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*President's Message*

**President's Message**

Dear Worldwide Members:

The Academy's leadership, with input from members, engaged in strategic planning for two years (2008-2010). The Academy's Strategic Plan was formally introduced to all of our members during the 2010 Annual Meeting in Montreal and when we launched the "Strategic Doing" phase under the leadership of the then AOM President Susan Jackson. As I start my term as President of the Academy of Management, I invite you to join me to deepen our commitment to Strategic Doing and to contribute to a stronger Academy for our members and a better world for the people we care.



Our commonly held desire to make a difference is reflected in our AOM Vision and Mission.

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

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

The Strategic Plan consists of 4 [Areas of Strategic Intent](#): Internationalization, Professional Impact, State of the Profession, and Academy Management. For each area of strategic intent, we have several more specific [Strategic Objectives](#).

To realize our vision, and achieve these objectives, we need your involvement.

**Here's how to get started:**

- Visit [The Strategic Planning website](#). Review the Areas of Strategic Intent and the Strategic Objectives.
- Learn more about [Strategic Doing](#).
- Find inspiration through the [active projects underway](#).
- Pick a Strategic Objective that appeals to you. Share your ideas and find collaborators on [AOM Connect](#).
- Work through your division, interest group, or an Academy committee as part of a Project Team to prepare a Strategic Doing Project Proposal.
- Or, just raise your hand and [sign up as a volunteer!](#)

The next deadline for submission of proposals is Oct 28, 2011 (see the [Strategic Plan Calendar](#) for additional review dates). I look forward to your involvement with the AOM's Strategic Doing initiative. A most valued characteristic of AOM is the service spirit of our members. It is our members' volunteerism and care that have contributed to what AOM is today. I look forward to working with you to help build a more vibrant and supportive community of scholars dedicated to inspiring and enabling a better world. Together, we can make a difference!

Anne Tsui  
President, Academy of Management

*Meet the Board*

**Meet the 2011-2012 Board of Governors**

**President** Anne S. Tsui

**President-Elect and Coordinator of Professional Divisions** Ming-Jer Chen

**Vice President and Program Chair** R. Duane Ireland

**Vice-President-Elect and Program Chair-Elect** Paul S. Adler

**Past President** Susan E. Jackson

**Representatives at Large** Myrtle P. Bell, Jeanette N. Cleveland, Mark Gavin, Mary Ann Glynn, John R. Hollenbeck, Kathryn N. Kearins, Majken Schultz, Eero Vaara, Sandy J. Wayne

**Incoming 2011 Officers:**

**Anne S. Tsui, President** 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 has served as Representative at Large of the Executive Committees of the OMT Division and of the OB Division, a member the Academy Board of Governors, the 14th Editor of the Academy of Management Journal, and was elected a Fellow of the Academy in 1997. Beyond the Academy, she spearheaded the founding of the International Association for Chinese Management Research (IACMR) in 2002 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 social networks in the Chinese context. She is a recipient of the 1998 ASQ Scholarly Contribution Award, the 1998 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 and winner of the 2008 Center for Creative Leadership Walter F. Ulmer, Jr. Applied Leadership Research Award.

**Ming-Jer Chen, President-Elect and Coordinator of Professional Divisions** Ming-Jer Chen holds the Leslie E. Grayson Professorship at the University of Virginia's Darden Graduate School of Business. After graduating from the University of Maryland, he served on the

faculties of Columbia Business School and the University of Pennsylvania's Wharton School. He has been affiliated with the Imperial College of Science, Technology and Medicine (UK) and the Chinese University of Hong Kong. Ming-Jer has served as AMR's associate editor, chair of the BPS division, and on the editorial boards of AMJ, Organization Science, and SMJ. He has been actively involved in the Academy for more than 20 years, participating in doctoral/new faculty consortia and serving on committees and Academy task forces for the establishment of the Asia Academy of Management. Ming-Jer is recognized for his contributions to competitive dynamics, a new topic in management that analyzes interfirm competition from an organizational and behavioral perspective. He has written two books and published in AMJ, AMR, ASQ, SMJ, Journal of Management Inquiry, Management Science, and received the AMR and Glueck (twice) Best Paper Awards. Ming-Jer is known for his dedication to teaching and has received awards for his pedagogical contributions. He has spoken at international forums hosted by the World Economic Forum and HSM. Born and raised in a rural town in Taiwan, Ming-Jer now lives with his wife and two sons in Charlottesville, Virginia, where he appreciates being part of what Thomas Jefferson called the "academical village." He enjoys doing things to help make the world smaller, on both the professional and personal fronts.

