

SOUTHERN MANAGEMENT ASSOCIATION



Newsletter



A Publication of the Southern Management Association

Spring 2005

From the President

The Southern Management Association has an exciting year planned. As you know, SMA is about learning the profession, teaching others about the profession, sharing research, making contacts, having fun, and making friends. SMA is a high quality organization because of the dedication and involvement of our members. Below, I outline some of the upcoming plans and past activities for SMA. Please think about ways in which you can become involved.

Upcoming Plans for SMA

At the November 2004 meeting, the SMA Board agreed upon five objectives for the 2004-2005 year. Please feel free to contact the chair of a task force if you would like to help.

Objective 1: Develop an Integrated Marketing Plan to help create a current image and look for SMA.

- Marketing material design
- Web design
- Communication with and marketing to current members

Marketing Task Force Members: Ben Tepper (Chair: bjtepper@email.uncc.edu), Terri Scandura, Jason Shaw, and Kelly Zellars.

Objective 2: Conduct a Membership Drive for SMA to increase members within SMA.

- Conduct study of where membership currently resides
- Determine methods of attracting more members including international members
- Work with JOM to see if there are ways to partner to increase membership and subscriptions

Membership Task Force Members: Mary Gowan (Chair: mgowan@gwu.edu), Sherry Moss, Melenie Lankau, and Mark Gavin.

Objective 3: Implement New Electronic System for SMA to make processing membership and activities of SMA more efficient.

- Formulate plans for executing the integrated IS system for SMA
- Carry through the execution of integrated information systems for SMA

Technology Task Force Members: Chris Riordan (Chair: criordan@terry.uga.edu), Bill Gardner, Gary Castrogiovanni, Liz Weatherly, and Sherry Moss.

Objective 4: Develop an Active Sponsorship Program for the SMA Annual Conference

- Confirm sponsorship guidelines for conference by exhibitor
- Define sponsorship for schools
- Determine procedures and who should be recruiting exhibitor and school sponsorship

Sponsorship Task Force Members: Charlotte Sutton (Chair: csutton@business.auburn.edu), GERALYN FRANKLIN, and Ethlyn Williams.

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SMA 2005 Annual Meeting

We are excited about the upcoming 2005 Southern Management Association Meeting, Wednesday November 9th to Saturday, November 12th. This year our meeting is being held at the Francis Marion Hotel in downtown Charleston, South Carolina, on historic Marian Square. SMA has negotiated accommodation rates of \$129 for single or double. The magnificent gardens, house museums, antique shops, local boutiques, restaurants and nightlife that make

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SMA 2005 Meeting (Continued from page 1.)

Charleston unique are all an easy walk from the hotel. Charleston International Airport is just a 15 minute ride from the hotel.

Features of the Program

We have an exciting program planned for this year. We will have a featured session with Dr. Joanne Ciulla (Holder of the Coston Family Chair in Leadership and Ethics at the Jepson School of Leadership Studies, University of Richmond) sponsored by Coastal Carolina University's Wall College of Business and the Jackson Family Center for Values and Ethics. Dr. Ciulla has written more than 70 publications, including *Ethics: The Heart of Leadership* and her newest book, *The Working Life: The Promise and Betrayal of Modern Work*. Other feature sessions and professional development workshops will include the *Journal of Management* sponsored research development workshop for junior faculty and doctoral students, the 16th Annual SMA Doctoral Consortium, and the SMA New Faculty 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, 2005. For details, see the SMA website: www.southernmanagement.org. On the SMA website you can download the 2005 Call for Papers and find out more about this year's meeting and how to submit. You'll also find a link to a special conference web page that integrates the electronic submission of papers. If you are interested in reviewing for the SMA program, you can volunteer by contacting me (wgardner2@unl.edu) or the appropriate Track Chair(s) listed on the Call for Papers. We need you to be involved to make the SMA program successful! Make plans now to participate in the 2005 meeting. If you have any questions, please contact any of the track chairs or me.

Bill Gardner
SMA Vice President and 2005 Program Chair

Journal Of Management News

I am delighted to introduce Sage as the new publishers of the *Journal of Management*. As of January 1, 2005, Sage has taken over the production, marketing, and distribution of *JOM*. As you can see, there have been some style changes in the journal, which we hope will

increase its attractiveness to readers. Sage will also begin some new marketing initiatives for *Journal of Management* and will be working with SMA to streamline and improve our distribution system. There are no changes in submission guidelines or procedures for authors, so from the perspective of prospective authors there will be no disruptions in the editorial review process at all.

