I was asked to write about my “pathway to volunteerism” given that I served as Division Chair, Executive Committee member, member of several Academy-wide committees, and currently as President of the Academy affiliate Iberoamerican Academy of Management. In spite of my active engagement and volunteerism over a long period of time and in many capacities, I actually feel that I have received much more than I have given. Being a member of the BPS, ENT, GDO, HR, MED, OMT, OB, ONE, RM, and SIM Divisions has given me tremendous opportunities and personal and professional satisfaction. For example, I made close friends from around the world and established partnerships that benefitted my research and teaching activities. In fact, my volunteer activities at the Academy gave me a much deeper understanding of management research and education on a global scale. This deeper understanding has helped me become a better researcher and teacher, and also a more global citizen.

Also, being an active member of the Academy made me aware that there is an increased build-up of unhealthy walls among Academy members based on many issues. These include location (e.g., inside vs. outside of North America), research philosophies and interests (e.g., quantitative vs. qualitative, micro vs. macro), and professional emphasis (e.g., knowledge generation vs. knowledge dissemination). Serving as a volunteer for different divisions and activities helped me understand and experience firsthand that the Academy was created to be a big tent, bottom-up, and entrepreneurial organization. I believe that engaging in active and involved volunteerism is a very effective way to dismantle those perceived and real divisive barriers, and it allowed me to feel a welcome and full member of this, our Academy of Management.

Herman Aguinis (http://mypage.iu.edu/~haguinis) is currently the John F. Mee Chair of Management at the Kelley School of Business at Indiana University, is an Academy of Management Fellow, and is the current President of the Iberoamerican Academy of Management.

“I have received much more than I have given”...
AOM Members in the News

**Disrupting ‘Disruption’**

The Debate Over Disruption

Long-time AOM members Andy Van de Ven, Clayton Christensen and Andrew King were featured in an article on MinnPost.com on November 19th on the debate over ‘disruptive innovation’.

Read the full article on MinnPost.com.

**Entrepreneurial Legacy**

Keeping a Family Business Alive for Generations

A recent study conducted by AOM members Peter Jaskiewicz, James G. Combs and Sabine Rau was featured on WallStreetJournal.com on November 20th.

The study focused on how some European family-owned businesses lost their creative spark with subsequent generations. The authors interviewed 21 family-owned wineries in Germany and found five factors that distinguished the very entrepreneurial families from the ones that were following a well-trodden path.

Read the full article at WallStreetJournal.com.

**Trending @AOMConnect**

Be a part of our online communities:
2016 AOM Awards

Career Achievement Awards

Call for Nominations

Each year, the Academy of Management recognizes four outstanding individuals for their contributions to the field of management by honoring a career of service, research, innovative teaching methods, breakthrough developments, and more.

The 2016 Career Achievement Awards will be presented at the 76th AOM Annual Meeting in Anaheim, CA. To submit your nominations, review the award criteria and submission guidelines, or check out the impressive list of past winners, visit the Awards page.

Distinguished Service Award:
Deadline: April 1, 2016

The Distinguished Service Award is an all-Academy award presented annually to the candidate who has demonstrated excellence in developing or enhancing a field of study, founding or creatively editing a journal, or helping to build institutions through creative or unusually effective service.

Recipients of this distinguished award include: James P. Walsh, Irene Duhaime, John B. Miner, Denise Rousseau, and Linda Putnam.

Learn more about this important award and view historical award recipients here.

Distinguished Educator Award:
Deadline: April 1, 2016

The Distinguished Educator Award is presented annually to the individual who has excelled in developing doctoral students, demonstrates effective teaching in the classroom, fosters pedagogical innovations, and/or disseminates new and effective teaching methods and designs.

Recent recipients of this distinguished award include R. Edward Freeman, Ken Smith, William G. Mitchell, Ming-Jer Chen, Donald C. Hambrick, and Ellen R. Auster.

Learn more about this important award and view historical award recipients here.

Distinguished Award for Scholarly Contributions to Management:
Deadline: April 1, 2016

The Distinguished Award for Scholarly Contributions to Management is granted on an annual basis for contributions that have significantly advanced the field of management and organizational knowledge and practice. Significant scholarly contributions may take the form of conceptual, theoretical, or empirical developments that have a significant impact upon management knowledge and practice.

Recipients of this distinguished award include: Peter Drucker, Rosabeth Kanter, Victor Vroom, Henry Mintzberg, Jane Dutton, Max H. Bazerman, Michael Tushman, and Kathleen Eisenhardt.

Learn more about this important award and view historical award recipients here.

