



**Spring 2004  
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**BPS WEB PAGE:**

<http://www.aom.pace.edu/bps>  
Steve Phelan (Nevada-Las Vegas)  
BPS Webmaster

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

Send email message SUBSCRIBE  
BPS-NET to [listproc@aom.pace.edu](mailto:listproc@aom.pace.edu)

Netmasters - Pablo Martin de Holan  
(Instituto de Empresa) &  
Bob Stephens (West Virginia)

***Don't forget to vote in the BPS  
Division Officer and Executive  
Committee 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. Production assistance is graciously provided by Russell Crook.

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**Submission deadlines are March 15  
and September 15** for the Spring and  
Fall issues respectively.

## 2004 AOM BPS PROGRAM UPDATE

*By Jim Westphal, BPS Program Chair*



I'm looking forward to a terrific conference this year in New Orleans. The 2004 BPS Program will continue the Division's tradition of excellence, thanks to the help of the many BPS members who contributed by submitting their own work and reviewing the work of others. We recruited 1,276 reviewers this year, a record for the Division. The reviewer base was highly international, with 46 countries represented – also a record. The response rate to our call for volunteers was 31%. This group was remarkably responsive to our need for timely, high quality reviews.

We continue to lead all divisions in the number of submissions. A total of 975 authors, representing 41 countries, submitted 511 papers and 32 symposia proposals this year. I was also impressed by the quality of submissions. As our field continues to develop and mature, the quality of submissions to BPS grows ever better year by year. In fact, the average reviewer rating of paper submissions increased by 11% this year, and the average rating of symposia proposals increased by 23%. Thus, the quality of paper sessions and symposia in this year's Program will be the best ever. This is particularly striking given the high quality standards set by last year's submissions. Look for a high number of both Showcase symposia and All-Academy symposia from BPS members on this year's conference program.

There was also an impressive diversity of theoretical perspectives among the submitted papers this year. For instance, in addition to 87 papers on dynamic capabilities and 37 papers on sustainability of competitive advantage, there were 37 papers that used network theory, 34 papers that drew from institutional theory, and 28 papers on transaction cost economics (not to mention papers on game theory, agency theory, contingency theory, organizational ecology, real options, resource dependence, and various social psychological perspectives). BPS members are very diverse in their interests and perspectives, and this diversity will be well represented in the Program.

While we are still in the midst of organizing the program, we have experienced a very smooth process to date. We adopted the electronic submission process pioneered by Javier Gimeno and further developed by Margie Peteraf, and tried to make further improvements to the system. For the first time this year, the submission and review process was entirely web-based, obviating the need for email; authors were able to submit papers to the BPS website and download reviews from the website. This streamlined the submission and review process and avoided the significant problems associated with sending and receiving papers and reviews by mass email. I had excellent technical support in developing and maintaining the BPS website. Il-Soo Lee provided valuable help in managing the website, and Julia Yaziji provided critical database support. I also offer my thanks to many colleagues from around the world who helped us beta-test our website.

(continued on Page 2)






## Program Update (continued)

A large group of volunteers came together in early January to help check in submissions and assign reviewers. They are Steve Boivie (Texas at Austin), Irene Duhaime (Georgia State University), Mike Hendron (Texas at Austin), Poonam Khanna (Texas at Austin), Don Lange (Texas at Austin), and Richard Priem (Wisconsin at Milwaukee). I owe all these volunteers a huge debt of gratitude: they worked long hours to make sure submissions were assigned to reviewers in a timely fashion. Special thanks to Steve Boivie, who provided round-the-clock administrative help, as well as assisting with the reviewer assignment process. His competence and sangfroid are unrivaled. I am also very grateful to Irene Duhaime and Richard Priem, who traveled from afar and spent two full days in Austin at their own expense to help with the reviewer assignment process. The weather in Austin is nice in January, but not that nice! In addition, a big thanks to Bert Cannella (Texas A&M), who provided critical help multiple times during the past six months. Bert's ongoing service to BPS is truly extraordinary. He has been a tremendous resource to the Division.

Moreover, I would never have been able to fulfill my responsibilities without two critical sources of support. The first is the continual support and assistance from BPS officers and former Program Chairs, Javier Gimeno and Margie Peteraf. The second is the generous financial support provided by the McCombs School of Business at the University of Texas at Austin. Without these critical resources, none of this would have been possible.

Finally, I want to extend my thanks to all of you who submitted your papers and proposals to the BPS Division. You have provided the foundation for a very strong BPS Program by submitting such high quality work. I look forward with anticipation to a very exciting and successful program. See you in New Orleans!

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### **A Note of Thanks to the BPS Reviewers for the 2004 AOM Conference** THANK YOU for your tremendous effort and outstanding performance!

On behalf of the BPS Division leadership and submitting authors, I wish to extend our deepest appreciation and gratitude to all BPS members who volunteered to review manuscripts for the 2004 program. This is a job of enormous importance for the quality of the BPS conference program. Thanks to the responsiveness, conscientiousness, and high quality professionalism of this year's reviewers, I can predict with confidence that the 2004 BPS Program will be the best that we have ever offered! I look forward to this year's AOM conference with great pride.

To get some sense of the challenge facing this year's Program reviewers, consider the following statistics. Of all of the AOM divisions, our division continues to receive by far the largest set of submissions. This year, we received more than 500 submissions. This created a need for over 1500 reviews to be completed within a period of just 3 weeks in order to meet AOM deadlines and provide sufficient feedback to our authors!

Fortunately, BPS members responded with great generosity to our request for program reviewers. A total of 1292 reviewer volunteers, from 44 different countries, offered their services to the BPS Division. Despite the short window and extreme time pressures, the vast majority of reviews came back on time, and perhaps more importantly, were constructive, detailed reviews. The dedication of our reviewers was evident in the timeliness and high quality of their response.

A set of volunteer emergency reviewers met our need for additional reviews. This group performed the extraordinary task of completing emergency reviews within 3 or 4 days. To this remarkable group of BPS volunteers, I offer special thanks!

This year, we continued the practice of sharing reviews among those reviewers evaluating the same submission. I hope that continuing this practice will make our process more transparent and help new reviewers enhance their reviewing skills.

*Jim Westphal*  
BPS Program Chair





## A MESSAGE FROM THE BPS DIVISION CHAIR

*Javier Gimeno (INSEAD), BPS Division Chair*



After several years of remarkable growth, the BPS division has become a benchmark of inclusiveness and member involvement within the Academy and beyond. We now count over 4,000 members, and have the largest number of international members of any Academy division. We are also the most active division at the Academy conference. For those of us who have seen the progression of the division over the years, the numbers are simply astonishing. As Program Chair Jim Westphal (UT -Austin) reports in this newsletter, this year we received 543 submissions from 975 authors in 41 countries, and called on 1,276 reviewers. Above all, this reflects the dedication of BPS members who contribute their original research, volunteer their reviews, and foster this scholarly community. It also reflects the dedication of the BPS program officers, who have managed to accommodate the increasing number of submissions while simultaneously increasing the quality of the conference and the feedback to authors. This year, Jim Westphal managed this large-scale operation smoothly and effectively, thanks to a fully web-based system that he developed. In times of spam e-mails and virus filters, this innovation made the submission and review process very smooth and problem-free. On behalf of the division, I would like to thank Jim for a very successful conference program and for his contribution to the division. I hope that you will have a chance to congratulate him in person at the August conference.

The PDW (pre-conference) program has been a popular and growing part of the conference, and BPS will have once again a visible presence in the PDW program. This year, Assistant Program Chair Anita McGahan (Boston University) put together a fabulous set of workshops. These activities support different needs of our members, including career development workshops and consortia, discussions and conversations on emerging research topics, and the development of skills in teaching, reviewing, and research methods. I encourage all of you to look at the list of workshops in this newsletter before making your travel arrangements. The workshops start on Friday afternoon, and we have a full program on Saturday and Sunday morning. It is worth advancing your travel plans. I thank Anita for creating this exciting PDW program.

Other division officers deserve special recognition for their contributions. Our treasurer Bill Bogner (Georgia State) and our secretary and newsletter editor Jim Combs (Florida State) provide us with continuity in financial and administrative matters. Given our fast rotation in other officer roles, we could not function without their help and collective memory. Webmaster Steve Phelan (Nevada-Las Vegas) has developed and maintained our Internet presence for ten years. Steve will be completing his service this year, and on behalf of the division I thank his contribution to the division over those critical years of technological change. I also thank the outgoing members of the Executive Committee for their service over the past 2 years – Tom Brush, Marjorie Lyles, Rich Makadok, Richard Priem, and Mary Tripsas.

