

## From the President



Bill Gardner, Southern Management Association President.

SMA is on a roll! Thanks to the outstanding leadership of my predecessors and the dedicated contributions of our officers and members, SMA is thriving. 2006 was a year of many milestones for SMA. Our membership rolls grew from just over 800 members in 2005 to an all time high of 956 active members at the close of 2006; we continue to stand out as the largest of the Academy of Management regional affiliates. Attendance at the 2006 SMA Annual Meeting in Clearwater Beach reached record levels with 425 members. Due in no small part to the exceptional support, guidance, and marketing efforts of Sage Publications and the editorial leadership of Russell Cropanzano, total subscriptions to SMA's primary asset, the *Journal of Management*, increased more than 17% in 2006 – along

with *JOM's* reputation as a top-tier scholarly journal. One benefit of *JOM's* incredible success has been a remarkable and steady stream of revenues that has substantially enhanced the financial health of SMA.

Yes, by all indicators, SMA is doing very well indeed. Such success stems, in part, from the leadership and commitment of its officers – I am honored to work with such dedicated people. But, more importantly, our success flows from the collective contributions and active involvement of our membership at large. So, all of you, our members, deserve credit for helping to make SMA what it is today. You've created a world-class professional association populated by engaged scholars and practitioners and a spirit of collegiality and friendship – and had a lot of fun along the way. Nice work!

In recognition of the unique opportunities that our good fortune provides to SMA, my immediate predecessor, Anson Seers, asked Peg Williams and Claudia Cogliser to conduct a survey to find out how SMA can better serve its members. Priorities identified by the 437 respondents focused on increasing levels of support for doctoral students, new faculty, and members' research, teaching, and professional/career development efforts. In essence, we received a mandate to explore new avenues for supporting the research, teaching, and professional activities of SMA members.

(Continued on page 2.)

## Issue Highlights

<a href="#">From the President</a> .....	1
<a href="#">JOM News</a> .....	3
<a href="#">SMA 2007 Meeting</a> .....	3
<a href="#">Officer Nominations</a> .....	4
<a href="#">Service Award Nominations</a> .....	4
<a href="#">2007 SMA Doctoral Consortium</a> .....	5
<a href="#">SMA Conference Coordinator Nominations</a> .....	6
<a href="#">2006 SMA Survey Results</a> .....	7
<a href="#">Newsletter Changes</a> .....	9
<a href="#">Calls for Papers</a> ....	10
<a href="#">2007 Doctoral Consortium Registration Form</a> ....	17

Items for the SMA Newsletter should be submitted to Gary Castrogiovanni, SMA Communications Coordinator, at [garycas@csufresno.edu](mailto:garycas@csufresno.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](http://www.southernmanagement.org)

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

Toward this end, the SMA Officers and Board Members will be holding a strategic planning retreat in Nashville the weekend of February 17-18, 2007. President-Elect Charlotte Sutton has volunteered to serve as the retreat facilitator. Armed with a host of great ideas from survey respondents, we seek to build on SMA traditions of academic excellence, collegiality, and friendship, as we chart a course for continued service to, and by, our members. If you wish to provide additional suggestions in advance of the retreat, please contact Charlotte or me. We welcome your input!

We have received rave reviews about our annual conference held in Clearwater Beach last October, and there are many people to thank. I especially want to thank Charlotte Sutton as the 2006 Program Chair for making the meeting a resounding success. Charlotte put together an outstanding group of track chairs, and they assembled a high quality program that contributed to the record level of attendance. Charlotte and her team wowed us with a fascinating keynote session by Kenny Moore – a former monk and present-day business executive with a unique perspective on building commitment, trust and passion at work – not to mention the Beach Party complete with Beach Blanket Bingo! Special thanks also go to the organizers and presenters of the SMAI (Southern Management Association Institute) pre-conference sessions. Peg Williams and Mark Gavin organized the 17<sup>th</sup> Annual Doctoral Consortium, which was attended by a record number of 58 enrollees. Thanks to Claudia Cogliser, Lucy Ford, and Terri Scandura for coordinating a Research Methods workshop on survey scale development and validation (and to Russell Cropanzano for filling in as an emergency presenter when Claudia fell ill). I'd also like to thank Hans Hansen, Bob Gephart, and Karen Golden-Biddle for presenting a Research Methods workshop on qualitative methods, and to Kevin Lowe, Lew Brown, Claudia Cogliser, and Nagaraj Sivasubramaniam for organizing a stimulating workshop on teaching excellence. More thanks go to editors Russell Cropanzano and Terri Scandura for conducting the ever-popular *JOM* Research Development Workshop. And, of course, special thanks go to Gayle Baugh for once again organizing the much anticipated Thursday morning Networking Breakfast, and to Geralyn Franklin, our legendary conference coordinator, for using her wisdom, expertise, and hard work to ensure another successful meeting.

