Greetings from SMA 2003
Southern Management Association 2003 Annual Conference
November 12-15, 2003
Hilton Clearwater Beach Resort, Florida

In Conjunction with:
Academy of International Business,
Southeast (USA) Chapter Meeting
New in 2003!

Celebrating 100 years of excellence in education, South-Western, a part of The Thomson Corporation, is pleased to introduce these NEW titles for 2003!

**MANAGEMENT**

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The Southern Management Association (SMA), a regional affiliate of the Academy of Management, is a society of professionals drawn together through a common interest in the field of management. Its purpose is to promote excellence in management through research, writing, teaching, and increased colleague interaction.

Presently, the SMA membership numbers over 750 individuals representing more than 200 colleges, universities and business firms in 40 states and several foreign countries. The primary mission of the SMA is to foster the general advancement of research, learning, teaching, and practice in the field of management. Towards these ends, SMA provides many professional development opportunities and activities, for faculty who are interested in the study of management.

The objectives of SMA include mentoring new entrants into the management profession and encouraging the development, and dissemination of new approaches to the study and teaching of management. We strive to maintain the currency of knowledge and educational skills of all members, promote collegial professional relationships, and share expertise about how to achieve excellence in performing our academic roles.
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Chris Taylor, SMA Program Cover Design, University of Georgia

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William M. Fox   University of Florida   (1964-1965)
Joseph L. Massie   University of Kentucky   (1963-1964)

*Affiliations are at time of office
Track Chairs - 2003 Program

Many thanks to the outstanding Track Chairs for the 2003 SMA Program!

Track 1: Organizational Behavior/Organizational Theory/Organizational Development
Nate Bennett
DuPree College of Management
Georgia Tech
Atlanta, GA 30332
Phone: 404/894-3990
Fax: 404/894-1552
Email: nate.bennett@mgt.gatech.edu

Track 2: Strategic Management/Entrepreneurship
Steve Michael
Dept. of Business Administration
mc 706
University of Illinois
Champaign, IL 61820
Phone: 217/265-0702
FAX: 217/244-7969
Email: smichael@uiuc.edu

Track 3: Human Resources/Careers
Paul W. Mulvey
2801 Founders Drive
Department of Business Management
North Carolina State University
Raleigh, NC 27695-7229
Phone: 919/515-8700
Fax: 919/515-6943
Email: Paul_Mulvey@ncsu.edu

Track 4: Research Methods
Claudia Cogliser
Price College of Business
University of Oklahoma
307 W. Brooks Street, Room 206
Norman, Ok 73019
Phone: 405/325-3137
Fax: 405/325-7688
Email: cogliser@ou.edu

Track 5: Management History/Management Education/International Management
Jane Whitney Gibson
Nova Southeastern University
Wayne Huizenga School of Business & Entrepreneurship
3301 College Avenue
Ft. Lauderdale, FL 33324
Phone: 954/262-5116
Fax: 954/262-3965
Email: jwgibson1@aol.com

Track 6: Information Technology/Innovation/Operations Management
Linda Brennan
Mercer University
Stetson School of Business and Economics
1400 Coleman Avenue
Macon, GA 31207-0001
Phone: 478/301-2199
Fax: 478/301-2635
Email: brennan_11@mercer.edu

Track 7: Ethics/Social Issues/Diversity
Suzanne de Janasz
College of Business
James Madison University
Harrisonburg, VA 22807
Phone: 540/568-8779
Fax: 540/568-2754
Email: dejanasc@jmu.edu

Track 8: Hospitality Management/Health Care Administration/Public Administration
Marjorie Icenogle
University of South Alabama
Department of Management
Mitchell College of Business
307 N. University Blvd, MCOB 340
Mobile, AL 36688-6716
Phone: 251/460-6716
Fax: 251/460-6734
Email: micenogl@usouthal.edu
SMA BEST PAPER AND REVIEWER AWARDS

BEST OVERALL CONFERENCE PAPER – SMA 2003
To be announced at the conference

BEST OVERALL DOCTORAL STUDENT PAPER – SMA 2003
To be announced at the conference

BEST PAPERS BY TRACK

★ Track 1: Organizational Behavior/Organizational Theory/Organizational Development

Effect of Team-Member Exchange on Individual-Level Performance, Organizational Citizenship Behavior-Individual, and Job Satisfaction Beyond the Influence of Leader-Member Exchange

Barbara Wech, University of Alabama-Birmingham

★ Track 2: Strategic Management/Entrepreneurship

Latent Implications in the Management of Research and Development: Discernable Boundaries between Contract Size

Terry R. Adler, New Mexico State University
Robert F. Scherer, Cleveland State University

★ Track 3: Human Resources/Careers

The Effects of Layoff Experience on Victim's Future Employment Relationship: A Longitudinal Study on Contract Violation and Fairness

Min Soo Kim, Ewha Woman's University

★ Track 4: Research Methods

A Comparison of Statistical Corrections for Common Method Variance

Hettie A. Richardson, Louisiana State University
Marcia J. Simmering, Louisiana Tech University
Paul M. Rowan, University of Georgia
Track 5:  Management History/Management Education/International Management

Academic Admissions: Does Personality Have a Place?

Shawn M. Keough, Mississippi State University
Carl P. Maertz, Jr., Mississippi State University

Track 6:  Information Technology/Innovation/Operations Management

The Impact of Publishing and Patenting Activities on New Product Development and Firm Performance: The Case of the US Pharmaceutical Industry

G. Steven McMillan, Penn State University Abington
Alfredo Mauri, Saint Joseph's University
Robert D. Hamilton, III, Temple University

Track 7:  Ethics/Social Issues/Diversity

The Effects of Individual Value Structure on Cultural Diversity Attitudes: An Exploratory Examination

Olukemi O. Sawyer, California State Polytechnic University
Judy P. Strauss, California State University, Long Beach
Jun Yan, California State University, Long Beach

Track 8: Hospitality Management/Health Care Administration/Public Administration

The Structure of Internal Medicine Residents' Perceptions of Medical Errors

Nir Menachemi, Florida State University
Richard M. Shewchuk, University of Alabama at Birmingham
Stephen J. O'Connor, University of Alabama at Birmingham

BEST DOCTORAL STUDENT PAPERS BY TRACKS

Track 1: Organizational Behavior/Organizational Theory/Organizational Development

Job Autonomy as an Antidote to the Dysfunctional Effects of Accountability as a Stressor: Implications for Job Satisfaction and Emotional Exhaustion

Angela T. Hall, Florida State University
Wayne A. Hochwater, Florida State University
Pamela L. Perrewe, Florida State University
Gerald R. Ferris, Florida State University
Track 2: Strategic Management/Entrepreneurship

The Financial Impact of Market-Based Relational Assets: Evidence of Shareholder Value Creation from Initial Public Offerings

Nacef Mouri, University of Central Florida

Track 3: Human Resources/Careers

Too Much of a Good Thing? The Curvilinear Effect of Leader-Member Exchange on Stress

Ken Harris, Florida State University
K. Michele Kacmar, Florida State University

Track 4: Research Methods

Assessing the Construct Validity of Alternative Measures of Burnout: Investigating the Oldenburg Burnout Inventory and the Utrecht Engagement Scale

Jonathon R. B. Halbesleben, University of Oklahoma

Track 5: Management History/Management Education/International Management

Regulation of Entrepreneurs and Culture: An Institutional Approach

Candace Agrella Martinez, University of Illinois at Urbana-Champaign
Steven Michael, University of Illinois at Urbana-Champaign

Track 7: Ethics/Social Issues/Diversity

The Role of Work Group Status as a Contextual Variable in Relational Demography Research

Bryan Schaffer, University of Georgia
Christine M. Riordan, University of Georgia

No doctoral student paper awards were given for Track 6: Information Technology, Innovation, Operations Management and Track 8: Hospitality Management, Health Care Administration, Public Administration
BEST REVIEWERS BY TRACKS

☐ Track 1: Organizational Behavior/Organizational Theory/Organizational Development
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☐ Track 2: Strategic Management/Entrepreneurship
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   Hun Lee, George Mason University

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   Mark W. Huber, University of Georgia

☐ Track 7: Ethics/Social Issues/Diversity
   Madeline Crocitto, SUNY College at Old Westbury
   I.J. Hetty van Emmerik, Utrecht University

☐ Track 8: Hospitality Management/Health Care Administration/Public Administration
   John Huonker, SUNY Oswego

BEST PAPER COMMITTEES

☐ Best Overall Conference Paper
   David Allen, University of Memphis
   Allen Amason, University of Georgia
   Michelle Duffy, University of Kentucky

☐ Best Overall Doctoral Student Paper
   Robert Ford, University of Central Florida
   Scott Geiger, University of South Florida
   Julie Holiday Wayne, Wake Forest University

☐ Track 1: Organizational Behavior/Organizational Theory/Organizational Development
   Achilles Armenakis, Auburn University
   Robert C. Liden, University of Illinois-Chicago

☐ Track 2: Strategic Management/Entrepreneurship
   Shaker Zahra, Babson College
Sharon Oswald, Auburn University
Jeff Krug, University of Illinois at Urbana-Champaign

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Steve Scullen, North Carolina State University

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Thomas R. Horton, Stetson University
Karen J. Napolean, University of Georgia

Track 7: Ethics/Social Issues/Diversity
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Monica Forret, St. Ambrose University
Sherry Sullivan, Bowling Green State University

Track 8: Hospitality Management/Health Care Administration/Public Administration
John Huonker, SUNY Oswego
Dan Marlin, University of South Florida
Mike Schraeder, Auburn University
A SPECIAL THANKS TO ALL OF THE REVIEWERS FOR THIS YEAR’S PROGRAM!

