

**SPRING 2005  
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**BPS WEB PAGE:**

<http://www.aom.pace.edu/bps>

Robert Wiggins (U. Memphis)  
BPS Webmaster

**Have you joined the BPS-NET?**

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**Listserv Moderators:** Pablo Martin de  
Holan (Instituto de Empresa) & Bob  
Stephens (West Virginia)

Look for an email later this  
month inviting you to vote in  
the upcoming BPS elections!

The Business Policy and Strategy Newsletter is published twice yearly in spring and fall. The Newsletter is a publication of the Business Policy and Strategy Division. The Editor is Jim Combs. Russell Crook provides production assistance.

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Submission deadlines are **March 15** and **September 15** for the spring and fall issues respectively.

**2005 AOM BPS PROGRAM UPDATE**

By Anita McGahan, BPS Program Chair, Boston University



This year's conference in Honolulu promises to be terrific. We have a very interesting and cohesive program in the planning stages that builds cumulatively through the three days of the conference.

The review process this year went as smoothly as ever. We recruited 973 reviewers as well as an additional 91 "emergency" reviewers that helped out at the last minute. The reviewer base was highly international, with 48 countries represented – which was a record. It was particularly gratifying to see increases in the numbers of reviewers from Asia this year. This group was remarkably responsive to our need for timely, high quality reviews. Thanks so much to all of you.

BPS continues to be a leader in submission count. A total of 1,235 authors (a 27% increase over last year) representing 39 countries submitted 555 papers and 45 symposia proposals this year (a 10% increase over last year). I was impressed with the cohesiveness of our topics and the ways in which we are beginning to build a unified agenda. The greater numbers of submissions reflected our interests in capabilities, knowledge flows, innovation, alliances, acquisitions and networks. There is also intensive interest in governance, CEO compensation, Boards of Directors, and industry influences on performance (especially in emerging and transitional contexts). We are expanding our field to build new insights about institutional context, industry transitions, as well as sociological and political influences on firms.

As well, the quality of submissions to BPS grows ever better year by year. This year, three of the symposia submitted to BPS achieved "All Academy" status, and we have 13 Showcase Symposia that are also sponsored by the Academy as a whole. BPS continues to be a leader among divisions in co-sponsorship. This year all but 3 of the original 45 symposium submissions to BPS are either co-sponsored or sponsored by the Academy. Next year's Program Chair, Russ Coff, promises to continue this tradition – and he has shown his stripes by doubling the pre-conference program this year through co-sponsorships with other divisions.

One of the most challenging aspects of this year's planning related to space constraints in Honolulu. We learned several weeks ago from the Academy that while submissions were up

by about 20% for the Academy as a whole, the space that had been arranged by our predecessors for this year's conference was down by 20% -- on the theory that most conferences in Honolulu attract fewer participants than average. Our colleagues at the Academy did a heroic job of "creative" space discovery to relax the constraints somewhat. Yet because of the space constraints this year we have a higher proportion of papers accepted into Visual Presentation sessions and Interactive Paper sessions than ever. These innovative sessions will be more integrated and interactive as a result.

We are still in the midst of organizing the program for BPS. The electronic process we used this year was pioneered by Javier Gimeno and developed by Margie Peteraf and Jim Westphal. All systems were web-based, which eliminated the need for postal expenses, delays and losses. Unlike previous years, we avoided making significant enhancements to the system because the Academy has announced that it will begin to build the same kinds of capabilities that we have in BPS into the central AOM site. Next year, please be sure to look carefully at the submission guidelines published by the Academy and by BPS, as they are likely to be somewhat different than this year as the new, centralized Academy system is put into place. Special thanks to PDW Chair Russ Coff for working closely with the Academy to ensure a smooth process for next year.

I owe a great debt of thanks to my predecessors for their ongoing support, and especially Jim Westphal, Margie Peteraf, Javier Gimeno and Bert Cannella. Russ Coff, our PDW Chair this year and Program Chair-Elect for 2006, was a terrific help as we processed reviews. Several colleagues from the BPS Executive and Research Committees provided essential help in managing the enormous inflow of submissions close to the deadline (over 70% of submissions arrived on the last possible day!). Special thanks to Nick Argyres of Boston University, Jan Rivkin of Harvard Business School, Belen Villalonga of Harvard Business School, and Jeff Furman of Boston University for support in assigning reviewers. Thanks also to Rajshree Agarwal, Russ Coff and Mary Tripsas for help in beta-testing the website. Nick Argyres and Rajshree Agarwal of the BPS Executive Committee provided excellent support in responding quickly to your emails on the BPS server, and Brian Silverman of the BPS Executive Committee joined them in an ongoing willingness to confront each challenge with just the right amount of humor and perspective. A big thanks to Qing Cao, Jimmy Le and Ken Smith of the Academy, all of whom were unflagging in their goodwill, responsiveness and flexibility.

Three colleagues at Boston University have provided outstanding daily support -- indeed many of you have come to know them through correspondence over our BPS server. These three individuals have worked tirelessly and way above their contractual obligations to ensure a smooth process for us: Rogerio Victor, a doctoral candidate, Peggy Wang, of the IT staff, and Anton Denissov, an MBA candidate. Without them I am sure we would still be checking in submissions! Thanks also to Serge Kappler and David Galusi of the BU IT group. Deans Michael Lawson and Marty Carter provided critical financial support through the Boston University School of Management. Without this support, this year's efforts on behalf of the Division would not have been possible. Special thanks also to Bill Bogner (the BPS Treasurer) and Jim Combs (the BPS secretary and newsletter editor) for drawing off as much of the burden as humanly possibly from the Program Chair.

Finally, I want to reiterate my thanks to all of you who submitted papers and symposia to the BPS Division; to those of you who served as reviewers; and to those who have volunteered as discussants, facilitators and session chairs. With your help, we have created a truly exciting and engaging program for our meeting in Honolulu. Looking forward to seeing you in August!

## A MESSAGE FROM THE BPS DIVISION CHAIR

Margie Peteraf (Dartmouth), BPS Division Chair



As members of the BPS Division, you have much to be proud of. We are not only larger than ever before, but we are also more inclusive and more active. At over 4,300 members, we rank 2<sup>nd</sup> among the AOM Divisions in terms of overall size, but first in terms of international members. Approximately 38% of our membership is now international. In addition, we continue to lead the other Divisions in terms of submissions to the AOM annual conference, with nearly 600 submissions this year, up 11% from last year alone. Remarkably, 49% of submitting authors were from outside the US. These are record-breaking numbers! The BPS Division has had a longtime goal of becoming more international and more inclusive. We are reaching this goal faster than we ever thought possible!

This year's BPS Program in Hawaii promises to be an extraordinary event. Our Program Chair, Anita McGahan, has done an outstanding job managing the review process – a huge challenge, given the numbers of submissions involved and the Academy's tight deadlines. She is putting together an exciting program, representative of the breadth and diversity of cutting-edge research in the BPS domain. We owe Anita and the team of volunteers who assisted her a great debt of gratitude!

Our pre-conference program this year is Not-To-Be-Missed, thanks to the energy and creativity of our Assistant Program Chair, Russ Coff. Russ has worked tirelessly in cooperation with other Divisions to maximize our pre-conference program time and to meet the many different needs of our diverse membership. As a consequence, we will offer 50 different professional development workshops this year – double the number from last year! Moreover, these promise to be both more interactive and more FUN than ever before, thanks to Russ!

Over the course of this year, your Divisional Leadership has undertaken a number of new initiatives to increase the effectiveness of the Division. One of the greatest challenges that we face right now comes from our increasing size. We have grown by 65 percent in the previous seven years. As you might imagine, this has created enormous difficulties for our Program Chair and our Assistant Program Chair, in coping with the huge increase in the size of our conference programs. To address this problem, we are proposing to add two new members to our Executive Committee. We have also created Subcommittee Tracks for our Executive Committee, formalizing their duties and creating two tracks dedicated explicitly to assisting our Program Chair and Assistant Program Chair with duties that can be off-loaded. Both of these changes are reflected in the Constitutional changes that you will be asked to vote upon this spring. We have also revised our Constitution in a number of other more minor ways this year, to reflect current practice by this Division. Updating the BPS Constitution is a task that has been long overdue!

Given the increased size of the Division, we have voted to increase the number of competitive paper awards that we give out each year. Starting this year, we have two new categories of awards. In addition to the Glueck Best Paper Prize, given each year to the very best BPS paper submission, we will award a set of BPS Distinguished Paper Awards to the top 1% of submitted papers, as determined by a team of judges from the BPS Research Committee. We will also give a new Litschert Award Finalist prize to the finalist for the best BPS doctoral student paper.

Relatedly, we have decided to experiment with a new pilot session to honor more fully the finalists for our Best Dissertation Award. This session will be chaired by our Chair Elect, Jim Westphal, who is managing the Dissertation Award selection process this year. The five finalists will be invited to come and present, in a session dedicated to showcasing their work. The winner of the competition (pre-selected by our Research Committee judges) will be announced at our BPS Business meeting, as is traditional.

Thanks to work of our very talented Webmaster, Robert Wiggins, one of the most exciting new initiatives is our newly designed BPS Website (<http://divisions.aomonline.org/bps/>). This has been an enormous undertaking, but the results are spectacular. Take a look for yourself! A big thanks to Robert for his hard work! A related new initiative was to post the newsletter (and all back issues) on this website. Starting last fall, the newsletter became available in both web-based (html) and Adobe Acrobat (PDF) formats. Thanks to our newsletter editor, Jim Combs, and his graduate assistant, Russell Crook, for this innovation. We are now in the process of judging a competition for a new BPS Logo design that we will add to the website, once the winner is chosen. The competition's winner will be announced at our BPS Business meeting this August.

I want to thank all of the BPS Executive Committee members for their dedication and hard work this past year. Not even a mid-winter meeting scheduled in cold and hard-to-get-to Hanover, New Hampshire deterred them! Thanks in particular to outgoing Executive Committee members Nick Argyres, Tim Folta, Amy Hillman, Tammy Madsen, and Anju Seth for their two years of service! Thanks also to our treasurer, Bill Bogner, who has kept the Division on sound financial footing for the past 5 years. Similarly, I wish to acknowledge the tireless efforts of our secretary, newsletter editor, and historian, Jim Combs, who keeps us all on track. We owe both Bill and Jim a great deal, so please give them a hearty thanks when you see them in Hawaii!

Others who have volunteered their services to the Division include our BPS Listserv Managers, Pablo Martin de Holan and Bob Stephens, our Reviewer Database Manager, Bert Cannella, and our Online Teaching Materials Manager, Mason Carpenter. Our teaching committee is to be commended this year for their efforts in choosing the BPS Best Educator Award. (See their announcement in this issue). Our Research Committee has had the increasingly large job of judging all of our paper awards, in addition to our Best Dissertation Award. And our regional representatives keep us informed about events around the country and around the world. We owe all of these folks our appreciation!

Last but certainly not least, I'd like to thank our Past Division Chair, Javier Gimeno, who retires from Executive Office this summer. As you all must know by now, Javier has served this Division with a dedication beyond compare for the past seven years! It is thanks to Javier that we have grown as we have on the international front. It is thanks to Javier that our submission system went online so flawlessly. And it is thanks to Javier that we are as healthy and well managed a Division as we are. He has been extremely generous with his time, advice and assistance for all four years that I have worked with him as a BPS Officer. Please join me in offering Javier a hearty thanks for all of his service to the Division.

I want to invite all of you to our Business Meeting and Social Hour, to be held at the Academy meeting on Tuesday, August 9, 2005 from 5:30-7:30 pm. Don't forget that the 2005 AOM Conference will be a Casual event! I look forward to seeing you in Honolulu! Aloha!



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## LETTER FROM ACADEMY LEADERS

As you probably already know by now, the transportation and accommodation costs for the AOM Honolulu meeting are higher than normal. Perhaps you also know that Honolulu is an experiment, in response to member request for vacation/meeting destinations.

The purpose of this memo is to inform you how hotel housing for the Academy of Management's Annual Meeting works and encourage meeting attendees to participate in booking their hotel room reservations through the Academy of Management Housing Bureau. For each annual meeting, the Academy strives to do three things: secure fair hotel rates for members, acquire facilities that can accommodate our large complicated meeting, and secure an attractive location to encourage attendance.

This year, AOM has made a commitment to the city of Honolulu to secure a block of quality hotel rooms at competitive prices. The Hilton Hawaiian Village and the Sheraton are the two hotels in Waikiki that could best accommodate our two major needs. They have been able to provide sleeping room rates that are a lower cost option than the average room of the same quality AND make available the amount of meeting rooms we require to conduct hundreds of division sessions and conference activities. In order to enter into a contract with a conference hotel, the Academy must project and guarantee filling a specific number of sleeping room nights in order to use the meeting facilities at no cost. Projections are based on past usage patterns with some adjustment for the uniqueness of the meeting site. No hotel, in any city, will provide meeting facilities for a conference of our size without the guaranteed use of a corresponding number of sleeping rooms.

