



Charlotte Sutton, Southern Management Association President.

From the President

What an honor it is to serve as president of such an outstanding organization! When I look at where SMA started, what it has accomplished and where we are headed, I am very proud of SMA.

Our web site speaks to our history. The idea for a Southern association was born 70 years ago, but it wasn't until 1960 when we elected our first president. The following year we formally organized as the Southern Division of the Academy of Management. I remember stories of really financially lean years in the 1970s when receptions consisted of cans of peanuts. But in that same decade we persevered

and took the chance of introducing a new journal, the *Journal of Management*, in 1975.

Look at us now. From the seed of an idea 70 years ago, we have grown to a record membership of more than 1,000. We are one of the, if not THE, largest regional groups associated with the Academy of Management. Our journal is consistently ranked as a top-tier management journal and its circulation, online usage, and impact factor continue to rise dramatically. And from those lean days in the 1970s, our bank account has grown to a comfortable \$470,000.

All of this provides us great latitude in how we can best serve our membership and our discipline. As you have already heard, the SMA Board had a strategic planning retreat last year where we carefully crafted a mission to guide our decisions.

SMA Mission: *We create value for our members, organizations, and society through professional development, high-impact scholarship and teaching, engaging programs, and deliberate, socially responsible acts. We do this while maintaining a sense of community that involves nurturing members, building collaborations, enhancing life-long friendships, and making a difference with our activities.*

From that we developed a number of initiatives that we are continuing to implement. For example, this year's program will encourage innovative sessions and will even offer a prize for the most innovative session accepted for the program. We will also be offering a developmental session which will include guidance from mentors who will help selected authors nurture their papers through to publication. Our thanks to our 2008 program chair **Peg Williams** for seeing those ideas through to fruition. (Watch the web site for details on both sessions.)

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We also are investigating opportunities for those who are interested to “give back” through a volunteer activity at our 2008 meeting in St. Pete Beach, Florida. Further we are working with the conference hotel to identify means by which we can leave a smaller footprint from our annual meeting. These are just a few of the ideas we are working on. The Board also invites ideas from our membership that will further the objectives of our mission statement.

The past few years have set records for us financially. In 2006 and 2007 we not only hit record membership highs but we also hit new highs in paper submissions for the conference. And we continue to set new standards with the *Journal of Management*.

SMA's success rests on the contributions many. I'm not going to attempt to name all who have contributed in the past year. I would surely leave some out. However, there are a few who simply must be recognized.

Last year's wonderful program was put together by **Allen Amason**. It takes an enormous amount of time to coordinate sessions, assign them to rooms, plan receptions, etc. Allen did an excellent job on a quality program that seemingly came off “without a hitch.”

I also need to recognize the largely behind-the-scenes efforts of **Gerelyn Franklin** who has served as our Meeting Coordinator since 2001. This is a year-round task: visiting potential sites, negotiating terms with hotels and vendors, and coordinating the minute details that make our meetings run smoothly. Gerelyn stepped in with the dissolution of the ASBA to coordinate our conferences and to help us establish our own conference procedures. She has extended her term numerous times at the Board's request. This year she will begin limiting her role to site selection and hotel negotiation. Gerelyn has made tremendous contributions in helping to make our conferences so successful.

We had several people who rolled off the board last year following years of dedicated service. **Sherry Moss** completed her term as secretary and membership chair. It was largely through her efforts that we have reached back to back record years in membership numbers. Thank you, Sherry.

Sharon Topping also completed her three-year term as treasurer. Not only has she kept track of our spending and investments, but she has coordinated and handled registration each year—a task that often prevents her from attending other sessions of the conference. It has been a generous gift of time and sacrifice. We also

need to thank her husband **Tom Lindley** who faithfully gave of his time to our organization, even though he is not a member.

We had three board members (**Ben Tepper, Melenie Lankau, and Ethlyn Williams**) who also rolled off the board this year. Each has made valuable contributions to SMA and all were willing to serve in any capacity needed. Their willingness to contribute stands as a model for future board members.

I also want thank **Russell Cropanzano** who will be completing his term as editor of JOM this summer. Each editor of JOM has left his or her thumbprint on what the journal has become, and Russell is no different. Under his leadership JOM subscriptions have grown, especially internationally. The impact factor, which indicates how frequently JOM articles are cited, has also increased. (That number is frequently used to judge the quality of a journal.) Russell's enthusiasm is contagious, and I know he will pass on that enthusiasm, along with his valuable knowledge, as he begins working with a new editor this year.