The year 2004 was a great one for *JOM*. We crossed the 500 manuscript-per-year mark this past year and, at the pace we are running so far this year, we will almost certainly pass the 600 manuscript-per-year mark in 2005. That will represent a 100% increase in submissions per year since I took over as editor. At the same time, we have kept our turnaround time on manuscripts down to an average of only 47 calendar days – and that average excludes all the manuscripts which are rejected without review. Our fastest turnaround on a new manuscript was only 7 days, and the longest was 62 days; no author has had to wait more than 2 months for feedback. Our acceptance rate is now only 8%, which ranks us among the most selective journals in our field. And, despite that high selectivity, *JOM* continues to earn its well-deserved reputation for providing authors with constructive and developmental feedback even in cases where we cannot accept an article for publication.

This past year *JOM* introduced the Special Theory Issue and it has been very positively received by the readership. This past fall alone, we had 60 submissions for the upcoming 2005 Special Theory Issue. Even outside the submissions to the Special Theory Issue, *Journal of Management* is increasing its visibility as an outlet for first-rate theoretical work. This past year we also saw a dead-even split in submissions (and acceptances) from the "micro" and "macro" sides of the field. I'm very pleased that *JOM* is entering the ranks of first-choice outlets among faculty in strategic management, entrepreneurship, and organization theory. *JOM's* Annual Reviews also continue to be widely read and cited. This past year, we had over 50 proposals for the Annual Review to be published in December, 2005.

All these accomplishments would not be possible without the support and assistance of many other faculty, who give generously of their time and effort to make the journal a success. At the top of my list of acknowledgements, of course, are my senior associate editors, Carol Kulik and Allen Amason. At every step of the way, Carol and Allen are thoroughly professional, developmental with authors and timely with their feedback. I also want to acknowledge all the

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SMA Fellows

The SMA Fellows held its annual meeting in New Orleans in conjunction with this year's SMA Annual Meeting. At this meeting, the SMA Fellows inducted its newest new member, Shaker A. Zahra of Babson College. Not only is Shaker a long time, active contributor to SMA he is also a distinguished scholar. He has not only participated in SMA through a variety of organizational roles including serving as a doctoral consortium faculty member, various best paper award committees, a member of the editorial board for *The Journal of Management*, a track chair for three different meetings, and a member of the Board of Governors, but he has been a frequent paper presenter as well. He is also a major contributor to the field of entrepreneurship and strategy. His scholarly work appears in such journals as the *Journal of Management*, *The Academy of Management Executive*, *The Academy of Management Review*, *Strategic Management Journal* and many others. We are proud to welcome Shaker as our newest fellow.

Also at the SMA annual meeting, the Fellows extended its traditional welcome to the visiting representative of the Academy of Management, its past president, Rosalie Tung and installed a new dean. Robert Ford was elected as dean to succeed Jack Duncan who was completing his three year term as dean. In addition, Ricky Griffin was appointed as the new associate dean also for a three year term.

JOM News (Continued from page 2.)

contributions Carol and Allen make to the outreach activities of *JOM* at both the Academy of Management Meetings and at SMA. Because of the wide reach of the journal, I often call on them to help me represent *JOM* at numerous doctoral consortia, junior faculty consortia, "ask the editors" panels, research development workshops, and other pre-conference meetings. They're always willing to help out and do so enthusiastically.

There are many behind-the-scenes people who also keep the trains running. Misty Pierce, our editorial assistant, keeps on top of getting the manuscripts out for review, getting our decision letters back to authors, and keeping a tight rein on reviewers. Terri Scandura, Past President of SMA, has given countless hours to working on the transition to new publishers so that *JOM* could get the best production, marketing, and distribution support possible. Tim Barnett and Allison Pearson, as Treasurer and Secretary of SMA, are both very quick and very gracious in taking care of the myriad financial and

administrative details associated with running this enterprise. Last, but not least, I want to acknowledge the wonderful help I get from the Editorial Review Board. As we all know, service to the profession tends to weight relatively low in universities' annual performance review systems, yet the members of the Editorial Review Board regularly provide timely, constructive, and thoughtful reviews of manuscripts to their colleagues for very little tangible recompense. In many ways, large and small, they are the backbone of the journal and I thank them for their generous contributions to *JOM's* mission.