Our 2007 Annual SMA Meeting will be held at the Sheraton Nashville Downtown Hotel in Nashville, Tennessee. Located in the heart of "Music City USA," the host hotel is within walking distance of the historic

district, the Financial District, and LP Field – home of the Titans. Thanks to go Geralyn for again finding us another exciting and affordable venue. Program Chair Allen Amason expects another top-notch program and Charlotte Sutton is working on some outstanding pre-conference workshops through the newly named SMA Professional Development Institute (formerly known as SMAI). Accommodations will cost \$109 per night for a single/double room. For additional information, see the 2007 SMA Meeting web page (<http://www.southernmanagement.org/meetings/2007>).

As mentioned at the outset, the *Journal of Management* continues to be one of SMA's greatest assets. It is consistently ranked as a top-tier management journal and its circulation, online usage, and impact factor continue to rise dramatically. Russell Cropanzano is doing an exceptional job as the Editor, along with his Senior Associate Editors, Manuel Beccera, Keith D. Brouters, Jerry Goodstein, Audrey Korsgaard, Terri Scandura, and Thomas Wright, and the Managing Editor, Andrew Li. Thanks also go to Shawna Stewart of Sage Publications for fostering a highly productive partnership with SMA.

I would like to acknowledge the many contributions of several other individuals who provide administrative support and leadership to SMA. Gary Castrogiovanni continues to do a great job as our Communications Coordinator, which includes preparation of the SMA Newsletter. Over the past two years, Rahul Sawhney of Aquinex has helped SMA make a quantum leap forward in our information systems through the implementation of streamlined electronic submission, reviewing, and publication processes for our annual meeting program,

*(Continued on page 3.)*



Beach party at the 2006 SMA meeting in Clearwater Beach, Florida.

## Journal Of Management News

The 2006-2007 academic year promises to be a busy one for the Journal of Management. We are on track to break the record we set last year for new submissions. We have seen special growth in international submissions. Also since last year, Journal of Management has seen increases in its impact ratings and subscriptions. As an example of why things are going so well, I encourage everyone to see the December 2006 Review Issue. There is a collection of eight excellent papers by first-rate scholars. You will also want to watch for our next review issue, coming out this June.

**Russell Cropanzano**  
Editor, Journal of Management



Bob Ford, recipient of the 2006 SMA Sustained Outstanding Service Award.

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

the development of a consolidated membership data base, and the maintenance of the SMA Website. As Secretary/Membership Chair, Sherry Moss, working in concert with Rahul, initiated a membership drive that substantially contributed to the dramatic increase in our membership rolls. As Treasury, Sharon Topping did an excellent job of managing our financial resources. The past year also saw the continued work of several Task Forces, so I'd like to extend my thanks to all the members, as well as 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).

SMA's success rests on the countless and generous contributions of these and many, many other people. Yet, as strong as these people have made SMA, it can be strengthened further by contributions from you, the reader. How easy is it to get involved in SMA? Very! Simply submit your work for the program, volunteer to review, and volunteer to serve as a session chair or discussant. Please nominate the persons that you have seen make high quality contributions in these session roles for officer positions. Self-nominations are welcome! We encourage contributions from all of our members, and if you are not a member, we urge you to join. If it's the people who make the place, then surely it's the devotion of our members who make SMA special.

**Bill Gardner**  
SMA President

## SMA 2007 Meeting

The SMA will hold its 2007 meeting Wednesday November 7<sup>th</sup> through Saturday November 10<sup>th</sup> in Nashville, TN, at the Sheraton Nashville Downtown. This will be our first visit to the Music City and we are expecting a great program and a great turnout. The Sheraton Nashville is a AAA three-diamond hotel, in the heart of Nashville's vibrant downtown and we have been offered the great rate of \$109.00 per night.

The call for papers is available on the SMA website at <http://www.southernmanagement.org/meetings/2007/>. Please note that the deadline for submission is April 13<sup>th</sup> 2007. All submissions should be made through the online submission system, which will open February 15<sup>th</sup> 2007.

You can also use the online system to sign up to be a reviewer. To help insure a quality conference, we need good reviewers. When doing this you can also express interest in serving as a discussant or session chair. These roles are crucial to a successful meeting so please register to help.

The SMA continues to grow and this meeting promises to be one of our best yet. So please make plans now to attend. Moreover, make plans to submit your work, to serve as a reviewer, session chair, or discussant, and to become more involved with the SMA.

**Allen C. Amason**  
2007 SMA Program Chair

## Membership Corner

If you have not yet done so, please make sure to renew your SMA membership for 2007 so you don't miss a single issue of *Journal of Management*. You may renew your membership by going to [www.southernmanagement.org](http://www.southernmanagement.org) and clicking on "Membership" and then "Join Now." You can pay via credit card or check and can manage your contact information this way as well.

## REMINDER: 2007 SMA Sustained Outstanding Service Award Nominations Due April 1, 2007

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 2007 SMA meeting with a plaque and \$500. A notice with the winner's photo and contributions will be placed in the 2007 meeting registration packet.