**R. Duane Ireland, Vice President and Program Chair** R. Duane Ireland is a Distinguished Professor and the Conn Chair in New Ventures Leadership in the Mays Business School, Texas A&M University. A Fellow of the Academy of Management, he has been active in the Academy for more than 30 years and has participated in a number of activities including a three-year term as a representative-at-large member of the Academy's Board of Governors. He has served as an associate editor for AMJ and for AME and has completed terms as a member of the editorial review boards for AMJ, AME, and AMR and multiple other journals including JOM. He also served as a consulting editor for Entrepreneurship Theory and Practice. He has been a guest co-editor of special issues for AMR, AME (twice), SMJ, JBV, and ORM and recently, served as editor for AMJ. He has won best paper awards from AMJ (2000) and AME (1999). He served as newsletter editor for the BPS Division and has made multiple presentations to Doctoral Consortia and Junior Faculty Workshops sponsored by various Academy Divisions and has been a member of over a dozen Academy task forces and committees. His recent research foci include strategic entrepreneurship, effectively managing a firm's resource portfolio, and entrepreneurship within informal economies. Working with excellent colleagues, he has authored or co-authored over 175 publications and close to a dozen scholarly books and texts. He is the co-editor of a series of strategic management (Oxford) and entrepreneurship (Prentice-Hall) texts.

**Paul S. Adler, Vice President-Elect & Program Chair-Elect** Born in Australia, Paul began his university education there but dropped out to travel and grow up. He never did get an undergraduate degree. Paul moved to France in 1974 where he earned his doctorate in economics and management while working as a research economist for the French government. He moved to the USA in 1981, and before arriving at the University of Southern California in 1991, Paul was affiliated with the Brookings Institution, Barnard College, Harvard Business School, and Stanford's School of Engineering. More recently, Paul has been a visiting professor at Melbourne Business School and Manchester Business School. His research and teaching are primarily in the fields of organization theory and business and society. He has published widely and served as a Senior Editor at Organization Science. Paul loves to bring people together on publication projects, resulting in several (co-)edited 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 (2009); and he co-authored Healing Together: The Labor-Management Partnership at Kaiser Permanente (2009). Within the Academy of Management, Paul has served as chair of the Technology and Innovation Management Division, co-founded the Critical Management Studies Interest Group, served as a representative-at-large on the Academy's Board of Governors, and participated in numerous junior faculty and doctoral consortia for several Divisions.

**Susan E. Jackson, Past President** Susan Jackson is a Professor of Human Resource Management in the School of Management and Labor Relations at Rutgers University—New Brunswick, USA and a faculty fellow at GSBA-Zurich, Switzerland. Since receiving her Ph. D. from the University of California, Berkeley, she has also held faculty appointments at the University of Maryland, New York University and the University of Michigan. A Fellow of the Academy of Management, her prior activities in the Academy include serving as Editor of the Academy of Management Review, President of the Division of Organizational Behavior, Member-at-large for the HRM Division, Member of the Board of Governors, as well as membership on fifteen divisional and academy-level committees. She currently serves on the editorial board of the Academy of Management Journal. Her broad research interests include managing knowledge-based organizations, organizational and team diversity, strategic and international human resource management, and occupational stress and burnout. Her current research focuses on human resource management in environmentally sustainable organizations (see [www.greenhrm.org](http://www.greenhrm.org)). With an array of excellent collaborators from around the world, she has authored or co-authored over 100 articles on these and related topics and has published several books, including *Managing Knowledge for Sustained Competitive Advantage*; *Diversity in the Workplace*; *Managing Human Resources in Cross-border Alliances*; *Managing Human Resources through Strategic Partnerships*; and *Creating Tomorrow's Organizations: A Handbook for Future Research in Organizational Behavior*. She also is a co-editor of the Global Human Resource Management book series published by Routledge.

