

## From the President



Mark Gavin,  
Southern Management  
Association President.

In many ways, the SMA is no different now than when I first joined some fifteen plus years ago. It was and remains a very member-centric organization. And the impression I got at my first SMA conference is really no different than what I get today. It brings together a collection of emerging and accomplished members from our profession who see the conference as a vehicle for the exchange of ideas and who create an incredibly comfortable, inviting atmosphere for all in doing so. It's what makes the SMA experience special, and I know I'm far from alone in that sentiment. The conference and the organization provide a great base for those just entering the profession, but it serves equally well the most seasoned in our ranks.

Despite these aspects of continuity, it is hard to ignore the simple fact that the SMA is an organization on the move. This is evidenced in many ways. As examples, we have a vibrant conference with consistently increasing registration and submission numbers. The scope of our membership keeps expanding both in terms of the number of states and countries that are represented. The SMA's journal, the top-tier *Journal of Management*, continues to grow in its impact factor and prestige. And the SMA has launched a number of new initiatives over the last several years, with more in the works. Such things affect the way people, including our own members, perceive the SMA. Certainly, we are seen as one of the healthier of the Academy of Management's domestic affiliates. And for the reasons listed above and others, many have begun to ask if the "regional" label implied by our name (i.e., "Southern") is even appropriate for the SMA anymore. Clearly, "Southern" is important to us both historically and for identity purposes. And there is no doubt that the SMA has strong past and current ties to the Southern region of the United States. But given our scope, a case could be made that we are something more.

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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](http://www.southernmanagement.org)

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

What accounts for such changes? My impression is that the SMA has never stood still. But clearly it seems that recent years have seen more and more initiatives come online. There is no doubt that this owes largely to us being better financially resourced than in years past. We not only have the ability to think up new initiatives, we have the resources to actually put good ideas into action. The major source of our financial security is, of course, our partnership with Sage to publish the *Journal of Management*. This partnership, beginning in 2005, helped us understand just how financially valuable the journal is. And, in case you haven't heard, we recently signed a new contract with Sage, which continues this publishing partnership through 2015. So, what are some of the initiatives to which these financial resources are being directed?

The doctoral consortium has been a very important component of our conference each year, and it's proven to be a very popular one. It offers a great experience where attendees are exposed to a number of quality scholars and important topics, all the while building connections with those who will be their colleagues for years to come. And, importantly, \$500 stipends have been given to help offset the costs of attending the consortium and conference. Up until the 2010 conference, participation has been limited to 50 slots, with the number of applications appreciably exceeding that number. Beginning with the 2010 conference in St. Pete Beach, FL, the number of funded slots was increased to 75, with the number of applications still exceeding that. At 75 funded slots, that's a lot of money (\$37,500, to be exact!) that the SMA is putting into the consortium in stipends alone.

Three years ago, the SMA implemented the Research Incubator. Its intent is to put together a small group of active researchers and senior scholars serving as facilitators around a common topic. Through the interaction afforded by the incubator, the project teams develop proposals that are then submitted for funding consideration. The hope is that the funding will help turn these research

projects into published research. In its first year surrounding the 2008 conference, the SMA funded \$30,000 worth of proposals. In its second offering at the 2010 conference, participants and senior facilitators gathered together and formed several teams that are currently developing proposals to submit. The expectation is that these too will result in several fundable projects on par with 2008. This represents an ongoing, substantial financial commitment to fund SMA member research and, subsequently, SMA member publications.

Yet another new initiative receiving SMA funds revolves around an international initiative. Part of the SMA's focus includes looking forward for new and varied opportunities. Combine with this one of our goals, which is to increase our international focus, and you have our upcoming partnership with the Eastern Academy of Managing International (EAMI) and the Indian Institute of Management Bangalore (IIMB) in sponsoring a conference in Bangalore, India this coming June. The SMA has been given responsibility for handling one track (Research Methods) and is funding awards for best papers within that track, best overall paper by an SMA member, and also a reception. While this is only a one-time commitment at this stage, it provides a chance for the SMA to participate in an international venue and explore future opportunities for the organization.

