

From the President



Margaret (Peg) Williams,
Southern Management Association
President.

By now, most of you have embarked on another academic year. I hope that your summer was as productive and/or relaxing as you wished it to be! The purpose of our Fall Newsletter is to update you on association activities (such as Editor searches, award winners, etc.) and to generate excitement about attending our annual conference to be held this year October 27-30 in beautiful St. Pete Beach, Florida.

Annual Conference

Ben Tepper (Georgia State) and his team of track chairs have put together another excellent program. The number of paper submissions continues to rise, so you can expect high quality paper sessions and

symposia in St. Pete Beach as well as our usual number of sponsored breaks, receptions, and social activities. Thanks to Ben, his track chairs, and all of the reviewers, authors, session chairs, and discussants for their help in putting together such a great program. Mark Gavin (Oklahoma State) has put together an equally exciting Professional Development Institute (PDI). A change to recent practice is that PDI activities will be integrated throughout the regular conference sessions (Thursday through Saturday) so that even those who are not able to come to the conference a day early (for Wednesday activities) will be able to participate in professional develop activities this year. Thanks always to Geralyn Franklin (University of Dallas) for continuing to negotiate great deals with conference hotels in such wonderful locations and to Joy Karriker (East Carolina) for taking care of all of the local arrangements.

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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.)

Journal of Management and Sage Publications

A key activity this year was the decision to sign a renewal contract with Sage Publications to publish the *Journal of Management* for another five years. Micki Kacmar (Alabama) again chaired the *JOM* Publishing Task Force. (She chaired the Task Force in 2005 that was responsible for the initial agreement between SMA and Sage to publish *JOM*.) The Task Force of Talya Bauer (current *JOM* editor from Portland State), Lucy Gilson (Connecticut), Chuck Pierce (Memphis), and Anson Seers (Virginia Commonwealth) worked to negotiate a contract that continues our excellent working relationship with Sage Publications and provides an even better financial arrangement than SMA has enjoyed over the past four years. Our thanks go to Cynthia Nalevanko and her staff from Sage for their continuing support of the journal and, thus, SMA. I hope you are aware of the continued rise in prestige and impact of the *Journal of Management*. This could not happen without a strong partnership between the journal Editors (Talya Bauer and her staff of Associate Editors), reviewers, and authors and the support of the sales, marketing, and production teams at Sage. When you see any of these individuals in St. Pete Beach, please thank them for all they do to support *JOM* and SMA.

To continue this tradition, SMA is also currently searching for a new editor of the *Journal of Management*. Look for information elsewhere in this newsletter for an update on this process.

International conference opportunity

Each of our conferences is enriched with the presence of a number of international scholars, and for several years the Board of Governors' of SMA has discussed the possibility of expanding our international relationships. The Board voted to begin an exploration of involvement in an international conference by collaborating with

Eastern Academy of Management-International (EAMI) on their 14th international conference to be held in Bangalore India June 26-30, 2011. The co-sponsor is the well-regarded Indian Institute of Management Bangalore (IIMB). SMA member and newly-elected Vice President-Elect Chris Shook (Auburn) who is an Associate Editor of the *Journal of Management* will represent the journal at the conference. SMA members Janaki Gooty (University of North Carolina-Charlotte) and Lisa Lambert (Georgia State) will chair the Research Methods track. I encourage you to volunteer to review for this conference and submit your papers to the conference. The IIMB faculty is working to encourage Indian academics to attend this conference, so there will be an opportunity for interaction with Indian colleagues and opportunities for developing collaborative research. There will also be an opportunity to attend cultural sites and visit local businesses. More information is available at eamiconference.org. If you have additional questions or comments, please contact me at Margaret.L.Williams@wayne.edu.

As you can see, SMA continues to be involved in a number of exciting activities. I thank you for your continued support of SMA and encourage you to join us in St. Pete Beach in October! Until then...

Margaret (Peg) Williams
President, SMA

SMA 2010 Meeting

Make plans now for SMA 2010, Wednesday October 27 through Saturday October 30 at the TradeWinds Island Resorts in St. Pete Beach, Florida. We return to the same location that earned glowing reviews at our 2008 conference. Be sure to reserve your room and make your travel plans as soon as possible because our beach locations are usually popular.