The BPS Executive Committee had its winter meeting at the Wharton School in Philadelphia, and we passed several exciting initiatives that will help the division in future years. Given the success of our activities during the six days of the conference, we focused on creating value for members during the remaining 359 days. We have increased our resource commitment to the BPS Web site, which is the critical media to provide additional services to our global membership. Mason Carpenter will serve the division by creating a space and community within the BPS Web site for the sharing of teaching materials, tools and best practices in teaching. Moreover, the EC approved the launch of one or two “pilot” virtual conferences that will use the web as a tool for interaction among scholars on a specific topic. Watch out for further developments in these initiatives!

A few days after the EC meeting, we learned the shocking news of the death of Sumantra Ghoshal, a prominent member of our division. Sumantra made important contributions in bridging the gap between strategy research and practice. To honor his contribution, the EC decided to rename our new “Research and Practice” award in his honor. Hereafter, it will be known as the “Sumantra Ghoshal Best Research and Practice Paper Award”. Moreover, with the consent of his family, the BPS division has created an endowment fund in the memory of Sumantra that will support this award. If you are interested in contributing to the fund, please see the announcement on page 17 of this newsletter.

Finally, I want to invite all of you to our Business Meeting and Reception, to be held at the Academy meeting on Tuesday, August 10, 2004 from 5:30-7:30 pm at the Sheraton Hotel.

I look forward to seeing you in New Orleans!





## BPS DIVISION ELECTION INFORMATION AND CANDIDATE BIOGRAPHIES

Dear Business Policy and Strategy Division Members:

The BPS Executive Committee is pleased to provide you with the candidate biographies and vision statements for the 2004 BPS Division Election. You are being asked to elect a Division-Chair Elect, an Assistant Program Chair, and five new Executive Committee members. Please read the bios and vision statements below for the Assistant Program Chair and Executive Committee candidates. All BPS Division members should receive an e-mail by Thursday, April 15, 2004 directing them to a website containing voting instructions and a password for voting authorization. If you have not received an e-mail by April 15th regarding the election, please e-mail Ranjay Gulati at: r-gulati@kellogg.northwestern.edu.

Thanks in advance for your participation in this BPS leadership selection process. Previous elections have been close, so your vote does matter.

Sincerely,

**Ranjay Gulati**  
BPS Past Division Chair

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### ASSISTANT BPS PROGRAM CHAIR CANDIDATES



**Philip Bromiley** (Ph.D., 1981, Carnegie-Mellon University) holds the Carlson Chair in Strategic Management and chairs the Department of Strategic Management & Organization at the Carlson School of Management, University of Minnesota. He is President of the University of Minnesota's American Association of University Professors chapter. He has served on the BPS Executive Committee, as doctoral consortium faculty, and on a BPS task force. He served on the editorial boards of the *Academy of Management Journal* and *Organization Science* and as associate editor for *Management Science*. He currently serves on the boards of the *Strategic Management Journal* and *Strategic Organization*. He edits the Blackwell series on *Theories of Strategic Management*. He reviews for the Academy meetings (for BPS, OMT, and Managerial & Organizational Cognition). Cambridge University Press published his first book, *Corporate Capital Investment: A Behavioral Approach*, and Blackwell is publishing his second, *Behavioral Foundations of Strategic Management*, this spring. While publishing mainly in strategy outlets including *AMJ*, *SO*, *SMJ*, *Harvard Business Review*, and *Management Science*, he also has published in political science, psychology, public policy, and behavioral economics. His current research examines strategic decision-making, the microstructure of competition, the behavioral foundations of strategic management research, and corporate risk-taking. He is easily identified by his loud laugh and bad jokes.

**Phil's Vision Statement.** BPS is a big tent division – it must meet the needs of scholars with diverse paradigms and careers. We must take care that our activities serve that breadth. In some areas, this implies offering a variety of activities for differing interests, for example offering sessions on various research and teaching methods, managing your career, relating scholarship and practice, etc. In areas where multiple offerings are not feasible (e.g., the doctoral and junior faculty consortiums), we must ensure diversity within the activity. To identify unmet needs, I would review any previous surveys and email a sample of the membership to identify exactly how we could serve the differing groups better. Technology has made numerous things feasible – video conferencing for smaller courses, web-based events, etc. I want BPS to serve the members' needs while being a fun and welcoming scholarly community.

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**ASSISTANT BPS PROGRAM CHAIR CANDIDATES (continued)**

**Russ Coff** (Ph.D. UCLA) is an Associate Professor of Organization & Management at Emory University. In addition to his active participation at the conference, he: served as co-chair of the BPS's knowledge track (98); served on the BPS Executive Committee (99-01); and helped the Program Chair (03). Russ is on the editorial boards of *the Academy of Management Journal*, *Organization Science*, *Strategic Organization*, and *the Journal of Strategic Management Education*. He served previously at the *Academy of Management Review*. His articles have appeared in the *Academy of Management Journal*, the *Academy of Management Review*, *Organization Science*, *Strategic Management Journal*, and the *Journal of Management* (among others). Russ studies dilemmas associated with knowledge-based

competitive advantages such as: how buyers cope when acquiring human asset intensive targets, and value/rent appropriation from knowledge-based advantages. He has taught Strategic Management, Corporate Strategy, M&A, Industry & Competitor Analysis and Organizational Behavior. In the ten years prior to his academic career, Coff was a consultant providing strategic planning, organizational development, and litigation economics services.

**Russ's Vision Statement:** I would be honored to serve the division as Assistant Program Chair. My top priorities for the division are to: 1) involve more members in division activities & governance, and 2) build and nurture the research community. Here, I offer a few specific ideas that help to move us forward that grow out of the BPS review process. First, I feel that our excellent pool of reviewers can be a valuable source of new energy and ideas – we need only offer outlets for their enthusiasm. I'd like to use the review process for the conference as a catalyst to broader involvement in the division. Second, as part of the conference review process, I see an opportunity to provide feedback on how to write constructive developmental reviews – creating better reviewers is a small step that BPS can take towards advancing the field. Third, we can use reviewers' stated expertise and interests to create forums (online or face to face) that allow them to exchange ideas. I feel that with these ideas and those arising from our membership, we can build an even stronger BPS community.



**Richard Priem** is the Robert L. and Sally S. Manegold Professor of Management and Strategic Planning at the University of Wisconsin-Milwaukee. He has published over 30 scholarly articles in journals such as the *Academy of Management Review*, the *Strategic Management Journal*, and *Organization Science*. He serves on the editorial boards of the *Academy of Management Journal* and the *Journal of Management*. His research emphasizes strategy making processes and top manager judgments. Richard has contributed to Academy of Management meetings for sixteen years, presenting 22 papers and acting as discussant, chair, facilitator, symposium participant, PDW presenter and Doctoral Consortium faculty member. He currently serves on the BPS Division Executive Committee. He has been a Fulbright

Scholar at the University College of Belize, and was a visiting professor at the Hong Kong University of Science and Technology and the Ecole Supérieure de Commerce et de Management (Groupe ESCM) in Tours, France. He currently is a regular visiting professor and management department consultant at the Hong Kong Polytechnic University. Richard has received numerous teaching and research awards. He was appointed to the university-wide Academy of Distinguished Teachers at the University of Texas at Arlington, where he was professor of strategic management and chairman of the management department before joining UW-Milwaukee. Previously, he worked in industry as a marketing manager for a high technology business unit of Control Data Corporation, and served for six years in the U.S. Navy as a nuclear power instructor.

**Richard's vision statement:** I would be honored to serve the Division further, starting as Assistant Program Chair. My priority would be to provide a rigorous, stimulating and provocative national meeting program that serves and brings together all the diverse BPS constituencies. I also would strive for inclusiveness and transparency, with participation opportunities for division members from all countries, different types and sizes of schools or companies, and varying theoretical or methodological predilections. Furthermore, I would continue the Executive Committee's initiative in exploring ways the Division could serve members more effectively *throughout* the year, and would encourage Executive Committee support for grass roots community-building efforts.





## BPS DIVISION ELECTION INFORMATION AND CANDIDATE BIOGRAPHIES

### EXECUTIVE COMMITTEE CANDIDATES



**Ron Adner** is Associate Professor of Strategy at INSEAD. His research focuses on the ways in which the demand environment affects the emergence of competition and the evolution of technology. His work on this demand-based view of strategy has been published in *Management Science*, the *Strategic Management Journal*, the *Academy of Management Review*, the *Sloan Management Review*, the *California Management Review*, the *Financial Times* and in edited book chapters. Within the Academy, Ron is a member of the Research Committee of the Business Policy and Strategy Division and of the Executive Committee of the Technology and Innovation Management Division. He has participated as presenter, reviewer, discussant, and session chair since 1996 and has organized Professional Development Workshops on 'Exploring Strategy through Simulation' (2003) and 'Conversations on Innovation' (2004). Ron is an associate editor for business strategy at *Management Science*. He holds a Ph.D. in Strategic Management from the Wharton School of Business as well as Master and Bachelor degrees in Mechanical Engineering from the Cooper Union for the Advancement of Science and Art. Ron has won INSEAD's Outstanding Teacher award three times (2000, 2002, 2003) for his electives on innovation strategy.