2011 will see an increase in the dollar amount attached to best track and overall papers at the conference, beginning with the next conference in Savannah, GA. Within track, best student and overall papers will now carry a \$350 award, the best overall student paper will now carry a \$750 award, and the best overall paper will now carry a \$1000 award. Additionally, best reviewers within track will be awarded \$100. Given that quality papers are at the core of a quality conference, this seems an appropriate place to utilize the organization's resources.

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

And as a final example, the SMA is putting resources into updating its placement services. Most specifically, placement activities are now being supported by appropriate technology at the conference and being moved online so that it is truly a year-round service available to members. The hope is that this investment will make for an even more satisfying and more heavily utilized resource.

Several of the above are detailed elsewhere in this newsletter. These examples of recently-undertaken and new initiatives are provided to give you an idea of what your organization is doing and how its resources are being utilized. There are others, to be sure. But this becomes the challenge, not unlike that faced by many other organizations: As the SMA moves forward with the benefit of the resources it has, how does it do so without sacrificing what makes the SMA special to its members? I don't know that there is an exact answer to this, but I think it begins with two questions in turn: How can the SMA leverage its resources with an eye on increasing the value provided to the SMA membership? And what new initiatives can be undertaken to improve the conference without losing the intimacy that seems to be its hallmark? In my years that I've had the fortune to serve the SMA, first on the Board and now in the President cycle, I've never seen the Board lose sight of those issues. I find that encouraging. I don't know exactly what the SMA will look like or what initiatives it will undertake in the coming years, but I have no doubt that one thing will remain the same. It will still be a great place to call home. I look forward to seeing everybody in Savannah, GA this coming November.

Mark Gavin  
SMA President

## SMA 2011 Annual Meeting.



Hyatt Regency Savannah

Join us for SMA 2011 at the Hyatt Regency Savannah (Two West Bay Street) from Wednesday, November 9 – Saturday, November 12, 2011. Uniquely situated directly on River Front Plaza, the newly restyled Hyatt offers unequalled access to the Historic District, shops, entertainment, and business centers. Single and double occupancy room rates will be \$132 per night, with additional charges for the third and fourth guests and a guaranteed river view room.

The Call for Papers is available on the SMA website at <http://www.southernmanagement.org/meetings/2011/>.

The submission deadline for this year is April 10, 2011. We encourage the submission of innovative sessions of all types, including papers, case studies, symposia, panel discussions, and workshops. All submissions should be made through the online submission system, which will open on February 10, 2011.

The quality of the SMA program depends on your involvement, so please consider submitting your work to the conference. In addition, to ensure a high quality conference we need good reviewers, discussants, and session chairs. You can use the

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## **SMA 2011 Annual Meeting** *(Continued from page 3)*

online system to sign up to be a reviewer in one or more tracks. Our outstanding track chairs (listed in the Call for Papers) will appreciate it.

As usual, this year's program will include a wide variety of professional development opportunities and scholarly paper presentations. We will continue with two program enhancement initiatives, the *Paper Development Workshop* and the *Most Innovative Session Award*. In addition, we will again be presenting cash awards to papers selected as the best doctoral student track papers (\$350) and best track papers (\$350), as well as to the papers selected as the best overall doctoral student paper (\$750) and the best overall conference paper (\$1,000).

If you have attended previous SMA meetings, you already know how rewarding they can be, both professionally and personally. If you've never attended an SMA meeting, you are really missing a very special conference. So please make plans to submit your work, to volunteer as a reviewer, session chair, and/or discussant, and to join us in historic Savannah for the 2011 SMA meeting!

Tim Barnett  
SMA 2011 Program Chair

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## **SMA 2010 Program Wrap-up**

We returned to the TradeWinds Island Resort on St. Pete Beach for our annual meeting and the conference was a huge success. Four hundred sixty-one members from 17 countries attended.

Conference highlights included a networking breakfast, several networking breaks, a welcome reception, a business meeting, a membership reception, and a Friday night Pirate-themed Party. Special thanks go to our Conference On-Site Coordinator, Joy Karriker (East Carolina University), who worked closely with the Resort to arrange just about every facet of the conference, including of course our big party.