Distinguished Scholar-Practitioner Award:
Deadline: April 1, 2016

The Distinguished Scholar-Practitioner Award recognizes excellence in the successful application of theory or research to contemporary business settings; contribution to knowledge through extraction of learning from practice; authorship of scholarly works that have greatly affected the practice of management; and the overall integration of their work in research and practice.

Historically, the recipients of this award have been executives, authors, academics, or consultants, but the emphasis in this award is on the practitioner-scholar whose sense of inquiry and pursuit of knowledge has risen above just doing, to use practice-based learning to influence theory and research-based theory to influence practice.

Recipients of this distinguished award include: Lotte Bailyn, Philip H. Mirvis, Thomas Kochan, Warner Burke, and John Van Maanen.

Learn more about this important award and view historical award recipients here.
George R. Terry Book Award

Call for Nominations

The Academy of Management’s George R. Terry Book Award is granted annually to the book judged to have made the most outstanding contribution to the global advancement of management knowledge during the last two years. Books that contribute to the advancement of management theory, conceptualization, research, or practice are eligible for this prestigious award.

The Call for Nominations for the 2016 George R. Terry Book Award will be posted in mid-December, and the committee will accept nominations between January and March of next year. To be considered for this award, submissions must be authored books (not edited books or textbooks) published within the preceding two years (2014 and 2015). For additional information about this award, including a full list of award criteria and submission guidelines, please visit the award website.

UPCOMING DATES TO REMEMBER

Annual Meeting Submission Deadline:
January 12, 2016 5:00 PM EST

Division and Interest Group Officer Nominations:
January 20 - February 28, 2016

Annual Meeting Review Period:
January 20 - February 18, 2016

Board of Governors Elections:
February 16 - April 1, 2016

Annual Meeting Review Deadline:
February 18, 2016

Annual Meeting Acceptance Notifications:
Mid-March 2016

Division and Interest Group Elections:
Spring 2016
CALL FOR INNOVATIVE CONFERENCE IDEAS

In response to member appeals for additional professional development and scholarly exchange opportunities, we are pleased to announce the formal launch of our AOM Small Conferences Initiative!

Our goal is simple…to provide a portfolio of conference offerings that allows members to connect and engage throughout the year, virtually and in person, in varied locations that are reflective of the geographic dispersion of our international membership.

To reach this goal we invite you to propose an AOM face-to-face or virtual conference (webinar).

*Continued on next page*
AOM Small Conferences

To help you imagine your proposal we’ve identified several new conference models that fulfill our mission to connect people and ideas while also advancing our vision to inspire and enable a better world through our scholarship and teaching on management and organizations. They are:

**face-to-face conference models** including:
- AOM Special Thematic Conferences
- AOM Professional Development Conferences
- AOM Regional Immersion Conferences

and, **web-based meetings**.

In addition to these proposed models, we expect other new conference ideas that reflect the creative energy of our membership to emerge.

The Academy of Management’s Conferences Committee is currently inviting brief statements of interest from local organizing committees and their host institutions for an AOM Special Conference to be held in 2017 or 2018. Innovative concepts for an AOM Webinar/Virtual Conference to start in 2016 are also invited.

Brief preliminary proposal forms will be accepted on a rolling basis throughout the rest of the year and into 2016. All submissions received prior to January 29, 2016 will be reviewed at the committee’s next meeting. The ideas that generate the most interest will advance to a second stage of development. The committee will then collaboratively work with these finalists to more fully develop final proposals.

To learn more about the process for submitting your idea for an AOM Special Conference or Webinar/Virtual Conference, please review the Calls for Special Conferences and Web-Based Meetings or contact the AOM Conferences Committee.

We look forward to your participation as a conference organizer!

**Submit Your Conference Ideas by January 29th!**

**Call for Proposals:**
- AOM Special Conferences
- AOM Webinars/Virtual Conferences

**QUESTIONS?**
Do you have questions or feedback about the AOM Small Conferences Initiative? Please contact the AOM Conferences Committee at: aomcc@aom.org.

Join us in the kickoff of this exciting new initiative!
Call for Submissions

SUBMISSIONS DEADLINE:
JANUARY 12, 2016 - 5:00 PM EST (NY)

The Annual Meeting Submission System is OPEN!

For those interested in submitting a proposal for the 76th Annual Meeting of the Academy of Management, please review the Divisions’ and Interest Groups’ Calls for Submissions and the 2016 Annual Meeting Theme, “Making Organizations Meaningful”, prior to making a submission.

Submitters are advised to carefully review the Submission Guidelines and Processes on the Submission Information website in advance. Submissions that do not follow the guidelines or are incomplete will not be reviewed.

If you have any questions about the submission guidelines and process, please contact the Program Team.

