



# Eastern Academy of Management Newsletter

## Upcoming EAM Events

> May 12-15, 2010  
EAM Conference  
Portland, ME

## Message from the EAM President **Laurel Goulet**



Lately I've been thinking about gratitude – must be the time of year, I guess. In addition to great people in my personal life, I am so grateful to the many wonder-

ful people who make up the Eastern Academy of Management. I have met so many marvelous friends and mentors through EAM. I truly believe that if it weren't for these EAM folks, I wouldn't have a career!

One of the ways that you can get to know these fabulous people is to come to the 2010 annual meeting in Portland, Maine. Liz Davis has created a thought-provoking theme of "Global Mindsets for Global Organizations: Strategies, Models, and Tools." John Voyer is the VP Local Arrangements, and has contracted with a lovely hotel in a fantastic city. Together, Liz and John are creating an annual meeting that is not to be missed. Please submit your papers (<https://eamconference.org/>) and encourage your colleagues to join us for a memorable conference experience.

And while looking forward to a great year, I also think back gratefully to all of the people who made last year such a success. First, I'd like to thank Dilip Mirchandandi for his exceptional leadership as our President. His Presidential Address at the 2009

meeting was not only inspiring, it was legendary.

Tony Butterfield wowed the 2009 business meeting with an extraordinarily generous pledge to create a scholarship fund to keep doctoral student meeting fees at \$95.00. Ed Christensen matched Tony's pledge, and Kris Backhaus is leading our fundraising efforts. Thank you so much! You, too, can make a contribution through the EAM website at <http://www.eaom.org/AnnualMeetings/Portland2010/2009/sponsors.html>.

Gratitude also goes to John Ogilvie and his terrific program team and Gene Baten for creating a wonderful 2009 conference in Hartford. Thanks to Kate Suchon and her team for a memorable international conference in Rio de Janeiro.

I am also so grateful for Bill Ferris and the hard work that he does to make Organization Management Journal (OMJ) such a fantastic success. The journal continues to grow in submissions, page views, and article requests. Please consider submitting to OMJ at <http://www.palgrave-journals.com/omj/index.html> and introduce your colleagues to EAM's journal.

Last, but not least, I'm so grateful to all of you. It is the people who make EAM what it is. Every one of you is so important to EAM. Thanks for being a part of it!

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## EAM Conference Program: *Global Mindsets for Global Organizations* Portland, ME May 12-15, 2010 Liz Davis

**Submission Deadline: December 7, 2009**



The 2010 EAM Conference will be held in Portland, Maine this coming May and promises to be an exciting and thought provoking conference. Portland is the banking capital of northern New England and is home to many international firms, serving as an excellent backdrop for our conference

and theme *Global Mindsets for Global Organizations: Strategies, Models, and Tools*.

At this conference we will be challenged to think in new ways and create new mental models for how we manage, lead, and advance organizations in the face of a shifting global landscape associated with the financial sector meltdown, global warming, workforce downsizing, and organizational disintegration. The conference will feature a variety of sessions including papers, symposia, panels, cases, experiential exercises,

professional development workshops, and distinguished speakers. Awards are given for outstanding papers and outstanding reviewers are acknowledged in the program.

I encourage you to attend and be an active participant in this conference! So, please mark your calendars and consider submitting your best work for inclusion in the conference program so that together we can create another outstanding conference in our learning community. The deadline for manuscript submissions is December 7, 2009. Papers are double-blind reviewed and accepted papers are published in the annual conference proceedings.

For more detailed information, please see: <https://eamconference.org/>

I look forward to seeing you in Portland!

### Snapshots from the EAM 2009 Conference

Ed Christensen



## EAM 2010 Conference Local Arrangements

### Portland, Maine **John Voyer**



Portland, Maine's largest city, is nestled between the state's forest-covered mountains and spectacular rugged coast. In the Casco Bay region of Greater Portland to Freeport, approximately a 15-mile radius, visitors will find unspoiled landscapes, beautiful vistas, succulent lobster, stately lighthouses, outdoor adventures, and exceptional shopping. In Greater Portland, they can experience a bit of "everything Maine"—mountains to lakes, city to country, inland to coast, nature to nightlife.