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FEATURE SESSION: 14th Annual Doctoral Consortium

Pre-registration Required

Contact one of the Coordinators:
Chet Schriesheim
University of Miami
Phone: (305) 284-3758
Email: chet@miami.edu

or
Pamela Perrewé
Florida State University
Phone: (904) 644-7848
Email: pperrew@garnet.acns.fsu.edu

Description: The Doctoral Consortium is a daylong program focusing on helping students who are at the early stages of their doctoral programs. The major goals of the Consortium include: (1) assisting students to gain an enhanced understanding of key factors which are related to faculty success in research, teaching, and service; and (2) assisting students to network and begin the process of integrating themselves into the profession.

The program features the following sessions:

• Getting the Job You Want
Recruiting and Hiring New Faculty
  Steve Barr, North Carolina State University
Placement Statistics from AOM
  Mary Jo Vaughn, Director of Placement for AOM, Mercer University

• Research
Developing a Research Agenda
  Jerry Ferris, Florida State University
Gaining Entry into Organizations
  Wayne Hochwarter, Florida State University
Integrity in Research
  Allen Amason, University of Georgia

• Guest Speaker and Luncheon (In Salon E)
How the Academy of Management Can Work for You
- Teaching, Professional Service, and Tenure
   Becoming an Excellent Teacher
   Sherry Sullivan, Bowling Green University
   Professional Contributions
   Micki Kacmar, Florida State University
   Profiles of a Tenurable Assistant Professor
   Maureen Ambrose, University of Central Florida

- Roundtable Discussions
   Balancing Career and Personal Interests
   Bob Gatewood, University of Georgia
   Developing a Long Term Career Plan
   Dianna Stone, University of Central Florida State University
   Dealing with Organizational Politics
   Jone Pearce, University of California, Irvine
   Surviving (and Succeeding) as an Assistant Professor
   Kelly Zellars, University of North Carolina-Charlotte

12:00 – 5:00
SMAI EVENT
ROOM: MANDALAY

FEATURE SESSION: New Faculty Consortium
Pre-registration Required
Contact one of the Coordinators:
   Bill Gardner
   University of Nebraska – Lincoln
   Phone: (402) 472-2314
   Email: wgardner2@unl.edu

   or

   Mark Martinko
   Florida State University
   Phone: (850) 644-7846
   Email: mmartin@cob.fsu.edu

Description: The objective of the consortium is to enhance the scholarship, teaching and overall career and life experiences of faculty who are in the early stages of their career. The consortium provides an excellent forum for exchanging ideas and tips concerning teaching, research and service, as well as expanding one’s academic network. A get-acquainted luncheon will kick off the consortium at 12:00, followed by panel and roundtable discussions from 1:00 to 5:00.

Panelists: Claudia Cogliser (University of Oklahoma), Cesar Douglas (Florida State University), Scott Douglas (Binghamton University), Daniel Feldman (University of Georgia), Bob Ford (University of Central Florida), Kevin Lowe (University of North Carolina-Greensboro), and Sherry Moss
Panel topics will include research and publishing, teaching and professional development, and service/administration.

9:00 – 3:00
SMAI EVENT
ROOM: SALONS A & B

FEATURE SESSION: An Introduction to Hierarchical Linear Modeling
Pre-registration Required
Contact: Ethlyn A. Williams
Florida Atlantic University
Phone: (561) 297-3653
Email: ewilliam@fau.edu

Presenter: Mark Gavin, University of Oklahoma

Description: Along with an increased interest in levels research have come developments in analytical approaches appropriate for nested data (individuals in teams, teams in organizations, etc.). Hierarchical Linear Modeling (HLM) is one such tool. This workshop is designed to provide a basic introduction to HLM for organizational researchers. This workshop will cover the logic and assumptions underlying HLM, develop an example set of hypotheses, specify and run a series of models to test the hypotheses, and work through the interpretation of results. This will include demonstration of the HLM software as the series of models is run and the output is interpreted. We will also cover decisions researchers must make and problems encountered when using HLM. The workshop will run from 9:00 a.m. until approximately 3 p.m. with the option for a hands-on tutorial using the HLM software.

Lunch will be provided and the workshop requires attendees to register. Participants are welcome to bring along questions on current research projects for which HLM can be applied.

2:00 – 4:00
SMA OFFICER EVENT
ROOM: DOLPHIN

SMA Officers Board Meeting
Presiding: Kevin Mossholder, Louisiana State University

ALL SMA EVENT
3:00 – 7:00
ROOM: SALON D

Conference Registration
Coordinator: Tim Barnett, Mississippi State University
ALL SMA EVENT
6:00 – 7:00 PM
ROOM: SALON D

Plant SMA Welcome Reception
Come and gather for some light snacks and conversation with colleagues.

Plant SMA Placement Services
Coordinator: Frank Markham, Mesa State College
SMA 2003 - THURSDAY, NOVEMBER 13

ALL SMA EVENT
7:00-8:00
ROOM: SALON E

SMA Networking Breakfast
Coordinator: Gayle Baugh, University of West Florida
All SMA Registrants Are Invited! Come meet everyone!

ALL SMA EVENT
8:00 – 5:00
ROOM: SALON D

Conference Registration
Coordinator: Tim Barnett, Mississippi State University

ALL SMA EVENT
8:00 – 12:00
ROOM: SALON D

SMA Placement Services
Coordinator: Frank Markham, Mesa State College

8:00 – 9:15
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Job Performance

Session Chair: Mary Uhl-Bien, University of Central Florida

- A Cross-Industry Benchmark for Managerial Effectiveness
  Lawrence F. “Bill” Zimmermann, University of Phoenix, Louisiana Campus
  Leslie Klieb, University of Phoenix, Louisiana Campus

- Effects of Training Quality and Cognitive Ability on Performance
  Michael Ryan, Florida Atlantic University

- Subordinates’ Resistance and Managers’ Evaluation of Subordinate Performance
  Bennett J. Tepper, University of North Carolina at Charlotte
  Gary F. Kohut, University of North Carolina at Charlotte
  Michael D. Ensley, University of North Carolina at Charlotte
Discussants:  
Linda Nottingham, Georgia Southern University  
Diane Sullivan, University of Central Florida  
Edward Miles, Georgia State University

8:00 – 9:15  
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP  
ROOM: SALON B

PAPER SESSION:  
New Theory for Strategy

Session Chair:  
Allen Amason, University of Georgia

- The Survival of Vintage Firms  
  John James Cater, Louisiana State University

- The "Lack" of Consensus in Strategic Consensus Research: A Theoretical and Empirical Examination  
  Franz W. Kellermanns, University of Connecticut  
  Steven W. Floyd, University of Connecticut

- Integrative Analysis of the Resource Based View: An Industry Perspective  
  Forest R. David, Mississippi State University

Discussants:  
Scott Geiger, University of South Florida  
Timothy Palmer, Western Michigan University  
G. Tyge Payne, University of Texas at Arlington

8:00 – 9:15  
TRACK 3: HUMAN RESOURCES/CAREERS  
ROOM: SALON C

PAPER SESSION:  
Conflict, Deviance, and Disputes

Session Chair:  
Anson Seers, Virginia Commonwealth University

- Mediation of Workplace Disputes: Disentangling the Efficacy of Alternative Mediation Techniques  
  Diane L. Bridge, George Washington University  
  Patrick P. McHugh, George Washington University

- Moderating the Relationships between Work-Family Conflict and Stress Using Support Perceptions  
  Jarrod M. Haar, Aotearoa Business School  
  Chester S. Spell, Rutgers University  
  Michael P. O'Driscoll, University of Waikato
• Identity-Threat and Interpersonal Deviance in the Workplace: The Moderating Influences of Openness to Experience and Extroversion
  Scott Douglas, Binghamton University
  L. A. Witt, University of New Orleans
  Karl Aquino, University of Delaware

Discussants: Scott L. Boyar, University of South Alabama
Anson Seers, Virginia Commonwealth University
Lori Muse, Western Michigan University

8:00 – 9:15
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

PAPER SESSION:  Management Insights from Brazil, China, and Japan

SESSION CHAIR: Leilani Baumanis, Johnson & Wales University

• Management and Transformation in a Transition Economy: Lessons from the Chinese Experience
  Saul Klein, University of Victoria
  Ian P. Steadman, University of the Witwatersrand

• An Examination of Cross Cultural Value Differences Between the United States and Japanese Using the Rokeach Value Survey
  Edward F. Murphy, Jr., Embry Riddle Aeronautical University
  John D. Gordon, NASA Ames Research Center
  Thomas L. Anderson, Napa Flight Training Center

• Do Motivators Really Motivate? Evidence from the Hotel Industry in Brazil
  Sally Sledge, Christopher Newport University
  Angela K. Miles, Old Dominion University

Discussants: Terrell Manyak, Nova Southeastern University
Regina Greenwood, Kettering University
Dana Tesone, University of Central Florida
8:00 – 9:15
TRACK 6: INFORMATION TECHNOLOGY/INNOVATION/OPERATIONS MANAGEMENT
ROOM: MANDALAY

PAPER SESSION: Organizational Impact of Information Technologies

Session Chair: Tony Ammeter, University of Mississippi

- Stimulating Absorptive Capacity through Enterprise Resource Planning Systems
  Thongchai Srivardhana, Louisiana State University

- Global Information Technology Standards: From Not Enough to Too Much
  Linda L. Brennan, Mercer University
  Steven J. Simon, Mercer University

- Information Integrity and Organizational Performance: A Model and Research Directions
  Eliezer Geisler, Illinois Institute of Technology
  Darcy Lewis, Illinois Institute of Technology
  Madhavan K. Nayar, Information Integrity Coalition
  Paul Prabhaker, Illinois Institute of Technology

