Table of Contents - June 2013

Inside This Issue:

Africa Conference

- [Academy of Management Africa Conference: Images, Videos, Conference Proceedings](#)

2013 Annual Conference

- [Welcome to the 2013 Annual Meeting Program](#)
- [CMS Division Highlights and Voices Behind the Scenes](#)
- [Going East: Issues and Trends in HRM](#)
- [MED Division Summer Highlights](#)
- [Gender and Diversity in Organizations (GDO) Division](#)
- [MH Division 2013 Preview](#)
- [IM Division Highlights](#)
- [TIM Division Scholar's Lunch](#)
- [ITC Carolyn Dexter Award Reception](#)

Calls for Votes, Submissions, and Nominations

- [Call for Nominations - Editors of AMR and AMLE](#)

Member Updates

- [Membership Corner Update](#)
- [The 2013 Emerald Africa Academy of Management Trailblazer Award](#)
- [Africa Academy of Management Biennial Conference](#)
Africa Conference

Academy of Management Africa Conference: Images, Videos, Conference Proceedings

Earlier this year, management scholars from across the globe gathered at the Gordon Institute of Business Science in Johannesburg, South Africa, to participate in the Academy of Management’s Africa Conference. This groundbreaking event called on colleagues to engage, interact, and learn from both structured scholarly exchange and experiential activities throughout greater Johannesburg.

Members who missed this exciting conference are invited to learn more about the themes explored in South Africa by viewing the AOM Africa Conference Proceedings online. A video summary of the conference, interviews with attendees and photos from the event are also available on the post conference resources page of the AOM Africa Conference website.
2013 Annual Conference

Welcome to the 2013 Annual Meeting Program

On behalf of the thousands of AOM members and staff who have worked very diligently and effectively to organize the 2013 program, we welcome you to Orlando for the 73rd Annual Meeting of the Academy of Management! With more than 18,000 members from over 100 countries, the Academy’s vision is to *inspire and enable a better world through our scholarship and teaching about management and organizations*. Supporting this vision, our mission is to *build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas*.

Our Annual Meeting provides a forum for us to connect while sharing our research experiences, exchanging teaching resources, and discussing the implications of our work for practice. The meeting is also a rich forum for creating and renewing friendships and for developing our professional skills and contacts.

Five days of exciting programs

The Annual Meeting offers many opportunities to participate and learn during five full days of activities and events, divided into three parts:

- Friday and Saturday: Professional Development Workshops offered by 34 divisions and interest groups, and special committees;
- Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics;
- Sunday: The first-ever Teaching and Learning Conference: TLC@AOM is an Academy-wide teaching conference in response to the growing teaching-related needs of AOM members around the globe.
- Monday - Tuesday: More of the scholarly programs with symposia and paper sessions.

We particularly hope you will be able to attend the following exciting events, which are free and open to all registrants:

- All-Academy Opening Session: Sunday, August 11th 8:00am – 11:00am at WDW Dolphin Resort, Pacific Ballroom B&C.
  - Buffet Breakfast
  - Introduction of the 2013 Meeting Theme
  - Awards Ceremony
  - Presidential Address

- All-Academy Reception: Sunday, Aug 11th 6:00pm - 8:00pm at WDW Dolphin Resort, Pacific Ballroom B&C.
2013 Theme: “Capitalism in Question”

The bulk of Sunday’s program – a total of 26 Symposia and 15 PDWs -- is dedicated to the All-Academy Theme. Why is our Theme this year “Capitalism in question”? The Academy of Management's vision statement says that we aim to *inspire and enable a better world through our scholarship and teaching about management and organizations.* The recent economic and financial crises, austerity, and unemployment, and the emergence of many economic, social, and environmental protest movements around the world have put back on the agenda some big questions about this vision: What kind of economic system would this better world be built on? Would it be a capitalist one? If so, what kind of capitalism? If not, what are the alternatives? Although most of our work does not usually ask such “big” questions, the assumptions we make about the corresponding answers deeply influence our research, teaching, and service. The 2013 All-Academy Theme program on Sunday will put on display Symposia and PDWs that will allow us together to explore these questions and a wide range of possible answers.

As laid out in the Call for submissions for the Theme, three features differentiate capitalism from previous economic systems in history: (a) market competition among profit-driven firms, (b) wage employment within these firms, and (c) limited government over them. Each of these features is associated with important benefits but also with important economic, social, and environmental costs. Partly in response to these costs, some countries have evolved variants of capitalism that differ from the canonical “free market” form, and some people argue that these differences should be enlarged - broadening the objectives of the firm to encompass social and environmental goals, deepening the participation of employees in management decision-making, and strengthening government's regulatory role. More radical critics argue that these reforms are insufficient: they urge replacing competition with collaboration, wage employment with cooperative ownership, and limited government with economic planning. Proponents of free-market capitalism respond that such reforms, whether more modest or more radical, endanger both economic growth and individual liberty.

While some aspects of these debates may be beyond our professional expertise, much of our work on organization, strategy, human resources, and behavior is directly relevant. Conversely, many aspects of these debates are directly relevant to the practice of management and therefore to our scholarship. Indeed, if, as researchers and teachers, we assume the inevitability of the prevailing economic system, we blind ourselves to the important issues posed by that system and turn our backs on debates prompted by calls to change it.

The issues raised by our Theme are of theoretical, empirical, and practical importance across the full range of Academy divisions and interest groups. Moreover, our international membership affords us a broad perspective, as economic systems vary across regions. And these issues are of practical importance to managers, employees, and the other stakeholders in our scholarly enterprise.

This year, the All-Academy Theme program was created from two sources: submissions made directly to the Theme committee and sessions nominated to the Theme committee by the Divisions and Interest Groups. Almost every Division and Interest Group is thus represented on the Theme program. We are confident you will find much food for thought in this part of the
meeting program.

Program Participants

The Annual Meeting celebrates the work of all who participate in it. The 2013 Call for Submissions elicited 6190 paper submissions, 313 unique symposium submissions, and 436 Professional Development Workshops proposals. Our records indicate that 5880 volunteer reviewers provided the effort to evaluate these submissions. We thank all of you for helping us create the final program—a program involving close to 8300 individual participants.

Enjoy Your Time and Experiences in Lake Buena Vista and Orlando

Beyond its star attraction, Disney World in Lake Buena Vista, Orlando is a city that is rich in history and culinary delights. We invite everyone to explore the region and enjoy everything it has to offer. We want to extend a personal welcome to each participant and express our sincere hope that you will enjoy and benefit from the Academy of Management’s 2013 Annual Meeting. We look forward to seeing you in Lake Buena Vista (Orlando) in August!

CMS Division Highlights and Voices Behind the Scenes

Welcome to the June newsletter and thank you for your continuing support for the CMS Division. We would like to bring some very important news for you. Our division status is renewed for another FIVE years!!