The regular conference program included 85 sessions -- our most ever. This can be attributed to a

record number of submissions (over 500) and to a new program structure in which we ran on Thursday and Friday many of the PDWs and special sessions that we have in the past run as pre-conference sessions on Wednesday. We received lots of positive feedback about the new structure and we plan to continue this approach at SMA 2011. Organizing a high quality conference requires the hard work of many dedicated people. Sincere thanks goes to all who submitted and reviewed competitive papers as well as to those who participated in the program as presenters, session chairs, discussants, and facilitators. A hearty congratulations goes to the winners of best paper awards in each track and to the overall award winners. This year's best overall doctoral paper award went to Ning Li (Texas A&M University) and Li Dai (Texas A&M University) for their paper entitled, "A Temporal Perspective of Transaction Cost Theory. Winning the best overall conference paper award were Rebecca Greenbaum (Oklahoma State University), Mary Bardes (Drexel University), Hunter Harris (Oklahoma State University), and Ron Piccolo (Rollins College), for "When Leaders Fail to Walk the Talk: An Examination of Perceptions of Leader Hypocrisy." For the second consecutive year, we recognized the Most Innovative Session and this year's winners were Emily Hunter (Baylor University) and Sara Jansen Perry (University of Houston Downtown) for their session entitled, "Opportunity Knocks: How Goal Setting Can Maximize Your Conference Experience."

Special thanks go to the Track Chairs who recruited reviewers, made acceptance decisions, lined up session chairs and discussants, and organized paper sessions. The 2010 Track Chairs were Garry Adams (Auburn University), Mary Bardes (Drexel University), Jon Carr (Texas Christian University), Chris Henle (Colorado State University), John Humphreys (Texas A&M Commerce), Lisa Schurer Lambert (Georgia State University), Marie Mitchell (University of Georgia), Milorad Novicevic (University of Mississippi), and Ron Piccolo (Rollins College). Thanks for your exemplary service!

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## SMA 2010 Program Wrap-up *(Continued from page 4)*

Finally, big thanks to our Conference Site Coordinator, GERALYN FRANKLIN (University of Dallas), for bringing us back to the TradeWinds Resort, and to Rahul Sawhney of Aquinex, who handles our electronic submission and review process, pulls together the physical program, and maintains our database.

To everyone who helped make the 2010 SMA Conference a success, you have my deepest gratitude. It has been a pleasure serving as your Program Chair and I look forward to seeing you next year.

Ben Tepper  
2010 SMA Program Chair/2011 President Elect

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## Research Incubator

The second Research Incubator was held at the 2010 SMA Conference in St. Pete Beach. The Research Incubator is designed to bring together a small group of researchers and an even smaller group of senior scholars serving as facilitators, and provide a forum in which they can generate ideas and project teams around a common theme. Those teams then work to develop proposals which can then be submitted for funding consideration by the SMA. Ultimately, the intent is that these efforts and funding will generate journal publications. At this past conference, ten participants joined four senior scholars to develop ideas and project teams surrounding the theme of "Leading in Challenging Times."

The ten participants included Robyn Brouer (SUNY Buffalo), Brian Collins (University of Southern Mississippi), Hannes Gunter (Maastricht University), Stacey Kessler (Montclair State University), Kevin Mahoney (Louisiana Tech University), Curt Moore (Texas Christian University), Tim Munyon (West Virginia (Texas University), Veena Prabhu (California State University – Los Angeles), Brandon Randolph-Seng Tech University) and Lieke ten Brummelhuis (Erasmus University). The group of senior scholars was led by Bill Gardner (Texas Tech University)

and also included Neal Ashkanasy (University of Queensland), Mark Martinko (Florida State University), and Mary Uhl-Bien (University of Nebraska).

Teams formed during the Research Incubator session and are continuing to develop their proposals, which are due by February 1<sup>st</sup>, 2011. Teams that receive SMA funding will present their work at a future SMA conference. As the one charged with organizing this year's Research Incubator, I offer my sincerest thanks to all participants and facilitators. And please stay tuned for next year's Research Incubator and accompanying theme, which will be announced soon by Ben Tepper.

Mark Gavin  
SMA President

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## JOM News

Hello. 2010 was a great year for the Journal of Management. Authors are sending their top notch work in, papers are being reviewed quickly, Associate Editors are making their decisions quickly, and JOM's impact factor continues to be strong indicating that work published in JOM gets read and cited. All this happens as part of a large team. SMA continues to support and steer JOM, Sage continues to publish and promote the journal, and the large JOM Editorial Team (reviewers, editorial board members, associate editors, and the JOM editorial office) continue to work together to make great things happen. It has been an honor to serve as the JOM Editor these past years.

