2004 Annual Meeting of the

Southern Management Association



November 3-6
San Antonio, Texas

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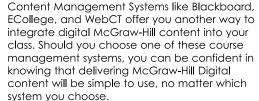
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SMA Annual Meeting November 4-5, 2004 Exhibitors

Business Week Magazine

Houghton Mifflin Company

Interpretive Simulations

McGraw-Hill/Irwin

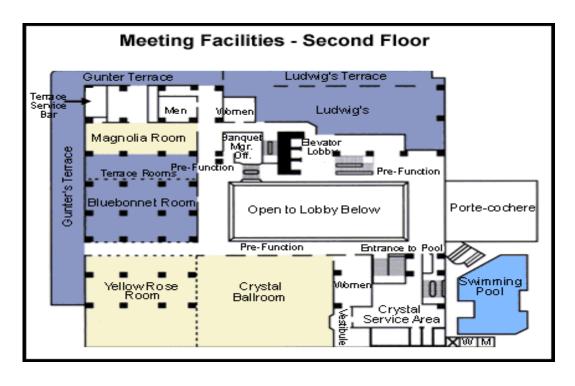
Prentice Hall Publishing

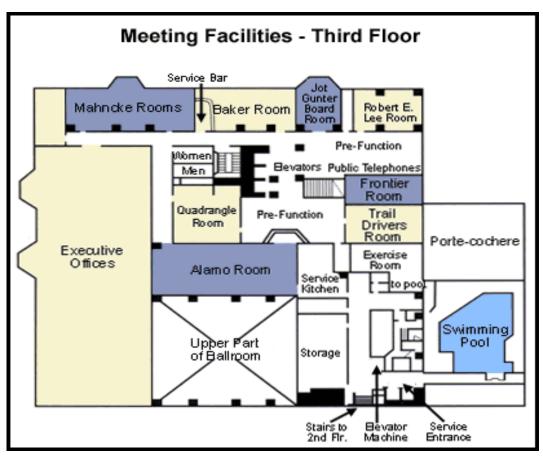
Sage Publications

South-Western, Thomson

University of Michigan Press

Sheraton Gunter Floor Plans





Southern Management Association Placement Services



SERVICES AVAILABLE IN THE PLACEMENT CENTER:

- * Applicant listings
- * Position listings
- * Interview tables
- * Photocopy support (\$0.25 per page)
- * Message Distribution Center
- * Requests for post-conference mailings

*

HOURS OF OPERATION: The Placement Services Center will be available to conference attendees on the following days:

* Nov. 3 (Wed.) 6:00-7:00 p.m. – for late registration only

* Nov. 4 (Thu.) 8:00 a.m. - Noon & 1:30 p.m. - 5:00 p.m. - all services available

* Nov. 5 (Fri.) 8:00 a.m. - Noon & 1:30 p.m. - 4:00 p.m. - all services available

Folders containing copies of completed applicant and position announcements will be available for review. Each form has a reference number that may be used to request photocopies. Please do not remove forms from the folders.

PLACEMENT REGISTRATION AT THE CONVENTION: Late registration for Placement Services will be available on Wednesday, November 3 from 6 - 7 p.m. and any time the Placement Center is open on Thursday or Friday. Blank forms will be available.

<u>PAYMENT RESTRICTIONS:</u> We do not provide vouchers or invoices; therefore, if your school requires such a document, please remit a personal check and use your returned check as a receipt for reimbursement. Our tax-exempt number is 58-1295483.

SOUTHERN MANAGEMENT ASSOCIATION 2004 PROGRAM

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.

SMA Welcomes our 2004 Meeting Partner:

Association for Small Business & Entrepreneurship

Southern Management Association

2004 Program Committee

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Joseph L. Massie	University of Kentucky	(1963-1964)

^{*}Affiliations are at time of office

Track Chairs - 2004 program

Many thanks to the outstanding Track Chairs for the 2004 SMA Program!

<u>Track 1: Organizational Behavior/Organizational Theory/Organizational Development</u>

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North Carolina A&T State University Department of Business Administration

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<u>Track 8: Health Care/Hospitality Mgmt/Public</u> Administration

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SMA Best Paper and Reviewer Awards

BEST OVERALL CONFERENCE PAPER – SMA 2004

Will the Real Correlation Please Stand Up? An Examination of the Effectiveness of Statistical Corrections for Common Method Variance Using Data Simulation

Hettie A. Richardson, Louisiana State University Marcia J. Simmering, Louisiana Tech University Michael C. Sturman, Cornell University

BEST OVERALL DOCTORAL STUDENT PAPER – SMA 2004

Understanding Employees' Resistance Toward Sexual Harassment Prevention Programs

Hao Zhao, University of Illinois at Chicago Robert C. Liden, University of Illinois at Chicago Sandy J. Wayne, University of Illinois at Chicago

BEST TRACK PAPERS

☆ Track 3: Human Resources/Careers

Turnover as a predictor of unit level performance

K. Michele Kacmar, University of Alabama Martha C. Andrews, University of North Carolina Wilmington R. Chris Steilberg, Burger King Corporation David L. Van Rooy, Florida International University Stephan Cerrone, Bank One Corporation

↑ Track 4: Research Methods

Will the Real Correlation Please Stand Up? An Examination of the Effectiveness of Statistical Corrections for Common Method Variance Using Data Simulation

Hettie A. Richardson, Louisiana State University Marcia J. Simmering, Louisiana Tech University Michael C. Sturman, Cornell University

Track 5: Management History/Management Education/International Management

Increasing MBA Retention Rates at State Universities: Setting Student Expectations During Recruitment, Selection, and Socialization

Anthony R. Wheeler, California State University, Sacramento Eve Richter, California State University, Sacramento Michael Caliendo, California State University, Sacramento

Track 6: Information Technology/Innovation/Operations Management

Research on intercultural management interaction: Cultural dimensions, personality traits and cultural standards

Gerhard Fink, Universität Wien Anne-Katrin Neyer, Universität Wien Marcus Kolling, Universität Wien Sylvia Meierewert, Universität Wien

☆ Track 7: Ethics/Social Issues/Diversity

Managerial Role Motivation and Role-Related Ethical Orientation in Hong Kong

Bahman P. Ebrahimi, University of Denver Joseph A. Petrick, Wright State University Sandra A. Young, University of Denver

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

Comparing Hospital Staff and Patient Perceptions of Customer Service: A Pilot Study

Myron D. Fottler, University of Central Florida Duncan Dickson, University of Central Florida Robert C. Ford, University of Central Florida Kenneth Bradley, University of Central Florida Lee Johnson, University of Central Florida

BEST DOCTORAL STUDENT PAPERS BY TRACKS

Track 1: Organizational Behavior/Organizational Theory/Organizational Development

Consequences of Member Attributions in the Workplace: The Role of Emotional Intelligence

Paul Harvey, Florida State University Marie T. Dasborough, University of Queensland

☆ Track 3: Human Resources/Careers

Diversity, social capital, and sustained competitive advantage: A resource-based perspective

Lu Zhang, George Washington University Mary A. Gowan, George Washington University David Lepak, Rugters University

Track 5: Management History/Management Education/International Management

Mary P. Follett: Translating Philosophy to Practice

Manjula S. Salimath, Washington State University David J. Lemak, Washington State University, Tri-Cities

Track 6: Information Technology/Innovation/Operations Management

Acquisition of Emerging Technology: Impact of Firm Orientation and Competitive Postures on Timing of Adoption

Vishag Badrinarayanan, Texas Tech University Carlton J. Whitehead, Texas Tech University

Track 7: Ethics/Social Issues/Diversity

Understanding Employees' Resistance Toward Sexual Harassment Prevention Programs

Hao Zhao, University of Illinois at Chicago Robert C. Liden, University of Illinois at Chicago Sandy J. Wayne, University of Illinois at Chicago

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

Fostering Research Utilization of the Effects of Framing on Public Policy Health Care Decision Making

Deirdre McCaughey, University of Manitoba

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	Hetty Van Emmerik, Utrecht University
j	Track 4: Research Methods
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Ī	Track 8: Hospitality Management/Health Care Administration/Public Administration
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BEST PAPER COMMITTEES

Best Overall Conference Paper

Dwight Frink, University of Mississippi Chalmer Labig, Oklahoma State University Hettie Van Emmerik, Utrecht University

Best Overall Doctoral Student Paper

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Track 4: Research Methods

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A very special thank you to all of the reviewers for this year's program!

