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Past President's Column

Past President's Message

October 2008

Dear Academy Member:

It is the time of the year when, in conformity with our Articles of Incorporation and By-laws, the Nominating Committee solicits nominations for the position of Vice President-Elect & Program Chair-Elect and for Representatives to the Board of Governors. The election for these positions will be held next Spring. The individual elected to the position of Vice President-Elect & Program Chair-Elect will assume the position in August of 2009 and will automatically become Vice President & Program Chair in August of 2010.

This individual typically would become President-Elect & Coordinator of Professional Divisions the following year, and President the year after that. Representatives to the Board of Governors also assume their positions in August of 2009 serving three-year terms.

The By-laws specify that the Nominating Committee for this office will consist of five officers of the Academy: myself, as Past President & Chair of the Nominating Committee; Angelo DeNisi, President; James P. Walsh, President-Elect & Coordinator of Professional Divisions; Susan Jackson, Vice President & Program Chair; and Anne Tsui, Vice President-Elect & Program Chair-Elect. We will nominate three candidates for Vice President-Elect & Program Chair-Elect on the basis of prior experience and contributions to Academy activities and/or leadership potential. Board representatives will be nominated on the basis of their activity in the Academy, the divisions or our affiliates. Past Presidents are ineligible for reelection.

We value your participation in the nomination process. Please take a moment to log on to the Online Nomination System to make two nominations for the position of Vice President-Elect & Program Chair-Elect as well as for candidates for Board representatives. I will collect and certify the nominations to the Nominating Committee. Please make your selection by November 14, 2008.

Sincerely,

A handwritten signature in cursive script that reads "Thomas W. Lee". The signature is written in black ink and is positioned below the word "Sincerely,".

Thomas W. Lee
Past President

2008 Call for Nominations

2008 Board of Governors Call for Nominations Online

Please take this opportunity to nominate candidates for the future leadership of the Academy of Management! Visit the "[Call for Nominations](#)" website by **November 14, 2008!**

2009 Brings New AOM Conference Design

The past year was an active time for those of us involved in bringing you the AOM annual conference. In the spirit of innovation and continuous improvement, President-Elect James P. Walsh (the 2008 Program Chair), the AOM professional staff who administer all of the conference logistics, and yours truly spent the year evaluating which elements of the annual conference work well and which can be better.

Using the many years of accumulated experience within the AOM staff, the opinions of AOM members expressed in several member surveys during recent years, and our own ideas, we have redesigned the meetings to fit within a slightly different schedule. Here are some of the highlights of the New Annual Conference Design:

- Professional Development Workshops begin on Friday morning at 8:00 AM. This is a half day earlier than in the past.
- The conference ends on Tuesday evening, with a special All-Academy Closing Reception. In the past, we ended at midday on Wednesday.
- Sunday begins with a Breakfast Reception and the Presidential Welcome.
- The rest of Sunday is devoted mostly to All-Academy Theme sessions which including PDWs, scholarly symposia, and highlighted speakers. By having sessions on Sunday afternoon, we have expanded the program. In addition, the new design will encourage members to focus their attention on the conference theme.
- All scholarly sessions held on Monday and Tuesday will be scheduled to into uniform 90-minute time blocks, with 15 minutes breaks between sessions. By standardizing the session time blocks, you will find it much easier to plan your customized program.
- To accommodate these changes, you may find that some of the meetings for journals, division business meetings, and socials are scheduled at different times. If you are involved in such meetings, please be sure to check the schedule carefully when it is published next spring.

We believe that the new program design will make the annual meeting program more efficient, and we sincerely hope you agree! To find out how the new conference design works, please plan to participate. Mark your calendar now to reserve these dates: Friday, August 7 through Tuesday, August 11, 2009. Then visit the AOM 2009 Annual Meeting website.

Susan E. Jackson
Program Chair and Vice President
Rutgers University and GSBA Zürich

AMJ - 2007 Best Paper Award



Academy of Management Journal Best Paper Award Presenter, Pratima Bansal with award recipients **LaKami T. Baker** and **Donde Ashmos Plowman**

Academy of Management Journal 2007 Best Paper Award

The Academy of Management Journal Award is given on a yearly basis to the selected paper published the previous year. The finalists were selected by the AMJ Award Committee: Pratima Bansal, Robert Baron, Michael Hitt, Alan Meyer, Nandini Rajagopalan, and Anne Tsui. The Academy of Management Journal Best Paper Award was decided by the committee on the basis of the following criterion:

- The paper answers the most important research questions concerning general management theory and practice
- An important idea, and original hypotheses
- Its theory advances new understanding
- Appropriate data, sound methods, and significant results
- The paper will affect research and practice in the future

The Academy of Management Journal Best Paper Award finalists are:

“Flattery Will Get You Everywhere (Especially If You Are a Male Caucasian): How Integration, Boardroom Behavior, and Demographic Minority Status Affect Additional Board Appointments at U.S. Companies”, by James D. Westphal, Ithai Stern, and

“Is More Fairness Always Preferred? Self-Esteem Moderates Reactions to Procedural Justice”, by Batia Mishan Wiesenfeld, William B. Swann, Jr., Joel Brockner, and Caroline A. Bartel.

The Academy of Management Journal 2007 Best Paper Award was awarded to:

Donde Ashmos Plowman, LaKami T. Baker, Tammy E. Beck, Mukta Kulkarni, Stephanie Thomas Solansky, Deandra Villarreal Travis, for “Radical Change Accidentally: The Emergence and Amplification of Small Change.”

AMLE - 2007 Best Paper Award

The Academy of Management Learning and Education Best Paper Award

The Academy of Management Learning and Education Best Paper Award is given on a yearly basis to the selected paper published the previous year. The finalists were selected by the AMLE Award Committee: Robert Rubin (Chair), Kenneth G. Brown, Lisa Burke, Chris Kayes, and Donald L. McCabe.

The Academy of Management Learning and Education Best Paper Award is decided by the committee on the basis of the following criterion: the paper embodies AMLE's mission, it advances the state of scholarship in management learning and education, and lastly provokes thought and directs attention toward critical challenges/issues facing management education.

The Academy of Management Perspectives Best Paper Award finalists are:

Terence R. Mitchell, "The Academic Life: Realistic Changes Needed for Business School Students and Faculty", and Harold J. Leavitt*, "Big Organizations are Unhealthy Environments for Human Beings".

The Academy of Management Learning and Education 2007 Best Paper Awardees are Denise Rousseau and Sharon McCarthy, "Educating Managers from an Evidence-Based Perspective."

*Professor Leavitt passed away in 2007. The Academy was pleased to have Ms. Jean Lipman-Blumen at the awards ceremony to share this honor.

AMR- 2007 Best Paper Award



Harris Sondak, Chair of the Academy of Management Review Best Paper Award and awardees Michael Pratt and Erik Dane

Academy of Management Review Best Paper Award

The Academy of Management Review Award is given on a yearly basis to the selected paper published the previous year. The finalists are selected by the AMR Award Committee: Harris Sondak (Chair),

Caroline A. Bartel, Christine Beckman, Sally Maitlis, Madan Pillutla, and Graham Sewell. The criterion of the Academy of Management Review Best Paper Award includes:

- The core ideas are original, important, and provocative
- Discussion of literature is complete, and accurate
- Presentation is concise and logical
- Contribution is clear and important

The selection committee judged the AMR Best Paper of 2007 as excelling on all of these dimensions. In addition, the committee that chose the selected paper noted it excellent for several particular reasons:

- It makes intelligible a notion that is often hard to define
- It is well grounded in past disciplinary work but is broad in its application to management generally
- Its practical implications are compelling for research and practice, including for teaching business students.