This past year marked *JOM's* 30th Anniversary, which was marked by celebrations and symposia at both the Academy of Management and the Southern Management Association meetings. (Thanks to Dave Van Fleet, Anson Seers, and GERALYN Franklin for all their hard work planning these events!). *Journal of Management* has become a major outlet for disseminating first-rate scholarship in our field, and I'm confident even greater successes lay ahead in the next 30 years.

Daniel C. Feldman
Editor, *Journal of Management*

Library Subscriptions

Encourage Your Library to Subscribe to Journal of Management! Ensure that you, your colleagues and your students have 24/7 e-access to the new content of *Journal of Management*. In addition to the state-of-the art searching capabilities, the ability to download articles in a PDF format, and the innovative reference linking, you'll find many more new online features at <http://jom.sagepub.com>. Visit the journal's home page, click on "Recommend to Library," and fill out the form.

Calling All Volunteers!

This year, we will be selecting a communications coordinator and a proceedings editor for SMA. These are three-year positions. They are non-elected positions according to SMA by-laws. Therefore, we are soliciting nominations. A committee of three SMA board members will be formed to make the selections from these nominations. The nominating committee will apply the following criteria in selecting the candidates to fill these positions: (1) Qualifications specific to the position

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San Antonio Meeting: Wrap-Up

We heard suggestions in recent years that SMA explore different locations for our annual meetings other than our familiar sites in Atlanta, New Orleans, and Orlando. After the 2003 meeting in Clearwater Beach, we looked to the west. Never before has SMA held its meetings as far to the west as San Antonio, and SMA members responded by making the 2004 meeting a great success. So, thanks to all of you who participated as presenters, discussants, session chairs, and attendees.

The conference was informative and we had a lot of fun, especially celebrating the 30th anniversary of the *Journal of Management*.

A special thank you goes again to my track chairs: Steve Barr (North Carolina State), Howard Rasheed (North Carolina-Wilmington), Ben Tepper (North Carolina-Charlotte), Ethlyn Williams (Florida Atlantic University), Jonathon Halbesleben (University of Oklahoma), Kevin Lowe (North Carolina-Greensboro), Angela Miles (North Carolina A&T State University) and Eric Williams (University of Alabama). Yet another special thank you goes to Geralyn Franklin, for all the coordination that goes into our hotel arrangements.

These are the people who made it all come together. Their efforts were indispensable, and I am most appreciative.

Anson Seers
2004 SMA Program Chair

2005 CALL FOR NOMINATIONS: VP/Program Chair Elect and Three Board Members

Each year nominations are requested for three Board members and a VP/Program Chair Elect to serve as new officers of SMA. This year brings us to a point in the election cycle where these four 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-nominate. Nominations should be made online at <http://sma.aquinex.com/nominations>.

The 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 2007 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.

Board Member

This is a three-year term of office beginning November 2005 and ending November 2008. All Board members are expected to attend SMA annual and mid-year officer meetings, and chair or serve on various committees as needed.

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.

If you have any questions or require assistance submitting your nomination, please contact our support team by phone at 877-278-4639 or by email at sma@aquinex.com.

Please go to <http://sma.aquinex.com/nominations> to submit your nomination.

Terri Scandura
SMA Past President

No Pictures?

As you can see, there was no room for photos in this newsletter. They can be found on the SMA website instead: www.southernmanagement.org.

SMAI 2005

The Southern Management Association Institute (SMAI) offers professional development opportunities each year for members attending our annual meetings. This year for the SMA meeting in Charleston, South Carolina, we're planning a variety of pre-conference sessions to enhance the value that the SMA meeting can offer to you. Sessions that will be included in the SMAI program this year include:

- *Journal of Management* Research Development Workshop
- Teaching Workshop: Outcomes Assessment
- Research Methods Workshop: Hierarchical Linear Modeling
- Doctoral Consortium
- Faculty Consortium

Watch for more details this summer, but start making your plans now to join us in Charleston on Wednesday, November 9th.

Anson Seers
SMA President-Elect

USASBE/SBI 2006 in Tucson

The United States Association for Small Business and Entrepreneurship (USASBE) and the Small Business Institute® (SBI) will hold the USASBE/SBI 2006 Conference in Tucson, Arizona, January 12-15. This year's conference theme is "The Changing Entrepreneurial Landscape." Competitive papers and workshops are being solicited, and the submission due date is August 15, 2005.