When Academy attendees secure their room reservation through the housing bureau, they fill our room block, in which case meeting room, exhibit space, and related meeting expenses such as food and beverage costs are waived or lowered. If meeting attendees do not use the contracted conference hotel sleeping rooms, the Academy will not fulfill the guaranteed sleeping room obligation and two outcomes will occur:

- 1) Incur substantial financial penalties. AOM is legally bound to fill the guaranteed sleeping rooms, not doing so has severe financial implications. Failure to sell at least 80% of our guaranteed sleeping rooms means the Academy will be held liable for the dollar-for-dollar cost of every unused room across all conference days also resulting in excessive meeting room rental charges. In Hawaii, this would run into the tens of thousands of dollars.
- 2) Have to pass on higher rates and operating costs to its members. Fortunately, AOM registration fees have remained low because economies reached with hotels are based on the business AOM brings. If not for these economies, higher dues and registration fees would be required.

Over 13,000 hotel rooms have been blocked for the Academy of Management's Annual Meeting in Hawaii. AOM has tried to accommodate all types of budgets by providing various cost options as well as providing student rooms at low rates. With the availability of internet access to hotels outside of our contracted blocks, AOM is at increased risk of attrition penalties. While AOM understands that members can decide on their own where they would like to stay during the annual meeting, we ask members to help AOM by making hotel reservations directly through the AOM Hawaii Housing Bureau, by Internet, fax, mail or phone. Please go to <http://meetings.aomonline.org/2005/Registration/housing.asp> for information on reserving your hotel room. Thanks for your support and help in making the AOM Honolulu meetings the best ever!

Thomas G. Cummings & Ken G. Smith  
President-elect Vice President & Coordinator of Professional Divisions Program Chair

## PROPOSED CONSTITUTIONAL CHANGES

The last revision of the Business Policy & Strategy (BPS) Division's Constitution appears to have been in 1995. Since then, many changes have taken place in the management of the Division that have not been documented in our Constitution. Accordingly, the Executive Committee of the BPS Division has authorized that the following constitutional changes be brought before the membership for approval in the upcoming BPS election. The proposed changes fall into six basic categories:

1. The revised constitution takes the duties of Treasurer away from the Past Chair and gives them to a three-year appointed Treasurer.
2. The specific duties for the Assistant Program Chair listed in the Constitution are replaced with more general duties to allow for increased flexibility.
3. In response to the Division's increased size, the Executive Committee (EC) is expanded from 6 to 12 and EC members are made responsible for serving on subcommittees.
4. To allow for more participation in the Division, committee service is restricted to one committee at a time.
5. To allow for future growth, the number of people on the Research Committee and the number of Regional Representatives are made more flexible.
6. The beginning and endpoints of elected and appointed officers' terms are given much needed clarity.

Below, the rationale and the specific textual changes for each of these are presented. You will be given an opportunity to vote for each set of constitutional changes separately. Text that the Executive Committee proposes removing is in "strikeout" and new text is proposed in "underline". You can see the entire old Constitutions at: <http://divisions.aomonline.org/bps/html/constitution.html>.

1. The revised constitution takes the duties of Treasurer away from the Past Chair and gives them to a three-year appointed Treasurer.

**Rationale:** Having the Past Chair serving as Division Treasure meant that we had a new Treasurer each year. This led to two problems: (1) There was a lack of institutional memory in the Treasurer function, and (2) Past Chair/Treasurers sometimes lacked the financial acumen serve as Treasurer. Five years ago, the Division Chair appointed Bill Bogner as the BPS Division Treasurer. He is now serving his second three-year term. Since Bill's appointment, the BPS Division's finances have stabilized and the Division is among the healthiest financially. These changes formalize Bill's position.

### Actual Proposed Changes:

#### Article IV - OFFICERS AND THEIR RESPONSIBILITIES

Section 1. The officers of the Division shall consist of a Past Chair, a Chair, a Chair-Elect, a Program Chair, an Assistant Program Chair, a Treasurer, a Secretary/Newsletter Editor, and such other appointed officers as approved by the Executive Committee.

Section 2. The Past Chair serves as a counselor to the Chair and, as Chair of the Nomination Committee, is responsible for conducting and certifying the annual election. ~~The Past Chair shall serve as Treasurer for the Division and in that capacity shall maintain the Division's financial records and prepare budgets for future years.~~

Section 7. The Treasurer is appointed for a three-year renewable term. The Treasurer shall maintain the Division's financial records, prepare annual budgets, and report to the Executive Committee on the financial status of the Division. Approval of all expense reimbursement requests shall require the joint approval of the ~~Past Chair~~ Treasurer and the Chair. All reimbursement requests should be submitted first to the ~~Past Chair~~ Treasurer, who will review them in terms of the spending guidelines established by the Executive Committee, the bylaws of the Academy, and reasonableness for the items claimed. If

acceptable, the Chair will also approve the request and will forward it to the appropriate officer of the Academy for payment. If a request is not acceptable for any reason, the ~~Past Chair~~ Treasurer and Chair shall discuss the matter with the individual submitting the request. If the explanation is satisfactory to both, they will approve and process the request. If either or both remain unsatisfied, the matter shall be held over until the next Executive Committee meeting and shall be resolved by a majority vote of that Committee, subject to the bylaws of the Academy and the guidelines previously established by the Executive Committee.

2. The specific duties for the Assistant Program Chair listed in the Constitution are replaced with more general duties to allow for increased flexibility.

**Rationale:** For some reason, the Constitution only specified the Assistant Program Chair's duties in detail. Other officers' duties are outlined broadly and their specific duties are subject to guidelines established by the Executive Committee. Since the Constitution was written and as the Academy developed the pre-conference program, the duties of the Assistant Program Chair have changed. Thus, this change (1) makes the way the Assistant Program Chair's duties are specified more flexible and consistent with the way other officers' duties are specified, and (2) brings the Assistant Program Chair's duties up to date.

#### **Actual Proposed Change:**

##### **Article IV - OFFICERS AND THEIR RESPONSIBILITIES**

Section 6: The Assistant Program Chair helps the Program Chair develop and administer the annual program in whatever way possible. In addition to providing general assistance to the Program Chair, the Assistant Program Chair is responsible for planning and supervising the Division's Professional Development Workshops at the annual national meeting of the Academy of Management, subject to the guidelines established by the National Program Chair of the Academy of Management, as well as those of the Executive Committee of the Division. The Assistant Program Chair is also responsible for coordinating and supervising the selection of the winners of all the best paper prizes given by the BPS Division. He or she is also responsible for coordinating all of the food orders at the conference site for the BPS Program as well as its pre-conference program.

Chair has the following responsibilities:

\* ~~administers the Best Paper Competition~~

~~—receives 4-8 finalist papers from Program Chair~~

~~—obtains Research Committee members' rankings of finalist papers; uses those rankings and other Research Committee input as needed to select Best Paper~~

~~—notifies Best Paper winner(s); advises winner(s) of ceremony time slot—provides Best Paper title, names of authors(s) and their affiliations to Chair Elect, who orders award plaques for each author~~

\* ~~coordinates the Dissertation Workshop~~

~~—recruits Workshop Chair(s) from among recent BP&S dissertation award winners~~

~~—helps recruit an experienced dissertation advisor for the Dissertation Workshop~~

~~—requests room and program time from Academy Program Chair Elect—assists Workshop Chair(s) as needed in developing program~~

\* ~~secures an Executive Showcase Speaker if program time for such a session is available~~

\* ~~arranges the Division's annual meeting reception~~

~~—in years when an Irwin Outstanding Educator Award is given, arranges a reception of light snacks and beverages, sponsored by Irwin in honor of the Outstanding Educator, and timed to closely follow the presentation of that award~~

~~—in other years, arranges a cash bar reception to follow the Division's Business Meeting~~

3. In response to the Division's increased size, the Executive Committee (EC) is expanded from 6 to 12 and EC members are made responsible for serving on subcommittees.

**Rationale:** As the Division has grown in size, so too has the work of the EC and the need to form subcommittees within in EC. The EC was expanded from 6 to 10 several years ago without documenting these changes in the Constitution. The present EC proposes expansion to 12. Another important reason the EC needs to be larger is that only those who have served on the EC can serve as Assistant Program Chair. Thus, the larger EC furnishes a larger pool of talent for future leadership.

**Actual Proposed Change:**

**Article V - EXECUTIVE COMMITTEE**

Section 1. The policy-making body for the Division shall be the Executive Committee, composed of the Past Chair, Chair, Chair-Elect, Program Chair, Assistant Program Chair and ~~eight~~ twelve members of the Division elected for two year staggered terms. Normally ~~four~~ six Division members are to be elected to the Executive Committee each year for two-year terms. The Chair is the presiding officer of Executive Committee Meetings.

Section 3: All non-officer members of the Executive Committee will be appointed to at least one subcommittee. Two permanent subcommittees are charged with (1) Assisting the Program Chair, and (2) Assisting the Assistant Program Chair. The Chair will also establish subcommittees responsible for New Initiatives and Recurring Problems regularly and as needed, subject to Executive Committee approval. In each year that the Division is responsible for conducting its 5-year survey, there will be a subcommittee appointed to assist the Chair with this task. The Chair is responsible for making all subcommittee appointments. All subcommittees must include at least one Executive Committee member in their second year and at least one Executive Committee member in their first year to provide for task continuity.

Section 4. The Executive Committee must be convened at the annual meeting of the Academy of Management. The Executive Committee will also meet once during the winter to conduct Division business. Usually, the Chair will convene the Executive Committee, but a written call for an Executive Committee meeting supported by at least ~~three~~ five Executive Committee members can convene such a meeting or cause a ballot to be issued for vote by the Division membership.

Section 5. All issues will be deemed approved or disapproved by a simple majority of a quorum of the Executive Committee. A quorum is defined as ~~five~~ seven (57) members for meeting and all members for ballots petitioned under the provisions of Section 4.

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4. To allow for more participation in the Division, committee service is restricted to one committee at a time.

**Rationale:** The Executive Committee feels that by limiting service to the Division to one committee at a time, more Division members can become involved.

**Actual Proposed Change:**

**Article VI - COMMITTEE STRUCTURE**

Section 1. The committees of the Division shall include the: (1) Executive Committee, (2) Teaching Committee, (3) Research Committee, (4) Newsletter Committee, and (5) Regional Liaison Committee. No person can serve simultaneously on any two committees.

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5. To allow for future growth, the number of people on the Research Committee and the number of Regional Representatives are made more flexible.

**Rationale:** Both of these groups were overloaded. The number of research awards offered by the Division has expanded and so has the number of papers/dissertations the Research Committee evaluates for each award. More Regional Representatives have become necessary as the Division's membership has become increasingly international.

**Actual Proposed Change:**

**Article VI - COMMITTEE STRUCTURE**

Section 4. The Research Committee is composed of the Chair, Chair-Elect, Program Chair and ~~six~~ a minimum of sixteen appointed members serving two-year terms. Normally, ~~three~~ one half of the members will be appointed each year.

Section 6. The Regional Liaison Committee is composed of the Chair, the Secretary/Newsletter Editor, and as many appointed Regional Liaison Representatives as deemed necessary by the Chair. Each representative will be appointed for a term of two years. ~~Representative for the Eastern, Southern, and Southwestern regions shall be appointed at the February Executive Committee meeting in even numbered years. One half of the Regional Representatives for the Midwest and Western regions shall be appointed at the winter Executive Committee meeting in even numbered years and the remainder shall be appointed at the same meeting in odd numbered years.~~

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6. The beginning and endpoints of elected and appointed officers' terms are given much needed clarity.

**Rationale:** The Constitution only specifies the time of transition for the Division Chair and that was on October 1<sup>st</sup>. The EC proposes that all officers officially transition at the annual Business Meeting.

**Actual Proposed Change:**

**Article IV - OFFICERS AND THEIR RESPONSIBILITIES**

Section 3. The Chair succeeds the Past Chair at the BPS Annual Business Meeting on October 1 of each year. .... At the annual national meeting of the Academy of Management, the outgoing Chair presides over the Division's business meeting and reports on the status and progress of the Division, before passing the baton to the new Chair.

Section 4. The Chair-Elect succeeds the Chair ~~on October 1~~ at the BPS Annual Business Meeting of each year.

Section 5. The Program Chair, if elected, (or the new Chair Elect) succeeds the outgoing Chair-Elect at the BPS Annual Business Meeting of each year. The Program Chair shall be responsible for planning and supervising the Division's program at the annual national meeting of the Academy of Management subject to the guidelines established by the National Program Chair of the Academy of Management, as well as those of the Executive Committee of the Division. The outgoing Program Chair will maintain responsibility for the entire program, fulfilling all duties of this office until the end of the AoM Annual Meeting, even after passing the office formally to the new Program Chair at the BPS Business meeting.