**Mark Gavin, Representative at Large (2011-2014)** Mark Gavin (Ph.D., Purdue University) is the Carson Professor of Business Administration and an Associate Professor of Management in the Spears School of Business at Oklahoma State University. He has been a member of the Academy of Management for 18 years. During that time, he has served on a handful of Academy-level committees/task forces and has also served as the PDW Chair, Program Chair and Division Chair of the Research Methods Division. He is currently serving as the President of the Southern Management Association, an affiliate of the Academy of Management. He has served as an editorial board member of *Organizational Behavior and Human Decision Processes* and currently serves on the editorial boards of *Academy of Management Journal*, *Journal of Leadership and Organization Studies*, *Journal of Management*, *Journal of Organizational Behavior and Organizational Research Methods*. He researches in the areas of interpersonal trust, leadership, emotions, employee behavior and multilevel phenomena. His research has appeared in *Academy of Management Journal*, *Human Relations*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Organizational Behavior and Human Decision Processes*, and *Personnel Psychology*, among others.

**Kathryn N. Kearins, Representative at Large (2011-2014)** Kate Kearins is Professor of Management, and Associate Dean Research in the Faculty of Business and Law, at Auckland University of Technology, New Zealand. Kate received her PhD in Management from the University of Waikato, New Zealand. She has held visiting positions in the UK and France, as well as currently in Malaysia. As Program Chair, Chair Elect and finally in her term as Chair of the Organizations and the Natural Environment Interest Group of the Academy of Management, Kate was instrumental in that group's successful application for Division status in 2007. She sat on the Academy's Divisions and Interest Group Relations Committee the following year. She serves on the editorial boards for Accounting, Auditing and Accountability Journal, Business and Society, Business Strategy and the Environment, Journal of Business Ethics, Journal of Management Education, Management Communication Quarterly, and Organization and Environment. Her research focuses on business and sustainability, stakeholder engagement, as well as education for sustainability in the university and business school context. She has published widely in both management and accounting journals, and with her co-authors, won several international case research awards. She has won her university's award for excellence in postgraduate research supervision, and takes a particular interest in working collaboratively.

**Sandy J. Wayne, Representative at Large (2011-2014)** Sandy J. Wayne is Professor of Management at the University of Illinois at Chicago (UIC) and Director of the University of Illinois Center for Human Resource Management. She has held a Visiting Professor of Management position at Chinese University of Hong Kong for the past 6 summers. Dr. Wayne received her Ph.D. in Management from Texas A&M University and has been a member of the Academy of Management since 1983. She has served as PDW Chair, Program Chair, and Division Chair for the Human Resources Division of the Academy of Management. She has served on the editorial board for the Academy of Management Journal and currently serves on the editorial boards for Journal of Applied Psychology, Personnel Psychology, Journal of Management, Journal of Organizational Behavior, Human Resource Management, and Human Resource Management Review. Her research focuses on relationships in the workplace including employee-supervisor relationships and employee-organization relationships, and the antecedents and consequences of these relationships for organizations and their members. Her articles have appeared in Academy of Management Journal, Journal of Applied Psychology, Personnel Psychology, Organizational Behavior and Human Decision Processes, Journal of Management, Journal of Organizational Behavior, and Research in Personnel and Human Resources Management. She has received a number of awards for her research including the S. Rains Wallace Dissertation Award, the Yoder-Heneman Human Resource Management Research Award, and the Ulrich & Lake Award for Excellence in HRM Scholarship. *Visit the*

*AOM Website for more information on the Academy's [Board of Governors](#).*

*Annual Conference Updates*

**The Informal Economy**



**August 3-7, 2012, Boston, Massachusetts**

**The Informal Economy**

**The meaning of the meeting theme:** The theme for the 2012 meeting in Boston seeks to encourage members of the Academy of Management to examine management-related issues that are associated with The Informal Economy. The theme's importance is highlighted by the fact that today an increasing amount of activity is taking place in informal economies throughout the world.