Finally, I want to thank all those who have contributed to making SMA what it is today—both in the past and during the past year. We have been blessed with great leadership in the past, including **Bill Gardner** who just stepped down as president of SMA. We are also blessed with countless people who are willing to review, serve as session chairs and discussants, and work on numerous committees. Thanks to all of you for your generous gifts of time and talent.

As people move off the board, new opportunities become available for others to step in. This year we have an unusually large number of places where people can plug into leadership roles. Specifically we are seeking:

- Program Chair Elect
- Three New Board Members at Large
- Communications Coordinator
- On-site Conference Coordinator
- Doctoral Student Consortium Co-Coordinator

Calls for all of these positions can be found elsewhere in this newsletter. We hope you will consider applying for one of these positions or nominating someone you think could make a valuable contribution. Just as SMA has grown into what it is because of great leaders in the past, it will continue to need leaders who will step up to lead it into the future.

Charlotte Sutton
SMA President

Journal Of Management News

The *Journal of Management* has a new Editor-Elect. Please join me in congratulating Professor Talya N. Bauer of Portland State University. I suspect that many of you are familiar with Dr. Bauer's work, as she is a wonderful scholar with years of service to our journal. All of us at JOM are delighted that she will be at the helm! Dr. Bauer's team will begin accepting new submissions on July 1. Submit manuscripts at the JOM website: <http://services.bepress.com/jom>.

Russell Cropanzano
Editor, Journal of Management



Jack Duncan, recipient of the 2007 SMA Sustained Outstanding Service Award.

Jack Duncan Named 2007 SMA Sustained Outstanding Service Award Winner

The Southern Management Association is pleased to announce Professor W. Jack Duncan of the University of Alabama at Birmingham as the 2007 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 services and through extraordinary contributions.

The award was presented at the 2007 SMA meeting in Nashville by the 2006 SOSA winner, Bob Ford of the University of Central Florida. In presenting the award, Professor Ford stated:

"One of the great joys that comes from winning this award is that you get the opportunity to introduce the next year's winner. This is a special pleasure for me because this year's SMA Sustained Service Award winner is a long time dear friend and colleague who I also greatly admire and respect.

"I have known and worked with this person for over 25 years. He has been a faculty member in my department when I was the chair at UAB, a member of my editorial team when I was editor of AME, a co-author and a trusted advisor and confidant. In all of these roles I have come to think of this person as the 'go to' guy who you can always count on for good advice, professional excellence and thoughtful judgment. Every academic department, university, journal, and professional association needs 'go to' guys to be successful. Today, SMA gets to honor one of the best I have ever known.

"For over 39 years, this man has been a 'go to' guy for SMA. He has held every office you can get elected to and most all of the other ones where SMA has needed to find that one person who could be counted on to do a great job. From a session chair, to a paper reviewer, to doctoral consortium organizer to president, every time his name was called, he came and did what he was asked to do with excellence, a genuine caring for others, and a deep passion for this organization and our discipline. I consider this person a role model for what it means to be a management academic professional, and I know that those many people he has worked with, mentored, and helped over the years will enthusiastically agree. He is a masterful teacher, an accomplished academic, a dedicated professional, and a really fine person. It is my honor to present to you my friend, Jack Duncan, as the 2007 SMA Sustained Service Award winner."

Please join us in congratulating Jack for his many years of service to the Southern Management Association.

From the Fellows

The SMA Fellows group met on Thursday, November 8, at the Nashville City Club. Three new Fellows were inducted: Jerry Ferris, Mark Gavin, and Dave Ketchen. Congratulations to each of them.

In addition, David Van Fleet was elected Dean to succeed Bob Ford. David was Deputy Dean of the SMA Fellows from 1996 through 1998 and Deputy Dean of Academy of Management Fellows from 1996 through 1999. Micki Kacmar will serve as Deputy Dean.



