



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*

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Lussier/Achua

Leadership, 2e

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Ancona/Kochan/VanMaanen/Scully/Westney

Managing for the Future: Organizational Behavior and Processes, 3e **01/04**

Hellriegel/Slocum

Organizational Behavior, 10e

Organizational Theory

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Organization Theory and Design, 8e

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BizPlanBuilder® Express: A Guide to Creating a Business Plan with BizPlanBuilder®, 2e

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Lussier/Kimball

Sport Management: Principles, Applications, Skill Development

Strategic Management

Hoskisson/Hitt/Ireland

Competing for Advantage

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Leonard/Hilgert

Supervision: Concepts and Practices of Management, 9e

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SMA 2003



**SOUTHERN MANAGEMENT ASSOCIATION
ANNUAL CONFERENCE
NOVEMBER 12-15, 2003**

PROGRAM

**HILTON CLEARWATER BEACH
RESORT, FLORIDA**

SOUTHERN MANAGEMENT ASSOCIATION

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.

SOUTHERN MANAGEMENT ASSOCIATION

2003 PROGRAM COMMITTEE

Christine M. Riordan, VP & Program Chair, University of Georgia
Geralyn Franklin, Conference Coordinator, University of Texas-Permian Basin
Brenda Graham, Program Assistant, University of Georgia
Jackie Cui, Program Assistant, University of Georgia
Bryan Schaffer, Onsite Assistant, University of North Carolina, Asheville
Chris Taylor, SMA Program Cover Design, University of Georgia

OFFICERS

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President Elect: Terri A. Scandura, University of Miami
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Vice President/ Program Chair Elect: Anson Seers, Virginia Commonwealth University
Secretary and Membership Chair: Allison W. Pearson, Mississippi State University
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Editor, Proceedings: Elizabeth Weatherly, University of Alabama-Huntsville
Archivist: Dan Cochran, Mississippi State University
Newsletter Editor: Gary Castrogiovanni, University of Tulsa
Webmaster: Tom Marshall, Auburn University
Conference Coordinator: Geralyn Franklin, University of Texas-Permian Basin
Placement Director: Frank Markham, Mesa State College

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Shawn Carraher, Texas A&M University-Commerce (2003)
Margaret Williams, Virginia Commonwealth University (2003)

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Alan Witt, University of New Orleans (2004)
Michelle A. Dean, University of North Texas (2004)

Jason D. Shaw, University of Kentucky (2005)
Shaker A. Zahra, Babson College (2005)
Sandy J. Wayne, University of Illinois-Chicago (2005)

JOURNAL OF MANAGEMENT

Editor, Daniel Feldman, University of Georgia
Associate Editor, Carol Kulik, University of Melbourne
Associate Editor, Allen Amason, University of Georgia

PAST PRESIDENTS*

Donna Ledgerwood	University of North Texas	(2002-2003)
Tammy G. Hunt	University of North Carolina-Wilmington	(2001-2002)
Pamela L. Perrewé	Florida State University	(2000-2001)
Vida Scarpello	Georgia State University	(1999-2000)
Chester A. Schriesheim	University of Miami	(1998-1999)
Mark J. Martinko	Florida State University	(1997-1998)
Rose Knotts	University of North Texas	(1996-1997)
David D. Van Fleet	Arizona State University West	(1995-1996)
Robert C. Ford	University of Central Florida	(1994-1995)
J. Bernard Keys	Georgia Southern University	(1993-1994)
Charles R. Greer	Texas Christian University	(1992-1993)
Daniel S. Cochran	Mississippi State University	(1991-1992)
John A. Pearce II	George Mason University	(1990-1991)
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B. Wayne Kemp	University of Tennessee-Martin	(1987-1988)
Achilles A. Armenakis	Auburn University	(1986-1987)
W. Jack Duncan	University of Alabama at Birmingham	(1985-1986)
William H. Holley	Auburn University	(1984-1985)
Arthur G. Bedeian	Auburn University	(1983-1984)
Dorothy N. Harlow	University of South Florida	(1982-1983)
Dennis F. Ray	Mississippi State University	(1981-1982)
Vince P. Luchsinger	Texas Tech University	(1980-1981)
John E. Logan	University of South Carolina	(1979-1980)
Ogden H. Hall	University of New Orleans	(1978-1979)
Jay T. Knippen	University of South Florida	(1977-1978)
James M. Todd	University of Memphis	(1976-1977)
John T. DeVogt	Washington & Lee University	(1975-1976)
Daniel A. Wren	University of Oklahoma	(1974-1975)
Leon C. Megginson	Louisiana State University	(1973-1974)
Richard I. Levin	University of North Carolina-Chapel Hill	(1972-1973)
Max B. Jones	Old Dominion University	(1971-1972)
Robert M. Fulmer	Georgia State University	(1970-1971)
Bernard J. Bienvenu	University of Southwestern Louisiana	(1969-1970)
Burnard H. Sord	University of Texas-Austin	(1968-1969)
Claude S. George	University of North Carolina-Chapel Hill	(1967-1968)
Herbert G. Hicks	Louisiana State University	(1966-1967)
Charles R. Scott	University of Alabama	(1965-1966)
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
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Track 2: Strategic Management/ Entrepreneurship