The past is present throughout the Greater Portland region. Ambling through downtown, visitors will notice the Victorian architecture and cobblestone streets residing graciously beside modern office buildings. In the Old Port, great brick buildings, once warehouses for local merchants, now hold a myriad of original shops, galleries and restaurants.

Portland boasts a thriving arts scene and an exclusive Downtown Arts District. As one of the premier cultural centers in northern New England, Portland's visual and performing arts rival those of regions much larger. Visitors can stroll through the excellent Portland Museum of Art, or wander the cobblestone streets in search of local galleries. In the evening, they can dive into a nightlife that features unique restaurants, award winning local brews, the professional Portland Stage Company, and a

flourishing live-music scene, including the Portland Symphony Orchestra. From classical to cutting-edge, the performing and visual arts are vibrantly alive in Portland.

Portland has been bound to the sea since its founding in 1633 and it remains proud of its working waterfront and the celebrated beauty of its rock-bound coast. The waterfront provides access to the sea for commercial shipping and a host of pleasure activities. With some of Maine's best water access to islands, historic forts and lighthouses, and to the Portland Harbor Museum in South Portland, Greater Portland is a choice destination for maritime enthusiasts. In years past, tall ships plied the waters of Portland Harbor where oil tankers still operate in one of the deepest, best-protected harbors on the east coast. Today, from the welcoming beacon of Portland Head Light to the salty lobstermen of Casco Bay, the coast remains an area steeped in nautical history and graced with the beauty of the sea.

Portland has a little bit of everything for the visitor—food, shopping, visual and performing arts, and nightlife—all in a distinctive style. We are confident that attendees at the 2010 conference will find much to enjoy beyond the bounds of the conference itself. For more information see: <https://eamconference.org/>



Images: Greater Portland Convention and Visitors' Bureau

## EAM 2010 Conference Sponsorship Opportunities Kristin Backhaus



The EAM is seeking sponsors, both individual and institutional, for the upcoming conference. Please contact Kristin Backhaus, Fundraising Chair, at [backhaus@newpaltz.edu](mailto:backhaus@newpaltz.edu) or call 845-257-2972.

### Sponsorship Options

<b>Co-Host</b>	<b>\$2,000</b>
<b>Gold Sponsor</b>	<b>\$1,000</b>
<b>Silver Sponsor</b>	<b>\$ 500</b>
<b>Exhibitor</b>	<b>\$ 500</b>
<b>Doctoral Student Scholarship Contribution</b>	<b>\$25 and up</b>

#### Co-Host:

- ✦ Top listing among sponsors in program and advertising
- ✦ University or Corporate Banner (optional) in registration area  
Information about your university or corporation displayed or included in registration packet

#### Gold Sponsor:

- ✦ Listing in program and advertising  
Information about your university or corporation displayed or included in registration packet

#### Silver Sponsor:

- ✦ Listing among sponsors in program and advertising  
Information about your university or corporation displayed or included in registration packet

#### Exhibitor:

- Table in exhibit area
- Listing among sponsors in program and advertising
- Promotional materials included in registration packet
- One complimentary admission to Presidential Luncheon

#### Doctoral Student Scholarship Contribution:

This new initiative allows individuals or institutions to provide a contribution to our doctoral student fund. This fund helps us to continue to provide a lower registration rate for doctoral students. Contributors to this Scholarship Fund will be listed in the program.

## EAM 2009 Election Results Dan Gibson



Elections were held in conjunction with the 2009 Conference. Congratulations and thanks to the following who were recently elected to serve in the EAM.

President-Elect:	John Ogilvie, University of Hartford
VP Program-Elect:	Ted Peters, Hartwick College
Secretary-Elect:	Elizabeth McCrea, Seton Hall University
Directors (2 open):	Yasmin Purohit, Robert Morris University Frances Amatucci, Slippery Rock University



## CONGRATULATIONS to the 2009 EAM Award Winners !!!

Images by Ed Christensen and David Desplaces

Congratulations to the following who received awards at the 2009 EAM Conference!