Nominations will be accepted via email and U.S. mail, with email the preferred method. An acknowledgment of receipt of the nomination materials will be sent to the primary nominator. Self-nominations will be accepted. All nominators and nominees must be SMA members and the award winner must accept the honor in person. The primary nominator must submit the following materials to the committee chair: (1) a list of the nominee's SMA activities and the dates in which they occurred, and (2) three letters of nomination (including a letter from the primary nominator plus two others). **Nominations must be received prior to April 1, 2007.**

Email nominations should be sent to Kelly Zellars, committee chair, at [kzellars@uncc.edu](mailto:kzellars@uncc.edu). Phone: (704) 687-2087.

U.S. mail nominations should be sent to:

**Dr. Kelly Zellars**  
**Department of Management**  
**University of North Carolina - Charlotte**  
**9201 University City Boulevard**  
**Charlotte, NC 28223-0001**

## CALL FOR NOMINATIONS: SMA Officer Elections

Nominations are needed for the elections of three incoming Board Members, a Treasurer, a Secretary, and a Vice President/Program Chair-Elect. The Secretary, the Treasurer, and the three Board Members will serve three year terms. The Vice President/Program Chair-Elect will serve in a five year rotation, including the four subsequent executive officer positions of Vice President/Program Chair, President-Elect, President, and Past President.

All officers and board members are expected to attend officer meetings both at the annual Academy of Management Meeting in August and at the Southern Management Association Annual Meeting in the fall, and to chair or serve on various committees. The candidate selection committee uses the following criteria in the selection of candidates whose names will appear on the final ballot:

1. Contributions to the field of management, including respect and reputation among colleagues in the field.
2. Past SMA activities and service, including reviewing papers, chairing sessions, presenting papers, serving as a discussant, and being a track chair.
3. Reputation for dependability.

You may nominate a colleague or self-nominate through the SMA website. All nominations must include supporting documentation, including a current vita. If you have any questions, please contact Past President Anson Seers, either by email at [aseers@vcu.edu](mailto:aseers@vcu.edu), or by telephone at 804-828-1624.

## 2007 SMA Doctoral Consortium

The Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site, the Sheraton Nashville Downtown Hotel in Nashville, Tennessee, on Wednesday, November 7, 2007.

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 invited 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!"

Due to the popularity of the Doctoral Consortium, there is a September 1, 2007 registration deadline. Applicants

## 2007 Meeting

Join us for SMA 2007 at the Sheraton Nashville Downtown, in Nashville, Tennessee. Located in the heart of "Music City USA," the hotel is near the Gaylord Entertainment Center, as well as within walking distance of the historic district, the Financial District, and LP Field – home of the Titans.

must submit a registration form available at the end of this newsletter and on the SMA 2007 Meeting website (<http://southernmanagement.org/meetings/2007/>), 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. To facilitate this process, where there are multiple applicants from a single program, the program needs to rank order applicants for selection to the consortium.

Please submit registration materials to: Dr. Mark Gavin, Department of Management, Spears School of Business, Oklahoma State University, Stillwater, OK 74078 or [mark.gavin@okstate.edu](mailto:mark.gavin@okstate.edu). If you have questions, please contact Dr. Mark Gavin at [mark.gavin@okstate.edu](mailto:mark.gavin@okstate.edu) or (405) 744-8614.



2006 SMA Doctoral Consortium participants.



Sheraton Nashville Downtown, site of the 2007 SMA meeting.

## CALL FOR NOMINATIONS: SMA Conference Coordinator

This year, we will be selecting a new conference coordinator for SMA. This is a three-year, non-elected position, according to SMA Bylaws. Therefore, we are soliciting nominations.

A committee of three SMA board members will be formed to make the selection from these nominations. The nominating committee will apply the following criteria in selecting the candidate to fill this position: (1) qualifications specific to the position of SMA Conference Coordinator; and (2) reputation for conscientiousness and dependability. You may nominate a colleague or self-nominate. Nominations should be made on-line at <http://www.southernmanagement.org/nominations> by May 1st, 2007.

A detailed job description is listed below.

### Conference Coordinator

1. Work with the President and Board to identify potential site locations for annual meetings.
  - a. Prepare and submit a formal request for proposals (RFPs) to the local convention and visitors' bureau of designated cities.
  - b. Review RFPs and make a recommendation to the President on the city or cities to target.
  - c. With the President's approval, conduct a site visit to the designated city or cities.
2. Coordinate hotel and other conference-related arrangements with designated officers and hotel personnel.
  - a. Work with the Treasurer to ensure that hotel and related conference information is located on the conference website (by June 1).
  - b. Work with the Coordinators of Sponsorships and Exhibitors to determine needs, etc. (by August 15).
  - c. Work with the Treasurer to ensure that conference registration setup is as needed (by August 15).
  - d. Work with the Placement Director to ensure that placement setup is as needed (by August 15).
  - e. Work with the Program Chair to schedule meeting rooms, determine meeting room setup, determine registration, exhibits, and placement arrangements, and make other conference arrangements (by August 15).
  - f. Work with the Program Chair-Elect and other designees to coordinate food and beverage arrangements and other setup arrangements (by September 15).
  - g. Confirm schedule for meeting rooms, meeting room setup, food and beverage, and audio/visual arrangements with hotel personnel (30-45 days prior to start of conference).
3. Review all hotel and conference-related bills and submit them to Treasurer for payment.
- d. Negotiate the hotel contract and submit it to the President for formal approval and signature.



