

# CALL FOR PAPERS AND AUTHOR INSTRUCTIONS - SMA 2022 MEETING



Little Rock Marriott, Little Rock, AR October 18-22, 2022 #SMA2022LIT

**Submission Deadline: Monday April 25, 2022 11:59 pm EST**

**Submit papers and volunteer to review at:** <https://www.xcdsystem.com/sma/>  
Program Chair: Rachel Frieder, University of North Florida, [r.frieder@unf.edu](mailto:r.frieder@unf.edu)

SMA invites submissions for its 2022 Annual Meeting. All submissions will be reviewed on the basis of potential theoretical, empirical, and/or methodological contribution. Submissions may take the form of **papers, panel or presenter symposia, professional development sessions, or local engagement sessions**. All accepted submissions will be presented at the meeting. Please pay particular attention to the new "Rule of 3 + 2" below, which applies to regular paper submissions as well as to professional development sessions, symposia, and local engagement sessions.

## SUBMISSION AREAS AND TRACK CHAIRS

### Track 1

Entrepreneurship and Family Business  
Technology and Innovation

#### **Co-Chairs:**

**Manjot Bhussar**, Iowa State University  
[mbhussar@iastate.edu](mailto:mbhussar@iastate.edu)

**Michael Lerman**, Iowa State University  
[mberman@iastate.edu](mailto:mberman@iastate.edu)

### Track 2

Health Care Management  
Hospitality Management  
Public Administration

**Chair: Geoffrey Silvera**, University of Alabama at Birmingham  
[gsilvera@uab.edu](mailto:gsilvera@uab.edu)

### Track 3

Organization Theory  
International Management  
Management History

**Chair: Frank Butler**, University of Tennessee at Chattanooga  
[Frank-Butler@utc.edu](mailto:Frank-Butler@utc.edu)

### Track 4

Human Resources  
Research Methods

**Chair: Matthew Leon**, University of North Florida  
[m.leon@unf.edu](mailto:m.leon@unf.edu)

### Track 5

Careers, Social Issues, Diversity Issues, Ethics

**Chair: Matt Quade**, Baylor University  
[Matt\\_Quade@baylor.edu](mailto:Matt_Quade@baylor.edu)

### Track 6

Organizational Behavior

#### **Co-Chairs:**

**Kathryn Ostermeier**, Bryant University  
[kostermeier@bryant.edu](mailto:kostermeier@bryant.edu)

**Michele M. Craven**, Mississippi State University  
[mm4840@msstate.edu](mailto:mm4840@msstate.edu)

### Track 7

Strategic Management

#### **Co-Chairs:**

**Kaitlyn DeGhetto**, University of Dayton  
[kdeghetto1@udayton.edu](mailto:kdeghetto1@udayton.edu)

**Katia de Melo Galdino**, Georgia Southern University  
[kdemelogaldino@georgiasouthern.edu](mailto:kdemelogaldino@georgiasouthern.edu)

### Track 8

Innovative Teaching  
Management Education

**Chair: Robert Bonner**, San Francisco State University  
[bonner@sfsu.edu](mailto:bonner@sfsu.edu)

### Track 9

-Professional Development Institute (PDI) Sessions  
-Symposia

-Local Engagement Sessions\*\*

**Chair: Timothy Munyon**, University of Tennessee  
[tmunyon@utk.edu](mailto:tmunyon@utk.edu)

## OUTSTANDING PAPER AND DOCTORAL STUDENT PAPER AWARDS

Subject to review, Outstanding Paper and Outstanding Doctoral Student Paper Awards will be given in each track. There also will be overall Outstanding Paper and Outstanding Doctoral Student Paper Awards. Doctoral student papers may have multiple authors, but the first author must be a doctoral student at the time of submission. SMA reserves the option to withhold awards in any category in the event there are no submissions of sufficient quality.

## PAPER DEVELOPMENT WORKSHOP

Up to two papers per track of those accepted in Tracks 1 - 7 will be selected for optional participation in a Paper Development Workshop (PDW) to be held virtually and/or at the 2022 meeting. The purpose of this workshop is for authors to receive feedback from experienced researchers with a goal toward enhancing the publication potential of their conference papers. Invitations to participate in the PDW will be based on reviewer recommendations, author interest, and the availability of senior researchers with the requisite expertise. Although by invitation only, this workshop is open to scholars at all career stages. In the event we are unable to accommodate all who are eligible and who wish to participate, invitations will be prioritized for junior scholars (i.e., non-tenured assistant professors) and doctoral students. The Paper Development Workshop will be coordinated by Timothy Munyon, University of Tennessee.