Section 6. The Assistant Program Chair succeeds the Program Chair at the BPS Annual Business Meeting. The Assistant Program Chair will continue to fulfill all duties of this office until the close of the AoM Annual Meeting, despite formally passing the office on to his or her successor at the BPS Business meeting. The Assistant Program Chair succeeds the Program Chair on October 1 of each year.

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## BPS ANNOUNCEMENTS

### 2005 BPS Doctoral Student Consortium

The Business Policy and Strategy Division will sponsor a doctoral consortium during the pre-conference period of the 2005 Annual Meeting of the Academy of Management in Honolulu, Hawaii. The objectives of the consortium are to support late-stage doctoral students as they shape and finalize their dissertations, to introduce them to some of their future colleagues, and to enhance their scholarship, teaching and overall development. To qualify for the consortium, a candidate must be in the early or proposal stage of his or her dissertation. The consortium will be held on Friday, August 5 from 6 pm to 9 pm; Saturday, August 6 from 8 am to 5 pm, and on Sunday, August 7, from 8 am to noon.

The 2005 consortium co-chairs are: Tim Folta (Purdue) and Jan Rivkin (Harvard). The faculty panel consists of Sea-Jin Chang (Korea), Michael Dowling (Trinity), Pierre Dussange (HEC), Giovanni Gavetti (Harvard), Henrich Greve (Norwegian School of Management BI), Peggy Lee (Emory & Arizona State), Michael Leiblein (Ohio State), Tom Powell (Oxford), Joan Ricart (IESE), and Melissa Schilling (NYU).

Interested doctoral candidates must apply in the writing by May 13, 2005 by submitting: 1) a current CV; 2) a statement indicating a commitment to attend if accepted; and 3) a letter from the thesis chairman or preferably the department Chair nominating the applicant to represent the school at the consortium. The nomination letter should also verify that the candidate is in the process of writing a dissertation and what support will be given to the candidate by the school.

Applications should be sent electronically to [jrivkin@hbs.edu](mailto:jrivkin@hbs.edu). The preferred format is a single Word document with the candidate's last name included in the file name. If electronic submission is not possible then applications can be sent to the following address: Jan Rivkin, Harvard Business School, Soldiers Field Road, Boston, MA 02163. Any questions may be addressed to Jan Rivkin at (617) 495-6690 or [jrivkin@hbs.edu](mailto:jrivkin@hbs.edu). Participants will be notified of their selection by June 17, 2005.

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### 2005 Business Policy And Strategy New Faculty Consortium

The Business Policy and Strategy Division will again sponsor a consortium for new faculty during the pre-conference period of the 2005 Annual Meeting of the Academy of Management in Honolulu. The objective of the New Faculty Consortium is to enhance the scholarship, teaching, and overall career development of faculty in the early stages of their career or who have recently moved into the Strategic Management/Business Policy field. This Consortium provides an excellent forum for exchanging ideas concerning teaching and research and for expanding one's academic network. The Consortium will be held on Saturday, August 6<sup>th</sup> from 8:30AM to 5:00PM and on Sunday, August 7<sup>th</sup> from 8:30AM to noon.

The coordinators are: Mason Carpenter (Wisconsin) and Amy Hillman (Arizona State). The faculty facilitators include: Ming-Jer Chen (Virginia), Diana Day (Rutgers-Camden), Javier Gimeno (INSEAD), Adelaide King (Virginia), Andy King (Dartmouth), Sue McEvily (Pittsburgh), Gerry McNamara (California-Riverside), Mike Russo (Oregon), Mark Shanley (Purdue), Margarethe Wiersema (California- Irvine) and Mike Wright (Nottingham).

To qualify for participation in the 2005 New Faculty Consortium, an individual must have completed his/her formal dissertation defense by September 2004. In addition, a participant should have a record of commitment to teaching and research in the Strategy/Business Policy field. Those interested should apply no later than May 15<sup>th</sup>, 2005 by submitting the following items: 1) a current CV, 2) a statement of teaching and research interests (one page maximum in total), and 3) a letter from the applicant's Dean or Department Chair nominating the applicant to represent their school at the New Faculty Consortium. Applications should be sent to: Amy Hillman, W.P. Carey School of Business, Arizona State University, Department of Management, PO Box 874006, Tempe, AZ 85287-4006, [amy.hillman@asu.edu](mailto:amy.hillman@asu.edu)

Electronic applications via email are preferred, but hard copy applications are also acceptable. Any questions concerning the Consortium may be addressed to Amy Hillman at: [amy.hillman@asu.edu](mailto:amy.hillman@asu.edu). Participants will be notified of their selection by June 5, 2005.

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### Irwin Outstanding Educator Award

The Irwin Outstanding Educator Award goes to Jay Barney.

The Business Policy and Strategy (BPS) Division's Teaching Committee has identified Jay Barney of The Ohio State University as the winner of the Irwin Outstanding Educator Award for 2005. Several colleagues noted Jay's many accomplishments as an educator, and we received comments reflecting Jay's deep and ongoing commitment to teaching, the hours and hours of care he puts in to teaching, his time given to educating students at all levels, his training of other educators, and his time at conferences where he has touched many other academics and helped them to reflect on their own teaching.

The BPS Division has recognized Outstanding Educators with an award given every other year since 1987. In 1991, the publishing company Richard D. Irwin established a \$25,000 endowment for the award, thereafter named the *Irwin Outstanding Educator Award*. The previous winners of the award are:

- 1987: C. Roland Christensen (Harvard)
- 1989: James Brian Quinn (Dartmouth)
- 1991: Charles Summer (U. of Washington)
- 1993: Michael Porter (Harvard)
- 1995: William H. Newmann (Columbia)
- 1997: David Jemison (UT- Austin)
- 1999: Arnold Cooper (Purdue)
- 2001: Michael A. Hitt (Arizona State)
- 2003: Donald Hambrick (Penn State)

Jay Barney is in outstanding company. Please join us at the formal awards ceremony on Monday, August 8, from 6:45 PM to 7:30 PM, in room 313B in the Hawaii Convention Center. The BPS Teaching Committee will recognize Professor Barney. The recognition ceremony will be followed by his talk and a reception. For further information, please contact any of the following BPS Teaching Committee members:

- Allan Afuah (University of Michigan), [afuah@umich.edu](mailto:afuah@umich.edu)
- Nile Hatch (Brigham Young University), [nile@byu.edu](mailto:nile@byu.edu)
- Thomas Lawton (Imperial College), [t.lawton@imperial.ac.uk](mailto:t.lawton@imperial.ac.uk)
- Karen Schnatterly (Minnesota) [kschnatterly@csom.umn.edu](mailto:kschnatterly@csom.umn.edu)

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### Special Session by Best Dissertation Award Finalists

Presentations by Finalists for the Best Dissertation Award. A special session at the Academy meeting in Honolulu features the research of finalists for the BPS Best Dissertation Award. It will be chaired by Division-President-Elect Jim Westphal, and will include presentations by doctoral students who qualified as finalists. All are welcome to attend. Don't miss this opportunity to see the best work by new scholars in the strategic management field! Currently Scheduled for Tuesday, August 9, 2005 from 4:10PM - 5:20PM at Hawaii Convention Center in Room 309.

## CALL FOR LOGO DESIGN SUBMISSIONS

Would you like to “leave a mark” on our division?

**BPS needs a Logo! Many of the other divisions already have their own logos, but BPS does not. Although we solicited designs in the last newsletter, we have received very few submissions to date. Therefore, we are extending the logo design competition to June 1, 2005.**

**The winner of the competition will be announced at the next BPS business meeting where they will receive an award and the new logo will be unveiled.**

**We need the creative types in the division to step forward! Please send all submissions to the BPS Logo Competition Co-Chairs:**

**Tim Folta**  
**Krannert School of Management**  
**Purdue University**  
[foltat@purdue.edu](mailto:foltat@purdue.edu)  
**Phone: 765-494-9252**

or

**Joanne Oxley**  
**Rotman School of Management**  
**University of Toronto**  
[oxley@rotman.utoronto.ca](mailto:oxley@rotman.utoronto.ca)  
**Phone: 416-978-0305**



Honolulu's 'Iolani Palace is the only royal palace built on American soil and was the first building in the United States to install electric lights. Hawaiian King Kalakaua and Queen Lili'uokalani occupied the palace in the late 1800s.

### OVERVIEW OF PROFESSIONAL DEVELOPMENT WORKSHOPS

Developmental Consortia & Career Skills		Building Theory About Organizations	
Doctoral Consortium	Fr 5:00pm- Su12:00pm	Learning, Knowledge, Capabilities, and the Individual	Sa 9:30am- 12:00pm
New Faculty Consortium	Sa 8:30am- Su12:00pm	Building the Collective Scholarly Vision: Becoming a journal editor	Sa 1:00pm- 3:00pm
Managing Your Dissertation Workshop	Su 8am-12pm	Bottom of the pyramid workshop	Sa 5pm-7pm
Starting out on the right foot: Negotiating your first job	Su 8:00am- 11:00am	The Next Discipline in Organization Science	Su 9:30am- 12:00pm
Mid Career Consortium	Mo 5:00pm- 7:00pm	New Directions in the Study of Coordination within and Between Firms	Su 9:30am- 12:00pm
Methods & Research Skills		Paradigmatic Issues in Institutional Theory and Research	Su 2pm-5pm
The Power of Richness: The why, when, where, and how of qualitative methods	Fr 1:00pm- 4:00pm	Global Strategy Research	
Survival Analysis	Sa 8:00am- 12:00pm	That Certain Global Something: Conceptualizing and Measuring "Global Competencies"	Fr 1:00pm- 4:00pm
Estimating Interaction Effects Using Multiple Regression	Sa 8:30am- 12:30pm	Research Opportunities and Career Development in International Management and Business Strategy	Su 9:00am- 12:00pm
Process Research Workshop: A spectrum of methods	Sa 8:30am-4pm	Linked Macro and Micro Firm Data	Su 8am-10am
Theoretical and Empirical Applications of Social Network Analysis	Sa 2:00pm- 5:00pm	Conducting Research on International and Comparative Corporate Governance	Su 9:00am- 12:00pm
Robust Regression	Sa 3pm-5pm	Bridges from Strategy to Micro Research	
Craft of Reviewing	Su 10am-12pm	Leadership across divisions: Institutional perspectives	Sa 8am-9:20am
Innovation & Entrepreneurship		Language in Organizations and Strategy: Theoretical and methodological advances	Sa 8:00am- 12:00pm
Corporate Venturing: State of Research and Theoretical Angles	Fr 1:00pm- 3:00pm	Leadership across divisions: Network leadership	Sa 11:30am- 12:50pm
Corporate Entrepreneurship: A writer's workshop	Fr 3:30pm- 5:30pm	Conversations on Strategy Process	Sa 12:30pm- 3:00pm
Designing Strategic Innovation: Business Models and Cognition	Sa 9:00am- 11:30am	Creating the Next Generation of Leaders	Sa 4:00pm- 5:50pm
Doing Research With Patent Data-From Basics To State-Of-The-Art	Sa 1:00pm- 3:00pm	Leadership across divisions: Strategic leadership	Su 8:00am- 9:20am
Methodologies for Research on Knowledge Flows	Sa 3pm-6pm	Leadership Reception	Su 6pm-7:30pm
Why markets don't stand still and what firms can do about it?	Sa 3:30pm- 5:30pm	Teaching & Practice	
Economic Geography And Regional Science In Entrepreneurship, Strategy, And Innovation	Su 8:00am- 12:00pm	Moving Images: Cinema In The Classroom	Fr 8:00am- 5:00pm
Should Techno-Entrepreneurship Be a Separate Field of Training/ Research/Consulting?	Su 8:00am- 10:00am	Global Consulting Trends and Practices: Views from around the World	Sa 8:00am- 9:30am
Studying Emerging Industries in the 21st century: from biotech to Nanotech	Su 9:00am- 12:00pm	Developing and Using Cases in Teaching and Research: An experiential workshop	Sa 8:00am- 10:00am
Conversations across disciplines: Dogfight over innovation	Su 9:00am- 11:30am	Exercises that frame student thinking about strategy	Sa 9:00am- 10:30am
Competencies & Competitive Advantage		Case writing workshop	Sa 12pm-3pm
Strategic Competencies and Environmental Management	Fr 1:00pm- 2:30pm	A Rose By Any Other Name: Bringing classic drama theory and performing arts skills to business presentations	Sa 1:00pm- 2:30pm
Research Development Workshop	Fr 3pm-6pm	Management of E-media Visions	Su 7am-9am
Operations Strategy	Sa 10am-12pm	The Challenges of Global Consulting in the 21st Century	Su 10:30am-12pm
First Mover Advantages Revisited: Building Blocks for a Better Theory	Sa 2pm-3:30pm		
Injecting Creativity into Business	Su 10am-12pm		

**PROFESSIONAL DEVELOPMENT WORKSHOPS**  
2005 Academy of Management Conference, Honolulu, HI  
Russ Coff (Emory), BPS Workshop Chair

This summer's Professional Development Workshops (PDW) at the Honolulu meeting promises to be truly exciting. The PDW program begins on Friday August 5<sup>th</sup> at 1pm and runs through Sunday August 7<sup>th</sup> at noon. The workshops cover a great deal of ground but generally fall into 8 broad categories: Developmental consortia, Methods & Research Skills, Innovation & Entrepreneurship, Competencies & Competitive Advantage, Building Theory About Organizations, Global Strategy Research, Bridges From Strategy to Micro Research, and Teaching & Practice. There will be something for everyone! Many require pre-registration (see the notes under specific workshops for information). The first participant listed is always the organizer whom you can contact with questions. Please note that the times and locations of some sessions may change – be sure to check the final program. Many thanks in advance to all of you who will participate as well as to those who have organized the workshops.