Kenny Moore, Keynote Speaker at the 2006 SMA Meeting.



SMA 2006, Beach Party.

## 2006 SMA Survey Results

In July 2006, the SMA Board of Governors conducted a survey of all contacts included in the SMA data base. 437 individuals responded to this survey: 308 members (out of 956, a response rate of 32%) and 129 nonmembers (out of 1,536, a response rate of 8.4%). In addition to gathering information about operational aspects of SMA, the main purpose of the survey was to learn how members would like the Board of Governors to direct SMA's current financial resources. Highlights of the survey results follow.

**Financial priorities.** Respondents rated 12 priorities on a continuum from (1) *very low priority* to (5) *very high priority*.

The following priorities were rated highest:

- Provide support for doctoral students (3.89)
- Facilitate member research (3.81)
- Enhance the program content at the conference (3.72)
- Enhance members' professional/career development (3.71)
- Promote/market SMA to a broader audience of academics (3.66)
- Provide support for junior faculty (3.57).

Facilitating member teaching (3.25) was the next-highest-rated priority, followed by several priorities that were rated near the middle of the scale:

- Enhance rewards and recognition provided by SMA (3.05)

- Promote/market SMA to a broader audience of practitioners (2.97)
- Enhance social activities at the conference (2.94).

Providing more free meals and snacks at the conference was of a lower priority (2.44) than those mentioned previously, and developing members' skills in academic administration was the lowest rated priority (1.9). Interestingly, this last priority was the only one for which members' ratings differed significantly from nonmembers' ratings. Members rated this priority lower (1.82) than did nonmembers (2.11).

**Specific suggestions.** Respondents also shared their level of support for specific SMA activities. The following ideas received the strongest endorsement on a scale of (1) *I do not support this idea* to (5) *I strongly support this idea*:

- Provide opportunities for developing research partnerships (3.15)
- Provide digital projectors/laptops instead of overhead projectors for presentations (2.92)
- Sponsor a dissertation award (2.9)
- Significantly enlarge the offering of professional development workshops through SMA Institute (2.89).

Information related to financial priorities and the specific suggestions mentioned above as well as the open-ended comments related to these issues will be considered by the Board at the Strategic Planning Retreat in February 2007.

*(Continued on page 8.)*



The business meeting at SMA 2006 in Clearwater Beach, Florida.



Annual membership reception at SMA 2006.

## Survey Results *(Continued from page 7.)*

**SMA communications.** SMA has made some changes in recent years related to how the association communicates with members. The website has been redesigned and more emphasis is being placed on electronic communication. Overall, respondents are comfortable with the extent to which SMA now uses electronic communication (3.92 on a 5-point scale from [1] *strongly disagree* to [5] *strongly agree*). Ratings of the extent to which respondents read the newsletter and find the information in the newsletter helpful were 3.4 on the same 5-point scale. Suggestions and comments provided as open-ended responses have been given to the SMA Communications Coordinator, Gary Castrogiovanni, for consideration. The SMA website was rated slightly more favorably than the newsletter: ratings of ease of use and presence of useful information were 3.7 on the 5-point scale. Again, suggestions and comments have been given to Gary Castrogiovanni and to Aquinex, the firm that manages the SMA website.

**Paper submission.** Five items assessed respondents' reactions to the submission process used for the conferences in 2005 and 2006. The average score for the 153 respondents who submitted papers was 4.2 out of 5 (on a scale of [1] *strongly disagree* to [5] *strongly agree* with items such as "I found the submission process system easy to use"). Open-ended comments and suggestions have been given to Allen Amason, Vice President and Program Chair for the 2007 SMA conference in Nashville, TN.

**Conference placement services.** Respondents indicated that the SMA conference placement services provided are useful to them and that SMA should continue to provide placement services (4.18 out of 5 where 5 = *strongly agree*). Nearly 10% of respondents

have successfully hired a candidate using SMA placement services, and 13% of respondents report that they have found a job using SMA placement services. Because the number of jobs and candidates registered in the SMA placement services has declined in recent years, the Board considered the future of placement services. These survey data were instrumental in making the decision to continue placement services at the annual SMA conference. In addition, there was support from respondents for SMA to post job openings on its website (4.36 out of 5 where 5 = *strongly agree*). This action is being considered by the Board.

**Conference location.** Respondents indicated that the specific city, the ease of transportation to the city (i.e., travel time), cost of transportation, easy access to restaurants and entertainment options, and cost of hotel rooms are the most important factors in judging the desirability of a conference location. The specific cities most strongly preferred by respondents were the sites of recent conferences (Charleston, SC and Clearwater Beach, FL). Other cities that received strong ratings were Hilton Head, SC and Savannah, GA. In addition to the 31 cities that respondents specifically rated, the survey asked for other suggestions respondents may have: 63 additional cities, from Albuquerque, NM to Winston-Salem, NC, were named. This information will be considered by the Board of Governors each year as decisions are made about conference locations.