## SUBMISSION GUIDELINES

- All submissions must be made online at <https://www.xcdsystem.com/sma/> no later than April 25, 2022 at 11:59 pm Eastern Standard Time. The deadline is firm, and no extensions will be granted.
- Only complete papers should be submitted. Incomplete or undeveloped papers will be returned without review.
- Authors are expected to abide by the SMA Code of Ethics, available at <https://bit.ly/3zdJkK1>
- Before entering SMA's blind review process, all submitted papers will be evaluated via electronic plagiarism software (self and others). Papers that do not pass this evaluation will be returned to the authors and will not be entered into the blind review process.
- Submitted papers must not have been previously presented or scheduled for presentation, nor published or accepted for publication. Submitted papers may be submitted to a journal (but not a conference) after the SMA submission deadline, but must not appear online or in print before the 2022 SMA meeting. Subsequent publication, with proper acknowledgement, is encouraged.
- If a paper is accepted, at least one author (for panel discussions, every author) must register and present the work at the conference. If at least one author of an accepted paper is not registered for the conference by September 29, 2022, the paper will be removed from the program.
- The maximum length of paper submissions is 30 pages. This limit includes the entire paper (body of the text, notes, appendices, abstract, references, tables, and figures). Manuscripts should be double spaced with 1 inch margins on all four sides. The page setup should be for standard U.S. letter size (8.5 x 11 inches). Manuscripts should be prepared in Times New Roman font, size 12.
- Paper format should follow the *Journal of Management's* Style Guide found at [https://journals.sagepub.com/pb-assets/cmscontent/JOM/JOM\\_Style\\_Guide\\_revised\\_2017.pdf](https://journals.sagepub.com/pb-assets/cmscontent/JOM/JOM_Style_Guide_revised_2017.pdf)  
Nonconforming submissions will be returned without review.
- The entire paper must be in a **single document**, typically created in Microsoft Word and then converted into an Adobe pdf file for final submission. Be sure to remove the paper title page before saving the document as a pdf file. Paper submissions will be blind reviewed; thus, no author names or other identifying information should appear anywhere in the manuscript (not even on the title page). Please right click on the final Adobe pdf file, go into "Properties," then "Additional metadata," and delete all author, title and paper metadata information (keyword

information can be left in the document). Submitters also must remember to remove embedded or hidden comments, track changes, color changes, and highlighting unless appropriate and necessary for the submission. Symposia, panel discussions, and PDI submissions can contain author information, as these are not blind-reviewed.

A sample of a correctly formatted paper can be found at <https://bit.ly/2kJsG4O>

- ***New "Rule of 3 + 2"***: No one is allowed to be included as an author, presenter, or session facilitator on more than three submissions to the first eight paper tracks. This rule applies to all session submitters at the submission deadline, to ensure that all SMA members have an equitable opportunity to actively participate in SMA conferences. In addition, SMA members are allowed to submit up to two Track 9 submissions. Track 9 submissions include all of the SMA PDI, symposium, and local engagement sessions. To summarize, SMA members are allowed to submit up to three papers and/or serve as a session author or presenter for up to three papers in the first eight paper tracks, with the initial "Rule of Three" being applied at the submission deadline. In addition, SMA members can submit up to two additional proposals where they are a panelist or presenter for Track 9 sessions, for a total of five sessions maximum.

**\*INNOVATIVE TEACHING (Sub-track of Track 8) – Within Track 8**, SMA sponsors a sub-track focused on innovative teaching. The goal of this sub-track is to showcase best practices in teaching and curricular design. Submissions to this track should describe an innovative teaching technique or curricular innovation and propose an engaging format for sharing the innovation in a 10-15 minute presentation. With the exception of the word limit, which is 2,000 words, proposals are to be prepared according to the paper submission guidelines above.