***DEVELOPMENTAL CONSORTIA & CAREER SKILLS***

*BPS Doctoral Consortium*

*Friday 5pm-Sunday 12pm, HCC 308 (A&B)*

Participants: Tim Folta, Henrich Greve, Michael Dowling, Pierre Dussauge, Peggy M. Lee, Michael Leiblein, Thomas Powell, Joan E. Ricart, Jan Rivkin, Melissa Schilling

The Doctoral Consortium brings faculty and doctoral students together for two days of discussion. It introduces students to the profession of an academic career and offers networking opportunities.

Pre-registration required. Please submit to the following address: Prof. Timothy B. Folta (foltat@purdue.edu), Krannert Graduate School of Management, Purdue University, 403 W. State St., West Lafayette, IN 47907-2056. Each application to the consortium should include: a) A letter of support from the student's Department Chair, b) Proof that the student is in the dissertation stage of his or her studies, c) A complete student vita, d) A one page vita from the student for inclusion in the consortium program guide, e) A brief summary of the student's dissertation topic.

*BPS New Faculty Consortium*

*Saturday 8:30am-Sunday noon, HCC 301 (A&B)*

Participants: Amy Hillman, Mason Carpenter, Diana L. Day, Javier Gimeno, Adelaide Wilcox King, Andrew King, Susan McEvily, Gerry McNamara, Michael V. Russo, Mark Shanley, Margarethe Wiersema, Mike Wright

Senior faculty lead a discussion with new faculty concerning research, teaching and service activities.

Pre-registration required: Apply no later than May 15th, 2005 by submitting the following items: 1) a current CV, 2) a statement of teaching and research interests (one page maximum), 3) a letter from the applicant's Dean or Department Chair nominating the applicant to represent their school at the New Faculty Consortium. Send applications to Amy Hillman at: Amy.Hillman@asu.edu.

*Managing Your Dissertation Workshop*

*Sunday 8am-12pm, HCC 312*

Participants: Nandini Lahiri, Rajshree Agarwal, Gautam Ahuja, Weiru Chen, Raghu Garud, Isin Guler, David Hoopes, Anne Marie Knott, Susan McEvily, Kent Miller, Corey Phelps, Raja Roy, Chamu Sundaramurthy

The workshop's objective is to provide Ph.D. students with recommendations on how to successfully start, develop, and finish their dissertation. Students beginning to think about a dissertation topic, as well as those preparing their job talk (and everyone in the middle) are encouraged to attend. The workshop is organized by the winner and finalists of the 2004 BPS Division Outstanding Dissertation Award.

Pre-registration is necessary to attend this session and space will be limited. If you are interested, please contact Nandini Lahiri at: nandini\_lahiri@isb.edu.

*Starting Out on the Right Foot: Negotiating Your First Academic Job**Sunday 9:00 AM - 12:00 PM, HCC 316B*

Participants: Wendi L. Adair, Susan E Brodt, Roy James Lewicki, Margaret A. Neale, Gregory B Northcraft, Robin L Pinkley, Hildy Teegen, Laurie R Weingart

This workshop is designed to prepare advanced doctoral students to negotiate their first academic job. The session will be led by a group of leading negotiation researchers and teachers with the goals of building both knowledge and skills in the domain of academic employment negotiation. This dynamic workshop incorporates three different learning formats. Students will test their skills in a simulated academic job negotiation, followed by a small group discussion about their experience led by one of the expert session leaders. There will also be presentations by negotiation scholars addressing such questions as: Why negotiate? How should I prepare for the negotiation? And, What are some effective negotiation strategies and tactics? The workshop will conclude with a panel discussion that includes opportunities for participants to ask questions of the panel of negotiation experts.

*Mid Career Consortium**Monday 5:00 PM - 6:45 PM, HCC 306B*

Participants: Cathy Maritan, Annette Ranft, Melissa Schilling, Albert Cannella, Irene Duhaime, Margaret Peteraf, Anju Seth, Edward Zajac

The Mid-Career consortium is a workshop for experienced BPS faculty to network with others at a similar career stage and to discuss professional challenges, problems and opportunities. This highly interactive session will be organized around a series of group discussions facilitated by senior faculty members who will share insights and experiences.

Pre-registration is required and attendance will be limited. Send applications to Cathy Maritan (cmaritan@buffalo.edu) by June 30, 2005.

**METHODS & RESEARCH SKILLS***The Power of Richness: The Why, When, Where, and How of Qualitative Research Methods**Friday 1:00 PM - 4:00 PM, HCC 301B*

Participants: Diana Day, Johann Peter Murmann, Robert Burgelman, Deborah Dougherty, Gabriel Szulanski, Klaus Weber

Qualitative research methods can be as varied and diverse as quantitative research. The contribution that these methods can make lies in their richness and depth and their ability to capture the phenomena under study while often capturing the dynamics of it across time. As a result, our ability to gain deep insight, induce causality and especially new theory is typically exceptional. The question, however, is why, when, and where to use these methods (and the tools that aid in these methods) and how to do it exceptionally well. This PDW answers these questions by providing an overview of some of the key research designs or approaches in qualitative research methods with a view to their strengths and weaknesses.

*Survival Analysis**Saturday 2:00PM- 6:00PM, HCC 322A*

Participants: Anand Swaminathan, Jim Wade

Survival analysis can be used to answer a wide variety of research questions across several disciplines. While we will briefly cover some econometric theory, the workshop's emphasis will be on applying various methods in analyzing these types of data. This workshop's goal is for participants to leave with a toolbox of methods that they can apply to their own research. Initially, we will introduce basic concepts and data structures used in event history analysis. We will also discuss the software that can be used to analyze event history data and provide specific examples. After this, participants will break into groups and discuss how they can apply this methodology to their specific research problems. Each participant will be provided with a disk with a small event-history data set and instructions. Participants should bring research questions or data for which survival analysis would be useful.

Pre-registration required with Mark Gavin at: rmdpdw@okstate.edu. There is a \$10.00 registration fee for non members of Research Methods.

*Estimating Interaction Effects Using Multiple Regression*

Saturday 8:00 AM - 12:00 PM, HCC 322A

Participants: Herman Aguinis

The goal of this workshop is to provide a review and update regarding the estimation of moderating effects using multiple regression. The workshop includes theoretical/conceptual issues and hands-on demonstrations on: (a) definition of moderating effect, (c) interpretation of moderating effects, (c) a review of the latest research on factors known to affect the power of multiple regression to estimate moderating effects (e.g., range restriction, heterogeneity of error variance). The hands-on/demonstration portion of the workshop includes the following topics: (a) how to use computer programs (emphasis on SPSS) to estimate moderating effects, (b) how to use computer programs to assess violation of assumptions that bias the moderator test. Pre-registered participants will receive various resources.

Pre-registration required with Mark Gavin at: rmdpdw@okstate.edu. There is a \$10.00 registration fee for non members of Research Methods.

*Process Research Workshop: A Spectrum of Methods*

Saturday 8:30 AM – 11:30 AM, HCC 311

Participants: Andrew Van de Ven, Marshall Scott Poole, Ann Langley, Kevin Dooley, Brian Pentland, Daniel Robey, Haridimos Tsoukas

This workshop introduces a spectrum of methods for conducting process research undertaken to examine a variety of dynamic questions dealing with the sequence of events describing how development and change unfold in various characteristics of individuals, groups, organizations, and larger communities. The workshop is designed to build a community of scholars who want to share and become acquainted with the spectrum of methods for conducting process studies, from ethnographic and qualitative to quantitative and computational methods. The six-hour workshop (three hrs in the morning & three hrs in the afternoon) will include plenary discussions and small-group breakouts. Please note that this session continues after a lunch break. Lunch is on your own for workshop participants.

Pre-registration required with Mark Gavin at: rmdpdw@okstate.edu. There is a \$15.00 registration fee for non members of Research Methods.

*Theoretical and Empirical Applications of Social Network Analysis*

Saturday 2:00 PM - 5:00 PM, HCC 304A

Participants: Daniel J Brass, Jonathan Johnson, Giuseppe Labianca, Stephen P Borgatti, David Krackhardt

This session will complement the introductory social networks PDW that is held earlier in the day. Whereas the introductory network PDW is organized as a lecture presenting basic network concepts, this PDW will allow researchers who are currently engaged in social network research to interact with one another. After a short overview of the ways that social network theory and method are being used, participants will break out into groups organized around topics of interest. We anticipate topics such as knowledge management, social capital, and/or negative ties.

Pre-registration Required. Contact Jonathan Johnson (johjohn@walton.uark.edu) for details. A website will be created for additional info.

*Robust Regression*

Saturday 4:00 PM - 6:00 PM, HCC 327

Participants: William H. Starbuck

Inferences based on OLS regression are less reliable than a priori assumptions unless sample sizes are very large. Robust regression is the catch-all label for several forms of regression that seek to draw more reliable inferences from smaller samples. Four robust options will be introduced in this workshop: Least Trimmed Squares (LTS), Median regression, Absolute value regression (L1), and Robust MM.

Pre-registration required with Mark Gavin at: rmdpdw@okstate.edu. There is a \$5.00 registration fee for non members of Research Methods.

*Craft of Reviewing**Sunday 10:00 AM - 12:00 PM, HCC 305B*

Participants: Joy Humphries Karriker, Lucy R. Ford, David Harrison, Lucy L Gilson, Mark Gavin

What constitutes a good review—from the perspective of the editor and from the perspectives of authors? What are the differences between reviewing qualitative and quantitative papers? What about reviewing theoretical, as opposed to empirical, papers? How should reviewers handle papers outside their areas of expertise? How is the craft of reviewing changing and how must reviewers change? These questions and others will be addressed by the 12<sup>th</sup> Annual Craft of Reviewing workshop.

***INNOVATION & ENTREPRENEURSHIP****Corporate Venturing: State of Research and Theoretical Angles**Friday 1:00 PM - 3:00 PM, HCC 305B*

Participants: Thomas Keil, Shaker A Zahra, Rita Gunther McGrath, Jeff Covin, Ari Ginsberg, Markku Maula

In this workshop, we will explore the current state of research on corporate venturing and its implications for entrepreneurial and managerial practice. Specifically, we will explore topics such as governance modes and the relationship between corporate venturing and financial performance. We will examine the advantages and disadvantages of different theoretical perspectives and identify potential research streams.

*Corporate Entrepreneurship: A Writer's Workshop**Friday 3:30 PM - 5:30 PM, HCC 305B*

Participants: Thomas Dalziel, Shaker A Zahra, Ben Oviatt, Johan Jönköping Wiklund, Sharon Alvarez

This writer's workshop will help junior scholars to hone their seed ideas for journal articles related to corporate entrepreneurship. Participants will be invited to submit a 1-2 page abstract of an idea regarding different dimensions of corporate entrepreneurship including governance, capability building, alliances, knowledge creation, internationalization, and so forth. Abstracts should include the nature of the idea, theoretical perspective employed, a model and a brief description of proposed methodology. Abstracts will be reviewed by other participants and facilitators to organize discussion around specific topics.

*Designing Strategic Innovation: Business Models and Cognition**Saturday 9:00 AM - 11:30 AM, HCC 305A*

Participants: Olaf Rughase

*Doing International Research with Patent Data: From the Basics to the State of the Art**Saturday 1:00 PM - 3:00 PM, HCC 304B*

Participants: Markus Reitzig, Stuart Graham, Olav Sorenson, Brian Silverman, Holger Ernst, Michelle Gittelman, Juan Alcacer, Rosemarie Ziedonis

This PDW is intended for colleagues interested in developing skills in using patent data for empirical research in management studies. The PDW is organized to offer both instruction and demonstration. The PDW will offer practical examples of empirical patent data research, introducing four presentations of scholars' current research intended to highlight novel questions being analyzed effectively using patent data. These presentations will demonstrate the breadth of research to which patent data has been applied with particular emphasis on the international dimension of the work: including measuring the innovative performance of inventors, patterns of technology/industry evolution, strategic alliances, and social networks.

