

From the Editor

Thank you and help! These were the first words I offered the readership of the *Journal of Behavioral and Applied Management* when I assumed the Editorship. The good news is many of you stepped up to the plate and provided extraordinary assistance for which I am extremely grateful. As some of you are aware, this will be my last issue as Editor of JBAM as I'll soon be heading to the Dongbei University of Finance and Economics in Dalian, China to spend several months as a Fulbright Scholar. Therefore, I would like to use this space to thank those who have been instrumental in the success of the journal and introduce our new Editor.

I must start my thanks with the leadership of the Institute of Behavioral and Applied Management. It has been a great honor to edit the journal and I will be eternally grateful for the opportunity and experience. As part of that leadership, I must acknowledge the two previous Editors, Dan Rowley and Herb Sherman. These gentlemen made the Editorial transition seamless and their assistance and input were invaluable to me.

In addition, I simply cannot offer enough thanks and praise for Len White. Len has served as the Webmaster and Associate Editor during my tenure and his knowledge, cooperation, and performance during these last two years have been remarkable. The quality publication you see is due in large part to his expertise and commitment to JBAM.

As always, I would also like to thank the many reviewers with which I have had the pleasure to work. A superior journal cannot exist without a group of dedicated volunteers who are willing to sustain the publication and I very much appreciate the sacrifice you have made to support me and JBAM. I trust you will support our new Editor with even greater fervor.

It gives me great pleasure to introduce Dr. David Van Fleet as the new Editor of the *Journal of Behavioral and Applied Management*. David is Professor of Management at Arizona State University's West campus. He has over forty years of full-time teaching experience and over 200 publications and presentations. Many of you will remember David as a past Editor of the *Journal of Management*. He is a Fellow of the Academy of Management and of the Southern Management Association, which recently awarded him the Sustained Outstanding Service Award (2005). I consider it a tremendous coup for JBAM to have David accept the position of Editor and a personal privilege to be succeeded by such an eminent scholar. I am excited about the future and direction of the journal under his leadership.

This issue of JBAM offers our readers a wide range of interesting topics. We begin with a couple of "best paper" winners from the recent IBAM conference in Scottsdale. The first article, by Chris Papenhausen, is entitled "Half Full or Half Empty: The Effects of Top Managers' Dispositional Optimism on Strategic Decision-Making and Firm Performance." This study specifically examined the relationship between managerial optimism and problem recognition and solution. Based upon data from a strategy

simulation, results indicated a positive influence on problem recognition and subsequent managerial action, but unexpectedly, a negative influence on firm performance.

Our second article also received a “best paper” designation from IBAM 13. Abigail McWilliams, Samuel Gray, and David Van Fleet bring us “My Orange is Bigger than Your Apple: U.S. and Japanese Executive Compensation.” The authors tackle the issue of considerable differences in the compensation of American and Japanese executives. They propose that differing forms of compensation results in a classic computational error. When applying a broader definition of compensation, they suggest the differences may not be as large as conventional wisdom might indicate.

In the third article, Katherine Karl and Joy Peluchette present “Does Workplace Fun Buffer the Impact of Emotional Exhaustion on Job Dissatisfaction?: A Study of Health Care Workers.” Their results showed the negative impact of emotional exhaustion on job satisfaction was significantly lower for health care workers’ who experienced greater levels of fun at work. These results, their implications, and directions for future research in this area are discussed.

Darko Galinec and Slavko Vidovic, in our fourth article, present our readers with a rather unusual assessment approach. Their article, “A Theoretical Model Applying Fuzzy Logic Theory for Evaluating Personnel in Program Management,” addresses the problem of incomplete information in leading and appraising project management teams. The authors apply fuzzy logic in the attempt to reduce evaluation subjectivity.

The fifth article is “Outcomes of Values and Participation in ‘Values-Expressive’ Nonprofit Agencies” by Granger Macy. Values have frequently been suggested as having important organizational outcomes but support for this assertion has been limited. This study focused on the relationship between values and management practices and how this relationship affected the perceived satisfaction and social climate in not-for-profit organizations. The findings showed both direct and contingent effects of values on critical organizational results.

Finally, we offer one teaching case in this issue. Herb Sherman and Dan Rowley give us “The Demise of Harwich Point College – New England University: The Day the Music Died.” This is an excellent case study which describes, from a faculty member’s perspective, the events which led to the closing of the undergraduate programs at this fictional university. The case raises numerous management issues, particularly those dealing with effective communication in the electronic age. We have also taken the unusual step of publishing the teaching notes as well as a guide for those aspiring case writers in our readership.

For those of you who were not able to attend IBAM 13 in Scottsdale, Herb and Dan received the JBAM Editor’s Award for last year’s best teaching case, “D & H Management, LLC: Parts A & B” which appeared in Volume 6, Issue 1 (2004, September). The 2005 JBAM Best Article Award went to Susan Madsen, Cameron John, and Duane Miller for “Work-family Conflict and Health: A Study of Workplace, Psychological, and Behavioral Correlates” (Volume 6, Issue 3, 2005, May). Please join me in congratulating these authors on their accomplishments.

Finally, if you missed the Scottsdale Conference, you missed a lot! I know I speak for many when I say it was one of the best conferences I have attended in my academic career. Make plans to join us October 5th – 7th in Memphis, Tennessee for IBAM 14. Great food, great music, Beale Street, the Orpheum theatre, Mud Island, the Pyramid, the National Civil Rights Museum, and the most collegial group of people you will ever meet! The paper deadline is April 11th and you can visit us and register online at www.ibam.com. On a personal note, I will be back from China and looking forward to seeing all of my IBAM friends once again. Come join us!