While there were many fine papers published in AMR in 2007, this paper clearly stood out. The Academy of Management Review 2007 Best Paper Award awardees are:

Erik Dane and Michael Pratt for "Exploring Intuition and Its role in Managerial Decision Making."

HR Division News

Greetings from Chicago. As Chair of the HR Division, I'd like to tell you about some of our new initiatives as well as provide a recap of the 2008 AOM meeting in Anaheim. Before doing so, I want to thank John Hollenbeck (Michigan State), who has served as the HR Division Chair for the past year. John has been a wonderful leader—accomplishing a great deal in a short period of time and making it fun along the way. A priority for the HR Division for the coming year is to increase involvement of our members.

Our membership growth has occurred in two areas: doctoral students and international members. In order to involve our doctoral student members, we will be forming a doctoral student committee. This committee will develop some events for the 2009 AOM meeting for doctoral students who are in the first or second year of their program. This will compliment the doctoral consortium, which is targeted for more senior students. In terms of reaching out to our international members, John Hollenbeck (Michigan State) has created the HR Ambassadors committee.

This committee consists of HR division members from 42 different countries and will create a stronger connection with our international members. The HR Division's program at the 2008 AOM meeting was filled with great sessions, workshops, and networking events. There's not enough space to recognize all of the Division members who helped to make the AOM meeting a success but there are two individuals who were essential. John Delery (University of Arkansas) served as the Professional Development Workshop Chair and Howard Klein (Ohio State University) served as our Program Chair. Thanks to John and Howard for all of their efforts in creating a great AOM meeting for the HR Division. I am fortunate to work with 18 individuals who were elected by our members to serve as officers of the division. Four of these individuals recently completed their three year term and deserve a big thank you. Thanks to David Allen (University of Mississippi), Maria Kraimer (University of Iowa), Paul Sparrow (Lancaster University), and Kelly Zellars (University of North Carolina, Charlotte) for serving the HR division so well during the past three years.

The awards committee, co-chaired by Wendy Boswell (Texas A&M University) and Theresa Glomb (University of Minnesota) involved over 80 division members in selecting our 2008 award winners. We would like to recognize and congratulate the 2008 award winners: Herbert Heneman Jr. Career Achievement Award: Susan E. Jackson, Rutgers University Thomas A. Mahoney Mentoring Award: Gary P. Latham, University of Toronto Distinguished HR Executive Award: Anthony (Tony) J. Rucci, The Ohio State University Early Career Achievement Award: Bradford S. Bell, Cornell University Scholarly Achievement Award: Mo Wang, Portland State University International HRM Scholarly Achievement Award: Barry Gerhart, University of Wisconsin & Meiyu Fang, National Central University of Taiwan Ralph Alexander Dissertation Award: Anuradha Ramesh, Personnel Decisions International Best Convention Paper: Sven Kepes, Virginia Commonwealth University Best Student Convention Paper: Ruolian Fang, University of Minnesota SHRM Foundation Dissertation Grants: Sara Colakoglu, Rutgers University; Jennifer Nahrgang, Michigan State University; Prajya Vidyarthi, University of Illinois at Chicago; Yingchun (Irene) Wang, University of Minnesota Last, but not least, if you are interested in being more involved in the HR Division or If you have any suggestions, please send me an e-mail (sjwayne@uic.edu). Sandy J. Wayne HR Division Chair University of Illinois at Chicago

William H. Newman Award



Newman Award Chair, Marshall Schminke with award recipients: Elizabeth G. Pontikes, Pavani Rangachari, and Chen-Bo Zhong

The William H. Newman Award Recipients

The Academy of Management awards the William H. Newman Award to outstanding and recent dissertations. This prestigious award can be given to up to three papers a year. Each paper must be: single-authored and based on a doctoral dissertation completed within the past three years. The criterion for the William H. Newman

Award for Best Dissertation is as follows:

- The Paper addresses a significant organizational phenomenon
- It demonstrates appropriate consideration of relevant theoretical and empirical literature
- The author offers reasonable interpretations of the research results, draws appropriate inferences about the theoretical and applied implications of the results, and suggests promising directions for future research
- It yields information that is both practically and theoretically relevant and important
- The paper is presented logically, succinctly, and clearly

The Newman Award Committee includes Marshall J. Schminke (Chair), Anke Arnaud, Rebecca Bennett, Don Bergh, Pamela R. Haunschild, Rob Moorman, and Greg Northcraft. From more than 20 best-in-division semi-finalist papers the Newman Committee considered, the following papers were selected as finalists for the Newman Award:

Rebecca Mitchell from the University of Newcastle, “Knowledge Creation in Groups with Diverse Composition;” Paul M. Leonardi, from Northwestern University, “Organizing Technology: Toward a Theory of Sociomaterial Imbrication;” Sophie Leroy, from the University of Minnesota, “Why Is It so Hard to Do My Work? The Challenge of Attention Residue when Switching Between Tasks.”

The Recipients of the William H. Newman Award are:

Elizabeth G. Pontikes from the University of Chicago GSB, “Fitting in or Starting New? Invention, Constraint, and New Categories in the Software Industry;” Pavani Rangachari, from the Medical College of Georgia, “Knowledge Sharing Networks Related to Hospital Quality Measurement & Reporting;” Chen-Bo Zhong, from the University of Toronto, “The Ethical Dangers of Rational Decision Making.”

2007 Carolyn Dexter Award



Carolyn Dexter Award Chair, Claire Simmers with award recipients: Monika Winn, Martina Linnenluecke, and Andrew Griffiths

The Carolyn Dexter Award

The Carolyn Dexter Award is an all-Academy award given to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The Dexter Award Committee includes: Claire A. Simmers (Chair),

Jacob Eisenberg, David A. Lamond, Guido Moellering, and Rosa Nelly Trevinyo-Rodriguez.

The Criterion of the Carolyn Dexter Best International Paper Award is as follows:

- The theme and content of the paper should reflect an awareness of business and management outside domestic boundaries
- Collaboration between scholars from different countries is desirable
- Papers are considered for the Carolyn Dexter Award if they offer new insights, are rich in observation, and employ creative methodologies.

Submissions are welcomed of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions and are of excellent quality in accord with the criteria of these traditions.

The recipients of the Carolyn Dexter Best International Paper Award are: Martina Linnenluecke, Andrew Griffiths, and Monika Winn; for “Organizational Adaptation and Resilience to Extreme Weather Events”. The awardees represent the Organizations and the Natural Environment Division.

The other finalist papers were: “Determinants and Temporal Dynamics of Strategic Divergence: Evidence from Europe” (ENT Division) by Matthias F. Brauer, Mark Heitmann; “Genealogy of Brazilian Industrial Management” (MH Division) by Fabio Vizeu; and “Individual, Organizational & Environmental Drivers of Job Creation in New Firms” (ODC Division) by Sonali K. Shah, Marc Gruber, and John C. Dencker.

26th Annual Pan-Pacific Conference

The 26th Annual Pan-Pacific Conference will be held June 1-3, 2009 in Shenzhen, China

Contact:

Sang M. Lee, President
Pan-Pacific Business Association
University of Nebraska-Lincoln
Department of Management
Tel: 402-472-3915
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The theme of this year’s conference, “Strategic Innovation through Collaboration and Convergence,” will serve as an important forum for the exchange of ideas and information to promote understanding and cooperation among Pacific countries, particularly our host country, China. Special plenary sessions and panel sessions featuring top executives and government officials will be held to discuss trade issues, management innovations, and technology-transfer problems. In addition, numerous paper sessions and workshops will be arranged as well as plant and sightseeing tours.