- Internet Impact on Human Resources Management Policies and Procedures
  Dianna Stone, University of Central Florida
  Linda C. Isenhour, University of Central Florida
  Eduardo Salas, University of Central Florida

Discussants: Mark Huber, University of Georgia
             Tom Horton, Stetson University
             Mary Jo Vaughan, Mercer University

8:00 – 9:15
TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY
ROOM: EXECUTIVE CONFERENCE ROOM

PAPER SESSION: Perceptions and Treatment of Diverse Individuals

Session Chair: Madeline Crocitto, State University of New York, College at Old Westbury

- Affirming Diversity in Business School Classroom: Differing Faculty and Student Perceptions
  E. Holly Buttner, University of North Carolina at Greensboro
Effects of Individual Value Structure on Cultural Diversity Attitudes: An Exploratory Examination {Best Paper in Track}
Olukemi O. Sawyer, California State Polytechnic University
Judy P. Strauss, California State University
Jun Yan, California State University

Feeling Guilty, Feeling Busy, or Feeling Biased? The Influence of Cognitive Load, Compunction and Prejudice on Selection Interview Decisions
Kelly Pledger Weeks, Centenary College of Louisiana
David G. Allen, University of Memphis
Matthew Weeks, Centenary College of Louisiana

Discussants: Gayle Baugh, University of West Florida
Sherry Sullivan, Bowling Green State University
Sara B. Kiser, Alabama State University
9:30 – 10:45
SMA FEATURE SESSION
ROOM: SALON C

FEATURE SESSION: The Art and Science of Getting Articles Published

Session Chair: Jane Whitney Gibson, Nova Southeastern University

- Getting Started: Writing Your First Articles
  Daniel A. Wren, University of Oklahoma

- Choosing a Subject and Writing the Article
  Paula Phillips Carson, University of Louisiana - Lafayette

- Understanding the Review Process
  Robert Ford, University of Central Florida

9:30 – 10:45
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Learning in and About Organizations

Session Chair: Kelly Zellars, University of North Carolina at Charlotte

- Conceptual and Empirical Confounds in the Organizational Sciences: An Analysis and Discussion
  Mark J. Martinko, Florida State University
  Paul Harvey, Florida State University
  Scott C. Douglas, Binghamton University

- Curiosity and Knowledge Creation in Organizations
  Nancy H. Leonard, West Virginia University

- Chaos Theory and Learning in Organizations: Integration and Directions for Future Research
  Pamela K. Steverson, The University of Memphis
  Robert W. Renn, The University of Memphis
Discussants: Jason Shaw, University of Kentucky
Ben Tepper, University of North Carolina-Charlotte
Tim Peterson, Oklahoma State University

9:30 – 10:45
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP
ROOM: SALON B

FEATURE SESSION: 🔶 Emerging Issues in the Study of Strategy and Entrepreneurship

Participants: Shaker Zahra, Babson College
Greg Dess, University of Texas at Dallas
Harry Sapienza, University of Minnesota

9:30 – 10:45
TRACK 4: RESEARCH METHODS
ROOM: EXECUTIVE CONFERENCE ROOM

PAPER SESSION: ☇ Research Methods Potpourri – How to Better Test our Models

Session Chair: Claudia Cogliser, University of Oklahoma

★ A Comparison of Statistical Corrections for Common Method Variance {Best Paper in Track}
Hettie A. Richardson, Louisiana State University
Marcia J. Simmering, Louisiana State University
Paul M. Roman, University of Georgia

- Students’ Perceptions of Strategic Management Model Usefulness:
  An Exploratory Model Using Partial Least Squares (PLS)
  William J. Ritchie, Florida Gulf Coast University

- Testing Main Effect Hypotheses in Interaction Models: Arguments for the Wald Test and Against Mean Centering
  Andreas Schwab, Louisiana State University

Discussants: Mark Gavin, Oklahoma State University
Bob Vandenberg, University of Georgia
Jane Yang, Louisiana State University
9:30 – 10:45
TRACK 5:  MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

PAPER SESSION: Lessons From Cyberspace

Session Chair: Paula Flott, University of Phoenix

- Taking Business Training Online: Lessons From Academe
  F. Barry Barnes, Nova Southeastern University
  Charles W. Blackwell, Nova Southeastern University

- Fourth Generation Online Learning: So Far, So Fast
  Dana V. Tesone, University of Central Florida
  Peter Ricci, University of Central Florida

- The Moderating Effects of a Technology-Mediated Learning Environment on Student Locus of Control, Conscientiousness, Satisfaction and Performance
  M. David Albritton, Auburn University

Discussants: Alvaro Carreras, University of Phoenix
            Bahaudin Mujtaba, Nova Southeastern University
            Larry McKee, Southwestern Oklahoma State University

9:30 – 10:45
TRACK 8:  HOSPITALITY MANAGEMENT, HEALTH CARE ADMINISTRATION/PUBLIC ADMINISTRATION
ROOM: MANDALAY

PAPER SESSION: Making a Difference in the Public Sector: Do Managers’/Leaders’ Actions Affect Organizational Outcomes?

Session Chair: Bruce W. Eagle, St. Cloud State University

- Classifying and Exploring Reforms in State Personnel Systems
  Sally Coleman Selden, Lynchburg College

- Leadership and Economic Development
  Donna K. Fisher, Georgia Southern University
  Linda Nottingham, Georgia Southern University
  Russell Kent, Georgia Southern University

- Causes and Effects of Time to Agreement in a School-Based Clinical Setting
Kenneth William Kury, Boston College

**Discussants:**

Norman B. Bryan, Georgia State University,
Michelle Slagle, University of South Alabama
Brian Gregory, Auburn University
ALL SMA EVENT
10:45 – 11:00
ROOM: SALON D

SMA Coffee Break
Coordinator: Geralyn Franklin, University of Texas – Permian Basin

11:00 – 12:15
SMAI EVENT
ROOM: EXECUTIVE CONFERENCE ROOM

FEATURE SESSION: Ask the Research Methods Experts
Do you have questions about research methodologies or designs? Come and ask a panel of experts for advice. Mark Gavin (Oklahoma State University), Anson Seers (Virginia Commonwealth University), Bob Vandenberg (University of Georgia), and Larry Williams (Virginia Commonwealth University) will be on hand to answer research methods questions
Coordinator: Ethlyn Williams

11:00 – 12:15
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Leader-Member Exchange Research
Chair: Tony Ammeter, University of Mississippi

- A Multidimensional Model of Trust and LMX
  Terri A. Scandura, University of Miami
  Ekin K. Pellegrini, University of Miami

- Job Characteristics as Alternative Means of Developing a High Quality LMX Relationship
  Seung Yong Kim, University of Memphis
  Robert R. Taylor, University of Memphis

- The Role of Perspective Taking in LMX: Perceptions of Self and Others in the Supervisor/Subordinate Relationship
  K. Nathan Moates, Auburn University
Discussants: Jim Bishop, New Mexico State University
Angela Hall, Florida State University
John Veiga, University of Connecticut

11:00 – 12:15
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP
ROOM: SALON B

PAPER SESSION: It's Who You Know: Networks and Alliances in Strategy

Session Chair: Sharon Oswald, Auburn University

- The Role of Strategic Alliances in Entrepreneurial Firm Growth
  Yong-Sik Hwang, Rutgers University

- Divergent Perspectives on Joint Venture Governance
  Rebecca M. Guidice, University of Mississippi

🌟 The Financial Impact of Market-Based Relational Assets: Evidence of Shareholder Value Creation from Initial Public Offerings {Best Student Paper in Track}
  Nacef Mouri, University of Central Florida

Discussants: George S. Vozikis, University of Tulsa
Garry Adams, Florida State University
Taco Reus, Florida State University

11:00 – 12:15
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION: Human Resource Management Strategy, Policy, and Practice

Session Chair: Jane Barnes, Meredith College

- Change in Firm Size as a Moderator of the Relationship Between High Involvement Work Practices and Organizational Outcomes: A Theoretical Explication of Competing Rationales
  Thomas E. Will, University of Georgia

- Human Resource Management as a Strategic Partner in Organization Evolution
  Sumita Raghuram, Fordham University
  TGC Prasad, Mindtree Consulting

- The Awakening Dragon: An Examination of the Relationship
Between Firm Type and Career Outcomes of Chinese Managers
Howard S. Tu, The University of Memphis
Monica L. Forret, St. Ambrose University
Sherry E. Sullivan, Bowling Green State University

Discussants: Jane Barnes, Meredith College
Thomas Gainey, University of West Georgia
Jon Andersen, University of Kentucky

11:00 – 12:15
Track 5: Management History/International Management/Management Education
Room: Salon A

Paper Session: Perspectives from Management History

Session Chair: Joe E. Eassa, Jr., Palm Beach Atlantic University

- A Historical Perspective Approach for Practicing Managers to Improve Ethics
  Larry L. McKee, Southwestern Oklahoma State University

- Is Change Constant? Reflecting on Joseph Schumpeter’s Creative Destruction
  John E. Spillan, The Pennsylvania State University – DuBois Campus
  Christopher Ziemnowicz, Concord College

- Frederick W. Taylor: Father of Scientific Management
  Larry Schaffer, Indiana University, Northwest
  Alvin Jackson, Texas A&M – Commerce
  Shawn M. Carraher, Texas A&M – Commerce

Discussants: Victoria Figel, Nova Southeastern University
Preston Jones, Nova Southeastern University
Jonathon R. B. Halbesleben, University of Oklahoma
11:00 – 12:15
TRACK 8: HOSPITALITY MANAGEMENT, HEALTH CARE ADMINISTRATION/PUBLIC ADMINISTRATION TRACK
ROOM: MANDALAY

