

From the Editor

Thanks and Farewell

Three years ago when I agreed to accept the Editorship of the *Journal of Behavioral and Applied Management*, I indicated that I would need help. Thankfully everyone in IBAM has been more than willing to provide that help. So with this, my final issue as Editor, I want to thank some of those who have played important roles over the past three years.

First and foremost I thank the leadership of IBAM. They have always been supportive of the Journal and, whenever I needed something “extra,” they have been there to provide it. The previous Editors—Dan Rowley, Herb Sherman, and John Humphreys—eased my transition into the Editor’s role and have continued to play a role in the review process. Fred Luthans, John Humphreys, and Charlotte Sutton were important as consulting editors. And, very importantly, Len White, as Associate Editor and IBAM Webmaster, has been critically important and superb as a support person and friend. His knowledge, cooperation, and performance have been remarkable. Over the last year, as *JBAM* has prepared for the transition to a new Editor, that individual, Ernie Stark, has also served as an Associate Editor and been both supportive and helpful.

Last but certainly not least, I thank the many reviewers with whom I have had the pleasure to work. *JBAM* cannot exist these dedicated volunteers who are willing to sustain the publication through their efforts in reviewing (and frequently re-reviewing) the many manuscripts that are submitted. I very much appreciate the sacrifices they have made to support me and *JBAM*. Those reviewers are:

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New Editor

The new **JBAM** Editor is Dr. Ernest E. Stark. I am sure that you will support Ernie with enthusiasm as he strives to build **JBAM** into an even more prestigious journal. Ernie is a Professor in the College of Business at Bellevue University. Ernie earned his B.S. at Emporia State University in Kansas, his first M.S. at Kansas State and his second M.S. at Iowa State, and then the Ph.D. at the University of Nebraska. He has numerous publications and presentations in a variety of outlets. And most significantly for his role as JBAM Editor, he combines considerable private sector experience with his university experience to bring a strong practical emphasis in his work.

This Issue

This January issue of **JBAM** offers you a wide range of interesting topics. The first article deals with government policies to support business development. Then come three papers dealing with human resource topics followed by three on leadership. The final article deals with AACSB's emphasis on outcomes assessment.

As military bases are closed by the federal government, their commercial development becomes of interest. In our first article, "Enterprise Zones for Former Military Bases: Some Empirical Evidence from California's LAMBRA Program," Lee Hanson and Fred Hebein of California State University, San Bernardino, present the results of an exploratory study of a California effort along these lines. Based on their work, they suggest recommendations for policy and future research.

In "Psychological Empowerment and Job Satisfaction of Temporary and Part-Time Nonstandard Workers: A Preliminary Investigation," Kevin Dickson, Southeast Missouri State, and Alicia Lorenz, Southern Illinoisan, examine the phenomena using two groups of undergraduates in temporary and/or part-time jobs. Time with the organization seems positively related to empowerment but negatively related to satisfaction in their study.

Wendy Harman, St. George's University, and Michael Blum, Julia Stefani, and Ada Taho, Truman State University, use a unique sample to study turnover. In "Albanian Turnover: Is the Job Embeddedness Construct Predictive in an Albanian Context?" they find different results than work using U.S. samples. Thus, they conclude that job embeddedness may have differential effects cross-culturally.

Graeme Coetzer and Lynn Richmond, Central Washington University-Lynnwood Campus, take on the topic of adult attention deficit (ADD) in organizations. In "An empirical examination of the relationships between Adult Attention Deficit, Personal Task Management Systems and Role Stress," they find that ADD is related to stress and suggest that an effective task management system can ameliorate that relationship.

Leadership is always a topic of interest. William Burpitt, Elon University, reports on a study of transformational versus transactional leadership in small firms. In "Exploration versus

Exploitation: Leadership and the Paradox of Administration,” he finds that a combination of both types is most strongly associated with overall financial performance.

Continuing this focus, Susan Madsen, Janice Gygi, and Scott Hammond of Utah Valley University, along with Suzanne Plowman, Brigham Young University, examine the role of leadership in a forgiving culture. In “Forgiveness as a Workplace Intervention: The Literature and a Proposed Framework,” they define forgiveness and present a theoretical framework for its study.

The ethical behavior of leaders continues to be a major concern. Teaching business ethics is the concern of the article by Pamela Cox, Barry Friedman, and Ann-Lorraine Edwards of the State University of New York at Oswego. In “*Enron: The Smartest Guys in the Room*—Using the Enron Film to Examine Student Attitudes towards Business Ethics,” they report on an assessment of the use of the film, “*Enron: The Smartest Guys in the Room*,” in an undergraduate course.

“Incorporating Outcomes Assessment and Rubrics into Case Instruction” takes up a major concern of AACSB. Adva Dinur and Herb Sherman, Long Island University-Brooklyn Campus, suggest an approach for conducting outcomes assessment in case courses. They present findings from an application of that approach to indicate its potential usefulness.

A Final Note

As always, we at IBAM hope you enjoy this issue and find it useful. If you have not already become a part of IBAM in some capacity, we encourage you to do so. Logon to www.ibam.com, register (it’s free), and start getting involved.

David D. Van Fleet, Editor