**Additional information:** If you have any questions about the survey or additional results, please feel free to contact Peg Williams ([mlwillia@vcu.edu](mailto:mlwillia@vcu.edu)). In addition, a more comprehensive set of findings will be posted on the SMA website no later than March 1, 2007.

**Margaret (Peg) Williams and Claudia Cogliser,  
Survey Coordinators**



Neal Ashkanasy and Anson Seers at the SMA business meeting.

## 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, California State University, Fresno

### 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

## Newsletter Changes

This issue brings several changes to the SMA Newsletter, largely due to feedback received in the recent membership survey. Deadlines for submitting newsletter items have been moved up, along with the newsletter publication dates. Submission deadlines are now January 15 and August 15, and targeted publication dates are now February 1 and September 1, for the spring semester and fall semester issues, respectively.

The first page of the newsletter has been redesigned to include a list of "Issue Highlights." In that list, page numbers of key newsletter items are shown. Also, each item name in the list is linked to the first page in which that item appears so that you can go directly to that page on your computer screen by clicking on the item name. In addition, newsletter content and page length are now more flexible to accommodate member submissions. Moreover, a "Calls for Papers" section has been added to help members access that kind of information.

In the membership survey, several suggestions were offered as to additional types of items that could be included in the newsletter. A column with news about individual SMA members was suggested, for example. At present, the key constraint on newsletter content is the availability of content providers. We would be happy to include a "Member News" column, for example, if someone would volunteer to write it. To submit newsletter items, to discuss additional newsletter content, or to inquire about some content you would like to provide, contact Gary Castrogiovanni at [garycas@csufresno.edu](mailto:garycas@csufresno.edu) or (559) 278-4975.

### Gary Castrogiovanni SMA Communications Coordinator



Jerry Hunt and Gary Castrogiovanni at the 2006 SMA meeting in Clearwater Beach, Florida.

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## Call for Papers

### ***The Leadership Quarterly* Special Issue on Meso-Modeling of Leadership: Integrating Micro- and Macro- Perspectives of Leadership**

And

### **Festschrift Honoring James G. (Jerry) Hunt October 11-12, 2007 Texas Tech University**

*The Leadership Quarterly* will publish a special issue on *Meso-Modeling of Leadership: Integrating Micro- and Macro- Perspectives of Leadership*. A central assertion of the meso paradigm of leadership is that the organizational context impacts leader and member behaviors, and vice versa (such that macro phenomena surface from the interaction of micro-level behaviors). We seek papers that explore the unique cross-level and joint effects of environmental, organizational, network, group, dyadic, and individual-level variables and processes. Other disciplines such as sociology, economics, education, biology, and statistics have studied hierarchical systems for some time; thus manuscripts from diverse domains and theoretical perspectives are welcome and encouraged.

**Submission process and due dates:** The submission process will be twofold. Initial submissions of manuscript proposals (10 double spaced pages, plus references, tables and figures) should be received by April 30th, 2007. Proposals for theoretical papers should provide an overview of the conceptual foundations, central tenets, core constructs, propositions, proposed model (if applicable) and potential contributions to leadership theory, research and practice. Proposals for empirical papers should provide an overview of the study's conceptual foundations, research questions/hypotheses, methodology, results (if available) and potential contributions to leadership theory, research, and practice. All manuscripts should be prepared in accordance with the American Psychological Association (APA) format.

A subset of manuscript proposals will be invited for a featured presentation at a Festschrift honoring the lifelong contributions of James G. (Jerry) Hunt to the study of leadership to be hosted on the campus of Texas Tech University, October 11-12, 2007. All featured presenters will receive direct feedback on their proposed manuscripts through interactive discussions with distinguished leadership scholars as part of the Festschrift and will be invited to submit revised manuscripts for the special issue. Other submissions will be invited for poster presentations at the Festschrift.

**Publication date:** It is anticipated that this special issue will be published in August 2009. Both regular manuscripts (between 30 to 45 text pages, plus references, tables and figures) and research reports (17 text pages maximum, plus references, tables and figures) will be considered for publication.

**Special issue editors:** The editors for the special issue on *Meso-Modeling of Leadership* are William Gardner (Texas Tech University) and Claudia Cogliser (Texas Tech University). Submissions should be sent electronically, either in Word for Windows or PDF format, to [william.gardner@ttu.edu](mailto:william.gardner@ttu.edu). Questions about this special issue, expectations, requirements, the appropriateness of a topic, and so forth, should be directed to William L. Gardner, Institute for Leadership Research, Rawls College of Business, Texas Tech University, Box 42101, 15<sup>th</sup> and Flint, Lubbock, TX, 79409-2101, USA. Tel. 806-742-2111; fax: 806-742-2308; E-mail: [william.gardner@ttu.edu](mailto:william.gardner@ttu.edu).

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## *Journal Of Management* Call for Proposals

### 2008 Review Issue

The editorial board of the *Journal of Management* would like to invite authors to submit proposals for the December 2008 Review Issue. Articles for the Review Issue tend to be high-impact scholarly surveys of important research literatures. They summarize recent research, provide integrations of management literatures, and highlight important directions for future inquiries. The Review Issue is open to all areas of management. This includes manuscripts pertaining to such disciplines as strategy, human resource management, organizational behavior, organizational theory, and research methods.