This is a result of your participation in the division survey and your continuous support to the Division through attending the annual meeting, reviewing submissions, and introducing students to critical perspectives. Thank you!

No matter whether you are a long time critter or just joining us this year, we wish to highlight some of our exciting programs at the AoM meeting in Orlando that you don’t want to miss. In addition, this issue features some voices from many moments 'behind the scenes'. We hope you will enjoy it and hope to see you in Orlando!

Inside the Division:

1. Note from the Program Chair - Raza Mir

2. Note from the PDW program co-chairs - Emma Bell and Scott Taylor

Viewpoint:
1. Why support AoM CMS? - Gioia Pescetto

2. Reflections on job action - Gabrielle Durepos

3. Maintaining the critical community: The International Doctoral Consortium - Nadia de Gama

4. The representative-at-large behind the scenes: The myth of the "do nothing" position - Rosalie Hilde

Inside the Division

1. Note from the Program Chair, Raza Mir

The theme for the 2013 meeting of the Academy of Management is “Capitalism in Question.” It is perhaps safe to say that there has rarely been a theme that is more appropriate to the domain of the CMS division than this. The CMS division was indeed founded upon the belief that a principled critique of capitalism and the articulation of alternatives to capitalist modes of accumulation can play an integral part in organizational research and pedagogy.

We have reached an interesting moment in organizational studies, where critiques of capitalism are gaining legitimacy. The reasons for this are manifold: ranging from popular outrage at the behavior of firms and financial institutions that led to the ongoing global financial crisis; a heightened awareness of the abuses of power by corporations in different parts of the world; and as a response to growing income and wealth inequalities in society. At the same time, ideological interests are working hard to theorize the various crises of capitalism as manifestations of something else, perhaps a failure of nation states to achieve governance, or even as a consequence of inadequate adherence to market principles. This is a watershed moment for critical scholars, to provide analyses of ongoing crises and theorize ways whereby proponents of anti-capitalist and post-capitalist modes of production and distribution of social capital can be legitimized and enacted.

To that end, I am happy to report that we have an excellent program in store for you. The CMS Division will conduct most of its business at the Coronado Springs Resort, with sessions held at all time slots throughout Monday and Tuesday. In the paper sessions we have great offerings, such as Richard Marens’ ‘The Second Time Farce: American Business School Ethicists and the Emergence of Bastard Rawlsianism’, and Sarah Stookey’s ‘Capitalism and Business Education: Possibilities for Resistance and Building Alternatives’ that address the theme of the meeting in ways that are unique to the mandate of the CMS division.

Our plenary key-note session is scheduled for Monday, Aug 12 2013 at 3:00 pm – 4-30pm (Acapulco, Coronado Springs Resort) and features Professor Raewyn Connell, who is the
University Chair at the University of Sydney. She will be speaking on the gender and sexual politics of global capitalism. For background see www.raewynconnell.net

For the CMS activist speaker session, we will have a talk by Mike Lewis, who is the Executive Director of the Centre for Community Renewal and a lead investigator in the BALTA research alliance on the social economy with several universities and social economy organizations in B.C. and Alberta, Canada. It will be held on Sunday August 11 at 2:30 - 3:30 pm Yucatan 2/3, Coronado Springs Resort.

The CMS Division Social will be held on Monday evening in Coronado M at 5.30 pm. We look forward to your presence at Orlando!

2. Note from the PDW program co-chairs, Emma Bell and Scott Taylor

As Raza says, if ever there was a good time to be part of the CMS Division at the Academy, then this is surely it - questioning capitalism as an approach to research and education is and always has been at the heart of what we do.

This is reflected in an exciting and wide-ranging PDW program on Friday and Saturday which engages with methodological, philosophical and practical issues of concern to CMS Division members. The organizers encourage us to revisit established ways of critiquing capitalism, to consider new approaches, and think about stakeholders in organizations who are neglected.

A group of colleagues from Manitoba in Canada will explore capitalism, inequality, and capitalism on Saturday. In the workshop ‘Economic Inequality, Business & Capitalism’ they challenge the received wisdom that economic inequality is inevitable, a necessary evil that we have to suffer to benefit from economic development, and question whether inequality can ever be in anyone’s interest. This builds on a popular PDW last year that took the Occupy movement as its focus. This year, the workshop is made up of a series of short presentations followed by lively roundtable debates.

Another workshop we’re looking forward to is titled ‘How to become less excellent’. This brings together a group of people from Sweden, New Zealand, and the UK to examine a topic that is central to our working lives. The speakers will question the growth of the familiar idea of excellence from its roots in the corporate and consulting world where it developed in 1980s. Excellence is something that all of us are required to be, to show, to do, as we teach and research – but what if we decide to challenge the rules of the game we are being asked to play? What if we focus on research quality rather than journal rankings? Academic debate over impact factors? Critique instead of careerism?

The Division is also hosting its annual off-site visit to meet local activists at the Florida Farmworkers Association, the Doctoral Consortium where PhD students and early career CMS scholars will share ideas with more experienced CMSers, and a Welcome Social 6.30-8pm on Saturday. Come and meet people you know and people you don’t!
Viewpoint

1. Why support AOM CMS?

By Gioia Pescetto, Dean, Portsmouth Business School, UK.

Why would a UK university business school like Portsmouth Business School (PBS) be keen to support the Critical Management Studies Division of a North American institution such as the Academy of Management? There are several reasons. Engaging with the work of the CMS Division allows us to work alongside a growing number of university business schools within the UK and internationally, whose academics want to forge links with others of like mind to establish critical management ideas within our research and pedagogy. This valued membership of an increasingly global community is at the heart of our practical support for the CMS Division. We are delighted to invest financial and staff resources in the production of a short film that will be ready in time for the annual Academy conference in August, and help recruit new members to CMS – and remind lapsed friends as to the value of re-engaging with the work of the Division. At a time of budgetary ‘tightening’ for many institutions, we wish to maintain our involvement and presence at the annual conference because attending it and maintaining the membership each year is an important way for our academic staff to engage in the interplay of ideas. The outcomes of such experience not only inform research, but also impact on teaching and the ongoing development of curricula across the disciplinary spectrum. In this way, engagement in the Academy has become a central part of academic life.

As the CMS Division continues its quest to become an established and valued part of the Academy, I would also argue that it has a particularly significant role to play in terms of its emphasis on critique, in research and education. PBS is hugely aware of its responsibilities to students in terms of assisting with their employability, their professional formation and development. I would argue that a central component to achieving this lies in equipping them with the ability to be a reflective, critical practitioner – wherever they might work, whatever the work they are engaged in. At times of anxiety and uncertainty there is often a desire for ‘right’ answers and reluctance to engage in the kinds of activities that encourage divergent ideas. This kind of foreclosure is arguably not assisted by institutional demands for high quality research papers, student satisfaction scores and the panoply of quality assurance methods that have burgeoned over the past 20 years. Whilst CMS is certainly caught up with these requirements – as we all are – it continues to provide spaces and places where we can think differently. It could be argued that this is a luxury and self-indulgent. My response, as an economist who has viewed the academic contribution to the current economic downturn with disquiet, would be that it is utterly necessary.