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

SMA 2008 Meeting

The SMA will hold its 2008 annual meeting Wednesday, October 29 through Saturday, November 1 in St. Pete Beach, Florida. If you are wondering whether this is a nice location – it is! The TradeWinds Island Resorts of St. Pete Beach are located 20 miles down the white, sandy beaches of the Gulf of Mexico from Clearwater Beach, one of our favorite SMA meeting locations of recent years. The TradeWinds Island Grand is a AAA four-diamond, family-friendly resort and the Sandpiper Hotel and Suites is a more intimate setting providing the best of all the beach has to offer. The standard group rate for SMA 2008 is \$129 single/double. The meeting dates this year include Halloween, so plan to bring the children for trick-or-treating, and bring *your* costume for the beachside costume party on Friday, October 31. (I am sure that we can make arrangements to provide costume prizes in a variety of categories.)

The Call for Papers is available on the SMA website at <http://www.southernmanagement.org/meetings/2008/>. Please note that the deadline for submissions this year is April 4, 2008. This is somewhat earlier than previous years because of the earlier date of the meeting – don't let it sneak up on you! All submissions should be made through the online submission system, which will open in February.

The quality of the SMA program depends entirely on your involvement. So please consider submitting your work to the conference. In addition, to ensure a quality conference, we need good reviewers. You can use the online system to sign-up to be a reviewer. When doing this you can also express your interest in serving as a discussant or session chair. Our outstanding track chairs (listed in the Call for Papers) rely on your help in all of these areas to put together a quality program.

We learned from the survey of the membership conducted in 2006 that the SMA membership values a high quality program. The Program Enhancement Committee (Allen Amason, Gary Castrogiovanni, Claudia Cogliser, and Angela Miles) was formed in 2007 to develop ideas to enhance the SMA program. Two of their ideas will “enhance” the program this year: (1) a newly formatted *Paper Development Workshop* and (2) the *Most Innovative Session Award*. More information about each of these enhancements is available elsewhere in this newsletter and on the SMA website. We hope that you will consider participating in both!

The SMA continues to thrive with abundant human and financial resources. So please make your plans to submit your work, to serve as a reviewer, session chair, or discussant, and definitely join us on the beach in St. Pete.

Margaret L. (Peg) Williams
2008 SMA Program Chair

CALL FOR NOMINATIONS: SMA Communications Coordinator

Nominations are being sought for SMA Communications Coordinator. This is an Officer position appointed by the SMA Board for a three-year term. The Communications Coordinator is expected to attend the two SMA board meetings each year, held in conjunction with the SMA and the Academy of Management annual meetings, respectively. Specific duties of the Communications Coordinator include (a) compiling and distributing the newsletter and (b) coordinating with the SMA Webmaster to keep the website current.

The nominating committee is comprised of Gary Castrogiovanni (Florida Atlantic University), David Allen (University of Memphis), and Jim Combs (Florida State University). You may nominate a colleague or self-nominate. However, if nominating a colleague, you must obtain the nominee's agreement to be nominated. A complete application will include the nominee's vita and a letter expressing the nominee's interest in the position.

Nominations should be made through the SMA website (www.southernmanagement.org/nominate). **The nomination deadline is April 1.** If you have questions, please contact any of the committee members, or email Gary Castrogiovanni at castrogi@fau.edu.

CALL FOR NOMINATIONS: SMA Officer/Board Elections

Nominations are needed for the elections of three incoming Board Members and a Vice President/Program Chair-Elect. 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.

The deadline for nominations is April 1. You may nominate a colleague or self-nominate through the SMA website (www.southernmanagement.org/nominate). All nominations must include supporting documentation, including a current vita. If you have any questions, please contact Past President Bill Gardner, either by email at william.gardner@ttu.edu, or by telephone at 806-742-1055.

CALL FOR NOMINATIONS: 2008 SMA Sustained Outstanding Service Award

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 2008 SMA meeting with a plaque and \$500. A notice with the winner's photo and contributions will be featured in the SMA newsletter.

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

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 at the 2008 SMA Annual Conference. 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, 2008.

Email nominations should be sent to David Allen, committee chair, at dallen@memphis.edu.

U.S. mail nominations should be sent to:

David G. Allen
Department of Management
Fogelman College of Business
University of Memphis
Memphis, TN 38152

Please contact David Allen (dallen@memphis.edu, 901.678.4729) with any questions.

SMA 2007 Program Wrap-up

For the first time ever, the SMA held its annual meeting in Nashville, TN. We were a little unsure what to expect, given this new and unfamiliar location. But what a great meeting it turned out to be! We had record attendance, participation was strong, and the program was as competitive as any in recent memory. I want to thank all the authors, reviewers, session chairs, discussants, and track chairs. Their hard work made the meeting a success.

