected by the Fellowship, serves for a three-year period. An Associate Dean is appointed by the Dean for a coterminous period and is responsible for assisting the Dean in administering the Fellowship. An Historian, also appointed by the Dean, is responsible for preserving and documenting the Fellowship's heritage.

W. Jack Duncan
Arthur G. Bedeian

SMA 2004 Annual Meeting

We are excited about the upcoming 2004 Southern Management Association Meeting, Wednesday, November 3 - Saturday, November 6. This year our meeting is being held at the Sheraton Gunter Hotel in downtown San Antonio, Texas. SMA has negotiated accommodation rates of \$91 for single or double, or \$111 for triple or quad. A broad variety of restaurants, shops, and entertainment will be a couple of blocks away on San Antonio's famous River Walk. San Antonio International Airport is just a ten mile ride from the hotel.

Features of the Program

We have an exciting program planned this year. We'll be celebrating the 30th anniversary of the *Journal of Management*, and other feature sessions and professional development workshops include the *Journal of Management* sponsored research development workshop for junior faculty and doctoral students, and the 15th Annual SMA Doctoral Consortium.

How Can You Be Involved?

We need you to submit your papers, panel sessions, and/or symposia to make the program great. The deadline for submissions is April 14, 2004. Please visit the SMA website for more details:

www.southernmanagement.org

On the SMA website you can download the call for papers and find out more about this year's meeting and how to submit to the program. You'll also find a link to a special conference web page (new this year) that integrates electronic submission of papers. If you are interested in reviewing for the SMA program, you can volunteer right on the conference web page.

We need you to be involved to make the SMA program successful! Make plans now to participate in the 2004 SMA meeting.

If you have any questions, please feel free to contact any of the track chairs or me.

Anson Seers
SMA Vice President and Program Chair

SMA Sustained Outstanding Service Award (Continued from page 3.)

The award winner will be recognized at the 2004 SMA meeting in San Antonio, Texas 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 on which they occurred, and (2) three letters of nomination (including a letter from the primary nominator plus two others). Questions about the award can be directed to committee members Archie Carroll, Paula Phillips Carson, Jerry Hunt, Tammy Hunt, or committee chair Sharon Topping (601-266-4675). **Nominations must be received prior to April 1, 2004.** Nominations can be sent by email to s.topping@usm.edu, or by U.S. mail to:

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

SMAI 2004

An exciting pre-conference program is planned for the annual SMA Conference in November 2004. The following activities are scheduled for November 3rd.

- **Journal of Management:** *Research development workshop*
- **Research Methods:** *Techniques for dealing with missing data*
- **Teaching:** *How to effectively use cases in the classroom*
- **Doctoral Consortium**

Stay tuned for more details. But, make your plans now to come to San Antonio, Texas on Wednesday, November 3rd for these educational workshops.

See you with your boots on!

Chris Riordan
President-Elect

GLI Summit

The Gallup Leadership Institute (GLI), Gallup Organization and the University of Nebraska-Lincoln, in conjunction with *Leadership Quarterly* (LQ), are pleased to host an inaugural leadership summit focusing on the development of authentic leadership, authentic followership, and positive ethical climates, and their role in achieving sustained and veritable organizational performance. Joining forces for this global summit, world-class scholars and practitioners from a broad spectrum of disciplines will gather to offer diverse perspectives on the origins and effects of authentic leadership in organizations. The summit will be held June 10-12, 2004. Check the SMA website (www.southernmanagement.org) for additional details.

2004 SMA Doctoral Consortium

The Sixteenth Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site at the Sheraton Gunter Hotel in San Antonio, TX on Wednesday, November 3, 2004. The Doctoral Consortium is a daylong program focusing on helping students who are at the early stages of their doctoral programs. The major goals of the Consortium include: (1) assisting students to gain an enhanced understanding of key factors which are related to faculty success in research, teaching, and service; and (2) assisting students to network and begin the process of integrating themselves into the profession.

As usual, the program will feature nationally known scholars who will lead sessions discussing research, collegiate teaching, and professional service; roundtable sessions will cover career management and related topics. In addition, there will be open discussions focusing on how to maximize the benefits received from one's doctoral training.

The Consortium will award \$300 stipends plus meeting registration fees for the top qualified candidates. In addition, breakfast and lunch will be provided for all participants free of charge (courtesy of the SMA). Space is limited, and enrollment is on a first come basis. Applicants must submit a registration form, a recommendation letter, and a copy of their vita. Application materials will be in the SMA convention packet and on the SMA website. Interested candidates can also contact Dr. Pamela L. Perrewé at pperrew@cob.fsu.edu.