As you will see in more detail in this newsletter, the next JOM Editor has been selected. I am thrilled that Deborah Rupp will be taking over the helm starting July 1, 2011. She is an amazing scholar, fantastic associate editor, and amazingly organized and positive person. She will take JOM to new and exciting places. I am looking forward to seeing JOM's continuing evolution. Please join me in celebrating JOM's past and future successes.

Talya Bauer  
JOM Editor

## New Journal of Management Editor Selected



Congratulations to Deborah Rupp, the new Editor-Elect of the Journal of Management. Dr. Rupp (Ph.D., Colorado State University) is an Associate Professor in the School of Labor and Employment Relations, the Department of Psychology, and the College of Law at the

University of Illinois at Urbana-Champaign. She currently serves as an Associate Editor at the Journal of Management, and is currently a Guest Editor at Management and Organization Review. She serves on the editorial boards of the Journal of Applied Psychology, Personnel Psychology, and the Journal of Organizational Behavior. She also regularly reviews for Academy of Management Journal and the National Science Foundation.

Dr. Rupp's service contributions to the field are varied. She is the incoming program chair for the Society of Industrial and Organizational Psychology. She has co-chaired the International Congress on Assessment Center Methods and also co-led the International Taskforce on Assessment Center Guidelines in publishing a revision to the Guidelines and Ethical Considerations for Assessment Center Operations. In addition, she regularly chairs and presents in sessions at various conferences, including the Academy of Management, European Association of Work and Organizational Psychology, and the International Association of Chinese Management Researchers. Recently, she has begun participating in the Southern Management Association conference as well.

Dr. Rupp is an established scholar. She works in the areas of organizational justice, emotions at work, corporate social responsibility and behavioral assessment/assessment center methodology. Her work has been published in the Academy of Management Review, Journal of Applied

Psychology, Journal of Management, Journal of Organizational Behavior, Organizational Behavior and Human Decision Processes, and Personnel Psychology, among others. It has even been cited in US Supreme Court proceedings. She was the first ever recipient of the Society for Industrial and Organizational Psychology's (SIOP) Douglas W. Bray and Ann Howard Award for research on leadership assessment and development. Her research has been funded by several sources including the SIOP Foundation, the State Farm Companies Foundation, and the Korean Psychological Testing Institute.

Finally, Dr. Rupp's work has involved consulting for and advising with various organizations, including the Colorado Department of Human Services, Doosan, the Illinois State University Civil Service System, the Korean Civil Service Commission, the Korean Ministry of Foreign Affairs and Trade, the SK Corporation, Solutia and Sun Microsystems.

Many thanks to the selection committee that screened applications, conducted interviews, and forwarded recommendations to the SMA Board. That committee was chaired by Allen Amason and had Talya Bauer, Russell Cropanzano, Terri Scandura and Chris Shook as members. All at the Southern Management Association are thrilled to have Dr. Rupp leading the Journal. Her team will begin accepting new submissions as of July 1, 2011.

Mark Gavin  
President, Southern Management Association

### Got News?

Items for the SMA Newsletter should be submitted to Don Kluemper, SMA Communications Coordinator, at [dcluemper@niu.edu](mailto:dcluemper@niu.edu). Submission deadlines are January 15 for the Spring issue and August 15 for the Fall issue.

## Paper Development Workshop at the 2011 SMA Meeting

Authors of papers that are accepted for presentation at the 2011 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.

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, 2011, 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, 2011.

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.

## SMA goes to India

For the first time, the Southern Management Association is collaborating with the Eastern Academy of Management and the Indian Institute of Management Bangalore (IIMB) to support the Eastern Academy of Management International Conference. The theme of the conference is “*Global Web of Knowledge*,” and the conference will be held June 26 - 30, 2011 in Bangalore, India.

SMA collaboration is taking the form of:

1. Establishing a Research Methods Track. Two SMA members, Lisa Lambert (Georgia State University) and Janaki Gooty (University of North Carolina-Charlotte), are serving as track chairs of the inaugural EAMI Research Methods Track. To encourage submissions to this track, one award of \$500 will be given to the best paper submitted to the Research Methods Track.
2. Encouraging SMA members to attend. SMA is providing two awards of \$1,000 each for the two best papers submitted to the conference by SMA members.
3. Supporting the conference programming and social events. SMA will be hosting a coffee or social event to familiarize conference attendees with SMA and our journal, the [Journal of Management](#).