SMA 2004 - Wednesday, November 3

7:30-4:30

Preconference Event Room: Quadrangle

Feature Session: 15th Annual Doctoral Consortium

Pre-registration Required

Contact one of the Coordinators:

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<u>or</u>

Allen Amason, University of Georgia

Phone: 706-542-3702

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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.

12:00-1:30

Preconference Luncheon

Room: Alamo

Featured Speaker: Rosalie Tung, Past President, Academy of Management

Pre-registration Required

12:00 – 3:00 SMAI Event Room: Mahncke

Feature Session: Mediation and Multi-group Analysis: OLS versus SEM

Pre-registration Required

Contact: Chris Riordan, University of Georgia

Email: criordan@terry.uga.edu

Presenters: Mark Gavin, Oklahoma State University

Lucy Ford, Rutgers University

Description: Hypotheses and theoretical models involving mediation are widespread within organizational research. Also of interest, and increasingly so with the growth in cross-cultural and diversity research, are questions concerning the comparison of relationships between variables across multiple groups. This workshop will examine analytical options for assessing each of these, focusing specifically on the use of OLS regression, the use of structural equation modeling, and a comparison of the two. Basic knowledge of both OLS and SEM will be assumed.

2:00 - 4:00

SMA Officer Event

Room: Ludwig's

SMA Officers Board Meeting

Presiding: Terri A. Scandura, University of Miami

ALL SMA Event 3:00 – 7:00

Room: Jot Gunter

Conference Registration

Coordinator: Tim Barnett, Mississippi State University

3:15 – 5:15 SMAI Event

Room: Mahncke

Feature Session: <u>Journal of Management Research Development Workshop.</u>

Pre-registration Encouraged

Contact: Chris Riordan, University of Georgia

Email: criordan@terry.uga.edu

Description: The Journal of Management Research Development Workshop will offer participants opportunities to learn how to convert good research into publishable articles. In particular, it will address three questions: (1) How can you make your article more theoretically interesting and answer the reviewers' "so what?" question? (2) How can you improve the readability and professionalism of the presentation of your ideas, and (3) How can you negotiate the revision process more successfully? Active participation of attendees is encouraged.

Coordinator: Daniel Feldman, University of Georgia

ALL SMA Event 6:00 – 7:00 PM

Room: Alamo and Foyer

SMA Welcome Reception

Come and gather for some light snacks and conversation with colleagues.

SMA 2004 - Thursday, November 4

ALL SMA EVENT

7:00-8:00

Room: Ludwig's

SMA Networking Breakfast

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

Journal of Management Event

7:00 - 8:00

Room: Frontier

Journal of Management Board Meeting

Presiding: Daniel Feldman, University of Georgia

ALL SMA Event

8:00 - 5:00

Room: Jot Gunter

Conference Registration

Coordinator: Tim Barnett, Mississippi State University

ALL SMA Event

8:00 - 12:00

Room: Robert E. Lee

SMA Placement Services

Coordinator: Frank Markham, Mesa State College

Thursday, November 4: 8:15 - 9:45

Room: Trail Drivers

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Paper Session: Leaders in Management History

Session Chair: Terrell Manyak, Nova Southeastern University

Mary P. Follett: Translating Philosophy to Practice
 Manjula S. Salimath, Washington State University
 David J. Lemak, Washington State University, Tri-Cities

 Are Leaders Born? A study of the Origin of the Idea from a Historical Perspective

Fang Ren, Louisiana State University

• One of the greatest influences on modern management: Peter Drucker

Timothy S. Kiessling, California State University, Stanislaus

R. Glenn Richey, University of Alabama

Discussants: Patricia Lanier, University of Louisiana, Lafayette

Claudia Cogliser, University of Oklahoma Velma McCuiston, University of Tampa

Thursday, November 4: 8:15 - 9:45

Room: Baker

TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY

Paper Session: Strides and Missteps: Discussions on Social Issues

Session Chair: Matrecia James, Florida State University

 The Independent Relationships of Objective and Subjective Workload with Couples' Mood

> Hetty Van Emmerik, Utrecht University Jim Jawahar, Illinois State University

• Effects of Supervisor, Subordinate, and Dyad Gender on Perceived Participation and Leadership

Kay Jernigan Bunch, Georgia State University

 Understanding Employees' Resistance Toward Sexual Harassment Prevention Programs

> Hao Zhao, University of Illinois at Chicago Robert C. Liden, University of Illinois at Chicago Sandy J. Wayne, University of Illinois at Chicago

Discussants: Sara B. Kiser, Judson College

Cherie Fretwell, Troy State University

Betty Birkenmeir, Louisiana State University

Thursday, November 4: 8:15 - 9:45

Room: Mahncke

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Leader-Member Exchanges

Session Chair: Robert W. Wheatley, Troy State University

 Perceptions of Procedural Justice, Leader-Member Exchange And Selection Of Influence Tactics

> Ethlyn A. Williams, Florida Atlantic University Terri A. Scandura, University of Miami Seema Pissaris, Florida Atlantic University

 A Theoretical Exploration of the Lack of Supervisor-Subordinate Agreement on Leader-Member Exchange

> Xiaohua Zhou, University of Miami Chester A.Schriesheim, University of Miami

• Comparing Conflict Management Strategies in Leader-Member Exchanges
Michael Ryan, Florida Atlantic University

Discussants: C. Lakshman, Jackson State University

Ugbo Mallam, Jarvis Christian College Sean Lux, Florida State University

Thursday, November 4: 8:15 - 9:45

Room: Quadrangle

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: New Venture Development

Session Chair: Xin Yao, University of Washington

 Institutionalized Action Towards Venture Capital Investment: Industry Characteristics and Investment Decision Making Behavior

> Michael D. Ensley, Jon C. Carr

A Regulatory Model of Learning in New Ventures

Keith M. Hmieleski, Michael D. Ensley

• Entrepreneurial Network Development: Trusting in the Process

Delmonize A. Smith

Discussant: Joseph Peyrefitte, University of Southern Mississippi

Thursday, November 4: 8:15 - 9:45

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Groups and Teams

Session Chair: Tim Peterson, Oklahoma State University

 Initial Trust Formation: An Integrative Model Test in Short-Term Project Teams

> M. Travis Maynard, University of Connecticut Lucy L. Gilson, University of Connecticut Anthony P. Ammeter, University of Mississippi

 Hurry Up Or Slow Down? The Effects of Decision-Making Speed and Group Characteristics on Decision Quality

> Sven Kepes, University of Arkansas Anne M. O'Leary-Kelly, University of Arkansas

• Status Inconsistency: An Antecedent To Bullying In Groups
Joyce Thompson Heames, University of Mississippi

Discussants: Linda Nottingham, Georgia Southern University

Robyn L. Brouer, Florida State University

Seungyong Kim, California State Polytechnic University - Pomona

SMA 2004 - Thursday, November 4

9:45 - 10:15 Break

SMA 2004 - Thursday, November 4

10:15 - 11:45

Room: Trail Drivers

TRACK 8: HEALTH CARE/HOSPITALITY /PUBLIC ADMINISTRATION

Paper Session: Relationships in Public Organizations

Session Chair: Dan Marlin, University of South Florida, St. Petersburg

 The Use of Power in Organizations: An Empirical Study of Public Bureaucratic and Private Non Profit Organizations and the Adoption of a Market Organization

> Leslie Tworoger, Nova Southeastern University Charles Blackwell, Nova Southeastern University

• The Benefits of Organizational Alignment: An Exploratory Study in a Hotel

Duncan R. Dickson, University of Central Florida Robert C. Ford, University of Central Florida

 Managerial Trust, Employee Empowerment and Perceptions of Job Insecurity and Organizational Commitment

Kofi Obeng, North Carolina A&T State University Isaiah Ugboro, North Carolina A&T State University

Discussants: John Huonker, State University of New York, Oswego

Dan Marlin, University of South Florida, St. Petersburg Gretchen Gemeinhardt, Texas Women's University