2. Reflections on Job Action

By Gabrielle Durepos, St Francis Xavier University, Canada

On Monday January 28th 2013, the Canadian Association of University Teachers (CAUT), at St
Francis Xavier University (StFX; a small liberal Arts University on the Eastern Coast of Canada) walked off the job in what would amount to a three-week strike. The CAUT consists of 407 members organized in seven bargaining units. After approximately eight months of negotiating the third collective agreement, an impasse was reached over issues including pay, benefits, and other working conditions.

I joined the faculty of 245 in September of 2009 with unexamined assumptions about the research orientation of my colleagues. Firmly situated within CMS, my research interests include critical organizational history, as well as gender and diversity. Arriving at StFX, I wondered about the extent to which I would feel at the margins within the business school.

The strike made me reflect on what had become a condition of certainty in which taking things for granted become a habit in making decisions that formed my day-to-day working life. For example, I was certain that my colleagues were not critical because they do not identify with CMS. The strike not only made me acutely aware of my certainties but most importantly, the dangers of this condition. Indeed this made me reflect on my authenticity as a CMS scholar.

The three weeks on the picket line brought a wealth of stories from my colleagues. Perhaps these surfaced due to a collective and overwhelming emancipatory spirit brought on by walking off the job in solidarity. Reading Mol (2002) at the time, I experienced the strike in its multiplicities. Mol suggests that an analysis that draws on multiplicity is ontologically performative in that it enacts what it describes. As a result, what are produced are not different stories, but different lived realities. Indeed the realities lived on the picket line were real and culturally as well as materially situated. The picket line became a place where I listened and watched as my colleagues performed their narratives. Inspired by Mol, I realized that taking part in the performance meant weaving myself into them.

During the first week, I picketed with a woman who is 70 years old. She had lost her job due to mandatory retirement when at the top of her salary scale. After the abolition of mandatory retirement in Nova Scotia, she was re–hired by the university at the lowest pay scale, making less than half of her previous salary with no benefits or job security. Because her retirement pension is insubstantial, she revealed that she has no option but to work, and now picket. I listened and indeed lived her (our) reality while we both watched the construction of multi–million dollar student residences on campus. Construction of these state of the art student residences progressed at an impressive speed despite the then 116 empty beds on campus. Needless to say none of us understood the need for more student residences, especially when an important point of contestation leading to the strike were salaries. These actions and other contradictions made us not only understand but more intensely live the university’s priorities.

The strike brought on much reflection, especially in the need to disturb what had become a condition of certainty. My greatest realization is that while my colleagues might not call themselves critical management scholars, we live the same contradictions. Despite philosophical orientations, the critical lives in all of us. Indeed, this place has never felt more like home.
References


3. Maintaining the critical community: The International Doctoral Consortium, Halifax

By Nadia de Gama, York University Canada

After attending the International Doctoral consortium on Management and Organizational Studies (hosted by Saint Mary’s University, Canada) for the past two years, I was delighted to be part of the PhD student organizing committee this year. With the bar already being set very high, I knew there was a lot of work that needed to be done to ensure that this year’s doctoral consortium would be as successful as the rest.

The months leading up to the consortium have been hectic, and at times, quite stressful. I must admit, I never realized the multitude of tasks that went into organizing a consortium, and how interconnected each task is to each other – checklists and timetables have thus been my best-friend. While balancing my time between my PhD studies and organizing a large-scale event has been demanding, I feel this process has given me the opportunity to develop my time-management and organization skills. However, no event is possible without a group of people working together towards one objective: to establish an annual international doctoral consortium that is supported by a number of PhD programs across the globe. In order to achieve this objective, myself and the other PhD students on the committee worked hard to attract business schools that would be willing to co-sponsor this doctoral consortium. After months of continuous, and oftentimes cajoling, email exchanges with various schools we eventually managed to attract seven doctoral programs in five countries – making this a truly international affair.

I would like to thank all of the members of the organizing committee who have helped make this process so seamless - Eeva Aromaa, Rosalie Hilde, Michelle Kweder, Corinne McNally, Amanda Peticca-Harris, Richard Vaillancourt, Sergio Wanderly, and Emily Yarrow. The effort from everyone on the organizing committee has been amazing. Like our consortium, our organizing committee is also very ‘international’, and while coordinating conference calls across various time zones has been a challenge, it has taught me how to work effectively in a virtual team. In addition to working so closely with doctoral students from various PhD programs, I have also been fortunate to interact with faculty around the world. I consider myself very lucky to be part of the organizing committee because when else would a PhD student be exposed to working so closely with other PhD students and faculty on a global level so early on in their career?

I would like to especially thank Professors Albert Mills (Saint Mary’s University, Sobey School of Business) and Steve McKenna (York University’s School of Human Resource Management) for their continued support during the organizing process. Their unrelenting commitment to the academic and career development of doctoral students is reflected in the yearly success of this
consortium.

The most enjoyable part of organizing this consortium has been meeting great people along the way and knowing that however difficult it seems during the process, in the end it is all worth it. I must admit that I never realized how much work is involved “behind the scenes” and my hat goes off to the many PhD students and faculty who volunteer their time year after year in planning and organizing conferences and consortiums. I am very proud to be part of the International Doctoral Consortium on Management and Organizational Studies, and to be a member of the organizing committee. It really has been an honour!

4. The Representative-at-large Behind the Scenes: The Myth of the "Do Nothing" Position

By Rosalie Hilde, Athabasca University, Canada

This is my last issue as newsletter co-editor, webmaster and representative-at-large for the AoM CMS Division. I would like to share with you some of my experiences and reflections in these past years. It has been a wonderful time for me.

Some of you know that I am a doctoral student, a mother of three young children and a full-time college/university faculty member—each a demanding full-time position—so the main issue for me is what serving as representative-at-large means in terms of time. I first volunteered with the Division committee as a webmaster when that set of skills was not available among the executive. This was a fantastic chance to learn what the Division has to offer, and it helped me to see where I could make a difference when I became representative-at-large the following year.

I was asked by some of you in Boston last year what representatives-at-large actually do. The Division by-laws state:

The At-Large Representatives shall:

· Act as counsellors to the Officers.

· Perform such duties as may be assigned by the Division Chair or EC (Executive Committee).