Commonly, scholars suggest that the informal economy refers to commercial activities occurring at least partially outside a governing body's observation, taxation, and regulation. In addition to this view, we conceptualize the informal economy broadly in terms of topics and questions to address when preparing items for possible inclusion on the 2012 annual program. As examples, the breadth we envision and support allows scholars to draw from insights about the informal economy appearing in multiple disciplines such as sociology, economics, political science and others as well as management to form research questions and to examine the dynamics of various intersections and relationships between formal and informal economies as a source of topics.

To date, we as management scholars have for the most part concentrated on studying organizations and their stakeholders that are a part of the formal economy. Through these efforts, a significant amount of important knowledge has been created and then interpreted for the purpose of enhancing managerial practice in formal economies. These contributions to knowledge and practice resulting from our scholarly efforts are extremely important. But as noted above, evidence suggests that an increasing amount of economic activity is taking place in informal economies. For our 2012 meeting in Boston, we have opportunities to challenge ourselves to examine a host of informal economy issues. As is the case with our formal economy research, the results of the work we can complete for the Boston meeting have the potential to meaningfully enhance our scholarly knowledge about the informal economy as well as managerial practice occurring within this space.

**How you can contribute to the 2012 program:** You can contribute to the program in Boston by submitting scholarly papers as well as proposals for symposia, caucuses, and professional development workshops (PDWs) that explore management-related aspects of the informal

economy. *Scholarly papers* for example, might seek to assess and then describe the conditions under which the benefits of informal economy activity outweigh the disadvantages, the differences between formal and informal economies in various settings including bottom-of-the-pyramid situations, and the meaning of human resource management practices in the informal economy and the challenges associated with establishing those practices.

Symposia might consider issues such as how a relative absence of resources in the informal economy affects innovation and the factors stimulating an informal economy firm to move into the formal economy as well as the reverse condition. A symposium might also be an ideal venue for discussions of the difficulties associated with obtaining data for the purposes of studying firm activity in the informal economy. Assessing the degree to which our research completed in the informal economy can inform public policy is perhaps another potential topic for a symposium. *Caucus sessions* could be held for the purpose of discussing the informal economy with others who share an interest in learning more about this important phenomenon or examining different perspectives relative to the effectiveness or ineffectiveness of informal economy activities. *Professional development workshops* (PDWs) might be organized for the purpose of evaluating how various theories can inform the design of studies and the questions scholars might ask when completing their studies as well as how the insights appearing in different disciplines' literatures inform management scholarship that is related to the informal economy. Another potentially interesting PDW topic might be a consideration of how management scholars can deal with the negative aspects of informal economy activity while completing studies that seek to enhance our knowledge about the positive outcomes of informal economy activity.

As we see, there is a broad and deep set of topics to consider when thinking about the informal economy. The 2012 program offers scholarly paper sessions, symposia, caucuses, and professional development workshops (PDWs) as paths to use to explore various aspects of the informal economy. As we discuss next though, there are still other ways to contribute to the 2012 program.

**Divisional and All - Academy Theme Programs:** If your proposals are of particular relevance to the members of a division, interest group, or committee (teaching, practice, or international), you should submit them to the appropriate [Program Chair or PDW Chair](#). Proposals that are theme-related but of interest to colleagues from a very broad range of divisions and interest groups should be submitted to the All-Academy Theme (AAT) Program chair, [Bat Batjargal](#). For additional details, please review the [AAT Call for Submissions](#).

**Submission Deadlines:** The deadline for ALL submissions (PDW proposals, papers, symposia, and caucus proposals) is January 10, 2012, at 5:00 PM EST (New York Time). To submit or learn more about plans for our 2012 conference in Boston, please visit the [AOM 2012 Annual Meeting website](#).

