

From the President



Charlotte Sutton, Southern Management Association President.

A little more than one year ago, your SMA officers and board met to map out a direction for our organization. Through that strategic planning meeting, we developed five long-term priority objectives. I'm pleased to be able to report significant steps toward those priorities.

Priority 1. Further enhance program quality and attractiveness.

We continue to have near record submissions that always lead to a high-quality program. However, this year our Program Chair Peg Williams, aided by a committee of Claudia Cogliser, Angela Miles, Mark Gavin and Marcia Simmering has introduced a Most

Innovative Session Award to try to encourage creativity in our meeting session development. We should all enjoy seeing what develops from that initiative. In addition, the committee will move forward with Mark Gavin at the helm to develop other program enhancement activities for future meetings.

Priority 2 . Expand and enrich professional development opportunities.

Also new this year is the Paper Development Workshop, during which accepted authors will have the chance to work with experienced researchers and journal reviewers in order to enhance their paper's publication potential. The goal of the session will be for authors to receive feedback useful for refining their papers for eventual publication in refereed management journals. As always, we will offer other quality programs through our Professional Development Institute. When making travel plans you'll want to include time to attend these top quality teaching and research workshops.

Priority 3. Provide comprehensive internal and external communications and marketing.

Kudos must be offered to by Gary Castrogiovanni, our Communications Coordinator, and Rahul Sawhney with Aquinex, in moving us forward on this objective. Gary steps down from his position at the end of the November meeting. He has done a great job with our newsletter and working with Rahul to make our web site one of the most informative and accessible organizational web sites around. The officers cannot thank Rahul enough for keeping us on

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The SMA Newsletter is published twice yearly. Deadlines for submitting news items are January 15 and August 15 for the February and September issues, respectively.

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

www.southernmanagement.org

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

track with our communications to SMA members and for making that process so easy.

Priority 4. Organize and fund large scale collaborative research studies.

One of the most exciting developments is the new Research Incubator, a program to connect people interested in research on a given topic and assist them in the development of joint research projects. The groups will meet at the SMA meeting in November and be mentored by senior scholars. The resulting research projects can be submitted for potential funding of up to \$10,000 from the SMA. This year, the topic for the Research Incubator is social and corporate responsibility. Additional details and an application form are available elsewhere in this newsletter. I'd like to thank Bill Gardner and the Research Incubator Committee (Gary Castrogiovanni, Claudia Cogliser, Jim Combs and Peg Williams) for their work on this very important initiative.

Priority 5. Organize socially responsible initiatives.

Again this year, SMA will be collecting clothes for charity, with an emphasis on business attire. We are also working with the conference hotel to offer recycling bins and to encourage the recycling of appropriate materials. Thanks to Hettie Richardson, Amy Henley and Marcia Simmering for their work on the Social Responsibility Committee.

Accolades also go out to GERALYN Franklin, our meeting coordinator, for helping to arrange the logistical details of what appears to be an outstanding meeting. For more information on our meeting site, visit the [TradeWinds Island Resort web site](#).

Many others have done significant behind the scenes work in order to make SMA function, and I would like to say that I am personally grateful to all of you who give of your time and skills to help make SMA the great organization that it is.

As I look with excitement toward our Fall meeting, I also realize with some sadness that I will be passing the gavel to Allen Amason. It has been my pleasure and honor to serve SMA and to work with such a wonderful group of people who make up SMA. From the members to the officers, this is a first-class organization. Thank you for allowing me to serve you.

Charlotte Sutton
SMA President



SMA 2008 will be held at the TradeWinds Island Resorts in St. Pete Beach, Florida, October 29 through November 1, 2008.

SMA 2008 Meeting

Make your plans now for SMA 2008, Wednesday October 29 through Saturday November 1 at the TradeWinds Island Resorts in St. Pete Beach, Florida. Our location is a beachfront, resort-style setting just south of our popular locations in 2003 and 2006 at Clearwater Beach. Our beach locations are usually popular, so be sure to reserve your room and make your travel plans as soon as possible.