Although it is too late to submit a paper, it is not too late to make plans to go to this conference. We hope to see many of you in Bangalore!

Chris Shook  
Vice president elect and program chair elect

## 2011 Hunt SMA Sustained Outstanding Service Award Nominations Due April 1, 2011

*“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”- SMA’s Mission Statement*

In keeping with SMA’s mission, tradition and Jerry Hunt’s legacy, the 2011 James G. (Jerry) Hunt SMA Sustained Outstanding Service Award seeks to recognize an individual who has provided continued outstanding service to SMA.

The Hunt Award recognizes an individual who has consistently helped SMA reach its goals and mission over a period of years. The individual recognized must have made important and sustained contributions to SMA, including, but not limited to, elected office (e.g., board member, treasurer, secretary), appointed position (e.g., track chairs, committees) and volunteer service (e.g., paper reviewers, session chairs and discussants) as well as extraordinary contributions to SMA (e.g., local arrangements, financial contributions). The award winner will be recognized at the 2011 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  
 2008 - Pam Perrewé, Florida State  
 2009 - Chet Schriesheim, University of Miami  
 2010 - K. Michele (Micki) Kacmar, University of Alabama

Nominations will be accepted via email and postal 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 2011 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, 2011.**

Email nominations should be sent to Lucy Gilson at [lgilson@business.uconn.edu](mailto:lgilson@business.uconn.edu)

Postal mail nominations should be sent to:

Lucy Gilson  
 University of Connecticut  
 Department of Management  
 2100 Hillside Drive  
 Storrs, CT 06269-1041  
 USA

## 2010 Doctoral Student Consortium

The 21<sup>st</sup> Annual Doctoral Student Consortium was held on October 27, at SMA 2010, which took place at the TradeWinds Island Grand Resort in St. Pete Beach, Florida. Records were broken as 106 students were nominated for the consortium, and 76 students participated. Through presentations and roundtable discussions, 24 faculty provided insights gained from their experiences. Topics included “Developing Your Research Agenda,” “Navigating the Dissertation,” and “Making the Most of Academic Conferences,” among others. As in the past, the consortium was an all-day event, including a luncheon with the SMA Officers.

Gary Castrogiovanni  
 Kelly Zellars  
 2010 Doctoral Consortium Co-Coordinators

## From the Fellows



The SMA Fellows group met on Wednesday, October 17, 2010 at Silas's Steakhouse & Seafood Grill, St. Pete Beach.

A tribute to a deceased Fellow, Leon Cassidy Megginson was made by W. Jack Duncan followed by a moment of silence for our nation, leaders, colleagues, significant others, and friends. Michael R. Buckley (University of Oklahoma) was introduced by Gerald Ferris and inducted as a new fellow. Congratulations Michael.

At the conclusion of the meeting David Van Fleet and Micky Kacmar stepped down from the positions of Dean and Associate Dean, respectively. All of the fellows thank David and Micki for their outstanding service. Mark J. Martinko and Charles R. (Bob) Greer were inducted as the new Dean and Associate Dean of the SMA Fellows, respectively.

Mark J. Martinko  
Dean of the SMA Fellows

## Message from the Placement Services Directors

We hope everyone's semester is off to a great start! In early November, we solicited feedback from applicants and university representatives who utilized the placement services in Florida. Special thanks to all who participated! The comments were overwhelmingly positive.

Based on user feedback we are working to better structure and organize the placement area including clearer signage and directions for people to follow during the conference. We are also developing more understandable user guidelines for the web site. Additionally, we are working to streamline the placement web site and allow users to search through candidates and positions using predetermined key words. If you have any additional suggestions, please feel free to contact us (Lee Grubb: [grubbw@ecu.edu](mailto:grubbw@ecu.edu) or Patricia Lanier: [planier@louisiana.edu](mailto:planier@louisiana.edu)). We'd love to hear from you!

Finally, don't forget that SMA placement services are now available year-round via the SMA web site! As a reminder, posting and searching of both positions and applicants is offered free of charge as a service to all SMA members.