(see http://group.aomonline.org/cms/about_us/By-laws.html)

It is a two-year commitment. Based on the description, it is obvious that this can be a "do nothing” position (as some of you noted). However, the representative-at-large position provides scope for many different duties. In my experience, while we try to help one another, each of us contributes to one of four key areas: (1) coordinating the doctoral consortium with PDW chair(s); (2) taking charge of the doctoral dissertation competition; (3) organizing the Dark Side Case competition; and (4) acting as webmaster, AoM Connect and Listserve support,
as well as divisional newsletter co-editor (with the support of other executive members).

Depending on which role one assumes, the organizing work can start in late August and continue until the end of the annual meeting in August. For my role, there is the continuous work of website maintenance and 4 newsletter issues each year, all produced to a tight timeline provided by the AoM administration. Soliciting newsletter contributors is one of our challenges, but it is also a blessing as it gives me a firsthand opportunity to hear from our members about their concerns and activities.

I would especially like to thank all contributors for their support. Hopefully we can hear more voices from a wider group of members in the near future. The newsletter’s successful launch and continuing production would be impossible without your help.

With this and other tasks, my role requires a significant amount of commitment (an average of around 15 to 20 hours a month, less than the ‘chair-track’ commitment, but still significant). However, the reward of being a representative-at-large is also great. I was able to work with both world-class and emerging scholars, as well as committed leaders who have visions and passion for critical management studies. Not to mention that this experience has led to fruitful learning and great friendships!

**Going East: Issues and Trends in HRM**

The HR Division will be sponsoring a plenary session at the Academy of Management Conference in Orlando titled:

**Going East: Issues and Trends in HRM**

**Tuesday, 11:30am - 1:00pm**

**WDW Dolphin Resort: Salon III**

Four scholars studying China, Hong Kong and India will discuss the current trends in HRM research and practice (including education) in these countries. The discussion will include the impact of cultural, economic and political forces. The scholars will identify the salient issues, challenges and future directions in HRM practice and scholarship.

Presenters:

Xiaoping Chen, University of Washington
James Sun, Renmin University, China
Riki Takeuch, HKUST, HongKong
Amit Nandkeolyar, Indian School of Business, India
MED Division Summer Highlights

In this article the MED highlights some of our program offerings for Orlando; presents our new slate of elected officers, and puts out a call for a student representative.

MED Division Summer Newsletter June 2013

Dear MED Colleagues:

This is turning out to be an incredible year and we are looking forward to seeing all of you in Orlando! The MED Program for Orlando is outstanding! Peter McNamara has developed a PDW program that will provide intriguing professional opportunities to advance our work in education and development.

Barbara Ritter provides us with an array of scholarly presentations to explore cutting-edge research and advance the discourse on critical issues affecting all of us. Lisa Burke ensured that outstanding papers were recognized through awards by our sponsors. The only thing that will make it better is your being there to join in the dialogue!

The pilot TLC@AOM Teaching and Learning Conference is not only a ‘go’ but is sold out. We are proud that MED played a significant leadership role in the development of the proposal for this AOM Strategic Doing Initiative and its implementation. The relevance and timeliness of this conference quickly became apparent through the number of proposal submissions and the fact that the conference sold out within the first month of registration. The planning committee has a waiting list and regrets that many who want to attend will be unable to do so because of space limitations. For those of you who were unable to register, I hope that you will plan to participate next year. If you have questions contact TLC@AOM.org or toni@jhu.edu.

THANK YOU, MED Members! MED is at the forefront of the critical education and training issues and provides incredible opportunities to advance management education. Your support makes it possible for MED to maintain its leadership and advocate for education and development across the Academy. If you are not a member, please join - contact Jonathan Raelin for additional information. Jon Billsberry reports the results of the MED Election of Officers (see details below). MED was fortunate to have a strong slate of candidates. Congratulations to those elected. A special thank you to those who agreed to be nominated – MED not only appreciates your courage and commitment, but also encourages you to remain active and again seek nomination. Thanks to Jon for leading the nomination process. We are currently recruiting for an MED Division Student Representative At-Large. See details provided by Jacob Eisenberg below.

Thank you to MED members for your engagement and support, and to the MED officers and executive committee for your commitment, passion, and creativity. A special thank you to Danna Greenberg, who despite all of us being late, has developed the MED Newsletter! See you all in Orlando!

Best, Toni
MED Program Highlights

Come join MED in Orlando for an exciting program during the 2013 AOM Conference. There were a number of great papers incorporated into the program and everyone should be able to find sessions at the conference that excite and inspire. A few highlights are listed below.

Two sessions will focus on innovative approaches to teaching and learning and a variety of others will focus on topics such as the scholarship of teaching and learning, research on training, cross-cultural issues, graduate education, and technology.

Take particular note of our showcase symposium at 11:30 am Monday, “Developing Intercultural Competencies through Cross-Cultural Management Education”, which is sure to be an interesting discussion encompassing a variety of approaches to the development of cross-cultural awareness and competencies.

Our plenary session at 9:45 am Monday, with distinguished speaker Nancy Adler, is entitled, “Learning Studios or MOOCs: The Artistry of the 21st Century”. This session will explore how online technology and increasing global connectivity via virtual networks affects our sense of community.

Make sure you join us for dinner and networking with MED members at 6:30 pm Friday (meet outside Fiesta 3&4, Coronado Springs Resort). The MED business meeting and awards will be at 6:30 pm Monday followed by our social. At the business meeting, we are proud to present 7 research awards at the conference. We would like to thank the sponsors of each award: Best Symposium in Management Education and Development, sponsored by McGraw Hill; Barry Armandi Award for the Best Student Paper in Management Education Research, sponsored by the MED Division; Global Forum Best Paper; sponsored by The University of Manchester, Manchester Business School; Best Paper in Management Education, sponsored by OBTS and the Journal of Management Education; Best Paper in Graduate Management Education, sponsored by the Graduate Management Admission Council Sage Publishing; and Journal of Leadership and Organizational Studies Best Paper Award.

MED Election Results

Over the past month, the division has been voting for the people its wants to be its future leaders. We want to begin by thanking you for engaging in this important process. This year we had a turnout of 20%, which was the highest for four years. The results are now in and we are delighted to announce that the winners are: Division Program Chair Elect, Manuela Brusoni, Bocconi University; Research Coordinator-Elect Sabine Hoidn, Harvard University; Membership Coordinator-Elect Frank Novakowski, Davenport University; Practitioner Liaison-Elect, Lisa Chandler, Quinnipiac University, and At-Large Nominating Committee.
Member, **Danielle Talbot**, Coventry University.

Please join us in congratulating the successful candidates who will be dedicating so much of their time voluntarily to the service of the Division over the coming years. Their profiles are included at the end of this section. At the same time, please join us in offering commiserations to the candidates that were not elected. We had a fantastic slate of candidates this year, which means that many good people have lost. It takes courage to put your hand up and run for public election. We want to thank every candidate for allowing his or her name to be put forward. Hopefully they will consider finding other ways to get involved with the division.

