

## Recognizing Sustained Outstanding Service

Terri A. Scandura Honored with SMA's Most Prestigious Award

By Stephany Below, PR Specialist

The Southern Management Association (SMA) is pleased to recognize **Terri A. Scandura**, of the University of Miami, as this year's winner of its highest honor, the [James G. Hunt SMA Sustained Outstanding Service Award](#).

Dr. Scandura, the Warren C. Johnson Chair in Management at the Miami Business School, was recognized at the 2018 SMA Annual Conference held November 6-10 in Lexington, KY.

The Hunt Award honors individuals who have consistently helped SMA reach its goals and mission over a period of years. In keeping with the organization's mission, tradition, and Jerry Hunt's legacy, this honor is awarded based upon the magnitude and impact of the nominee's contributions to SMA, the variety of contributions, and the length of service. The individuals recognized must have made important, sustained, and current contributions to SMA, including, but not limited to, elected office, appointed positions, and volunteer service as well as extraordinary contributions to SMA.

Scandura said she felt deeply honored to receive the Hunt Sustained Outstanding Service Award, and she explained that it has special meaning to her.

"Jerry Hunt was a role model to me," she said. "He epitomized what I aspired to in my career. He was a top leadership scholar that I admired, but he was also kind. He wrote recommendation letters for me even though I wasn't his student. He stayed active in the profession and showed others what sustained service means. It is fitting that this award is named for him. It is an honor to receive this award named for Jerry. He represented the best of SMA."

Scandura's nominators explained why they felt she represents the best of SMA as well.

"Terri embodies the spirit of collegiality and kindness that are hallmarks of SMA and its membership," wrote one nominator. "She is quick to help, willing to contribute to junior faculty development...and has demonstrated a great love and commitment for this organization. Thus, as a scholar and colleague, she embodies the spirit of the Hunt Award."

The committee's decision to confer the 2018 Hunt SOSA to Scandura is supported by her long and distinguished track-record of service to SMA. In 2000, she was elected as Vice President and Program Chair-Elect and progressed through the board to serve as SMA President (2003 – 2004). She was also elected as representative to the Board of Governors and served from 1997 to 2000. She served as Doctoral Coordinator from 1998 through 2000 and served as an associate editor of the *Journal of Management* from 2006 to 2008. Scandura was inducted as a Fellow of SMA in 2000. She has presented more than 30 papers at SMA conferences, served as Track Chair and on multiple committees, and received three Best Paper awards.

Noting the three pillars of academia—research, teaching, and service—Scandura offered encouragement to others seeking to fulfill these roles. She acknowledged that junior members of the profession may feel overwhelmed by the demands of these three, but offered advice based on her experience.

“Time. I focused on different things and different times of my career,” she explained. “Early in my career, I focused on research and publishing in the top journals, next, I focused on mentoring Ph.D. students. Then service – what does service mean in the Academy (of Management)? It’s that third pillar—so often neglected and misunderstood. After receiving tenure, I engaged in service as SMA President, Division Chair for the Research Methods Division, and Associate Editor of the *Journal of Management*,” she said. “Later in my career, I focused on University service by taking an administrative position as a graduate school dean. Today, I write textbooks to better disseminate organizational behavior knowledge to a broader audience.”

Scandura has authored or co-authored more than two hundred presentations, articles and book chapters. Her research has been published in the *Academy of Management Journal*, the *Journal of Applied Psychology*, the *Journal of International Business Studies*, the *Journal of Vocational Behavior*, the *Journal of Organizational Behavior*, *Educational and Psychological Measurement*, *Industrial Relations*, *Research in Organizational Behavior*, *Research in Personnel and Human Resource Management* and others. Her book, *Essentials of Organizational Behavior: An evidence-based approach* was published by SAGE Publications in 2016 and is currently in its second edition.

The committee’s choice of Scandura was further supported by sentiments expressed by the individuals who contributed letters in support of her nomination.

Commenting on Terri’s accomplishments, one nominator wrote, “While serving as an officer, Terri negotiated and managed the transitioning of the *Journal of Management* (to a new publisher.) This one change, which she navigated tremendously effectively, resulted in a massive improvement in the financial performance of SMA, yielding revenue sufficient to endow mission-driven activities (consortia) in perpetuity. The impact of this should not be understated.”

Another nominator was more succinct, but no less glowing in praise of Scandura’s ongoing service to SMA while saying, “I can think of no other current members who are more deserving of this honor and recognition.”

Scandura noted that her service to SMA was more than “checking the service box on my CV.”

“I wanted to be more involved, to shape the direction of the organization,” she said. “I have loved watching SMA become the strong organization that it is—through service of its members. SMA has become more professionalized, and yet maintained the family atmosphere of support and development for junior people, which has been no easy task.”

Scandura's fields of interest include leadership, mentorship, and applied research methods. From 2007 to 2012, she served as dean of the graduate school of the University. She has been a visiting scholar in Japan, Australia, Hong Kong, China and the United Arab Emirates.

She is also a fellow of the American Psychological Association and the Society for Industrial and Organizational Psychology, in addition to being a member of the Society of Organizational Behavior (SOB) and the Academy of Management. She is also a past-associate editor for *Group and Organization Management*, the *Journal of International Business Studies*, and *Organizational Research Methods*.

Looking back on her service to SMA, Scandura noted her positive experience.

“It has been a joy to serve the organization with some of the brightest—and kindest—people in the academy,” she said. “Sustained service was not that difficult. I wanted to help in any way I could because this organization means so much to so many.”

### **More About the Hunt Award**

The selection committee for this year’s award consisted of four long-time members of and contributors to SMA: **Bill Gardner** (2017 Hunt Award winner), **Pam Perrew**e (Past President, 2008 Hunt Award winner), **Stephanie Castro**, and **Jim Coombs** (Past President).

Nominations for the award opened in March, and members submitted ballots through May 10. The award was sponsored this year by the Rawls College of Business at Texas Tech University.

Learn more about the [nomination process](#) for the James G. Hunt SMA Sustained Outstanding Service Award and [read a list of past Hunt winners](#) on the SMA website.