We deeply appreciate your support and look forward to making placement services even more successful in 2011!

Sincerely,

Patricia Lanier and Lee Grubb  
Placement Director / Associate Placement Director

## 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 2011 and 2012 doctoral student consortia. In 2011, specific responsibilities will include securing speakers and organizing the program. In 2012, responsibilities will include (a) coordinating space needs with the program chair, (b) recruiting student participants, and (c) coordinating registration and student stipends with the SMA Treasurer.

The nominating committee – comprised of Gary Castrogiovanni (Florida Atlantic University), Kelly Zellars (University of North Carolina – Charlotte), and Tyge Payne (Texas Tech 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 Gary Castrogiovanni at [castrogi@fau.edu](mailto:castrogi@fau.edu). Nominations and supporting documents should be made through the SMA website ([www.southernmanagement.org/nominate](http://www.southernmanagement.org/nominate)). The deadline for nominations is April 1, 2011.

Gary Castrogiovanni, Chair  
Co-Coordinator Nominations Committee

## CALL FOR NOMINATIONS: SMA Officers/Board Elections

We are seeking nominations for SMA members to serve on the SMA Board of Directors and to serve as Vice President / Program Chair-Elect. Three Board Members are elected each year to 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 at the SMA Annual Meeting in the fall, a mid-year Board retreat (usually held in February [expenses are paid by SMA]) 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](http://www.southernmanagement.org/nominate)). All nominations must include supporting documentation, including a current vita showing past involvement with SMA.

If you have any questions, please contact Past President Margaret (Peg) Williams, either by email at [Margaret.L.Williams@wayne.edu](mailto:Margaret.L.Williams@wayne.edu), or by phone at (313) 577-8598.

## CALL FOR NOMINATIONS: SMA 2011 Doctoral Consortium

The Annual Doctoral Consortium, hosted by the Southern Management Association (SMA), will be held at the SMA convention site, Hyatt Regency, Savannah, Georgia, on Wednesday, November 9, 2011.

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 have been to other consortia and this one was much more helpful!”
- “It was interesting and the presenters were well chosen. The social aspect was the best for me

because I knew so few people in the field before attending.”

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

Due to the popularity of the Doctoral Consortium, there is a September 1, 2011 registration deadline. All applicants must submit (a) a registration form that will be available for download at the SMA 2011 Meeting website, (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 or questions electronically to Dr. Kelly Zellars, UNC-Charlotte, at [kzellars@uncc.edu](mailto:kzellars@uncc.edu).

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## 2011 SMA Doctoral Consortium Registration Form

1. Name: \_\_\_\_\_

2. Address: \_\_\_\_\_

\_\_\_\_\_

3. Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

4. E-mail: \_\_\_\_\_

5. School/Program: \_\_\_\_\_

6. What year are you in your program? \_\_\_\_\_

7. Have you previously attended the SMA doctoral consortium? YES / NO

If so, in what year? \_\_\_\_\_

8. Name of nominating faculty member: \_\_\_\_\_

9. E-mail of nominating faculty member: \_\_\_\_\_

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

Please e-mail all registration materials by September 1, 2011 to:

Dr. Kelly Zellars at [kzellars@uncc.edu](mailto:kzellars@uncc.edu).

**CALL FOR PAPERS: Southern Management Association 2011 Meeting**  
**November 9-12, 2011 – Hyatt Regency, Savannah, Georgia**

**Submission Deadline: April 10, 2011**

Program Chair: Tim Barnett, Mississippi State University (tim.barnett@msstate.edu)

The Southern Management Association invites submissions for its 2011 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. 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 in 2011. All accepted submissions will be presented at the meeting, and all accepted papers will be published in the Annual Meeting Proceedings. In addition, authors of accepted papers will have the opportunity to apply to participate in the Paper Development Workshop to be held at the 2011 meeting. The purpose of the Paper Development Workshop is for authors to receive feedback on their papers from experienced scholars to enhance their papers' publication potential. Again, more information will be available on the SMA website in 2011.