PAPER SESSION: Improving Stakeholders’ Organizational Experiences By Changing the Organizational Culture or Environment

Session Chair: Teresa G. Weldy, University of South Alabama

- **Cueing Culture: Creating a Fun Work Environment in Hospitality and Service Organizations**
  Robert C. Ford, University of Central Florida
  Frank S. McLaughlin, University of North Florida
  John W. Newstrom, University of Minnesota Duluth

- **The Influence of Servicescapes on Consumers' Service Evaluations**
  Karthik Namasivayam, The Pennsylvania State University
  Ingrid Lin, The Pennsylvania State University

- **Total Quality Management and Stakeholder Management in an Academic Setting**
  Bonnie F. Daily, New Mexico State University
  James W. Bishop, New Mexico State University
  Linda Baldwin, Western New Mexico University

Discussants: Theresa A. Domagalski, Florida Institute of Technology
Kay J. Bunch, Georgia State University
Chad Carson, Mississippi State University
**ALL SMA EVENT**
1:30–5:00
SALON D

**SMA Placement Services**
Coordinator: Frank Markham, Mesa State College

**1:30 – 2:30**
**SMA FEATURE SESSION**
**ROOM: SALON B**

**FEATURE SESSION:** 📚 *The Journal of Applied Management and Entrepreneurship (JAME)* hosts “A Conversation with the Honorable Leslie O. Miller, Minister of Trade and Industry, Nassau, Bahamas”

Chair: Jane Whitney Gibson, Editor, JAME

Panelists: Paula Phillips Carson, University of Louisiana-Lafayette
Timothy O. McCartney, Nova Southeastern University

Guest of Honor: The Honorable Leslie O. Miller, Minister of Trade and Industry, Nassau, Bahamas

**1:30 – 3:00**
**TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT**
**ROOM: MANGROVE**

**PAPER SESSION:** 📖 *Leadership, OCBs, and Equity Sensitivity*

Session Chair: Teri Domagalski, Florida Institute of Technology

- Revisiting the Attributional Theory Leadership Model: A Review and Reformulation
  C. Lakshman, Jackson State University
- On Employee Cynicism and Bad-Mouthing: Links to OCB and Coworkers’ Influence
  James Wilkerson, Southern Illinois University, Edwardsville
  Walter D. Davis, University of Mississippi
  Mary Sue Love, Southern Illinois University, Edwardsville

- Do We All Want More than We Deserve? A Test of the Equity Sensitivity Construct
  Ted H. Shore, California State University, Long Beach
  Armen Tashchian, Kennesaw State University

Discussants: Marie Mitchell, University of Central Florida
L.F. “Bill” Zimmermann, Grenoble Ecole de Management
Leslie Klieb, University of Phoenix, Louisiana Campus

1:30 – 3:00
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

WORKSHOP: Beyond Teams: Building the Collaborative Organization

Description: Teams have been part of organizations for over 20 years. But their success and sustainability has been inconsistent. This presentation will provide a new conceptual framework, one of the "collaborative organization", that illustrates how organizations can increase their competitive advantage through teaming and collaborative practices. Based on the book, "Beyond Teams: Building the Collaborative Organization" (Beyerlein, Freedman, McGee, and Moran, Jossey-Bass, 2002), this session will illustrate the 10 fundamental principles for increasing the effectiveness of how individuals and organizations collaborate.

This session probes deeply into the fundamental practices of collaboration. It will illustrate how the collaborative organization, rather than relying only on formal team structures, consists of a more complex set of dynamic, interwoven, yet disciplined exchanges of information and decision-making. This session relies heavily on case examples from companies like GE, Hewlett-Packard, Intel, and Gilent to illustrate how to create the collaborative organization.

Coordinator and Presenter: E. Craig McGee, Solutions
Facilitator: Mike Beyerlein, University of North Texas
**TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/ MANAGEMENT EDUCATION**
**ROOM: SALON A**

**PAPER SESSION:** Inquiries into Entrepreneurship, Leadership, and Culture

**Session Chair:** James E. King, Samford University

- **Regulation of Entrepreneurs and Culture: An Institutional Approach**
  {Best Student Paper in Track}
  Candace Agrella Martinez, University of Illinois at Urbana-Champaign
  Steven Michael, University of Illinois at Urbana-Champaign

- **Transformational Leadership in Jamaican Organizations: An Initial Inquiry**
  Alston A. Golding, Nova Southeastern University
  Barbara Dastoor, Nova Southeastern University
  Leilani Baumanis, Johnson & Wales University

- **Effectiveness of Leadership Styles Across Cultures**
  Hein Wendt, Hay Group
  Martin C. Euwema, Utrecht University
  Evert van der Vliert, University of Groningen

**Discussants:** Byron Chew, Birmingham-Southern College
Cecilia McGinnis, Birmingham-Southern College
Bahaudin Mujtaba, Nova Southeastern University

**1:30 – 3:00**
**TRACK 8: HOSPITALITY MANAGEMENT, HEALTH CARE ADMINISTRATION/PUBLIC ADMINISTRATION TRACK**
**ROOM: MANDALAY**

**FEATURE SESSION:** Book Discussion - *Achieving Service Excellence: Strategies for Healthcare*. Presentation by the authors of the content of the book, adequate time for questions regarding the book, and discussion of possible research topics related to the content of the book.

**Session Chair:** Dan Marlin, University of South Florida

**Book Authors and Panelists:** Myron D. Fottler, Robert C. Ford, and Cherrill P. Heaton
ALL SMA EVENT
3:00 – 3:15
ROOM: SALON D

SMA Coffee Break
Coordinator: Geralyn Franklin, University of Texas – Permian Basin

3:15 – 4:45
SMA FEATURE SESSION
ROOM: TARPON

This is a workshop where participants interact with JOM Board members to receive feedback on a research study in progress. Participants work with the editor and senior members of the editorial board in small groups to discuss ways of improving their manuscripts in particular and their skills in publishing more generally. Pre-registration is required for participation.

Coordinator: Daniel Feldman, University of Georgia

3:15 – 4:45
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

SYMPOSIUM: Emotions in the Workplace

Participants: Pamela L. Perrew, Florida State University
Yongmei Liu, Florida State University
Paul Spector, University of South Florida
Suzy Fox, Loyola University - Chicago
Gerrald Ferris, Florida State University
Melita Prati, Florida State University
Wayne Hochwarter, Florida State University
Matrecia James, Florida State University
Kelly Zellars, University of North Carolina-Charlotte

Discussant: Neal Ashkanasy, University of Queensland
3:15 – 4:45  
**TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP**  
**ROOM: SALON B**

**PAPER SESSION:** 📚 *Individual Perspectives on Entrepreneurship*

**Session Chair:** Bob Stephens, Macon State College

- **Church-Membership and Ethnic Entrepreneurship: A Study in Brazilian Communities in the US**  
  Carlos L. Rodriguez, University of North Carolina Wilmington  
  Ana Christina B. Martes, Escola de Administracao de Empresas de Sao Paulo

- **The Relationship of Entrepreneurial Self-Efficacy to Entrepreneurial Intentions: A Decision Modeling Approach**  
  Jeff Brice, Hofstra University  
  Barbara A. Spencer, Mississippi State University

- **The Influence of an Ego Network on Entrepreneurial Attempts**  
  Jonathan R. Anderson, University of Kentucky

**Discussants:** Gina Simpson, University of Alabama  
Frances Fabian, Tulane University  
Kunal Banerji, Florida Atlantic University

3:15 – 4:45  
**TRACK 3: HUMAN RESOURCES/CAREERS**  
**ROOM: SALON C**

**PAPER SESSION:** 📚 *Key Career Outcomes: Reentry, Pay, Performance and Stress*

**Session Chair:** Nhung T. Nguyen, Lamar University

- **Perceptions of Workforce Reentry, Career Progression, and Lost Income Among Stay-at-Home Moms and Stay-at-Home Dads**  
  Michael C. Helford, Roosevelt University  
  Susan M. Burroughs, Washington State University, Vancouver  
  Robert A. Frank, Oakton Community College

- **The Effects of Disability and Attribution of Controllability on Worker Task Performance Ratings and Co-worker Contextual Performance Ratings**  
  Brian K. Miller, James Madison University  
  Steve Werner, University of Houston
Too Much of a Good Thing? The Curvilinear Effect of Leader-Member Exchange on Stress {Best Student Paper in Track}
Ken Harris, Florida State University
K. Michele Kacmar, Florida State University

Discussants: Richard Perlow, University of Lethbridge
Sumita Raghuram, Fordham University
Nhung T. Nguyen, Lamar University

3:15 – 5:15
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

SYMPOSIUM: Was Henry Ford Right? Is Management History Relevant in an Electronic World?