I am truly excited about the theme for our 2012 meeting and hope that the same is true for you! Let's work together to make next year's meeting in Boston one that we will all remember as an experience through which we learned a great deal about management-related issues associated with the informal economy. Join your colleagues from throughout the world in efforts to innovatively use concepts, theories, and methods as the foundation for studying important

research questions. With great excitement and anticipation, I look forward to your contributions and to seeing you in Boston next August!

Warmest regards,



R. Duane Ireland  
AOM Vice President and Program Chair  
Texas A&M University

## **“West Meets East” in San Antonio: Reflections on the 2011 AOM Meeting**



A year of tremendous effort on the part of hundreds of outstanding volunteers and a superb AOM staff truly paid off. The 2011 conference, the Academy’s 71<sup>st</sup> meeting, was a huge success! In light of our conference theme this year, San Antonio—where the South meets the West, and at the gateway to a vibrant Central and South America—proved to be a perfect place to hold our gathering.

Despite the 100+ temperatures—high even for San Antonio summers!—and overall attendance slightly lower than in previous years, the overwhelmingly positive feedback my colleagues and I have received suggest that a great time was had by all. Attendees particularly enjoyed and appreciated the proximity of the meeting places, the state-of-the-art convention center, the numerous engaging and high-quality sessions, and, naturally, the charming River Walk.

Let me first offer a few summary statistics from the meeting. The conference attracted a total of 7,768 members (41% of the total membership), along with 1,060 guests. We had 6,559 total submissions, including 5,704 papers, 327 symposia, 419 PDWs (or professional development workshops), and 109 caucuses. Overall, 53% of the submissions were accepted and organized into 1,657 total sessions that included 332 PDWs held on Friday and Saturday and 46 All-Academy Theme sessions on Sunday. On Monday and Tuesday, the scholarly program boasted 328 divisional paper presentation sessions, 220 divisional symposia, 258 divisional round table sessions, 60 cross-divisional paper sessions, 86 discussion paper sessions, and 48 caucus sessions.

In addition to the rich and thought-provoking conference program, hundreds of social events organized by various divisions and interest groups provided ample opportunities to reconnect

with old friends, meet new ones, and talk face to face with scholars and executives from different parts of the world.

### **A Big Appreciation to the Program's "Movers and Shakers"**

I would like to acknowledge the many authors, reviewers, and participants whose efforts helped create the world-class conference program this year. Amazingly, we made use of 5,386 reviewers and 7,966 session participants from 78 countries. These contributions were truly the lifeblood of the San Antonio meeting. Among these multitudinous volunteers there were in particular 100 "movers and shakers": the division and interest-group program chairs and the PDW chairs, the members of the All-Academy Theme (AAT) committee (led by Jan Rivkin), the Caucus committee (led by Cynthia Cycyota), the Cross-Divisional Paper committee (led by Bat Batjargal), the Discussion Paper committee (led by Dorota Piaskowska), and the Local Arrangements Committee (LAC) (led by Robert Cardy, Stewart Miller, and Angela Hall).

With the help of Academy staff member Jimmy Le, I collected photos of "The One Hundred", and, thanks to my Darden colleague and graphic designer, Marie Payne, I was able to put them together in a [compilation photo](#). Some of you have seen this portrait of our collective happiness and sense of accomplishment. The photo vividly illustrates the feeling of community that we all shared, as well as our sense of "togetherness."

I also want to thank the LAC members who worked so hard behind the scenes to make sure that our experience in San Antonio was enjoyable. These individuals acted as wonderful ambassadors for the city of San Antonio, and as the organizers of the closing reception performance, when they taught the audience the famous "Texas Two-Step"! Last, but certainly not least, I want to express my heartfelt appreciation of our absolutely top-notch Academy staff, led by executive director Nancy Urbanowicz. Their "dare to care" and "can-do" spirit is beyond words. My special thanks to Taryn Fiore, Kelly Mitchell, Valerie Concepcion, Jimmy Le, and Terese Loncar, all of whom, together, formed the backbone of this year's program and its success.