Proposals should be submitted as an e-mail attachment to Anne Pentland at [anep@email.arizona.edu](mailto:anep@email.arizona.edu). Generally speaking, proposals should contain no more than five to ten pages of text and be double-spaced. An appendix containing example references that will be included in the final manuscript is appropriate, but not required. References, tables, and appendices do not count against the aforementioned page limit. All proposals will be subject to editorial review. It is also acceptable to submit a completed manuscript, though doing so confers no special advantage.

Submissions will be evaluated with respect to the following criteria:

- (a) **Relevance.** The proposed manuscript should thoroughly review a significant and important research area within the organizational sciences.
- (b) **Viability.** The proposal should represent an achievable project within the tight time constraints required. More detail on the timeline is provided below.
- (c) **Scope of Interest.** Papers of broad interest to scholars in a variety of specialty areas are greatly preferred.
- (d) **Organization and Coherence.** The proposal should follow a logical structure, read clearly, and thoroughly represent the available research.
- (e) **Insight for Future Work.** The proposal should convey important implications for future management scholars.

Due to editorial constraints, it is vital for authors to adhere to the following strict timeline. We will not be able to accept late submissions. Relevant dates are as follows:

- July 30, 2007: Proposals due to the *Journal of Management* at [anep@email.arizona.edu](mailto:anep@email.arizona.edu).
- October 1, 2007: Final decision on proposal and initial feedback provided to authors.
- March 30, 2008: First draft of paper due to the *Journal of Management*.
- May 1, 2008: Feedback to authors on first draft.
- July 1, 2008: Final paper submitted to the *Journal of Management*.
- December 15, 2008: Manuscript appears in Volume 34, Issue 6.

# IEMJ International Entrepreneurship and Management Journal

## *Special Issue: The Institutional Approach to Entrepreneurship: Entrepreneurship in the Knowledge Economy*

**Guest Editors: José M<sup>a</sup> Veciana and David Urbano**  
**Faculty of Economics and Business Administration**  
**Universidad Autónoma de Barcelona**

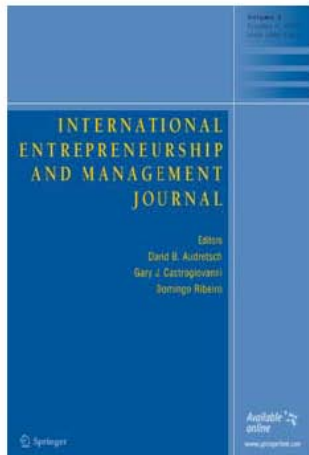
Volume 4, (Issue 2) of the Journal will be a special edition devoted to the institutional approach to entrepreneurship in the knowledge economy. The institutional environment (formal and informal constraints) has an important influence on the emergence of an entrepreneurial spirit and culture, and the rate of entrepreneurial activity. Certain countries, regions and cities have created environments and a flourishing entrepreneurial economy while others have not. What are the main factors/constraints (legislation, public policy, social values, norms and habits) that foster and explain the level of entrepreneurial activity?

The editors of this special issue, Professors José M<sup>a</sup> Veciana and David Urbano, would welcome both theoretical and empirical papers on any aspects and factors of the institutional environment on new firm creation. In particular, they would welcome articles on:

- The influence of regulation on new firm creation.
- How does legislation and public policy affect the entrepreneurial activity.
- The macro-economic environment, levels of economic development and rate of entrepreneurial activity.
- Culture (social values, norms and habits) and entrepreneurship.
- Regional and local policy and entrepreneurship.
- The role of the University in business creation in the knowledge economy.
- I+D+I, spillover effect, entrepreneurship and economic growth.
- Relationship between level of education and skills of the labour force and entrepreneurial activity.
- Networks and entrepreneurial activity.
- Institutional environment and the emergence of clusters in a region/city.

Researchers interested in publishing in this special issue should indicate their intention by sending an abstract (or *preferably* the full paper) to Professor José M<sup>a</sup> Veciana, [jose.veciana@uab.es](mailto:jose.veciana@uab.es) by 30 June 2007. The full paper is due no later than 30 September 2007. Please clearly identify your submission in the email subject line, **IEMJ The Institutional Approach to Entrepreneurship Special Issue**. Abstracts should provide a short introduction to the topic, an outline of the research methodology and a summary of the findings. No preference will be given to articles adopting any particular research paradigm. All papers will go through the regular double-blind review process, and must follow the [IEMJ style guidelines](#). The special issue will include 5-7 articles of between 7,000 and 8,000 words each, and will be published in June, 2008.