EAM 2009 Fellow:

Kathleen Dechant, University of Connecticut

Best Empirical Paper:

“Does Working Away From the Office Help? Exploring the Interaction Effects of Telework and Work-Family Conflict on Exhaustion”  
Tim Golden, Rensselaer Polytechnic Institute

Best Conceptual Paper:

“Towards Understanding 'Organizational Phenomenon': A Conceptual Framework”  
Sarbjot Singh Rayat, University of Massachusetts, Amherst

Michael J. Driver Best Careers Paper:

“Managerial Career Success: A Gender Comparison in the 21st Century”  
Joy Schneer, Rider University  
Frieda Reitman, Pace University  
Corinne Post, Lehigh University  
dt ogilvie, Rutgers University

ELA Award:

“Interactional Justice: Creating the Dynamics of Everyday Fairness”  
Kevin Farmer, California State Polytechnic University, Pomona  
Steve Meisel, La Salle University

Case Fellows Award:

“CJ McLaine's Deli & Bakery, LLC”  
Cathy Giapponi, Fairfield University  
Rosalie McDevitt, Mount Olive College

Case First Time Submission Award:

“Northeast Utilities' Strategic Meltdown”  
Ed Desmarais, Salem State College

Mentored Case Award:

Gina Vega, Salem State College



### Case News Ed Desmarais

If you are an aspiring case writer, seasoned veteran writer or somewhere in between, the CASE Association welcomes you to join us at the 2010 Eastern Academy of Management. We are dedicating the entire first day of the CASE track program to professional development. Come and join us in learning how to get started on your first case, the do's and don'ts of writing cases and teaching notes, publishing your case, teaching with cases, and have seasoned veterans provide concrete feedback on

your ideas for a case or a case that is in progress.

You still have a month to prepare and submit your ideas for a case (an embryo) or to make progress on that case you started but are 'stuck' on how to resolve a dilemma. CASE offers a supportive and encouraging environment as well as mentors for aspiring, new and recent case writers. We hope to see you in Portland in cases to join us in May!

### 2009 Sponsor Thanks Madeline Crocitto

A special thanks to Cengage and SHRM for their support as an exhibitor at the 2009 Conference and to Palgrave and the Taylor and Francis Group for their book donations.





Image by Madeline Crocitto

*Kathy Dechant  
becomes the new  
EAM Fellow !!!*

### Concluding Another Great Year for OMJ William P. Ferris, Editor in Chief



It's now the fall of 2009 and we are just putting our Winter 2009 issue to bed. This is the 4<sup>th</sup> issue in Volume 6, and it concludes the 2009 calendar year for us. So far year-to-date, we have had 66 submissions vs. 54 submissions at this time last year, and we

will have published 21 articles over the 4 quarterly issues. In addition, we have several excellent articles in the queue for 2010 and in Revise and Resubmit status. Our acceptance rate remains at about 30%.

The new subscription list is out and the following groups should have access as subscribers: registered attendees of EAM in Hartford or EAMI in Brazil, editors and editorial board members, recent contributors, and repeat reviewers. If you are not able to get into the journal, email me or email [s.blackwell@palgrave.com](mailto:s.blackwell@palgrave.com) and Sophie will get anyone who wants one a 2 month trial subscription. In the meantime, we will try to get you on the subscription list. Of course, as you can see from our home page ([www.palgrave-journals.com/omj](http://www.palgrave-journals.com/omj)), we are included on many major institutional databases, so check with your library, too.

On the personnel front, we have had some retirements and some additions. Theo Peridis has retired after 5 years of service as Co-Editor of Linking Theory & Practice. He has been replaced by Kees Boerma, a professor at VU University Amsterdam. Anshu Prasad has resigned as Co-editor of Emerging Conceptual Practice after a similar term. He has been replaced by Professor Donncha Kavanagh of University College Cork, Ireland, a former Editorial Board member. Needless to say, we

are retaining our international presence. And last but not least, Kristin Backhaus of State University of New York at New Paltz, an OMJ author, is a new Co-Editor of the Reviews & Research of Note section. All three of our new Co-Editors are very excited about joining our team at OMJ. We are lucky to have them aboard.

We are still looking for a new Co-Editor to replace Veronique Ambrosini in Current Empirical Research. Veronique will serve til replaced but would like to attend to the myriad of other things on her agenda after two years of service. Someone now reading this newsletter should consider volunteering to join Don Gibson of Fairfield, our other CER Co-Editor. Or alternatively, nominate someone you think would make a good Co-Editor with Don.