Session Chair: Regina Greenwood, Kettering University

Presenters: Management History: People are the Key
Alfred A. Bolton, Averett College

Separating the Chaff from the Wheat
Kerry David Carson, University of Louisiana – Lafayette

How Business Uses Business History: Milestone Management and Manipulation
Paula Phillips Carson, University of Louisiana – Lafayette

Teaching Management History Using Great Books
W. Jack Duncan, University of Alabama at Birmingham

Management History: Alive in the Online Classroom
Julia A. Teahen, Baker College

Teaching History in Business
David D. Van Fleet, Arizona State University – West

Cooking the Books: If Accountants Can, Why Can’t We?
Daniel A. Wren, University of Oklahoma

3:15 – 4:45
TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY
ROOM: EXECUTIVE CONFERENCE ROOM

PAPER SESSION: New and Improved Diversity Frameworks

Session Chair: Holly Buttner, University of North Carolina at Greensboro
- **Diverse Meanings, Relationships and Power**  
  Rita Durant, Tulane University  
  Jim Cashman, University of Alabama

- ✨ **The Role of Work Group Status as a Contextual Variable in Relational Demography Research {Best Student Paper in Track}**  
  Bryan Schaffer, University of Georgia  
  Christine M. Riordan, University of Georgia

- **Sexual Harassment Policies and Perceptions of Women in Management**  
  Kay J. Bunch, Georgia State University

**Discussants:**  
Judith Hunt, Eastern Carolina University  
Susan Key, University of Alabama at Birmingham  
Kelly P. Weeks, Centenary College of Louisiana
5:00 – 6:00
JOURNAL OF MANAGEMENT EVENT
ROOM: TARPON

JOM Board Meeting
Presiding: Daniel Feldman, University of Georgia

ALL SMA EVENT
1:30 – 5:00
ROOM: SALON D

SMA Placement Services
Coordinator: Frank Markham, Mesa State College

ALL SMA EVENT
6:30 – 8:30
ROOM: FLAMINGO DECK

SMA Caribbean Party
Come and join your SMA colleagues for an evening of fun! Heavy hors d’oeuvres will be served.
SMA Officers Board Meeting
Presiding: Terri Scandura, University of Miami

Conference Registration
Coordinator: Tim Barnett, Mississippi State University

SMA Placement Services
Coordinator: Frank Markham, Mesa State College

Track 1: Organizational Behavior/Organizational Theory/Organizational Development
Room: Mangrove

Paper Session: Teams in Organizations
Session Chair: Lee Grubb, Virginia Commonwealth University

- The Impact of CDROM Based Team Training on Virtual Team Processes and Performance: An Empirical Investigation
  Bradley L. Kirkman, Georgia Institute of Technology
  Benson Rosen, University of North Carolina, Chapel Hill
  Paul E. Tesluk, University of Maryland
  Cristina B. Gibson, University of Southern California

- Effect of Team-Member Exchange on Individual-Level Performance, Organizational Citizenship Behavior-Individual, and Job Satisfaction Beyond the Influence of Leader-Member Exchange {Best Paper in Track}
  Barbara Wech, University of Alabama-Birmingham

- A Time for Everything: How the Timing of Novel Contributions Influences Project Team Outcomes
Discussants: Lucy Gilson, University of Connecticut  
Walter Davis, University of Mississippi  
Neal Ashkanasy, University of Queensland

8:00 – 9:15  
**TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP**  
**ROOM: SALON B**

**PAPER SESSION: Entrepreneurial Management**

Session Chair: John Logan, University of South Carolina

- **An Examination of Small Firm Capital Structure Decisions**  
  Timo Korkeamaki, Gonzaga University  
  Matthew W. Rutherford, Gonzaga University  
  Chao Qin, Gonzaga University

- **Bridging the Entrepreneurial Firm with its Environment Through Supply Chain Management**  
  Michael G. Goldsby, Ball State University  
  Thomas J. Goldsby, Ohio State University

- **Too Much of a Good Thing? A Contingency Perspective on the Effects of Charismatic Leadership in High Potential New Ventures**  
  Mark Ciavarella, University of Georgia  
  Allen C. Amason, University of Georgia

Discussants: Vera L. Hoover, Florida State University  
Jon Anderson, University of Kentucky  
Jim Combs, Florida State University

8:00 – 9:15  
**TRACK 3: HUMAN RESOURCES/CAREERS**  
**AND**  
**TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/EDUCATION**  
**ROOM: SALON C**

**WORKSHOP: Field Projects: A Tool for Enhancing Graduate Education and Building Corporate Relations**

Business schools have used field projects to enhance graduate education for many years. These projects, when properly managed, can be valuable experiences for students in terms of resume enhancing experience and job networking. The projects provide links to the business community for research and consulting opportunities for faculty, and can provide financial
resources for the sponsoring department. The faculty presenters will share their experiences as advisors of field projects at several different universities. The alumni presenters will discuss their experiences as students in field projects. Time will be included for audience members to share experiences and discuss relevant issues.

Coordinator: Mary A. Gowan, The George Washington University
Facilitator: Dianna Stone, University of Central Florida
Presenters: Mary A. Gowan, The George Washington University
Ann Roberts, University of Central Florida
Nicole Howatt, University of Central Florida
Jessica Draluck, University of Central Florida

8:00 – 9:15
TRACK 6: INFORMATION TECHNOLOGY/INNOVATION/OPERATIONS MANAGEMENT
ROOM: MANDALAY

PAPER SESSION: New Product Development

Session Chair: Arthur L. Rutledge, Mercer University

☆ The Impact of Publishing and Patenting Activities on New Product Development and Firm Performance: The Case of the US Pharmaceutical Industry {Best Paper in Track}
   G. Steven McMillan, Penn State Abington
   Alfredo Mauri, St. Joseph’s University
   Robert D. Hamilton, III, Temple University

• The Reduction of Cycle Time in Defense Systems Acquisition: The Development of a Theoretical Model
  J. Daniel Sherman, University of Alabama in Huntsville

• The Impact of Market Orientation and Entrepreneurship Orientation on New Product Development: The Critical Path to New Product Success
  Chun-Lan Chang, University of Queensland

• The Strategic Visioning Process: Facilitating Innovation to Bridge the Gaps of Technological Discontinuity
  Howard S. Rasheed, University of South Florida

Discussants: George Redmond, Agnes Scott College
Linda Brennan, Mercer University
8:00 – 9:15
TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY
ROOM: EXECUTIVE CONFERENCE ROOM

SYMPOSIUM:  
Organizational Adaptations to Work and Nonwork Life:  
What Men and Women Want

Presenters:  
Madeline Crocitto, State University of New York, College at Old Westbury
Maureen A. Keefe, State University of New York, College at Old Westbury
Lisa A. Mainiero, Fairfield University
Sherry E. Sullivan, Bowling Green State University
9:30 – 10:50
ALL SMA FEATURE SESSION
ROOM: SALON E

FEATURE SESSION: Building a Winning Future on a Foundation of Change

SMA Proudly Presents

Dennis Donovan
Executive Vice President of Human Resources
The Home Depot

Dennis Donovan joined The Home Depot in April 2001 as Executive Vice President of Human Resources. Prior to joining Home Depot, he was Senior Vice President of Human Resources at Ratheon Company. Previously, he was Vice President of Human Resources for the Power Systems business at General Electric. In recognition of his achievements and contributions to the profession, Dennis was elected as a Fellow in the National Academy of Human Resources, an honor considered the most prestigious in the field of human resources.

ALSO: Presentation of SMA Overall Best Paper Award and Best Doctoral Student Paper Award
11:00 – 12:15
SMA FEATURE SESSION
ROOM: SALON B

FEATURE SESSION: 🌴 Ask the Editors

Coordinator: Bob Ford, University of Central Florida

Panelists:
- Daniel Feldman, University of Georgia, Editor - *Journal of Management*
- Bob Ford, University of Central Florida, Editor – *Academy of Management Executive*
- Jane Gibson, Nova Southeastern University, Editor – *Journal of Applied Management and Entrepreneurship*
- Marshall Schminke, University of Central Florida – *Academy of Management Journal*

11:00 – 12:15
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Ⓞ Job Satisfaction, Social Cognition

Session Chair: Bob Wheatley, Troy State University

- Job Autonomy as an Antidote to the Dysfunctional Effects of Accountability as a Stressor: Implications for Job Satisfaction and Emotional Exhaustion {Best Doctoral Student Paper in Track}
  - Angela T. Hall, Florida State University
  - Wayne A. Hochwater, Florida State University
  - Pamela L. Perrewe, Florida State University
  - Gerald R. Ferris, Florida State University

- An Examination of Satisfaction with My Supervisor and Organizational Commitment
  - I.E. Jernigan, III, The University of North Carolina at Charlotte
  - Joyce M. Beggs, The University of North Carolina at Charlotte

- Leader Social Cognitions: Integrating the Causal Reasoning Perspective with Social Cognitive Theory
Discussants: Brad Kirkman, Georgia Institute of Technology  
Frank Hamilton, University of South Florida  
Ron Humphrey, Virginia Commonwealth University

11:00 – 12:15
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION: Recruiting and Staffing Issues

Session Chair: Robyn Berkley, Rensselaer Polytechnic Institute

- Recruiters' Stereotypes and Applicant Gender as Determinants of Resume Evaluations  
  Michael S. Cole, Auburn University  
  William F. Giles, Auburn University  
  Hubert S. Field, Auburn University  
  Jeremy B. Bernerth, Auburn University

- Recruiters' Assessment and Use of Social Capital in Resume Screening  
  Nhung T. Nguyen, Lamar University  
  Charles L. Allen, Lamar University  
  R. Lynn Godkin, Lamar University

- Staffing Issues in the Crime Lab: National Survey of Forensic Science Lab Directors  
  Wendy S. Becker, SUNY at Albany  
  W. Mark Dale, NYPD Laboratory  
  Alysa Lambert, SUNY at Albany  
  Dan Magnus, SUNY at Albany

Discussants: Timothy DeGroot, Oklahoma State University  
Robyn Berkley, Rensselaer Polytechnic Institute  
Jarrod Haar, Aotearoa Business School
11:00 – 12:15
**TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION AND TRACK 6: INFORMATION TECHNOLOGY/INNOVATION/OPERATIONS MANAGEMENT**
**ROOM: SALON A**