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David Urbano ([david.urbano@uab.es](mailto:david.urbano@uab.es))  
Universidad Autónoma de Barcelona



## International Entrepreneurship and Management Journal

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The International Entrepreneurship and Management Journal (IEMJ) publishes high quality manuscripts dealing with entrepreneurship, broadly defined, and the management of entrepreneurial organizations. The journal will expand the study of entrepreneurship and management by publishing innovative articles based on different perspectives using a variety of methodological approaches and showing the practical implications of the research for its readership. IEMJ is unique; providing a multi-disciplinary forum for researchers, scholars, consultants, entrepreneurs, businessmen, managers and practitioners in the field of entrepreneurship. The journal covers the relationship between management and entrepreneurship including both conceptual and empirical papers, leading to an improvement in the understanding of international entrepreneurial perspectives of the organisations concerned. Entrepreneurial studies are important in creating new economic activity that in turn increases innovation, employment, economic wealth and growth. The journal focuses on the diverse and complex characteristics of entrepreneurship in SMEs and large companies in local, regional, national or international markets that lead to competitiveness in the face of the effects of globalization. Though preference will be given to manuscripts that are international in scope, papers focused on domestic contexts and issues are welcome also, in order to facilitate the sharing of knowledge and potential generalizability of findings worldwide. IEMJ will publish original papers which contribute to the advancement of the field of entrepreneurship and the interface between management and entrepreneurship, as well as articles on business corporate strategy and government economic policy. On occasions, the journal will also feature case studies of successful firms or other cases having important practical implications. The journal places great emphasis on the quality of the papers it publishes. Submission of a paper will imply that it contains original unpublished work and is not being submitted for publication elsewhere.

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For submission guidelines and additional information, visit the [IEMJ website](http://www.emjonline.com).

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## 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* (ISSN 1930 0158), a national refereed, online publication.

Manuscripts should be of interest to researchers, management instructors, and practitioners. A more complete call including the submission procedure, review procedure, review information, and some suggested topics may be found at <http://www.ibam.com/pubs/jbam/callforpapers.asp>.

The *Journal of Behavioral and Applied Management* is listed with:

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Directory of Open Access Journals (DOAJ, see <http://www.doaj.org/>);  
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A style guide is at <http://www.ibam.com/pubs/jbam/styleguide.asp>. 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](mailto:ddvf@asu.edu)

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## Call for Papers and Related Submissions

### *Journal of Human Resources Education*

The *Journal for Human Resources Education* is a new online journal dedicated to improving the teaching of human resources management in colleges and universities. This new academic e-journal will focus on strategies, techniques, and resources that enhance the teaching of human resource concepts and practices. For its inaugural issue in July 2007, *JHRE* seeks submissions in the following areas:

- Manuscripts that discuss effective or innovative classroom and online teaching methods in human resources management
- Topical reviews/summaries of significant human resource concepts/ practices that could be used as supplemental course materials
- Exercises and cases that can be used to illustrate key HRM concepts
- Discussion of student evaluation strategies and templates
- Resource reviews (e.g., books, videos, computer tools)
- Practitioner commentaries about the content of HRM education or its effectiveness
- Other conceptual and practical materials that enhance the presentation and learning of subjects related to human resources management

All materials should be submitted in word.doc format as an email attachment to [wheisler@troy.edu](mailto:wheisler@troy.edu). Enter "JHRE" as the subject. Submissions will be screened initially by the editor for appropriateness and then sent to at least two reviewers for detailed assessment. The journal's website is under construction; in the interim, submissions should follow APA Guidelines.

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## Call for Editorial Board Members

The *Journal of Human Resources Education* is a new academic e-journal sponsored by the Sorrell College of Business, Troy University. The journal, to be published quarterly, will focus on strategies, techniques, and resources for teaching human resource concepts and practices in colleges and universities. To begin its launch, anticipated for July 2007, the *Journal* is seeking individuals to serve in the following capacities: Resource Review Editor, Practitioner Commentary Editor, and Editorial Board member. The Resource Review Editor will seek out and edit reviews of books, videos, computer tools, etc. of potential value to HR educators. The Practitioner Commentary Editor will seek out and review practitioner commentaries about the field of HR education, including perspectives of its effectiveness and suggestions for future change. Members of the Editorial Board will be responsible for providing peer reviews of submitted manuscripts. To be considered for one of these positions, please email a curriculum vita to Bill Heisler, Editor, at [wheisler@troy.edu](mailto:wheisler@troy.edu) indicating "JHRE" in the subject line and specifying the position for which you wish to be considered.

## CALL FOR PAPERS: Southern Management Association 2007 Meeting

November 7-10, 2007 – Sheraton Nashville Downtown Hotel: Nashville, Tennessee

**Submission Deadline: April 13, 2007**

**Program Chair: Allen C. Amason, University of Georgia ([aamason@terry.uga.edu](mailto:aamason@terry.uga.edu))**

The Southern Management Association invites submissions for its 2007 Annual Meeting. All submissions will be reviewed on the basis of originality, rigor, and overall contribution. Submissions may take the form of papers, case studies, symposia or workshops. All accepted submissions will be presented at the meeting and published in the Annual Meetings Proceedings.