In addition to our ideal location, the program promises to be stimulating and engaging. With an acceptance rate of approximately 50%, the program will include over 150 papers, cases, workshops, and symposia across eight tracks, including the new Paper Development Workshop and the winner of our inaugural "Most Innovative Session" award. Highlights are a plenary session on environmental sustainability, our annual business meeting, several receptions, and a Halloween party on Friday night (see details elsewhere in this newsletter).

In recognition of our beachfront location, the dress code for the meeting will be business casual for sessions, and casual for all non-session activities. The TradeWinds Island Resorts include the TradeWinds Island Grand, the site for all of the SMA meeting activities, as well as the adjacent Sandpiper hotel. The hotel properties cover 20 acres including 5 heated pools, six restaurants (from casual to fine dining), two beach bars, and 4 "quick stops" including pizza, a deli, and coffee shops. Many other restaurants and additional shopping are located within a short walk of the hotel, so plan to spend time out-of-doors.

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SMA 2008 Meeting *(Continued from page 2.)*

To make your plans to attend visit the SMA website and click on the 2008 Meeting interface. You will find the registration and lodging information ready and available. Register now and then come early and plan to stay late to enjoy the stimulation of an excellent program as well as the beaches of the Gulf of Mexico. I look forward to seeing you there.

Margaret (Peg) Williams
Vice President and Program Chair

Pam Perrewé Named 2008 SMA Sustained Outstanding Service Award Winner



Pam Perrewé, recipient of the 2008 SMA Sustained Outstanding Service Award.

The Southern Management Association is pleased to announce Professor Pam Perrewé of Florida State University as the 2008 recipient of SMA's Sustained Outstanding Service Award (SOSA). This award is given to a member who has consistently helped SMA reach its goals through elected, appointed, and volunteer service and through extraordinary contributions.

Beginning by co-authoring a paper in 1987, Pam has contributed her expertise, time, energy, and leadership to SMA in numerous ways. She has served in numerous leadership roles, including President (1999-2000), Program Chair (1997-1998), and Board of Governors (1993-1996); led several important SMA initiatives, including chairing committees to develop the SMA Institute and to restructure pre-conference activities; made particular contributions to mentoring doctoral student members, including directing and regularly speaking at the SMA Doctoral Consortium; regularly contributed to the scholarly program, including almost 30 SMA conference papers, many co-authored with

doctoral students; made important scholarly contributions to the *Journal of Management*, including four publications and serving on the Editorial Review Board; and named an SMA Fellow (2001)!

Quotes from nomination letters on Pam's behalf include: "Pam embodies the type of continuous outstanding service that this award was envisioned to recognize;" "Many of those who benefited from Pam's encouragement and support have gone on to assume leadership roles within SMA;" "Her personal "stamp" involved making the Southern Management Association as open and welcoming to both new and returning members as possible;" "Pam is one of those rare individuals who has been able to build scholarly reputation while giving time to make associates and others around her better. Given that the Sustained Outstanding Service Award is intended to recognize significant, long-term service, bestowing this honor on her would be most fitting;" "Truly, she has been a tremendous ambassador for the SMA!"

Please join us in congratulating Pam!

I would like to thank the members of the 2008 SOSA Committee for their dedicated service: Jack Duncan, Mark Gavin, Micki Kacmar, and Anson Seers.

Previous winners of this prestigious award include:

- 2003 Jerry Hunt, Texas Tech
- 2004 Art Bedeian, LSU
- 2005 David Van Fleet, ASU West
- 2006 Bob Ford, UCF
- 2007 Jack Duncan, UAB

David Allen
2008 SMA SOSA Committee Chair

SMA Election Results

Thank you to all of our candidates, and all who voted in this year's elections. Ben Tepper (Georgia State University) will become our new Program Chair Elect. Our new incoming members of the Board of Governors will be Gary Castrogiovanni (Florida Atlantic University), Robin A. Cheramie (Kennesaw State University), and Ceasar Douglas (Florida State University). Congratulations to all!

Bill Gardner
SMA Past President

Clothing Drive

Recycle Your Clothes and Reduce Your Waste: SMA Continues and Expands its Social Responsibility Initiatives!