(Continued on page 3)

SMA 2010 *(Continued from page 2)*

In addition to our ideal location, the program promises to be stimulating and engaging. The program will include over 200 papers, cases, workshops, and symposia across eight tracks. Some of the feature sessions include a Paper Development Workshop, a “Meet the Editors Panel” with representatives from the field’s top journals, several teaching excellence workshops including a full day bootcamp, and professional development workshops covering a variety of statistical tools including but not limited to social network analysis, meta-analysis, and latent growth modeling. And by popular demand, the SMA Fellows will present on a topic that is in keeping with this year’s program falling just before Halloween: “Career Horror Stories.” Other highlights include our annual business meeting, several receptions, and an all-SMA party on Friday night.

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 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.

To make your plans to attend visit the SMA website and click on the 2010 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 excellent programs as well as the beaches of the Gulf of Mexico. I look forward to seeing you there.

Ben Tepper
Vice President and Program Chair

SMA 2011

SMA 2010 is right around the corner—but it’s not too early to start planning ahead for next year. In 2011, for the first time ever, the Southern Management Association will be meeting in historic Savannah, Georgia. The conference dates will be November 2 to November 5, 2011 at the Hyatt Regency. Get these dates on your calendar and start thinking now about paper and symposium ideas. Look for the official Call for Papers coming soon!

Best regards,
Tim Barnett
SMA Program Chair Elect

SMA Election Results

Thank you to all of our candidates, and all who voted in this year’s elections. Chris Shook (Auburn University) will become our new Program Chair Elect.

Mary Jo Jackson (USF – St. Petersburg) will become the new Secretary and Kevin Lowe (UNC Greensboro) will become the new Treasurer.

Our new incoming members of the Board of Governors will be Amy Henley (Kennesaw State University), Jonathon Halbesleben (University of Alabama), and Gary Adams (Auburn University)

Congratulations to all!

Allen Amason
SMA Past President

From the Fellows

The annual SMA Fellows meeting will be on Wednesday, October 27, at the Silas Steakhouse & Seafood Grill in St. Pete Beach. At that time Mike Buckley will be inducted as the newest member of the Fellowship and Mark Martinko will be installed as the new Dean of the Fellows.

David Van Fleet
Dean of the SMA Fellows

Micki Kacmar Named 2010 Hunt Award Winner



The Southern Management Association is pleased to recognize K. Michele (Micki) Kacmar, the Durr-Fillauer Chair of Business Ethics and Professor of Management at the Culverhouse College of Commerce and Business Administration at the University of Alabama, as the 2010 recipient of the James G. (Jerry) Hunt SMA Sustained Outstanding Service Award. This award is given to a member who has consistently helped the SMA reach its goals through elected, appointed, and volunteer service and through extraordinary contributions.

Micki's SMA involvement began more than two decades ago beginning, as most do, with submitting and reviewing papers and with serving as a session chair or discussant. In one capacity or another, she has been active on the SMA program since 1988. Her participation has directly enhanced the quality of the program, as indicated by the receipt of multiple best paper (track and overall) and best reviewer awards. She is also a regular and highly valued presenter at the SMA Doctoral Consortium.

But her contributions have gone well beyond this. She has twice served as a Track Chair and served a term as an elected member of the Board of Governors. She has also served on numerous SMA committees over the years, both as a member and as a chair. Perhaps most notable are her committee activities related to the *Journal of Management*. She has served on the Editor Search Committee on two occasions, once chairing the effort. She chaired the Publisher's Selection Committee in 2003. Her committee's work that year led the charge that culminated in Sage becoming the publisher of *JOM*, the single event that put SMA in the enviable financial position it is in today. While that outcome was due to the efforts of several people, Micki was certainly a key figure. In fact, owing to the success of that committee's work, Micki once again chaired the Publisher Selection Committee which has led to the resigning of Sage as *JOM*'s publisher. These contributions often have no direct personal benefit but they help make SMA a better and stronger institution. And, of course, Micki, based in no small part on her academic reputation, was appointed the Editor of *JOM*, a position she held from 1999-2002.

While not directly related to the SMA, Micki has also been heavily involved with the SMA Fellows. Her election to this organization in 2003 reflects her status as a scholar as well as her continued contributions to SMA. Within that organization, she has served as both a chair and a member of several committees and as the Deputy Dean from 2008-2010.