### SUBMISSION TRACKS & TRACK CHAIRS

- |   |  |
|---|--|
| <p>1. Organizational Behavior<br/>Chair: Hettie A. Richardson, Louisiana State University<br/>(<a href="mailto:hricha4@lsu.edu">hricha4@lsu.edu</a>)</p>  | <p>5. Management History/Management Education/International Management<br/>Chair: Patricia A. Lanier, University of Louisiana-Lafayette<br/>(<a href="mailto:planier@louisiana.edu">planier@louisiana.edu</a>)</p> |
| <p>2. Strategic Management / Organizational Theory<br/>Chair: Franz W. Kellermanns, Mississippi State University<br/>(<a href="mailto:fkellermanns@cobilan.msstate.edu">fkellermanns@cobilan.msstate.edu</a>)</p> | <p>6. Entrepreneurship / Innovation / Information Technology<br/>Chair: George (Jody) Tompson, University of Tampa<br/>(<a href="mailto:jtompson@ut.edu">jtompson@ut.edu</a>)</p>                                  |
| <p>3. Human Resources / Careers<br/>Chair: Martha C. Andrews, University of North Carolina Wilmington (<a href="mailto:andrewsm@uncw.edu">andrewsm@uncw.edu</a>)</p>  | <p>7. Ethics / Social Issues / Diversity<br/>Chair: Melenie J. Lankau, University of Georgia<br/>(<a href="mailto:mlankau@terry.uga.edu">mlankau@terry.uga.edu</a>)</p>  |
| <p>4. Research Methods<br/>Chair: Marcia J. Simmering, Louisiana Tech University<br/>(<a href="mailto:mjs@cab.latech.edu">mjs@cab.latech.edu</a>)</p>   | <p>8. Health Care / Hospitality Mgmt / Public Administration<br/>Chair: Michael Collins, Coastal Carolina University<br/>(<a href="mailto:mcollins@coastal.edu">mcollins@coastal.edu</a>)</p>                      |

### OUTSTANDING PAPER AWARDS

Subject to review, Outstanding Paper and Outstanding Doctoral Student Paper Awards will be given in each track. There will also be overall Outstanding Paper and Outstanding Doctoral Student Paper Awards. Doctoral student papers may have multiple authors but the first author must be a doctoral student at the time of submission. Doctoral students who author an Outstanding Doctoral Student Paper will have their conference registration and annual dues waived for one year.

### SUBMISSION GUIDELINES

- All submissions must be made online at [www.southernmanagement.org/meetings/2007/](http://www.southernmanagement.org/meetings/2007/) no later than April 13, 2007.
- SMA fully adheres to the AOM revised Code of Ethics ([www.southernmanagement.org/ethics/](http://www.southernmanagement.org/ethics/)). Authors are expected to abide by this Code when preparing their manuscripts.
- Papers should not have been previously accepted, published, presented, or be under review for another meeting or journal.
- Subsequent publication, with proper acknowledgement, is encouraged.
- If a paper is accepted, at least one author must register and present the work at the conference.
- If a symposium is accepted, every author must register and present the work at the conference. A statement from the organizer declaring: "I have received signed statements from all proposed participants agreeing to participate in the symposium" must be submitted along with the proposal.
- No participant is allowed to be included as an author, presenter, session chair, discussant, etc. in more than three program sessions.
- The maximum length of a submission is 35 pages, including ALL title pages, tables, figures, references and appendices. The paper format should follow the [Academy of Management Journal's Style Guide](#). Non-conforming submissions will be returned without review.
- Manuscripts should be double spaced, with 1 inch margins on all four sides. The paper size should be standard U.S. Letter (8.5 X 11 inches). Manuscripts should be in Times New Roman Font, Font size 12.
- The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in one, single document, created in Word XP or an earlier version.
- Submissions will be blind reviewed. Thus, it is very important that no author names or identifying information appear anywhere in the manuscript. This does not apply to symposia and workshops, which are not blind reviewed.

**NEED ASSISTANCE?** Please email our support team at [support@southernmanagement.org](mailto:support@southernmanagement.org) or call us at 1.201.633.3208

**Submit papers and volunteer to review at [www.southernmanagement.org/meetings/2007/](http://www.southernmanagement.org/meetings/2007/)**

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## 2007 SMA Doctoral Consortium Registration Form

1. Name: \_\_\_\_\_
2. Address: \_\_\_\_\_  
\_\_\_\_\_
3. Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_
4. E-mail: \_\_\_\_\_
5. School/Program: \_\_\_\_\_
6. What year are you in your program? \_\_\_\_\_
7. Have you previously attended the SMA doctoral consortium? YES NO  
If so, in what year? \_\_\_\_\_
8. Name of nominating faculty member: \_\_\_\_\_  
E-mail of nominating faculty member: \_\_\_\_\_

In addition to this registration form, please send a nomination letter from a faculty member from your program and a copy of your curriculum vita. (Vitae will be distributed to participants to facilitate networking around mutual interests.)

Please e-mail, fax, or mail all registration materials by September 1, 2007 to:

Dr. Mark Gavin  
Department of Management  
Spears School of Business  
Oklahoma State University  
Stillwater, OK 74078

[mark.gavin@okstate.edu](mailto:mark.gavin@okstate.edu)

Fax: (405) 744-5180