Last year, SMA launched its Social Responsibility Committee and organized its first business clothing drive. Based on the number of donations and feedback from conference attendees, the clothing drive was a great success—so much so that we're doing it again this year! We ask that all members attending the conference in October go through their closets and identify no-longer-used suits, shirts, blouses, dresses, ties, skirts or shoes and bring them to the meetings. There will be a collection container at Registration which you can use to deposit your contributions. All contributions will go to Goodwill-Suncoast. Once again, you can clean out your closet and do a good deed all at the same time! Receipts for your donations will be available at Registration.

In addition to the clothing drive, we're also introducing initiatives to help you reduce and recycle your conference related waste. This year, when registering for the conference you will be able to choose whether you'd like to receive a printed version of the program. Opting out of the printed program will be an ideal choice for those of you who hate lugging around a bulky program and who usually throw it away before heading home. In conjunction with this initiative, the SMA website also will offer a customizable, online version of the conference program. This feature will allow you to search the program and create a personalized version. Significantly less paper will be used when you print only those sessions which you plan to attend.

Finally, we are pleased to report that the conference hotel—the Trade Winds Island Resort—has earned a “two palms” designation by the Florida Green Lodging Program. This rating indicates the property has taken steps to be mindful of its carbon footprint. Specifically, the Trade Winds Island Resort (1) encourages reuse of linens to conserve water and energy and to reduce the use of detergents and (2) recycles aluminum, glass, plastic, cardboard, and paper. Rob Hyypio, our conference contact at the property, has agreed to have recycling bins available for materials such as office paper and plastic water bottles in some of the more prominent conference locations (e.g., registration area). Please look for these bins before throwing recyclable materials into the garbage.

In Memoriam

James G. (Jerry) Hunt

The Southern Management Association lost one of its long-time members and a great contributor to the organization. James G. (Jerry) Hunt, 76, of Lubbock, passed away Tuesday, July 22, 2008 at Vista Care Hospice of emphysema caused by a rare, life-long, genetic enzyme deficiency. Jerry lived many years past the life expectancy of people with that condition.



James G. (Jerry) Hunt, 1932-2008.

He was born February 2, 1932 in Denver, CO to Newell and Rosalind Hunt. Jerry married Donna Rose in 1956 and had three children and two grandchildren. He graduated from the University of Illinois in 1966 with a Ph.D. in Business and taught at several universities around the U.S. before settling at Texas Tech University in 1981.

Jerry had a long and prestigious career as a Professor of Management. He was a Paul Whitfield Horn Emeritus Professor and founding Director of Texas Tech's Institute for Leadership Research. He was a Fellow of the Academy of Management and the Southern Management Association, and he authored, co-authored, edited, or co-edited more than 20 books and monographs and over 200 articles, book chapters, and related materials. His work has been cited over 700 times in scholarly academic literature. Jerry was a former editor of the *Journal of Management* and *The Leadership Quarterly*. He served on the national governing board of the Academy of Management, as chair of the Academy's organizational behavior division, as president of the Southern Management Association and as chair of the Midwest Academy of Management. He won several career-long regional and national service awards and won Texas Tech's Bernie Rushing award for outstanding research. Jerry was a visiting professor at universities around the world. He retired in December of 2007.

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In Memoriam (Continued from page 4.)

Jerry is survived by his wife Donna; son Douglas Hunt and wife Linda of St. Louis, MO; daughters Holly Darling of San Antonio and Robin Hunt of Dallas; grandchildren Adrienne Hunt and Hunter Darling; and sister Phyllis Johnson of Chassell, Michigan. Memorial contributions may be made to the Jerry and Donna Hunt Scholarship Endowment at the Texas Tech University Rawls College of Business, P.O. Box 42101, Lubbock, TX 79409-2101, ATTN: Bob Rhoades. The memo section should say: Jerry and Donna Hunt Scholarship Endowment.

The Southern Management Association mourns Jerry's passing.

Journal Of Management News

Hello from Portland!