**Rajshree Agarwal** is an associate professor in Strategic Management at the University of Illinois at Urbana Champaign, and holds a Ph.D. in economics from the State University of New York at Buffalo. She joined the University of Illinois in 2001. The move was two-fold, since it also involved a change in disciplines from economics to strategy. She has been an active member of BPS since this transition, and has thoroughly enjoyed being a part of the Division. She has participated in the BPS New Faculty Consortium (2001), and conducted professional development workshops (2003, 2004). She is currently serving on the Research Committee (2003-2005). Her research interests focus on innovation, entrepreneurship, and technological change. Her recent projects examine knowledge transfer through employee entrepreneurship, experience-based advantages in new product markets, and the influence of dynamic knowledge-based capabilities on firm performance. She has published articles in journals such as the *Academy of Management Journal*, *American Economic Review*, *Management Science*, *Journal of Industrial Economics*, *Journal of Law and Economics*, *International Journal of Industrial Organization*, and *Review of Economics and Statistics*. Rajshree has taught a wide range of courses in strategic management, industrial organization and micro-economics at the undergraduate, MBA, Executive MBA and PhD levels. Consistent with her interests in innovation, she strives to incorporate the latest pedagogical technologies in her teaching, and has won several awards for teaching excellence and a demonstrated increase in teaching productivity.



**Marvin Lieberman** (Ph.D., 1982, Harvard University) is Professor of Policy in the UCLA Anderson School of Management, where he teaches the MBA core course on Business Strategy. He has been an active member of the BPS division since 1983, serving as presenter, reviewer and discussant in BPS sessions, as facilitator in the BPS Doctoral Consortium and Junior Faculty Consortium, and as member of the Research Committee. Marvin is currently an associate editor of *Management Science* and a member of the *SMJ* editorial board. His research has focused on a variety of topics such as market entry and exit, cost reduction and learning, vertical integration, strategic deterrence, imitative behavior, and e-commerce strategies. His *Strategic Management Journal* article, "First Mover Advantages" (with co-author David Montgomery), was awarded the 1996 Best Paper Prize by the Strategic Management Society.

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**EXECUTIVE COMMITTEE CANDIDATES (continued)**

**Michael Leiblein** (Ph.D., 1996, Purdue University) is an Assistant Professor of Management in the Fisher College of Business at the Ohio State University. Michael has been an active member of the BPS division since 1993, serving annually as presenter, reviewer, and discussant in BPS sessions, as organizer and participant in BPS Professional Development Workshops (1998, 1999, 2000), and as a member of the BPS Division's Research Committee (2001-2003). His research on organizational form and technological performance has been published in academic outlets such as the *Strategic Management Journal*, the *Journal of Industrial Economics*, the *Academy of Management Journal*, the *Journal of Management*, and the *Journal of Business Venturing* and has been profiled in practitioner outlets such as the *Financial Times of London*. A number of his research papers have received awards including the BPS division's 1994 Glueck Best Paper Award and an honorable mention for the 1996 Best Paper Award from the Academy's

TIM division. He currently serves on the editorial boards of the *Strategic Management Journal* and the *Journal of Management*. Michael teaches Strategic Management in the full- and part-time MBA programs at Ohio State where he has been honored as the Outstanding Core MBA Course Instructor in 2000 and 2002.



**Cathy Maritan** is an Assistant Professor of Management Science and Systems in the School of Management at the State University of New York at Buffalo (SUNY Buffalo). She earned a Ph.D. in strategic management from the Krannert School at Purdue University. Cathy has been an active member of the BPS Division, presenting her work, reviewing submissions and serving as a discussant. Her work has been published in the *Best Paper Proceedings*. Cathy has been recognized as an outstanding BPS reviewer and in 2003 she was acknowledged by the Division for "tremendous effort in support of the BPS program" for her assistance to the Program Chair. She currently serves on the BPS Research Committee and is also active in the strategic management community through her involvement in the Strategic Management Society. Cathy's research focuses on how firms build and use capabilities. She has published this work in the *Academy of Management Journal* and *Strategic Management Journal*. At SUNY

Buffalo she teaches MBA strategic management and technology strategy. In 2002 she received a school-wide award for Outstanding Contribution to Teaching. Cathy also brings extensive business experience to her academic life. Prior to entering academia she was a mining engineer and a corporate banker, working in North America and in Europe.



**Joanne Oxley** (PhD., 1995, University of California at Berkeley) is an Assistant Professor of Corporate Strategy and International Business at the University of Michigan. She has been an active member of the BPS division for over a decade, serving as a presenter, reviewer, discussant, session chair, and as a faculty panelist for the BPS Doctoral Consortium (1999 & 2000), Junior Faculty Consortium (2002), and Dissertation Workshop (2003); in 2003 she was appointed to the BPS Research Committee. Joanne's research focuses on how companies access and leverage resources in different national settings, and how this impacts firm performance. As a former engineer, Joanne has a particular interest in how firms' technological capabilities influence and are in turn shaped by collaborative strategies in international markets. Her work has appeared in several top journals such as *Strategic Management Journal*, *Research Policy*, *Journal of Economics and Management Strategy*, *Journal of International Business*

*Studies*, and *Journal of Law, Economics and Organization*. She currently serves on the editorial boards of *Strategic Management Journal*, *Organization Science*, *Journal of International Business Studies*, and *Strategic Organization*.



**EXECUTIVE COMMITTEE CANDIDATES (continued)**

**Jan W. Rivkin** is an Associate Professor at the Harvard Business School. His research on cross-functional and cross-product decision making, strategic complexity, and the structure of profitability in emerging economies has been published in journals such as *Management Science*, *Organization Science*, and the *Strategic Management Journal*. He currently serves on the editorial board of *Management Science*. His teaching cases and notes are used widely by strategy educators in core and elective courses. An active member of the BPS division since 1996, Jan has served on the Research Committee and the Teaching Committee of the division, organized several professional development workshops on research and teaching topics, received the Gleuck Best Paper Award and an outstanding reviewer award, and served as a faculty participant in the BPS Doctoral Consortium. If elected, he looks forward to helping the Executive Committee take the division to even greater heights!



**Nicolaj Siggelkow** is an assistant professor of management at the Wharton School, University of Pennsylvania. His work on the strategic and organizational implications of interactions among a firm's choices of activities, resources, and organizational design elements has been published in the *Academy of Management Journal*, *Administrative Science Quarterly*, *Complexity*, *Journal of Industrial Economics*, *Management Science*, and *Organization Science*. In 2000, he received the Best Conference Paper Prize of the Strategic Management Society Meeting. Nicolaj has been involved with the BPS Division since 1997 as presenter, reviewer, discussant, and session chair. He has also served twice on the SMS program review committee. Nicolaj is joining the Editorial Review Board of *Organization Science*. At Wharton, he teaches courses on competitive strategy both at the MBA and the undergraduate level and has received multiple teaching awards. Nicolaj received his Ph.D. in Business Economics from Harvard University in 1998.



**Brian S. Silverman** is the Magna International Professor of Strategy in the University of Toronto's Rotman School of Management. He has been an active member of the BPS division since 1995, and served as co-chair of the BPS Doctoral Consortium in 2002 and 2003. Brian's research interests lie at the intersection of competitive strategy, organizational economics, and organization theory. His work has been published or is forthcoming in outlets such as *Academy of Management Journal*, *Administrative Science Quarterly*, *Journal of Economics and Management Strategy*, *Management Science*, *Research Policy*, and *Strategic Management Journal*. Some of this work has been featured in popular press outlets such as Business Week on-line. Brian is currently a departmental editor of *Journal of International Business Studies*, and serves on the editorial boards of *Academy of Management Review* and *Strategic Organization*. He has received numerous teaching awards, most recently Professor of the Year from the Rotman 2nd-year MBA students in 2003. Brian received his PhD from the University of California, Berkeley in 1996.



**Gordon Walker** is Professor and Chairman of the Strategy and Entrepreneurship Group at the Edwin L. Cox School of Business at SMU. He received his BA from Yale University and an MBA and PhD from the Wharton School, University of Pennsylvania. He has published in journals such as *Administrative Science Quarterly*, *Academy of Management Journal*, *Strategic Management Journal*, and *Organization Science*. His new book, *Modern Competitive Strategy*, was published in 2003. He is on the Editorial Boards of *Administrative Science Quarterly*, *Organization Science*, and *Strategic Organization*. Dr. Walker has consulted and performed contract research for a number of organizations including Chaparral Steel, Sprint, Xerox, General Motors, Johnson and Johnson, Carlson Restaurants, Texas Instruments, The Associates, and EDS. His executive training programs include senior management seminars at SMU, the Wharton School, Yale University and INSEAD. He was named among the best Business Policy teachers in the U.S. in 1994 and 1998 by Business Week magazine and received the President's University Teaching Award in 1999 at SMU.





