

Academy of Management
Step 1. Short Form: Request for Consideration to Take a Stand on a Public-Policy Action
May 2017

DATE: [Fill in date]

TO: AOM President and Executive Committee (in care of Nancy Urbanowicz, Executive Director)

FROM: [Name]
[Street Address]
[City, State, Zip and Country]
[Telephone Number]
[Email]

MEMBER ID: [AOM member ID required to verify current status]

SUBJECT: **Step 1. Short Form: Request for Consideration to Take a Stand on a Public-Policy Action**

PREAMBLE

This short form to request consideration to take a stand explains the legal status of the Academy of Management (AOM), overviews of its prior and amended policy on taking stands on a public policy action, and provides guidance regarding exceptional situations in which a stand might be taken. Preliminary questions that must be answered to initiate a request for the AOM to consider taking a stand are presented. *The Executive Committee will review the Step 1 form, taking into consideration the criteria and the exceptionality of the situation. The Executive Committee will then decide to provide the submitter with the full form (Step 2) or notify the submitter that the request does not meet the threshold for the AOM to take a stand. A request by the Executive Committee to complete Step 2, the full form, does not imply approval of the request to take a stand.*

LEGAL STATUS OF ACADEMY OF MANAGEMENT (AOM)

The AOM is a 501(c)3 organization that is chartered in the State of New York and operates under the laws of New York and of the United States of America. We are an international body in the sense that we have members from around the world, and it is our aspiration to deepen our international and global identity. Yet formally, AOM is organized for charitable and educational purposes in New York. We are comprised of approximately 18,000 members and a small staff of employed headquarters personnel that are charged primarily with administrative duties. The substantive work of the AOM occurs in 25 Divisions and Interest Groups, with the AOM's Board of Governors acting as stewards and leaders in organizational governance.

As a charitable and educational 501(c)3 organization, the AOM is structured differently than other Associations that have other forms of non-profit status, for example, as 501(c)6s, which are business leagues and trade organizations; or as 501(c)4s, which are social-welfare organizations. 501(c)3s have a narrower scope for lobbying than these other forms of organization. The legal status of a 501(c)3 includes the following restriction: 'A 501(c)3 organization is restricted in lobbying, which is defined as making "contacts" directed to a covered executive branch or legislative branch official for the

purpose of formulating, modifying, adopting, administering or executing federal legislation, rules, executive orders, programs, policies or positions of the United States government or nominating or confirming a person for a position subject to confirmation by the Senate' (see <https://www.irs.gov/charities-nonprofits/lobbying>). The AOM's articles of incorporation say that we "will not, except to an insubstantial degree, engage in any activities or exercise any powers that are not in furtherance of [the AOM's] primary purposes."

ACADEMY OF MANAGEMENT (AOM) REVISED POLICY ON TAKING STANDS

The AOM's history as a member-driven, division and interest group-driven organization, and the legal requirements pertaining to 501(c)3 organizations, have shaped the Board's historical policy on taking stands. For at least the past twenty-five years, and possibly much longer, the AOM has operated under a policy of not taking stands. The AOM has never in its history issued a position on any matter in the public sphere, including the Vietnam War, the events of 9/11, or changes in European funding policies related to education.

On February 10, 2017 the AOM Board of Governors amended its prior policy, and then issued a further amendment on April 21, 2017 to: ***"The Academy of Management does not take political stands. Officers and leaders are bound by this policy and may not make publicly stated political views in the name of the AOM or through use of AOM resources. However, under exceptional circumstances, and with the consensual support of the Executive Committee and approval of the Board of Governors, the President is authorized to issue a statement on behalf of the AOM when a public policy action threatens the existence, purpose, or functioning of the AOM as an organization."***

ACADEMY OF MANAGEMENT (AOM) GUIDELINES FOR TAKING STANDS

The new policy seeks to preserve our identity as a member-driven, decentralized organization while, at the same time, allowing a statement in an exceptional situation. . Given its legal status, specific purposes, and diverse membership, stands will only be taken under exceptional and therefore rare circumstances that threaten the existence, purpose, or functioning of the AOM as an organization.

The AOM will take into account the following general criteria in deciding whether to take a stand:

- Does the current and specific change in public policy constitute a significant threat to the existence, purpose, or functioning of AOM as an organization?
- Is the threat to the whole AOM? Are multiple members and multiple jurisdictions involved?
- Is the threat pervasive and serious, in terms of its duration, repetitive nature, or potential for escalation?
- Does a substantial part of our membership want us to take a stand on the issue?
- Does a substantial part of our membership not want us to take a stand on the issue?
- Is there likely to be broad agreement about the stand that AOM should take?
- Have opposing viewpoints been taken into account?

Public policy actions that can threaten the existence, purpose or functioning of AOM as an organization arise from attacks on academic freedom, scholarly exchange, scholarly convening, and AOM scholarship itself. Examples of such changes in public policy that may affect the AOM as an organization could include, but are not limited to:

- Changes to the tax or legal status of AOM
- Restrictions on the flow of scholarship, communications or interactions of AOM with its members and among its members acting within or on behalf of the AOM
- Restrictions on the exchange and distribution of scientific management information or limits on the dissemination of management research through scientific publications (e.g., censorship of AOM publications affecting multiple members)
- Limits on assembly (e.g., travel restrictions that prevent members from attending conferences) and the mobility of scholars that affect AOM members' ability (and the AOM's ability as an organization) to engage in professional international collaborations

SHORT FORM GUIDELINES

In order to consider your request to take a stand on a public policy issue, please address each question below.

SECTION 1: SUMMARY STATEMENT OF POSITION

In a single sentence, please summarize the position that you propose. (One sentence.)

SECTION 2: CURRENT CHANGE IN PUBLIC POLICY ISSUE

The threat must originate in a public policy action that represents a current **change** from a prior norm in the institutional environment surrounding the AOM.

What is the specific and current change in public policy issue that you request AOM take a stand on? When did the change occur? (One paragraph.)

SECTION 3: THREAT TO THE EXISTENCE, PURPOSE OR FUNCTIONING of AOM AS AN ORGANIZATION

The public policy action must constitute a change from prior practice, must be exceptional, and must threaten the AOM as a whole. How does the public policy issue threaten the existence, purpose or functioning of the whole AOM as an organization? (Two paragraphs)

SECTION 4: SUBMITTER AND SIGNATURE

Who is the submitter of this request (name, affiliation, email and division/interest group affiliation)?

Signature

Date

Please submit this completed form to Nancy Urbanowicz, Executive Director, at executivedirector@aom.org. If you have any questions about the form or process, please contact Nancy at +1 (914) 326-1865.