**Division Program Chair Elect**

**Manuela Brusoni**, Bocconi University, School of Management

My present position is Senior Professor at SDA Bocconi School of Management: Public Management and Policy Department. As such, I am the Academic Director of MaSan, Executive Masterclass of Public Procurement and, on the service side, I act as the Director of the Quality, Accreditation and Benchmarking Department of the School. Due to my activity in the international and national Higher Education and Life Long Learning fields, I hold the Chair of the Italian Accreditation Committee for Master Programs managed by ASFOR, the Italian Association for Management Education, where I am also the President’s Delegate for the relations with ENQA at the European level. On behalf of my institution, I am involved in the main management education networks, such as EFMD and AACSB, GBSN (Global Business Schools Network) Ambassador and reference person for PRME: Principle for Responsible Management Education), UN. I acted as European Quality Assessor for EFQM for Education and the Public Sector. My present focus is on how to deepen and spread a responsible management education approach to both public and private institutions as a way to empower people and organizations to approach difficult social challenges.

**Research Coordinator-Elect**

**Sabine Hoidn**, Harvard University

It is with great pleasure that I make myself available to serve in the role of a Research Coordinator-Elect to encourage and support research efforts consistent with the mission of the MED Division and to contribute to its leadership. I received my PhD in Management Education from the University of St. Gallen, Switzerland in 2010. As a postdoctoral researcher I am currently conducting empirical research at Harvard Graduate School of Education, sponsored by the European Commission (Marie Curie Fellowship). I have gathered research experience at various universities in Germany, England, Switzerland and the U.S. I teach university courses on active learning and research methods to Swiss management students and I am a reviewer for academic journals and conferences in the field of (management) education. In 2012 I received an Outstanding Reviewer Award from the MED-Division. I am a participant of international scientific education conferences (AERA, AOM, EARLI). So far my work has mainly been published in German-speaking journals and I am about to submit recent findings to international journals. For the last two years, my main focus was on investigating effective student-centered
learning in higher education. The findings of this long-term research project will be published in a scientific book.

Membership Coordinator-Elect

**Frank Novakowski**, Davenport University

Frank’s background includes a B.S. in Biology from the Virginia Military Institute, a Master of Education from the University of Maryland and an M.B.A. through the University of Phoenix. While in the USAF, he graduated from the Air Command and Staff College. He earned his Ph.D. in Business, Organization and Management, with Capella University (Minneapolis). His research focuses on leadership development in high performance team environments. He served in the USAF where his assignments included 3 years as a support squadron commander, operating an air terminal in Okinawa, Japan. His business career included senior level positions where he was responsible for corporate management development. In 2003, he joined Davenport University as the Department Chair for Management, Marketing and International studies and now serves as the Associate Dean for Graduate Business Studies. He teaches strategic management, international business, organizational behavior and leadership development as well as operations management in the MBA, Executive MBA and upper level undergraduate degree programs. He was also instrumental in the development of the university’s new Institute for Professional Excellence. He has been an active member of the Academy of Management, especially the MED, as it relates well to his academic and professional practice.

Practitioner Liaison-Elect

**Lisa Chandler**, Quinnipiac University Lisa Lucarelli

Chandler is visiting assistant professor and teaches in the Masters of Organizational Leadership program at Quinnipiac University. She holds a doctorate from Nova Southeastern University and an MBA from Rensselaer Polytechnic University. She has worked in the telecommunications industry where she designed, and directed merger and acquisition integration programs for both Fortune 500 and start-up companies. She also advises managers and specializes in the effects of disruptive innovation. She was a 2004 Leon Radde Educator of the Year Award nominee, Connecticut Chapter of Internal Auditors and is a SoTL Scholar. Lisa’s research includes developing business models that reflect the effects of excess firm resources on innovation and effects of disruptive innovation. Her research interests also include creating communities of learning in online higher education. She is published in Advances in Business Research, Journal of Medical Marketing and Hartford Business Journal. Lisa’s recent media collaborations include contributions to articles about Marissa Meyer, Yahoo’s CEO, in the Waterbury Republican-American (2013, March 10) and Best Buy CEO’s, Brian Dunn’s, resignation in the E-Commerce Times (2012, April 11). She currently sits on the MIT Enterprise Forum Connecticut Board of Directors. Lisa welcomes this opportunity to serve as Practitioner Liaison.

At-Large Nominating Committee Member
Danielle Talbot, Coventry University

Dannie is a senior lecturer in leadership and management at Coventry Business School. She has worked in Higher Education since 1991, first at Liverpool Business School, then at the Open University before moving to Coventry in 2010. Dannie’s research interests lie in management education and organisational behaviour, in particular, person-environment fit and misfit. Her PhD focused on how employees experience fit and misfit at work, capturing the multi-dimensionality of fit. Dannie is a member of the Management Education and Development Division at the Academy of Management. At the British Academy of Management she is the training coordinator for the Organisational Psychology Special Interest Group. Dannie has been a regular reviewer for both the AoM and BAM conferences as well as the Journal of Management Education and Organization Management Journal. For the British Academy of Management she has been awarded three ‘Outstanding Reviewer’ awards as well as a ‘Best Reviewer’ award. From the AoM, Dannie has received two ‘Outstanding Reviewer’ awards. Dannie is Associate Editor of the Journal of Management Education’s Resource Review Section.

Call for MED Division Student Representative At-Large

As part of the Management Education & Development (MED) Division’s mission to serve the needs of the Management Academic field we are seeking candidates for the role of Student-at-Large Representative in MED. This reflects the Division's Strategic Priority of attracting more doctoral students to our division and further engaging those students who are already members. We aim to select a student representative before the Academy meeting in August so as to have a chance to invite the elected member to MED’s executive meetings. A brief description of the role and responsibilities is outlined below:

The MED student representative's primary role is to bring the perspectives, needs and wishes of management doctoral students who are interested in MED Division mission and issues to the attention of the Division and, specifically, to the MED Executive group. The student rep is expected to:

- Maintain communication with the Division's student members through regular e-mails to student members.
- Help the MED Membership Officer with recruitment of doctoral students to the MED division.
- Solicit doctoral students' views on MED-related issues and promote MED division's interests in the scholarly management community and, specifically, among doctoral students.
- Prepare a brief annual 'News and views for doctoral students' column for the MED newsletter.
- Represent the views of doctoral students at Division Executive and Business meetings.
- Assist and liaise with the NDSC (New Doctoral Student Consortium) before and during the annual Academy Meeting.
- Assume any other responsibilities requested by the Division Chair and/or Executive Committee.
**Term:** The initial service term is one year, beginning at the 2013 Annual Meeting, with a possible extension of the term for a second year.