Practitioners, educators and scholars are invited to submit an abstract, paper, symposium, tutorial or workshop proposal to be reviewed for presentation in the conference sessions. All proposals must be submitted electronically. For more information, please visit our website at www.panpacificbusiness.org.

Anne Tsui

Anne S. Tsui is the Motorola Professor of International Management at the W. P. Carey School of Business, Arizona State University and a Distinguished Visiting Professor at Peking University, Xi'an Jiaotong University, and Fudan University in China. She earned her Ph.D. from the University of California, Los Angeles, and has held faculty positions at Duke University, University of California, Irvine, and the Hong Kong University of Science and Technology.

She became an Academy member in 1978 and has served as Representative at Large for the OMT Division and the OB Division, on the Academy Board of Governors, as the 14th Editor of the Academy of Management Journal, and was elected a Fellow of the Academy. Beyond the Academy, she spearheaded the founding of the International Association for Chinese Management Research (IACMR) in 2001 with a mission to advance management research in and on China. In conjunction with IACMR and its missions, she established the journal *Management and Organization Review*, dedicated to publishing research on Chinese management.

Her research interests include management and leadership effectiveness, employee-organizational relationship, demographic diversity, and networks in the Chinese context. She is a recipient of the ASQ Scholarly Contribution Award, the AMJ Best Paper Award, and the Scholarly Achievement Award from the Human Resource Division of the Academy. Her book with Barbara Gutek, *Demographic Differences in Organizations: Current Research and Future Directions* (1999), was a finalist for the 2000 Terry Book Award. Dr. Tsui is among the top 100 most cited researchers in business, economics and management.

AOM Member Obtains Researcher of the Year Award

Miguel R. Olivas-Lujan (Ph.D., U. of Pittsburgh) received first place in the College of Business Administration's "Researcher of the Year Award 2007-08." A Professor of Management at Clarion University of Pennsylvania and a Faculty Researcher at Tecnologico de Monterrey (Mexico), Olivas-Lujan is also a member of Mexico's national researcher's system (Sistema Nacional de Investigadores) since 2004.

Appointment

Joann Keyton, North Carolina State University, has been appointed as Co-Editor of *Small Group Research*. Richard Moreland, University of Pittsburgh, and joins Vanessa Druskat, University of New Hampshire, as Co-Associate Editor.



Distinguished Educator Award

Distinguished Educator Award recipient,
Max Bazerman

The Distinguished Educator Award recipient is chosen by the Career Achievement Awards Committee: Richard T. Mowday (Chair) Kathy Eisenhardt, Janet Fulk, Tim Hall, Herminia

Ibarra, and Greg Oldham. The committee reviews nominations accompanied by letters of support that specify the nominee's accomplishments.

The Distinguished Educator Award recognizes significant contributions over the course of a career in one or more of the following areas: developing doctoral students, teaching effectiveness in the classroom and other forums, and fostering pedagogical innovations such as new and effective teaching methods and designs.

A brief excerpt from the award recipient's nomination letters recognizes:

- His contributions to developing four generations of doctoral students
- His important MBA texts in the areas of decision making and negotiations
- The development of teaching materials in the area of negotiation
- His excellence as a teacher at multiple levels of the curriculum

Award Chair Rick Mowday pointed out, "evidence of the recipient's contributions to developing the next generation of professors comes from the fact that one of his doctoral students actually won this award before he did".

The 2008 Distinguished Educator Award recipient is Max Bazerman.

Distinguished Service Award



Distinguished Service Award recipient,
David Van Fleet

The Distinguished Service Award.

The Distinguished Service Award recipient is chosen by the Career Achievement Awards Committee: Richard T. Mowday (Chair) Kathy Eisenhardt, Janet Fulk, Tim Hall, Herminia Ibarra, and Greg Oldham. The committee reviews nominations accompanied by letters of support that specify the nominee's accomplishments.

Criteria for this all-Academy award include excellence in one or more of the following: developing and/or enhancing a field of study; founding or creatively editing a journal; and building institutions, for example through creative or unusually effective service to a major professional organization.

The letters nominating this year's service award recipient noted his:

- contributions to editing several journals,
- extensive involvement in multiple roles at all levels of the Academy of Management
- pioneering work in helping to define the study of military leadership

Rick Mowday, Career Achievement Award Chair mentioned, "If I mentioned all of this individual's specific service contributions, we would have time for the President's speech."

The recipient of the 2008 Career Service Award is David Van Fleet.

George R. Terry Book Award



Jacqueline Coyle-Shapiro, presenter of the George R. Terry Book Award and award recipient, Andrew H. Van de Ven

George R. Terry Book Award

The George R. Terry Book award is granted annually to the book judged to have made the most outstanding contribution to the advancement of management knowledge with a contribution to management theory, conceptualization, research, or practice. Nominated books must be single-authored, not edited, and published during the past two years. The deciding award committee of the George R. Terry Award include: Denise Rousseau (Chair), Katinka Monica Bijlsma, Jacqueline Coyle-Shapiro, Joseph Mahoney, and Georges Romme.

The finalists of the award are: Rakesh Khurana, "From Higher Aims to Hired Hands: The Social Transformation of American Business Schools and the Unfulfilled Promise of Management as a Profession;" Johannes Pennings and Filippo C. Wezel, "Human Capital, Inter-firm Mobility and Organizational Evolution;" and Charles Perrow, "The Next Catastrophe: Reducing Our Vulnerabilities to Natural, Industrial, and Terrorist Disasters."

The awardee of the George R. Terry Book is: Andrew H. Van de Ven for "Engaged Scholarship: A Guide for Organizational and Social Research."

The Mentoring Legacy Award



The Mentoring Legacy Award

Mentoring Legacy Award Chair, C. Douglas Johnson with Mentoring Legacy Award Recipient Tammy D. Allen

This award is given to recognize scholars whose work has been germinal to the research and study of mentoring. We seek to honor those individuals whose work has influenced and shaped the mentoring discourse, both inside and outside of the Academy.

Criteria for the Mentoring Legacy Award includes:

- Enduring contribution to research on mentoring with important and innovative ideas
- Advancement of knowledge about mentoring, including conceptual, empirical, or theoretical developments
- Collaboration with junior scholars in the field; and/or evidenced influence on direction for future research in the field of mentoring

The 2008 Recipients for the Mentoring Legacy Award are Tammy D. Allen and Lillian T. Eby.

Scholarly Contributions Award

Scholarly Contributions Award recipient,
Donald C. Hambrick
The Scholarly Contributions Award



The Scholarly Contributions Award recipient is chosen by the Career Achievement Awards Committee: Richard T. Mowday (Chair) Kathy Eisenhardt, Janet Fulk, Tim Hall, Herminia Ibarra, and Greg Oldham. The committee reviews nominations accompanied by letters of support that specify the nominee's accomplishments.

The Scholarly Contributions Award annually recognizes significant contributions that have advanced management and organizational knowledge over the course of a career. Such contributions can take the form of conceptual, theoretical, or empirical developments having a significant impact on management knowledge and practice.

According to Rick Mowday:

“In the case of this year's award recipient, his contributions have taken all three forms. In a letter of nomination, it was said that this year's award

recipient: is one of the finest scholars in our field; is truly prolific; his work has had immense impact; his research combines creatively, rigor, and practical value; and he is a central leader in the field of organizational strategy... and let that be an understatement.”

The Scholarly Contributions Award recipient is Donald C. Hambrick of Pennsylvania State University.

