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Greetings,

For those of us in the Northern Hemisphere (where I currently sit), autumn has arrived. For most people, that means the year is coming to an end, plants are losing their leaves, and many animals will start the search for warmer climes.

But for those of us in academia, autumn represents a beginning. A new school year is just starting, and our halls are once again filled with the voices of new and returning students. For me, this is also a beginning, because just one month ago, I came aboard as the new Director of Membership, Marketing & Communications for the Academy of Management.

Like many of our members, my first exposure to the Academy came at this year’s very successful Annual Meeting in Philadelphia, which more than half of our members attended (a near-record 10,254 in all). For those of you who couldn’t make it to the City of Brotherly Love, we’re sharing some of the highlights of the meeting in upcoming issues of this newsletter. Stay tuned.

When I started my new role, one of the first questions I had was what kind of benefits members got and how they could take advantage of them. Our feature article this month is about just that. New members should definitely turn to page 3 first. And it’s worth a read even for longtime members who might be missing out on an important benefit they may have overlooked.

You should also look for an apropos message from the Academy’s new president, Paul Adler, on “Why AOM?” on page 5, and a fascinating walk through the Academy’s historical archives on page 10.

I’m excited to be a part of this energetic, international, cross-disciplinary organization. My main goal as your membership director is to ensure that you and each of our over 19,000 members makes the most out of their experience with the Academy of Management. Whether you’re a PhD or DBA student, a professor teaching management in a classroom, an executive focused on best practices, or a research-oriented scholar, your membership benefits go far beyond the intellectual exchange at the Academy’s annual meeting.

If you ever have a question, a comment, or just want to explore the possibilities of your Academy membership, please don’t hesitate to contact our Member Services team at membership@aom.org or +1-914-923-2607. We look forward to making your Academy experience the best it can be.

Luke Vander Linden
Director
Membership, Marketing and Communications
Explore, Expand, and Connect through Your Membership

Whether a student, professor, executive, or scholar, your Academy membership benefits go far beyond the intellectual exchange at our Annual Meeting.

An AOM membership provides you with instant access to top scholarly research, and essential professional resources and tools to expand your network and enhance your professional experience. Here are some ways to get the most out of your membership right away.

ACCESS TOP SCHOLARLY RESEARCH FROM ANYWHERE
Members repeatedly tell us our journals rank as the most valuable benefit of membership—and for good reason. Our Publications staff and volunteers are committed to advancing the management field through theory, research, education, and practice in each of our journals.

As an Academy member, not only do you have access to our four printed journals, mailed to you as soon as they are published, but you will also be notified when our newest e-Journal debuts next year. You also have access to the entire archive of all Academy journals and publications including peer-reviewed, In-Press articles published online prior to copy-editing. All articles are completely searchable, and through our Publications Portal, you can email an article, set up alerts when an article is cited or corrected, and download articles to a citation manager. You’ll also find links to important, journal-specific topics compiled into themed collections of issues. Visit this page for a quick and easy video tutorial to get the most from the Publications Portal.

And don’t forget the Publications mobile application! Enjoy the convenience of reading all the journals on the go! Search, download, and save full-text articles, including In-Press papers. Read newsfeeds, watch AOM videos, and bookmark content for later viewing.

PRINT COPIES OF THE JOURNALS NO LONGER NEEDED? Go GREEN….Go ELECTRONIC!
Change your journal delivery options…. Just link to your “MY AOM” profile page, which is found directly below your name once you log in, and select ELECTRONIC only delivery under your Journal Delivery Options!

SHARE YOUR SCHOLARLY RESEARCH
Of course, all members are encouraged to submit to any of the journals. Publishing your research in our journals allows you to share your expertise with a targeted, global audience. And with ScholarOne Manuscripts, our online submission and review system, the process, while competitive, is easy and efficient.

EXPAND YOUR NETWORK
You have access to nearly 20,000 fellow members in 110 nations worldwide with whom to interact intellectually and socially. The Member Directory, available to members only, allows you to locate colleagues by last name, country, state, province or institution.

Academy members collaborate and exchange expertise in 25 divisions and interest groups, each focused on a specific management discipline. Each division offers a range of services, including email/online discussion groups and listservs, educational sessions and social events at the Annual Meeting, and a vast array of resources, recognition programs, and newsletter communications.

Your divisions are really your scholarly home, providing a community for professional interaction, dissemination of information, and fellowship among colleagues of similar academic and professional interests. Build strong, personal connections within your division or interest group to expand your professional network, collaborate with research partners, seek publishing opportunities, or support fellow scholars.