**SUBMISSION TRACKS & TRACK CHAIRS**

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|---|---|
| <p>1. Organizational Behavior<br/>Chair: Bryan Fuller, Louisiana Tech University<br/>(bfuller@latech.edu)</p>   | <p>5. Management History / Management Education<br/>Chair: Marie-Line Germain, Western Carolina University (mgermain@wcu.edu)</p>                   |
| <p>2. Strategic Management / Organizational Theory / International Management<br/>Chair: Tom Moliterno, University of South Carolina<br/>(sma2011.strategy@gmail.com)</p> | <p>6. Entrepreneurship / Information Technology / Innovation<br/>Chair: LaKami Baker, Auburn University<br/>(lbaker@auburn.edu)</p>                 |
| <p>3. Human Resources / Careers<br/>Chair: Danny Holt, Mississippi State University<br/>(daniel.holt@msstate.edu)</p>   | <p>7. Ethics / Social Issues / Diversity<br/>Chair: Sean Valentine, University of North Dakota<br/>(sean.valentine@mail.business.und.edu)</p>       |
| <p>4. Research Methods<br/>Chair: Janaki Gooty, UNC-Charlotte<br/>(jgooty@unccl.edu)</p>  | <p>8. Health Care / Hospitality Management / Public Admin.<br/>Chair: Jonathon Halbesleben, University of Alabama<br/>(jhalbesleben@cba.ua.edu)</p> |

**OUTSTANDING PAPER AND DOCTORAL STUDENT PAPER AWARDS**

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

**SUBMISSION GUIDELINES**

- All submissions must be made online at [www.southernmanagement.org/meetings/2011/](http://www.southernmanagement.org/meetings/2011/) no later than April 10, 2011 at 11:59 pm Central Standard Time. The deadline is firm and no extensions will be granted.
- Only complete papers should be submitted. Proposals for and/or undeveloped papers will be returned without review.
- Authors are expected to abide by the SMA Code of Ethics, available at [www.southernmanagement.org/ethics/](http://www.southernmanagement.org/ethics/).
- Papers should not have been previously accepted, published, presented, or be under review for another meeting or journal. Subsequent publication, with proper acknowledgement, is encouraged.
- If a paper/case study is accepted, at least one author (for other formats, every author) must register and present their work at the conference.
- No participant is allowed to be included as an author, presenter, session chair, discussant, etc. in more than three program sessions.

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- The maximum length of paper submissions is 8500 words. This limit includes the body of the text, notes, and appendices. It excludes the abstract, references, tables and figures.
  - Paper format should follow the *Academy of Management Journal's* Style Guide (see [http://journals.aomonline.org/amj/style\\_guide.pdf](http://journals.aomonline.org/amj/style_guide.pdf)). Nonconforming submissions will be returned without review.
  - Manuscripts should be double spaced with 1 inch margins on all four sides. The page setup should be for standard U.S. Letter size (8.5 x 11 inches). Manuscripts should be prepared in Times New Roman font, size 12.
  - 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 (not even on the title page). Symposia, workshops, panel discussions or other formats can contain author information, as these are not blind-reviewed.
  - A sample of a correctly formatted paper can be found at [www.southernmanagement.org/meetings/2011/sample](http://www.southernmanagement.org/meetings/2011/sample).

#### Symposium Submissions

- A symposium can be in either a panel format or a presenter format. A panel symposium engages a group of panelists in a formal, interactive discussion around a particular topic. A presenter symposium involves a collection of authored papers revolving around a common theme. Symposia are NOT blind reviewed and will be judged on overall quality, interest to SMA members, relevance to the track to which they were submitted, and innovation and contribution.
- If a symposium is accepted, all participants must register and present their portion of the symposium at the conference.
- A symposium submission must include:
  - A title page with the title of the symposium, the complete formal name and contact information for all participants, an abstract (100 word maximum), and 3 key words identifying the major subject of the symposium.
  - A 3-5 page overview of the symposium.
  - An explanation of why the symposium should be of interest to the track to which it is being submitted.
  - A 2-5 page synopsis of each presentation (for presenter symposia only).
  - A summary of the panelists' discussion (for panel symposia only).
  - A description of the symposium's format (e.g., who will be presenting first, whether there will be a Q & A, etc.)
  - A statement from the organizer declaring: "I have received signed statements from all intended participants agreeing to participate in the entire symposium, and they are not in violation of the rule of three."
- Nonconforming submissions will be returned without review.

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

**Submit papers and volunteer to review at [www.southernmanagement.org/meetings/2011/](http://www.southernmanagement.org/meetings/2011/)**