**SYMPOSIUM:** On-line Teaching Successes, Failures, and Other Atrocities

**Session Chair:** Barry Barnes, Nova Southeastern University

**Presenters:**
- William “Rick” Crandall, University of North Carolina-Pembroke
- John A. Parnell, University of North Carolina at Pembroke
- John E. Spillan, Pennsylvania State University—Dubois
- Christopher Ziemnowicz, Concord College

11:00 – 12:15
**TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY**
**ROOM: EXECUTIVE CONFERENCE ROOM**

**PAPER SESSION:** Ethical Issues and Outcomes

**Session Chair:** John Logan, University of South Carolina

- **Does an Ethical Climate Contribute to OCB? A Situationist Perspective**
  Thomas L. Baker, University of North Carolina at Wilmington
  Tammy G. Hunt, University of North Carolina at Wilmington
  Martha C. Andrews, University of North Carolina at Wilmington

- **Technology Ethics and Copyright Infringement: A Look at the Motion Picture Industry**
  Kunal Banerji, Florida Atlantic University
  Ashok Abbott, West Virginia University
  Sharon J. Stratton, Fairmont State College

- **Wishbone: Ethical Dilemmas Among Venture Capitalists**
  Ann K. Buchholtz, University of Georgia
  Jill A. Brown, University of Georgia

**Discussants:**
- Hetty van Emmerik, Utrecht University
- Randi Sims, Nova Southeastern University
- Janie Gregg, Mississippi University for Women
PAPER SESSION:  Current Issues in Health Care Administration

Session Chair:  Nancy Borkowski, St. Thomas University

🌟 The Structure of Medical Residents' Perceptions of Medical Errors  
{Best Paper in Track}   
Nir Menachemi, Florida State University  
Richard M. Chewchuk, University of Alabama at Birmingham  
Stephen J. O’Connor, University of Alabama at Birmingham

- The Financial Impact of Several Hospitals on Their Community's Economy   
Timothy Rotarius, University of Central Florida   
Aaron Liberman, University of Central Florida   
Antonio Trujillo, University of Central Florida   
Reid Oetjen, University of Central Florida

- Dropping Out Along the Way: Attrition in Early Career Nursing   
Stephen M. Crow, University of New Orleans   
Sandra J. Hartman, University of New Orleans   
Steven A. Smith, University of New Orleans

Discussants:  Gretchen Gemeinhardt, Texas Women’s University  
Majorie Icenogle, University of South Alabama  
Jean Gordon, St. Thomas University
ALL SMA EVENT
1:30 – 5:00
ROOM: SALON D

SMA Placement Services
Coordinator: Frank Markham, Mesa State College

1:30 – 4:45
SMAI EVENT
ROOM: EXECUTIVE CONFERENCE ROOM

FEATURE SESSION: Teaching Methodologies for the 21st Century - A Teaching Development Workshop
Coordinator: Marie-Line Germain, City College
Panelists: Film as a Teaching Resource by Joseph Champoux, University of New Mexico
Teams and Creativity by Tim Peterson, Oklahoma State University
Can Ethics be Taught? by Marie-Line Germain, City College of Miami

1:30 – 3:00
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

FEATURE SESSION: A Backwards Look Through the Looking Glass: Three Authors Speak Out on the Peer Review Process
Session Chair: Arthur G. Bedeian, Louisiana State University
Panelists: Mark J. Martinko, Florida State University
Paul E. Spector, University of South Florida
Robert Vandenberg, University of Georgia
1:30 – 3:00
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP
ROOM: SALON B

PAPER SESSION:  
Innovation

Session Chair: Scott Geiger, University of South Florida

- Latent Implications in the Management of Research and Development: Discernable Boundaries Between Contract Size {Best Paper in Track}
  Terry R. Adler, New Mexico State University
  Robert F. Scherer, Cleveland State University

- Corporate Entrepreneurship: An Empirical Look at Innovativeness and Its Antecedents
  Matthew W. Rutherford, Gonzaga University
  Daniel T. Holt, Air Force Institute of Technology

- Adoption of Production Innovation in the US Furniture Industry
  Claudio Carpano, University of North Carolina Charlotte
  Mary C. Martin, Fort Hays State University

Discussants: Jenny Korn, Northwestern University
Maryellen Kelly, Duquesne University
Alejandro Ruelas-Gossi, University of Tampa

1:30 – 3:00
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION:  
Mentoring: Individual, Team, and Organization

Session Chair: Danielle S. Beu, West Virginia University

- Factors Related to Effective Mentorships
  Tammy D. Allen, University of South Florida
  Lillian T. Eby, University of Georgia

- Team Mentoring in Organizations: An Alternative to Traditional Mentoring Models
  Ethlyn A. Williams, University of South Florida
  Terri A. Scandura, University of Miami

- Mentoring as a Competitive HR Strategy in Organizations: A Conceptual Development of the Link Between Mentoring and Social Capital
Discussions:

Danielle S. Beu, West Virginia University
Sara Bliss Kiser, Judson College
Karen South Moustafa, University of Memphis

1:30–3:00
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

PAPER SESSION: Issues in Academia: Admissions, Curriculum, Grading, and Diversity

Session Chair: Preston Jones, Nova Southeastern University

- Gender Bias in the Grading of Student Writing: Implications for Business Education
  Donald Baack, Pittsburg State University
  Mark N. Hatala, Truman State University

- Academic Admissions: Does Personality Have a Place? (Best Paper in Track)
  Shawn M. Keough, Mississippi State University
  Carl P. Maertz, Jr., Mississippi State University

- Is an Integrative Undergraduate Business Curriculum the Right Choice for U.S. Business Schools?
  Noel D. Campbell, North Georgia College & State University
  Kirk C. Heriot, Francis Marion University

- Self-Fulfilling Prophecy and Diversity Management in Adult Education
  Bahaudin G. Mujtaba, Nova Southeastern University

Discussants:

Joseph Michalski, Nova Southeastern University
Velma McCuiston, University of Tampa
Dana V. Tesone, University of Central Florida
John G. Watson, St. Bonaventure University
SMA 2003 - FRIDAY, NOVEMBER 14

3:15 – 4:45
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Diversity and Work Values

Session Chair: Angela Miles, North Carolina A&T State University

• The Employee-Supervisor Dyad: Organizational Citizenship Behavior and Positive Effects of Diversity
  Edward W. Miles, Georgia State University
  William H. Bommer, Georgia State University

• Sharing In-Use and Espoused Values: Attitudinal and Behavioral Outcomes
  Elizabeth C. Ravlin, University of South Carolina
  C. Michael Ritchie, University of South Carolina

• Job Complexity, Performance, and Well-Being: When Does Supplies-Values Fit Matter?
  Jason D. Shaw, University of Kentucky
  Nina Gupta, University of Arkansas

Discussants: Scott Douglas, University of Montana
              Sandralee Moynihan, Oklahoma State University
              Matrecia James, Florida State University

3:15 – 4:45
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP
ROOM: SALON B

SYMPOSIUM: Franchising Research: Where Do We Go From Here?

Jim Combs, Florida State University
Steve Michael, University of Illinois
T. Russell Crook, Florida State University
Dave Ketchen, Florida State University
Gary Castrogiovanni, University of Tulsa
Ilan Alon, Rollins College
3:15 – 4:45
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION: Benefits and Broadbanding

Session Chair: Margaret Williams, Virginia Commonwealth University

- Broadbanding and the Constant Labor Cost Hypothesis: An Empirical Test
  Charles Fay, Rutgers University
  Eric Schulz, Eastern Michigan University

- Benefit Usefulness and Perceived Organizational Support: Does Type of Benefit Matter?
  Lori Muse, Western Michigan University
  Christina L. Stamper, Western Michigan University

- Antecedents of Benefits Satisfaction: Knowledge and Fit of Benefits
  Gergana Markova, University of Central Florida
  Foard Jones, University of Central Florida

Discussants: Margaret Williams, Virginia Commonwealth University
             Chad Carson, University of Mississippi
             Paul Mulvey, North Carolina State University

3:15 – 4:45
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

PAPER SESSION: Initiatives in International Research

Session Chair: Ruth Clarke, Nova Southeastern University

- Measuring Interpersonal Political Influence in Organizations: The Development of a Cross-Cultural Instrument of Upward Influence Strategies
  David A. Ralston, University of Oklahoma
  Allison Pearson, Mississippi State University
• Determinants of the Singaporeans’ Consumer Behavior Pertaining to Different Shampoo Brands: An Asia Pacific Marketing Management Perspective
  Thomas Tsu Wee Tan, Curtin University of Technology
  Zafar U. Ahmed, Texas A & M University
  Shawn Carraher, Texas A & M University
  Lee Shing, Nanyang Technological University
  Tan Lee Ping Linda, Nanyang Technological University
  Verani Nikke, Nanyang Technological University

• An Assessment of the Use of Regression in International Business Research
  Norma A. Juma, University of Texas at Arlington
  G. Tyge Payne, University of Texas at Arlington

Discussants: Edward F. Murphy, Jr., Embry Riddle Aeronautical University
Joseph Heinzman, Nova Southeastern University
Barbara Dastoor, Nova Southeastern University

3:15-4:45
TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY
ROOM: EXECUTIVE CONFERENCE ROOM

FEATURE SESSION: 🌿 Refocusing our Research and Teaching on What Matters: The Current Pulse on Ethical, Social, and Diversity Issues

Panelists: Archie Carroll, University of Georgia
Martin Davidson, University of Virginia
Belle Rose Ragins, University of Wisconsin-Milwaukee
5:00 – 6:00
ALL SMA EVENT
ROOM: MANGROVE