Thursday, November 4: 10:15 - 11:45

Room: Baker

TRACK 6: GLOBAL MANAGEMENT/INFORMATION TECHNOLOGY/INNOVATION

Paper Session: Internet Marketing and the impact of strategic orientation on IT investment

Session Chair: Charles Carson, Samford University

A Resource-Based View of IT Investment Evaluations

Delmonize A. Smith, University of Alabama

Acquisition of Emerging Technology: Impact of Firm Orientation and Competitive Postures on Timing of Adoption

Vishag Badrinarayanan, Texas Tech University Carlton J. Whitehead, Texas Tech University

Sex Differences and Similarities in Cross-Cultural Values and Internet Marketing Attitudes Between the United States, Japan and the United Kingdom

Edward F. Murphy, Embry Riddle Aeronautical University

Regina A. Greenwood, Kettering University

Lisa Jayne Lawn-Neiboer, Embry Riddle Aeronautical University

Discussants: Tony Ammeter, University of Mississippi

Sarah Bliss Kiser, Judson College Nancy Davidson, Auburn University

Thursday, November 4: 10:15 – 11:45

Room: Mahncke

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Commitment in Organizations

Session Chair: David Turnipseed, Indiana University-Purdue University, Fort Wayne

Organizational Change Commitment: The Role of Perceived Fairness

Jeremy B. Berneth, Auburn University Achilles A. Armenakis, Auburn University

Hubert S. Feild, Auburn University H. Jack Walker, Auburn University

 Organizational Commitment and Citizenship Behaviors: Differences Between Managerial and Non-Managerial Jobs

> Jixia Yang, Louisiana State University Randy Settoon, Southeastern Louisiana University Rusty Juban, Southeastern Louisiana University Tom Lipscomb, Southeastern Louisiana University

• The Effect of Law Enforcement Stress on Organizational Commitment

Fernando Jaramillo, University of South Florida Robert Nixon, University of South Florida Doreen Sams, University of South Florida

Discussants: Sherry Moss, Florida International University

Paul Harvey, Florida State University Coy A. Jones, University of Memphis

Thursday, November 4: 10:15 – 11:45

Room: Quadrangle

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Organizational Theory

Session Chair: Gary Castrogiovanni, University of Tulsa

- The efficiency of an organizational form: the case of franchising Steven C. Michael, University of Illinois
- The Moral Hazard Model: An Agency Model Towards Understanding Adverse Behavior and Corruption in the Organization

Sean Lux, Florida State University

 The Evolution of Alliance Formation: An Organizational Life Cycle Framework

> Yong-Sik Hwang, Seung Ho Park

Discussant: Russell Crook, Florida State University

Thursday, November 4: 10:15 – 11:45

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Leadership Emergence

Session Chair: Manuel Tejeda, Barry University

• Environmental Leadership Development: Toward a Contextual Model of Leadership Emergence and Effectiveness

Phil Vardiman, Abilene Christian University Jeffery D. Houghton, Abilene Christian University Darryl L. Jinkerson, Abilene Christian University

• Identifying False Leaders- Unmasking the Masked

Thomas W. Nichols, University of North Texas

• Transformational and Charismatic Leadership: Do They Emerge In Similar Contexts?

Seema Pissaris, Florida Atlantic University Ethlyn A. Williams, Florida Atlantic University

Discussants: Deosaran Bachoo, St. John's University

J. Bryan Fuller, Louisiana Tech University Lucy L. Gilson, University of Connecticut

SMA 2004 - Thursday, November 4

ALL SMA Event

1:15-5:00

Robert E. Lee

SMA Placement Services

Coordinator: Frank Markham, Mesa State College

Thursday, November 4: 1:15 - 2:45

Room: Trail Drivers

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Family Business

Session Chair: John Logan, University of South Carolina

Family Commitment to Family Business Continuance

Peter S. Davis, University of Memphis David G. Allen, University of Memphis Somnath Lahiri, University of Memphis Rajan Mahto, University of Memphis

Determinants of Successful Co-preneurship

George H. Tompson, University of Tampa Holly B. Tompson, University of Tampa

 Beyond The Developmental Model for Family Business: An Empirical Examination

> Matthew W. Rutherford, Gonzaga University Lori A. Muse, Western Michigan University Sharon L. Oswald, Auburn University

Discussant: Sean Lux, Florida State University

Thursday, November 4: 1:15 - 2:45

Room: Baker

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Information, Negotiations and Decisions

Session Chair: Ron Humphrey, Virginia Commonwealth University

• Top Management Team Member Empowerment in High-Tech Firms

Mahendra Joshi, University of Arkansas Vikas Anand, University of Arkansas

Charles C. Manz, University of Massachusetts Amherst

Competing Institutions and Market Formation: The Case On Online Gambling

Karen D. W. Patterson, Texas Tech University David Cavazos, Texas Tech University Marvin Washington, Texas Tech University Keith Brigham, Texas Tech University

 Dyad Gender Composition and Negotiation of Joint Gains: A Comparison of Three Theoretical Perspectives

Edward W. Miles, Georgia State University Margaret M. LaSalle, Georgia State University

Discussants: Janaki Gooty, Oklahoma State University

Marie Mitchell, University of Central Florida

Wu Liu, Vanderbilt University

Thursday, November 4: 1:15 - 2:45

Room: Mahncke

TRACK 3: HUMAN RESOURCES/CAREERS

Job Choice Decisions

Session Chair: Danielle Beu, West Virginia University

An empirical study of the impact of terminal values on career anchors

Sonya Brewster, Oklahoma State University Tim Peterson, Oklahoma State University

 The effects of framing vocational choices on young adults' sets of career options

Daniel C. Feldman, University of Georgia

Kathleen M. Whitcomb, University of South Carolina

 The impact of telework on work/family conflict: An application of boundary theory

Alisa H. Watt, Rensselaer Polytechnic University

Discussants: K. Michele Kacmar, University of Alabama

Gayle Baugh, University of West Florida Richard Perlow, University of Lethbridge

Thursday, November 4: 1:15 - 2:45

Room: Quadrangle

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Invited Session: The Past, Present, and Future of Chapter Two: Management History in

Textbooks

Session Chair: Jane Whitney Gibson, Nova Southeastern University

Presenters: Robert Ford, University of Central Florida

Ricky Griffin, Texas A & M University

David Van Fleet, Arizona State University—West

Daniel Wren, University of Oklahoma

Jane Whitney Gibson, Nova Southeastern University

Thursday, November 4: 1:15 - 2:45

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Individual Difference Characteristics

Session Chair: Marie Mitchell, University of Central Florida

• Interactive Effects of Extroversion and Agreeableness on Social Skill

L.A. Witt, University of New Orleans

John W. Wilson, Office of Personnel Management

• The Effects of Newcomer Individualism-Collectivism Orientation on Socialization Outcomes

Delmonize A. Smith, University of Alabama

 Is Conscientiousness Always a Good Thing? The Interactive Effects of Conscientiousness and Positive Affectivity on Strain

Kelly L. Zellars, University of North Carolina - Charlotte

Pamela L. Perrewe, Florida State University Wayne A. Hochwarter, Florida State University Kenneth S. Anderson, Gonzaga University

Discussants: Marie-Line Germain, Barry University & City College

Thomas H. Stone, Oklahoma State University Samantha Murray, Abilene Christian University

2:45 - 3:15 Break

SMA 2004 - Thursday, November 4

3:15 – 4:45 Crystal Ballroom

ALL-SMA FEATURE SESSION: Journal of Management Editors, Past and Present

Facilitator: Daniel Feldman

Panelists:

- Arthur G. Bedeian
- Ricky W. Griffin
- J. G. Jerry Hunt
- K. Michele Kacmar
- David D. Van Fleet
- Robert P. Vecchio