Associate Dean Srilata Zaheer Appointment

Carlson School Associate Dean Srilata Zaheer appointed first endowed chair in Global Corporate Social Responsibility at University of Minnesota

MINNEAPOLIS/ST. PAUL (Oct. 15, 2008)—Srilata Zaheer, associate dean of faculty and research and professor of Strategic Management and Organization at the Carlson School of Management, University of Minnesota, was named the first holder of the Elmer L. Andersen Chair in Global Corporate Social Responsibility. This school-wide chair was created through an agreement with the HB Fuller Foundation, the University of Minnesota Foundation, and the Carlson School.

A school-wide committee selected Zaheer for the inaugural appointment based on her excellence in research, teaching, service contributions, international reputation, and evidence of impact. Her areas of research include the legitimacy of multinational enterprises and how information and communication technology influence the work of global firms. She is particularly interested in how corporate social responsibility and the legitimacy that goes with it spill over across national boundaries.

In 2007, Zaheer was named a Fellow of the Academy of International Business, the highest academic honor in her field. Her research has been published in top-ranked management and international business journals including Strategic Management Journal, Academy of Management Review, Academy of Management Journal, Organization Science, Management Science, and Journal of International Business Studies. She held elected

office for five years on the Executive Committee of the International Management Division of the Academy of Management, culminating in service as its Chair. She has served on the editorial boards of several academic journals including Strategic Management Journal, Journal of International Business Studies, and Group and Organization Management. She currently serves as the Reviewing Editor at Journal of International Business Studies. From 1994 to 1996, Zaheer was a senior research fellow of the Wharton Financial Institutions Center. Prior to her academic career, Zaheer worked with Sandoz and the Tata Group of Companies in India, and with Business International in India and Nigeria.

Zaheer received her doctorate in international management from the Massachusetts Institute of Technology (MIT), and her MBA from the Indian Institute of Management, Ahmedabad. She is the author of over 30 publications and the recipient of several international academic honors, including two previous awards from the Academy of International Business.

Green Management Matters



Chicago, August 7-11, 2009
Green Management Matters

The 2009 Annual Meeting of the Academy of Management invites members to examine and discuss the important relationship between management and environmental sustainability. The meeting theme, “Green Management Matters,” encourages you to consider how your ongoing scholarly activities—including teaching, research and service—might shape and be shaped by society’s increasing concern about responsible stewardship of the natural environment. For many of us, the connection between our work and the issue of environmental sustainability is not obvious. Yet making this connection might be a powerful means to increasing the relevance of our scholarship.

During the coming year, consider the question of how your work can inform managers and students who wish to better understand why and how “Green Management Matters.” Write a paper that proposes new research directions for people in your area of specialization. Organize a Professional Development Workshop (PDW) to consider the implications of the theme for educational activities. Organize a Caucus to launch a new investigation. Do you have connections to a “green” organization in or near Chicago, where the conference will

be held? If so, consider involving them in our 2009 conference. For example, you might invite a manager to participate in a symposium, or propose an off-site PDW to be held at the organization, or invite the organization to sponsor a social event. Interested but not sure how to get started? In that case, consider visiting the website of the Academy’s newest division, [Organizations and the Natural Environment \(ONE\)](#) for inspiration.

The deadline for submission of all proposals (PDWs, papers, and symposia) is January 15, 2009, at 5:00 PM EST (New York Time), so you have time to think deeply about how your work connects to the conference theme. To submit your proposal or learn more about plans for the 2009 conference in Chicago, go to [AOM 2009 Annual Meeting website](#).

As always, proposals that are of particular relevance to the members of a division, interest group, or committee should be submitted to the appropriate Program Chair or PDW Chair. As a general rule, Program Chairs are responsible for the scholarly sessions, most of which are scheduled for Monday and Tuesday. Scholarly sessions include all types of paper sessions, symposia and Caucuses. PDW Chairs are responsible for the workshops, which are held on Friday and Saturday. In some cases, a single person serves in both of these two roles. In larger divisions, two different people may be assigned to the two roles. For more details about the 2009 PDW program, be sure to read Anne Tsui’s column, which appears elsewhere in this newsletter.

Theme-related proposals of interest to colleagues from a very broad range of divisions and interest groups will be reviewed by the All-Academy Theme (AAT) program committee. Chaired by Andrew Hoffman (2009AllAcademy@umich.edu), the All-Academy Theme program committee is responsible for soliciting and reviewing

PDW and symposium proposals that address the theme, “Green Management Matters”, and have broad appeal to members from a wide range of divisions and interest groups. In 2009, as part of the New Conference Design, most All-Academy Theme sessions will be held on Sunday. If you want your proposal to be considered as an All-Academy Theme session, be sure to select the correct sponsor when you submit it. For more details about All-Academy Theme session, see Andy Hoffman’s column in this newsletter. If you are uncertain about whether an idea is appropriate, please contact Andrew directly before December 15 to discuss it. Note that, as in the past, you may submit a narrowly focused theme-related proposal to a specific division. The decision about whether to send a theme-related proposal to a division or the All-Academy Theme committee depends on the audience for your session. If your proposal will be of interest primarily to members of one or two divisions, then you should not submit it to the All-Academy Theme committee.

Of course, with a theme like, “Green Management Matters,” 2009 should be a year when we take significant steps toward greening the conference itself. Chicago is well-positioned to help us host a conference that reflects the theme, and the AOM headquarters staff is already discussing greening ideas with the many hotels and vendors involved. In addition, AOM members can participate directly by volunteering to serve on the Local Arrangements Committee’s “Greening the Meetings” subcommittee. Chaired by Gordon Rands (GP-Rands@wiu.edu), the subcommittee will develop and help implement specific proposals to illustrate how the theme applies to our own conference

Message from the PDW Chair

Chicago, August 7-11, 2009:
Green Management Matters

Professional Development Workshops (PDWs) have become an integral part of the Annual Meeting of the Academy of Management. Their purpose is to provide members with experiences that update and develop their professional skills related to research, teaching, and professional practice such as consulting.

PDWs are distinct from scholarly programs in their personal and professional skill orientation. In addition to the long standing tradition of doctoral student consortia and junior faculty workshops, PDWs have included tutorials, panels, debates, round table discussions, and even off-site visits to companies. As long as an event brings learning value to the participants in terms of skill enhancement related to their professional activities, the sky is the limit. The theme of the 2009 meeting, [Green Management Matters](#), should offer interesting opportunities to propose creative explorations of green concepts in teaching, research, and professional practices.

As part of the new conference design (Friday morning through Tuesday), PDWs will span two full days, 8 am to 8 pm Friday and Saturday. You have the flexibility to design a PDW for any length of time (in two-hour blocks), ranging from two hours to 12 hours (or more). During these two days, divisional, inter-divisional, interest group and theme committee PDWs will be presented. Sunday will be devoted to the [All Academy Theme PDWs](#). Please visit the [PDW website](#) for detailed information on PDW policies and rules, submission guidelines and processes. The PDW resources page [link] has suggestions and ideas on creating and managing a good professional development workshop as well as samples of past PDW proposals that have resulted in successful experiences for participants.

Successful PDWs have many common features, but the most important of these is captured by the word “interactive”. Skills are better enhanced through active engagement in discussion or experiential activities rather than passive listening. I would suggest that you develop a schedule with 30 minute time segments. If you find your proposal involves speakers talking more than 30 minutes each time or more than 50% of the time of the session, please seriously consider changing the design. I invite you to read the paper “[A Guide to Good PDWs](#)” for excellent ideas on developing interactive and developmental PDWs. Be creative, think outside the box, and experiment with new ideas. If you are not sure of an idea, contact your division [PDW chair](#) for informal feedback. Do this early and don’t wait till the last minute. The division PDW chair is available for consultation until December 15, 2008. The submission deadline for PDW proposals is January 15, 2009. You

may indicate as many co sponsor divisions as desirable for your proposal but you submit it to only one division.