*Methodologies For Research On Knowledge Flows Using Patent and Non-Patent Data*

Saturday 3:00 PM - 6:00 PM, HCC 316B

Participants: Kwanghui Lim, Juan Alcacer, Lee Fleming, Jeffrey Furman, Michelle Gittelman, Andrew B. Hargadon, Jasjit Singh, Arvids A Ziedonis, Rosemarie Ziedonis

This PDW brings together scholars pushing the frontiers of empirical research on knowledge flows, within and across organizations. Knowledge is an intangible resource that differs significantly from other business resources. This makes it a challenge to develop adequate measures and methodologies for analyzing knowledge flows, testing hypotheses about knowledge, and generating new theories. Participants will present their work with a focus on novel methodological strategies, highlighting the advantages and potential pitfalls of their approach. This PDW continues from earlier workshops on patents. This year, we expand to include non-patent based methodologies for conducting research on knowledge flows.

Pre-registration requested (not required). To register, e-mail Kwanghui Lim (k@kwanghui.com) with subject heading: AOM

*Conversations on Strategy in Dynamic Environments: Why Markets Don't Stand Still and What Firms Can Do About It?*

Saturday 3:30 PM - 5:30 PM, HCC 306A

Participants: Violina Rindova, Hugh Courtney, Richard D'Aveni, Raghu Garud, Christopher L Tucci, Anand Swaminathan

This PDW brings together panelists who represent diverse theoretical perspectives and share a common interest in understanding competitive advantage as a dynamic phenomenon. The theoretical perspectives represented on the panel include strategic management, ecology, technological strategies, institutional theory, and social cognition. The format of the workshop will involve brief panel representations, followed by a structured debate with audience participation on key themes emerging in this area of inquiry.

*Economic Geography and Regional Science in Entrepreneurship, Strategy, and Innovation*

Sunday 8:00 AM - 12:00 PM, HCC 307B

Participants: Michael Camp, Rita Gunther McGrath, Lawrence A Plummer, Elaine Mosakowski, David Audretsch

This workshop is intended to provide an interactive forum to address theoretical and methodological challenges when examining the "where" dimension of new venture formation, competition and rivalry, and technological innovation. Leading scholars in entrepreneurship and economic/regional geography will discuss (1) developing and applying the geography/regional perspective to entrepreneurship research, (2) designing appropriate research programs, (3) the availability of data for doing so and (4) making a case for economic geography's broader contribution to entrepreneurship.

Registration is free, but required. E-mail your name, affiliation, and contact information to larry.plummer@colorado.edu by June 30, 2005.

*Should Techno-Entrepreneurship be a Separate Field of Training/Research/Consulting?*

Sunday 8:00 AM - 10:00 AM, HCC 328

Participants: Francois Therin, Shaker A Zahra, Michael Geringer, David Deeds, Vishal Gupta, Gita Surie, Sylvie Blanco

Techno-entrepreneurship is a growing field in the academic and professional worlds; with more and more publications, programs and consulting activities. It appears as a cross-bred between two better established fields, on one side the field of family and small, low tech businesses and on the other side, technology and innovation management (mostly studied in larger firms context). Furthermore, the growing boom of high-tech small firms in IT and biotech industries and the general reconsideration of entrepreneurship in developed countries led to the development of the field of techno-entrepreneurship. Questions arise on how to integrate it in the different consulting, research and teaching agenda.

*Studying Emerging Industries in the 21st century: From Biotech to Nanotech and Beyond*

Sunday 9:00 AM-12:00 PM, HCC 328B

Participants: Michelle Gittelman, Vincent Mangematin, Maryanne P. Feldman, Bernard Kahane, Alan D. Meyer, Natasha Munshi, Walter Powell

The study of emerging industries is a challenge for management scholars, since by their nature they are characterized by uncertainty and are grounded in specific historical and contextual origins. This session brings together a group of scholars who have pioneered methods for studying the emergence and evolution of emerging knowledge-based industries. The focus is on research on biotechnology as well as nanotechnologies, but the goal is to develop learning that can be applied across emerging industries. The biotechnology industry had its origins in the early 1980s and since then has been the subject of extensive research by management and organizational scholars. Nanotechnology is now where biotech was some 20 years ago, as a new “radical” technology with the promise to introduce breakthrough innovations across many sectors of the economy.

Pre-registration required. Contact Michelle Gittelman (mgittelm@stern.nyu.edu).

*Conversations Across Disciplines: Dogfight Over Innovation*

Sunday 9:00 AM - 11:30 AM, HCC 305 (A&B)

Participants: Brian Silverman, Ronald S. Burt, Anita McGahan, Michael Ryall, Olav Sorenson

Strategy draws on several cognate disciplines, particularly on economics and sociology. Yet the different emphases, assumptions, and approaches derived from these disciplines often generate more heat than light in strategy research. This PDW brings together leading strategy scholars from sociology and economics. We envision a discussion of the comparative advantage of each discipline within strategy research, and the prospects for accommodating or even integrating alternative theoretical approaches. Fistfights will be kept to minimum.

Registration required: Contact Brian Silverman at silverman@rotman.utoronto.ca. Look for info about web-based discussion before the session.

**COMPETENCIES & COMPETITIVE ADVANTAGE***Strategic Competencies and Environmental Management*

Friday 1:00 PM - 2:30 PM, SWB (Maui Ballroom)

Participants: Sumit Majumdar, Joseph Mahoney, Margaret Peteraf, Stuart Hart, Sanjay Sharma

The resource-based view (RBV) is based on three critical concepts – resources, capabilities, and competencies, but what do these concepts actually mean? How far can they be applied? Can a firm have a strategic competency in environmental management? If it had such a competency, what would that signify? This professional development workshop is designed for scholars interested in RBV and how it might be applied to an area like environmental management. What research already has been done in this area? What might be done? How would such research advance core concepts in strategy emanating from RBV? How would this research also advance our understanding of organizations and the natural environment?

*Research Development Workshop: Different Capabilities & their Effects on Market Position*

Friday 3:00 PM - 6:00 PM, HCC 317A

Participants: Kyle Mayer, Michael Leiblein, Jeff Macher, Joseph Mahoney, Anita McGahan, Jack Nickerson, Margaret Peteraf, Harbir Singh

This workshop allows authors to give and receive feedback on work in progress. We are particularly interested in examining three different, but overlapping aspects of capabilities: 1) the different types of capabilities that researchers are examining (while much of the early research focused on technical competence, recent work has begun to analyze other types); 2) how capabilities are developed within the firm (while learning and innovation play key roles in capability development, firms develop other capabilities); 3) how capabilities influence competitive and market positioning (we seek to create discussion on how capabilities can determine industry dynamics, including changes in the basis of competitive advantage and/or technological change).

Pre-registration required by 5/31/05 (to kmayer@marshall.usc.edu). Guidelines: 1) Working papers between 10 and 35 pages, 2) Papers targeted at a research journal but not under advanced review (initial submission OK), 3) Submitted version will be the one distributed and posted on the workshop web page, 4) Papers should not be accepted for presentation in an academy paper session or symposium, 5) List at least three key words that describe the paper, 6) Each paper will be grouped with similar papers. Prior to the workshop, participants in each group will prepare written feedback on the other papers in their group. Each group's discussion will be facilitated by an experienced discussant who is familiar with the topic.

*First Mover Advantages Revisited: Building Blocks For A Better Theory*

Saturday 8:00 AM - 9:30 AM, HCC 306B

Participants: Marvin B. Lieberman, David Montgomery, Fernando Suarez, Barry Bayus, Jonathan Bohlmann, Jaime Gomez

Despite the concept's enormous appeal, academic research has been unable to provide conclusive empirical evidence in support or against the existence of first mover advantages (FMA). While several empirical studies have provided evidence for the existence of a negative relationship between order of entry and one or more measures of firm performance, other studies find little or no evidence of such relationship. This PDW will focus on exploring theoretical building blocks for a better and more effective theory of FMA, while at the same time reviewing the latest empirical evidence on the topic.

*Operations Strategy: Past, Present and Future*

Saturday 10:00 AM - 12:00 PM, HHV (Tapa Ballroom 1)

Participants: Steven Wheelwright, Paul M. Swamidass

During the past five decades, the world in which executives must develop, implement and pursue strategy has changed significantly. Similarly dramatic have been the changes faced by academics seeing to research and develop courses in this field as well. From the initial adoption of quantitative methods, operations research tools and statistical modeling tools, to a focus on automation and global competition, and now shifting to out-sourcing, supply chains and global partnering, there is much that can be learned by contracting the keys to success in each of these eras for academics, practitioners and students. This session will focus on the patterns of each of these eras and their implications for the current challenges facing those who want to lead the coming decades successes in operations strategy.

*Injecting Creativity into Business*

Sunday 10:00 AM - 12:00 PM, HCC 304A

Participants: Theresa Lant, Joseph Lampel, Jamal Shamsie, Mary Ann Glynn, Candace Jones, Joann Keyton, Helaine Korn, Anand Narasimhan, W Richard Scott

We propose to generate discussion around a topic that is becoming more crucial to the viability of 21<sup>st</sup> century businesses. We believe that design and aesthetics are becoming increasingly important as a source of competitive advantage in a wide range of industries. This growing reliance on design has made it necessary for firms to demonstrate greater creativity levels. Clearly, organizations can learn more about how creativity can be injected into business models from a study of cultural industries. Discussion leaders' opening comments will be used to stimulate a broad discussion on this question.

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***BUILDING THEORY ABOUT ORGANIZATIONS****Learning, Knowledge, Capabilities, & the Individual-Organization Relationship**Saturday 9:30 AM - 12:00 PM, HCC 315*

Participants: Teppo Felin, David Obstfeld, Margaret Peteraf, Steven Postrel, Jamal Shamsie, J C Spender  
This workshop brings together a diverse group of scholars to discuss and debate questions of learning, knowledge, capabilities, and the individual-organization relationship. In a debate and point-counter-point format, the panel will provocatively address key questions related to the theme, encouraging audience participation and interaction. We will address the following questions: What is the locus of knowledge? How do individuals learn and what are the implications for organizations? What is/are organizational knowledge or dynamic capabilities? Is experience the key source of knowledge/capabilities? Beyond extending learning theorists from psychology and other disciplines, what is new in 'knowledge management'? For more information see: <http://home.business.utah.edu/~pmsgttf/PDW.htm>.

To pre-register, contact Teppo ([teppo\\_felin@bus.emory.edu](mailto:teppo_felin@bus.emory.edu)). We look forward to seeing you!

*Building the Collective Scholarly Vision: Becoming a Journal Editor**Saturday 1:00 PM - 3:00 PM, HCC 318B*

Participants: Yehuda Baruch, Alison M Konrad, Anne S. Tsui, Donald A Palmer, Denise Rousseau, Gerard P. Hodgkinson

Although the number of papers providing guidance for reviewing manuscripts effectively is growing, the extant literature offers little or no guidance on how to be an effective journal editor. The purpose of this PDW is to start a discussion of editorship in order to provide guidance for people who wish to become journal editors as well as to begin to develop a set of standards for judging the quality of editorship and a body of scholarship on this topic. The role of the journal editor is critical to the strength and vitality of the field, and this PDW will make a contribution by starting to articulate the values that high quality editorship should manifest. We hope this session will serve as a catalyst for the creation of a body of literature on high quality editorship and perhaps even serve as the generator of the first scholarly papers on that topic.

*The Bottom of the Pyramid Workshop**Saturday 5:00 PM - 7:00 PM, SWB (Puna Room)*

Participants: Mark B. Milstein, Stuart Hart, Sanjay Sharma, Miguel Rodriguez, Ted London, Nicolas Gutierrez, Erik Simanis, Micheal D Gordon

"BOP" is focused on the private sector's potential role in poverty alleviation and economic development for the world's four billion poorest inhabitants - referred to as the base (or bottom) of the economic pyramid. However, while BOP generates a considerable amount of buzz and excitement, it is still quite nascent. Its theoretical and empirical underpinnings have yet to be clearly defined and examined. The goal of this workshop is to bring together those already conducting theoretical and empirical work in the area as well as those who might have interest in contributing to the field of inquiry through their research in the future.

*The Next Discipline in Organization Science**Sunday 9:30 AM - 12:00 PM, HCC 306A*

Participants: Riitta Katila, Philip Anderson, William Mitchell, Anju Seth, Harbir Singh, Edward Zajac  
Where is the field of organization science headed next? Traditionally, theories from economics, finance and psychology have found a fertile ground in explaining organizational phenomena. In the future, will researchers draw from a new discipline, or recombine the old? Top scholars -- with an assignment to go outside of their own domain to envision what the next big theory will be -- talk about their vision for the future, followed by comments and discussion by the audience.