It is well worth noting another impact Micki has had on the SMA. Specifically, she has introduced dozens of students to the SMA, both the organization and the conference. Many of these students have themselves gone on to be regular attendees at the meeting and contributors to the organization. It is not just one's personal service but also the stamp one places on the organization through others that marks a sustained and meaningful contribution to the organization. Micki has certainly done this.

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Hunt Award Winner (Continued from page 4)

In nominating Micki for this year's award, one nominator noted that "Micki represents the very best of the SMA. She is an internationally recognized scholar. But she is also dedicated to the SMA. She has and continues to give of her time to this organization. She is an advocate and a promoter of SMA. She has reached a status level that gets her invited to participate in many different ways. As many do, she could easily turn these down. But Micki is not selfish with her time, especially where it comes to SMA. Her impact on this organization has been both direct and indirect, and it has been strong. Recognizing her with the Hunt Sustained Outstanding Service Award would be most appropriate". Another nominator noted: "she has consistently operated at the highest level of professional attainment and ethics and she consistently represents our institution (SMA) with great honor. In sum, I cannot think of a person more deserving of this special recognition than Micki Kacmar."

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
- 2008 Pam Perrewé, Florida State
- 2009 Chet Schriesheim, University of Miami

I would like to thank the members of the 2010 Hunt Award Committee for their service: Allen Amason, Gary Gastrogiovanni, Chet Chriesheim, and Lucy Gilson.

Please join us in congratulating Micki!

Hetty van Emmerik
2010 Hunt Award Committee Chair

SMA 2010 Research Incubator: Leading In Challenging Times

The Southern Management Association invites applications for its second annual Research Incubator. The Research Incubator is meant to facilitate the creation of research projects leading to publication in top tier journals. Projects that emerge from the incubator are eligible to apply for up to \$10,000.00 in funding from the SMA. Three research project teams who developed research proposals in the initial Research Incubator each received \$10,000.00 in funding from the SMA.

The 2010 Research Incubator will take place on Wednesday, October 27, 2010, in conjunction with the SMA annual meeting, in St. Pete Beach, FL. This year's theme is *Leading In Challenging Times*. 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 provide opportunity for structured introductions and proposals as well as unstructured interaction and program development. To be considered for funding, the research proposals developed based on the Research Incubator must be submitted to a review committee for evaluation by December, 2010 (the specific date will be announced at a later time). 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.

Participation in the research incubator at the SMA meeting is limited to 20 faculty members who are also members of the SMA. Participation of faculty from a variety of disciplines (e.g., micro, macro) with a range of research perspectives are invited to apply. Applicants should complete the [application form](#) available at www.southernmanagement.org and provide the additional information requested. The complete package should then be submitted to SMA President-Elect Mark Gavin using the contact information provided on the application form. The application deadline is **September 22, 2010**.

SMA Professional Development Institute October 27 - 30, 2010

The Southern Management Association is pleased to announce its 2010 Professional Development Institute (formerly SMA Institute) to be held in conjunction with the annual conference in St. Pete Beach, FL. In years past, Profession Development Institute (PDI) activities have been held entirely on the day (Wednesday) immediately preceding the official start of the conference. This year, activities will be included both on the Wednesday before the start of the conference as well as throughout the conference. The change to include PDI activities throughout the conference is being made to allow conference attendees access to some of the PDI workshops without having to arrive before the start of the conference and to avoid requiring choices as to which concurrently-scheduled workshops to attend. As in the past, the PDI has something to offer everyone, from doctoral students to faculty at a variety of stages of their careers, on topics related to both teaching and research.

The annual Doctoral Student Consortium (coordinated by Gary Castrogiovanni of Florida Atlantic University and Kelly Zellars of the University of North Carolina - Charlotte) will be held on Wednesday, Oct. 27th. The Doctoral Student Consortium registration deadline was September 1, 2010. However, you may contact Gary Castrogiovanni at castrogi@fau.edu to see if any openings still remain.

There will also be a teaching excellence workshop offered on Wednesday, Oct. 27th, as well. It is full-day teaching "boot camp" sponsored by the Organizational Behavior Teaching Society. As the term "boot camp" implies, this workshop is most appropriate for doctoral students and new instructors (tenure-track and clinical faculty) in all areas of management and related fields. The workshop will be highly interactive, and will be facilitated by experienced, award-winning faculty who are members of the Organizational Behavior Teaching Society. There will be an enrollment fee of \$55 for the workshop, which will cover workshop handouts, a binder of articles on effective

teaching techniques, and a one year membership to the Organizational Behavior Teaching Society. Preregistration is required for this workshop. Interested participants should contact Roy Lewicki (lewicki_1@fisher.osu.edu) at the Ohio State University with questions or to register.