In addition to division-specific PDWs, we encourage proposals that draw interest from members of multiple divisions. PDWs offer an excellent opportunity to move outside the boundary of a single division to explore issues and ideas across divisions. Try to involve the theme committees, such as international, practice, mentoring and teaching. Engage international members as presenters or leaders of the workshops. PDWs are excellent opportunities to learn about research and teaching practices in other countries and to develop potential collaborative projects. PDWs can be a vehicle to bridge research and practice by engaging practitioners and scholars in dialogues on their mutual challenges and aspirations. While the scholarly program is a structured presentation of research results and scholarly ideas, PDWs are relatively informally structured activities that can offer serious learning in a fun and relaxed atmosphere. Start planning your PDW now and let Chicago in 2009 serve as a fertile ground for creative opportunities to meet the professional development needs of Academy members. See you in Green Chicago.

Anne S. Tsui
Arizona State University
2009 Academy of Management Meeting
Chair, Professional Development Workshops

Calling All AOM Members

Calling all AOM members!

I am the All Academy Chair for the 2009 Academy where the theme will be "Green Management Matters." Most of the sessions to be held during the Sunday program will be All-Academy sessions, including Symposia and PDWs. In order to make this a success, I am asking for your brief assistance in two areas.

1. I want to encourage you to propose an All-Academy Symposia or PDW. Beyond the usual criteria of being applicable to the conference theme and being of interest across divisions (see A Guide For Creating And Managing A Good Professional Development Workshop), we are looking for proposals that are creative and innovative. Alternative formats? Business, government, foundation or NGO involvement? The more creative and innovative the better. You can send proposals to: 2009AllAcademy@umich.edu. Even if you just have an idea at the moment, I'd be glad to kick it around if you send it to this address.

2. I am looking for people from multiple divisions to serve on a committee to evaluate and select the final Symposia and PDWs for the 2009 All Academy program. Again, interested people can send their intentions to me at 2009AllAcademy@umich.edu.

I thank you in advance for your assistance.

Best regards,

Andy Hoffman

Recognition of Volunteer Efforts

The Academy of Management recognizes and gratefully thanks the following outgoing volunteers for their time and efforts last year:

Outgoing Past President – Thomas W. Lee
Outgoing Rep-at-large – Albert Cannella, Jr.
Outgoing Rep-at-large – Miriam Erez
Outgoing Rep-at-large - Karen Golden-Biddle
Outgoing Mentoring Award Chair- Douglas Johnson
Outgoing Newman Award Chair-
Outgoing Terry Book Award Chair- Joseph Porac
Outgoing Member Awards Chair- Michael Beer
Outgoing AMJ Editor- Sara Rynes
Outgoing Exhibits Chair- Ayman Tarabishy

The Academy of Management would also like to thank all of our current volunteers:

Current Placement Chair- Janice Black
Current Sponsorship Chair- GERALYN FRANKLIN
Current Proceedings Chair- George Solomon
Current Practice Theme Chair – Elena Antonacopoulou
Current Mentoring Co-Chairs – Bahaudin Mujtaba, Rowena Ortiz-Walters

Current Teaching Theme Chairs- Barbara Ritter

Current Historians- Chuck Wrege and Regina Greenwood
Current Membership Chair- James Calvin

The Academy of Management would like to offer a warm welcome to the new volunteers for the up coming year:

Incoming Vice-President Elect- Susan Jackson
Incoming Rep-at-large- Harry Barkema
Incoming Rep-at-large- Karen Locke
Incoming Rep-at-large- Anne O’Leary-Kelly
Incoming Teaching Theme Chair- Barbara Ritter
Incoming Member Awards Chair- Rick Mowday
Incoming Practice Theme Chair- Elena Antonacopoulou
Incoming Mentoring Award Chairs- Rowena Ortiz-Walters & Bahaudin Mujtaba
Incoming Newman Award Chair- Marshall Schminke
Incoming Ethics Education Chair- Marshall Schminke
Incoming Ethics Adjudication- Ann Buchholtz
Incoming Ethics Ombudsperson- Linda Trevino
Incoming International Theme Chair- Jacob Eisenberg
Incoming Terry Book Award Chair- Denise Rousseau
Incoming Carolyn Dexter Award Chair- Claire Simmers

Thank you again to all our volunteers for your time and efforts for the Academy of Management - it is due to the dedication of volunteers like you that the Academy is thriving today.

Refreshing the Soul of Management History

Greetings from the Management History Division! Although we are already moving towards the 2009 meeting, as management historians, we think there is value in taking a look back too. In his Presidential Address on “The Management Professor” in Anaheim recently, Tom Lee reminded us, if any reminders were necessary, about the importance of accumulating decades of programmatic research in order to understand and appreciate the ideas that resonate versus those that tend to fade away. For example, he pointed to the work of Simon and March, and the work they have inspired in turn. He also referred to Edwin Locke and Bernie Bass’s 25 years of research. In doing so, Tom also provided a timely reminder about the importance of knowing from whence we came in order to take our discipline forward; he reminded us of the importance of the history of our respective disciplines and the central place of management history in the life of the Academy.

Now that we are well and truly into the first decade of the 21st century, we can look back on the great service that scholars like Dan Wren, Chuck Wrege, Ron Greenwood, Art Bedeian, David van Fleet, and others, have provided to the Academy in their respective fields and particularly in the area of management history. But where is the next generation of these historically-grounded management scholars? The answer, of course, is within the roughly 19,000 Academy members in more than 100 countries around the world, who share Tom Lee’s appreciation of the importance of our collective memory for our disciplines. When the time comes for you to renew your membership in the Academy, and you rightly sign up for your primary division of interest, think about joining the Management History Division as well. We think we’re the most welcoming division around and we want your involvement. When you’re thinking about your contributions to the 2009 program in Chicago, consider the history of green management and green organizations, as well as contemporary issues. Every discipline has a history – every literature review is a mini-history – so come and share your discipline’s history and foundation with your colleagues in the Management History Division. John Humphreys Chair, Management History Division.

Timothy A. Judge

Timothy A. Judge is the Matherly-McKethan Eminent Scholar, Department of Management, Warrington College of Business, University of Florida. Tim received his PhD from the University of Illinois at Urbana-Champaign in 1990. Before entering the doctoral program at Illinois, he was a manager with Kohl's Department stores in Wisconsin and Illinois.

Tim’s previous academic appointments include Stanley Howe Professor of Leadership at the Tippie College of Business, University of Iowa, and associate and assistant professor at the School of Industrial and Labor Relations, Cornell University.

Tim’s research interests are in the areas of personality, leadership, and, most recently, moods and emotions. He serves on the editorial review boards of eight journals, including: British Journal of Management, European Journal of Work and Organizational Psychology, International Journal of Selection and Assessment, Journal of Applied Psychology, Personnel Psychology, and Journal of Management. Tim has served as Division Chair for the Human Resources Division of the Academy of Management, and has been on the Executive Committee of

both the Human Resources and Careers Divisions. He also has served on a variety of committees in the Organizational Behavior Division of the Academy of Management, including the Awards Committee and the Program Committee.

Tim is a fellow of the Academy of Management, the American Psychological Association, and the American Psychological Society. In 2001, he received the Cummings Scholar Award from the Organizational Behavior Division of the Academy of Management.

At Florida, Tim has taught courses in organizational behavior, leadership, and negotiation. In 2008, he received the University of Florida Doctoral Mentoring Award.

