

From the President

I am most fortunate in inheriting my role in the Southern Management Association from leaders like Chris Riordan and Terri Scandura who have renewed the vitality of our organization. Just a few years ago, board meetings featured hand-wringing over protracted declines in attendance and membership. Now our membership rolls have climbed back above 800 active members, a level we last reached during the 1990s. And the leadership contributions that have put SMA back on the upswing have come from many other individuals as well. I'll have space to mention a few of these contributions, but before I do that, what's really important to note is that our membership at large has played a critical role, by giving these leaders something to be enthusiastic about leading. So all of you, our members, deserve credit because it is really your collective contributions that make SMA stand out among the regional affiliates of the Academy of Management. Because of you, SMA has more to offer to current and prospective members, so I hope that all of us who serve the membership in officer roles keep our focus on doing everything we can to support your involvement in SMA.

I especially want to thank Bill Gardner as the 2005 Program Chair for the resounding success of our meeting last November in Charleston. Bill assembled an outstanding group of track chairs, and they solicited a huge increase in the number of program submissions, which meant that we could both increase the number and variety of sessions that we could offer those attending the meeting, and raise quality levels simultaneously. In addition to the academic merit of the program, Bill and his team put together the wonderful receptions at which SMA members so enjoy their socializing. Special thanks also go to the organizers and presenters of SMAI preconference sessions on Wednesday. Allen Amason and Peg Williams organized our best-attended ever Doctoral Consortium, with 41 students enrolled. Russ Cropanzano and his *Journal of Management* editorial team presented the *JOM* Research Development Workshop, Mark Gavin presented the Research Methods Workshop on Hierarchical Linear Modeling, Peg Williams

presented the Teaching Workshop on Outcomes Assessment, and Mark Martinko and Steve Michael organized the Faculty Consortium. And, as she always does, Gayle Baugh put together a great networking breakfast that created opportunities for a lot of people to strike up new acquaintances.

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Anson Seers, Southern Management Association President.

SMA 2006 Meeting

The SMA 2006 meeting will be held Wednesday, October 25, through Saturday, October 29, in Clearwater Beach, Florida. We are returning to the Hilton Clearwater Beach Resort, site of one of our most successful meetings in recent years. Since we were there, the hotel has undergone a \$15 million renovation, making it an even more attractive destination. We have been offered the discounted price of \$105 per night for most rooms. For additional information, see the SMA 2006 web page (www.southernmanagement.org/meetings/2006/).

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SMA 2006 Meeting (Continued from page 1.)

Submitting a Paper and Getting Involved

The call for papers, providing information about the meeting and how to submit a paper or session for consideration, can be found at www.southernmanagement.org/meetings/2006/SMA2006Call.pdf.

The deadline for submission is April 14, 2006, and the online system will open on March 1 to begin accepting papers for submission. At that time, you can also express your interest in serving as a session chair or discussant. To help ensure quality papers, we also need help reviewing the papers that are submitted. Please log in on March 1 to sign up as a reviewer. Papers will be distributed mid-late April for evaluation.

Clearwater Beach promises to be a great meeting once again, and we'd love to have you there.

Charlotte D. Sutton
2006 SMA Program Chair

SMA Newsletter Changes

With this issue, the SMA Newsletter format is now entirely electronic. Paper copies will no longer be mailed to SMA members. As a result, newsletter space constraints are relaxed because we do not have to be concerned about whether an extra page or so would require additional postage.

Please send me any items that you would like to see included in the SMA newsletter. My email address (gary-castrogiovanni@utulsa.edu) will change this summer, but I will make sure the SMA website (www.southernmanagement.org) is updated to reflect that change when it occurs. Right now, I am especially interested in any photos you may wish to share from our 2005 meeting in Charleston.

When you submit news items or photos, we will try our best to get them into the next issue of the newsletter. If that next issue is a few months away, we will consider putting your news items or photos on the SMA website before that issue comes out. Of course, we may not be able to accept some newsletter (or website) submissions. For example, we usually would not promote a conference or other event scheduled in late October or early November if that would compete with

our annual SMA meeting for your attendance and participation.

Our plan is for the newsletter to continue coming out twice yearly, in March and October. The deadlines for submitting items are February 15 and September 15 for the spring and fall newsletters, respectively. Between newsletters, we will keep you updated on major SMA-related matters with news items and announcements on the SMA website.