All SMA Event 5:00 - 6:15 Room: Alamo

SMA Business Meeting

Presiding: Terri Scandura, University of Miami

ALL SMA Event

6:30 - 7:30

Room: Ludwig's

All-SMA Reception

SMA 2004 - Friday, November 5

7:30 - 9:15

SMA Officer Event

Room: Frontier

SMA Officers Board Meeting

Presiding: Chris Riordan, University of Georgia

ALL SMA Event

8:00 - 3:00

Room: Jot Gunter

Conference Registration

Coordinator: Tim Barnett, Mississippi State University

ALL SMA Event

8:00 - 12:00

Room: Robert E. Lee

SMA Placement Services

Coordinator: Frank Markham, Mesa State College

SMA 2004 - Friday, November 5

8:15 - 9:45

Room: Trail Drivers

TRACK 4: RESEARCH METHODS

Paper Session: Equivalent Models, Construct Validity & Common Method Variance

Session Chair: Margaret L. Williams, Virginia Commonwealth University

• The Prevalence of Equivalent Models in Strategic Management Research

Amy Henley, University of Texas at Arlington Christopher L. Shook, Auburn University

 The Tale of Two Measures: Evaluation and Comparison of Scandura's (1992) and Ragins and McFarlin's (1990) Mentoring Measures

Stephanie L. Castro, Florida Atlantic University Terri A. Scandura, University of Miami

 Will the Real Correlation Please Stand Up? An Examination of the Effectiveness of Statistical Corrections for Common Method Variance Using Data Simulation

> Hettie A. Richardson, Louisiana State University Marcia J. Simmering, Louisiana Tech University Michael C. Sturman, Cornell University

Discussants: Sandralee Moynihan, Oklahoma State University

Gina W. Simpson, University of Alabama

William L. Gardner, University of Nebraska-Lincoln

Friday, November 5: 8:15 – 9:45

Room: Baker

TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY

Paper Session: Moving On Up: Examinations of Diversity Attitudes, Workgroup

Identification and Social Capital

Session Chair: William Carden, North Carolina A&T State University

 The Impact of Leaders' Diversity Attitude and Organizational Diversity Priority on Extent of Diversity Activities in AACSB U.S. Business Schools

E. Holly Buttner, University of North Carolina at Greensboro Kevin B. Lowe, University of North Carolina at Greensboro Lenora Billings-Harris, Excel Development Systems Workgroup Racial Diversity: Social Identity Theory, Communication and Workgroup Identification

Marcus M. Stewart, Bentley College

• Diversity and Social Capital: Does Trust and Personal Reputation Matter?

Roshni Misra Goswami, University of Texas at Arlington

Meghna Virick, University of Texas at Arlington Kenneth Wheeler, University of Texas at Arlington

Discussants: Kay Jernigan Bunch, Georgia State University

Stephanie Case Henagan, Louisiana State University

Scott Douglas, Binghamton University

Friday, November 5: 8:15 - 9:45

Room: Mahncke

TRACK 3: HUMAN RESOURCES/CAREERS

HRM Innovation and Effectiveness

Session Chair: Melenie Lankau University of Georgia

The role of social support in human resource management innovations

Millicent F. Nelson, Middle Tennessee State University

Thomas H. Stone, Oklahoma State University

• Exploring the relationship between strategic human resource management, organizational culture, and organizational performance

Elena E. Platanova, University of Alabama at Birmingham Barbara A. Wech, University of Alabama at Birmingham S. Robert Hernandez, University of Alabama at Birmingham

Discussants: Nate Campbell, Mississippi State University

Randy Evans, University of Mississippi

Friday, November 5: 8:15 – 9:45

Room: Quadrangle

TRACK 3: HUMAN RESOURCES/CAREERS

Invited Symposium: Issues of Accountability in Human Resource Management

Session Chair: Dwight Frink, University of Mississippi

Accountability and Political Skill

Gerald Ferris, Florida State University Wayne Hochwarter, Florida State University Angela Hall, Florida State University

Accountability and Leader-Member Exchange

Berrin Erdogan, Portland State University Robert Liden, University of Illinois Chicago Raymond Sparrowe, Washington University Kenneth Dunegan, Cleveland State University

Accountability and Trust

Tony Ammeter, University of Mississippi Ceasar Douglas, Florida State University Heather Goka, Florida State University Gerald Ferris, Florida State University

Accountability and Workplace Deviance

Anne O'Leary-Kelly, University of Arkansas Paul Teidt, University of Arkansas Lynn Bowes-Sperry, Western New England College

Friday, November 5: 8:15 – 9:45

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Symposium: Emotional Intelligence: Behavioral Implications at Work

Session Chair: Timothy DeGroot

Conceptualizing Workspace in a Rational Emotive Cognitive Paradigm

Janaki Gooty, Oklahoma State University Timothy DeGroot, Oklahoma State University

• Emotional Intelligence Measures: Are They Cross-Culturally Valid?

Kerri Crowne, Temple University

• Examining the Validity of Emotional Intelligence in Interview Settings

Timothy DeGroot, Oklahoma State University Mark B. Gavin, Oklahoma State University Janaki Gooty, Oklahoma State University

 How Leader Emotions Influence Follower's Evaluations of Leader Emotional Intelligence and Transformational Leadership

> Shane Connelly, University of Oklahoma Greg Ruark, University of Oklahoma Ethan Waples, University of Oklahoma

Discussants: Neal M. Ashkanasy, University of Queensland

Catherine Daus, Southern Illinois University, Edwardsville

Don Kluemper, Oklahoma State University Blaine Lawlor, Oklahoma State University Laura Little, Oklahoma State University

9:45 - 10:15 Break

SMA 2004 - Friday, November 5

10:15 - 11:45

Room: Trail Drivers

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Symposium: Can Leadership be Taught?

Session Chair: Marie-Line Germain, Barry University & City College

Presenters: Robert P. Vecchio, University of Notre Dame

Chester A. Schriesheim, University of Miami Mark J. Martinko, Florida State University

David D. Van Fleet, Arizona State University - West

Discussant: Melenie Lankau, University of Georgia

Friday, November 5: 10:15 – 11:45

Room: Baker

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Emotions and Outcomes

Session Chair: Gayle Baugh, University of West Florida

• Consequences of Member Attributions in the Workplace: The Role of Emotional Intelligence

Paul Harvey, Florida State University
Marie T. Dasborough, University of Queensland

 Perceived Organizational Support As a Moderator of Emotional Labor-Outcome Relationships

> Allison B. Duke, University of Mississippi Joseph M. Goodman, University of Mississippi Darren C. Treadway, University of Mississippi

• A Person-Situation Model of Organizational Violence

Yvette P. Lopez, Texas A&M University Ricky W. Griffin, Texas A&M University

Discussants: Roshni Goswami, University of Texas at Arlington

Phil Vardiman, Abilene Christian University

Nathan Hartman, Virginia Commonwealth University

Friday, November 5: 10:15 – 11:45

Room: Mahncke

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Corporate Strategy

Session Chair: Christopher Shook, Auburn University

 Acquisition Timing in a Standards Based Industry: The Effects of Technical and Acquisition Experience

Alfred G. Warner, Pennsylvania State University-Erie James F. Fairbank, Pennsylvania State University-Erie

 Opportunities for Synergy between the Context and Process Schools of Mergers and Acquisitions Research

Taco H. Reus, Florida Atlantic University

Myopic Institutional Investors:

Sam Beldona, Wichita State University Maheshkumar P. Joshi, George Mason University Hugh D. Sherman, Ohio University

Discussant: William Donoher, Bradley University

Friday, November 5: 10:15 – 11:45

Room: Quadrangle

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Employee Responses To Layoffs and Job Threats

Session Chair: Nancy Leonard, West Virginia University

 The Interactive Effects of LMX, Voice, and Positive Affect on Job Satisfaction and Job Performance in a Post-Layoff Setting

> Robyn Brouer, Florida State University Renee Pratt, Florida State University M. Todd Royle, Florida State University Cindi Smatt, Florida State University Jason Stoner, Florida State University Robert Zinko, Florida State University

Why Did You Lose Your Job And What Are You Going To Do About It?
 Relationships Between Job Loss Attributions, Sex and Coping Behaviors

Sherry E. Moss, Florida International University

Neal F. Thomson, Columbus College

• Employee Affective Responses To An Organizational Buyout Offer: Impact of the Environmenal Context

Karen J. Crooker, University of Wisconsin-Parkside Filiz Tabak, Towson University