Paul Adler



Paul Adler is Professor of Management & Organization at the Marshall School of Business, University of Southern California. At the Academy of Management, he has served as chair of the Technology and Innovation Management Division, co-founded the Critical Management Studies Interest Group, and participated in numerous junior faculty and doctoral consortia for several Divisions.

He began his education in Australia and moved to France in 1974. He received his doctorate in economics and management there while working as a Research Economist for the French government. He came to the USA in 1981, and before arriving at USC in 1991, he was affiliated with the Brookings Institution, Barnard College at Columbia University, the Harvard Business School, and Stanford's School of Engineering.

His research and teaching focus on organization theory and design, strategic management, and human resource management in R&D, engineering, software, healthcare, and manufacturing operations. He has published widely in academic and managerial journals both in the U.S. and overseas, and has (co-)edited several volumes: *Technology and the Future of Work* (1992), *Usability: Turning Technologies into Tools* (1992), *Remade in America: Transplanting and Transforming Japanese Management Systems* (1999), *The Firm as a Collaborative Community: Reconstructing Trust in the Knowledge Economy* (2006), and *Oxford Handbook of Sociology and Organization Studies* (forthcoming).

David A. Harrison



David A. Harrison is the Mary J. & Frank P. Smeal Professor of Management and Organization at Penn State University. Previously, he was on the faculty of the University of Texas - Arlington. He has been an Academy of Management member since 1986.

He earned his undergraduate degree from Bowling Green State University, and his masters' and doctoral degrees from the University of Illinois at Urbana-Champaign. Dr. Harrison has published and presented over 150 articles, book chapters, editorial reviews, monographs, and papers -- dealing with a) diversity, b) work role adjustment, c) time, and d) executive decision processes in organizations. He has been a National Science Foundation Fellow, and has received several research honors including Sage Best Paper awards in 1991, 1992, 1995, and 2002 from the Research Methods (RM) division of the Academy, the 1995 Carolyn Dexter Best International Paper

award, the 2007 HR Division Scholarly Achievement award, and the 2008 Saroj Parasuraman Most Outstanding Publication Award from the GDO Division.

He recently finished a term as Editor-in-Chief of Organizational Behavior and Human Decision Processes, where he also served a term as associate editor. In addition to other board memberships, he was also on the editorial board of Academy of Management Journal for nine years (where he had been a guest editor and advisor committee chair). In addition, he has supported the Academy in other roles, including serving as a program reviewer and committee member for the OB, HR, GDO, and RM divisions, as well as Web Developer, Professional Development Chair, Program Chair, and Division Chair of the RM Division from 1996-2001.

Member News - Joan V. Gallos

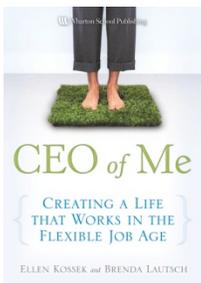
Joan V. Gallos, Professor of Leadership at the Henry W. Bloch School of Business and Public Administration at the University of Missouri in Kansas City, has been named the University of Missouri Curators' Distinguished Teaching Professor of Leadership.

A Curator's Professorship is a system-wide appointment and the highest academic rank awarded by the University of Missouri to a select few tenured faculty with extraordinary records of teaching excellence, scholarship, and professional accomplishment. The appointment is the first Curators' appointment in the history of the Bloch School.

Member News - New Book by Kossek and Lautsch

CEO of Me: Creating a Life That Works in the Flexible Job Age
Ellen Kossek and Brenda Lautsch. Pearson/Wharton School, \$24.99 (208p) ISBN 978-0-13-234999-4

In the always-available age of Blackberries, more and more of even the most accomplished individuals struggle to achieve a balance between the demands of work and personal/family life.



Kossek and Lautsch, professors who have long been studying the success and failure of various flextime work arrangements, have made some interesting discoveries: satisfaction with work/life balance depends less on gender, family situation and occupation than on how people self-manage their careers. Thus the authors have mapped out the most common “flexstyles” and offer practical solutions for drawing the line between work and family to create a better life in both arenas. The book offers self-assessment questionnaires to help readers work out if they are “Integrators, Separators, or Volleyers,” depending on what life role is most important to them, and provides strategies, tips and tools from there. The authors' motivational, encouraging tone is infectious, the advice solid and easy to implement. Frazzled readers may benefit from this

helpful and wise approach. (Jan.)

MICHIGAN STATE UNIVERSITY PROFESSOR AND AUTHOR
DECLARES MARCH 10TH “REWIRE YOUR LIFE”

Work-Life Balance Expert Calls for Cell-Phones, Blackberries and
Wi-Fi Devices to be Turned Off to REConnect with Friends and Family

Despite the proliferation of wireless communications devices such as cell phones, Blackberries, and laptop computers that were meant to free us from the shackles of our cubicles and enhance our personal and professional lives by allowing us to work from anywhere at anytime...the results are anything but good. According to Dr. Ellen Kossek, professor, researcher and author from Michigan State University, more people than ever are unhappy with their work-life relationships and feel unfulfilled both personally and professionally, even though many are more technologically connected to work and family than ever before.

To draw attention to what she sees as a growing cause of concern, Kossek has declared March 10th to be "Rewire Your Life Day," where she is asking everyone to turn off their cell phones, Blackberries and laptops and connect with friends and family in more traditional ways.

"I chose March 10th because it is the 132nd anniversary of the first telephone call made by Thomas Edison. That historic achievement helped us connect with people in ways that were previously unimaginable," she explained. "Today, we take communication for granted and most people are simply not doing a good job of managing the demarcations between their personal and professional lives and suffering because of it. With layoffs increasing, the housing and mortgage crisis making it more difficult to move and/or relocate, and the stock market in turmoil, the stresses of everyday life are higher than they've been in quite some time," she adds. Employees may be afraid to set boundaries between work and home in the face of heightened economic pressures-- potentially increasing conflicts between work and home. Long hours, and accessibility to work is often seen as career commitment. The worsening economy may make it even more difficult for employees to have some rest time from work- a growing problem in this technological age even before the economic downturn.

Kossek's recent book, "CEO of Me," identifies these challenges, and suggests that people live their lives as if it were a corporation and manage it by making tough decisions, negotiating and setting goals and objectives, just as a CEO would. "There are times when it must be clear to ourselves and those around us, that we are not to be disturbed so that work or family matters can be attended to; conversely, there will be times when we need to be reachable...but these are conscious choices we make and they must be communicated to ourselves and those around us if we are going to make this flexible lifestyle (flexstyle) work," Kossek concludes. Kossek and co-author Brenda Lautsch identifies different flexibility lifestyles. Reactors and fusion lovers are the Integrator flexstyle type - individuals who highly blend work and personal life and sometimes lose control by too much blurring. Individuals need to take control of their lives to sometimes separate work and personal life to be able to focus on each in a more meaningful way than constant switching back and forth.

New Book on Race and Entrepreneurship

MIT Press has published a new book on Race and Entrepreneurial Success by Robert Fairlie and Alicia Robb.

Robert W. Fairlie is Professor of Economics at the University of California, Santa Cruz, and an adjunct researcher at the RAND Corporation. Alicia M. Robb is Senior Research Fellow at the Kauffman Foundation, Research Associate in Economics at the University of California, Santa Cruz, and a senior economist with Beacon Economics.

In *Race and Entrepreneurial Success*, minority entrepreneurship authorities Robert Fairlie and Alicia Robb examine racial disparities in business performance. Drawing on the rarely used, restricted-access Characteristics of Business Owners (CBO) dataset compiled by the U.S. Census Bureau, Fairlie and Robb examine in particular why Asian-owned firms perform well in comparison to white-owned businesses and black-owned firms typically do not. They also explore the broader question of why some entrepreneurs are successful and others are not.