Some of you might find these numbers interesting. We had 319 submissions, of which 174 were accepted, for an acceptance rate of 55%. Counting both regular papers and symposia, we had 60 sessions in all; that means 60 session chairs, and 171 discussants. We also had 676 reviewers who provided input to the track chairs and feedback to the authors. Finally, we had 8 tracks and 8 terrific track chairs who worked tirelessly to manage this process and assemble the sessions. So, to Hettie Richardson (Louisiana State), Franz Kellermans (Mississippi State), Martha Andrews (UNC Wilmington), Marcia Simmering (Louisiana Tech), Patricia Lanier (Louisiana Lafayette), Jody Tompson (University of Tampa), Melenie Lankau (University of Georgia) and Michael Collins (Coastal Carolina), I offer a special word of thanks. Finally, I also want to thank GERALYN FRANKLIN (USF St. Petersburg) for all her work on the local arrangements and Peg Williams (Virginia Commonwealth) for her assistance managing the logistics of the program and the sessions.

In just about every way, the meeting was a great success. Certainly it showed the depth and strength of our organization and its membership. So, to all those mentioned and to all those who participated, thank you. You are the best of the SMA and I am grateful to you for allowing me to serve as your Program Chair.

Allen C. Amason
2007 SMA Program Chair, 2008 SMA President Elect

2008 Meeting

Join us for SMA 2008 at the TradeWinds Island Grand Resort in St. Pete Beach, Florida, October 29-November 1. Located just 30 minutes from the award-winning Tampa International Airport, the resort is located on an 18-acre strand of sugar white beach directly on the Gulf of Mexico. For more details, go to www.tradewindsresort.com.

2008 SMA Doctoral Consortium

The Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site, the TradeWinds Island Resort in St Pete Beach, Florida, on Wednesday, October 29, 2008.

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!"

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2008 Consortium (Continued from page 6.)

Due to the popularity of the Doctoral Consortium, there is a September 1, 2008 registration deadline. All applicants must submit (a) a registration form that they can download from the SMA 2008 Meeting website (www.southernmanagement.org/meetings/2008/), (b) a recommendation letter from a member of their faculty, and (c) 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 must rank order applicants for selection to the consortium.

Please submit registration materials electronically to Dr. Chris Shook, Auburn University, at shookcl@auburn.edu. If you have questions, please contact Dr. Chris Shook at shookcl@auburn.edu or (334) 844-6516.

CALL FOR NOMINATIONS: Doctoral Student Consortium Co-Coordinator

The SMA Board is soliciting nominations for the appointed position of Doctoral Student Consortium Co-Coordinator. This position involves a two-year commitment. The appointee will share coordinator responsibilities for the 2008 and 2009 doctoral student consortiums. In 2008, specific responsibilities will include securing speakers and organizing the program. In 2009, responsibilities will include: 1) coordinating space needs with the program chair; 2) recruiting participants; and 3) coordinating registration and student stipends with the SMA Treasurer.

The nominating committee, comprised of Claudia Coglisier (Texas Tech University), Tim Barnett (Mississippi State University), and Chris Shook (Auburn University) will apply the following criteria in recommending nominees for appointment by the Board:

1. Contributions to the field of management, including respect and reputation among colleagues in the field.
2. Involvement in past SMA activities and service, including reviewing papers, chairing sessions,

presenting or discussing papers, and being a track chair.

3. Reputation for conscientiousness and dependability.
4. Extensive experience working with doctoral students.

You may nominate a colleague or self-nominate. However, if nominating a colleague, you must obtain the nominee's agreement to be nominated. A complete application will include a vita and letter of nomination/application. Questions should be directed to Chris Shook, at shookcl@auburn.edu. Nominations and supporting documents should be made through the SMA website (www.southernmanagement.org/nominate).

The deadline for nominations is April 1.



Jerry Hunt and his first doctoral student, Appa Rao Korukonda.

Hunt Retirement Festschrift

A Festschrift honoring the lifelong contributions of James G. (Jerry) Hunt to the study of leadership was hosted on the campus of Texas Tech University, October 11-12, 2007. Many SMA members were present, along with a number of current and former SMA officers and board members, and distinguished leadership scholars from around the world.