Dancing on the Beach at SMA 2003 in Clearwater Beach, FL

What a great conference! Thanks to all of you who participated as presenters, discussants, session chairs, and attendees. The conference was informative and a lot of fun. We even got to see Kevin Mossholder (Past President of SMA) dancing on the beach!

A special thanks again goes to my track chairs: Nate Bennett (Georgia Tech), Jane Gibson (Nova Southeastern), Steve Michel (University of Illinois), Linda Brennan (Mercer University), Suzanne de Janasz (James Madison), Paul Mulvey (North Carolina State), Claudia Cogliser (University of Oklahoma), and Marjorie Icenogle (University of South Alabama). And, I want to give a big round of applause for GERALYN FRANKLIN for all of her help with the hotel arrangements. The program would not have happened without them.

Chris Riordan
President-Elect



Chris Riordan and Kevin Mossholder at the 2003 SMA meeting in Clearwater Beach, Florida.

2004 Call For Nominations

Each year nominations are requested for three Board members and a VP/Program Chair Elect to serve as new officers of SMA. Every three years, nominations are also solicited for our Treasurer and Secretary/Membership Chair officer positions. This year brings us to a point in the election cycle where these six positions will need to be filled. All officers and board members are expected to attend two meetings annually: one at the National Academy of Management Meeting in August and one at the Southern Management Association Conference in November. You may nominate a colleague or self



Dancing on the beach at the 2003 SMA meeting.

nominate. A letter of nomination and a current vita should accompany all nominations. A nominating committee comprised of the Past President, President, and President Elect will apply the following criteria in selecting the candidates to stand for election to these offices:

1. Contributions to the field of management, including respect and reputation among colleagues in the field.
2. Involvement in past SMA activities and service, including reviewing papers, chairing sessions, presenting or discussing papers, and being a track chair.
3. Qualifications specific to the position sought.
4. Reputation for conscientiousness and dependability.

Brief summaries of the position duties are as follows:

VP/Program Chair Elect

This is a five-year commitment. During the first year, the VP Program Chair Elect helps with conference events planning. In the second year, this officer becomes the Program Chair and is responsible for the 2006 conference program. In the third year, this officer coordinates SMAI pre- and post-conference activities. The office commitment continues through President and Past President during the final two years.

Treasurer

This is a three-year term of office that will begin November 2004 and end November 2007. The Treasurer maintains accurate financial records (including the SMA checking account) and coordinates conference registration. This position is also responsible for obtaining all printed material that is to be included in the SMA program packets such as registration forms, and

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Nominations (Continued from page 6.)

information on hotels, airline fares, and placement activities.

Secretary/Membership Chair

This is a three-year term of office that will begin November 2004 and end November 2007. This position is responsible for maintaining and updating the membership database, printing current membership labels as needed, and responding to individual inquiries about SMA membership. This position also acts as a liaison assisting in the distribution of the *Journal of Management*.

Board Member

This is a three-year term of office beginning November 2004 and ending November 2007. All Board members are expected to attend SMA annual and mid-year officer meetings, and chair or serve on various committees as needed.

Nominations and supporting materials should be sent electronically by May 1, 2004 to:

Kevin Mossholder
Rucks Department of Management
Ourso College of Business Administration
Louisiana State University
Baton Rouge, LA 70803-6312

A strength of the SMA has been the willingness of its membership to stand up and get involved in the governance structure. The Nominating Committee looks forward to its role in helping to identify those who will be leading us in the future. Additional information regarding the nomination and election process can be found in the fall 2003 SMA Newsletter, available at the SMA website. If you have any questions, please feel free to contact Kevin Mossholder, Past President and Nominating Committee Chair, at kmossh@lsu.edu, or call 225-578-6148.

Track Chairs Needed

Even as we continue with preparations for this year's meeting in San Antonio, initial plans for the 2005 meeting are underway. We are looking for volunteers to serve as Track Chairs. This is a great opportunity to become more actively involved in SMA by helping to develop a high quality program. For more information, contact 2005 Program Chair Bill Gardner. If you're ready to volunteer, send along a current copy of your vita to:

William L. Gardner
Vice-President and Program Chair-Elect
Southern Management Association
College of Business Administration
University of Nebraska-Lincoln
Lincoln, NE 68588-0491
E-mail: wgardner2@unl.edu
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2004 SMA OFFICERS & BOARD MEMBERS

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Vice-President/Program Chair

Anson Seers, Virginia Commonwealth University

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Items for inclusion should be sent to:

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Visit the SMA Web site at www.southernmanagement.org.

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