After providing new comprehensive estimates of recent trends in minority business ownership and performance, the authors examine the importance of human capital, financial capital, and family business background in successful business ownership. They find that a high level of startup capital is the most important factor contributing to the success of Asian-owned businesses, and that the lack of startup money for black businesses (attributable to the fact that nearly half of all black families have less than \$6,000 in total wealth) contributes to their relative lack of success. In addition, higher education levels among Asian business owners explain much of their success relative to both white and African American owned businesses. Finally, Fairlie and Robb find that black entrepreneurs have fewer opportunities than white entrepreneurs to acquire valuable pre-business work experience through working in family businesses.

It is available from MIT Press as well as through online channels such as Amazon.com and Borders.com

New Book--Knowledge Management Implementation: Lessons from the Silicon Valley

Knowledge Management Systems Implementation: Lessons from the Silicon Valley brings together the results of analysis of knowledge management systems (KMS) implementations and the experience of leading organizations in the Silicon Valley, to provide a practical guide on key strategic, technical and economic aspects of knowledge management systems implementations.

Knowledge Management Systems Implementation

Lessons from the Silicon Valley

Hind Benbya

This book brings together the results of several years of analysis of KMS implementations and the experience of several Silicon Valley firms to provide a comprehensive and methodological approach to KMS implementations. This approach can be used as a guide to key strategic, technical, and economic aspects of KMS implementation as it presents step-by-step the key decisions required by organizations moving to KMS, and consider the processes by which these decisions can be taken. The intention is to equip current and future managers with some of the knowledge and practical skills to help them steer their organizations towards KM. These include not only how to deal with knowledge-related problems and select an appropriate KMS, but also how to implement it effectively, including associated organizational, technological, and strategic decisions the organization faces. This book also goes beyond the implementation process and suggests how to deal with KMS along the maturity process and how to assess and measure the results achieved from KMS. These issues are illustrated in a series of case studies, along with lessons learned from leading organizations in the Silicon Valley, including Hewlett Packard, Cisco, Intel, IBM, and Wilson Sonsini Goodrich and Rosati, among others.

Key Features

- Provides a step by step guide to the main difficulties facing managers with KMS implementation such as:– how to assess knowledge gaps and define knowledge-related problems– how to carry out a KM audit and develop a roadmap for KMS implementation– how to select an appropriate KMS solution
- Integrates techniques for effectively implementing KMS. The techniques used in this book have been employed in a wide variety of KMS implementations around the world, in different industries, and with organizations of different sizes
- Enables managers to improve their KMS implementations and identify key future issues

- Illustrates the issues with case studies from leading organizations in the Silicon Valley

The Author

Hind Benbya is an Associate Professor of Technology Management at GSCM-Montpellier Business School and Visiting Scholar at the UCLA Anderson School of Management.

ReadershipWritten for managers dealing with KMS implementations, this book is also an excellent support for students in business and information systems or in programs with modules on KM and KM technologies.

In Memoriam - J.G. Jerry Hunt

Professor J.G. Jerry Hunt
Lubbock Avalanche-Journal
Thursday, July 24, 2008

J.G. "Jerry" Hunt, 76, of Lubbock Texas, passed away Tuesday, July 22, 2008, at Vista Care Hospice of emphysema caused by a rare, life-long, genetic enzyme deficiency. Jerry lived many years past his life expectancy.

He was born Feb. 2, 1932, in Denver, Colo., to Newell and Rosalind Hunt. Jerry married Donna Rose in 1956, and had three children and two grandchildren. He graduated from the University of Illinois in 1966 with a Ph.D. in Business and taught at several universities around the U.S. before settling at Texas Tech University in 1981.

Jerry had a long and prestigious career as a Professor of Management in the Rawls College of Business. He was a Paul Whitfield Horn Emeritus Professor and founding Director of Texas Tech's Institute for Leadership Research. He was a Fellow of the Academy of Management and the Southern Management Association and has authored, coauthored, edited, or coedited more than 20 books and monographs and over 200 articles, book chapters, and related materials. His work has been cited over 700 times in scholarly academic literature. He was a former editor of the Journal of Management and The Leadership Quarterly. He has served on the national governing board of the Academy of Management, as chair of the Academy's organizational behavior division, as president of the Southern Management Association and as chair of the Midwest Academy of Management. He won several career-long regional and national service awards and won Texas Tech's Bernie Rushing award for outstanding research. He has been a visiting professor at universities around the world. He retired in December of 2007.

He is survived by his wife Donna; son Douglas Hunt and wife Linda of St. Louis, MO; daughters Holly Darling of San Antonio and Robin Hunt of Dallas; grandchildren Adrienne Hunt and Hunter Darling; and sister Phyllis Johnson of Chassell, Michigan.

Services will be 1 p.m. Friday, July 25, at LakeRidge United Methodist Church with Pastor Dan Boyd officiating. Interment will follow in Resthaven Memorial Park. Visitation will be 6:30-8 p.m. Thursday, July 24, at Resthaven Funeral Home.

Memorial contributions may be made to the Jerry and Donna Hunt Scholarship Endowment at the Texas Tech University Rawls College of Business, P.O. Box 42101, Lubbock, TX 79409-2101, ATTN: Bob Rhoades. The memo section should say: Jerry and Donna Hunt Scholarship Endowment.

Call for Scholarly Contributions Award Nominations

Call for Scholarly Contributions Awards

This award is granted on an annual basis for significant scholarly contributions that have advanced management and organizational knowledge and practice. Such contributions are defined to include the creation and dissemination of new knowledge in the form of empirical or theoretical developments. Significant scholarly contributions may take the form of conceptual, theoretical, or empirical developments having significant impact upon management knowledge and practice. Anyone who meets these criteria is eligible for the award; Academy membership is not a requirement.

- To nominate someone for the Scholarly Contributions Award, send a letter [no more than two pages] to the Chair of the Career Achievement Awards Committee that specifically describes the person's accomplishments in relation to the award criteria along with a copy of the nominee's resume. We encourage up to three [no more than three] letters of support for inclusion in the nomination package. The Committee may subsequently request additional information from the nominator and/or nominee.
- The recipient will be recognized at the Academy's 2009 meeting, and is expected to accept the award in person.
- Nominations must be submitted electronically and received by the Chair of the Award Committee no later than February 6, 2009.

Send nominations to: Michael Hitt, Career Achievement Awards Chair
Texas A&M University
Mays School of Business
College Station, TX 77843
Email: mhitt@mays.tamu.edu

I am optimistic that next year's conference in Chicago will be one that we will all remember for years to come. Your creative and active participation will ensure it, so get involved now! I look forward to seeing what we can achieve together.

Susan E. Jackson
Vice President and Program Chair
Rutgers University and GSBA Zürich

Call for William H. Newman Award Nominations

Call for William H. Newman Award

The Academy of Management awards the William H. Newman Award for outstanding papers based on recent dissertations. This prestigious award can be given to up to three papers a year. Each paper must be: (a) single-authored and (b) based on a doctoral dissertation completed within the last three years. All nominated papers should have been completed and accepted on or before January 15, 2009.

Criteria include:

- Addresses a significant organizational phenomenon
- Shows appropriate consideration of relevant theoretical and empirical literature
- Author offers reasonable interpretations of the research results, draws appropriate inferences about the theoretical and applied implications of the results, and suggests promising directions for future research

- Yields information that is both practically and theoretically relevant and important
- Presented logically, succinctly, and clearly

If you would like your paper to be considered, please watch for the 2009 Call for Submissions open on November 3, 2008. You can nominate your submission by placing a check in the "Newman Award Nominee" box on the submission abstract entry screen. Submissions will be open until January 15, 2009.