Call for Reviewers

REVIEW PERIOD:
JANUARY 20 - FEBRUARY 18, 2016

All members are invited to sign up as Volunteer Reviewers of proposals received for the 76th Annual Meeting of the Academy of Management. We encourage you to sign up as a Volunteer Reviewer for the divisions or interest groups (DIGs) to which you may be planning to submit, DIGs you are interested in, or any DIGs of which you are a member. Divisions and Interest Groups will also be following up with those of you who have reviewed in the past.

Please note: if you have reviewed previously, you will need to sign up to review again for the 2016 Annual Meeting.

You can sign up to review for a maximum of two (2) divisions and/or interest groups, and you may be asked to review up to three (3) submissions (papers and symposia) for each division or interest group that you select. The maximum number of review assignments that you could potentially receive is six (6).

To sign up, please click here. Create a user account and choose your areas of expertise (keywords) for the divisions or interest groups for which you want to review. Reviewers are advised to carefully review the Reviewer Guidelines and Resources on the Reviewer Information website.

Thank you in advance for your participation.
Without it, the Annual Meeting would not be possible.
Conflict Management (CM) Division

So You Want to Volunteer?
Mara Olekalns

When I started planning this article, I thought I would need to persuade CM members of the benefits of volunteering. And here is what I wanted to say: We can’t run the Division without you. We need members who are willing to serve not only as reviewers for the conference each year, but to also volunteer for leadership roles.

Why not nominate for Program Chair, a five-year commitment that leads to Division Chair? Perhaps a 5-year commitment is not for you . . . in which case, consider nominating for one of the Representative-at-Large positions. Either way, it will be a rewarding experience. You will connect to Division members you may not know; you will better understand how AOM “works”; and, most importantly, you will have an opportunity to shape the Conflict Management Division’s strategic direction. Since 2012, when I joined the CM Executive, I have reaped these and many other rewards.

That’s what I wanted to say. But over the last few days, I have been reading through your five-year survey responses. It seems we don’t need to persuade you to volunteer, we just need to expand the opportunities to do so. So, over the next few months, the CM Executive will start developing more ways to become involved in CMD. I ask two things from you:

• If you have specific ideas for volunteer activities, please let me know. Are there projects or activities that you would like to see CMD sponsor? Perhaps a Teaching Resources Committee? Or an International Outreach Committee? Please email me your ideas.

• Sign up to our listserv and, from time-to-time, check our revamped website. The listserv and our website are how we communicate with you, and how we will promote volunteering opportunities.

We look forward to working with you to build an even more vibrant CM community.

Critical Management Studies (CMS) Division

CMS Division Website Redesign and Tweeting
Emma Bell and Scott Taylor, CMS Division Co-Chairs 2015-16

Two years ago, the CMS Division Executive decided to redesign our website and develop a logo. It was vitally important that our online presence conveyed the distinctive focus of the Division. In discussion with Paul Adler, cofounder of the CMS Special Interest Group in 2003, we started to work with a design incorporating a question mark and a raised clenched fist. We wanted to build on this notion of using a hand or hands in the logo by introducing the idea of a joining of hands as a way of symbolizing the humanistic and collectivist ethos of CMS.

We then worked with Greg Gerosa at AOM, who suggested using Google Sites as our web platform. Our plan was to manage the website ourselves, so ease of use was a priority. We then commissioned work from a small Australian company, Twist Top, where our then Division Chair, Gavin Jack, was based. Twist Top produced a number of designs, and we carried out a Division survey to select one. The site was then built using WordPress. The content from the old site was migrated across and completely revised and updated.

Our overall aim in this is to contribute to the development of critical management research and education. We provide information about CMS at the AOM Annual Meeting (PDWs, paper sessions, keynote and activist sessions, social activities); make links to the wider CMS community, the biennial CMS conference, local workshops and activities; and distribute news, including the Division newsletter.

Simultaneously, we set up a Twitter account for the CMS Division, linking to the website. Since July 2015, when the first tweet went out, our key tweeter Representative-at-Large Patrizia Hoyer has acquired nearly 300 followers! These activities are vital in enabling us to maintain contact with Division members across 49 countries between AOM meetings.

The work has been completed on a tight budget and is now being maintained almost entirely by Division volunteers.