In addition to the teaching boot camp, there will be two other teaching excellence workshops held during the conference, each lasting two hours. One will exam the use of various forms of media in the classroom. Conducted by Kevin Lowe (University of North Carolina - Greensboro), Mary Jo Jackson (University of South Florida - St. Petersburg), Eric Ford (University of North Carolina - Greensboro) and Tim Huerta (Texas Tech University), this workshop will look at trends in the use of technology in the classroom and then demonstrate how traditional media such as still pictures and film, as well as newer media outlets including YouTube, can be leveraged to elicit student participation, critical thinking, deep level learning, and the co-creation of course content. There is no charge or preregistration requirement for this workshop.

The other teaching excellence workshop will concern the use of evidenced-based management in the classroom. It will be conducted by Denise Rousseau of Carnegie Mellon University and Jodi Goodman of the University of Connecticut. This interactive workshop will emphasize two interrelated themes: The process of evidence-based teaching and the content of evidence-based management courses. The process portion will address how evidence-based instructional strategies, derived from cognitive and instructional psychology and education research, can be applied to commonly used teaching practices in management courses. The content piece will focus on what our students need to learn to become evidence-based managers. While there is no charge for this workshop, preregistration is required so that pre-workshop reading can be assigned. Please contact Jodi Goodman (jodi.goodman@business.uconn.edu) with questions or to register.

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SMA PDI (Continued from page 6)

Five different methods workshops, each lasting two hours, will be offered during the conference. Bob Vandenberg (rvandenb@uga.edu) of the University of Georgia will offer a workshop on latent growth modeling as a means for assessing change, and Chuck Pierce (capierce@memphis.edu) of the University of Memphis will offer a workshop on estimating interaction effects using multiple regression. These two methods workshops are co-sponsored by the Research Methods Division of the Academy of Management. In addition, Matt Bowler (matt.bowler@okstate.edu) of Oklahoma State University will offer a workshop on conducting social network analysis, James Combs (jcombs@cob.fsu.edu) of Florida State University and Russell Crook (tcrook@utk.edu) of the University of Tennessee will offer a workshop on conducting meta-analysis with an eye toward its application to macro research, and Scott Johnson (scott.g.johnson@okstate.edu) of Oklahoma State University will offer a workshop on addressing the endogeneity problem. There is no charge associated with any of the methods workshops, and workshop preregistration is not required. Additional information can be obtained from the workshop presenters.

Journal of Management News

The *Journal of Management* continues to attract strong scholarship, citation patterns, and excellent review articles. The 2009 Impact Factors are out and *JOM* garnered a 4.429 which is up from 2008. Please continue to submit, review, and read with *JOM* in mind. The ongoing partnership with Sage, Inc. has recently been extended by SMA which means only good things for *JOM*. We thank Sage for its ongoing support of our Best Paper Award.

Journal of Management Best Paper Award Winners

Award sponsored by Sage Publications, Inc. 2010



The authors of the following five papers were all recognized for their high impact contribution to *JOM* with plaques at the *JOM* Editorial Board Meeting held during the Academy of Management Annual Meeting in Montreal, Canada. In addition, Russell Cropanzano (University of Arizona) and Marie Mitchell (University of Georgia) were awarded a \$1,500 cash prize after being selected as the paper with the highest quality and impact of any article published in 2005 by a *JOM* Award Selection Committee.

Alvarez, S. A., & Barney, J. B. (2005). How do entrepreneurs organize firms under conditions of uncertainty? *Journal of Management*, 31, 776-793.

Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. *Journal of Management*, 31, 874-900.

Ferris, G.R., Treadway, D.C., Kolodinsky, R.W., Hochwarter, W. A., Kacmar, C. J., Douglas, C., & Frink, D.D. (2005). Development and validation of the political skill inventory. *Journal of Management*, 31, 126-152.

Kirkman, B. L., & Mathieu, J. E. (2005). The dimensions and antecedents of team virtuality. *Journal of Management*, 31, 700-718.