Although all submissions appropriate for Track 8 will be considered, we particularly seek submissions that address the following two innovative teaching sub-themes:

1. **Teaching innovation for social innovation**. Social innovation creates social value and potentially economic value for the individual, organization, and systems-change level. It includes new strategies, concepts, ideas, and organizations that address social needs of all kinds—from working conditions and education to community development and health. We are looking for proposals with new educational approaches that provide a robust toolkit of skills, strategies, and analytical frameworks for igniting social change capabilities in students. Proposals should include new pedagogical models, new programs, or existing methodologies adapted to a new context (e.g., cases, experiential or service learning) that support student learning outcomes for social innovation.
2. **Increasing student engagement in the classroom**. Engagement is the degree of curiosity, passion, and commitment shown by students and leads them to learn more about the topics presented in class. We are looking for proposals that present novel techniques and tools (or old techniques/tools used in new ways) for engaging students in the management classroom. Examples of techniques include design thinking, critical thinking methods, or experiential learning. Tools might include cases, virtual reality headsets, or apps, among other possibilities. Proposals should include both a description of how engagement is being promoted (i.e. case study of a class) and an analysis of what works well and what can be improved.

Please note that submissions to the Innovative Teaching sub-track of Track 8 have different submission requirements than those falling under the "Management Education" classification in Track 8. Please contact Robert Bonner, San Francisco State University ([bonner@sfsu.edu](mailto:bonner@sfsu.edu)) for more details or with any questions about Innovative Teaching submissions.

**\*\*PROFESSIONAL DEVELOPMENT INSTITUTE/SYMPOSIA/LOCAL ENGAGEMENT**

**(Track 9)** – There is a Track specifically for the review of Professional Development Institute (PDI), local engagement, and symposia sessions. Prior to 2017, PDI sessions, symposia and local engagement sessions were in the non-competitive portion of the SMA program vetted and reviewed by the conference committee. Under the present guidelines, Track 9 is a competitive track coordinated by Timothy Munyon, University of Tennessee ([tmunyon@utk.edu](mailto:tmunyon@utk.edu)).

- A *Professional Development Institute (PDI)* session is typically an expert session of relatively broad interest to the SMA membership. Examples of past sessions include research methodology workshops and panels, panels on transitioning into academic administration, and developmental offerings by the SMA Fellows.
- Symposia will only be accepted to Track 9 if they are consistent with “panel symposia”. A panel symposium engages a group of panelists in a formal, interactive discussion around a particular topic. A presenter symposium involves a collection of authored papers revolving around a common theme. Unlike in years’ past, presenter symposia will NOT be accepted in Track 9. Individuals wishing to have their paper included in a presenter format, should submit their *individual paper* to the corresponding submission area track (Tracks 1 – 8).
- Finally, local engagement sessions should be structured in two parts: (1) a SMA program session where a member of the local organization offers a practice-oriented talk, panel, or workshop on the organization and its relevance to the educational community, and (2) a site visit where SMA members travel to the organization (typically on the Saturday of the conference). Local engagement sessions should be multidimensional in nature, designed to stimulate interest with participants from research, teaching, and/or practice perspectives.
- PDI/symposium/local engagements sessions are NOT blind reviewed and will be judged on overall quality, innovativeness, relevance and interest to SMA members, and potential contribution to the SMA membership and program.
- If a PDI/symposium/local engagement session is accepted, all participants must register and present their portion of the session at the conference.
- A PDI/Symposium/Local Engagement submission must include:
  - A title page with the title of the session, the complete formal name and contact information for all participants, and an abstract (100 word maximum) identifying the major subject of the session.
  - A 3-5 page overview of the PDI/Symposium/Local Engagement session. This page limit applies to the body of the text, notes, and appendices, but excludes any references, tables, or figures.
  - An explanation of why the PDI/Symposium/Local Engagement session would be of interest to the SMA membership.
  - A description of the symposium’s format (e.g., who will be presenting first, whether there will a Q&A, roundtables, etc.).
  - A statement from the organizer declaring: “I have received signed statements from all intended participants agreeing to participate in the entire symposium.”
- Nonconforming submissions will be returned without review. Please contact Timothy Munyon ([tmunyon@utk.edu](mailto:tmunyon@utk.edu)) with any questions about PDI/Symposium/Local Engagement submissions.