Now that the newsletter is entirely electronic, there is greater flexibility in its structure and appearance. For the two issues this year, I am keeping these very similar to previous issues. For example, the newsletter is still laid out on 8 ½ x 11 inch pages, with limited use of color. I kept it this way to accommodate those SMA members who prefer paper copies and would be inclined to print out the newsletter using black-and-white laser printers. I anticipate changes in the newsletter structure and appearance in the future, however. Feel free to contact me with any suggestions you may have.

Gary Castrogiovanni
SMA Communications Coordinator

Conference Web Page

The web page for SMA 2006 in Clearwater Beach, Florida is:

www.southernmanagement.org/meetings/2006/

Journal Of Management News

Keith D. Brouthers will be joining the *Journal of Management* as a Senior Associate Editor. Dr. Brouthers is a Professor of Business Strategy in the Department of Management at the University of London, King's College London. Prior to his current appointment, Dr. Brouthers worked at Temple University (Philadelphia, USA), the University of East London (London, UK), and Vrije Universiteit (Amsterdam, The Netherlands). His research focuses on international strategic decision-making, especially international entry-mode choice and joint venture management. Dr. Brouthers is an experienced international scholar, and his appointment will add further editorial strength in Business Policy and Strategy.

Russell Cropanzano
Editor, *Journal of Management*

SMAI 2006

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 Clearwater Beach, Florida, 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 part of the SMAI program this year include:

- *Journal of Management* Research Development Workshop
- Teaching Workshop: Building the Teaching Toolkit
- Research Methods Workshop: Using Qualitative Methods
- Doctoral Consortium

Watch for more details this summer, but start making your plans now to join us in Clearwater Beach on Wednesday, October 25th.

Bill Gardner
SMA President-Elect

SMA Member News

The Institute of Behavioral and Applied Management is pleased to announce that the new editor for the *Journal of Behavioral and Applied Management* is David D. Van Fleet. David is a Fellow of the Academy of Management and of the Southern Management Association, and Professor in the School of Global Management and Leadership at Arizona State University. Assisting David as consulting editors are Academy members John Humphreys and Fred Luthans.

From the President (Continued from page 1.)

On the heels of that success, Charlotte Sutton and her team of track chairs are busy preparing for our return to Clearwater Beach, Florida for our 2006 meeting next November. Our 2003 meeting in Clearwater Beach was a big hit, drawing our largest total attendance since 1996. Since then, the Clearwater Hilton, our host hotel,

has undergone extensive renovation, and I look forward to seeing you all there.

The *Journal of Management* continues to be SMA's prime asset. It is consistently ranked as a top-tier journal with increasing international recognition. Russell Cropanzano is doing an outstanding job as the new Editor, along with his Senior Associate Editors, Manuel Becerra, Jerry Goodstein, Audrey Korsgaard, Terri Scandura, and Thomas Wright. Thanks also to Brad Parker and Catherine Rossbach at Sage Publications for making SMA's partnership with Sage such a productive relationship.

The incredible success of *JOM* has presented us with what must be just about the best problem an association such as SMA could have. Due to the economics of journal publication markets, very prestigious journals such as *JOM* are creating remarkable revenue streams. Put simply, SMA is now receiving annual revenues from the publication of *JOM* that are well over five times as much as the revenues we received just a couple of years ago. We are a not-for-profit association that exists for the benefit of our members. That means that the item at the top of my agenda is to solicit your input regarding your views of what initiatives would be to your best benefit. Thus I have asked Peg Williams, with assistance from Claudia Cogliser, and in coordination with our on-going Task Forces, to conduct a membership survey in which your input will be of considerable consequence. The survey will ask your opinion regarding suggestions that have surfaced for ideas about how SMA can better serve its members with our additional resources, and it will solicit your additional suggestions. Please invest the time that it will take you to respond to this survey so that your opinions and ideas can help shape the tremendous opportunity that we now face.

Another major development of considerable importance is that the Academy of Management adopted, as of February 1, a revised Code of Ethics. As a regional Affiliated Society of the Academy, we are moving to adopt the Academy's revised Code of Ethics, incorporating it formally into SMA. We are role models for students of management, and we should settle for nothing less than the highest ethical standards.