Membership Corner

If you have not yet done so, please make sure to renew your SMA membership for 2008 so you don't miss a single *Journal of Management* issue. You may renew your membership by going to www.southernmanagement.org and clicking on "Membership" and then "Join Now."

CALL FOR NOMINATIONS: SMA On-Site Conference Coordinator

SMA will be modifying the Conference Coordinator position in 2008 to have a Conference Location Coordinator (currently held by GERALYN FRANKLIN) and an On-Site Conference Coordinator. The new On-Site Conference Coordinator position 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 On-Site Conference Coordinator; and (2) reputation for conscientiousness and dependability. You may nominate a colleague or self-nominate through the SMA website (www.southernmanagement.org/nominate).

The deadline for nominations is April 1.

A detailed job description is listed below.

On-Site Conference Coordinator

1. Work with the Conference Location Coordinator and SMA officers to finalize conference locations.
 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.
 - b. Work with the Coordinators of Sponsorships and Exhibitors to determine needs, etc.
 - c. Work with the Treasurer to ensure that conference registration setup is as needed.
 - d. Work with the Placement Director to ensure that placement setup is as needed.
 - 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.
 - f. Work with the Program Chair-Elect and other designees to coordinate food and beverage arrangements and other setup arrangements.
 - g. Confirm schedule for meeting rooms, meeting room setup, food and beverage, and audio/visual arrangements with hotel personnel.
3. Review all hotel and conference-related bills and submit them to Treasurer for payment.

If you have questions or need additional information, please contact GERALYN FRANKLIN, SMA Conference Location Coordinator, at gfranklin@spadmin.usf.edu.

CALL FOR PROPOSALS: Most Innovative Session Award

In order to encourage greater innovation and creative sessions at SMA, the 2008 SMA Program Committee is accepting proposals for innovative sessions for the 2008 conference. Proposed sessions are subject to only three requirements:

1. Session length must be consistent with typical SMA conference sessions (70 or 90 minutes),
2. All activities proposed for the session must be legal in the state of Florida and be consistent with the Academy of Management's Revised Code of Ethics, and
3. If your session will be held in the hotel or on the hotel property, activities must also be consistent with hotel guidelines.

To be considered for the "Most Innovative Session Award," submit your session description as a symposium using the SMA website, and indicate that you wish your session to be considered for this award. If the session content does not fit within an existing track (see the Call for Papers), the session proposal can be submitted directly to the Program Chair (mlwillia@vcu.edu). Special requirements or equipment other than what is provided for traditional SMA sessions need to be clearly explained in your session proposal.

Innovative session proposals will be reviewed using the same review process used for symposia—they will not be blind-reviewed. Subject to review, a \$500 award will be given to the organizer of the most innovative session accepted for the program.

Please contact Peg Williams (mlwillia@vcu.edu), 2008 Program Chair, with questions. We look forward to seeing what you come up with!

2008 SMA OFFICERS & BOARD MEMBERS

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President Elect

Allen Amason, University of Georgia

Vice-President and Program Chair

Peg Williams, Virginia Commonwealth University

Vice-President and Program Chair Elect

Mark Gavin, Oklahoma State University

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Marcia Simmering, Louisiana Tech University

Hettie van Emmerik, Utrecht University

Paper Development Workshop at the 2008 SMA Annual Meeting

Authors of papers that are accepted for presentation at the 2008 SMA Annual Meeting will have the opportunity to apply for the Paper Development Workshop. During this workshop, authors will work with an experienced researcher/journal reviewer to enhance their paper's publication potential. Each paper accepted for the workshop will be given in advance to an experienced scholar who will serve as a research mentor by providing developmental feedback and meeting one-on-one with authors during the workshop. The goal of the session will be for authors to receive feedback useful for refining their papers for eventual publication in refereed management journals. (The workshop will be held during a scheduled program session of the regular meeting schedule.)

For your paper to be considered for the Paper Development Workshop, your paper must be accepted for presentation at the conference. In addition, you must complete by August 1, 2008, a short application available on the SMA website. A maximum of 12 papers will be selected for the workshop based on the application as well as reviewer feedback provided during the SMA review process. Authors will be notified of workshop acceptance by September 1, 2008.