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Champaign, IL 61820
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Track 3: Human Resources/Careers

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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
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& Entrepreneurship
3301 College Avenue
Ft. Lauderdale, FL 33324
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Fax: 954/262-3965
Email: jwgibson1@aol.com

Track 6: Information Technology/Innovation/ Operations Management

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Stetson School of Business and Economics
1400 Coleman Avenue
Macon, GA 31207-0001
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Track 7: Ethics/Social Issues/Diversity

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

Marjorie Icenogle
University of South Alabama
Department of Management
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307 N. University Blvd, MCOB 340
Mobile, AL 36688-6716
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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
Marie Mitchell, University of Central Florida

- ☐ Track 2: Strategic Management/Entrepreneurship
Norris Krueger, Boise State University
Hun Lee, George Mason University

- ☐ Track 3: Human Resources/Careers
Michael Hansen, North Carolina State University

- ☐ Track 4: Research Methods
Anthony Wheeler, University of Oklahoma

- ☐ Track 5: Management History/Management Education/International Management
Jonathon R. B. Halbesleben, University of Oklahoma

- ☐ Track 6: Information Technology/Innovation/Operations Management
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

☞ Track 3: Human Resources/Careers

Michael Kavanagh, SUNY at Albany
Steve Scullen, North Carolina State University

☞ Track 4: Research Methods

Claudia Cogliser, University of Oklahoma
Jonathon Halbesleben, University of Oklahoma
Terri Scandura, University of Miami

☞ Track 5: Management History/Management Education/International Management

Kerry Carson, University of Louisiana at Lafayette
Paula Phillips Carson, University of Louisiana at Lafayette
Terrell Manyak, Nova Southeastern University

☞ Track 6: Information Technology/Innovation/Operations Management

Linda L. Brennan, Mercer University
Thomas R. Horton, Stetson University
Karen J. Napoleon, University of Georgia

☞ Track 7: Ethics/Social Issues/Diversity

Betsy Cooper, University of Rhode Island
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

REVIEWERS FOR THE 2003 PROGRAM

A SPECIAL THANKS TO ALL OF THE REVIEWERS FOR THIS YEAR'S PROGRAM!

Garry Adams	Florida State University
Lynda Aiman-Smith	North Carolina State University
Judith W. Alexander	University of South Carolina
David G. Allen	University of Memphis
Tony Ammeter	University of Mississippi
Jon Anderson	University of Kentucky
Yvonne Athanasaw	Nova Southeastern University
H. Young Baek	Nova Southeastern University
Kunal Banerji	Florida Atlantic University
Barry Barnes	Nova Southeastern University
Jane Barnes	Rutgers University
Steve Barr	North Carolina State University
Ken Bass	East Carolina University
Gayle Baugh	University of West Florida
Leilani O. Baumanis	Johnson and Wales University
Nicholas A. Beadles II	Georgia College & State University
Wendy Becker	SUNY at Albany
Keith J. Benson	Winthrop University
Robyn Berkley	Rensselaer Polytechnic Institute
Danielle Beu	West Virginia University
Jim Bishop	New Mexico State University
Karen Bishop	University of Louisville
Nancy Borkowski	St. Thomas University
Scott L. Boyar	University of South Alabama
Dalton E. Brannen	Augusta State University
Diane Bridge	NLBR/George Washington University
Norma B. Bryan	Georgia State University
Ann K. Buchholtz	University of Georgia
Kay Bunch	Georgia State University
Nathan Campbell	Mississippi State University
April Cantwell	North Carolina State University
Jon C. Carr	University of Southern Mississippi
Shawn Carraher	Texas A & M-Commerce
Kerry David Carson	University of Louisiana-Lafayette
Paula Phillips Carson	University of Louisiana-Lafayette
Traci Carte	University of Oklahoma
Stephanie E. Case	Louisiana State University
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Byron Chew	Birmingham-Southern College
Jim Combs	Florida State University
Danielle Cooper	University of Illinois