I would be remiss if I missed this opportunity to acknowledge the essential contributions of many other key individuals. Geralyn Franklin continues to provide outstanding service to SMA in finding great locations for our meetings, and then working out innumerable administrative details, always negotiating prices very favorable for SMA members. Rahul Sawhney of Aquinex has eased us into an integrated information system that

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CARMA Activities

CARMA Global Webcast Week: Lectures on Methods and Data Analysis for Organizational Research

The Center for the Advancement of Research Methods and Analysis (CARMA) at the Virginia Commonwealth University School of Business will host CARMA Global Webcast Week, March 20-23, 2006. Faculty and students from around the world are invited to participate in this event (at no charge), and participants will have access to recordings of three outstanding one-hour lectures on research methods topics. The topics and presenters include:

- *Estimating Interaction Effects Using Multiple Regression* (Dr. Herman Aguinis, University of Colorado- Denver)
- *Measures of Agreement for Group Level Research* (Dr. James LeBreton, Wayne State University)
- *Meta-Analysis and Strategy Research* (Dr. Dan Dalton, Indiana University)

The recorded lectures, consisting of both audio and video components and accompanying Powerpoint Slides, will be available on the CARMA Website during Global Webcast Week. They can be watched using any computer that has a high-speed internet connection and Real Media Player.

Individuals who want to participate are required to register via the CARMA Website by Monday, March 13 (<http://www.pubinfo.vcu.edu/carma/>). For questions or additional information, contact CARMA staff at carma@vcu.edu. We hope you will be able to join us for this exciting and unique event!

CARMA Summer Short Courses

Visit the CARMA website to learn about our summer short courses: <http://www.pubinfo.vcu.edu/carma/>.

Session I: Monday-Wednesday May 15-17

- *Introduction to Qualitative Research* (Dr. Karen Locke, College of William & Mary)
- *Introduction to Structural Equation Methods* (Dr. Larry Williams, Virginia Commonwealth University)
- *The Conceptualization, Design, and Analysis of Repeated Measures/Longitudinal Research* (Dr. Robert Ployhart, University of South Carolina)

- *Meta-analysis: Models and Processes* (Dr. Mike McDaniel, Virginia Commonwealth University, Dr. Hannah Rothstein, Baruch College, and Dr. Michael Borenstein, Biostat)

Session II: Thursday- Saturday May 18-20

- *Multi-Level Methods* (Dr. Paul Bliese, Walter Reed Army Institute of Research)
- *Internet Data Collection Methods* (Dr. Jeff Stanton, Syracuse University)
- *Advanced Topics in Structural Equation Methods* (Dr. Jeff Edwards, University of North Carolina, and Dr. Robert Vandenberg, University of Georgia)
- *Qualitative Data Analysis with Computers* (Dr. Kelly Devers)

Dr. Larry J. Williams
Director, CARMA

Call for Papers: *Journal of Behavioral and Applied Management*

Management educators, trainers and practitioners are invited to contribute articles or cases for possible publication in the *Journal of Behavioral and Applied Management*, a national refereed, online publication.

Manuscripts should be of interest to researchers or management instructors at the undergraduate and graduate levels or to practitioners. A more complete call including the submission procedure, review procedure, review information, and suggested topics may be found at <http://www.ibam.com/pubs/jbam/callforpapers.html>. The *Journal of Behavioral and Applied Management* is listed in the *Cabell's Directory of Publishing Opportunities*.

A style guide for manuscripts may be found at <http://www.ibam.com/pubs/jbam/styleguide.html>. Manuscripts may not be previously published or be under consideration for publication by another journal. Previous issues can be examined at <http://www.ibam.com/pubs/jbam/toc.asp>.

Dr. David D. Van Fleet, Editor
Journal of Behavioral and Applied Management
ddvf@asu.edu

From the President *(Continued from page 3.)*

has streamlined the administration of our annual program from electronic submission and reviewing through the publication of the printed program and the proceedings, consolidated our membership data base, and made our web presence much more professional. Sherry Moss, Sharon Topping, and Gary Castrogiovanni continue to do yeoman work, respectively, on membership, treasury, and communications. We made great progress during 2005 with a series of Task Forces, so a big thank-you to all the members, in addition to the Task Force Chairs (including Ben Tepper for Marketing, Mary Gowan for Membership, Chris Riordan for Technology, Charlotte Sutton for Sponsorship, and Melenie Lankau for Ethics).

I am honored to work with such competent people who are most generous in contributing their efforts to our collective benefit. Yet as strong as these people have made SMA, it can continue to get better with further contributions from you, the reader of these words. Please submit your work for our program, volunteer to review, and to serve as session chair or discussant. Please respond to the call for nominations with the names of people you've been seeing in session roles, as they make the contributions that constitute the high quality you find in SMA sessions, for officer roles. Self-nominations are fine! We need everyone's input, so please respond to the membership survey, and for anything that doesn't fit the survey, please email or telephone any of us who are currently playing administrative roles.