Each division or interest group program chair then nominates one paper to the committee Chair of the Newman Award, Gregory Northcraft. The author(s) of the papers who have been so nominated by the division and interest group program chairs will be asked to send an electronic version and a hard copy of their paper to this award chair. Finalists will be notified prior to the conference and the winners will be announced at the conference. All finalists are expected to be in attendance.

Call for Mentoring Best Practices Award Nominations

Call for Mentoring Best Practices Award Nominations

The Mentoring Committee is currently inviting applicants for the Mentoring Best Practices Award. This annual award is given in odd years to the person(s) or institution(s) who develop and implement a program or activity that promotes mentoring within the Academy.

The purpose of this award is to recognize and encourage institutional initiatives that provide developmental support to Academy members at all levels (students, junior faculty, senior faculty, postdoctoral fellows, practitioners). While we believe that one-to-one mentoring is very important, we are not seeking nominations for individuals who have acted as mentors. Several divisions offer "Best Mentor" awards for that type of activity. Examples of potential candidates for this award include, but are not limited to, research incubators or formal mentoring programs.

Criteria for selection include: creation and implementation of institutional initiatives that provide developmental support to Academy members at any level (students, junior faculty, senior faculty, postdoctoral fellows, practitioners); development of effective methods, structures, or designs for mentoring programs; implementation and direction of mentoring activities in an effective manner; and/or notable contribution to the practice of mentoring.

Submissions must be received by March 27, 2009. Self-nominated proposals are encouraged. Nominations should include a four-page (maximum) description of the initiative along with any supporting exhibits. The nominations will be judged by a committee composed of members of the Academy of Management Mentoring Committee. The recipient of the award will be notified by May 29, 2009.

Please send nominations to: Shalei Simms (shaleis@andromeda.rutgers.edu), or Meredith Burnett (meredith.burnett@business.fiu.edu) the Mentoring Best Practices Co-Chairs.

Call for George R. Terry Book Award

Call for the George R. Terry Book Award

This award is granted annually to the book judged to have made the most outstanding contribution to the advancement of management knowledge, and published during the past two years (i.e. 2007 or 2008). Books that contribute to the advancement of management theory, conceptualization, research, or practice are eligible. Books intended or primarily used as text books are not eligible for this award.

The nomination process consists of sending copies of the book to the Chair and members of the Award Committee. Nominations are normally submitted by publishers. If members wish to nominate a book, it is their responsibility to contact the publisher and ask them to complete the nomination process. The recipient will be recognized at the Academy's 2009 meeting, and is expected to accept the award in person.

Copies of each nominated book must be received by members of the Award Committee. Please send an email message to the Chair, Joseph Mahoney, after December 1, 2008 requesting the addresses of committee members.

Please contact Joseph Mahoney, at University of Illinois At Urbana-Champaign, josephm@uiuc.edu. Books should be sent to the chair and committee members between January 1st and February 1st 2009.

Call for Distinguished Service Award Nominations

Call for Distinguished Service Award

Criteria for this all-Academy award include excellence in one or more of the following...

- (1) Developing and/or enhancing a field of study; (2) founding or creatively editing a journal; and (3) building institutions, for example through creative or unusually effective service to a major professional organization. Anyone who meets these criteria is eligible for the award; Academy membership is not a requirement.
- To nominate someone for the Distinguished Service Award, send a letter [no more than two pages] to the Chair of the Career Achievement Awards Committee that specifically describes the person's accomplishments in relation to the award criteria along with a copy of the nominee's resume. We encourage up to three [no more than three] letters of support for inclusion in the nomination package. The Committee may subsequently request additional information from the nominator and/or nominee.
- The recipient will be recognized at the Academy's 2009 meeting, and is expected to accept the award in person.

Nominations must be submitted electronically and received by the Chair of the Award Committee no later than February 6, 2009.

Please send nominations to: Michael Hitt, Career Achievement Awards Chair
Texas A&M University
Mays School of Business
College Station, TX 77843
Email: mhitt@mays.tamu.edu

Call for Distinguished Practitioner Award Nominations

Call for Distinguished Scholar Practitioner

Criteria for this all-Academy award include excellence in one or more of the following...

- (1) Successful application of theory or research in practice and/or contributed to knowledge through extraction of learning from practice; (2) authored scholarly works which have substantively affected the practice of management; (3) integration of research and practice. Their work will be respected by peers (both practitioner and academic). They may be or have been executives, authors, academics, or consultants, but the emphasis in this award is on the practitioner-scholar whose sense of inquiry and pursuit of knowledge have risen above just doing to use practice-based learning to influence theory and research-based theory to influence practice.
- To nominate someone for the Distinguished Scholar Practitioner Award, send a letter [no more than two pages] to the Chair of the Career Achievement Awards Committee that specifically describes the person's accomplishments in relation to the award criteria along with a copy of the nominee's resume. We encourage up to three [no more than three] letters of support for inclusion in the nomination package. The Committee may subsequently request additional information from the nominator and/or nominee.
- The recipient will be recognized at the Academy's 2009 meeting, and is expected to accept the award in person.
- Nominations must be submitted electronically and received by the Chair of the Award Committee no later than February 6, 2009.

Please send nominations to: Michael Hitt, Career Achievement Awards Chair
Texas A&M University
Mays School of Business
College Station, TX 77843
Email: mhitt@mays.tamu.edu

Call for Distinguished Educator Award Nominations

Call for Distinguished Educator Award

Criteria for this all-Academy award include excellence in one or more of the following...

- (1) Developing doctoral students; (2) effective teaching in the classroom and/or other forums; (3) pedagogical innovations such as the development and dissemination of new and effective teaching methods and designs. Anyone who meets these criteria is eligible for the award; Academy membership is not a requirement.
- To nominate someone for the Distinguished Educator Award, send a letter [no more than two pages] to the Chair of the Career Achievement Awards Committee that specifically describes the person's accomplishments in relation to the award criteria along with a copy of the nominee's resume. We encourage up to three [no more than three] letters of support for inclusion in the nomination package. The Committee may subsequently request additional information from the nominator and/or nominee.
- The recipient will be recognized at the Academy's 2009 meeting, and is expected to accept the award in person.
- Nominations must be submitted electronically and received by the Chair of the Award Committee no later than February 6, 2009.

Please send nominations to: Michael Hitt, Career Achievement Awards Chair

Texas A&M University
Mays School of Business
College Station, TX 77843
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Call for Carolyn Dexter Award Nominations

Call for Nominations for the Carolyn Dexter Award

The Carolyn Dexter Award is an all-Academy award given to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The recipient of the award is given a plaque. The criteria for the Award includes the following:

- a. The theme and content of the paper should reflect an awareness of business and management outside domestic boundaries;
- b. Collaboration between scholars from different countries is desirable;
- c. Papers are considered for the Carolyn Dexter Award if they offer new insights, are rich in observation, and employ creative methodologies.

Submissions are welcomed of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions and are of excellent quality in accord with the criteria of these traditions.

If you would like your paper to be considered, please watch for the 2009 Call for Submissions open on November 3, 2008. You can nominate your submission by placing a check in the "Dexter Award Nominee" box on the submission abstract entry screen. Submissions will be open until January 15, 2009.

Each division or interest group program chair then nominates one paper to the committee Chair of the Dexter Award, Benson Honig. The author(s) of the papers who have been so nominated by the division and interest group program chairs will be asked to send an electronic version and a hard copy of their paper to this award chair. Finalists will be notified prior to the conference and the winners will be announced at the conference. All finalists are expected to be in attendance.