### **Living the Theme "West Meets East" at the Meeting**

The theme "West Meets East: Enlightening, Balancing, and Transcending" was well integrated into the five-day program. As a strategist, I am a follower of the "power of one," and I knew that, in order to have a successful program, my chief task was to recruit the most competent and dedicated AAT chair possible. So, essentially, my job was finished a year ago when Jan Rivkin accepted the invitation! Jan always leads by example, and so he did with his exemplary committee, which in addition to Jan comprised Petra Christmann, Pasha (Ishtiaq) Mahmood, and Tiewing Yu. Please see [Jan's article](#) for his reflections on the theme program.

For the opening session on Sunday morning, I decided to break tradition and try something new. As our membership continues to grow and become more diverse, I believe it's important to foster and reinforce a sense of community spirit. Instead of inviting business or political celebrities to speak, I turned the session into a community-building and town-hall discussion event. I first explained my rationale for selecting this year's conference theme, then invited Jan to share his reflections on the AAT work.

To many people, this year's theme was timely and relevant on many levels. For me, it had a deeply personal meaning. My life has been split equally between two cultures and continents, and my career has been divided between research and teaching institutions. Throughout my life and career, I have sought to be an "ambicultural" learner, bridging East and West to "make the world smaller." Jan Rivkin and I also worked together to engage the audience in conversation. We tried hard to engender a lively open-floor discussion that centered on the following question: "As a researcher and a teacher, what can you do to get the best, and avoid the worst, from the meeting of West and East?"

The discussion was lively and stimulating, with many people joining in. If you'd like to share your "answer" to this question, please visit the [Academy's Connect Group](#). In addition, President Susan Jackson, in her speech, reinforced the ideal of community, tracing the evolution of the Academy of Management from its founding to its rise and strong standing in academia today.

### **Beyond the Conference: "West Meets East"**

As we look to the future, a number of not insignificant divisions seem to loom on the horizon: between East and West; between "haves" and "have-nots;" between scholarship and practice; between research and teaching; and between professionalism and humanity. In light of these differences, how can we enlighten, balance, and transcend? Indeed, a key question that the world faces today is how two (or more) cultures can learn to communicate and collaborate constructively, effectively, and with positive outcomes. Suddenly, the world's numerous and varied cultures have been thrown into one global community. We must develop new ways of thinking that allow us to work and progress together. The point of creating a hybrid East/West (or ambicultural) perspective, for instance, is to create a platform capable of including, valuing, and synthesizing other (especially non-Western or non-American) viewpoints. We need to develop frameworks and concepts that allow us to incorporate the world's myriad valid ways of thinking. The "West Meets East" theme was, ultimately, an invitation to expand our scholarship, research, teaching, and other professional activities.

Within this context, I am pleased to report that *Academy of Management Perspectives* has run an Exchange section in its August 2011 issue (<http://journals.aomonline.org/amp/>) that includes a feature article on the "West Meets East" theme, as well as commentary on the article and a forum for online discussion. *Academy of Management Journal* will also be sponsoring a special research forum, "[West Meets East: New Concepts and Theories](#)". We hope this call will stimulate an increased level of scholarly attention to this important topic. Given the large number of fascinating theme-related papers presented at the meeting in San Antonio, we look forward to a rich crop of journal articles on this and related topics. As we move into our preparations for the 2012 meeting, the memories of San Antonio stay with us. I hope that the meaning of "West Meets East: Enlightening, Balancing, and Transcending" will live on in our minds and hearts, in both our daily life and in our scholarly work. We can make a significant positive impact on the world if we produce scholarship that informs not only our teaching, but also the spheres of business and policy. Professionalism and humanity are not incompatible. Lastly, the aspiration to attend to the "unseen" and transcend "opposites" is echoed in the 2012 meeting theme: "[The Informal Economy](#)."