It is good to be back after a week in Anaheim for the Academy of Management meeting. Our new submission website is up and running. To submit a paper go to:

<http://mc.manuscriptcentral.com/jom>

I want to take this opportunity to thank everyone at SMA for all the support they have given the journal and to Russell Cropanzano for being such a great person to work with throughout the editorial transition. We have great news this year as JOM now has an impact factor of 2.0! Russell is leaving the journal in great shape and it is an honor to continue what so many tireless editors have built before me. His team is continuing to work through the submissions received before July 1 as they finalize the revisions they will continue to receive until the end of the year.

I'd like to introduce the new associate editor team - they have been inspiring in their work in helping to set up the journal, the transition to a new submission platform, and in writing great decision letters. They are a great team to work with!

Incoming Associate Editors:

Wendy Boswell	Texas A & M University
Mark Griffin	University of Sheffield, UK
Michael Leiblein	Ohio State University
Steven Michael	University of Illinois
Laura Poppo	University of Kansas
Miguel Quiñones	Southern Methodist U.
Deborah Rupp	University of Illinois

Deidra Schleicher	Purdue University
Christopher Shook	Auburn University
Jeremy Short	Texas Tech University
Donald Truxillo	Portland State University

In addition, Deborah Ford and Brett Guidry at Portland State University have been invaluable in the JOM office at keeping things running smoothly.

Last year, under Russell's team, JOM received over 700 papers to review. Between July 1 and August 19, 2008 the incoming editorial team has received 74 new submissions and 170 proposals and papers submitted for the Annual Review Issue.

To keep up with the growing submissions, we are increasing the number of pages published each year to keep the acceptance rate around 8 to 10% as the journal continues to receive more and more submissions.

The Call for Proposals for the next issue is now out for our next Special Issue. Herman Aguinis, University of Colorado; Brian Boyd, Arizona State University; Chuck Pierce, University of Memphis; Jeremy Short, Texas Tech University have agreed to Guest Edit "Walking New Avenues in Management Research Methods and Theories: Bridging Micro and Macro Domains." Please see the full Call at

<http://www.sagepub.com/journalsProdDesc.nav?prodId=Journal201724>

Submissions will be taken between November 15 and December 31, 2008.

As Russell is well known for saying: "Remember to cite JOM and cite it often!"

Talya Bauer
Incoming Editor, *Journal of Management*

SMA Halloween Party

Entertainment at this year's SMA meeting will take advantage of the fact that the meeting dates include October 31 – Halloween. On Friday evening, October 31, SMA will sponsor a beachside Halloween party including a live band, a Halloween-themed buffet, and a costume contest. In addition, the TradeWinds Island Grand will offer trick-or-treating for the children who may be in attendance. Don't let the fact that you will be away from home limit your Halloween activities – bring your costume and plan to join your SMA friends for Halloween fun for all ages.

SMA 2009

Though the 2008 SMA meeting in St. Pete Beach is still several weeks ahead of us, I want to give you the opportunity to start thinking about the 2009 meeting and put it on your calendar. Continuing our recent trend of visiting new and exciting cities, such as Nashville last year and St. Pete Beach this year, we will be going to scenic Asheville, North Carolina for the 2009 meeting. The conference itself will be held from November 11th – 14th, 2009 in the beautiful Asheville Renaissance Hotel. Stay tuned for an official Call for Papers, but go ahead and start thinking about papers and symposia to submit and mark out these dates. You won't want to miss this one.

Mark Gavin
SMA Program Chair Elect

Placement Services . . . At Your Service

Since the dissolution of ASBA in 2000, the SMA Placement Services has continued to offer a venue by which schools and job hunters can get together. This support is available through a process of collection, posting and dissemination of applicant information and institution position postings.

Beginning with the 2001 SMA conference, a total of 149 positions and 164 applications have been listed with Placement. A breakdown by year is provided in the table below. Since SMA typically coordinates conference activities with other organizations, Placement support is offered to their membership as well.

While there are many variables that likely influence the numbers of both applicants and positions, the numbers can vary significantly over time. Generally, however, a

larger number of applicants should encourage more positions and vice versa.