Individuals who have not been members of USASBE before and are interested in expanding their knowledge in the area of entrepreneurship are eligible to apply for a Coleman Foundation conference scholarship. This covers conference registration and up to three night's hotel accommodations for those who are awarded a scholarship. Information about the scholarship will be available as of September 1 on the USASBE website at www.usasbe.org.

For complete information on the conference, go to www.usasbesbi2006.org. Or, contact Geralyn Franklin, General Program Chair, at franklin_g@utpb.edu.

2005 SMA Doctoral Consortium

The 17th Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site, the Francis Marion Hotel in beautiful Charleston, South Carolina, on Wednesday, November 9th, 2005.

The Consortium is a daylong program designed to help students who are in the early stages of their doctoral programs. The goals of the Consortium include: (1) assisting students to gain a better understanding of key factors underlying faculty success in research, teaching, and service; and (2) assisting students to network and begin the process of integrating themselves into the profession.

As in years past, the program will feature nationally recognized scholars who will lead sessions discussing research, 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 to the top candidates. In addition, breakfast and lunch will be provided for all participants, courtesy of SMA. Space is limited and enrollment is on a first come basis. Applicants must submit a registration form, a recommendation letter from a member of their faculty, and a copy of their vita. Registration materials can be found in the SMA convention packet and on the SMA website. Interested candidates can also contact Dr. Allen C. Amason, at aamason@terry.uga.edu.

SMA Member News

Bob Ford has been appointed as associate editor of *the International Journal of Service Industry Management*. This journal, like many focusing on services, tends to heavily emphasize marketing related topics, but Bob hopes to see more submissions from management scholars anxious to share their scholarly work on service management topics.

To learn more about this journal, visit its web site at: <http://puck.emeraldinsight.com/vl=1651328/cl=46/nw=1/rpsv/ijsim.htm>

Calling All Volunteers!

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sought; and (2) Reputation for conscientiousness and dependability. You may nominate a colleague or self-nominate. Nominations should be made online at <http://sma.aquinex.com/nominations>.

The detailed job descriptions are listed below, so you know what to expect!

Communications Coordinator

1. Compile the newsletter twice yearly.
 - o Set news item submission deadlines (near February 15 for the Spring issue and September 15 for the Fall issue).
 - o Solicit news items from SMA Members (especially SMA Officers and Board Members).
 - o Edit news items where necessary to fit the newsletter.
 - o Assemble news items into the newsletter.
 - o Update newsletter design periodically.
2. Distribute the newsletter twice yearly.
 - o Set newsletter distribution deadlines (near March 15 for the Spring issue and October 15 for the Fall issue).
 - o Send an electronic copy to the SMA Webmaster, for inclusion on the SMA website.
 - o Obtain SMA Membership mailing list (or labels) from the SMA Membership/Secretary.
 - o Arrange for sufficient newsletter copies to be made.
 - o Arrange for insert copies (e.g., SMA Call for Papers) where necessary.
 - o Insert, collate, fold, affix postage, and affix mailing labels as needed.
 - o Send the newsletter to all SMA members.
3. Coordinate with SMA Webmaster.
 - o Receive items to be included on the SMA Website.
 - o Forward items to the SMA Webmaster.
 - o Review the SMA Website at least once monthly to ensure that content is current.
 - o Recommend website additions, deletions, or changes to the SMA Webmaster.
 - o Insure that all website information is up to date (e.g., posting things in a timely fashion, clearing all out of date postings, etc.)
4. Coordinate and send all e-mail for SMA. All e-mails sent to the SMA membership must have approval of the Board or the President. The following are examples of possible e-mails and timeline:
 - o December: reminder E-mail to all former members who have not renewed memberships for the upcoming year.
 - o January: follow-up reminder e-mail to all former members who have not renewed memberships.

- o February: coordinate with program chair to send e-mail call for papers and conference information to complete database.
- o March: follow-up e-mail with call for papers and conference information.
- o June-July: coordinate with Past President to send electronic ballots.
- o August-September-October: coordinate with Treasurer to send reminder of upcoming conference and renewal of membership for upcoming year.