You can choose membership in two divisions as part of your Academy membership. Take a look at the division’s domain statements to see where the right fit for you might be. You can also change or add divisions to your profile as you see fit. Simply contact the Member Services team and they will be happy to assist you!

SEEKING EMPLOYMENT OPPORTUNITIES OR HAVE A POSITION YOU NEED FILLED?
Access the job placement service, which offers an array of services and tools to assist job seekers and recruiters alike!

HOW TO GET INVOLVED
The Academy continually seeks to engage all interested members in volunteer service opportunities. Please consider sharing your time, expertise, and enthusiasm with your Academy colleagues by volunteering.
Explore, Expand, and Connect through Your Membership

in a variety of leadership and support roles. No matter your years of experience in the Academy, you have something valuable to offer!

Get started by checking out the current volunteer opportunities that have been submitted through various committees and divisions. If you do not see a volunteer position that suits the level/type of participation you seek, please contact our volunteer support team to assist in your search.

Another great entry point for volunteer service is your divisional home. Don’t sit back and wait for the Academy to come to you, reach out to your division, introduce yourself, and let them know you want to be involved! Contact your Division Chair and ask how you can help.

Still not sure how to get involved? Reviewing a paper for the annual meeting is a valuable and beneficial first-time volunteer experience. Sign-ups begin in late October, and there is always a need for reviewers.

Finally, continue to read your AOM Newsletter! It’s full of news and opportunities for getting involved! Want to read past issues? Find the link for past issues in the Related Links section of the Newsletter website page.

RETIRED?
The Academy of Management currently offers an emeritus category to longtime 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 Emirerits category offers a reduced rate of $91.00 per year for membership, and a reduced registration rate for the Annual Meeting in August.

If you qualify for this Emirerits rate and are due to renew your membership, please contact Member Services and they will be happy to update your record.

RECEIVED A DAMAGED JOURNAL?
No problem. If a print issue of an AOM journal never arrived or was damaged, members can submit a missing issues claim in writing to Member Services. You have 3 months to do so from the publication date, and you can claim up to 4 missing issues during a one-year term.
I would like to use this space in the Newsletter to recommend that you consider how Duane Ireland answered these questions in his Presidential address from our meeting this past August. The video of his presentation is available here. Duane marshaled insights from his deep knowledge of Business Strategy to lay out for us an extraordinarily lucid and insightful analysis of the external and internal challenges facing our Academy of Management. And this led him to pinpoint how our organization is indeed of value to you, our members.

Duane began by reminding us that our profession is defined by its commitment to all four of the types of scholarship identified by Ernest Boyer and his colleagues at the Carnegie Foundation for the Advancement of Teaching: discovery, integration, application, and teaching. Our various journals and meeting sessions aim to support you in all four of these dimensions.

Our ability to pursue this commitment is, however, challenged today by a range of external and internal forces. Externally, we face declining revenue from key sources, increasing pressure from rankings competition, and growing pressure on costs exacerbated by new entrants crowding into the tertiary education, especially in management fields—for-profit institutions, consultancies, and of course, now the MOOCs (Massive Open Online Courses).

Internally, our profession is experiencing growing tensions over promotion and tenure requirements. Under competitive pressures, our schools are diversifying their product offerings. We are being challenged to demonstrate our research’s relevance. And in many regions, we are seeing dramatic changes in employment conditions, with eroding tenure protections and a move to “at will” employment contracts.

In this context, Duane encourages us to reflect on what it is we gain by gathering together as the Academy of Management. Duane answered in a way that resonated for me—I wonder if it resonates for you too. He said that the Academy offers value in three main ways:

* **Publications:** Our publications may be available through your library, but as an AOM member you also have the opportunity to contribute to the editorial process that makes them so strong.

* **Meetings:** Our Annual Meetings are gatherings that are unusual for the wonderful diversity of people you will encounter, from so many different regions and disciplines. The Academy is also supporting a growing range of smaller, more focused meetings, such as the Teaching & Learning Conference that was run as a conference-within-a-conference at the two past August meetings, as well as meetings outside the United States, such as the recent HR Division meeting in Beijing.

* **Services:** The Academy offers an unparalleled array of services that allow you to remain informed through newsletters, to engage through listserv discussions, and to access world-class resources in areas such as teaching and ethics. We have also started a program of research on the evolution of our profession, of which the recent survey on careers was a part. And you may have noticed that the AOM has been increasingly effective in reaching out to journalists to bring our research to general audiences.

Once you’ve been a member of an organization for a while, it is easy to forget all the ways it makes a difference in our lives. Thank you, Duane, for reminding us.

I’m eager to hear your thoughts on all of this. Please feel free to contact me.