Primarily, the process begins by logging onto Placement's website at <http://www.mesastate.edu/sma/> and downloading an Order Form and either a Position Form or an Applicant Form, completing these forms, and submitting them with the appropriate payment not later than the due date. The fees, due date, and address for submission are listed on the Order Form. Additionally, submissions are accepted at the conference. However, for obvious reasons, these can not be included in the pre-conference packets that are mailed approximately ten days before the conference.

Recipients of either a Position or an Applicant pre-conference packet are encouraged to contact the appropriate contact person to arrange interviews at the conference. Typically, a significant number of positions and some applications are submitted during the conference. However, there is an additional fee for submission at the conference. Regardless of when a submission is submitted, the Order Form provides for a post conference packet that is mailed about two weeks following the conference. Again, contact is encouraged. Please note that Placement Services is available only during the fall of each year from about mid-August through mid-November. There is no web site listing of the positions or applicants since those services are provided by the Academy of Management.

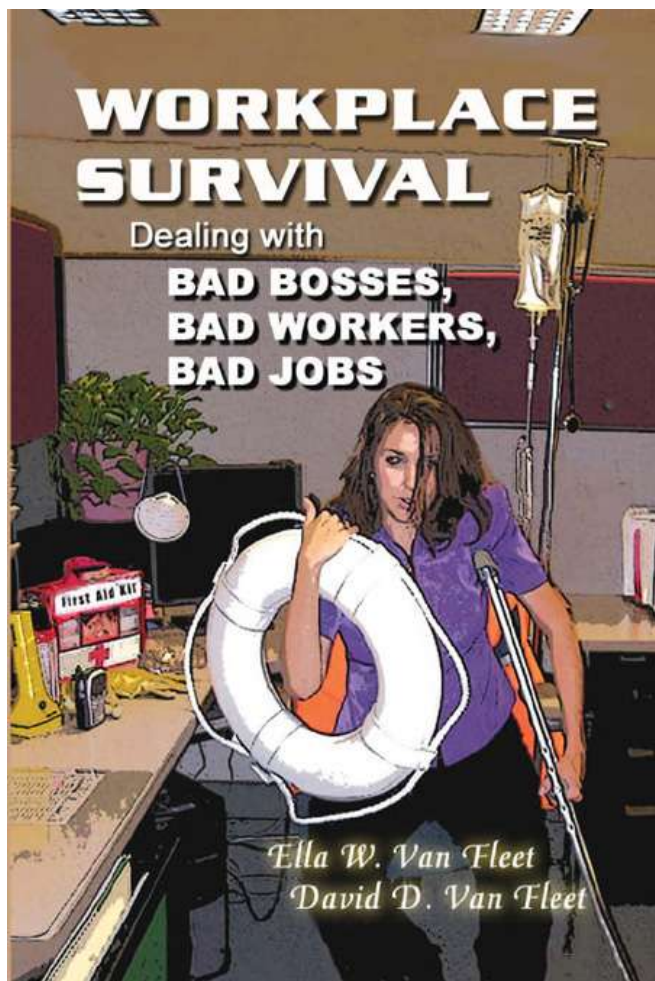
Placement activities generally begin in earnest during September and continue through about mid-November. The process is described and the forms needed are available for download from the SMA Placement web site. A link is also available through the SMA website.

Finally, a review area, an interview area, copying service (fee per page) and a message center are provided by Placement. All are normally located either in or near Placement, depending on space availability.

Placement Center Activity 1997-2007												
	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total 01-07
Management Positions	32	40	43	44	24	15	29	9	22	6	15	120
Management Applicants	38	39	28	26	21	25	20	18	28	18	12	142
Other Disciplines Positions	8	19	8	9	7	4	1	8	3	3	3	29
Other Disciplines Applicants	17	11	7	5	2	3	4	6	3	2	2	22
TOTAL POSITIONS	40	59	51	53	31	19	30	17	25	9	18	149
TOTAL APPLICANTS	55	50	35	31	23	28	24	24	31	20	14	164

Data for years 2000 and earlier are from ASBA.

SMA Member Publication



Visit <http://www.publishedauthors.net/vanfleet/index.html> for more information, or contact the Van Fleets at badworkplace@cox.net.