Discussants: Meghna Virick, University of Texas, Arlington

Joyce Thompson Heames, University of Mississippi

Jason Stoner, Florida State University

Friday, November 5: 10:15 – 11:45

Room: Alamo

ALL-SMA FEATURE SESSION: Ask the Editors

Facilitator: Bob Ford

Panelists:

- Art Brief, Academy of Management Review
- Daniel Feldman, Journal of Management
- Bob Ford, Academy of Management Executive
- Duane Ireland, Academy of Management Journal
- Tim Peterson, Academy of Management Learning and Education

SMA 2005 Planning Session

11:45 - 1:00

Room: Frontier

Coordinator: Bill Gardner, 2005 Program Chair

Incoming Track Chair Luncheon (by invitation)

ALL SMA Event

Friday, November 5: 1:30 – 5:00

Room: Robert E. Lee

SMA Placement Services

Coordinator: Frank Markham, Mesa State College

Friday, November 5: 1:15 - 2:45

Room: Trail Drivers

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Volunteerism and Helping Behaviors

Session Chair: Sandralee Moynihan, Oklahoma State University

Calling on Volunteers to Unravel the Organizational Culture Paradox

Seema Pissaris, Florida Atlantic University Ethlyn A. Williams, Florida Atlantic University

Voice and Helping Behaviors: Contrasting Effects of Personality-Situation Interactions

> J. Bryan Fuller, Louisiana Tech University Tim Barnett, Mississippi State University Kim Hester, Arkansas State University Clint Relyea, Arkansas State University Len Frey, Arkansas State University

Fostering Covenantal Relationships in Labor Organizations: A Fresh **Look At Perceived Union Support**

Nicholas W. Twigg, Lamar University J. Bryan Fuller, Louisiana Tech University Kim Hester, Arkansas State University

Discussants: William Gillis, Florida State University

> Yongmei Liu, Florida State University Russell Crook, Florida State University

Friday, November 5: 1:15 - 2:45

Room: Baker

TRACK 3: HUMAN RESOURCES/CAREERS

Performance Feedback

Session Chair: Brian Dineen, University of Kentucky

 A conceptual model for predicting public and private feedback seeking behavior

Robin Cheramie, Winthrop University

Over-reward and the imposter phenomenon

William C. McDowell, University of North Texas Nancy G. Boyd, University of North Texas W. Mathew Bowler, University of North Texas

• A field test of interpersonal affect: Does it bias appraisals?

Shaun Pichler, Michigan State University Arup Varma, Loyola University of Chicago

Discussants: Chad Carson, University of Mississippi

Lori Muse, Western Michigan University

Anthony R. Wheeler, California State University at Sacramento

Friday, November 5: 1:15 – 2:45

Room: Mahncke

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Resource Theory

Session Chair: Alfred G. Warner, Pennsylvania State University-Erie

 Of Bankruptcy and Resources: Development, Dependence, and the Mediating Role of Legitimacy

William J. Donoher, Bradley University

 More Than What's in the Textbooks: Practitioner Conceptualizations of Resources

> Benedict Kemmerer, University of Kansas Franz W. Kellermanns, Mississippi State University V. K. Narayanan, Drexel University

Ordinary versus dynamic capabilities: Who needs which and why?

Craig E. Armstrong, University of Texas at San Antonio

Discussant: Taco Reus, Florida State University

Friday, November 5: 1:15 – 2:45

Room: Quadrangle

TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY

Invited Session: When do we get off of the Merry-go-round? Past, Present and Future Social

Issues

Facilitator: Angela K. Miles, North Carolina A&T State University

 Workplace Spirituality - Brazilian Candomblé: Samuel Coppage, Old Dominion University

 Work-family Conflict: Dual Sources of Support for Dual Roles: How Mentoring and Work-family climate influence WFC and Job Attitudes

> Suzanne C. de Janasz, Mary Washington College Scott J. Behnson, Fairleigh Dickinson University Melenie J. Lankau, University of Georgia

Women's Career Advancement

Margaret Britt, Mount Vernon Nazarene University

Friday, November 5: 1:15 – 2:45

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Evaluations in Organizations

Session Chair: David Foote, Middle Tennessee State University

 Looks Aren't Everything: Aren't Managers Concerned With Actually Being Fair?

> Terri A. Scandura, University of Miami Cecily D. Cooper, University of Miami

 Personality Correlates of Leniency Bias in Performance Ratings of Others and Oneself

Kevin H.C. Cheng, Lingnan University, Hong Kong C. Harry Hui, University of Hong Kong

Wayne F. Cascio, University of Colorado at Denver

 Antecedents and Consequences of Close Charisma: An Examination of Conductors-Musician Relationship in U.S. and Finnish Orchestras

James G. (Jerry) Hunt, Texas Tech University

Jun Xia, Texas Tech University

George Edward Stelluto, University of Nevada

Discussants: Allison B. Duke, University of Mississippi

Jeffery D. Houghton, Abilene Christian University Thomas W. Nichols, University of North Texas

Friday, November 5: 2:45 – 3:15 *Break*

SMAI Event

2:45 - 5:00

Room: Frontier

Teaching Workshop: Executive Education: Being a Catalyst for Learning

Executive Education involves imparting knowledge and simultaneously learning from the people in the room by building on their skills and experience. In this interactive workshop we'll explore Executive Education in both MBA and non-degree programs. We'll give you specific examples and share techniques. Those who take part will leave with a better understanding of the unique aspects of Executive Education and what works and doesn't work

Presented by Dr. Joan Brett, Arizona State University West and Dr. Mary Uhl-Bien, University of Central Florida

Pre-registration encouraged: Contact Dr. Chris Riordan at criordan@terry.uga.edu

Friday, November 5: 3:15 - 4:45

Room: Trail Drivers

TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY

Paper Session: The What, the Why and the Excuses of Ethics

Session Chair: Millicent Nelson, Middle Tennessee State University

An Exploratory Study of Corporate Ethical Transparency

George E. Smith, Newman University Melissa G. Hartman, Capella University

 Understanding Moral Behavior: An extension of the Cognitive Elaboration Model of Ethical Decision Making

> Keren Somekh, Binghamton University Scott Douglas, Binghamton University Kripa Kalyanaramen, Binghamton University

Ethical Behavior and Performance Appraisal: Success Excuses All

Robert L. Cardy, Arizona State University T.T. Selvarajan, University of Houston - Victoria

Discussants: Marcus M. Stewart, Bentley College

William Carden, North Carolina A&T State University Janie Gregg, Mississippi University for Women

Friday, November 5: 3:15 – 4:45

Room: Baker

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Symposium: Happy 80th Birthday Hawthorne: Reflections on the Hawthorne Studies Past

and Present

Session Chair: Daniel Wren, University of Oklahoma

Presenters: Alfred Bolton, Averett College

> Regina Greenwood, Kettering University Daniel Wren, University of Oklahoma

Friday, November 5: 3:15 – 4:45

Room: Mahncke

TRACK 4: RESEARCH METHODS

Invited 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), Timothy Hinkin (Cornell University) and Chester A. Schriesheim (University of Miami), will be

on hand to answer research methods questions.

Coordinator: Ekin Pellegrini, University of Miami

Friday, November 5: 3:15 – 4:45

Room: Quadrangle

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Leadership and Organizational Behaviors

Session Chair: Larry H. Faulk, Georgia College and State University

 Leadership and Cultural Differences: A Cross-Level Model Fred O. Walumbwa, University of Nebraska-Lincoln

The Moderating Role of LMX in Leader's Attributions to Employees' **Helping Behaviors**

Jintong Tang, University of Alabama

To Silence or Encourage? The Differential Effects of Transformational **Leadership on Extra-role Behaviors**

Wu Liu, Vanderbilt University

Jixia Yang, Louisiana State University Discussants:

Karen Crooker, University of Wisconsin, Parkside

Nicholas W. Twigg, Lamar University

SMA 2004 - Friday, November 5

3:15 – 4:45 Room: Alamo

TRACK 3: HUMAN RESOURCES/CAREERS

Paper Session: Unit and Organizational Performance

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

• The effects of compensation system characteristics on turnover, work force performance and organizational performance

Sven Kepes, University of Arkansas John E. Delery, University of Arkansas Nina Gupta, University of Arkansas

Diversity, social capital, and sustained competitive advantage: A resource-based perspective

Lu Zhang, George Washington University Mary A. Gowan, George Washington University David Lepak, Rugters University

Turnover as a predictor of unit level performance

K. Michele Kacmar, University of Alabama Martha C. Andrews, University of North Carolina Wilmington R. Chris Steilberg, Burger King Corporation David L. Van Rooy, Florida International University Stephan Cerrone, Bank One Corporation

Ctophan Conone, Bank One Corporation

Discussants: W. Mathew Bowler, University of North Texas

David Foote, Middle Tennessee State University

Nhung Nguyen, Lamar University

ALL SMA Event

Friday, November 5: 6:30 - 8:30

Room: Crystal Ballroom

SMA-Journal of Management 30th Birthday Party

Come and join your SMA colleagues for an evening of fun! Heavy hors d'oeuvres will be served.