**PROFESSIONAL DEVELOPMENT WORKSHOPS**  
**2004 ACADEMY OF MANAGEMENT CONFERENCE, NEW ORLEANS, LA**  
Anita McGahan, BPS Workshop Chair

This summer's Professional Development Workshops (PDW) at the New Orleans meetings promise to be truly exciting – and just as interesting as the regular program. The PDW for BPS begins on Friday August 6<sup>th</sup> and runs through Sunday August 8<sup>th</sup>. The workshops will involve faculty of diverse interests and will cover a broad range of topics in research, teaching, and methods. Most PDWs require pre-registration (please see the notes under specific workshops for information on how to pre-register). Many thanks in advance to all of you who will participate as well as to those who have organized the workshops.

**DEVELOPMENTAL WORKSHOPS**

**BPS Doctoral Consortium\***

**Friday 5:00 PM-Sunday 12:00 PM**

Participating faculty: Marjorie Lyles, Tim Folta, Robert Burgelman, Martin Conyon, Prashant Kale, Michael Lubatkin, Richard Makadok, Susan McEvily, Torben Pedersen, Jeffrey Reuer, Changi Wu, Maurizio Zollo.

Pre-registration required. See details on page 13.

**BPS New Faculty Consortium\***

**Saturday 8:30 AM-Sunday 12:00 PM**

Participating faculty: Amy Hillman, Joe Mahoney, James Fredrickson, Tony Frost, David Ketchen, Costantinos Markides, Margaret Peteraf, Nandini Rajagopalan, Paula Rechner, Peter Roberts, Gerard Sanders

Pre-registration required. See details on page 14.

**Managing Your Dissertation Workshop\***

**Sunday 8:00 AM-12:00 PM**

Participating Faculty: Mary Benner, Xavier Castaner, Sendil Ethiraj, Samina Karim, Sergio Lazzarini, Raffaele Oriani, Phil Bromiley, Will Mitchell, Harbir Singh, Maurizio Sobrero, Michael Tushman, Todd Zenger.

Pre-registration required. See details on page 13.

**Craft of Reviewing**

**Sunday, 10:00 AM-12:00 PM**

Participating faculty: Lucy Ford, Joy Humphries Karriker, Herman Aquinas, Larry J. Williams, Jim Westphal

Developed with doctoral students and junior faculty in mind, the Craft of Reviewing workshop is primarily aimed at those who are just beginning to conduct reviews. More experienced reviewers, who would simply like to hone their skills, are also welcome. The purpose is to provide participants with a forum for direct interaction with experienced, effective reviewers. While panelists begin the workshop by briefly discussing their views on the "craft," the primary focus of the session is devoted to audience questions, audience-panelist debates, and open discussion.

No registration required.

**Learning the Art and Craft of Reviewing**

**Sunday, 10:00 AM-12:00 PM**

Organizer: Haze Nicole Schepmyer

The Academy's Mentoring and Doctoral Students' Liaison (DSL) committees are proud to be hosting the second annual PDW in which student members will have the opportunity to meet with and learn from some of the best reviewers in the Academy. The format will include a panel of two or three journal editors who will speak to the entire group for the first half of the PDW. During the second half of the workshop, participants, in groups of seven to ten, will take part in small-group discussions led by the best reviewer(s) from each participating division.

Pre-registration required. To register, send an e-mail to hazlon@rotman.utoronto.ca by July 15, 2004.

**Valuing Diversity in the Academy of Management**

**Sunday 9:00 AM-12:00 PM**

Participating faculty: Rosalie Tung, Douglas Johnson, Myrtle Bell, Vanessa Hill, Alison Konrad, Kecia Thomas, Mark Agars, Monty Miller, Bernardo Ferdman

This workshop will feature insights from Academy President Rosalie Tung, diversity scholars and practitioners, and a working session to develop specific action plans to advance diversity efforts in the Academy.

No pre-registration required.



**Natchez Riverboat, New Orleans**

\* Details Provided in BPS Consortia & PDW Section.

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## CONVERSATIONAL WORKSHOPS

### **Conversations on International Management and Strategy**

**Saturday 9:00 AM-11:30 AM**

This session will cover leading issues at the intersection of International Management and Business Strategy.

Participating Faculty: Eleanor Westney, Farok Contractor, Alan Rugman, Stephen Tallman

No pre-registration required.

### **Conversations on Business and Competitive Strategy: Diverse Theoretical Insights**

**Saturday 12:00 PM-2:30 PM**

This conversation is designed to stimulate the development of radically new ideas relating to the processes, capabilities, drivers, context and outcomes of dynamic competitive and business strategy.

Participating faculty: Walter Ferrier, Tammy Madsen, Russ Coff, Janet Dukerich, Giovanni Gavetti, Jeff Reuer, Violina Rindova, Timothy Rowley

Pre-register by July 15, 2004 via e-mail to [wallyf@uky.edu](mailto:wallyf@uky.edu) or [tmadsen@scu.edu](mailto:tmadsen@scu.edu) to reserve a seat.

### **Conversations on Innovation**

**Saturday 3:00 PM-6:00 PM**

This conversation will discuss research issues in innovation and strategy that the panel sees as central over the next 5-10 years, mapping out which areas of the frontier might be more (and less) interesting to pursue.

Participating faculty: Ron Adner, Henry Chesbrough, Philip Anderson, Ashish Arora, Clayton Christensen, Raghu Garud  
No pre-registration required.

### **Conversations on Corporate Leadership and Governance**

**Sunday 7:45 AM-9:45 AM**

Governance is a broad topic that brings together many disciplines, issues, methods, and units of analysis. In order to frame the topic and make it manageable, the focus is on a recent overview and assessment of governance published in the July 2003 special issue of *AMR*. The goal is to help participants to think beyond currently accepted notions of what corporate governance is and how it works (or fails).

Participating Faculty: Catherine Maritan, Karen Schnatterly, Robert Hoskisson, Anju Seth, Margaret Wiersema, Ed Zajac  
Pre-registration is required. Please e-mail [cmaritan@buffalo.edu](mailto:cmaritan@buffalo.edu) and [kschnatterly@csom.umn.edu](mailto:kschnatterly@csom.umn.edu).

### **Conversations on Corporate Strategy**

**Sunday 10:00 AM-12:00 PM**

This session will bring together leading scholars on corporate strategy and diversification to discuss major developments in the field.

Participating Faculty: Harbir Singh, Belen Villalonga, David Bryce, Jeff Dyer, Constance Helfat, Tarun Khanna, Phanish Puranam, Edward Zajac

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## RESEARCH ISSUES AND TOPICS

### **Resource-Based View Workshop\***

**Friday, 2:00 PM-5:00 PM**

Participating faculty: Russ Coff, Kyle Mayer, Doug Miller, Richard Makadok, Margaret Peteraf, Joe Mahoney, Jay Barney, Harbir Singh, Tom Brush.

Pre-registration is required. **See details on page 14.**

### **Managing Open Innovation**

**Saturday 8:00 AM-10:00 AM**

This PDW focuses on how successful innovation and competitive advantage often comes from leveraging external sources of ideas and external licensing, alliances and venturing

Participating faculty: Wim Vanhaverbeke, Hank Chesbrough, Ashish Arora, Jens Froslev, Kwanghui Lim, Markku V.J. Maula, Maximilian von-Zedtwitz, Joel West

Pre-register by e-mail to [Wim.Vanhaverbeke@luc.ac.be](mailto:Wim.Vanhaverbeke@luc.ac.be).

### **Dynamic Growth in Global Industries: Issues and Innovations**

**Saturday 12:00 PM-2:00 PM**

An international group of early career scholars will discuss issues pertaining to large-scale research projects in global industries. Participants will share their experiences with the issues of data collection across country borders and discuss how one standardizes data across different accounting and monetary systems. Other issues of measurement and methods such as how to properly handle control variables will also be discussed. The audience attendees will be invited to share their experiences as well.

Participating Faculty: Joan Penner-Hahn, Eric Tsang, Hans Kranenburg, Shige Makino, Nitin Pangarkar, Robert Salomon, Karen Schnatterly, Lai Si Tsui-Auch.

No pre-registration required.

### **Adaptation vs. Selection In Industry Change: Toward A Contingency View\***

**Saturday 12:00 PM-2:45 PM**

Participating Faculty: Jan Rivkin, Johann Peter Murmann, William Barnett, Clayton Christensen, Anita McGahan, Will Mitchell.

Pre-registration is required. **See details on page 15.**

(continued on Page 11)





### **Technological, Organizational And Institutional Perspectives on the Value Chain**

**Sunday 7:45 AM-9:45 AM**

How do value chains evolve? Research so far has focused in isolation on some particular aspects of the changes in the nature, institutional forms, and technologies in an industry's value chain. However, recent research is now making significant headway in providing a more contextualized picture by studying the co-evolution of organization, strategy and institutions in the value chain. This session will provide the opportunity to consolidate some of these theoretical and empirical advances and critically consider the way forward.