Proceedings Editor

1. Work with publisher to set up format and submission procedures.
2. Contact track chairs to obtain contact information (name, address, phone, email, paper titles) of first authors of papers included in program.
3. Contact first authors of papers, providing them guidelines concerning submission of papers for proceedings (i.e., format, deadlines, submission procedures, etc.).
4. Review and sign off on final proceedings CD, checking both contents and disk artwork, before sending for replication.
5. Work with SMA treasurer to pay proceedings-related costs.
6. Transport disks to SMA meeting.

From the President (Continued from page 1.)

Objective 5: Develop a Five-Year Financial Plan.

- Given the projected revenues for SMA from Sage due to *JOM*, create a detailed analysis of what SMA can expect the annual budget to look like over the next 5 years or so.
- Determine the kinds of options for spending the additional money. In what ways can significant additional revenues be expended to the best benefit of our members.
- Work with IS Committee and Marketing Committees to determine their financial needs

Financial Task Force Members: Anson Seers (Chair: aseers@vcu.edu), Sharon Topping, Sandy Wayne, and Shaker Zahra.

How to Get Involved

There are many ways to get involved with SMA.

- Submit a paper for the annual conference. Bill Gardner and his track chairs have an exciting program planned.
- Volunteer to review papers for the annual conference by contacting one of the track chairs.
- Make plans now to attend the annual meeting in Charleston, South Carolina – it is a great new location!
- Volunteer to serve on one of the committees listed above. Simply contact the chair of the task force.

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From the President *(Continued from page 6.)*

- Be a part of the governance of SMA. Elsewhere in this newsletter nominations are being solicited for both elected and volunteer positions.
- Encourage others to be members of SMA and attend the annual conference.

The Year in Review

Here is a quick snap-shot of all that was accomplished at SMA this past year. Thank you to all of those involved.

- Continued Excellence in the *Journal of Management*
 - Thanks to Daniel Feldman for all of his dedication, excellence and vision as the editor of the *Journal of Management*. Thanks also to the Associate Editors Allen Amason and Carol Kulik. *The Journal of Management* is one of SMA's greatest assets. It is consistently ranked as a top-tier management journal with international recognition. The editor and associate editors are the one's that make this happen.
 - Thanks to many people at SAGE including Catherine Rossbach and Brad Parker as well as SMA's own Terri Scandura and Kevin Mossholder for making SMA's partnership with SAGE such a productive relationship.
 - We are excited to have Russell Cropanzano as our editor-elect. He is already busy with *JOM* activities. Thanks to David Van Fleet and his committee for making such an excellent selection.
- The 2004 Annual Conference in San Antonio, Texas
 - Anson Seers rocks! He and his track chairs put on a great program in San Antonio.
 - Thanks also to all of our volunteer pre-conference workshop instructors: Daniel Feldman, *JOM* Research Workshop, Mary Uhl-Bien and Joan Brett, Teaching Executive Education, and Mark Gavin and Lucy Ford, Research Methods Workshop on Mediation and Moderation.
 - Geralyn Franklin deserves a huge round of applause for her tireless efforts in finding SMA new, exciting locations for our annual conferences.
 - As always, Gayle Baugh put on a great networking breakfast at the conference. Look for it in Charleston!
 - Pam Perrew and Allen Amason put on a great doctoral consortium. As always, the students loved it and benefited from the advice of seasoned faculty.
- Special Task Forces
 - The Electronic System Task Force selected a vendor for the new system for SMA. This was a huge job that included creating a request for proposals, soliciting vendors, and reviewing vendors. Thanks to Peg Williams (chair), Daniel Feldman, Liz Weatherly, Sherry Moss, Sharon Topping, Allison Pearson, and Tim Barnett. Stay tuned for our new look and features!

- The *JOM* Editor Search Committee selected Russell Cropanzano as the editor-elect for *JOM*. Thanks to David Van Fleet (chair), Jo Ann Duffy, Wayne Hochwarter, Shaker Zahra, and Daniel Feldman.

SMA is a volunteer organization. I am always amazed how much is accomplished based on volunteer service from our members. Thanks to you all for making SMA such a high quality and fun professional organization. I am proud and humbled to be associated with you.

Christine M. Riordan
SMA President

2005 SMA OFFICERS & BOARD MEMBERS

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President Elect

Anson Seers, Virginia Commonwealth University

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 Ethlyn Williams, Florida Atlantic University

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