Research mentors will focus their feedback on:

- Framing the theoretical contribution
- Crafting propositions or hypotheses
- Addressing issues raised by conference reviewers
- Enhancing the methodological rigor of empirical papers
- Developing the contribution of the paper to be consistent with the targeted journal requirements/standards, and
- Specific issues identified by the paper's author(s) on the application form.

Got News?

Items for the SMA Newsletter should be submitted to Gary Castrogiovanni, SMA Communications Coordinator, at castrogi@fau.edu. Submission deadlines are January 15 for the spring issue and August 15 for the fall issue.

CALL FOR PAPERS AND RELATED SUBMISSIONS

Journal of Human Resources Education

The *Journal of Human Resources Education* is an online, peer-reviewed journal sponsored by the Sorrell College of Business, Troy University. The journal, published quarterly, is dedicated to improving the teaching of human resources management in colleges and universities. This academic e-journal focuses on strategies, techniques, and resources that enhance the teaching of human resource concepts and practices. *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
- Discussions 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 JHRE@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. Please refer to the journal's website (<http://business.troy.edu/jhre>) for additional information.

CALL FOR PAPERS: Southern Management Association 2008 Meeting *October 29-November 1, 2008 – TradeWinds Island Resorts, St. Pete Beach, Florida*

Submission Deadline: April 4, 2008

Program Chair: Margaret L. (Peg) Williams, Virginia Commonwealth University (mlwillia@vcu.edu)

The Southern Management Association invites submissions for its 2008 Annual Meeting. All submissions will be reviewed on the basis of originality, rigor, and relevance. Submissions may take the form of papers, case studies, symposia, panel discussions, workshops, or another form not mentioned here. This year, the Program Committee would especially like to encourage the submission of innovative sessions of all types. More details regarding innovative sessions will be available on the SMA website. All accepted submissions will be presented at the meeting, and all accepted papers will be published in the Annual Meeting Proceedings.

PAPER DEVELOPMENT WORKSHOP: In addition, authors of accepted papers will have the opportunity to apply to participate in the Paper Development Workshop to be held at the 2008 meeting. The purpose of the Paper Development Workshop is for authors to receive feedback on their papers from experienced scholars to enhance their paper's publication potential. More information is available on the SMA website.

SUBMISSION TRACKS & TRACK CHAIRS

- | | |
|---|---|
| <p>1. Organizational Behavior / Organizational Theory / Organizational Development
Chair: Lucy Gilson, University of Connecticut (lucy.gilson@business.uconn.edu)</p> <p>2. Strategic Management / Entrepreneurship
Chair: Matt Rutherford, Virginia Commonwealth University (mwrutherford@vcu.edu)</p> <p>3. Human Resources / Careers
Chair: Nhung Nguyen, Towson University (nnguyen@towson.edu)</p> <p>4. Research Methods
Chair: Lucy Ford, Rutgers University-Camden (lucyford@rutgers.edu)</p> | <p>5. Management History / Management Education / International Management
Chair: Flavia Cavazotte, IBMEC Business School – Rio de Janeiro (fcavazotte@ibmecrj.br)</p> <p>6. Information Technology / Innovation
Chair: Paul Schwager, East Carolina University (schwagerp@ecu.edu)</p> <p>7. Ethics / Social Issues / Diversity
Chair: Bryan Schaffer, University of North Carolina-Ashville (bschaffe@unca.edu)</p> <p>8. Health Care / Hospitality Management / Public Administration
Chair: Mary Jo Jackson, University of South Florida-St. Petersburg (maryjoj@stpt.usf.edu)</p> |
|---|---|

OUTSTANDING PAPER AND DOCTORAL STUDENT PAPER AWARDS

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SUBMISSION GUIDELINES

- All submissions must be made online at www.southernmanagement.org/meetings/2008/ no later than April 4, 2008.
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- 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.
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- The maximum length of paper submissions is 40 pages including title pages, tables, figures, references and appendices. Paper format should follow the *Academy of Management Journal's* Style Guide (see http://aom.pace.edu/amjnew/style_guide.pdf). Nonconforming submissions, including those that exceed the page limit, will be returned without review.
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- The entire paper must be in a single document created in Microsoft Word.
- Paper submissions will be blind reviewed; thus, no author names or other identifying information should appear anywhere in the manuscript. This does not apply to symposia, workshops, panel discussions or other formats which are not blind reviewed.
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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.)

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