**Eligibility:** Any student who is a current member of the MED Division and will be enrolled in doctoral studies as of August 2013 is eligible to be nominated for the role. Self-nominations are accepted and encouraged. In addition, my preference would be for a candidate who is planning to attend the Academy annual meeting in Orlando this year.

**Application Procedure:** Self- or other nominations should consist of:

- Brief cover letter (or email message) indicating interest and suitability for the Division Student Representative role
- A brief vita of no more than five pages, indicating relevant qualifications and experience.

All applications and related communications should be directed to the MED Division Chair-Elect, **Jacob Eisenberg** at medaom@ucd.ie. • Deadline for sending nomination materials: **June 30, 2013**.

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**Gender and Diversity in Organizations (GDO) Division**

**2013 CONFERENCE PROGRAM HIGHLIGHTS**

The GDO Division has arranged an exciting and thought provoking program for the 2013 Conference. Considerable planning has been devoted to the needs of both GDO and other Division members who are interested and engaged in the research and practice of organizational diversity and inclusion.

We are very thrilled about our Division Plenary, **Leveraging Diversity and Inclusion for Business Success: The Sodexo Case** [Tuesday, Aug 13 2013 8:00AM - 9:30AM at WDW Dolphin Resort in Salon III]. Drawing from the Sodexo case study, Rohini Anand, Senior Vice President and Global Chief Diversity Officer at Sodexo, will describe how diversity and inclusion have been leveraged to benefit their global business, the key success factors and lessons learned. She will highlight areas where research can inform organizational practices. Sodexo is rated NUMBER 1 on 2013 DiversityInc Top 50 Companies for Diversity. **Don’t miss this session!!**

In this year’s pre-conference program, we are excited to invite participation in our **Junior Faculty Consortium, Doctoral Student Consortium**, and our very successful and popular “**Publishing Diversity Research**” workshop in which junior faculty who submit manuscripts will be given the rare opportunity to receive detailed developmental feedback from senior scholars. Our Friday night **Pre-Conference** Social has a special focus on new and international members.
Additionally, we call your attention to and encourage participation in the following sessions that are a sample of invigorating lineup of PDWs:

**Spanning the great divide: Six practices to transform limiting borders into new frontiers** [Friday, Aug 9; 3:45PM - 6:15PM]. This is a skills building workshop where participants will learn how to engage in effective boundary spanning behaviors – something that is increasingly important in today’s diverse workplaces.

**Advancing leadership development for women** [Saturday, Aug 10; 10:15AM - 12:45PM; WDW Dolphin Resort, Oceanic 8]. This workshop will address the ever-growing concern about how best to prepare women for senior leadership positions in organizations. Participants will explore the impact of various leadership development programs for women, including women-only programs and those which are offered in mixed-identity settings.

**Getting “Managing Diversity” on the Business School Curriculum** [Friday, Aug 9; 8:00AM - 10:00AM; WDW Dolphin Resort, Europe 2]. In this session panelists and participants will discuss existing barriers to including diversity courses in business school curricula and identify strategies for negotiating their inclusion in order to better prepare tomorrow’s managers for leading effectively within diverse settings.

**Capitalism and inclusion: Surfacing contradictions at the organizational and individual levels** [Saturday, Aug 10; 10:15AM - 12:15PM; WDW Dolphin Resort, Oceanic 6]. In alignment with the Conference theme, this workshop tackles the argument that capitalism leads to the diminution of individual rights and inequality and addresses how those in the management field can more critically examine the impact that the larger economic system has on diversity and inclusion.

Our GDO Scholarly program offers a stimulating array of sessions following our Welcome Breakfast on Monday, 7:30-8:30AM at the Dolphin Resort in Asia 1. Highlights of GDO Scholar sessions include:

- **New Perspectives on Diversity: Selection, Growth, Culture and Leadership Diversity at a Glance** [Monday, Aug 12; 8:00AM - 9:30AM; WDW Dolphin Resort; Oceanic 4]. This session integrates themes of selection, growth, organizational strategies, and leadership to explain how each of these concepts dynamically interacts with approaches to diversity to affect organizational behavior.

- **Work and Family in a Multicultural World Multicultural Work-Family** [Showcase Symposium-Monday, Aug 12; 11:30AM - 1:00PM at WDW Dolphin Resort in Europe 8]. This symposium uses international and multicultural samples to explore a variety of work-family issues at varying levels of analysis, with an emphasis on how cultural and policy differences play a role in interpreting the work-family nexus.

- **Discrimination and Harassment** [Scheduled: Monday, Aug 12; 8:00AM - 9:30AM; WDW Dolphin Resort; Europe 5]. This session explores aspects of racial/ethnic and
Religious discrimination and harassment within the context of inappropriate interpersonal contact; turnover intentions of majority workers; and in influence of intervention behaviors of observers.

**Women on Corporate Boards: New Insights from Global Research** [Tuesday, Aug 13; 9:45-11:15AM; Dolphin Resort; Salon IV]. The symposium comprises presentations of seven research projects on the phenomenon of women on corporate boards. The global author team (18 authors from 9 countries and 15 institutions) will share their latest findings. The diversity of topics (i.e., gender quota legislation, director role identities, board composition-firm performance relationship), theories (i.e., welfare state, political systems, institutions, agency, path dependency, social role identity, human capital, social capital, sense making), data and methodologies (i.e., interviews with board members, secondary data, UCINET, logistic regression, content analysis), and country environments (i.e., detailed discussion of Australia, France, Germany, Iceland, India, Italy, Norway, Spain, UK, US; mention of 25 other countries) is deliberate, and expected to stimulate a rich debate.

We look forward to seeing and interacting with GDO members, our friends/colleagues, and of course, Mickey and Minnie in Orland. Safe travel to everyone! For more information contact Gwendolyn Combs, GDO Division Chair at: gcombs2@unl.edu.

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**MH Division 2013 Preview**

😊 **MH Division #AOM2013 Info from PDW Chair Stephanie Henagan and Program Chair Roland Kidwell 😊

*PDW Program (Stephanie Henagan, Louisiana State U.)*

Plan to come early for the fantastic PDW lineup our division is offering this year! New to the Academy or first time attending the conference?

We're offering a Friday morning workshop (# 44) that will help you feel at home and fit right into the (rather large) AOM family. Attend this "New Member Workshop" to learn the ins and outs of the conference and how to get involved.

The Management History Division is sponsoring two research-oriented workshops on Saturday morning (#251, 252) focusing on using oral history and research collaboration, respectively.

And what would a trip to Orlando be without an historical Disney tour? Sign up for our Saturday afternoon "Disney's Epcot: History and Experience" session (# 324) for a hands-on exploration of the history and management of Epcot.
In addition to these sessions, our division will be co-sponsoring other workshops with the ENT, BPS, OMT, and OM Divisions. Please peruse the program now to plan for these events! Some require pre-registration.

