

From the Editor

Welcome to the September issue of the *Journal of Behavioral and Applied Management*. I thank everyone who contributed to this issue—authors, potential authors, reviewers, past Editors, and particularly Associate Editors Len White for his technical expertise and Ernie Stark for his capable assistance.

The first article in this issue, “Gender Effects in the Business School Classroom: A Social Power Perspective,” examines perceived power differences between male and female faculty members. Dan Moshavi and Susan Dana of Montana State University, Stephen S. Standifird of the University of San Diego, and Frank Pons of the Université Laval, Quebec, surveyed almost 900 students at two universities as they studied social power with a gender framework.

The remaining articles focus on change – change in a variety of contexts. In the first of these, Jim Sundali of the University of Nevada, Reno, Jim Westerman of Appalachian State University, and Yvonne Stedham of the University of Nevada, Reno, discuss changes in employee pension funding. In “Retirement Well-Being: The Importance of Stable Income Sources,” they introduce a theoretical framework to help managers understand the relationship between retiree satisfaction and retirement plans.

Then Aamir Ali Chughtai and Finian Buckley both of Dublin City University, Ireland, explore the evolution of employee work engagement. In “Work Engagement and its Relationship with State and Trait Trust: A Conceptual Analysis,” they highlight the important role and interaction effects of trust in fostering engagement in work.

In “Information Technology Capabilities: Suggestions for SME Growth” Donald L. Lester and Thuhang T. Tran both of Middle Tennessee State University, tackle change in small-to-medium-sized organizations. They use a life cycle model to represent the crises or critical problems faced in an organization’s development and how information technology can address them.

Many change efforts depend upon employee responses to surveys, interviews, and other organizational research efforts. “Weakness in Numbers: Towards an Understanding of Employees of Color’s Response to Organizational Research Efforts,” suggests that employees of color may not fully participate in such efforts. Vickie Cox Edmondson of the University of Alabama at Birmingham, Jodi Barnes of North Carolina State University, and Gouri Gupte of the University of Alabama at Birmingham, suggest that managers need to build trust through diversity commitments in order to gain full participation of all employees in organizational research.

Then Juliana Lilly, Joseph Kavanaugh, Pamela Zelbst, and Jo Ann Duffy all of Sam Houston State University, examine radical change – a natural disaster. In “The Impact of Human Resource Practices on Low-income Workers in the Context of a Natural Disaster,” they present the results of over 50 interviews with employees of organizations impacted by hurricanes about the effectiveness of human resource practices before and

after the disasters. Their qualitative analysis suggests that organizations can benefit by regarding all employees as valuable human capital that should be maintained, protected, and re-built after natural disasters.

Finally, we present a case for use in classes. In “Mortgaging the Future for the Present? To Buy or Not to Buy a 2-Family House Parts A, B, C,” Herbert Sherman of Brooklyn – Long Island University and Daniel J. Rowley of the University of Northern Colorado present a three-part case on a timely topic. This case could be used in strategic management, finance, and real estate classes as well as others.

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. I hope to see you at IBAM 16 in Orlando, Florida (<http://www.ibam.com/conferences/orlando2008/default.asp>).

David D. Van Fleet, Editor