Van der Vegt, G. S., & Van de Vilert, E. (2005). Effects of perceived skill dissimilarity and task interdependence on helping in work teams. *Journal of Management*, 31, 73-89.

Talya Bauer, *JOM* Editor

Editorial Search: *Journal of Management*

The Southern Management Association is searching for a qualified individual to serve as Editor of the *Journal of Management* from January 1, 2012 through December 31, 2014. The individual will become Editor-Elect and begin accepting manuscripts **July 1, 2011**.

Nominations and Questions:

If you have questions about the responsibilities of serving as Editor, you are encouraged to contact any member of the search committee:

Allen C. Amason, University of Georgia
Talya Bauer, Portland State University
Russell Cropanzano, University of Arizona
Terri Scandura, University of Miami
Chris Shook, Auburn University

Information for Candidates:

The *Journal of Management* (<http://jom.sagepub.com>) is among the elite journals in the field of management. As such, it receives over 900 submissions per year, at present. Serving as editor then requires both a commitment of time and good management skills. Potential applicants are encouraged to consider arrangements that would help with the workload. We have also worked to reduce the administrative burden through the use of an electronic submissions and paper management platform.

The SMA and the *Journal of Management* have historically benefitted from a cooperative arrangement between the Association and the Editor's home institution. The SMA supports the editorial operation by paying the direct costs associated with running a top journal. These costs include such things as:

- Copy editor and proof readers;
- Office expenses, including supplies, telephone, copying and publications;

- Travel to support the journal;
- Editorial board meetings at the Academy of Management and SMA,
- Part-time administrative support.

Home institutions have traditionally provided additional support including:

- Reduced teaching assignments;
- Summer salary stipend for the editor;
- Graduate assistants or student workers;
- Administrative support
- Technology support and office space

To apply

Candidates should submit:

- a current curriculum vitae;
- a letter of interest in which they discuss:
 - a statement of goals for the journal that includes any proposed changes or innovations;
 - a discussion of how the office will be organized and managed, including details about co-editors, consulting editors, associate editors, or other alternative structures if appropriate;
 - previous organization/management experience, technology expertise, editorial experience;
 - a discussion of the financial support provided by the host institution; and
- a letter from their Dean certifying the level and amount of support that the institution will provide.

These materials need to be received by the search committee no later than September 30, 2010. Interviews of the finalists will be conducted on October 27th, at the annual meeting of the SMA, in St. Petersburg Beach, FL. Please submit the two letters and c.v. via e-mail to: aamason@terry.uga.edu

Remember to attend the SMA meetings, October 27 – 30, 2010, St. Petersburg Beach, Florida. www.southernmanagement.org

Message from the Placement Services Directors

SMA Placement Services will have a different look for 2010! Frank Markham and his wife, Marilyn, who served as SMA's Placement Director and Associate Director, respectively, for many years have decided to step down. Their services have been greatly appreciated by us and we will miss their smiling faces. Lee Grubb (grubbw@ecu.edu) from East Carolina University and I, Patricia Lanier, (planier@louisiana.edu) from the University of Louisiana at Lafayette, will serve as Co-Directors. We are happy to be aboard.

In addition to the new faces of SMA placement, we are pleased to report that placement services will soon be paper free. The new placement web site is scheduled to be unveiled by September 1st. All future applicant and position postings will be handled via the SMA web site. The new placement web site can be reached from the SMA web site. The site was developed with both ease of use and utility in mind. However, if you encounter any problems or have any suggestions, please do not hesitate to contact us. We look forward to hearing your feedback. We will also have several net books available at the conference for those who have registered with placement to view placement information on site. Furthermore, the placement web listings will now be available for use

year round. Thanks to Rahul Sawhney for all his help in developing the placement site. We are very excited about the new electronic version of placement and hope this will increase usage of the SMA placement services.

More good news to report! The SMA Board of Directors has decided to offer all placement facilities as a free service for SMA members. Therefore, there will be no charge for registering as an applicant or posting a position on the web site. We will continue to offer copy services during the conference for a small fee.

Since 2002, SMA Placement Services has offered a venue through which recruiters 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. A review area, an interview area, and copying service (fee per page) are provided by Placement. All are normally located either in or near Placement, depending on space availability.

Beginning with the 2002 SMA conference, a total of 146 positions and 184 applicants have been listed with Placement. A breakdown by year is provided in the table below. In 2009 we had the highest number of applicants since 2005.