Please visit the CMS website and let us know what you think!
The ENT Division: Its Ideals and Identity

Carlo Salvato, ENT Division Chair

With its dynamic members, unique character, strong scholarship, and devotion to the broader community affected by entrepreneurship, it is no wonder that the ENT Division continues to grow. The ENT Division is especially geared toward the development of our members through doctoral, early career, and mid-career consortia, as well as through exciting PDWs, plenary and paper sessions, business meetings, and our two annual social events at the Academy of Management conference. Each year, the division recognizes the outstanding contributions to the Entrepreneurship field of both senior and junior colleagues. For example, at the 2015 Business Meeting, the ENT Division granted the Mentor Award to David Audretch for outstanding contributions in developing others, and the Heizer Dissertation Award to Sergio Costa for outstanding doctoral theses in new enterprise development. Among the many factors that give a Division its character, we would like to mention three that are particularly important to the identity of our Division: volunteering, diversity orientation, and connecting members.

Volunteering—Like other divisions, the ENT division absolutely depends on volunteers’ efforts in order to function, and there are exciting volunteer opportunities available to all who are interested. We have a large core of people who selflessly dedicate many hours to Division service, and we create volunteer opportunities for continuous development of our members. Currently, for example, the Communications Committee needs to fill five slots as NewsBlast Editors/Assistant Editors, and the Research Committee needs members for the annual determination of paper awards. The newly created Global Scholar Development Committee is also recruiting. Contact the Chairs of these and the other committees if you are interested in offering your services.

Diversity orientation—We actively promote diversity of interest, including the dimensions of gender, nationality, and scholarly approach, among others. Although the Academy of Management was founded as a North American organization geared primarily toward research scholars, times are changing. For 2015–2016, our Chair, Chair Elect, Program Chair, and PDW Chair are from Italy, France, Germany, and the United States, respectively. Our executive board has a strong gender mix, and we intentionally gear activities toward practitioners and teachers, as well as researchers. The Division also features research focusing on entrepreneurial topics at different levels, including the individual, team, company, and overall economy; cultivating this diversity is the aim of the “DISCOTech” (Developing International Scholarship Collaboration Opportunities and Techniques) initiative, inaugurated at this year’s annual conference.

Connecting members—The ENT division organizes a “New Member Meeting Point” event and puts new members in contact with seasoned ones at each AOM Annual Meeting. Throughout the year, other media connect our members and potential members. The ENT LISTERV connects thousands of researchers, educators, and practitioners interested in entrepreneurship. The NewsBlast, our bimonthly electronic newsletter, is prepared by three editors representing each one of our pillars: academic, practitioner, and practitioner-scholar. For the ultra-connected, we also offer social media means to get in or remain in touch: Facebook, Twitter, and LinkedIn. We also offer webinars in which members can interact with senior scholars and each other on specific subjects. To view the webinar with Saras Sarasvathy, follow this link. To view Mike Morris and Dean Shepherd follow this link. We invite all AOM members interested in entrepreneurship to join us!
International Management (IM) Division
Together We Can Do Much: Volunteering for IM Division
Tanvi Kothari, Chair, Membership Drive Committee
Davina Vora, Past Chair, Membership Drive Committee

“Alone we can do so little; together we can do so much”—Hellen Keller.

With this quote in mind, we invite you to volunteer for the IM Division. By getting involved, your professional experience can be enhanced, and you can be a part of the vibrant IM Division. You can sign up to review for the IM Division, assist with new member orientation, mentor new IM members, show interest in joining a committee, or help in any other capacity you believe would be worthwhile. To get involved or provide suggestions to the IM Division, please send an email to the IM Division Membership Drive Committee (MDC).

The purpose of the MDC is to increase AOM member awareness of the IM Division and to encourage member involvement. At the recent Annual Meeting in Vancouver, our committee members represented the IM Division at New Member Orientation, shared information about the IM Division at the Quad with interested AOM attendees, and interacted with IM Division members at different social events. Participating in these activities has enriched our committee members’ professional lives, as it facilitated networking with our diverse, fun-loving, and intellectually engaging IM members; provided a sense of belonging and being connected to AOM; increased satisfaction through making a contribution to the Division; and generated excitement about the future possibilities of the Division. We are sure that others who are engaged feel the same way, and therefore encourage you to get involved with the IM Division.

You can email us at mdc.imdivision.aom@gmail.com, or visit our committee page on the IM Division website. The MDC can then work with the executive committee to link your interests, availability, and expertise to IM Division activities.

Management Spirituality and Religion (MSR) Interest Group
Celebrating Our Outstanding Members: Current Past Chair of MSR, Orneita Burton
Kathryn Pavlovich, MSR Interest Group Chair

It is an honor to celebrate the lives and inputs from members who have made outstanding contributions to our DIG. This year, we would like to honor our Past Chair, Orneita Burton. Orneita’s leadership of the DIG was always characterized by respect, diligence, and professionalism.