Thank you again, and best wishes for a great new academic year. I look forward to seeing you all in Boston! Ming-Jer Chen

## **2010 AMJ Best Paper of Award**

The Academy of Management Journal Award for Best Paper of 2010 was presented to David R. Hekman, Karl Aquino, Bradley P. Owens, Terence R. Mitchell, Pauline Schilpzand and Keith Leavitt for "[An Examination of Whether and How Racial and Gender Biases Influence Customer Satisfaction](#)" at this year's Annual Meeting in San Antonio, Texas.

The mission of the Academy of Management Journal is to publish empirical research that tests, extends, or builds management theory and contributes to management practice. The AMJ Best Paper Award embodies this mission by recognizing outstanding articles that make strong empirical and theoretical contributions and highlight the significance of those contributions to the management field. The Academy of Management Journal Award is given on an annual basis to the selected paper published the previous year. Finalists for the AMJ Best Paper Award were selected by committee members Bradley Kirkman (Chair), Melissa Graebner, Scott Seiber, Kevin Steensma, Riki Takeuchi.

The Academy of Management Journal Best Paper Award was decided by the committee on the basis of the following criteria: the paper answers the most important research questions concerning general management theory and practice, presents an important idea, and original hypotheses, theory, advances new understanding, presents appropriate data, sound methods and significant results, and will affect research and practice in the future.

Finalists for the Academy of Management Journal Award for Best Paper of 2010 included: "The Psychology of Rivalry: A Relationally Dependent Analysis of Competition" Gavin J. Kilduff, Hillary Anger Elfenbein and Barry M. Staw "Failing to Learn? The Effects of Failure and Success on Organizational Learning in the Global Orbital Launch Vehicle Industry" Peter M. Madsen and Vinit M. Desai "Why 'Good' Firms Do Bad Things: The Effects of High Aspirations, High Expectations, and Prominence on the Incidence of Corporate Illegality" Yuri Mishina, Bernadine J. Dykes, Emily S. Block and Timothy G. Pollock "The Job Search Grind: Perceived Progress, Self-Reactions, and Self-Regulation of Search Effort" Connie R. Wanberg, Jing Zhu and Edwin A.J. Van Hooff "An Examination of Whether and How Racial and Gender Biases Influence Customer Satisfaction" David R. Hekman, Karl Aquino, Bradley P. Owens, Terence R. Mitchell, Pauline Schilpzand and Keith Leavitt

## **2010 AMR Best Paper Award**

The Academy of Management Review Award for Best Paper of 2010 was presented to: Charalampos Mainemelis for “**Stealing Fire: Creative Deviance in the Evolution of New Ideas**” at this year’s Annual Meeting in San Antonio, Texas.

The Academy of Management Review Best Paper Award is given on a yearly basis to the selected paper published the previous year. Finalists were selected by the AMR award committee, including: Cynthia E. Devers (Chair), Wendy Boswell, Russell Coff, Ingrid Fulmer, Devi Gnyawali, Scott Graffin, Rich Makadok, Chris Meyer, Anthony Nyberg.

The Academy of Management Review Best Paper Award Committee selects the annual recipient, according to the following criteria: the discussion of literature is complete and accurate, presentation is concise and logical, and the contribution is clear and important.

Finalists for the AMR Award for Best Paper of 2010 included:

“Cross-Understanding: Implications for Group Cognition and Performance”  
George P. Huber and Kyle Lewis

“When Worlds Collide: The Internal Dynamics of Organizational Responses to Conflicting Institutional Demands”  
Anne-Claire Pache and Filipe Santos

“**Stealing Fire: Creative Deviance in the Evolution of New Ideas**”  
Charalampos Mainemelis

## **2010 Academy of Management Perspectives Best Paper Award**

The Academy of Management Perspectives Award for Best Paper of 2010 was presented to David G. Allen, Phillip C. Bryant and James M. Vardaman for “**Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies**” at this year’s Annual Meeting in San Antonio, Texas.