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**Why AOM?**

**Paul S. Adler**

President, Academy of Management

Why AOM? Why should I join the Academy given that I can obtain the journals through my library? Why should I go to the huge annual meeting instead of attending smaller, boutique-like events? Are professional associations like the AOM even relevant any longer? How does the Academy help me develop the professional skills I need?
Dear Academy Members:

The Nominating Committee is now soliciting nominations for the position of Vice President-Elect & Program Chair-Elect and three Representatives-at-Large to the Board of Governors. We seek members with broad experience in the divisions and affiliates of the Academy of Management who have demonstrated leadership skills and a strong commitment to volunteer service. (Please note, however, that Past Presidents are ineligible for reelection.)

Please log on to the Online Nomination System and identify individuals who you believe could effectively lead our Academy. The online nomination system will remain open until Friday, October 24th. The election itself will be held in the spring of 2015.

In conformity with our Articles of Incorporation and By-laws, the individual elected to serve as our Vice President-Elect & Program Chair-Elect will assume that position in August 2015, beginning a five-year term as an officer of the Executive Committee. These five years typically involve the following duties: responsibility for the Professional Development Workshops for the annual conference held in 2016; Vice President & Program Chair for the 2017 annual conference; President-Elect & Coordinator of Professional Divisions during the following year; President during the fourth year of service; and then a final year as Past President. Newly elected Representatives to the Board of Governors will serve three-year terms, which also begin in August 2015. Representatives assume a variety of specific committee assignments during their three-year terms and are active contributors to all Board discussions and decisions.

Thank you for participating in this important part of our Academy’s life. We greatly value your willingness to identify individuals with the potential to be excellent leaders of our Academy.

Warm regards,

R. Duane Ireland
Past President and Chair of the AOM Nominating Committee*

*As specified in the Academy’s By-laws, the Nominating Committee consists of the five executive officers of the Academy, which includes the Past President & Chair of the Nominating Committee, President, President-Elect & Coordinator of Professional Divisions, Vice President & Program Chair, Vice President-Elect & Program Chair-Elect.
Division & Interest Group News

Organization Development and Change (ODC) Division

Change and the Development of Organizations are our Passion!
Sonja Sackmann, ODC Division Chair

If you are interested in the scholarship and practice of change and the development of organizations in all of its many forms, then the Organization Development and Change (ODC) Division is the place for you! Our division is home to a diverse group of scholars and scholar-practitioners from around the world devoted to empirical research, theory development, and practical application concerning all forms of organization change. We focus our efforts on the processes and outcomes of change and development at the individual, group, organizational, and institutional levels in different contexts using multiple methods and perspectives.

This year’s ODC program in Philadelphia comprised nearly 70 paper sessions, PDWs and symposia that were of interest to both scholars and practitioners. Many sessions engaged with the meeting theme “The Power of Words” in imaginative and thought-provoking ways. Program highlights included ODC Distinguished Speaker, Professor Gareth Morgan, Schulich School of Business, York University. In a well-received talk to over 500 people, Professor Morgan called for research that encourages more expansive thinking about organization and management and which leads to a better appreciation of the dynamics of context. He also considered how new digital forms of media might help us to move toward these aims.

Other highlights included our annual PDW on high impact ODC teaching exercises that attracted well over 100 participants. They also included two Showcase Symposium, one focusing on how to leverage off of scholar-practitioner collaboration in entrepreneurship research, education and practice, the other celebrating fifty years of key scholarly contributions to ODC that have appeared in The Journal of Applied Behavioral Science. Our doctoral student consortium attracted scholars from around the world, and we are proud that our nominee Natalia Vuori was one of this year’s recipients of the William H. Newman Award for the best paper based on a dissertation. Congratulations, Natalia!

Social Issues in Management (SIM) Division

We’re All SIMians
Mike Barnett, SIM Division Chair

The Social Issues in Management (SIM) Division studies the social issues, institutions, interactions, and impacts of management. With more than 1,700 members, growing at one of the fastest rates in AOM, and with an internationally diverse and active membership, we’re a big tent, with a big heart to match. We’re feisty in pursuit of a better understanding of responsible behavior by organizations and the people and groups working in and around them, but we’re also friendly, with some of the most collegial interactions you’ll find. We’re big and broad enough to serve all your needs, but tight knit enough to keep you connected to the core. Social issues permeate management—just look at each year’s program theme. And while you’re at it, check out our Twitter feed (@aom_sim), our Facebook page, and our website. We want to hear from you, and want you to join in all we have to offer. After all, we’re all SIMians at our core, so come on home already—don’t be anti-social (issues in management).
As the world is increasingly connected through digital technology, the members of Organizational Communication and Information Systems (OCIS) are studying a wide range of topics that are at the heart of today's pressing organizational challenges. Ever since the introduction of computers in organizations, the design, use, and consequences of information and communication technology in organizations have been one of key questions that management scholars have been asking. In addition to familiar topics such as knowledge sharing, online community, virtual teams and open innovation that have been extensively studied by OCIS members, our members are exploring new and exciting topics that directly deal with the increasingly complex phenomenon of the contemporary world. In this year’s Academy of Management Annual Meeting, for example, OCIS members explored topics including big data, cloud computing, crowd sourcing, sensor network, robotics, and digital platform, just to name a few.