Orneita’s background is in Chemical Engineering from University of Arkansas, and a PhD in Information Systems from Arizona State University. She worked in the petrochemicals and oil and gas industry, namely Phillips Petroleum, Dow Chemical, Union Carbide, and Mobil Oil/Chemical Division.

Outside of her family, who were strong influences in her life, Orneita was inspired as an undergraduate by Charles Thatcher, who taught Chemical Engineering and lived and breathed what he taught. Orneita brings this inspiration to her teaching; she says that every student has a desire to learn, but many don’t tap into this energy because of grade competition and standardized tests. She cherishes the opportunity to reignite the love for learning that naturally exists in each of us.

Orneita’s philosophy in life, and one that she bought to MSR is that truth and right-living are found by searching within one’s heart. She endeavours to teach and lead without a political, personal, or social agenda, but rather from foundational truths that exist. She believes teaching comes with great responsibility, and research is the key to achieving the knowledge and emotional intensity needed to be grounded in any discipline. Thank you, Orneita, for your contributions.
The PNP division is pleased to announce the following new award:

The Keith G. Provan Award was established by the members of the Public and Nonprofit Division of the Academy of Management in 2015 to posthumously honor the legacy of excellence that Keith brought to the field. Throughout his career, Keith contributed high level theory that revolutionized existing fields, and broke open emergent fields in management and public administration. The hallmark of Keith’s work was undoubtedly his contribution to theory building through empirical investigation. His methods were varied and suited the question at hand, but his work always spoke to theory. Additionally, Keith reached into the best available literature to inform his work, not limiting himself to his trained discipline (management) or his adopted one (public administration), but rather finding insight from an eclectic set of literature and bringing the best knowledge to bear onto his problem of interest. Future recipients’ work should embody these ideals and contribution.

Recipients should be distinguished contributors to the field of Public Administration. Her/his contribution should:

- Be interdisciplinary in integrating literature from across perspectives;
- Contribute substantially to both theory and empirical approaches;
- Make a unique and identifiable contribution to knowledge in public administration research.

Please visit the PNP Division Website for more details about this award.

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The RM Division’s member volunteers have a history of rich contributions. Perhaps the most visible of these is RMNet, established and managed by Jeff Edwards. Other formal and informal volunteer positions include historian, webmaster, and manager of the recently revived Measure Chest. Although many opportunities are reserved for faculty, RM equally relies on student volunteers. In fact, we depend on our student representatives to ensure the PDW program runs smoothly, to coordinate the doctoral consortium, and to assist with division projects that need focused attention.

Student representatives provide extensive value to the division, but our hope is that they also derive personal benefit in return. Harry Joo says of his experience as a student representative: “A key benefit is that I got to connect with numerous colleagues worldwide, who not only share a passion for research methods, but who are also extremely collegial and supportive of junior people. In addition, while on the job market, interviewers greatly appreciated my involvement as a volunteer, especially when they asked me about my prior experience with service.” Another student, Chris Reina, concurs: “Overall, my time as a student rep was a valuable experience for me, and one that I would recommend to any doctoral student as a way to both gain exposure to how leadership functions at the divisional level, and to make life-long connections with colleagues who are very friendly and down to earth.”

If you are doctoral student interested in serving the RM Division, look for the call for Student Representatives typically sent out via RMNet in mid-spring. Others who would like more information about becoming involved with RM can contact Hettie Richardson, Division Chair.
In striving to continuously enhance the experience of our members at the Annual Meeting, SAP tested two innovations in this year’s conference in Vancouver: (1) new session formats to make sessions livelier, and (2) informal “meet & greet” sessions at a café outside the conference venue. Both initiatives have been met extremely positively by SAP members and will be continued at future conferences.

**Innovative Session Formats.** Program Chair Jane Lê had asked session chairs to choose from among a number of innovative presentation formats to increase interaction between participants and create engaging discussions:

1. **Roundtable format:** Two to four facilitated roundtables, around a paper/ group of papers.
2. **Pecha Kucha format:** Short six-minute presentations, using image-based slides.
3. **Teaser format:** Very short (three to five minute) presentations, plus extended discussions.
4. **Swap format:** Participants were assigned someone else’s paper to present.

SAP was fortunate to attract a number of leading and very experienced scholars to facilitate the sessions and to try these new formats. Participants reported that people were deeply engaged with the papers, that discussions were of high quality and, consequently, that the feedback they received on their papers was outstanding. The only hitch was that people had more questions in the shorter visual presentations. We will thus continue with adapted versions of these presentations in future years.