*Program Chair Information (Roland Kidwell, U. of Wyoming)*

This year we have four paper sessions (four papers in each one) along with a discussion paper session of three papers. Chairs, discussants and facilitators have all been lined up for all sessions. We also have three symposia. We are the lead division on one and the co-sponsor of two others.

Division paper sessions: (1) Leadership and Institutions in Developing Management Thought (2) Identity and Ideology in Business and Higher Education (3) Entrepreneurship and Innovation in Management History (4) Historical Perspectives on Moral Hazard, Transaction Costs and Opportunism Lead symposium is "Then and Now: Leadership" Plenary: "Internationalizing the Management History Division" The plenary session is intended to focus on engaging other divisions in pursuit of management history research. Attend and network with people from across the Academy, and especially with those Academy members from countries outside the USA.

**IM Division Highlights**

IM Division has exciting programs this year. Please log in to [http://program.aom.org/2013/](http://program.aom.org/2013/) to peruse the 22 IM-sponsored consortia (including 3 showcase symposia); 43 paper sessions, and 4 discussion paper sessions. A few highlights that should hold broad interest are:

**IM Division Thought Leadership Café**

IM Division holds the Thought Leadership Café where we offer coffee and informal conversations with some of the IM Division’s most innovative through leaders. Informal roundtable groups will provide great opportunities for open-ended discussions with these scholars. This year’s IM Though Leader Café will be on Monday 7:00AM-8:00AM (Asbury B), featuring Tima Bansal, Ivey Business School on sustainability/corporate social responsibility, Robert Salomon, NYU Stern School, on institutional distance and international expansion, Sam Park, Skolkov, on emerging market MNCs, and Steve Tallman, U. of Richman on global strategy.

**Award Sessions**

IM Division has several award sessions. Booz&Co./Strategy+Business Eminent Scholar Award honor our eminent scholar and Barry M. Richman Dissertation Award are for the best dissertation of the year. There are six other division award sessions featuring nominees for each of our division awards.
Booz&Co./Strategy+Business Eminent Scholar in International Management Award Presentation, featuring Eleanor Westney, York University (Sunday 4:30PM - 6:00PM, Grand Harbor Salon V).

Barry M. Richman Dissertation Award Session (Monday 4:45PM - 6:15PM, Asbury D).


IM Division Best Paper in OB / HRM / OT (Monday 8:00AM - 9:30AM, Asbury D).


IM Division Willamette University, Atkinson Graduate School of Management Best Paper in International Ethics, Social Responsibility, &/or Sustainability (Tuesday 11:30AM-1:00PM, Grand Harbor Salon II).

IM Division Gustavson School of Business Award for the Best Qualitative Paper in International Business (Monday 3:00PM-4:30PM, Grand Harbor Salon V).

IM Division CGIO Best Paper in International Corporate Governance (Monday 8:00AM-9:30AM, Cape Code B).

**TIM Division Scholar's Lunch**

The TIM division will be having a Distinguished Scholar Luncheon during the 2013 Academy of Management conference.

The TIM (Technology and Innovation Management) Distinguished Scholar Luncheon will be held on Saturday, August 10th from 12:00pm - 1:30pm. The location is WDW Swan Resort: Swan 6.

**ITC Carolyn Dexter Award Reception**

Members of the academy are invited to the annual International Theme Committee (ITC) champagne and awards reception – the Carolyn Dexter Award Reception - on Sunday, August 11 from 2pm to 4pm in the WDW Yacht and Beach Club Resort in Grand Harbor Salon V. Winners will be announced for several prestigious prizes, including the Carolyn Dexter Award for Best International Paper, the Emerald Award for Best International Symposium, and the Award for
Best International Doctoral Dissertation.

Given the ITC’s mandate to make the Academy more international in its activities, outlook, and membership, all three awards recognize excellent scholarly work that reflects a strong international outlook, including content relating to scholarship and practice from both developed and developing countries. In past years, the reception has been a terrific venue for members interested in promoting the increasingly international nature of the Academy to meet and celebrate.
Calls for Votes, Submissions, and Nominations

Call for Nominations - Editor of AMR and AMLE

Nominations are being sought for the position of editor of two Academy of Management publications:

**Academy of Management Review (AMR)**

**Academy of Management Learning & Education (AMLE)**

The goal of the Academy’s Board of Governors is to ensure an inclusive selection process and generate a viable list of qualified potential editors. As a member of the Academy, we ask for your recommendation for individual(s) who you deem capable and inclined to accept one of these positions of opportunity and responsibility. Nominees do not need to be current or previous associate editors of Academy of Management publications. We will contact all nominees to confirm acceptance of the recommendation to be considered for one of the editorships.

The person selected for *AMR* or *AMLE* will become editor-elect on July 1, 2014, and editor on January 1, 2015. The term of office as editor is three years.

We encourage you to contact us for details. In general, qualifications for an editor of an Academy publication include the following:

- Significant scholarly contributions in management, including publications associated with the mission of the journal.
- Extensive experience and an excellent reputation as a reviewer, an editorial board member, or an editor of a management-related journal.
- Demonstrated leadership skills, capacity to handle a demanding workload and meet deadlines, and an ability to work constructively with authors, reviewers, and the Academy's Board of Governors and staff members.
- A doctoral degree in a management-related discipline.
- A member of the Academy of Management.
- Incoming editor should be comfortable working with the Managing Editor in a long
distance relationship. The Managing Editor function will be housed at the Academy's headquarters office.

- Familiarity with, and ability to use, a web based submission and review system.

There are three stages to the selection process. The Journals Committee (a committee of the Academy of Management Board of Governors) will review the nominations and will request complete applications from those that best fit the criteria. Applicants that move to the second stage will be asked to submit a detailed proposal of how they would further the journal’s goals as described in the editorial mission statement contained in each issue. It is preferred (though not absolutely required) that second-stage applicants submit a letter of support from their deans. We suggest no more than a one course teaching load per year for the entire term as editor. In the third stage, the Journals Committee will forward a recommendation to the full Board of Governors who will finalize the recommendation.

**Nominations, including self-nominations, will be accepted until October 1, 2013.**

Email nominations to: Susan Zaid (szaid@pace.edu)

Submissions should be made by email and are to include:

- The nominee's name, full address, telephone number, and email address.
- A letter describing the nominee's qualifications and experience relevant to the selection criteria.
- The nominee’s current Curriculum Vitae.
Membership Updates

Membership Corner Update June 2013

Dear Colleagues:

With only 2 short months left before the Annual Meeting I know that every Division, Interest Group, and Committee is hard at work preparing for their onsite activities and sending out informational emails each week to their members, so be sure to open and review each one as you don’t want to miss something that might be valuable!