Again, we're excited about the future of SMA placement and are looking forward to helping you any way we can. Stop by and check us out in St. Pete!

Placement Center Activity 2002-2009									
	2002	2003	2004	2005	2006	2007	2008	2009	Totals 02-09
Management Positions	15	29	9	22	6	15	9	12	117
Management Applicants	25	20	18	28	18	12	12	28	161
Other Disciplines Positions	4	1	8	3	3	3	3	4	29
Other Disciplines Applicants	3	4	6	3	2	2	1	2	23
TOTAL POSITIONS	19	30	17	25	9	18	12	16	146
TOTAL APPLICANTS	28	24	24	31	20	14	13	30	184

IN MEMORY

Leon C. Megginson (1921 – 2010)



**Leon C.
Megginson**

Leon C. Megginson passed away in Mobile on Monday, February 22, 2010, at the age of 88. Born in Thomasville, Alabama, on July 26, 1921, Leon received his early education in Thomasville and Mobile. He enlisted in the U.S. Army Air Force during World War II as a Second Lieutenant and was honorably discharged as a Captain in 1945. He served as a pilot with the Eighth Air Force in England and, although he flew many different aircraft, the twin-engine P-38 Lightning fighter plane was his favorite.

Following the war, Leon enrolled in Mississippi College where he received his bachelor's degree in 1947. He then entered Louisiana State University's graduate program in Business Administration, received his MBA in 1949, and earned his Ph.D. in Management in 1953. Leon stayed on the LSU faculty, rising to Full Professor in 1960, before being named Professor Emeritus upon his retirement in 1977. While at LSU, Leon published some 100 articles and won numerous awards for teaching and research. He also authored or co-authored over 40 editions of 18 textbooks (including *Personnel: A Behavioral Approach to Administration*, winner of the Academy of Management Book Award in 1967).

Leon is fondly remembered by multiple generations of students and colleagues. Michael LeBoeuf, a former student, recalls, "Though his list of personal and professional achievements is enormous, what I admired most about Leon were his solid values, his high character and his unwavering belief in the value of the individual. He combined a sense of purpose, hard work, high intelligence, and high character. The result was one of the wisest men I ever met." K. Mark Weaver, also a former student, adds, "He was a gentleman and pushed to make us all and me in particular, to be more than we thought we could be. I feel my curiosity and willingness to do research is a result of the challenges he provided to me." Longtime colleague, Edmund R. Gray, recalls, "Leon was the first to welcome me and make me feel at home when I came to LSU. He was very much into international

travel and brought international issues and experiences into his classes. He was also very much a champion of international students." To Paul H. Pietri, Jr., a former student and co-author on a number of books, Leon was not only a mentor, but also "the consummate management educator-professional." David L. Loudon fondly remembers that "Leon was the person who was most influential in my decision to enter the doctoral program at LSU."

After "retiring" from LSU, Leon remained professionally active for another quarter century. He was named Research Professor of Management at the University of South Alabama in 1977 and concluded his career in 1999 as the J. L. Bedsole Professor of Business Studies Emeritus at the University of Mobile. An inveterate traveler, Leon visited over 60 countries on every inhabited continent. He studied management development in Madrid, Spain, as a Fulbright Scholar from 1961 to 1962; served as a Ford Foundation Resident Advisor on management and case development in Karachi, Pakistan, from 1968 to 1970; and was a U.S. representative to the 1971 United Nations Industrial Development Organization conference in Chile. An avid photographer, Leon richly documented all of his travels – to the expressed irritation, but secret delight of his family.

Leon served as President, Southwestern Social Science Association (1962); President, Southern Management Association (1973-1974); Founding President, North American Case Research Association (1980); and Chair, Management History Division of the Academy of Management (1983). A member of several honor societies, including Phi Kappa Phi, Beta Gamma Sigma, and Pi Gamma Mu, Leon was a Fellow of the Academy of Management (1973), the North American Case Research Association (1990), and the Southern Management Association (1995). Leon was a man of integrity, possessed of a rigorous mind and a vibrant personality that combined authority with warmth and generosity. We are fortunate to have had such a prolific scholar, dedicated teacher, and outstanding role model in our discipline for so many years.

Daniel A. Wren - University of Oklahoma

Arthur G. Bedeian - Louisiana State University

W. Jack Duncan - University of Alabama at Birmingham

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