**Informal Meet & Greet Sessions:** SAP Rep-at-Large Charlotte Cloutier and Katharina Dittrich organized a series of Meet & Greet Sessions at a local café outside the conference venue. Each session was headed by a leading SAP scholar and organized around a particular theme. The sessions attracted several members each day, and participants continued to pop in and join the conversations. SAP member Suvi Einola from the University of Vaasa, Finland, reflects: “I was more than surprised about the openness of the conversations, the interest everybody showed toward each other’s research, and the enthusiasm of all participants. After Friday morning’s fireworks-start, I had to reschedule my AOM calendar to be able to join all the Meet & Greet sessions.”
RESEARCH COMMITTEE
The ENT division Research Committee comprises 30 accomplished academics from around the globe. Each member serves a three-year term. Our main responsibility is to judge the research awards presented at the AOM annual meeting, including: (1) Best empirical paper, (2) Best conceptual paper, (3) Best family business paper, (4) Best social entrepreneurship paper, and (5) Foundational paper. In addition to recognizing research excellence and impact, the committee pursues initiatives to promote research excellence. We are keen to keep the committee fresh and thus look forward to recruiting new members.

If you are interested, please contact Erik Monsen, Committee Chair.

GLOBAL SCHOLAR DEVELOPMENT COMMITTEE
With the merging of our International and Scholar Development Committees into the Global Scholar Development Committee, we are moving scholar development beyond our popular consortia and towards skill and research program development that ensures our collective research reflects the fascinating global society in which we live. We believe that one way this objective can be accomplished is by helping interested members internationalize their research programs and by networking with each other.

If you are interested in supporting the Entrepreneurship division reach this goal, please contact Norris Krueger, Committee Chair.

COMMUNICATIONS COMMITTEE
The Communications Committee of the ENT Division seeks to manage and enhance communication during a time of tremendous growth for the division. It is currently composed of 11 volunteers who work towards four strategic orientations: gauge and enhance member experience, attract new members, offer timely and pertinent information to members, and offer members an efficient tool to diffuse information. Communication and connecting people happens through media such as the NewsBlast, our bi-monthly electronic newsletter, LISTSERV which connects literally thousands of researchers, practitioners and teachers, as well as social media supports such as Facebook, Twitter and LinkedIn.

Please contact Committee Chair Kathleen Randerson to express interest: the Communications Committee needs to fill 5 slots as NewsBlast Editor/Assistant Editor (4).

MANAGEMENT SPIRITUALITY & RELIGION (MSR) INTEREST GROUP
WEBMASTER
Responsible for maintaining the current MSR website, while designing a new website for MSR. Ensure website is functioning properly and is updated with the latest information per the Technology Chair. Examine and analyze site traffic and compile usage reports of such. Lay out content on webpages and create uniform appearance functionality. Test browser types for functionality and issues. Attend virtual meetings as necessary for status updates.

For more information or expressions of interest in this position, please contact Kay Rudisill, our MSR Technology representative.
The Academy of Management Annals currently enjoys the highest impact factor among all management journals. Because of its origins as an invitation-only, once-per-year hardback volume, the question often arises regarding how to count an Annals publication on one's CV. We are often asked whether the articles are book chapters or journal articles, and whether they are peer-reviewed.

The answer is simple: Annals articles are now peer-reviewed journal articles. But many schools, and promotion and tenure committees are unaware of this. So spread the word!

Why the confusion? Volumes 1–8 of the Annals were not peer reviewed. As of Volume 9, the Annals changed its submission procedure from invited articles to a peer-review process. Authors submit proposals that are subject to review by two reviewers and an editor. Only those that clear this stringent first phase are invited to prepare a full article. After the full article is submitted, it is subject to a second review by one of the Annals Associate Editors and Editors Weingart or Sitkin.

With two review processes (each typically requiring one or more revisions), Annals articles should be counted as peer-reviewed journal articles. Furthermore, starting with Volume 11, Annals will begin to publish two issues per year, not one annual hard-bound volume.

This distinction is important because regardless of the impact of a given article, schools often treat refereed-journal articles differently than book chapters toward promotion and tenure decisions. In addition, outlets that track research productivity levels and faculty research impact may not be aware of this change to peer review in the Annals procedures.

The mission of the Academy of Management Annals is to provide up-to-date, in-depth examinations of the latest advances in various management fields. Each issue of Annals features critical and potentially provocative research reviews written by leading scholars exploring an assortment of research topics. Annals articles summarize and/or challenge established assumptions and concepts, pinpoint problems and factual errors, inspire discussions, and illuminate possible avenues for further study. Research reviews published in Annals are geared toward academic scholars in management and professionals in allied fields, such as sociology of organizations and organizational psychology.