Anson Seers
SMA President



The Hilton Clearwater Beach Resort, site of the SMA 2006 meeting.

Are You Moving?

You can update your SMA membership information online. To do so, visit the SMA website at <http://www.southernmanagement.org/>. When you get there, log in, and then click on "Update Your Profile." This will help ensure that you receive SMA correspondence and publications.

Charleston Meeting: Wrap-Up

What a great meeting! After first time meetings in Clearwater Beach in 2003 and San Antonio in 2004, we selected yet another novel site for the 2005 meeting – charming and historic Charleston. SMA members responded with record submissions and the highest attendance in a decade, making the meeting a great success. So, thanks to all of you who participated as presenters, discussants, session chairs, and attendees. You made the conference informative – and fun! It was great to see so many of you with fedoras and feather boas dancing the Charleston!

A special thank you goes out to the 2005 track chairs: Anthony (Tony) Ammeter (University of Mississippi), James Combs (Florida State University), Darla J. Domke-Damonte (Coastal Carolina University), Ceasar Douglas (Florida State University), Scott Douglas (University of Montana), I.J. Hetty van Emmerik (Utrecht University), Franz T. Lohrke (University of Alabama), and Hettie A. Richardson (Louisiana State University). Another special thank you goes to Rahul Sawhney of Aquinex Services, for his incredible efforts in providing information technology support for the meeting, program, proceedings, and beyond. Yet another very special thank you goes to GERALYN FRANKLIN (The University of Texas of the Permian Basin), for her outstanding work in coordinating our hotel arrangements. We are also very grateful for the support of our sponsors: Coastal Carolina University, Florida State University, North Carolina State University, Oklahoma State University, Texas Tech University, and the University of Mississippi.

These are the people who made the meeting come together. The efforts were indispensable, and I am very grateful to them. Thank you!

Bill Gardner
2005 SMA Program Chair and President-Elect



Swimming pool area at the Hilton Clearwater Beach Resort, site of the SMA 2006 meeting.

2006 SMA Doctoral Consortium

The 17th Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site, the Hilton Clearwater Beach Resort in beautiful Clearwater Beach, Florida, on Wednesday, October 25, 2006.

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 \$500 stipends to selected participants. In addition, breakfast and lunch the day of the Consortium will be provided, courtesy of SMA. If that is not enough encouragement to attend, past participants have had this to say about their SMA Consortium experiences:

- "I think the consortium was excellent, and I appreciate the support SMA is giving doctoral students."

- "Thought it was terrific! Very relevant and timely for me. Thank you so much for your time!"
- "I thought it was well organized and covered all of the major topics. I was quite pleased to attend, and to get all the info on the job market process was helpful."
- "I really enjoyed the doctoral consortium. It was very informative and full of information that is, and will be, of great use. I hope that I have not been spoiled by attending such a great consortium, and attending future consortia at other conferences may not live up to what you did at SMA 2005!"

Due to the popularity of the Doctoral Consortium, there is a registration deadline this year of September 1, 2006. Applicants must submit a registration form available on the SMA 2006 Meeting website (<http://southernmanagement.org/meetings/2006/>), a recommendation letter from a member of their faculty, and a copy of their vita. (If selected to attend, the vita will be included in the notebook distributed to all participants to facilitate networking.) Preference will be given to students in the first or second year of their doctoral program and to students who have not previously attended an SMA Doctoral Consortium. Multiple students from one program may be admitted if space is available.

Please submit registration materials to: Dr. Peg Williams, School of Business, Virginia Commonwealth University, P.O. Box 844000, Richmond, VA 23284-4000 or mlwillia@vcu.edu. If you have questions, please contact Dr. Peg Williams at mlwillia@vcu.edu or (804) 828-1530.

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Reminder: 2006 SMA Sustained Outstanding Service Award Nominations Due April 1, 2006

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). The award winner will be recognized at the 2006 SMA meeting with a plaque and \$500. A notice with the winner's photo and contributions will be placed in the 2006 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 by April 1, 2006.

Email nominations should be sent to Dr. Peg Williams, Committee Chair, at mlwillia@vcu.edu. Phone: (804) 828-1530.

U.S. mail nominations should be sent to:

Dr. Peg Williams
School of Business
Virginia Commonwealth University
P.O. Box 844000
Richmond, VA 23284-4000

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