*New Directions in the Study of Coordination within and Between Firms*

Sunday 9:30 AM - 12:00 PM, HCC 317A

Participants: Phanish Puranam, Michael Jacobides, Ranjay Gulati, Anna Bocconi Grandori, John Paul MacDuffie, Joe Porac, Hayagreeva Rao

This PDW challenges our understanding of coordination, and stimulates thinking about new research on the topic. We will tackle three main questions: a) how governance and organization design affect the cognitive bases of coordination, b) what are the differences in coordination within and between firms and c) what is the nature of interactions between formal and informal coordination mechanisms.

Pre-registration required. A website will be set up for participants to register and submit discussion questions in advance of the session.

*Paradigmatic Issues in Institutional Theory and Research*

Sunday 9:00 AM - 12:00 PM, HCC 319A

Participants: Tammar Zilber, Kelly Thomson, Roy R Suddaby, Matthew Kraatz

Our aim will be to explore how a diverse array of approaches has shaped institutional theory and research. Specifically, we hope to facilitate a conversation about differing epistemological and ontological assumptions (e.g. positivist, interpretative and constructivist), and how these are being incorporated into institutional theory and research methodologies. Such paradigmatic discussions are not new to our discipline. Still, we believe that developing a dialogue, and, hopefully, a shared vocabulary will help create a stronger community of scholars who appreciate others' contributions more fully.

**GLOBAL STRATEGY RESEARCH***That Certain Global Something: Conceptualizing & Measuring "Global Competencies"*

Friday 1:00 PM - 4:00 PM, HCC 313B

Participants: Mila Lazarova, Joshi Aparna, Schon Beechler, Allan Bird, Paula Caligiuri, Chay Hoon Lee, David Thomas, Maxine Dalton

Increasing globalization pressures have brought into the spotlight the importance of employees that are capable of working across borders, managers that must operate on a global scale, and leaders that can inspire culturally diverse employees. Reflecting the needs of organizations, academics and consultants have produced a substantial body of research and literature that focuses on "global competencies". The critical role of these competencies has been widely acknowledged. Interestingly, however, there is a lack of clarity regarding these "global competencies". Cultural intelligence, cosmopolitanism, global leadership potential, intercultural sensitivity, global awareness, cross-cultural effectiveness, global acumen... This is only a partial list of the constructs that have been generated by past research and practice. This PDW attempts to disentangle the web of interrelated constructs and illuminate the most promising venues for moving research/practice forward.

Registration is not required but is suggested. Please contact Mila Lazarova at: mbl@sfu.ca

*Research Opportunities and Career Development in International Management and Business Strategy*

Sunday 9:00 AM - 12:00 PM, HCC 316C

Participants: Mariko Sakakibara, Sea Jin Chang, Tarun Khanna, Jean-Francois Hennart, Marvin B Lieberman, Bernard Yeung, Srilata Zaheer

This PDW will bring together a diverse group of leading scholars to engage in a stimulating conversation with attendees, eliciting ideas to enhance research and career development. Topics to be discussed in this PDW include idea generation and identification of research goals, managing and positioning of cross-disciplinary research, cross-fertilization between IM and BPS research, data and resource gathering, managing the research team and co-author relationship, career development related to international management and beyond, and non-US and continent-spanning career tracks.

*Linked Macro and Micro Firm Data: New Opportunities for Research in Management**Sunday 8:00 AM - 10:00 AM, HCC 323A*

Participants: Rajshree Agarwal, Benjamin A. Campbell, Catherine Morrison Paul, Donald Siegel, Mike Wright

This workshop is designed to increase awareness of linked macro and micro firm data in several countries that have recently been made available. These databases may link information at the overall firm level to within-firm information on plants, establishments or employees. While economists and some management scholars have analyzed these data, much of the potential for using the data has been untapped. This workshop offers an overview of the data available for the US, UK, Sweden, and France, among other countries. Panelists will elaborate on how the data may be used to develop research agendas, drawing on their experience in analyzing these data to address a wide range of research questions in strategic management, technology and knowledge management, international business, human resource management, and entrepreneurship. They will also discuss methodological issues associated with such data. The workshop will be particularly valuable to both established researchers and doctoral students.

Pre-Registration requested (Not Required). Email Rajshree Agarwal (agarwalr@uiuc.edu).

*Conducting Research on International and Comparative Corporate Governance**Sunday 9:00 AM - 12:00 PM, HCC 321B*

Participants: Ruth Aguilera, Brian Boyd, David Parthiban, Igor Filatotchev, Joshua Margolis, Donald Palmer, Steen Thomsen, Jamie Allen

This PDW is intended to provide a stimulating discussion on how we conduct research on international and comparative corporate governance by examining existing studies and discussing future avenues for research. We have assembled a multi-disciplinary panel with expertise in a variety of research methods, areas of the world, and corporate governance issues ranging from boards of directors, national corporate governance systems in Europe, transformations in corporate governance in emerging markets, to corporate social responsibility within the international corporate governance equation.

***BRIDGES FROM STRATEGY TO MICRO RESEARCH****Leadership across Divisions: Institutional Perspectives**Saturday 8:00 AM - 9:20 AM, HCC 323C*

Participants: Michael Mumford, Ronald Humphrey, Jeffrey J Reuer, Eleanor Westney

This session will focus on institutional, organizational, and economic perspectives, specifically how leaders influence interpersonal behavior through organizational structures.

*Language in Organizations and Strategy: Theoretical and Methodological Advances**Saturday 8:00 AM - 12:00 PM, HCC 319A*

Participants: Klaus Weber, William Ocasio, Peer Christian Fiss, Joe Porac, Marlena Fiol, Jeffrey Loewenstein, Mark Kennedy, Violina Rindova

The way we see and wish the world (our “visions”) is patterned by the language we use. This workshop explores emerging and advanced trends in theorizing and analyzing the use of language in organizational and strategy research. Our working definition of language is the content of spoken and written communication. We believe there is an increasing interest in analyzing language and texts among organizations and strategy researchers (see, e.g. the recent AMR special issue). This interest is welcome given the key role of language in processes that are central to the fields of organization theory and strategy, such as coordination, control, communication, decision-making, and innovation. This PDW builds on this growing interest and at the same time seeks to move beyond what have been the initial entry points of language into organization theory and strategy research: the metaphorical application of linguistic and discursive concepts to organizational phenomena and the pragmatic use of textual data as proxies for studying other phenomena.

Pre-registration required. Contact Klaus Weber, Willie Ocasio or Peer Fiss.

*Creating the Next Generation of Leaders: The Australian Leadership Consortium's Experience*  
Friday 4:00 PM - 5:50 PM, HHV (Sea Pearl Suite 4)

Participants: Sue Cobden, Alan Bedford, Christopher Alexander Bell

Session content will include: 1) The future leadership challenges facing senior executives in Australia 2) How the Consortium has worked with its membership base and highly skilled consultants to address members leadership development needs 3) How the performing arts, including improvisation techniques, can be used to develop creative and innovative leaders and teams 4) How programs incorporate a wide range of learning methodologies including site and community visits, intensive leadership simulations and post program coaching 5) The real-time implementation of action and transformational learning theories of Reg Revan's, Paolo Friere, Daniel Kolb and more recently Jack Mezirow in leadership programs 6) The critical importance of peer-to-peer learning, sharing and reflection 7) The challenges of running a virtual community of large organizations.

*Leadership across Divisions: Network Leadership*

Saturday 11:30 AM - 12:50 PM, HCC 323C

Participants: Michael Mumford, Daniel Brass, Barbara Gray, Henrich Greve, Keith Provan

*Conversations on Strategy Process*

Saturday 12:30 P - 3:00 PM, HCC 318A

Participants: James W Fredrickson, Harry G Barkema, Robert A Burgelman, Pamela R Haunschild, Richard L Priem, Violina Rindova, Kathleen M. Sutcliffe

"Strategic" processes are those decision, change, implementation, cognitive and other processes that take place within organizations and individuals and which have an impact on those organizations their long-term performance. Although scholars routinely accept the importance of doing research on strategic process topics, little appears in top management journals. This session is devoted to a discussion of what must be done to increase the volume of such work. In particular, following a general discussion of the domain of strategy process research, two separate discussions will take place. Specifically, panelists offering differing perspectives (e.g., macro/micro, decision-making/change) will make brief comments that that will focus on (1) identifying the research questions with the greatest potential impact, and (2) specifying the steps needed to increase the prevalence of strategic process research. Panelists' brief prepared comments (about 5 minutes) will serve the purpose of stimulating discussion among and between participants and panelists. The session organizer will serve as discussion leader. The goal of the session is to promote discussion, debate, collaboration and purposeful action on strategy process research.

*Leadership across Divisions: Strategic Leadership*

Sunday 8:00 AM - 9:20 AM, HHC 323B

Participants: Michael Mumford, Kimberly Boal, Sim Sitkin, Chris Long, Allan Lind Jr.

This session will focus on new conceptions of strategic leadership that stress the role of leaders in defining and creating a shared conception of the strategic situation confronting the organization with papers examining new directions in strategic leadership.

### **TEACHING AND PRACTICE**

*Moving Images: Cinema In The Classroom*

Friday 8:00 AM - 5:00 PM, HHV (South Pacific Ballroom 3)

Participants: Jon Billsberry, Jon Billsberry, Joseph E Champoux, Joseph E Champoux, Veronique Ambrosini, Thomaz Wood, Randall B Dunham

This workshop focuses on how to use films and other visual media in the management classroom. It will report on how pioneers in the field have used film in their classrooms, address some of the practical concerns that you might have (such as about copyright and the technology), and demonstrate how teachers new to using film might integrate it into their teaching.

*Global Consulting Trends and Practices: Views from around the World*

Saturday 8:00 AM - 9:30 AM, SWB (Maui Ballroom)

Participants: Miguel Caldas, Maria Eugenia Arias

Practicing consultants from around the world discuss emerging trends and practices in consulting.

*Developing and Using Cases in Teaching and Research: An Experiential Workshop*

Saturday 8:00 AM - 10:00 AM, SWB (Oahu Room)

Participants: William F. Crittenden, Ralph Brower, Vicky Crittenden, Robert C Myrtle, Chris Robertson

This is an experiential workshop that provides an overview to the use of management cases in the classroom, demonstrates innovative participatory methods for presenting and using them, and explores how to research and write them. Activities will include panelists' presentations about their own experiences with case method instruction, research, and writing; role-playing and other audience participation modalities; and, guided discussion for Q & A.

Pre-registration recommended, w.crittenden@neu.edu, drop-ins welcome.

*Exercises that Frame Student Thinking about Strategy*

Saturday 10:00 AM - 11:30 AM, HHV (South Pacific Ballroom 1)

Participants: Julie Siciliano, C Suffolk Gopinath, Norm R Althouse

We illustrate how two exercises shape student perspectives about managers' roles in strategic decision making. This workshop compares two exercises designed to help students practice strategy formulation. One places students in the role of strategists who are constrained by the environmental. The other places students in the more empowered role of strategists who identify actions and select environments in which to operate. In addition to demonstrating two exercises that give students the opportunity to practice strategic formulation, the workshop examines the philosophical underpinnings of each exercise.

Pre-registration required. E-mail organizer cgopinath@suffolk.edu

*Case Writing Workshop*

Saturday 12:00 PM - 3:00 PM, HCC 307B

Participants: Paul Beamish, Charles Dhanaraj, Anthony Goerzen

This PDW will review: how to identify a suitable case subject; preparing for fieldwork; writing the lead paragraph; case organization; data requirement identification; preliminary teaching note; revision and editing stages; obtaining a corporate release for the case.

Pre-registration is required. Please contact Paul Beamish at: pbeamish@ivey.uwo.ca for registration.

*A Rose By Any Other Name: Bringing Classic Drama Theory and Performing Arts Skills to Business Presentations*

Saturday 1:00 PM - 2:30 PM, HHV (South Pacific Ballroom 2)

Participants: Drew Harris, Gene Muto, Esther Thomas, Maria Mendez-Rodríguez

This workshop provides an opportunity to acquire a proven structure for guiding presentations, specific knowledge and skills for coaching presentations, and an opportunity to have fun while learning. We will lead participants through a workshop designed for students that was developed in collaboration between management and theatre faculty.