SMA 2004 - Saturday, November 6

8:00 - 9:25

Room: Trail Drivers

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Paper Session: Management Education Across Levels and Nations

Session Chair: George Harris, Nova Southeastern University

 Increasing MBA Retention Rates at State Universities: Setting Student Expectations During Recruitment, Selection, and Socialization

Anthony R. Wheeler, California State University, Sacramento

Eve Richter, California State University, Sacramento Michael Caliendo, California State University, Sacramento

Essential Knowledge, Skills and Abilities for the Chinese Market Economy

Janet S. Adams, Kennesaw State University Bonnie P. Stivers, Dongbei University of Finance and Economics Liu Bin, Dalian Maritime University

 An Exploration of Issues Related to the Multidimensional Assessment of Student Readiness to Undertake the Capstone Business Course

Steven L. Payne, Georgia College & State University Jan Flynn, Georgia College & State University

J. Michael Whitfield, Georgia College & State University

Discussants: Cherie Fretwell, Troy State University

Milorad Novicevic, University of Mississippi

Edward F. Murphy, Embry Riddle Aeronautical University

Saturday, November 6: 8:00 – 9:25

Room: Baker

TRACK 6: GLOBAL MANAGEMENT/INFORMATION TECHNOLOGY/INNOVATION

Paper Session: Inquires into International HR Strategy, Trust and Skill Set Gaps

Session Chair: Riad Ajami, University of North Carolina - Greensboro

 Human Resource Management Strategies Under Uncertainty: How Do American And Hong Kong Chinese Companies Differ?

Dail Fields, Regent University

Andrew Chan, City University of Hong Kong Syed Akhtar, City University of Hong Kong Terry C. Blum, Georgia Institute of Technology

What Are The Effects Of Trust On The Joint Venture Process?

Ashlee M. Butcher, Florida Gulf Coast University

• A Comparison Of Esposed And Practised Skill Set Of Global Managers For US MNCs: Is There a Gap?

Maheshkumar P. Joshi, George Mason University

Discussants: Norma Juma, University of Texas – Arlington

Hein Wendt, Hay Group - Netherlands

Holly Buttner. University of North Carolina - Greensboro

Saturday, November 6: 8:00 – 9:25

Room: Mahncke

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Knowledge and Mentoring

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

 An Examination of Knowledge Sharing Activities, Media Richness and Perceived Knowledge Transfer

Samantha R. Murray, Abilene Christian University Joseph Peyrefitte, University of Southern Mississippi

Intra-Organizational Transfer of Working Knowledge: A Conceptual Model

Coy A. Jones, University of Memphis

Karen South Moustafa, Indiana University at Fort Wayne

Mentor Learning: New Constructs For Mentoring Research

Marie-Line Germain, Barry University & City College

Discussants: L.A. Witt, University of New Orleans

K. Michele Kacmar, University of Alabama Barbara Minsky, Troy State University

Saturday, November 6: 8:00 – 9:25

Room: Quadrangle

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Entrepreneurship

Session Chair: Annette L. Ranft, Wake Forest University

• New Venture Team Dynamics: When do Cultural Individualism-Collectivism Norms Make a Difference?

Michael D. Ensley, Rensselaer Polytechnic Institute Jon C. Carr, University of Southern Mississippi Allison W. Pearson, Mississippi State University Pasi Sajasalo, Tampere University of Technology

 A comparative analysis of organizational capabilities of family and nonfamily firms

James J. Chrisman, Mississippi State University

Jess H. Chua, University of Calgary

Franz Kellermans, Mississippi State University

• The Role of Legitimacy in IPO Success: An Institutional Theory Perspective

Joshua Aaron, University of Alabama

Discussant: G. Tyge Payne, University of Texas - Arlington

Saturday, November 6: 8:00 – 9:25

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Organizational Citizenship Behaviors

Session Chair: Walter Davis, University of Mississippi

 Firm-Level Organizational Citizenship Behavior: A Resource-Based View Source of Sustainable Competitive Advantage

William E. Gillis, Florida State University

• Effect of Department Structure on the Organizational Citizenship Behavior-Department Effectiveness Relationship

> Timothy Degroot, Oklahoma State University Amy Brownlee

Discretionary Helping Behaviors and the Role of Personality

I.J. Hetty van Emmerik, Utrecht University I.M. Jawahar, Illinois State University Thomas H. Stone, Oklahoma State University

Discussants: L.F. "Bill" Zimmermann, Grenoble Ecole de Management

Joy Karriker, Virginia Commonwealth University

Rosemarie Reynolds, Embry-Riddle Aeronautical University

Saturday, November 6: 9:35 – 11:00

Room: Trail Drivers

TRACK 8: HEALTH CARE/HOSPITALITY MANAGEMENT/PUBLIC ADMINISTRATION

Paper Session: Perception in Healthcare: Policy Makers, Providers, and Patients

Session Chair: Sharon Topping, University of Southern Mississippi

 Fostering Research Utilization of the Effects of Framing on Public Policy Health Care Decision Making

Deirdre McCaughey, University of Manitoba

 Comparing Hospital Staff and Patient Perceptions of Customer Service: A Pilot Study

Myron D. Fottler, University of Central Florida Duncan Dickson, University of Central Florida Robert C. Ford, University of Central Florida Kenneth Bradley, University of Central Florida Lee Johnson, University of Central Florida • Nursing Work Environment: Preliminary Results

Nancy M. Borkowski, Saint Thomas University Robert Amann, Saint Thomas University

Discussants: Myron Fottler, University of Central Florida

Chalmer Labig, Oklahoma State University

Eric Williams, University of Alabama, Tuscaloosa

Saturday, November 6: 9:35 – 11:00

Room: Baker

TRACK 7: ETHICS/SOCIAL ISSUES/DIVERSITY

Paper Session: Socially Responsible? Considerations, Deliberations and Ethical Orientation

Session Chair: Audrey Murrell, University of Pittsburgh

 A Wolf in Shepherd's Clothing: When is the Church Liable for Clergy Sexual Misconduct

Christine W. Lewis, Auburn University at Montgomery Sara B. Kiser, Judson College

 The Role of Social Responsibility in Corporate Strategy: Strategic Device or Social Guide?