Due to the unique nature of the OCIS division that sits at the intersection of digital technology and organization, our members often provide unique perspectives on the changing nature of work and organizations. Our members' work has often served as the "canary of the management field" as our members have consistently carried out pioneering work on the role of information and communication technology on work, organizational forms, and industrial dynamics. Today, our members continue the tradition by actively studying the topics that are likely to shape the management practices and research in the near future.

OCIS members also address the fundamental ontological issues that deal with organizational reality, which are increasingly and irrevocably enmeshed with sensors, algorithms, data, servers, and networks. How these artifacts are continuously shaping and being shaped by human actions is an important question that many of our members are actively studying. Such efforts have already produced various theoretical and methodological developments that help scholars better study the complex sociomaterial reality in organizations.

Finally, as the domain of applications of digital technology in our society continues to expand, OCIS members are increasingly embracing new areas of research, going beyond the traditional organizational setting. Healthcare, online games, sports and entertainment, politics, and digital civic engagement, are just a few examples of new domains that have been examined by our members in recent years.

As digital technology and its applications in organizations continue to evolve, OCIS division will remain as one of the most vital and dynamic divisions in the Academy. At OCIS, you will find a diverse, yet collegial community whose members continue to seek new intellectual boundaries and are not afraid of uncharted territories of inquiries. So, if you are interested in how digital technology is fundamentally reshaping our world, please consider joining our division. You can visit our website for more information about our division and our members. If your work deals with digital technology in organizations and society, please send your work to our division for the next year’s Annual Meeting in Vancouver. We are looking forward to seeing you in the OCIS sessions next summer.

Get Involved

Whether you have been a member for one day or 30 years, the Academy encourages your active involvement in our community!

Learn more about current volunteer openings or contact volunteer@aom.org to find the right opportunity for you.
Call for Proposals

The Academy of Management Annals is soliciting proposals for articles for Volumes 10 (2016) and 11 (2017). Submissions may be made throughout the year using ScholarOne Manuscripts; however, those received by October 1, 2014, will be given priority. Based on a formal proposal review process, invitations to prepare full papers will be extended on a rolling basis. Proposals may be submitted and will be reviewed via the ScholarOne Manuscripts system. Learn more ...

Now accepting submissions!

AMD welcomes phenomenon-driven research that employs quantitative and/or qualitative methods at any level of analysis (e.g., individuals, groups, organizations, industries, or societies). Authors are encouraged to visit the AMD website for submission guidelines, frequently asked questions, and style guides.

Academy of Management Perspectives

Call for Nominations - Editor(s) of AMP

AOM Publications Team

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. 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 AMP will become editor-elect on July 1, 2015, and editor on January 1, 2016. The term of office as editor is three years.

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.

Nominees may recommend a potential coeditor with the demonstrated top tier criteria listed above, who can augment and diversify the knowledge base required of the Perspectives editor.

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.

Nominations, including self-nominations, will be accepted until October 1, 2014.

Submissions should be sent 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.

Questions about the specific operation of AMP may be addressed to the current editors. Statistics to substantiate the editor’s workload are available from Susan Zaid.

Recent Publications

Read the newest issues of Academy of Management Publications, available online now:

AMJ: August 2014; Vol. 57, No.4
AMP: August 2014; Vol. 28, No. 3
Member Spotlight

A Walk through Academy History

The Academy of Management Archives

Art Bedeian, Regina Greenwood, and Dan Wren

The passing of Academy historian Chuck Wrege provides an occasion to delve into the Academy of Management’s archives—preserved at Cornell University. How they got there is a story significant in the Academy’s rich history.

Julius C. G. Seidel of Fordham University was the Academy’s first historian. Upon his relocation to Florida Atlantic University, the Academy’s documents were moved there to the FAU University Library. In 1976, the Academy Board of Governors appointed an archives committee, composed of Claude S. George (University of North Carolina), Ralph M. Stogdill (Ohio State University), Charles D. Wrege (Rutgers University), and Arthur G. Bedeian (Chair, Auburn University), to explore establishing a permanent Academy archives.