SMA Business Meeting
Presiding: Kevin Mossholder, Louisiana State University

6:30 – 7:30
ALL SMA EVENT
ROOM: SUNSET TERRACE

SMA Reception
Come and enjoy the sunset!
8:00 – 9:15
**TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT**
**ROOM: MANGROVE**

**Paper Session:**  
Leadership

**Session Chair:** Gayle Baugh, University of West Florida

- **How Empathy and Cognitive Ability Predict Leadership Emergence**  
  Janet B. Kellett, Virginia Commonwealth University
  Ronald H. Humphrey, Virginia Commonwealth University
  Randall G. Sleeth, Virginia Commonwealth University

- **Examining the Relationship Among Leader Charisma, Motives, and Voice Characteristics**  
  Timothy DeGroot, Oklahoma State University
  Sandralee Moynihan, Oklahoma State University

- **Critical Managerial Leadership Behaviors: An Empirical Study of Crisis and Stable Situations**  
  Tim O. Peterson, Oklahoma State University
  David D. Van Fleet, Arizona State University – West

**Discussants:** Stephanie Case, Louisiana State University
                Todd Royle, Florida State University
                Seung Yong Kim, University of Memphis

8:00 – 9:15
**TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP**
**ROOM: SALON B**

**Paper Session:**  
Industry Analysis Redux

**Session Chair:** Tammy Hunt, University of North Carolina Wilmington

- **The Effects of Dispositional and Situational Factors on Firm Strategic Behavior**  
  John R. Phillips, University of Western Ontario

- **Unringing the Bell: Can Industries Reverse Unfavorable Institutional Shifts Triggered By Their Own Mistakes?**
Michael L. Barnett, New York University

  Elizabeth Boyle, Hofstra University

Discussants: Jeremy Short, Portland State University
Barbara Spencer, Mississippi State University
T. Russell Crook, Florida State University

8:00 – 9:15
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION: Breaching Psychological Contracts

Session Chair: Michael J. Kavanagh, SUNY at Albany

- Perceived Psychological Contract Breach and Reduction of Contributions: Moderating Effects of Gender and Employment Status
  Hetty van Emmerik, Utrecht University

- The Effects of Layoff Experience on Victim's Future Employment Relationship: A Longitudinal Study on Contract Violation and Fairness {Best Paper in Track}
  Min Soo Kim, Ewha Woman's University School of Business

- Contextual Determinants of Depressed Mood at Work
  Jason Stoner, Florida State University
  Wayne A. Hochwater, Florida State University

Discussants: David A. Foote, Middle Tennessee State University
Michael J. Kavanagh, SUNY at Albany
Millicent Nelson, University of Tulsa

8:00 – 9:15
TRACK 4: RESEARCH METHODS
ROOM: EXECUTIVE CONFERENCE ROOM

PAPER SESSION: In Search of a Construct: Scale Development and Validation

Session Chair: Marcia Simmering, Louisiana Tech University

- The Development of a Korean Version of a Core-self Evaluations Scale
  Daniel T. Holt, Air Force Institute of Technology
Assessing the Construct Validity of Alternative Measures of Burnout:
Investigating the Oldenburg Burnout Inventory and the Utrecht
Engagement Scale {Best Student Paper in Track}
Jonathon R. B. Halbesleben, University of Oklahoma

- A Discursive Conversation on Research Methods
  Rita Durant, Tulane University
  Jim Cashman, University of Alabama

Discussants: Betti Hamilton, University of Miami
Ken Harris, Florida State University
Ethlyn Williams, Florida Atlantic University

8:00 – 9:15
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/MANAGEMENT EDUCATION
ROOM: SALON A

SYMPOSIUM: International Management Education: Learning Global Approaches to Risk Management

Session Chair: Ruth Clarke, Nova Southeastern University

- Risk Management in Student/Faculty Exchanges Between the U.S. and France and the U. S. and Germany: The Case of Eastern Michigan University
  John Waltman, Eastern Michigan University

- Strategic Alliances in International Management Education: COB’s Collaboration with Two Indian Universities
  Sanjib Chowdhury, Eastern Michigan University
  Diana Wong, Eastern Michigan University

- Joint Ventures in International Management Education: The Agreement Between EMU and Tianjin
  Stephanie E. Newell, Eastern Michigan University
  Fraya Wagner-Marsh, Eastern Michigan University

- Focusing the School Through IB: The Case of Suffolk University
  C. Gopinath, Suffolk University
9:30 – 10:45
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION:  

Power and Politics

Session Chair: Jerry Bryan Fuller, Louisiana Tech University

• Relationship Between Machiavellianism and Absence Rate
  Abdul Aziz, College of Charleston

• Revisiting the Construct of Power Within Top Management Teams: An Empirical Investigation
  Evan Offstein, Virginia Polytechnic Institute and State University

• An Investigation of Supervisor Constructs as Buffers on the Perceptions of Politics-Strain Relationship
  Ken Harris, Florida State University
  K. Michelle Kacmar, Florida State University

Discussants: Larry Faulk, Georgia College and State University
            Youngmei Liu, Florida State University
            C. Lakshman, Jackson State University

9:30 – 10:45
TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP
ROOM: SALON B

PAPER SESSION:  

Something for Everyone

Session Chair: Terry Adler, New Mexico State University

• Entrepreneurship Education: Toward a Model of Contingency Based Business Planning
  Benson Honig, Wilfrid Laurier University

• Human Resource Management and Organizational Performance: A Meta-Analysis
  Angela T. Hall, Florida State University
• Measuring e-business Activities of Pharmaceutical Firms in Customer Relationship Management: Development of a Competitor Analysis Tool
  Mahesh Joshi, George Mason University
  Thani Jambulingam, St. Joseph’s University
  Ravi Kathuria, Chapman University

Discussants: John Logan, University of South Carolina
Franz Lohrke, University of Alabama
Janie Gregg, Mississippi University for Women

9:30 – 10:45
TRACK 3: HUMAN RESOURCES/CAREERS
ROOM: SALON C

PAPER SESSION: The Trouble with Turnover: Analysis from Multiple Perspectives

Session Chair: Anthony Wheeler, University of Oklahoma

• Protecting Trade Secrets During Employee Migration: What You Don't Know Can Hurt You
  Kenneth A. Kovach, George Mason University
  Mark Pruett, George Mason University
  Linda Samuels, George Mason University
  Christopher F. Duvall, U.S. Department of State

• Should I Stay or Should I Go? The Role of Risk in Voluntary Turnover
  David G. Allen, University of Memphis
  Robert W. Renn, University of Memphis
  Karen R. Moffitt, University of Memphis

• High Turnover Trap and Awareness Gap: Rushing Toward That Next Bad Job
  F. Robert Buchanan, University of Texas at Arlington

Discussants: Anthony Wheeler, University of Oklahoma
Xin Yao, University of Washington
9:30 – 10:45
**Track 5: Management History/International Management/Management Education**

**Room: Salon A**

**Symposium:** *Meeting Student Needs While Maintaining Academic Quality: The Online Way*

**Session Chair:** Julia A. Teahen, Baker College

**Presenters:**
- Regina Greenwood, Kettering University
- Ron Steffel, University of San Diego
- John Craddock, University of Phoenix
- Julia A. Teahen, Baker College

9:30 – 10:45

**Track 7: Ethics/Social Issues/Diversity**

**Room: Executive Conference Room**

**Paper Session:** *At the Crossroads of Diversity and Social Issues*

**Session Chair:** William “Rick” Crandall, University of North Carolina-Pembroke

- **Employee Attitudes Towards Unethical Business Practices: Collective Versus Individualist National Cultures**
  - Randi L. Sims, Nova Southeastern University
  - Long-Chuan Lu, National Chung Cheng University

- **No Family, No Benefits, No Fair: Are Employees Without Families Feeling Left Out?**
  - Suzanne de Janasz, James Madison University
  - Monica Forret, St. Ambrose University
  - Debra Haack, St. Ambrose University

- **Who Supports Affirmative Action Programs? Predictions Based on Information, Experience and Demographics**
  - Stephanie E. Case, Louisiana State University
  - Marcia J. Simmering, Louisiana Tech University

**Discussants:**
- Tammy Hunt, University of North Carolina -Wilmington
- Scott J. Behson, Fairleigh Dickinson University
- Kay Bunch, Georgia State University
11:00 – 12:15
TRACK 1: ORGANIZATIONAL BEHAVIOR/ORGANIZATIONAL THEORY/ORGANIZATIONAL DEVELOPMENT
ROOM: MANGROVE

PAPER SESSION: Team Performance, Layoffs

Session Chair: Nathan Hartman, Virginia Commonwealth University

- Emotional Competence and Cooperation in Work Groups
  Flavia Cavazotte, Ibmec Business School, Rio de Janeiro, Brazil
  Ronald Humphrey, Virginia Commonwealth University
  Randall Sleeth, Virginia Commonwealth University

- Organizational Design of Fast Track Project Teams
  Tim Carroll, Georgia Institute of Technology

- What Happens to Survivors? An Examination of the Perceived Job Insecurity of Survivors of a Layoff and the Effect on Performance
  Wayne A. Hochwater, Florida State University
  Stephanie L. Castro, Florida Atlantic University

Discussants: Bryan Schaffer, University of Georgia
Ginny Braton, Florida State University
Abdul Aziz, College of Charleston

11:00 – 12:15
TRACK 5: MANAGEMENT HISTORY/INTERNATIONAL MANAGEMENT/ MANAGEMENT EDUCATION
ROOM: SALON A

PAPER SESSION: International H.R. and Management Strategies

Chair: Bill Harrington, Nova Southeastern University

  Joseph Heinzman, Nova Southeastern University

- Strategic Flexibility and Firm Performance: The Case of U.S. Based Transnational Corporations
Kunal Banerji, Florida Atlantic University
Ashok Abbott, West Virginia University
Sharon Stratton, Fairmont State College

