

SMA is a professional organization of management educators and scholars. Our mission is to facilitate management teaching, scholarship, and professional development through activities that create value for our members, for organizations, and for society.

SMA exists in a world with many problems demanding attention including environmental degradation, inequality, conflict, poverty, healthcare, food insecurity, and government corruption, among many others. It is reasonable to ask what responsibility SMA has to take a stand, for or against, a specific position on a public issue facing our members or society in general. This writing is an effort to help explain how SMA can address this responsibility of acting on our values in a challenging world.

SMA members likely share similar values. For instance, nearly all of us might claim to value freedom, family, equality, tradition, benevolence, personal autonomy and independence, security, tolerance, and peace. Values represent our ideals of the way that the world should be and our values motivate our choice of goals and behaviors (Hitlin & Piliavin, 2004; Rokeach, 1973; Sagiv & Schwartz, 2022). By setting goals and engaging in behaviors, individuals put their values in action. However, individuals holding the same values can vary considerably in their choice of goals and behaviors. For example, two individuals may equally and highly value education which one pursues through attending university and the other by personal reading. Similarly, one person may march in the streets in support of childcare policies while another person devotes every Saturday to outings with their children. Yet both view their activities as supporting the value of family. In short, individuals may share values but express them differently (Cropanzano et al., 1992).

SMA members are no different. We can agree on higher level, more abstract, values but express shared values in many ways by holding diverse opinions on specific personal behaviors, government policies, and social practices. What unites SMA members is the value about our willingness to support each other in our commitment to management teaching, scholarship, and professional development. We are stronger together.

We believe it is useful to ‘go on the record’ about SMA values and how we express our values, especially in light of the challenging and complex issues facing our world. Ultimately, this statement is to reaffirm that SMA is focused on management teaching, scholarship, and professional development. We welcome all those who share our values and extend our support, embracing our collective diversity in backgrounds, beliefs, and interests.

Specifically, SMA can support our members’ interests in our strategic initiative, **Acting on our Values (AOV)**, by using SMA as a platform to Educate, Empower, and Equalize.

Educate – We leverage our skills as researchers and teachers to inform each other and SMA stakeholders about the implications of policies and actions derived from our values. For example, SMA has sponsored workshops on diversity, equity, and inclusion research and on allyship in the classroom. Future workshops might tackle additional issues such as how specific compensation policies perpetuate poverty, the efficiency of corporate and governmental sustainability efforts, or HR recruiting strategies that effectively minimize bias.

Empower – SMA will create opportunities for members to engage in meaningful efforts towards change. For instance, SMA has hosted Town Hall discussions with colleagues on diversity, racism, and related topics. Research by SMA members may present evidence that can be used in our teaching, to inform policy makers, or to sway public opinion.

Equalize – SMA will take steps to act in ways that are consistent with values. As an example, the SMA leadership has actively encouraged members from historically underrepresented groups to become involved in leading SMA and is examining policies that may facilitate the participation of members with young children.

Acting on our Values initiatives may take multiple forms. For instance, we welcome submissions to the annual conference in the form of Professional Development Institutes or research papers. We have also organized virtual workshops offered via zoom on diverse topics. SMA leadership is always willing to consider proposals for directing attention to new topics and new formats for delivering content to our members.

The SMA President will report on the progress made on each area above, while the President-Elect will lay out the agenda for Acting on Our Values in their term at the Business meeting at the Annual meeting of the SMA each year.

## **References**

Cropanzano, R., James, K., & Citera, M. (1993). A goal hierarchy model of personality, motivation, and leadership. In L. L. Cummings & B. M. Staw (Eds.), *Research in organizational behavior* (Vol. 15, pp.267-322). Greenwich, CT: JAI Press.

Hitlin, S., & Piliavin, J. A. (2004). Values: Reviving a dormant concept. *Annual Review of Sociology*, 30, 359-393.

Rokeach, M. (1973). *The nature of human values*. New York, NY: Free Press.

Sagiv, L., & Schwartz, S. H. (2022). Personal values across cultures. *Annual Review of Psychology*, 73, 517-546.