Michael Ryan, Florida Atlantic University

 Managerial Role Motivation and Role-Related Ethical Orientation in Hong Kong

Bahman P. Ebrahimi, University of Denver Joseph A. Petrick, Wright State University Sandra A. Young, University of Denver

Discussants: Betty Birkenmeir, Louisiana State University

Angela K. Miles, North Carolina A&T State University

T.T. Selvarajan, University of Houston-Victoria

Saturday, November 6: 9:35 – 11:00

Room: Mahncke

TRACK 3: HUMAN RESOURCES/CAREERS

Paper Session: Selection and Recruitment

Session Chair: Jason Shaw, University of Kentucky

Investigating the linear predictor criterion assumption of biodata scaling

Gregory G. Manley, University of Texas at San Antonio

Tommie A. Mobbs, LIMRA International

 Realistic job previews and the intent to pursue employment: The moderating effect of job search goals on self-selection

Anthony R. Wheeler, California State University at Sacramento M. Ronald Buckley, University of Oklahoma

Recruitment practices and their influence on maintaining workforce levels

Eric Schulz, Eastern Michigan University Rick Camp, Eastern Michigan University John Waltman, Eastern Michigan University

Discussants: Michael McDaniel, Virginia Commonwealth University

Robin Berkeley, Rensselaer Polytechnic University

Joe Goodman, University of Mississippi

Saturday, November 6: 9:35 – 11:00

Room: Quadrangle

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Competitive Strategy

Session Chair: Norma Juma, University of Texas, Arlington

A Luck-Based View of Competitive Advantage

Craig E. Armstrong, University of Texas at San Antonio

The role of institutional forces on competitive strategy

Duane L. Kilty, Asbury Theological Seminary Walter J. Ferrier, University of Kentucky

The Role of Organizational Slack in Science Search

Scott Geiger, University of South Florida, Petersburg

Marianna Makri, University of Miami

Discussant: Franz W. Kellermanns, Mississippi State University

SMA 2004 - Saturday, November 6

9:35 – 11:00 Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Invited Symposium: Four Perspectives: How Politics, Emotional Contagion, Coping Styles,

and Job Characteristics Influence Emotions in the Workplace

Session Chair: Ronald H. Humphrey, Virginia Commonwealth University

 The Emotion of Politics and the Politics of Emotions: Affective and Cognitive Reactions to Politics as a Stressor

> Yongmei Liu, Florida State University Gerald R. Ferris, Florida State University Darren C. Treadway, University of Mississippi L. Melita Prati, East Carolina University Pamela L. Perrewé, Florida State University Wayne A. Hochwarter, Florida State University

Emotional Contagion in Work Groups

Kristin Scott, University of Kentucky Michelle K. Duffy, University of Kentucky Jason D. Shaw, University of Kentucky

 The Relationship Between Managing Emotions and Problem Focused and Emotion Focused Coping: Are They Related and What Does This Tell Us About Managing Stress?

> Susan L. Kirby, Texas State University Lori Sallop, Texas State University Laura Thi Lam, Texas Tech University

Job Characteristics and Affective Events Theory

Ronald H. Humphrey, Virginia Commonwealth University Blake E. Ashforth, Arizona State University

Discussant: Randall G. Sleeth, Virginia Commonwealth University

Saturday, November 6: 11:10 – 12:35

Room: Trail Drivers

TRACK 6: GLOBAL MANAGEMENT/INFORMATION TECHNOLOGY/INNOVATION

PAPER SESSION: Cross Cultural Management: Leadership, Personality and Expatriate Failure

Session Chair: Lee Stepina, Florida State University

Gender differences in leadership styles across cultures

Olena Zhytnyk, Utrecht University Martin C. Euwema, Utrecht University

Hein Wendt, Hay Group

Hetty van Emmerik, Utrecht University

• Research on intercultural management interaction: Cultural dimensions, personality traits and cultural standards

Gerhard Fink, Universität Wien Anne-Katrin Neyer, Universität Wien Marcus Kolling, Universität Wien Sylvia Meierewert, Universität Wien

 The Role of Culturally Based Attributional Bias in Predicting Expatriate Failure

> Paul Harvey, Florida State University Mark J. Martinko, Florida State University

Discussants: Fred Walumbwa, University of Nebraska – Lincoln

G. Tyge Payne, University of Texas - Arlington

Kevin B. Lowe, University of North Carolina - Greensboro

Saturday, November 6: 11:10 – 12:35

Room: Baker

TRACK 5: MANAGEMENT HISTORY / MANAGEMENT EDUCATION

Symposium: Assuring Student Success in the Online Environment

Session Chair: Jane Whitney Gibson, Nova Southeastern University

Presenters: Dana Tesone, University of Central Florida

Jane Whitney Gibson, Nova Southeastern University Bahaudin Mujtaba, Nova Southeastern University

Discussant: Regina Greenwood, Kettering University

Saturday, November 6: 11:10 – 12:35

Room: Mahncke

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Paper Session: Job Design and Affective Responses

Session Chair: T. T. Selvarajan, University of Houston-Victoria

 An Integrative Approach to the Study of Impression Management: Facades of Conformity and Experienced Work Stress

> Robyn L. Brouer, Florida State University Gabriel Giordano, Florida State University

What Can Managers Do More To Encourage Contextual Performance?

Seung Yong Kim, California State Polytechnic Pomona James Van Scotter, Louisiana State University Byeongcheol Lee, Dongguk University

• Affect and Job Design: A Return To An Interaction Approach

Laura McAndrews Little, Oklahoma State University Timothy DeGroot, Oklahoma State University

Discussants: James G. (Jerry) Hunt, Texas Tech University

Mark Brown, Bradley University Sven Kepes, University of Arkansas

Saturday, November 6: 11:10 – 12:35

Room: Quadrangle

TRACK 2: STRATEGIC MANAGEMENT/ENTREPRENEURSHIP

Paper Session: Firm Performance

Session Chair: Scott Geiger, University of South Florida, St. Petersburg

Organization Personality and Firm Performance

Jason S. Stoner, Florida State University

 The Interactive Effect of Intellectual Capital Effort and Strategy on Firm Performance

Norma Juma, University of Texas at Arlington

• Strategic planning and organizational performance: A review of empirical literature

Hussam Al-Shammari, University of Texas at Arlington

Discussant: Faye Smith, Emporia State University

Saturday, November 6: 11:10 – 12:35

Room: Alamo

TRACK 1: ORGANIZATIONAL BEHAVIOR, THEORY, AND DEVELOPMENT

Symposium: Fair Play: New Applications of TMX

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

Fair Exchange: Interactional Justice and OCB
 Joy Humphries Karriker, Virginia Commonwealth University

Team member exchange: Influences of personality and justice perceptions

Nathan S. Hartman, John Carroll University Michael A. McDaniel, Virginia Commonwealth University Joy Humphries Karriker, Virginia Commonwealth University

Antecedents and Consequences of Team Member Exchange

Albert Murillo, Florida Institute of Technology Lisa Steelman, Florida Institute of Technology

Discussant: Anson Seers, Virginia Commonwealth University

Thanks for a great meeting. See you next year!

Join Us for SMA 2005

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Southern Management Association

PRELIMINARY DRAFT 2005 SMA ANNUAL MEETING –CALL FOR PAPERS WEDNESDAY, NOVEMBER 9 – SATURDAY, NOVEMBER 12, 2005

SUBMISSION DEADLINE: APRIL 14, 2005

PAPER AND PROPOSAL SUBMISSIONS: The Southern Management Association (SMA) uses a web-based submission procedure. The SMA homepage will provide a link to a special conference website. Authors must first electronically submit the information for their title page, at which time they will obtain an electronic manuscript submission identification number. To facilitate blind review, the electronic submission identification number should both be used as the filename of the completed manuscript file, and should be included on every manuscript page as a header. Next, each paper, symposium, or workshop proposal is to be submitted by uploading the manuscript file, *excluding the title page for competitive papers*, on the conference website. Symposia and workshops intended for multiple tracks should be designated as such in composing the title page, and will then be reviewed within each 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.

- 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.
- 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.
- Use your submission number and track number as the filename for uploading your manuscript, e.g., T8ms123, include it as a header on all pages, and make sure that your competitive papers are identified only by your title plus your electronic submission number.
- Each symposium or workshop proposal should include: an abstract as specified above, a complete list of participants and their roles, 1-3 page overview of the work's purpose, and a 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, 2005.

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 William L. Gardner, V.P./Program Chair; College of Business, University of Nebraska-Lincoln, Lincoln, NE 68588-0491; Tel: 402-472-2314; Fax: 402-472-5855; E-mail: wggardner2@unl.edu.