This editorial piece is only the first step in an aggressive, multifaceted marketing plan to inform the AOM membership, academic institutions, and potential contributors of the benefit of Annals as a peer-reviewed journal. Annals is a very important piece of the totality of the AOM portfolio of publications. We are excited to highlight the unique content that makes Annals the top journal in its field. You can look forward to hearing more about Annals in the near future!

Current Publications
Read the newest issues of AOM Publications, available Online now:

- **AMJ**: October 2015; Vol. 58, No. 5
- **AMR**: October 2015; Vol. 40, No. 4
- **AMP**: November 2015; Vol. 29, No. 4
- **AMLE**: December 2015; Vol. 14, No. 4
- **AMD**: December 2015; Vol. 1, No. 1
- **Annals**: 2015; Vol. 9, Issue 1
Our commitment as new editors of AMP to the AOM membership is to accelerate the journal’s upward trajectory. AMP does well on the metrics. Between 2008 and 2014, Impact Factor has risen from 1.1 to 3.4. It is on the Financial Times 45 journals list used for ranking business schools. For this, we thank Tim Devinney and Don Siegel, as well as Susan Zaid and her team.

Most importantly, we want to see AMP count as a journal for tenure and promotions (T&P) at top universities around the world, and the first choice for authors from a wide variety of disciplines with interesting perspectives on management. To support our vision for AMP, we have expanded and internationalized the editorial team. If you are with a university that is not from North America, the United Kingdom, or Western Europe, we want to hear from you!

AMP offers great opportunities for scholars to publish well-conceived interdisciplinary research. The focused symposium, in particular, consists of curated papers on a specific theme or problem area. While these submissions are still double-blind peer reviewed, the format results in more focused, rich, and impactful conversations. Management theory describes and shapes practice that impacts communities. As purveyors of such theories, we have a responsibility to think hard about what they mean for stakeholders. AMP therefore welcomes submissions on management research with meaningful policy implications. Finally, authors should consider AMP the fireside chatroom for theoretical and empirical conversations that draw less attention in the mainstream management journals or that have become dormant.

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**Academy of Management Journal**

**Academy of Management Journal Editorial Team Meeting and Workshop**

**Singapore Management University, October 9 - 10, 2015**

This year’s Academy of Management Journal Editors Meeting was held at Singapore Management University (SMU), where the Editorial Team and various other academics were joined by participants from many global institutions. There were 70 attendees from several Asia-Pacific countries and universities, including National University of Singapore (NUS), Nanyang Technological University (NTU), INSEAD, Peking University, Zhejiang University, and the University of Hong Kong.

Professor Arnoud De Meyer, President of SMU, opened the day with a speech explaining the aims of SMU in providing research-led, transformative education within Singapore business, policy, and society, noting Gerry George’s efforts as Editor in Chief to help AMJ broaden its impact. Professor De Meyer also welcomed the opportunity for everyone to share their work and receive one-on-one feedback from the AMJ Associate Editors.

After an introduction from Gerry, the program began with breakout sessions to present selected papers, reconvening in the afternoon for the AMJ Workshop, open to delegates from SMU, NUS, NTU and INSEAD. Led by Gerry, the focus was on the importance of strengthening the quality of empirical work and focusing on the phenomenon when writing papers. Later, the attendees separated into groups for individual feedback meetings led by assigned AMJ Associate Editors. In total, 28 papers received developmental feedback during in-depth sessions designed to offer advice on structure, theoretical contribution, and encouraging diversity of topics and theories. The sessions were very well received by all attendees, and we hope we have inspired and equipped them with the tools required to submit world-class AMJ papers!
Academy of Management Review
Call for Papers: Special Topic Forums

Academy of Management Review announces Calls for Papers for the following Special Topic Forums:

•Advancing and Expanding Work-Life Theory from Multiple Perspectives
  Submission Date: September 1–30, 2016
  Guest Editors: Gary N. Powell, Jeffrey H. Greenhaus, Tammy D. Allen, and Russell E. Johnson. To learn more, please read the Call for Papers-Work-Life.

•The Changing Nature of Work Relationships
  Submission Date: June 15–July 15, 2016
  Guest Editors: Emily Heaphy, Jody Hoffer Gittell, Carrie Leana, David Sluss, and Gary Ballinger. To learn more, please read the Call for Papers-Work-Relationships.

•Diversity at a Critical Juncture: New Theories for a Complex Phenomenon
  Submission Date: February 1–28, 2017
  Guest Editors: Stella M. Nkomo, Myrtle P. Bell, Aparna Joshi, Laura Morgan Robers and Sherry Thatcher. To learn more, please read the Call for Papers-Diversity.