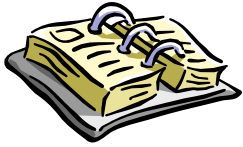
Larry Cox	University of Wisconsin
Bart Craig	North Carolina State University
William "Rick" Crandall	Concord College
Madeline Crocitto	SUNY College at Old Westbury
T. Russell Crook	Florida State University
Michael Cusack	University of New Orleans
Cyndy Cycyota	US Air Force Academy
Michelle Dean	San Diego State University
Timothy DeGroot	Oklahoma State University
John Delery	University of Arkansas
Sukamar Debnath	Prairie View A& M
Clay Dibrell	Oregon State University
Brian Dineen	Ohio State University
Glenna A. Dod	Wesleyan College
Theresa A. Domagalski	Florida Institute of Technology
Charles S. Domina	Nova Southeastern University
William J. Donoher	Washington State University
Scott Douglas	University of Montana
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Rita Durant	Tulane University
Richard Dutton	University of South Florida
Bruce W. Eagle	St. Cloud State University
Joe J. Eassa Jr.	Palm Beach Atlantic University
Frances Fabian	Tulane University
Larry Faulk	Georgia College and State University
David A. Foote	Middle Tennessee State University
Jerry Bryan Fuller	Louisiana Tech University
Thomas W. Gainey	State University of West Georgia
Bill Gardner	University of Nebraska
Mark Gavin	Oklahoma State University
Scott Geiger	University of South Florida
Gretchen Gemeinhardt	Texas Woman's University
Peter Gianodis	University of Georgia
Lucy L. Gilson	University of Connecticut
Kay Glasgow	Southwest Texas State University
Jodi Goodman	University of Connecticut
Angela Gordon	SUNY at Albany
Mary Gowan	The George Washington University
Regina Greenwood	Kettering University
Janie Gregg	Mississippi University for Women
Lee Grubb	Virginia Commonwealth University
Nina Gupta	University of Arkansas
Vishal K. Gupta	University of Missouri
Jonathon R. B. Halbesleben	University of Oklahoma
Betti Hamilton	University of Miami
Michael Hansen	North Carolina State University
Bill Harrington	Nova Southeastern University
George L. Harris	Nova Southeastern University
Kenneth J. Harris	Florida State University

Louise Hatfield	Shippensburg University
Jinyu He	University of Illinois
Anita Heck	Nicholls State University
Joseph Heinzman	Nova Southeastern University
David Herst	University of South Florida
I.J. Hetty van Emmerik	Utrecht University
Harry W. Holt	George Washington University
Jenny M. Hoobler	Northern Illinois University
Vera Hoover	Florida State University
Thomas R. Horton	Stetson University
Mark W. Huber	University of Georgia
Judith Hunt	East Carolina University
Tammy G. Hunt	University of North Carolina at Wilmington
John Huonker	SUNY Oswego
Marjorie Icenogle	University of South Alabama
Jay Janney	University of Dayton
Foard F. Jones	University of Central Florida
J. Preston Jones	Nova Southeastern University
Micki Kacmar	Florida State University
David M. Kaplan	James Madison University
Joy Karriker	Virginia Commonwealth University
Michael Kavanagh	SUNY at Albany
Janet B. Kellet	College of William and Mary
Maryellen Kelly	Duquesne University
Joseph W. Kennedy	Nova Southeastern University
Shawn Keogh	Mississippi State University
Dave Kern	Oklahoma State University
Susan Key	University of Alabama at Birmingham
James E. King	Samford University
Brad Kirkman	Georgia Institute of Technology
Sara Bliss Kiser	Alabama State University
Brian Klaas	University of South Carolina
Howard J. Klein	The Ohio State University
Don Kluemper	Oklahoma State University
Jenny Korn	Northwestern University
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Maria Kraimer	University of Illinois-Chicago
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Jeff Krug	University of Illinois
Kenneth J. Lacho	University of New Orleans
Charles E. Lance	University of Georgia
Melenie Lankau	University of Georgia
Hun Lee	George Mason University
Lyle Lertz	University of Oklahoma
Tam W. Limpaphayom	Valdosta State University
Lester G. Lindley	Nova Southeastern University
Beverly Little	Western Carolina University
John E. Logan	University of South Carolina
Franz Lohrke	University of Alabama