- Redefining the Platform for Cross Border Mergers and Acquisition Strategies: The Case of the European Union
  - Hadi S. Alhorr, Texas Tech University
  - Carlton J. Whitehead, Texas Tech University

Discussants:
- Terrell Manyak, Nova Southeastern University
- Richard Dutton, University of South Florida
- Joseph Kennedy, Nova Southeastern University

11:00 – 12:15
TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY
ROOM: EXECUTIVE CONFERENCE ROOM

PAPER SESSION: ⬇️ Supporting Families and Well-being in the Workplace

Session Chair: Gail McKee, Roanoke College

- The Relative Contribution of Formal and Informal Organizational Work-family Support
  - Scott J. Behson, Fairleigh Dickinson University

- How Social Support Buffers Workplace Violence: A Multi-Level Study Among the Military Police
  - Hetty van Emmerik, Utrecht University
  - Martin C. Euwema, Utrecht University
  - Arnold Baker, Utrecht University
  - Jan de Jonge, Utrecht University

- Spirituality in the Workplace: Lessons for Managers from the Brazilian Candomblé
  - Angela K. Miles, North Carolina A&T State University
  - Sally Sledge, Christopher Newport University
  - Samuel Coppage, Old Dominion University

Discussants: Monica Forret, St. Ambrose University
- Tam Limpaphayom, Valdosta State University
- Rita Durant, Tulane University

Thanks for a great meeting. See you next year in San Antonio!
PAPER AND PROPOSAL SUBMISSIONS: The Southern Management Association (SMA) will use a two-step submission procedure adapted from the national Academy of Management. In Step 1, authors must submit electronically their title page information and abstract to the conference website, at which time they will obtain an electronic submission identification number. In Step 2, the electronic submission identification is used to submit each paper, symposium, or workshop proposal to the appropriate track chair(s). Symposia and workshops intended for multiple tracks should be submitted to the chairs of the tracks involved; if not accepted jointly, such submissions may still be accepted by one (or more) of the separate tracks. Further detailed submission instructions, as well as the link to the conference website, will be posted on the SMA website. The conference website is scheduled to open on or about March 1, 2004.

- Submissions may not exceed 25 pages in length inclusive of the abstract (100-150 words) page, text, and all references, tables, figures, etc. Title pages will be taken from the information entered in the conference website in Step 1.
- Submissions should be double-spaced throughout (including all tables and references), in 12-point font (Word 2000 or earlier), on 8.5 x 11-inch paper, with one-inch margins throughout.
- To facilitate the blind review, identify your submission only by your title plus the electronic submission number you receive in Step 1. Enter the submission number as a header on all pages, and make sure that your title and abstract is identical to that submitted in Step 1.
- Each symposium or workshop proposal should include: an abstract as specified above, a list of participants and their roles, 1-3 page overview of the work’s purpose, 3-5 page description of each participant’s presentation.
- Symposium and workshop proposals are not blind-reviewed. All proposed participants must guarantee their participation (should the proposal be accepted).
- For paper submissions, at least one of the authors agrees to register for, attend, and personally present the paper at the meeting (should the paper be accepted).

Submissions that do not conform to the submission instructions may be rejected without review.

Receipt deadline is April 14, 2004.

OUTSTANDING PAPER AND DOCTORAL STUDENT PAPER AWARDS: Each track will have an Outstanding Paper Award and an Outstanding Doctoral Student Paper Award, recognizing the best faculty/practitioner and student submission (provided there are a sufficient number of quality papers for consideration). Additionally, one faculty/practitioner and one doctoral student paper will be designated as the Outstanding Paper: All Tracks and the Outstanding Doctoral Student Paper: All Tracks, respectively. Doctoral award winners will have their conference registration and annual dues waived for one year. Doctoral students should include a statement in their cover letter indicating that they wish to have their paper considered for the doctoral student award and confirming their student status. Doctoral student papers may be single or multiple authored, but the first author must be enrolled as a doctoral student and be without degree at the time of submission. A form is posted on the SMA website that must be completed by the faculty member certifying that the majority of the work was done by the doctoral student(s).

REVIEW PROCEDURES: All submissions will be reviewed on the basis of originality, rigor, and relevance of content. No paper that has been previously accepted, published, or presented at another meeting, or is under review for another meeting may be submitted. Subsequent publication elsewhere, with proper acknowledgement, is encouraged. No participant is allowed to be included as an author, presenter, session chair, discussant, etc. in more than three program sessions. This rule does not apply to pre-conference activities (i.e., consortia, workshops) or officer listings.

PROGRAM PARTICIPATION: The SMA is an inclusive organization that seeks the greatest possible involvement of its diverse membership. If you are interested in being a reviewer, discussant or in serving in some other capacity, please contact the appropriate track chairs. Address other questions to Anson Seers, V.P./Program Chair; School of Business, Virginia Commonwealth University, Richmond, VA 23284-4000; Tel: 804-828-1624; Fax: 804-828-8884; E-mail: aseers@vcu.edu.

Location: Sheraton Gunter Hotel, San Antonio, Texas

http://www.southernmanagement.org/
Track Chairs - 2004 Program

Please send your submissions directly to the track chairs listed below. If you are in doubt as to the suitability of a submission for a track, please discuss your submission with the appropriate chair(s) concerned. Doctoral students should inform the chairs of their student status, so they may be considered for student paper awards.

**Track 1: Organizational Behavior/Organizational Theory/Organizational Development**
Steve Barr  
North Carolina State University  
College of Management  
Raleigh, NC 27695-8614  
Phone: 919-515-4566  
Fax: 919-515-6943  
Email: Steve_Barr@ncsu.edu

**Track 2: Strategic Management/Entrepreneurship**
Howard Rasheed  
University of North Carolina at Wilmington  
601 S. College Road  
Wilmington, NC 28403-5960  
Phone: 910-962-3779  
Fax: 910-962-3815  
Email: rasheedh@uncw.edu

**Track 3: Human Resources/Careers**
Bennett J. Tepper  
University of North Carolina at Charlotte  
Belk College of Business Administration  
Charlotte, NC 28223-0001  
Phone: 704-687-2854  
Fax: 704 687-3123  
Email: Bjtepper@email.uncc.edu

**Track 4: Research Methods**
Ethlyn Williams  
Florida Atlantic University  
College of Business  
Boca Raton, FL 33431  
Phone: 561-297-2357  
or 561-297-3653  
Fax: 861-297-2675  
Email: Ewillsiam@fau.edu

**Track 5: Management History/Management Education**
Jonathon Halbesleben  
University of Oklahoma  
Michael F. Price College of Business  
307 W. Brooks  
Norman, OK 73019  
Phone: 405-325-3819  
Fax: 405-325-7688  
Email: Jhalbesleben@ou.edu

**Track 6: International Management/Information Technology/Innovation**
Kevin B. Lowe  
University of North Carolina at Greensboro  
Bryan School of Business and Economics  
Greensboro, NC 27402  
Phone: 336-334-3055  
Fax: 336-334-4141  
Email: Kevin_Lowe@uncg.edu

**Track 7: Ethics/Social Issues/Diversity**
Angela Miles  
North Carolina A&T State University  
Department of Business Administration  
1601 E. Market St.  
Greensboro, NC 27411  
Phone: 336-334-6017  
Fax: 336-334-7093  
Email: Akmiles@ncat.edu

**Track 8: Health Care/Hospitality Mgmt/Public Administration**
Eric Williams  
University of Alabama  
Management & Marketing Department  
Tuscaloosa, AL 25406  
Phone: 205-348-8920  
Fax: 205-348-6695  
Email: Ewilliam@cba.ua.edu

Submission Deadline: April 14, 2004  
Date of Meeting: November 3-6, 2004
2004 SMA Sustained Outstanding Service Award

The SMA Sustained Outstanding Service Award is a new award that recognizes continued service to SMA. The award is keyed to SMA’s goals and mission and complements 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 SMA reach its goals and mission over a period of years. The individual recognized must have made important and sustained contribution to 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 SMA (e.g., local arrangements, financial contributions).

The award winner will be recognized at the 2004 SMA meeting in San Antonio, Texas with a plaque and $500. A notice with the winner's photo and contributions will be placed in the 2004 meeting registration packet.

Nominations will be accepted via email and US mail, with email the preferred method. An acknowledgment of receipt of the nomination materials will be sent to the primary nominator. Self-nominations will be accepted. All nominators and nominees must be SMA members and the award winner must accept the honor in person.

The primary nominator must submit the following materials to the committee chair: (1) a list of the nominee's SMA activities and the dates on which they occurred, and (2) three letters of nomination (including a letter from the primary nominator plus two others). Questions about the award can be directed to committee members Archie Carroll, Paula Phillips Carson, Jerry Hunt, Tammy Hunt, or committee chair, Sharon Topping (601-266-4675). Nominations must be received prior to April 1, 2004. Email nominations can be sent to s.topping@usm.edu. U.S. mail nominations can be sent to:

Sharon Topping  
University of Southern Mississippi  
Box 5012  
Hattiesburg, MS 39406
"I just finished *Thinking Like a Winner* and I'm really excited. It provides the missing piece for a leadership model I have been working on for some time; [Bandura's] work never addressed the process of how people arrive at their self-efficacy estimates. Your Casual Reasoning Theory provides this missing and very central point. The book is a great tool for consulting and in the classroom. It's the most straightforward and entertaining description of attribution theory I have ever found."

Michael J. McCormick, Assistant Professor  
I/O Psychology  
University of Houston-Clear Lake

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