Participating Faculty: Michael Jacobides, Sidney Winter, Carliss Baldwin, Nick Argyres, Constance Helfat, Michael Leiblein, Phanish Puranam, Doug Miller.

Please pre-register by e-mail to [mjacobides@london.edu](mailto:mjacobides@london.edu).

### **Measuring Knowledge in Management Research**

**Sunday 10:00 AM-12:00 PM**

Knowledge is a complex resource whose properties differ from other business inputs, and its intangible nature means that the development of adequate measures and methods is particularly challenging. The purpose of the PDW is to expose management researchers to cutting-edge methodological approaches to measurement and testing in knowledge-related research. Participants will present their work with a focus on novel methodological strategies, and highlight advantages and potential pitfalls of data and empirical strategies. The use of patent data is an important, but not exclusive, area of focus of the session.

Participating Faculty: Juan Alcacer, Michelle Gittelman, Paul Almeida, Atul Nerkar, Scott Stern, Toby Stuart, Rosemarie Hamm Ziedonis.

Please pre-register by email to the organizers: [mgittelm@stern.nyu.edu](mailto:mgittelm@stern.nyu.edu) or [jalcacer@stern.nyu.edu](mailto:jalcacer@stern.nyu.edu).

### **The Creative, Absorptive and Destructive Capacity of Operations and Management Strategy**

**Sunday 10:00 AM-12:00 PM**

The creation of actionable knowledge implies many issues for Operations Management (OM) and Business Policy and Strategy (BPS). This session seeks to build an evaluation of the abilities of these disciplines to create, absorb, evaluate, assimilate, and commercialize new information and ideas. The session consists of a short introduction preceding three to five presentations, with time left over for audience participation. The final presentation provides an overview of the various concerns in the fields while the other presentations focus on specific concerns regarding: what we theorize, how we test theory, and how theory is applied in practice.

Participating faculty: Richard Arend, Rodolphe Durand, Ali Mansour, Kimberly Bates

No pre-registration required.

## **RESEARCH METHODS**

### **Analyzing Panel Data**

**Saturday 1:00 PM -3:00 PM**

In a panel study data are collected from the same group (or "panel") of subjects at two or more points in time. In this workshop, Prof. Hom will discuss and demonstrate the relevance and prevalence of panel data, the conceptual issues associated with it, the diagnostics, and some analytical alternatives.

Participating faculty: Peter W. Hom

Pre-registration is required. Please register with Research Methods Division PDW Chair, Gordon W. Cheung, at [gordonc@cuhk.edu.hk](mailto:gordonc@cuhk.edu.hk)

### **Robust Regression**

**Saturday 3:00 PM-5:00 PM**

Inferences based on OLS regression are less reliable than apriori 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.

Participating faculty: Bill Starbuck

Pre-registration is required. Please register with Research Methods Division PDW Chair, Gordon W. Cheung, at [gordonc@cuhk.edu.hk](mailto:gordonc@cuhk.edu.hk)

### **Experimental Methodology in Technology and Strategic Management**

**Sunday 8:00 AM-10:00 AM**

When studying decision making in strategy and technology management, we often lack important data. This workshop provides an overview of the experimental approach widely used in economics and how it differs from that of psychology and sociology.

Participating faculty: Rajshree Agarwal, Jay Anand, Rachel Croson  
Pre-registration recommended. Please contact Rajshree Agarwal ([agarwalr@uiuc.edu](mailto:agarwalr@uiuc.edu)), Jay Anand ([jayanad@umich.edu](mailto:jayanad@umich.edu)) or Rachel Croson ([crosorn@wharton.upenn.edu](mailto:crosorn@wharton.upenn.edu)) for additional information.



**Café Du Monde, New Orleans  
Famous for Coffee and Beignets**

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## TEACHING

### Teaching Strategy Beyond Cases

**Saturday 8:00 AM-12:00 PM**

There is a growing interest in exploring different methods to teach strategy. This PDW will focus on the use of experiential exercises that allow us to drive the theoretical points of view of strategy literature in a different way as compared to the cases.

Participating faculty: Maheshkumar Joshi, Michael Geringer, Duncan A. Robertson, Gerry Johnson, John Mezias, William Daniel Schulte, Sally A. Baack

No pre-registration required.

### Teaching Entrepreneurial Strategy

**Saturday 9:00 AM-11:45 AM**

An eternal question in entrepreneurship is "can entrepreneurship be taught?" During the workshop, participants will have the opportunity to engage in three types of activities: 1) hearing from our panel of highly experienced experts, 2) getting feedback on their own presentation style from our experts, and 3) networking with other scholars interested in the teaching of entrepreneurship.

Participating Faculty: Rita McGrath, Myra Hart, Ian MacMillan, Mark Rice

Pre-registration requested. Please email Rita McGrath at [rdm20@columbia.edu](mailto:rdm20@columbia.edu)

### Integrating Theory, Role Play, and Simulation in the Classroom: A Capstone Experience

**Saturday 5:00 PM-7:00 PM**

The purpose of this workshop is to present an alternate way of teaching the capstone course that consists of theory, role-play, and simulation. Participants will be provided with the syllabus, grading criteria, and presentation techniques, and student deliverables will be available for review. Additionally, the presenters will provide empirical support for using the approach.

Participating faculty: Diane Parente, John Stephan, Randy Brown

No pre-registration required.

### Innovative Methods for Teaching Strategic Management: Moving from Analysis to Action

**Sunday 8:00 AM-9:45 AM**

Many who teach strategic management using the case method find that students often excel at analysis, but that it is difficult to guide a discussion of future action plans and potential implementation. This workshop will bring together panelists and participants to share their ideas and brainstorm about new ways to create a more effective transition from analysis to action. Specific techniques to be discussed include field projects, business simulations, and experiential exercises.

Participating Faculty: Jay Dial, Michael Roberto, Jan Rivkin, Albert Cannella, Anne Smith, Maurizio Zollo

Pre-registration and submission of a syllabus by email to [mroberto@hbs.edu](mailto:mroberto@hbs.edu). We will circulate syllabi to interested instructors before the session.

### Effective Teaching to International Executives: Creating an Environment Where Managers Learn

**Sunday, 8:00 AM-9:45 AM**

The objective of the workshop is to share experience of faculty from leading global business schools engaged in executive development in order to help the participants enhance their effectiveness in international management education. The workshop will address: program design and program delivery issues from a number of perspectives, the developmental needs of international managers, the cross-cultural issues in executive training, the differences between open and in-company programs, and making learning relevant to business. The workshop will present practical pedagogical techniques.

Participating faculty: Vladimir Pucik, Schon L. Beechler, Vijay Govindarajan, Katherine Xin

Pre-registration required. Contact Professor Vladimir Pucik at [vladimir.pucik@imd.ch](mailto:vladimir.pucik@imd.ch)



Saint Louis Cathedral, New Orleans





## **BPS CONSORTIA & PDW ANNOUNCEMENTS—2004 AOM CONFERENCE**

### **BPS DOCTORAL STUDENT CONSORTIUM**

**5:00 PM on Friday, August 6, 2004 to 12:00 PM on Sunday, August 8, 2004**

The Business Policy and Strategy Division will sponsor a doctoral consortium during the pre-conference period of the 2004 Annual Meeting of the Academy of Management in New Orleans, Louisiana. The objectives of the consortium are to support late-stage doctoral students as they shape and finalize their dissertations, to enhance their introduction to some of their future colleagues, and to enhance their scholarship, teaching, and overall development. To qualify for the consortium, the candidate must be in the early or proposal stage of their dissertation. The consortium will be held on Friday, August 6th from 6 pm to 9 pm; Saturday, August 7th from 8 am to 5 pm, and on Sunday, August 8th, from 8 am to noon.

The 2004 consortium co-chairs are Marjorie Lyles (Indiana University) and Tim Folta (Purdue University). The faculty panel consists of Robert Burgelman (Stanford University), Martin Conyon (Wharton School), Prashant Kale (University of Michigan); Richard Makadok (Emory University), Susan McEvily (University of Pittsburgh); Torben Pedersen (Copenhagen Business School), Jeff Reuer (University of North Carolina), Changqi Wu (Peking University Guanghua School), and Maurizio Zollo (INSEAD).

Interested doctoral candidates must apply in the writing by May 14, 2004 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 (one applicant per school please). 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 [foltat@mgmt.purdue.edu](mailto:foltat@mgmt.purdue.edu). If electronic submission is not possible then applications can be sent to the following address: Timothy B. Folta, Krannert School of Management, Purdue University, 403 W. State St., West Lafayette, IN 47907-2056

Any questions concerning the Consortium may be addressed to Marjorie at (317) 274-2558 or [mlyles@iupui.edu](mailto:mlyles@iupui.edu), or to Tim Folta at (765) 494-9252 or [foltat@mgmt.purdue.edu](mailto:foltat@mgmt.purdue.edu). Participants will be notified of their selection by June 15, 2004.