Southern Management Association

Track Chairs - 2005 Program

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

Scott Douglas

School of Management Binghamton University Binghamton, NY 13902-6000

Phone: 607-777-2316

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Track 2:Strategic Management/Entrepreneurship

James Combs

College of Business Florida State University Tallahassee, FL 32306-1110 Phone: 850-644-7896

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Email: jcombs@cob.fsu.edu

Track 3: Human Resources/Careers

IJ. Hetty van Emmerik

Faculty of Social Sciences, Department of Sociology

Utrecht University

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Heidelberglaan 1

3584 CS Utrecht, The Netherlands

Phone: +31 30 253 1975 Fax: +31 30 253 4405

Email: H.vanEmmerik@fss.uu.nl

Track 4: Research Methods

Hettie A. Richardson

Department of Management

E. J. Ourso College of Business Administration

Louisiana State University Baton Rouge, LA 70803-6338

Phone: 225-578-6146 Fax: 225-578-6140 Email: <u>hricha4@lsu.edu</u>

Submission Deadline: April 14, 2005 Date of Meeting: November ?-?, 2005

Location:

http://www.southernmanagement.org/

Track 5: Management History/Management Education/International Management

Franz T. Lohrke

Department of Management and Marketing Culverhouse College of Commerce & Business

Administration

University of Alabama Tuscaloosa, AL 35487-0225

Phone: 205-348-8934 Fax: 205-349-6695

Email: flohrke@cba.ua.edu

Track 6: Information Technology/Innovation

Anthony (Tony) Ammeter MIS/POM Department

School of Business Administration

P. O. Box 1848

University of Mississippi University, MS 38677-1848

Phone: 662-915-6748 Fax: 662-915-7968

Email: <u>tammeter@bus.olemiss.edu</u>

Track 7: Ethics/Social Issues/Diversity

Ceasar Douglas

College of Business Florida State University

Tallahassee, FL 32306-1110

Phone: 850-644-8205

Fax: 850-644-7843

Email: cdouglas@cob.fsu.edu

Track 8: Health Care/Hospitality Mgmt/Public Administration

Darla J. Domke-Damonte

Wall College of Business Administration

Department of Management, Marketing and Law

Coastal Carolina University

P. O. Box 291954

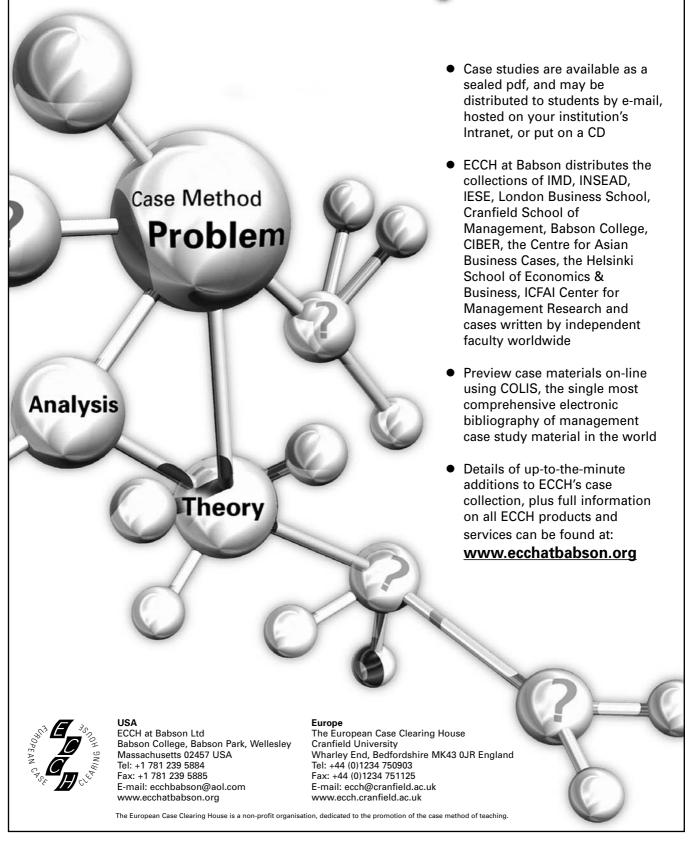
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Notes







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Mastering Management Skills: A Manager's Toolkit

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Ancona, et al.

• Managing for the Future: Organizational Behavior and Processes, 3e

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• Fundamentals of Organizational Behavior, 3e

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Wagner/Hollenbeck

• Organizational Behavior: Securing Competitive Advantage, 5e

Zachary/Kuzuhara

• Organizational Behavior: Integrated Models and Applications

ENTREPRENEURSHIP

Baron/Shane

• Entrepreneurship: A Process Perspective

LEADERSHIP

Bratton/Nelson/Grint

• Organizational Leadership

Daft

• The Leadership Experience, 3e

INTERNATIONAL MANAGEMENT

Cullen/Parboteeah

• Multinational Management: A Strategic Approach, 3e

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 Managing Organizations in a Global Economy: An Intercultural Perspective

ORGANIZATIONAL DEVELOPMENT

Cummings/Worley

• Organization Development and Change, 8e

International Business

Czinkota/Ronkainen/Moffett

• International Business, 7e

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• World Business: Globalization, Analysis and Strategy

MANAGEMENT

Dumler/Skinner

• A Primer to Management

Hellriegel/Jackson/Slocum

• Management: A Competency-Based Approach, 10e

Plunkett/Attner/Allen

• Management: Meeting and Exceeding Customer Expectations, 8e

Williams

• Management, 3e

DIVERSITY

Potoker

 Managing Diverse Working Styles: The Leadership Competitive Advantage

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Gopinath/Siciliano

• Strategize! Experiential Exercises in Strategic Management, 2e

de Wit/Meyer

• Strategy Synthesis Resolving Strategy Paradoxes to Create Competitive Advantage, 3e

de Wit/Meyer

• Strategy: Process, Content, Context: An International Perspective, 3e

Harrison/St. John

• Foundations of Strategic Management, 3e

Hitt/Ireland/Hoskisson

 Strategic Management: Competitiveness and Globalization: Cases, 6e

• Strategic Management: Competitiveness and Globalization: Concepts, 6e

• Strategic Management: Competitiveness and Globalization: Concepts and Cases, 6e

Wagner Weick

• Out of Context: A Creative Approach to Strategic Management

CONSULTING

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Casebook for the Handbook of Management Consulting,
 The Contemporary Consultant: Insights from Leading Experts

Greiner/Poulfelt

 The Handbook of Management Consulting, The Contemporary Consultant: Insights from Leading Experts

HUMAN RELATIONS

Hodgetts/Hegar

• Modern Human Relations at Work, 9e

LABOR RELATIONS

Holley/Wolters

• The Labor Relations Process, 8e

HUMAN RESOURCE MANAGEMENT

Dowling/Welch

• International Human Resource Management: Managing People in a Multinational Context, 4e

Mathis/lackson

• Human Resource Management: Essential Perspectives, 3e

Nkomo/Fottler/McAffee

• Applications in Human Resource Management: Cases, Exercises, and Skill Builders, 5e

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Mosley/Megginson/Pietri

Supervisory Management:
 The Art of Empowering and Developing People, 6e

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Volume 31 (2005) ISSN: 0149-2063 Frequency: Bi-monthly

Leadership

Editors: David Collinson and Keith Grint, *Lancaster University, UK* Leadership

Leadership is an international, peer-reviewed journal designed to provide an ongoing forum for academic researchers to exchange information, insights and knowledge based on both theoretical development and empirical research on leadership. It will publish original, high quality articles that contribute to the advancement of the study of leadership. The journal will be global in orientation and focus.

Volume 1 (2005) ISSN: 1742-7150 Frequency: Quarterly

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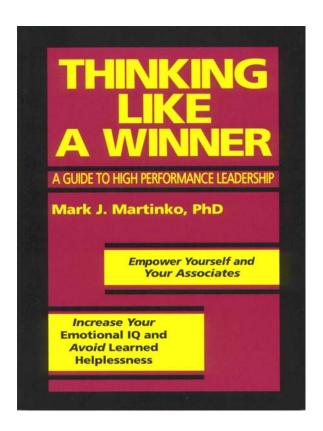
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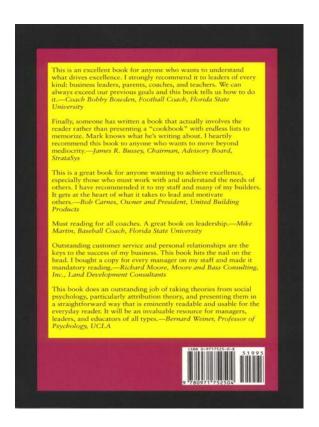
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