*Management E-Media Visions, HHV (South Pacific Ballroom 1)**Sunday 7:00 AM - 9:00 AM*

Participants: Charles Wankel, Neal Ashkanasy, Regina Bento, Philip Cochran, Jim Combs, Timothy DeGroot, Alev Efendioglu, Alan Eisner, Dale Fitzgibbons, Jean Forray, Eric Goodman, Paul Govekar, Lee Grubb, Robert Harvey, James Hayton, Kurt Heppard, David Jacobs, Penelope Jones, Palmira Kaunas Juceviciene, Robertas Kaunas Jucevicius, Peggy D. Lee, Romie Littrell, Holan, Pablo Martin De Holan, Nir Menachemi, Sarfraz Mian, Paul Miesing, Ron Ophir, Mustafa Ozbilgin, Pamela Paustian, E. Brian Peach, Sharma Pillutla, Kira Kristal Reed, Barry Rice, Nagaraj Sivasubramaniam, Lynda St Clair, Donna Slovensky, William Schulte, Robert Stephens, Matthew Suppa, Kim-Chi Trinh, Tunga Kiyak, Yuji Yoshida, B J Zirger

The strategic and tactical direction of e-media supporting management scholars and practitioners, including electronic discussion forums, websites, e-newsletters, and e-journals, is the focus of this session. Visions of new international collaborations will be developed and associated networking initiated in this session. Issues related to technologies and their support by universities, scholarly societies, and other organizations and individuals will be discussed. Presentations of critical incidents and cases in management e-media will be critically considered in this roundtable structured session.

*China: The Challenges of Consulting in the 21st Century**Sunday 10:30 AM - 12:00 PM, SWB (Maui Ballroom)*

Participants: Qi Wei Chen will give a keynote address



Brilliant sunset at Magic Island,  
Ala Moana Beach Park.



Banzai Pipeline on the North Shore of Oahu.

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## GENERAL ANNOUNCEMENTS

Call For Papers

*Journal of Operations Management*

Special Issue: "Organization Theory and Supply Chain Management"

Guest Editors:

David J. Ketchen, Jr., Carl DeSantis Professor of Management, Florida State University

G. Tomas M. Hult, Director – MSU-CIBER, Michigan State University

Organization theory offers a wide variety of interesting and useful perspectives, including the resource-based view, the knowledge-based view, strategic choice theory, agency theory, institutional theory, and systems theory. The application of such theories to a phenomenon often provides greater understanding. Yet, to date, researchers interested in operations management in general and supply chain management in particular have made limited use of these theories. We believe that the theories that are currently guiding organizational inquiry can shed significant light on supply chain management. Specifically, application of these theories might help resolve ongoing debates as well as open up new areas of investigation.

The special issue on *Organization Theory and Supply Chain Management* aims to publish a set of papers that will shed greater insights into how important organizational theories can help describe, explain, and predict supply chain activities and outcomes. Papers may be either conceptual or empirical in nature, adopt a domestic or international focus, and pursue either theory-building or theory-testing. Papers that integrate multiple perspectives and/or multiple methodologies are especially encouraged. Manuscripts must be submitted by October 10, 2005 and conform to JOM requirements. Manuscripts will be reviewed in a double-blind fashion and according to JOM review procedures. The full call for papers can be found at <http://www.mgt.ncsu.edu/jom/JOMSpecial%20Issue.htm>

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2005 Call for Cases / Papers / Symposia

October 27-29, 2005

Sea Crest Oceanfront Resort & Conference Center  
North Falmouth, Massachusetts (Cape Cod)

Submission Deadline: Monday, June 13, 2005

NACRA especially seeks submissions that will be eligible for a number of awards. See the "Awards" section of the annual meeting web site for more information. See [www.nacra.net](http://www.nacra.net) for detailed submission instructions. Click on "annual meeting information."

## Call for Papers

*Organization Studies* Special Issue on Institutional Entrepreneurship

Due Date: 30 November 2005

*Guest Editors: Raghu Garud, New York University, USA., Cynthia Hardy, University of Melbourne, Australia., Steve Maguire, McGill University, Canada.*

Submissions are invited for a Special Issue of *Organization Studies* that explores institutional entrepreneurship and that build upon these understandings. We want to explore how actors shape emerging institutions and transform existing ones, especially in light of the complexities and path dependences that are involved. In examining these issues, we would like to explore how “black boxed” understandings are opened up, how new categories of meanings emerge, how closure is accomplished, and how metrics of valuation emerge or are transformed. We are open to multiple inquiry frames, including narratives, actor network theory, social construction of technological systems, social movements, frame analyses, and discourse analysis. We are agnostic about specific methods and would like to use this opportunity to explore different approaches. In addition, we hope to explore this phenomenon in a variety of different empirical settings.

To be considered for publication, papers must be electronically received by 30 November 2005. Please submit papers as e-mail attachments (Microsoft Word files only) to the Editor-in-Chief ([OSeditor@alba.edu.gr](mailto:OSeditor@alba.edu.gr)), indicating in the e-mail the title of the Special Issue. Please prepare manuscripts according to the guidelines shown on the inside cover of any issue of *Organization Studies* (available also on the web at [www.egosnet.org/os](http://www.egosnet.org/os)). All papers will be blindly reviewed following OS’s normal review process and criteria. Any papers which are accepted for publication but not included in the Special Issue will be published in a regular issue at a later point in time. For further information please contact the Guest Editors for this Special Issue, Raghu Garud ([rgarud@stern.nyu.edu](mailto:rgarud@stern.nyu.edu)), Cynthia Hardy ([chardy@unimelb.edu.au](mailto:chardy@unimelb.edu.au)), or Steve Maguire ([steve.maguire@mcgill.ca](mailto:steve.maguire@mcgill.ca)).

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Call for Papers

*Corporate Political Activities in an Internationalizing Economy*

Research Colloquium, February 17-18, 2006

Amsterdam, The Netherlands

The question of the relations between corporate political activities and internationalization is the topic of a Research Colloquium to be held at the Free University in Amsterdam, The Netherlands in February 2006. The colloquium aims to address questions of the differentiation of corporate political activities across countries and sectors, the internationalization of corporate political activities and the possible convergence of firms’ political practices, and the rising importance of supra-national regulation over national policy arrangements and their effects on patterns of corporate political action.

A limited number of papers presented at the colloquium will appear in a special issue of the journal *Business & Society* scheduled for publication in the Spring of 2007. Participants will be invited on the basis of full papers or extended abstracts (min. 2,500 words). The deadline for submission is 1 September, 2005. An electronic copy of the paper or abstract should be submitted to *Arnold Wilts* at the colloquium’s e-mail address [arc2006@fsw.vu.nl](mailto:arc2006@fsw.vu.nl). The colloquium is hosted by the Department of Public Administration & Organization, Free University, Amsterdam, The Netherlands and will be held on Friday 17 and Saturday 18 February 2006. For those who present a paper, the organizers will cover all local costs (accommodation and food). Participants are expected to cover their own travel costs.

American Society For Competitiveness (ASC)  
Call for Papers  
Sixteenth Annual Conference

November 10-12, 2005

Washington, D.C. Area

*Completed article, work-in-progress, abstract, and panel discussion topics* focusing on the following areas are sought: *traditional areas such as* international trade and finance, human resource management, information technology, marketing, industry/country/region competitiveness, corporate alliances, emerging markets, leadership, quality management *as well as areas of current interest such as* Global Competition, Privatization and Market Change, Corporate Responsibility and Global Compact, Competing in Dynamic Global Industries, Human Resource Issues, Public Affairs and Corporate Communications. Accepted papers will be published in the Society's Annual Research Volume-- *Competition Forum*. At least one author is required to attend the conference. Highly competitive papers may be invited for publication in one of the other three journals of the Society – *Journal of Global Competitiveness*, *Advances in Competitiveness Research* or *Competitiveness Review*. The deadline for the receipt of submissions is June 6, 2005. To facilitate the blind peer review process, the first page should include: Title of submission, authors' name(s), institutional affiliation(s), e-mail address, phone and fax numbers. The second page should repeat the paper title but should contain no information that would identify the author or the institution. Publication style guidelines of the American Psychological Association should be used. Please send four copies of the submission to: Prashanth Nagendra Bharadwaj, Academic Program Chair, American Society for Competitiveness, PO Box 1658, Indiana, PA 15705, E-mail: [pnb@iup.edu](mailto:pnb@iup.edu), Phone: 724-357-4880, Fax: 724-357-5743, ASC Web-site: [www.eberly.iup.edu/asc](http://www.eberly.iup.edu/asc).

Call for Papers

*Organizational Research Methods* ([orm.sagepub.com](http://orm.sagepub.com)) is pleased to announce a Feature Topic on "Multilevel Methods and Statistics"

We invite empirical, conceptual (i.e., new theory), methodological, and literature review papers. We also welcome papers offering guidelines and best practices that are based on strengths and weaknesses of empirical work already published. The main focus of the papers should be on methodological issues with multilevel research.

Two types of articles will be published: (a) Feature Articles and (b) Research Notes. Feature articles are full-length empirical, conceptual, or theoretical manuscripts typical of ORM contributions. Research notes are narrower in scope than a feature article. Research notes should make an important contribution regardless of length, but the contribution would be narrower, perhaps addressing a more specific issue/topic as opposed to broader issues. Research notes should represent original empirical research or replications of important extant studies. Research notes should be approximately 2500 words in length (excluding tables and references).

The Guest Editors for this Feature Topic are Dr. Robert E. Ployhart, University of South Carolina ([ployhart@moore.sc.edu](mailto:ployhart@moore.sc.edu); 803-777-5903; Dr. David Chan, National University of Singapore ([davidchan@nus.edu.sg](mailto:davidchan@nus.edu.sg); 65-6874-5026); and Dr. Paul D. Bliese, Walter Reed Army Institute of Research ([paul.bliese@us.army.mil](mailto:paul.bliese@us.army.mil) ; 49-6221-172626). Contact one of the guest editors for the full call for papers.

In order to be considered for publication in this Feature Topic section, a one page article proposal/summary should be sent by email to [multilevelorm@moore.sc.edu](mailto:multilevelorm@moore.sc.edu) by May 1, 2005.

Information can be found at [orm.sagepub.com](http://orm.sagepub.com).

### Call for Papers

For a conference on “Ethics and Entrepreneurship” to be held at the Carlson School, University of Minnesota in Spring 2006.

Resulting is a special issue of the *Journal of Business Venturing*

Conference Organizers / Guest Editors: Norman Bowie, University of Minnesota; Harry Sapienza, University of Minnesota; Jared Harris, University of Minnesota

What is the relationship between business ethics and entrepreneurship? How might insights from one discipline enrich the theoretical frameworks of the other? Does the new venture setting contain specific and unique ethical challenges? If so, how might they be effectively understood and addressed? These questions arise from a small, but growing, literature that lies at the intersection of entrepreneurship research and business ethics scholarship.

The goals of this conference are to (a) stimulate scholarly interest in issues around ethics and entrepreneurship and promote new lines of research from the relevant literatures, (b) build a conceptual foundation for studying business ethics within entrepreneurial settings that will facilitate analysis and empirical inquiry of the problem, and (c) develop frameworks and research-based knowledge that will ultimately help and inform entrepreneurs in their efforts to conduct ethical business.

To achieve these objectives, the organizers will seek manuscripts that draw on theoretical perspectives not only from the fields of entrepreneurship and business ethics, but also from organizational behavior and theory, strategic management, psychology, sociology, economics, and other relevant disciplines. Theories may be focused on the individual entrepreneur, the new venture, or the broader impact of entrepreneurship on society. The broad domain of the forum is intended to help to build and extend the body of theory in ethics and entrepreneurship.

### Submissions

To be considered for inclusion in the conference program, and for eventual publication in a special issue of the *Journal of Business Venturing*, manuscripts must be received by February 1, 2006. There are two ways to submit the manuscript. The strongly preferred way is by e-mail attachment. To do so, simply attach a copy of the Microsoft Word or Adobe Acrobat file to an email and send it to: ethicsconf@csom.umn.edu. Alternatively, you may submit hard copy of your manuscript to: Ethics and Entrepreneurship Conference, 3-365 Carlson School of Management, University of Minnesota, 321 19<sup>th</sup> Avenue South, Minneapolis, MN 55455.

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### Call for Cases

Dr. Fred R. David, Author of *Strategic Management: Concepts and Cases* (10<sup>th</sup> ed) published by Prentice Hall, is seeking new cases to consider for inclusion in the 11<sup>th</sup> edition forthcoming Summer 2006. Please contact Fred at strategy29@aol.com or 910-579-5744 if you have a case or will write a case for inclusion in this mainstream textbook. This textbook is published in six foreign languages and used extensively in the USA and around the world. The cases will need to include year-end 2004 financial data.