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### **MANAGING YOUR DISSERTATION WORKSHOP**

**8:00 AM—12:00 PM on Sunday, August 8, 2004**

The workshop's objective is to provide Ph.D. students with ideas and recommendations on how to successfully start, develop, and finish their dissertation. Students at any stage of the dissertation process are encouraged to attend. During the session, both junior and senior faculty members will offer their views on how to handle the key issues typically encountered by students: identifying the topic and research question, forming (and handling) the committee, preparing a proposal, writing the dissertation, and getting a job. A panel discussion with the senior faculty will allow students to further explore issues.

Participating Faculty: Mary Benner, Xavier Castaner, Sendil Ethiraj, Samina Karim, Sergio Lazzarini, Raffaele Oriani, Phil Bromiley, Will Mitchell, Harbir Singh, Maurizio Sobrero, Michael Tushman, Todd Zenger.

Advance registration is necessary to attend this session and space will be limited, so please register early. If you are interested in attending, please contact Mary Benner at [benner@wharton.upenn.edu](mailto:benner@wharton.upenn.edu).





## **BPS CONSORTIA & PDW ANNOUNCEMENTS (continued)**

### **BPS NEW FACULTY CONSORTIUM**

**8:30 AM on Saturday, August 7, 2004 to 12:00 PM on Sunday, August 8, 2004**

The Business Policy and Strategy Division will again sponsor a consortium for new faculty during the pre-conference period of the 2004 Annual Meeting of the Academy of Management. 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. The New Faculty Consortium provides an excellent forum for exchanging ideas and tips concerning teaching and research as well as for expanding one's academic network. The New Faculty Consortium will be held on Saturday, August 7<sup>th</sup> from 8:30AM to 5:00PM and on Sunday, August 8<sup>th</sup> from 8:30AM to noon.

The coordinators of the 2004 consortium are Amy Hillman (Arizona State) and Joe Mahoney (Illinois at Urbana-Champaign). The faculty facilitators include: James Fredrickson (Texas at Austin), Tony Frost (Western Ontario), David Ketchen (Florida State), Costas Markides (London Business School), Margie Peteraf (Dartmouth), Nandini Rajagopalan (USC), Paula Rechner (California State at Fresno), Peter Roberts (Emory) and Gerry Sanders (BYU).

To qualify for participation in the 2004 New Faculty Consortium, an individual must have completed his/her formal dissertation defense by September 2003. In addition, a participant should have a record of commitment to teaching and research in the Strategy/Business Policy field. Those interested in participating should apply no later than May 15<sup>th</sup>, 2004 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: Joseph T. Mahoney, College of Business, University of Illinois at Urbana-Champaign, 339 Wohlers Hall, 1206 South Sixth Street, Champaign, IL 61820

Any questions concerning the Consortium may be addressed to Joseph Mahoney at [josephm@uiuc.edu](mailto:josephm@uiuc.edu). Participants will be notified of their selection by June 5, 2004.

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### **RESOURCE-BASED VIEW WORKSHOP**

**2:00 PM—5:00 PM on Friday, August 6, 2004**

This workshop has 3 main goals: (1) to help researchers at all career stages who are currently active in studying the resource-based view (RBV), capabilities, and other related topics to develop their working papers, planned projects, and other works-in-progress into publishable articles, through the friendly exchange of constructive feedback and critique; (2) to foster the exchange and sharing of ideas, projects, and data among geographically dispersed RBV researchers; and (3) to promote the development of a mutual-support network for RBV researchers. Participants must submit one "work-in-progress" that is connected to the RBV, or some other closely related topic, such as competitive advantage, evolutionary economics, capabilities, value creation, or value capture. Intersections of the RBV with other theories such as evolutionary economics, organizational ecology, transaction cost economics or agency theory are also welcome. In addition, we invite authors to submit papers that are critical of various aspects of the RBV.

Participating faculty: Russ Coff, Kyle Mayer, Doug Miller, Richard Makadok, Margaret Peteraf, Joe Mahoney, Jay Barney, Harbir Singh, Tom Brush.

Pre-registration required. Applicants should submit their works-in-progress by Monday May 31, 2004 via e-mail to [Russ\\_Coff@bus.emory.edu](mailto:Russ_Coff@bus.emory.edu). Submission instructions: Working papers between 10 and 35 pages. Paper targeted at a research journal but not under advanced review (initial submission OK). Submitted version will be the one distributed and posted on the workshop web page. Papers should not be accepted for presentation in an academy paper session or symposium. List at least three key words that describe the paper. We will not be able to accommodate late submissions. Authors may, but are not required to, submit a brief paragraph explaining where this paper is in the publication process and what kind of feedback they are seeking (e.g., methods). Each work-in-progress will be grouped with others that are similar in either topic or methodology, and before the workshop, participants in each group will prepare written comments and feedback on the other works-in-progress in their group. The groups will then exchange their feedback during the workshop, with each group's discussion being facilitated by an experienced discussant who is familiar with the topic or method in question.





## **BPS CONSORTIA & PDW ANNOUNCEMENTS (continued)**

### **ADAPTATION VS. SELECTION IN INDUSTRY CHANGE: TOWARD A CONTINGENCY VIEW 12:00 PM-2:45 PM on Saturday, August 7, 2004**

Two dominant models of industry change have existed side by side during the last 25 years. At one end of the spectrum, organizational ecology holds that industry-level change arises as the result of selection processes. At the other extreme, many management scholars put great faith in organizations' adaptive capabilities. The question of whether industries change by means of adaptation or selection has been hotly debated for some time. Increasingly, we see work that incorporates both mechanisms for industry change, sometimes working together. This suggests a contingency approach to the old debate.

Participating Faculty: Jan Rivkin, Johann Peter Murmann, William Barnett, Clayton Christensen, Anita McGahan, Will Mitchell.

Prior to the workshop, we will ask (but not require) audience members to pre-register by e-mail to [jrivkin@hbs.edu](mailto:jrivkin@hbs.edu). We will solicit from pre-registrants questions and topics that they would especially like the panelists to address. During the workshop, the panelists will engage in two rounds of discussion and debate among themselves and with the audience.

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### **“LEND AN EAR AT BPS MID-CAREER”**

#### **Mid-Career Networking Workshop 5:30 PM-7:00 PM on Monday, August 9, 2004**

The Business Policy and Strategy Division will sponsor a workshop for mid-career faculty with at least five years of experience since earning a doctorate. The objective of the workshop is to enhance the scholarship, teaching, and overall career development of experienced faculty in an informal setting designed to foster discussion about issues of interest to participants. The 2004 Workshop Chairs are Laurence Capron (INSEAD), Don Hambrick (Penn State University) and Jackson Nickerson (Washington University).

The workshop will be held at the 2004 Annual Meeting of the Academy of Management in New Orleans, Louisiana on Monday evening, August 9<sup>th</sup> from 5:30 pm to 7pm. The first part of the session will be a discussion of the major challenges facing mid-career scholars. (Actually, the very first part will be held around the food and beverage table to facilitate networking.) Participants will then break into small groups each lead by a distinguished senior BPS faculty member to discuss particular issues of interest with core faculty. The workshop will conclude by reconvening the large group for a summary of the major insights drawn from each of the discussions. (We will conclude the workshop by then returning to the food and beverage table.)

Distinguished senior BPS faculty members include Ming-Jer Chen (U. Virginia), Yves Doz (INSEAD), Ranjay Gulati (Northwestern U.), Bill Hesterly (U. of Utah), Amy Hillman (Arizona State), and Will Mitchell (Duke University).

To qualify for participation in the 2004 Workshop, an individual (1) must be a member of the Business Policy & Strategy division; (2) must have received his or her doctorate prior to July 1999; and (3) must have served as a faculty member for at least four years. In addition, a participant should have a record of commitment to teaching and research in the Strategy/Business Policy field. Participation is limited to 30 mid-career scholars on a first come, first serve basis. Those interested in participating should apply by email no later than July 16<sup>th</sup>, 2004 by submitting a statement indicating the applicant qualifies and is committed to attend.

Applications should be sent by e-mail to Prof. Jackson Nickerson, John M. Olin School of Business, Washington University in St. Louis at: [nickerson@wustl.edu](mailto:nickerson@wustl.edu)

Please put “Lend an ear at the mid-career” in the subject heading of your e-mail. Participants will be notified of their selection by July 20<sup>th</sup>, 2004.





## **BPS CONSORTIA & PDW ANNOUNCEMENTS (continued)**

### **NEW DOCTORAL STUDENT CONSORTIUM**

**8:25 AM-6:00 PM on Saturday, August 6, 2004.**

The New Doctoral Student Consortium (NDSC) is part of the Academy of Management's commitment to the professional development of its student members, and its prospective members. This consortium is designed to address the real life issues that exist for doctoral students. NDSC is your opportunity to interact, discuss, and learn from the Academy's leading members and the world's leading academics. There are several aspects of the NDSC that have made it a "not to be missed event" including:

#### **THE PEOPLE**

By attending this year's consortium, you will meet some of the Academy's most distinguished members and academicians, as well as other doctoral students who also share similar experiences and interests!