Christopher Lowery	Georgia College & State University
Laura Lunsford	North Carolina State University
Patrick S. Malone	American University
Terrell Manyak	Nova Southeastern University
Dan Marlin	University of South Florida
David Martin	Murray State University
Luis Martins	Georgia Institute of Technology
Thomas Martin	University of Omaha
Candy Martinez	University of Illinois
Mark Martinko	Florida State University
Chris Mayer	Virginia Tech
Timothy O. McCartney	Nova Southeastern University
Velma E. McCuiston	University of Tampa
Cecilia McInnis-Bowers	Birmingham-Southern College
Gail McKee	Roanoke College
Larry McKee	Southwestern Oklahoma State University
Adam Meade	North Carolina State University
Art Meiners	Marymount University
Nicholas S. Miceli	Ohio Northern University
Joseph Michalski	Nova Southeastern University
Angela Miles	North Carolina A&T State University
Brian K. Miller	James Madison University
Zeeva Millman	A & M Human Resources Consultants
Marie Mitchell	University of Central Florida
Donald C. Mosley	University of South Alabama
Bahaudin Mujtaba	Nova Southeastern University
Paul Mulvey	North Carolina State University
Michael Mumford	University of Oklahoma
Ed Murphy	Embry Riddle Aeronautical University
Lori Muse	Western Michigan University
Karen J. Napoleon	University of Georgia
Nhung Nguyen	Lamar University
Linda Nottingham	Georgia Southern University
Margaret Nowicki	Ithaca College
Sharon Oswald	Auburn University
Art Padilla	North Carolina State University
David K. Palmer	University of Nebraska at Kearney
Tim Palmer	Western Michigan University
Ken Park	University of Georgia
Charles Parsons	Georgia Institute of Technology
Tyge Payne	University of Texas-Arlington
Ekin Pellegrini	University of Miami
Richard Perlow	University of Lethbridge
Tim Petersen	Oklahoma State University
Joe Peyrefitte	University of Southern Mississippi
Mark Phillips	Oklahoma State University
Lee Pickler	Baldwin-Wallace College
Bob Pond	North Carolina State University
Sumita Raghuram	Fordham University

Annette Ranft	Wake Forest University
Pramila Rao	George Washington University
George Redmond	Agnes Scott College
Taco Reus	Florida State University
Camella Rhone	Nova Southeastern University
Barbara Ribbens	Western Illinois University
Hettie Richardson	Louisiana State University
Ken Robinson	Kennesaw State University
Timothy Rotarius	University of Central Florida
William N. Rudd	Boise State University
Alejandro Ruelas-Gossi	University of Tampa
Craig Russell	University of Oklahoma
Arthur L. Rutledge	Mercer University
Susan Sanner	Clayton College and State University
Bryan Schaffer	University of Georgia
Mel Schnake	Valdosta State University
Mike Schraeder	Auburn University
Chester A. Schriesheim	University of Miami
Steve Scullen	North Carolina State University
Randall Settoon	Southeastern Louisiana University
Anson Seers	Virginia Commonwealth University
Mark Sharfman	University of Oklahoma
Jason D. Shaw	University of Kentucky
Jeremy Short	Portland State University
Marcia J. Simmering	Louisiana State University
Gina Simpson	University of Alabama
Randi L. Sims	Nova Southeastern University
Matt E. Skeese	Nova Southeastern University
Michelle Slagle	University of South Alabama
Donna J. Slovinsky	University of Alabama- Birmingham
William L. Smith	Emporia State University
Jeff Snell	Eastern Illinois University
Barbara Spencer	Mississippi State University
Christina L. Stamper	Western Michigan University
Peter A. Stanwick	Auburn University
Becky Starnes	Alabama State University
Joe Stauffer	Texas Tech University-Commerce
William Stevens	Missouri Southern State College
Marcus M. Stewart	University of Georgia
Sherry Sullivan	Bowling Green State University
Eric Surface	North Carolina State University
Jennifer Swearingen	University of Illinois
Mehmet Tag	University of Illinois
L.E. Taylor	Nova Southeastern University
Julia A. Teahen	Baker College
Ben Tepper	University of North Carolina-Charlotte
Manny Tejada	Barry University
Dana V. Tesone	University of Central Florida