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### Social Issues in Management

If you are not going to the BPS Division Consortia, the Social Issues in Management (SIM) Division offers a doctoral consortium directed at PhD students with a second interest in social issues in management. For details, see: <http://www.pitt.edu/~rorst6/sim/index.htm>

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Call for Papers

*Academy of Management Review* Special Topic Forum  
Repairing Relationships Within and Between Organizations

Guest Editors:

Kurt T. Dirks, Washington University in St. Louis  
Roy J. Lewicki, The Ohio State University  
Akbar Zaheer, University of Minnesota

How can relationships be repaired after being damaged? The problem is not new, but it has been made increasingly salient with reports of companies damaging relationships with employees by offering and hiding executive perks (e.g., American Airlines), with firms damaging the trust of shareholders and customers by using questionable accounting practices (e.g., WorldCom, Freddie Mac), and with once-venerated institutions involved in situations that cause constituents to question their trust in the organization and their relationship with it (e.g., religious institutions, media companies, governments, military academies). More common, albeit less spectacular, incidents also arise in relationships between coworkers, leaders and subordinates, or departments for reasons such as conflicting goals, organizational changes and different values or cultures.

Although there has been a smoldering interest in the problem of repairing relationships, there has been no concerted effort, and little by way of conceptual foundations or theoretical frameworks, that would stimulate research and facilitate analysis in this area. Accordingly, the goals of this Special Topics Forum are to (a) stimulate scholarly interest in issues around repairing damaged relationships and promote new lines of research from the relevant literatures, (b) build a conceptual foundation for studying relationship repair within and between organizations that will facilitate analysis and empirical inquiry of the problem, and (c) provide develop frameworks and research-based knowledge that will ultimately help inform practice.

To achieve these objectives the forum is seeking manuscripts that draw on theoretical perspectives from organizational behavior and theory, strategic management, psychology, sociology, economics, anthropology, and political science, among others. Theories may be focused on a single level (individual, group, organizational, network, institutional) or on multiple levels (e.g., studying how repairing relationships between organizations involve simultaneously dealing with individual-, organizational- and institutional-level factors). The broad domain of the forum is intended to help to build a body of theory that identifies common principles of repair, yet recognizes the unique aspects, that arise across a range of relationships and organizations. More information about possible research topics can be found at: <http://aom.pace.edu/amr/relationships.html>.

Submissions

To be considered for publication in this Special Topic Forum, manuscripts must be received by September 7, 2005. There are two ways to send the manuscript to *AMR*. The ***strongly preferred*** way is by e-mail attachment. To do so, simply attach a copy of the Microsoft Word file to an email and send it to [briefamr@tulane.edu](mailto:briefamr@tulane.edu). *Alternatively*, you may submit your manuscript on a 3.5 floppy disk or CD by mail or express delivery. Please include with the disk a cover letter indicating your postal address, e-mail address, and telephone number. Details concerning *AMR*'s procedures and evaluation criteria are printed in all issues of the journal in a section titled *Information to Contributors*. Instructions for manuscript preparation are provided in the *Style Guide for Authors*, printed in each January issue of the journal. Authors must consult both documents and follow them when submitting manuscripts.

## Call for Papers

*International Journal Of Learning And Intellectual Capital*

Special Issue On: "Twenty Years After The Resource-Based Theory Of The Firm: New Challenges"

Editors: Patricia Ordóñez De Pablos (The University of Oviedo, Spain), Margaret Peteraf (Tuck School of Business at Dartmouth, Usa), Juan Ventura Victoria (The University of Oviedo, Spain)

Strategic management has long maintained that firms are fundamentally heterogeneous in terms of their resources and capabilities. The resources and capabilities of firms are the central considerations in strategy formulation. They are the basic elements upon which a firm can establish its identity and design its strategy. They are also the primary sources of competitive advantage. The key to a resource-based approach to strategy formulation is in understanding the relationships between resources, capabilities, competitive advantage, and profitability, and how a competitive advantage can be sustained over time.

For the last two decades an increasing number of scholars and practitioners have joined in the debate around the resource-based theory of the firm. A related knowledge-based view of the firm has garnered increasing attention and interest in organizational learning has surged. What is fuelling this relentless interest? What advances have been made in this field of research? What challenges lay ahead? This Special Issue aims to throw light into these interesting research questions.

- Deadline for paper submission: June 15, 2005 Email: [patriop@uniovi.es](mailto:patriop@uniovi.es) with copy to [ijlic@inderscience.com](mailto:ijlic@inderscience.com)
- Notification of acceptance: August 15, 2005
- Final paper submission: October 15, 2005 Email: [patriop@uniovi.es](mailto:patriop@uniovi.es) with copy to [ijlic@inderscience.com](mailto:ijlic@inderscience.com)

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New Doctoral Student Consortium  
Honolulu, Hawaii - Saturday, August 6th, 2005.

The New Doctoral Student Consortium (NDSC) is part of the Academy of Management's commitment to the professional development of its student members and prospective members. NDSC is designed by doctoral students for doctoral students and is aimed at students in their first or second year of a doctoral program. We also strongly encourage any prospective doctoral program candidates to participate. This consortium is designed to address the real life issues that exist for doctoral students from getting started on your thesis all the way through the publishing process. NDSC is your opportunity to interact, discuss, and learn from the Academy's leading members and the world's leading academics.

The NDSC will be held in Honolulu, Hawaii on Saturday August 6, 2005 from 8:55 am to 4:30pm. Light refreshments and lunch will be served during the consortium and an "NDSC Reception" will also be held following the consortium at 6:00 pm for all doctoral students and faculty presenters. We are also co-sponsoring joint sessions on Sunday August 7th: one at 8am-10am with Research Methods Division, a second at 10am-12pm with Research Methods Div., and a third one with Management Education & Development Div. at 10am-12pm.

The NDSC is becoming a major pre-conference event for doctoral students! Pre-registration is required. Attendance is limited to 150 participants. Registration is now open at: <http://groups.aonline.org/ndsc/registration/>. You may contact us at [ndsc\\_05@yahoo.com](mailto:ndsc_05@yahoo.com) for more information.

## REGIONAL NEWS

### News from Asia

*Michael Young, The Chinese U of Hong Kong*

The International Association for China Management Research (IACMR) will be holding a Chinese Management Scholars Research Methods Workshop to be held from July 13-20, 2005 at Xian Jiaotong University, China. The overall goal of the workshop is to develop and promote high quality management research in China. The 8-day research method training program will be packed with Lectures, Sample Research Discussions and Paper Development Sessions. The sponsoring universities will cover the expenses for all the instructors, meeting rooms, and teaching materials. Participants are responsible for their own travel and local accommodation only. There is no tuition or fee for this workshop. For further information, please contact Dr. Jiing-Lih Farh, the Program Coordinator at: [iacmr@ust.hk](mailto:iacmr@ust.hk).

The International Association for China Management Research (IACMR) has issued a call for papers for its second conference to be held in Nanjing China June 15-18, 2006. The theme of the Conference is "Knowledge Creation in a Transitional Economy". As China plays an increasingly important role in the world economy, the need to understand, explain, and guide the operations and practices of Chinese management becomes increasingly urgent. The Conference's goal is to provide a forum for scholars from around the world to present and be exposed to the latest research related to management in the Chinese context. Submissions must be received by October 15, 2005. Please submit electronically to Jing Zhou at [jingzhou-IACMR06@rice.edu](mailto:jingzhou-IACMR06@rice.edu). More information can be obtained from the IACMR website at [www.iacmr.org](http://www.iacmr.org).

### News from France

*Xaiver Castaner, Groupe HEC*

The 14th conference of the "Association Internationale de Management Stratégique (AIMS)", including a doctoral workshop, will take place this year in Angers, June 6-9, 2005. Interested individuals can visit the association's website at [www.strategie-aims.com](http://www.strategie-aims.com).

### News from Canada

*Tima Bansal, U of Western Ontario*

The Administrative Sciences Association of Canada (ASAC) will hold its annual meeting in Toronto on May 28-31, 2005. The conference theme is Managing in Turbulent Times. There will be two keynote speakers: 1) the opening speaker will be Carol Stephenson, the Dean of the Ivey Business School; 2) the luncheon keynote speaker will be Isadore Sharp, the CEO of the Four Seasons Hotels and Resorts. Toronto is Canada's largest city. It's cosmopolitan character promises visitors rich cultural experience and a vibrant arts scene. For more information on the conference, visit the website at: <http://www.ryerson.ca/asac2005/>.

The Academy of International Business (AIB) will hold its general meeting in Quebec City on July 9-12, 2005. The conference theme is Local Roots, Global Links. Yves Doz is the chair of the conference, and Laval University is the host. Eleanor Westney of MIT will be the Keynote speaker and the luncheon speaker will be Carl Kay, an entrepreneur and author. The old town of Quebec City is the only fortified city north of Mexico whose walls still exist. It was declared a World Heritage Site by UNESCO in 1985. Located by the Saint Lawrence River, it offers breathtaking views and a European ambiance. More information can be found at: <http://aib.msu.edu/events/2005/>.

### News from Austria Germany

*Holger Ernst, WHU*

The University of Vaasa, EIASM and RADMA will be hosting the 15th European Doctoral Summer School in Technology and Innovation Management on August 12-18, 2005 in Vaasa, Finland. PhD students pursuing research in this field are invited to present, discuss and refine their doctoral research projects. Participants will be taught by well-known faculty members from leading European Universities in the field, such as St. Gallen, Univ. of Twente and Beisheim Graduate School of Management (WHU). A limited number of grants will be available. More information about the European Doctoral Summer School is available from [tke@uwasa.fi](mailto:tke@uwasa.fi) or [anne.makiranta@uwasa.fi](mailto:anne.makiranta@uwasa.fi).

## REGIONAL NEWS

### News from Oceania

*Delwyn Clark, U of Waikato*

“*Engaging the Multiple Contexts of Management: Convergence and Divergence of Management Theory and Practice*” is the theme for the 19<sup>th</sup> annual conference of the Australian and New Zealand Academy of Management, ANZAM, to be held in the Australian capital city, Canberra, from 7-10 December 2005. Hosted by the University of Canberra School of Business and Government, the keynote speakers for this conference will include Professor Anne S. Tsui (Arizona State U) and Professor Barry Gerhart (U of Wisconsin-Madison). The deadline for papers is 10 June 2005. More details are available at the conference website: <http://www.blis.canberra.edu.au/anzam/> or by email from: [anzam@blis.canberra.edu.au](mailto:anzam@blis.canberra.edu.au).

An international conference on Enterprise and Innovation Research will be held in Hamilton, New Zealand from July 7-8, 2005. Hosted by the University of Waikato Management School, the theme of this conference is “*Creating an Entrepreneurial Nation: The Role of Enterprise and Innovation*”. Keynote speakers include Kevin Thompstone, CEO of Shannon Development in Ireland, Sergio Arseni, Director of the OECD Centre for Entrepreneurship Research, and Professor Jay Barney (The Ohio State University). Further details are available at the conference website: <http://www.enterprise2005.ac.nz> or by email from: [enterprise2005@waikato.ac.nz](mailto:enterprise2005@waikato.ac.nz).

### News from the Midwest

*Edward Levitas, U of Wisconsin-Milwaukee*

The Midwest Academy of Management held its 48th Annual Meeting in Chicago, Illinois at the Millennium Knickerbocker Hotel from March 31 to April 2. The theme of the conference was “*Collaborative Improvisation: The Playful Intersection of Jazz and Work*” and featured a number of prominent guest speakers including Academy of Management President Denise Rousseau (Carnegie Mellon), Ian Browde (Strategic Development, NOKIA), Rosalie Tung (Simon Fraser), John D. “Jack” Goeken (Founder, MCI) and Laura Hartman (DePaul University).

### News from the Midwest

*(continued)*

Members of the Midwest Academy of Management would also like to encourage scholars to submit an article to the MW Academy issue of *Journal of Leadership Studies*. (Editorial responsibility for the fall issue is delegated to a designated Midwest Academy of Management editor). The *Journal of Leadership and Organizational Studies* is published quarterly to advance the knowledge and practice of leadership and organizations, and deals with all aspects of leadership and organizations.

### News from the South

*Gary Castrogiovanni, U of Tulsa*

The Southern Management Association (SMA) will hold its 2005 meeting from Wednesday November 9th to Saturday, November 12th. This year the meeting is being held at the Francis Marion Hotel in downtown Charleston, South Carolina, on historic Marian Square. SMA has negotiated accommodation rates of \$129 for single or double. Additional details can be found on the SMA website: [www.southernmanagement.org](http://www.southernmanagement.org).

SMA sponsors the *Journal Of Management*, and as of January 1, 2005, Sage has taken over the production, marketing, and distribution of the *Journal of Management* (JOM). Consequently, there have been some style changes in the journal, which should increase its attractiveness to readers. There are no changes in submission guidelines or procedures for authors, however, so from the perspective of prospective authors the submission and review processes will remain the same. Also, Russell Cropanzano of the University of Arizona has been named JOM's new editor-elect, and he has already begun working with the current JOM editor, Daniel Feldman, to ensure a smooth transition.

## 2005 BPS Division Officers & Committees

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Picture of Hanauma Bay, a nature preserve east of Waikiki.