Following a December 1977 site visit, the Archives Committee recommended that the Academy enter into an agreement with the Theodore Kheel Center for Labor-Management Documentation and Archives, at the Martin Catherwood Library at Cornell University in Ithaca, New York, to house the Academy’s historical records. The necessary contractual arrangements to do so were concluded shortly thereafter and, in 1978, Art Bedeian was named the Academy’s second Historian and Archivist. He was succeeded in 1980 by Chuck Wrege. Regina A. Greenwood (Nova Southeastern University) was named the Academy’s co-historian/archivist in 2001.

The role of the Academy historian includes several responsibilities:

• Oversee the preservation of non-current records of the Academy by serving as liaison to the Cornell University Special Collections,
• Assist members desiring background or historical information pertaining to the Academy,
• Determine materials to be stored in the Academy’s archives.

In addition, the Academy historian and the Academy have the additional responsibility of assisting the Kheel Center to build a “representative collection of management documents depicting the evolution of management thought and practice”. The Kheel Center receives materials from the Academy and its Divisions. Such materials, both documents and media, are accessioned by the Kheel Center; typically, the Catherwood Library and the AOM archive each receive a set of the documents/media. Among the records pertaining to the “evolution of management thought and practice” in the Academy’s archives are original papers of Frederick W. Taylor, E. Wight Bakke, Harrington Emerson, Richard A. Feiss, Kepple Hall, Ordway Tead, and Sanford E. Thompson.

Taking a break during the talks that established the Academy’s archives at Cornell in December 1977 are L-R: Front Row: Committee members Charles D. Wrege, Ralph M. Stogdill and Arthur G. Bedeian and Dean, New York State School of Industrial and Labor Relations, Robert B. McKersie. Back Row: Assistant Director, Special Collections, Cornell Libraries, Herbert Finch and Director, Theodore Kheel Center for Labor-Management Documentation and Archives, Richard Strassberg.

Members may view and examine any of the Academy archival resources in accordance with the access procedures established by the Kheel Center. For questions about manuscript and archival holdings, including photograph and media collections, please contact the Kheel Center.

Do you have Academy-related material of archival value? Please consider donating to the Academy archives to assist in the preservation of our professional history. Members may contact the Academy’s historian, Regina Greenwood, to discuss making a contribution.
Women and minority corporate executives are penalized for fostering diversity, study finds

At a time when women and ethnic minorities outnumber white males by two to one in the U.S. workplace, but remain decidedly underrepresented in executive ranks, a great puzzle is the growing body of evidence indicates that nonwhite and female managers are reluctant to hire and promote members of their own groups. The phenomenon has lent credence to such terms as “tokens,” “queen bees,” and “cat fights” that suggest an underlying fear and dislike among these executives of their own kind. Read more....

Charles D. Wrege, the Academy of Management’s Historian and Archivist, passed away on Tuesday, August 19, 2014, at his home in Spring Lake, NJ. Chuck—to his friends and colleagues—was born on March 11, 1924, in Newark, NJ, where he attended Arts High.

An active and dedicated scholar throughout his life, he presented his most recent research findings at the 2014 Academy of Management meeting in Philadelphia via Skype just eight days before his death. Read more...

Warren G. Bennis, renowned scholar and leadership advisor to presidents and business executives alike, has passed away in Los Angeles. Author of more than 30 books on leadership, he is considered by many a pioneer in the field of leadership, both scholarly and practically. He served as a leadership consultant to Presidents John F. Kennedy, Lyndon B. Johnson, Gerald R. Ford, and Ronald Reagan, as well as countless executives and business leaders. An accomplished educator, he also taught at Harvard, Boston University, the MIT Sloan School of Management, and the University of Southern California. Read more...

Once again, the Academy’s brightest social media minds got together to put a face to a Twitter handle at the annual Tweet Up. It was a great opportunity to make a personal connection, and to learn all the ways social media is shaping the field of management, both in the classroom and in practicum. Thank you to all who attended, and to everyone who used the #AOM2014 hashtag throughout the conference. We can’t wait to see everyone at next year’s Tweet Up in Vancouver!
For more information about ACADEMY NEWS, visit aom.org/AcademyNews.

VISION: We inspire and enable a better world through our scholarship and teaching about management and organizations.

MISSION: To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.

Special thanks to Pace University and the Lubin School of Business for hosting our offices. The Academy of Management is located on the Briarcliff Manor, New York, Campus of Pace University.