If you haven’t registered yet for the meeting, please do so now as this year’s session lineup promises to be exciting and rewarding! The meeting theme this year is “Capitalism in Question”, which will cover many issues that are “relevant across a broad spectrum of Academy divisions and interest groups.” So don’t wait to register!

I want to remind everyone that the Membership Committee will once again be sponsoring all of the welcoming activities for First Time Attendees at the annual meeting. I encourage any member that has attended at least one meeting to sign up for our Adopt-a-Member Onsite Mentoring Program. This is the perfect opportunity to give back to your scholarly community and make a difference in the life of a new member. Guiding a new member at the annual meeting is crucial to making them feel welcome and letting them know they are an integral part of this wonderful association, so please consider signing up today.

If you know someone who is either a new member or a first time attendee, point them to the Quick Start Guide for helpful tips on planning their trip and what to do when they arrive. And be sure to remind them of the value in attending one of the New Member Orientations, which will offer them the opportunity to meet with their division representatives and get answers to their questions.

The Membership Committee will be hosting the Hospitality Suite for First Time Attendees, so please stop by and say hello. If you have an hour of time during your stay at the meeting, please sign up to help answer questions in the Hospitality Suite. We’ve had 500-600 new members stop by over the course of the meeting with lots of questions, so your help in answering them would be greatly appreciated!

For members that will not be in attendance at the Annual Meeting, please remember that your membership in the Academy is important to us! Your membership gives you access to essential tools and resources that help connect you with your colleagues. You are always welcome to contact the Member Services team at membership@aom.pace.edu for assistance with navigating your way through your member benefits and services, whether it’s adding divisions to your profile, updating your contact information, or submitting a claim for a missed journal.
I hope to see everyone in Orlando!

Warmest Regards,
Gemma George, Membership Committee Chair
AOMMCCChair@gmail.com

LOOKING FOR WAYS TO CONNECT WITH COLLEAGUES?

Visit AOM Connect, our wonderful professional networking platform! There are numerous opportunities for professional interaction, involvement and recognition. Within Connect you can engage in real time discussions, share information and post your own research projects. There are resource links, a discussion board, and archive of resource information. Use the search tool to find colleagues of similar interests. Get started connecting now!

NEED A MEMBERSHIP RECEIPT?

If you are not able to locate your auto generated membership renewal confirmation that contains your receipt link, you can also obtain a receipt by logging in at http://aom.org with your personal login information and then on your personalized MYAOM page, you can click on the Membership Receipt link to view or print a copy of your receipt. If you have any questions related to your membership, please contact our Member Services Department who will be happy to assist you! They can be reached at membership@aom.pace.edu, or by phone at (914) 923-2607.

YOUR MEMBER ID:

With 18,000+ members and growing, using your member ID in your email or telephone correspondence to HQ allows us to quickly pinpoint your membership record and then be able to provide you with answers in a timely manner. You can find your Member ID on either your Join confirmation email or your Renewal confirmation email. If you still can’t locate it, just send your request to the Member Services Department and they’ll be happy to provide it to you – membership@aom.pace.edu.

EMERITUS MEMBERSHIP RATES:
The Academy of Management currently offers an Emeritus category to long time members who have retired from full-time work and have been an Academic or Executive member of the Academy for 10 or more consecutive years. The Emeritus category offers a reduced rate of $91.00 per year for membership, and a reduced registration rate of $88.00 for the annual meeting in August.
If you qualify for this Emeritus rate and are due to renew your membership, please contact our Member Services Department and they will be happy to update your record. They can be reached via email at membership@aom.pace.edu, or by phone at (914) 923-2607.

ANNUAL MEETING REGISTRANT QUICK LINKS:

If you have registered for the Annual Meeting you can find a list of important Annual Meeting quick links when you login to your MYAOM Profile page at http://aom.org. Once you are logged in, simply scroll down the page until you see the Annual Meeting Box. You’ll find a variety of links here that provide important Registration information, such as an Account Summary, Registration Receipt, Your Meeting Access Code, Registration Barcode, as well as the ability to Preview /Edit your Name Badge.

GO GREEN….GO ELECTRONIC!

Change your journal delivery options….just log in to your “MYAOM” personal page and select ELECTRONIC only delivery your member profile!

The 2013 Emerald Africa Academy of Management Trailblazer Award
Dear Colleagues,

The Africa Academy of Management is seeking nominations for the Emerald Africa Academy of Management Trailblazer Award (EATA).

**Purpose of the Award:** The purpose of the EATA is to recognize a scholar(s) who has taken a leadership role in the promotion of and advancement of scholarship and/or teaching on management in Africa. These scholars have distinguished themselves not only in making a significant contribution to organizational phenomena in Africa using scientific methods but also in the development and improvement of research and teaching of management in organizations in Africa. Actions that may indicate “trailblazing” behavior include exemplary research contributions, moving forward a content-related journal or scholarly series or advancing management education through an innovative, novel intervention.

**Nomination Process:** Send nominations to Dr. Stella M Nkomo at stella.nkomo@up.ac.za by 1 September 2013. Once formally nominated, candidates will be asked to submit additional documentation to the selection committee.

**Africa Academy of Management Biennial Conference**

The Africa Academy of Management (AFAM) invites you to its biennial conference to be held in Gaborone, BOTSWANA from January 8 to January 11, 2014. The deadline for submissions is June 30, 2012. Please see www.africa-aom.org for details. Please pass this information to those who either conduct research on Africa or are interested in Africa.

**Conference Theme: Sustainable Development in Africa through Management Theory, Research and Practice**

The Africa Academy of Management is delighted to announce its 2nd Biennial Conference which will be held on January 8-11, 2014 in Gaborone, Botswana. The conference will bring together scholars from Africa and around the world who are interested in our theme: "Sustainable Development in Africa through Management Theory, Research and Practice."

In accordance with the theme, we invite papers and symposia on topics focusing on Africa, in all subject areas of management: international management, human resource management, organizational behavior, corporate social responsibility, management education, strategic management, entrepreneurship and other related subject areas. All manuscripts will be double-
blind reviewed.

Enquiries:

Program Committee: If you have questions, you may contact any of the following members

Dr. Eileen Kwesiga, Bryant University (USA) ekwesiga@bryant.edu

Dr. Moses Acquaah, University of North Carolina at Greensboro (USA), m_acquaa@uncg.edu

Dr. Margaret Crabbe, Ghana Institute of Management and Public Administration, gyeduba2002@yahoo.com

Dr. Elham Metwally, American University in Cairo (Egypt), elhamkamal@gmail.com

Dr. Nceku Nyathi, The Open University Business School (UK), n.nyathi@open.ac.uk

Dr. David Zoogah, Morgan State University (USA), David.Zoogah@morgan.edu

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