#### **CAREER DEVELOPMENT**

When you begin a doctoral program you begin your career. This year's consortium includes speakers and topics focused on helping you understand what your role can be in the academic world of research, publishing, and teaching.

#### **NETWORKING**

Throughout the one-day consortium you will engage in activities to help you identify possible research partners from across the USA and the world. You will also have the unique opportunity to meet and discuss publishing issues through coffee time with editors of top tier journals.

#### **I WANT TO ATTEND NDSC 2004**

The NDSC will be held in New Orleans, Louisiana, on Saturday August 6, 2004 from 8:25am to 6:00pm. Light refreshments and lunch will be served during the consortium and an "All Doctoral Student Reception" will also be held following the consortium. Attendance is limited to 150 participants. Registration will open in March 2004 and you are strongly encouraged to register early through our on-line registration at <http://groups.aomonline.org/ndsc/>. For more information, please contact the NDSC Chair of Marketing and Registration Alketa Peci ([alketa@fgv.br](mailto:alketa@fgv.br)).

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### **BPS PROGRAM HOTEL SPACE IN NEW ORLEANS HOTEL AND HOUSING INFORMATION**

Housing information for New Orleans 2004 has just been made available. This year, the majority of the BPS Program Sessions will be held in the **Sheraton Hotel**, where sessions for OMT, TIM, IM, MOC, ODC, ENT, HCM, MC and OM will also take place. To make room reservations, please go to <http://meetings.aomonline.org/2004/Registration/>, where you can also get information on car rentals, airfare, visas/passports, the AOM T-shirt, child care services and shuttle services.

Make your reservations early!





## ANNOUNCEMENTS

### IN MEMORY OF SUMANTRA GHOSHAL

Many of you may have heard about the recent passing away of Sumantra Ghoshal, Professor of Strategic and International Management at the London Business School, and Founding Dean of the Indian School of Business. Sumantra was a prominent member (and a Fellow) of the Academy of Management and an active contributor to the BPS division. He was an influential scholar whose work contributed to management theory while simultaneously advancing its practice. Sumantra's ideas energized debates in academic journals and conferences, in classrooms, and in the boardrooms of the largest global corporations. His legacy will always remind us to strive to achieve both academic rigor and managerial relevance.

To honor Sumantra for his unique contributions to our field, the BPS division is pleased to announce that the Best Research and Practice Paper Award will henceforth be named the "Sumantra Ghoshal Best Research and Practice Paper Award". The winner will receive a plaque at the Academy of Management meeting and a small cash award.

With the consent of his family, we are creating an endowment fund to support the activities related with the Ghoshal award, which will be managed by the BPS division. If you are interested in contributing to this fund, please direct your questions or contributions to:

**Ranjay Gulati**

Kellogg School of Management  
2001 Sheridan Road  
Evanston, IL 60208-2001  
USA  
Phone: (847) 491-2685  
Email: r-gulati@northwestern.edu

or

**Javier Gimeno**

INSEAD  
Boulevard de Constance  
77305 Fontainebleau Cedex  
FRANCE  
Phone: +33 16072 4513  
Email: Javier.Gimeno@insead.edu

Checks should be made payable to "Academy of Management" with a memo line stating "Ghoshal BPS Endowment Fund". The Academy of Management is a non-profit organization, and contributions are tax deductible. Please include your name and address, and we will send you a letter acknowledging your contribution, including the tax identification number for the Academy of Management.

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## GLOBAL COMMUNICATIONS STRATEGY FORUM

The Global Communications Strategy Forum, to be held from May 5 to 7 at the University of Texas at Dallas is an annual international conference that brings participants together to discuss fundamental strategic issues. While it is sector specific, it has the potential to generate a research agenda that can be far-reaching in scope. The panels are topical and timely. Discussion and debate of the most important issues of the day: where are profits coming from, what is emergent technology doing, where are the markets going, what sense do we make of all the mergers, how is the sector shaping up and what remains the fundamental management challenges, are on the agenda.

Some of the company representatives speaking at the forum are: CEO Alcatel, CEO Cogent, CEO Ericsson, Vice Chairman GlobeRanger, CTO Intel, CEO IPUnity, CEO Last Mile Connections, VP Nokia, President Nortel Networks, COO Orange, and EVP Qwest. Among the several academics speaking at this year's forum are: Professor C. K. Prahalad of the University of Michigan, Professor Gerry Faulhaber of the Wharton School, University of Pennsylvania and Professor David Farber of Carnegie Mellon University.

From an academic perspective, the critical contemporary phenomena that are having an impact on industry evolution and the contours of corporate and business level strategies are brought to the fore by the persons who experience their impact every day. The impact of these can be assessed and codified as research questions and topics. You can find more information about the conference including confirmed program participants by visiting our website at: <http://som.utdallas.edu/gcsf>.





## ANNOUNCEMENTS (continued)

### NEW STRATEGIC MANAGEMENT BOOK SERIES

In Summer 2004, Elsevier/JAI Press will publish Volume 1 of "Research Methodology in Strategy and Management." The editors are David J. Ketchen, Jr. and Donald D. Bergh. The book series' mission is to provide a forum for critique, commentary, and discussion about key research methodology issues in the strategic management field. Strategic management relies on an array of complex methods drawn from various allied disciplines to examine how managers attempt to lead their firms toward success. The field is undergoing a rapid transformation in methodological rigor, and researchers face many new challenges about how to conduct their research and in understanding the implications that are associated with their research choices. This book series seeks to bridge the gap between what researchers know and what they need to know about methodology. In each volume, renowned scholars contribute chapters in their areas of methodological expertise.

Among the contributors to Volume 1 are Michael A. Hitt, Brian K. Boyd, N. Venkatraman, Akbar Zaheer, Margarethe Wiersema, Henrich R. Greve, Pamela S. Barr, Richard L. Priem, Stanley F. Slater, James A. Robins, Donald E. Hatfield and Larry Williams. For additional details on the series or on Volume 1, please e-mail [dketchen@fsu.edu](mailto:dketchen@fsu.edu).

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### FUTURE ACADEMY OF MANAGEMENT MEETINGS

2005 - Honolulu, Hawaii - August 5-10  
Hawaii Convention Center, Hilton Hawaiian Village, and Sheraton Waikiki

2006 - Atlanta, Georgia - August 11-16  
Atlanta Marriott Marquis, Hyatt Regency Atlanta, and Atlanta Hilton Hotel

2007 - Philadelphia, Pennsylvania - August 3-8  
Philadelphia Convention Center and surrounding hotels

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### TOP STRATEGIC MANAGEMENT PUBLICATION SURVEY RESULTS

	<u>Overall Quality</u>	<u>Consistent Quality</u>	<u>Prestige Rank</u>	<u>Constructive Reviews</u>
Academy of Management Journal	4.4	4.0	4.7	4.0
Academy of Management Review	4.2	3.7	4.7	3.9
Administrative Science Quarterly	4.6	4.2	4.8	4.1
Journal of Management	3.6	3.2	3.4	3.6
Organization Science	3.9	3.4	4.1	3.3
Strategic Management Journal	4.0	3.1	4.7	3.2

BPS members were surveyed in 2003 about the field's scholarly journals. Using a 5-point scale, respondents were asked the degree to which they agreed that each journal possessed a characteristic. The mean score results on four characteristics are reported above. For more details, see: <http://www.aom.pace.edu/bps/v3/survey2003.pdf>.





## CALL FOR PAPERS

### INTERNATIONAL JOURNAL OF TECHNOLOGY MANAGEMENT

#### Special Topic Forum

#### “Organizational Learning from External Sources: New Issues and Performance Implications”

**Manuscript Due Date: May 15, 2004**

**Guest Editor:** Michael D. Santoro, Lehigh University

**Associate Guest Editors:** Shanthi Gopalakrishnan, New Jersey Institute of Technology

Paul Bierly, James Madison University

Collaboration between firms and outsourcing within and across national boundaries are some key strategies that organizations frequently use to improve their competitive position and overall performance. This type of competitive landscape necessitates that firms continually learn from external sources. Recent research has improved our understanding of learning from external sources by focusing on areas such as absorptive capacity, the role of boundary spanners, learning from strategic partnerships, teaming with suppliers and customers, competitive intelligence, and knowledge and technology transfer across firm boundaries. While research in each of these areas has provided important findings, there is still a need to better integrate these diverse research streams and examine other aspects of the external learning process that have been neglected.

This special topic forum focuses on all issues associated with organizational learning involving external sources, with a particular emphasis on how external learning impacts organizational performance.