Lindsay J. Thompson	Johns Hopkins University
Ed Tomlinson	Ohio State University
Sharon Topping	University of Southern Mississippi
David Turnipseed	Indiana-Purdue University
Mary Uhl-Bien	University of Central Florida
Chad Van Iddekinge	Human Resources Research Organization (HumRRO)
Robert J. Vandenberg	University of Georgia
Mary Jo Vaughan	Mercer University
John G. Watson	St. Bonaventure University
Elizabeth Wier Weatherly	University of Alabama-Huntsville
Barbara A. Wech	University of Alabama-Birmingham
Kelly P. Weeks	Centenary College of Louisiana
Teresa Weldy	University of South Alabama
Bob Wheatley	Troy State University
Anthony Wheeler	University of Oklahoma
Tony Wheeler	California State University-Sacramento
James M. Wilkerson	Southern Illinois University
Ethyl A. Williams	Florida Atlantic University
Margaret L. Williams	Virginia Commonwealth University
Mark Wilson	North Carolina State University
Daniel Wren	University of Oklahoma
Shaker Zahra	Babson College
Kelly Zellars	University of North Carolina-Charlotte



SMA 2003 - WEDNESDAY, NOVEMBER 12

7:30-4:30

SMAI EVENT

ROOM: SALONS A & B

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

Jone Pearce, Past President, Academy of Management

- **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), Ceasar 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

(Florida International University). 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



SMA Welcome Reception

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



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



SMA 2003 - THURSDAY, NOVEMBER 13

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



SMA 2003 - THURSDAY, NOVEMBER 13

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



SMA 2003 - THURSDAY, NOVEMBER 13

**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 Gilnet to illustrate how to create the collaborative organization.

Coordinator and

Presenter:

E. Craig McGee, Solutions

Facilitator:

Mike Beyerlein, University of North Texas

1:30 – 3:00

**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



SMA 2003 - THURSDAY, NOVEMBER 13

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

FEATURE SESSION: *Journal of Management Research Development Workshop.*

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. Perrewe, 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



SMA 2003 - THURSDAY, NOVEMBER 13

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 2003 - FRIDAY, NOVEMBER 14

7:30 – 9:15
SMA OFFICER EVENT
ROOM: TARPON

SMA Officers Board Meeting

Presiding: Terri Scandura, University of Miami

ALL SMA EVENT
8:00 – 3:00
ROOM: SALON D



Conference Registration

Coordinator: Tim Barnett, Mississippi State University

ALL SMA EVENT
ROOM:



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:  *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**

Cameron Ford, University of Central Florida
Diane M. Sullivan, University of Central Florida

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/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



SMA 2003 - FRIDAY, NOVEMBER 14

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*



SMA 2003 - FRIDAY, NOVEMBER 14

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**

Michael J. McCormick, University of Houston – Clear Lake
Mark J. Martinko, Florida State University

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

11:00 – 12:15

**TRACK 8: HOSPITALITY MANAGEMENT, HEALTH CARE
ADMINISTRATION/PUBLIC ADMINISTRATION
ROOM: MANDALAY**

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



SMA 2003 - FRIDAY, NOVEMBER 14

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**

Chris H. Thomas, University of Georgia
Melenie J. Lankau, University of Georgia

Discussants: 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

Discussant: 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
Matrechia 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



SMA 2003 - FRIDAY, NOVEMBER 14

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!



SMA 2003 - SATURDAY, NOVEMBER 15

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

- **When Industry Recipes Change, Who Gets Cooked? Business Model Innovation and the American Film Industry, 1912-1920**

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

Hee-Hyong Jung, 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



SMA 2003 - SATURDAY, NOVEMBER 15

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

Yongmei Liu, Florida State University
James G. Combs, 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

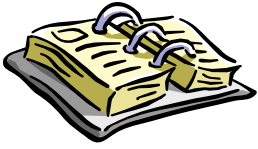
ROOM: EXECUTIVE CONFERENCE ROOM

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



SMA 2003 - SATURDAY, NOVEMBER 15

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, Ibmecc 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

- **Expatriate Assignment Withdrawal Cognitions and Propensity to Leave: Human Resource Management Strategy Requirements**
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!