Caladesi Island's wide flat natural beach is perfect for walking, wading, shelling, and just plain relaxing.

SMA Research Incubator, 2008

The Southern Management Association invites applications for its inaugural Research Incubator. The Research Incubator is meant to facilitate creation of research projects leading to publication in top tier journals. Project teams may apply to receive up to \$10,000.00 in funding from the SMA.

The Research Incubator will take place on Wednesday, October 29th in conjunction with the SMA annual meeting, in St. Pete Beach, FL. A select group of participants will work with a set of established scholars to develop proposals that will be submitted to the SMA for potential funding. This initial session will last one full day and provide opportunity for structured introductions and proposals as well as unstructured interaction and program development. To be considered for funding, research proposals must be submitted to a review committee for evaluation. The proposals will be assessed in terms of their potential for publication and long term contribution to the field, as well as their coherence with the chosen theme. This year's theme is *Corporate Social Responsibility: A Multiple Stakeholder Perspective*.

Participation is limited to 20 faculty members who are also members of the SMA. Applicants should complete the [application form](#) and provide the other information requested. The entire package should then be submitted to SMA President-Elect, Allen Amason, at the address provided on the form. The application deadline is **September 10th**.

Top Beach Location

SMA Meeting location adjacent to the #1 Beach in North America

In May, 2008, Dr. Stephen P. Leatherman, aka "Dr. Beach," named Caladesi Island State Park as America's Best Beach (www.drbeach.org/drbeach/). Located in the beautiful Gulf of Mexico, not far off the coast of St. Pete Beach, Caladesi Island can be reached only by private boat or the Caladesi Island Connection ferry service. For more information about visiting, see www.floridastateparks.org/CaladesiIsland.

2008 SMA OFFICERS & BOARD MEMBERS

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editorial aspects. As those activities and the paper newsletter were phased out, the Newsletter Editor's job was expanded to include web-related responsibilities. Thus, the job was redefined, and the job title was changed to Communications Coordinator.

I received a lot of help over the past six years, and I would like to thank all the SMA members, officers, board members, and others who offered news items, suggestions, and assistance. I would also like to congratulate and wish good luck to Don Kluemper of Louisiana State University, who will succeed me as the SMA Communications Coordinator.

In addition, I wish to acknowledge the valuable advice, encouragement, and assistance that I received over the years from Jerry Hunt. Without his guidance and example, I might never have become involved with the SMA in this capacity. I first met Jerry when I entered the Texas Tech doctoral program in 1982. In the more than a quarter of a century since, I witnessed Jerry's tenure as JOM Editor, SMA Program Chair, and SMA President, and I saw how he continued to contribute as a conference presenter, reviewer, and discussant throughout the rest of his career.

As noted elsewhere in this newsletter, Jerry passed away during the summer. In [Jerry's virtual memorial](#), there are numerous comments about Jerry's contributions to the SMA. A lot of those and other comments came from current and former SMA members, officers, and board members. Without a doubt, Jerry touched the lives of many of us.

Gary Castrogiovanni SMA Communications Coordinator



Jerry Hunt and Gary Castrogiovanni at Jerry's retirement Festschrift, October 2007.

Communications Coordinator Comments

After editing the SMA Newsletter for the past six years, it is time for me to move on. During my tenure, we were able to capitalize on advances in communications technology to make the transition from a paper newsletter mailed to all SMA members to electronic versions available online. This change made editing the newsletter much easier. Indeed, preparation of the paper newsletter for mailing—getting copies, folding as needed, inserting special items, and affixing stamps, seals, and labels—was more time consuming than the

2008 SMA Research Incubator Application Form

1. Name: _____
2. Address: _____

3. Telephone: _____ Fax: _____
4. E-mail: _____
5. Affiliation: _____

In addition to this form, please send a one page summary of your research program, a brief description of the anticipated benefits you would gain by participating, and a copy of your curriculum vita. (In addition to being used to select incubator participants, this material will also be distributed to other participants to facilitate networking.)

Please e-mail, fax, or mail all registration materials to:

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Athens, GA 30602-0000
Email: aamason@terry.uga.edu
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