Submissions should be made online using the web based interface located at <http://ijtm.aquinex.com> no later than May 15<sup>th</sup> 2004. Papers will be double blind peer reviewed and authors are requested to assist in the review process by volunteering as reviewers. Before submitting your paper, please ensure that it meets the guidelines. For information on how to submit papers and volunteer to review, please visit the web based interface for the special issue, located at <http://ijtm.aquinex.com>. If you have any general questions about the submission process or need help using the web based interface, support can be accessed by phone at 1-877-AQUINEX (1-877-278-4639) between the hours of 9:00 am EST and 7:00 pm EST (international callers dial 001-201-998-0518). Support can also be accessed by email at [ijtmsi@aquinex.com](mailto:ijtmsi@aquinex.com).

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### SPECIAL ISSUE OF UNCTAD's TRANSNATIONAL CORPORATIONS JOURNAL :

#### Emerging internationalization – the ascendance of TNCs from developing economies

**Guest editors: Sanjaya Lall & Douglas Van Den Berghe**

Although developing countries remain overwhelmingly recipients rather than sources of FDI, outward FDI stocks from developing economies, in particular in South East Asia, Latin America and Central and Eastern Europe, have grown rapidly over the last ten years. The share of developing countries in global outward stock rose from 5 percent in 1990 to almost 12 percent in 2000. This special issue of UNCTAD's journal *Transnational Corporations* aims to identify and qualify outward FDI from developing countries, focusing on the specific internationalization strategies of TNCs from developing economies – i.e. emerging internationalization - and the associated policy implications of outward FDI for developing countries. A broad range of analytical themes related to the emergence, strategy, and sustainability of TNCs and associated FDI from emerging economies are to be addressed in this special issue. The target audience is practitioners, policy makers and academics. The special issue will be published in the Fall/Winter 2004 issue of the *Transnational Corporations Journal*. The **submission deadline** is April 30, 2004

**Submission guidelines:** Please indicate that your paper is submitted to the special issue of TNC Journal on: “Emerging Internationalization” and send papers (electronically) to: [douglas.vandenbergh@unctad.org](mailto:douglas.vandenbergh@unctad.org) or [dberghe@fbk.eur.nl](mailto:dberghe@fbk.eur.nl) with a cc to: [tcnj@unctad.org](mailto:tcnj@unctad.org). The papers will go through a double-blind peer review process. For further information on the manuscript preparation and style guide see: [http://r0.unctad.org/en/subsites/dite/1\\_itncs/1\\_tncfa.htm](http://r0.unctad.org/en/subsites/dite/1_itncs/1_tncfa.htm)





## CALL FOR PAPERS (continued)

### CALL FOR PAPERS FOR A NEW JOURNAL: THE EUROPEAN MANAGEMENT REVIEW

The *European Management Review (EMR)*, the journal of the European Academy of Management (EURAM), published by Palgrave Macmillan is seeking contributions. *EMR's* editorial policy is decided and implemented by an editorial team consisting of well-known scholars from all over the world (see [www.euram-online.org](http://www.euram-online.org)). *EMR* is open to theoretical as well as empirical contributions, and has no preference for any particular theoretical orientation. Quality and originality are the criteria for accepting papers. *EMR* seeks to be a forum for discussion and dialogue in the management research community in innovative ways. The editorial board's ambition is to make *EMR* a top-quality international scholarly journal in the field of management. Interested contributors should contact P. Dussauge, the editor of *EMR* and Professor and Coordinator of the Strategy Department at HEC School of Management (Paris) at [dussauge@hec.fr](mailto:dussauge@hec.fr) or submit their paper to [emr@hec.fr](mailto:emr@hec.fr).

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### SPECIAL ISSUE ON MUSIC AND ORGANIZATIONS *Organization Management Journal (OMJ)*

The Eastern Academy of Management's (EAM) journal, *Organization Management Journal (OMJ)*, is pleased announce a call for papers. The submission deadline for our Special Issue on Music and Organizations is September 1, 2004.

Music can be regarded as a fundamental form of human organizing. It is drawn on to organize and order our activities, our emotions and the ways in which we experience the world. It is put to work in innumerable sites to support various interests and processes. In recent times social scientists of various persuasions have begun to explore the dynamics, rhythms and contours of this terrain.

Relevant themes include musical conditioning of workplaces and work related spaces, music and dance as protest and resistance to work practices in organizations, music as an organizing process, organizations as aural structures, representations of work and work relations in all types of music, the relationship between the nature of labor processes and musical forms, music in organizational development/change/transformation practice, new music technologies in the workplace, organizational identity work and musical consumption, music in labor history, critiques of music in marketing practice, and communicative musicality in group and self-management processes. This list is not exhaustive and we welcome other suggestions.

Contributors should prepare their manuscripts as per the requirements for *Group and Organization Management*. All papers will be double blind reviewed in accordance with the journal's normal procedure. Please send submissions by email to Marek Korczynski at [m.korczynski@lboro.ac.uk](mailto:m.korczynski@lboro.ac.uk). Please visit *OMJ* at [www.wnec.edu/omj](http://www.wnec.edu/omj) or the EAM at <http://eaom.org> for more.

### A Riverboat View of New Orleans' Skyline





## REGIONAL NEWS UPDATES

### NEWS FROM THE EAST

David Dawley, West Virginia University

There is a call for papers for a special issue of *Organizational Management Journal (OMJ)*. The special issue's focus is music and the workplace. See page 21 for more detail. Also, the Eastern Academy of Management's Annual Conference is in Providence RI from May 12-15.



### NEWS FROM ASIA

Michael Young, Chinese University of Hong Kong

The International Association of China Management Researchers (IACMR) will hold its inaugural meeting from June 17-20 at the Beijing Hotel, Beijing China. The theme is "Mapping the Territory for Chinese Management Research." Registration and other information can be obtained from the IACMR website at: <http://www.iacmr.org>.

The Asia Academy of Management has issued a Call for Papers for the Fourth Asia Academy of Management meeting to be held in Shanghai, China from December 16-18 in conjunction with Fudan University. The theme of the conference is "Moving Forward: Leading Asia in a New Era". The deadline for submissions is May 31, 2004. More details are at: <http://www.baf.cuhk.edu.hk/asia-aom/>.



### NEWS FROM OCEANIA

Delwyn Clark, University of Waikato

"People First – Serving our Stakeholders" is the theme for the 18<sup>th</sup> annual conference of the Australian and New Zealand Academy of Management, ANZAM, to be held in the South Island New Zealand city of Dunedin from December 8-11, 2004. Hosted by the University of Otago Business School, the keynote speakers will include Professor Denise Rousseau (Carnegie Mellon), Professor Paul Goodman (Carnegie Mellon), and Stephen Tindall (CEO of The Warehouse Group). The deadline for papers is 9 July 2004. More details are available at the conference website: <http://www.business.otago.ac.nz/mgmt/ANZAM2004/index.html> or by email from: [pat@dcms.co.nz](mailto:pat@dcms.co.nz).

### NEWS FROM THE SOUTH

Gary Castrogiovanni, University of Tulsa

The 2004 Southern Management Association meeting will be held from November 3 through November 6 at the Sheraton Gunter Hotel in San Antonio, Texas. Accommodations cost \$91 single/double. Fun and nightlife are just blocks away at the famed San Antonio Riverwalk, where you will find lively entertainment and fine dining. Further details are available on the SMA website: [www.southernmanagement.org](http://www.southernmanagement.org).



### NEWS FROM CANADA

Tima Bansal, University of Western Ontario

The Administrative Sciences Association of Canada (ASAC) will hold its annual meeting in Quebec City on June 5-8, 2004. Quebec City is one of North America's landmark cities. The cultural and culinary experiences make this city well worth the visit. The conference theme pertains to the "Research Agenda for the Next Decade", and promises to have interesting presentations on predicting market shifts, identifying opportunities, and improving competencies.



### NEWS FROM THE MIDWEST

Ed Levitas, University of Wisconsin-Milwaukee

The 2004 Midwest Academy of Management meeting will be held in Minneapolis, Minnesota from April 29<sup>th</sup> through May 1<sup>st</sup>. The theme, "E-motionalizing Management: The Challenge for Globalizing Organizations" focuses on how mediated forms of communication have changed how individuals interact and how organizations are managed. A crucial factor in effectively managing under ever-greater electronically mediated circumstances is the ability to maintain important emotional aspects of relationships. Creatively integrating the emotional link between people separated by physical and cultural distance is a significant challenge for management scholars and practitioners as the information age continues. The program hopes to add to our understanding of these issues, and includes research papers, new research ideas (works-in-progress), symposia, university showcase sessions, case studies, and speakers.

More information regarding the activities, the conference program, registration, and ways to participate is at <http://www.midwestacademy.org>.





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Javier Gimeno, Division Chair (INSEAD)  
Margaret Peteraf, Division Chair - Elect (Dartmouth)  
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**See you all in New Orleans!!!**

**Don't forget to vote for BPS officers and register for BPS-sponsored Consortia  
and Professional Development Workshops !!!**