Southern Management Association

**2004 SMA ANNUAL MEETING – PRELIMINARY CALL FOR PAPERS
WEDNESDAY, NOVEMBER 3 – SATURDAY, NOVEMBER 6, 2004
IN SAN ANTONIO, TEXAS**

SUBMISSION DEADLINE: APRIL 14, 2004

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/>

Southern Management Association

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: Ewilliam@fau.edu

Submission Deadline: April 14, 2004
Date of Meeting: November 3-6, 2004

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
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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

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.

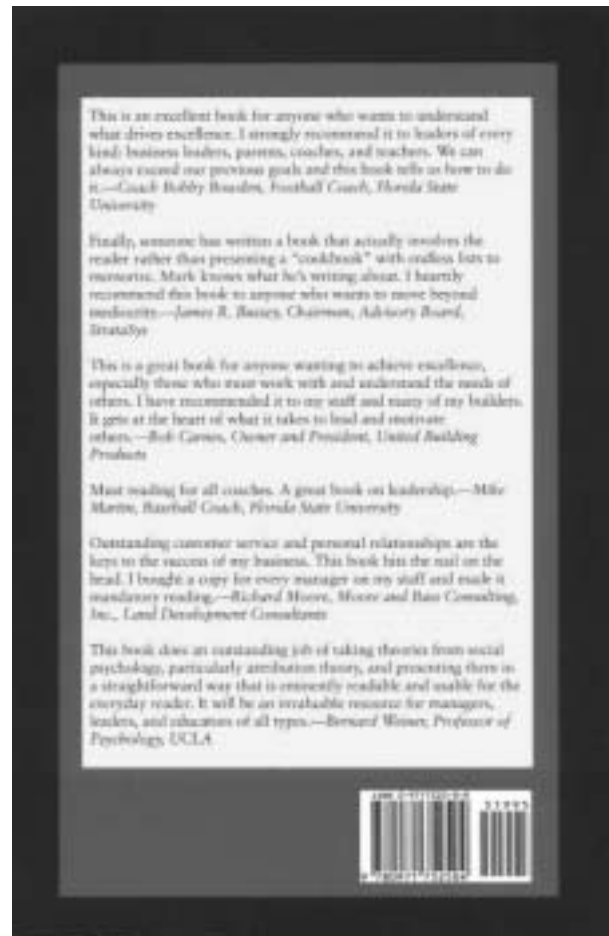
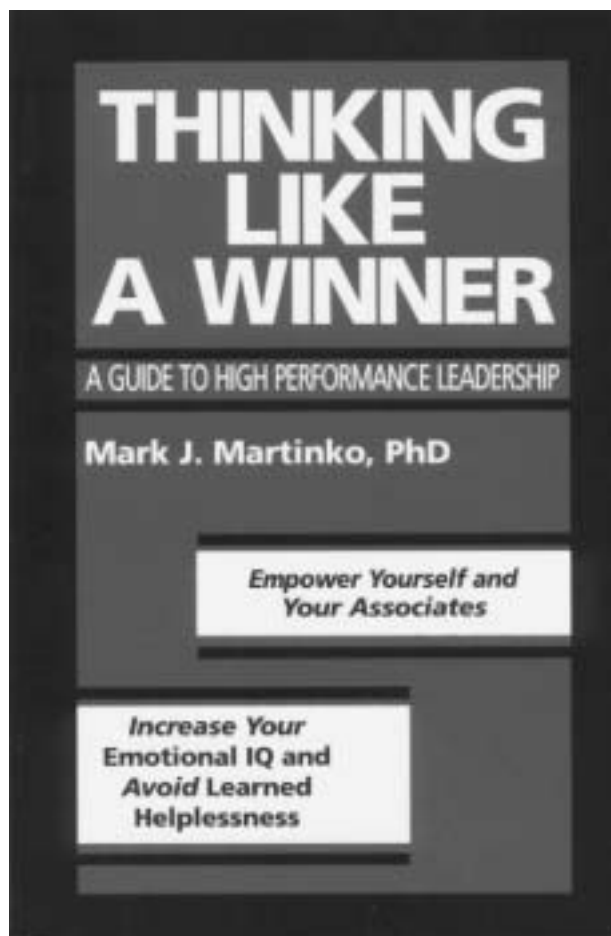
Nominations will be accepted via email and US mail, with email the preferred method. An acknowledgment of receipt of the nomination materials will be sent to the primary nominator. Self-nominations will be accepted. All nominators and nominees must be SMA members and the award winner must accept the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