Academy of Management Discoveries
Call for Papers: Special Issue

Academy of Management Discoveries is still accepting papers for the following Special Issue:

•Changing Nature of Work
  Submission Deadline: December 31, 2015
  Stephen Barley, Beth Bechky and Frances Milliken will serve as co-editors of the special issue. AMD will accept manuscripts through December 31, 2015. We anticipate publishing the special issue in late 2016. To learn more, please read the Call For Papers: Special Issue.

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**December Issue**

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**Animated Whiteboards:**

![Animated Whiteboard 1](image1)

![Animated Whiteboard 2](image2)

![Animated Whiteboard 3](image3)

![Animated Whiteboard 4](image4)

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**Author’s Voice:**

- Golan – Author Voice
- Rockmann – Author Voice
- Shaw – Author Voice
- Huang – Author Voice

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Academy of Management Discoveries December issue articles include:

- “Mapping the Emergent Choreography of Assistance: The Dynamics of Dyadic Peer Helping Relations in Organizations”
  Maya E. Golan and Peter A. Bamberger

- “Contagious Offsite Work and the Lonely Office: The Unintended Consequences of Distributed Work”
  Kevin W. Rockmann and Michael G. Pratt

- “Pay Dispersion, Sorting, and Organizational Performance”
  Jason D. Shaw

  Xu Huang, Erica Xu, Warren Chiu, Catherine Lam, and Jiing-Lih Farh
In Memoriam

Long-time Academy member Frank Friedlander passed away October 1st.
Frank graduated from Cornell University with a Bachelor’s degree in Psychology in 1950. Frank went on to earn an MBA from the University of Texas in 1956. He then went to Western Reserve University and earned his Ph.D. in Social and Organizational Psychology in 1962.

In 1966, Frank joined the faculty of the newly begun Organizational Behavior Ph.D. program at Case Institute of Technology. It was the first program of its kind in the world. For the next 15 years, he taught, consulted, wrote and worked with students on their Ph.D. dissertations. The O.B. program was very unique at the time in that the students and faculty were considered colleagues – there was not hierarchy of faculty having all of the answers and students being in a constant learning mode – they were all colleagues in a profound learning environment.

Frank Friedlander was Chair of the Academy’s Organization Development and Change Division in 1977 as can be seen on the list of the division’s Past Division Chairs.

To read Frank Friedlander’s full obituary, please visit this page.

Management Professor and Dean Joseph McCann died on October 4th. He was 69.

Culminating a long and varied career centered in the academic discipline of management and academic administration, Joe was most recently Distinguished Principal Research Fellow and Principal Researcher, Human Capital, with The Conference Board.

Joe McCann was active in executive education throughout his career, having operating responsibility for executive education centers and executive level programs at Emory University, Pacific Lutheran University, University of Florida, The University of Tampa, and Jacksonville University.

Joe took on responsibilities as an advisory board member, officer and committee chair in a number of professional organizations (including the Academy of Management, the Carter Presidential Center and AACS).

Joe produced over 40 journal articles and book chapters, plus a number of commissioned research reports. Joe published three books: Joining Forces: Creating & Managing Successful Mergers & Acquisitions (1988), with Rick Gilkey; Sweet Success: How NutraSweet Created a Billion Dollar Business (1990); and Mastering Turbulence: The Essential Capabilities of Agile & Resilient Individuals, Teams and Organizations (2012), with John Selsky. He was the recipient of several awards and honors, including the Walker Prize for best journal article (twice) from the Human Resource Planning Society (2005, 2010) and the International Leadership Award from the Academy of Business Administration (1994).

Joe McCann earned an MA and PhD from The Wharton School, following an MBA and BA from the University of Washington. Between those degrees he was a U.S. Senate Intern (Budget Committee) for Warren Magnuson.

To read Joe McCann’s obituary, contributed by John Selsky, please click here.

Clayton P. Alderfer, 75, of Belle Mead, NJ, passed away, Friday, October 30th.

In 1962, Clayton Alderfer obtained his Bachelor’s degree with high honours from the Yale University in the United States of America. In 1966, he obtained his Ph.D. also from Yale University. In 1975 Clayton Alderfer received a diploma in psychology (area of expertise: organizational consulting) from the American Board of Professional Psychology (ABPP).

While at Yale University, where he was a faculty member for 24 years (1968-1992), he held appointments such as lecturer, researcher and programme director. During these years he carried out empirical research into three human needs, namely: Existence Needs, Relatedness Needs and Growth Needs. The ERG theory that Clayton Alderfer had developed was ground-breaking and is still discussed today in many management books.

To read Clayton’s biography, please click here.

For more information please visit the In Memoriam section of our website.
For more information about ACADEMY NEWS, visit aom.org/AcademyNews.

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