Lastly, we are thinking of having some special issues dedicated to a single topic. Topics mentioned have included person-organization fit, technology in education, among others. If any of these interests you or if you have a passion for a different topic, let me know. If you would like to be considered as a Guest Co-Editor, let me know that, too. Meanwhile, I hope you are reading OMJ and contributing or about to submit to us. We are on the rise and we are EAM's journal, so join us in some capacity!

William P. Ferris  
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Western New England College  
Editor-in-Chief, *Organization Management Journal*  
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## EAM Member News

**Congratulations!**

### New Juran Fellow

**David Fearon**, Central Connecticut State University, was recently named a Juran Fellow by the Juran Institute honoring his career-long pursuit of the best ways to manage organizations that meet and exceed their promises to society. He will be collaborating with Juran CEO Joseph DeFeo and his world-wide team of consultants to extend the legacy of Dr. Joseph Juran, called by Peter Drucker the most influential management educator of the 20th Century. The Institute is seeding the David Fearon-Juran Institute Scholarship Fund to find and encourage Central Connecticut State University students with the promise to become leaders of the next wave of management thought and practice.

### Promotion

**Constant Beugre** was promoted to Full Professor of Management at Delaware State University and appointed the chair of the Department of Business Administration.

### Recent Ph.D

**Watson Ladzani**, University of Johannesburg, South Africa “Evaluation of Small and Medium-Sized Enterprises Performance in the Built Environment”.

### Recent Member Publications

**Beugré, C. D.** 2009. Exploring the neural foundations of organizational justice: A neurocognitive model. Organizational Behavior and Human Decision Processes, Special Issue on the Biological Basis of Business, 110(2), 129-139.

**Dunne, D. D., Gopalakrishnan, S. and Scillitoe, J.L.** 2009. An Empirical Study of the Impact of Firm Resources on Alliance Governance Structures. Journal of Engineering Technology Management, 26, 181-195.

**Ladzani, W.** 2009. Support for Rural Small Businesses in Limpopo Province South Africa. Development Southern Africa Journal, 26 (2).

**Nakhai, B. and Neves, J. S.** 2009. The Challenges of Six Sigma in Improving Service Quality. International Journal of Quality and Reliability Management, 26(7), 663-684.

## Call for Proposals

### Research in Careers: Finding Balance - Deadline February 14, 2010

We are currently seeking proposals for volume three of the Research in Careers series. This volume will examine how individuals find balance between the work and nonwork aspects of life. The volume will concentrate on quantitative and qualitative studies as well as theoretical perspectives which examine the issue of balance within today's dynamic work environment. New and innovative scholarship which investigates individual and organizational responses to work-nonwork issues is welcome. Proposals that acknowledge the increasing demographic diversity in the workforce and the globalization of careers are especially requested. For more information please contact Sherry Sullivan ([ssullivan@bgsu.edu](mailto:ssullivan@bgsu.edu) or 419-372-2366) or Gayle Baugh ([gbaugh@uwf.edu](mailto:gbaugh@uwf.edu) or 850-474-2206).



**About the EAM**

**"The important thing is not to stop questioning."**

**-Albert Einstein**

A regional affiliate of the Academy of Management, the EAM holds its annual meeting and conference each May at locations in eastern North America. Competitive papers, symposia, and panels emphasize the pursuit of excellence in teaching and scholarly research in the field of management. Please visit the EAM homepage at [www.eaom.org](http://www.eaom.org) for further details about the EAM.

Please send any EAM Newsletter corrections or content for future issues to:

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## Message from the Newsletter Editor **Joanne Scillitoe**



In this edition my column has been relegated to the last page of the EAM Newsletter and I am very happy this is the case! Some would politely suggest to me that it is a case of saving the best for last but I would disagree. The extent of contributions from EAM members and the plethora of information about the upcoming conference has been overwhelming. This issue reflects an enthusiastic group of contributors on worthwhile topics such as the upcoming conference, Organiza-

tional Management Journal updates, highlights and thanks associated with the 2009 Conference, and recent EAM member news. I hope you find the content of this Newsletter interesting and informative.

I would also like to share that I will be stepping down as Newsletter Editor in May 2010 and encourage you to consider taking on this important position. I would be happy to mentor or answer any questions from anyone interested in the position.

See you in Portland in May!