The [Academy of Management Perspectives](#) Best Paper Award is given on a yearly basis to the best paper published during the previous year. Finalists for the AMP Best Paper Award were selected by committee members, Hugh O’Neil (Chair), Igor Filatotchev, and Donald Siegel, based on the following criteria: the paper represents an impressive summary and integration of an important set of research finding, is written in a style and with a degree of accessibility that will make it a foundational article for management teaching for many years, provides a model for other authors with respect to how a set of academic ideas and research findings can be framed and communicated in an appealing and compelling manner, and advances our understanding of issues that are relevant to managers and executives alike.

Finalists for the [Academy of Management Perspectives Award for Best Paper of 2010](#) included: "Microfinance: Creating Opportunities for the Poor?" *Susanna Khavul* "Building Sustainable Organizations: The Human Factor" *Jeffrey Pfeffer* "Retaining Talent: Replacing Misconceptions With Evidence-Based Strategies" *David G. Allen, Phillip C. Bryant and James M. Vardaman*

## **2010 Academy of Management Learning & Education Best Paper Award**

The **Academy of Management Learning & Education Award for Best Paper of 2010** was presented to: **Traci Sitzmann, Katherine Ely, Kenneth G. Brown and Kristina N. Bauer** for "**Self-Assessment of Knowledge: A Cognitive Learning or Affective Measure?**" at this year's Annual Meeting in San Antonio, Texas.

The Academy of Management Learning and Education Best Paper Award is given on a yearly basis to the selected paper published the previous year. Finalists for the AMLE Best Paper

Award were selected by committee members Jon Billsberry (Chair), Anne-Wil Harzing, George Hrivnak, Maria Nathan, Craig Seal, Yunxia Zhu.

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

**Finalists for the AMLE Award for Best Paper of 2010** included:

"Does Business School Research Add Economic Value for Students?"

*Jonathan P. O'Brien, Paul L. Drnevich, T. Russell Crook and Craig E. Armstrong*

"Competition and Scholarly Productivity in Management: Investigating Changes in Scholarship from 1988 to 2008"

*S. Trevis Certo, David G. Sirmon and Rhett Brymer*

**Traci Sitzmann, Katherine Ely, Kenneth G. Brown and Kristina N. Bauer;**

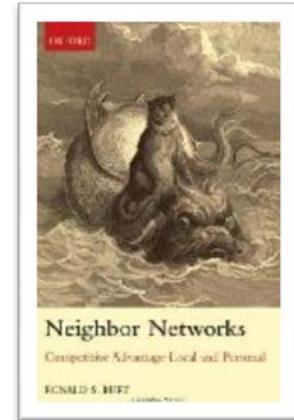
**"Self-Assessment of Knowledge: A Cognitive Learning or Affective Measure?"**

*Traci Sitzmann, Katherine Ely, Kenneth G. Brown and Kristina N. Bauer*

## **2011 George R. Terry Book Award**

The 2011 George R. Terry Book Award was presented to Ronald S. Burt for “Neighbor Networks: Competitive Advantage Local and Personal” at this year’s Annual Meeting in San Antonio, Texas.

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 unedited and published during the previous two years.



The deciding award committee for the 2011 George R. Terry Book Award included: Constantinos Markides (Chair), Gautam Ahuja, Peter Cappelli, Laurence Capron, Denise M. Rousseau. Additional information about this award and other all-Academy awards can be found on the 2011 Annual Meeting Website, under [Awards & Recognition](#).

The 2011 George R. Terry Book Award was presented to:  
“Neighbor Networks: Competitive Advantage Local and Personal” *Ronald S. Burt*

The 2011 finalists for the George R. Terry Book Award included:

“Design-Driven Innovation: Changing the Rules of Competition by Radically Innovating What Things Mean” *Roberto Verganti*

“Reorganize for Resilience: Putting Customers at the Center of Your Business” *Ranjay Gulati*

“The Entrepreneurial Group: Social Identities, Relations, and Collective Action” *Martin Ruef*

“Diaminds: Decoding the Mental Habits of Successful Thinkers” *Mihnea Moldoveanu and Roger L. Martin*

“From Predators to Icons: Exposing the Myth of the Business Hero” *Michel Villette and Catherine Vuillermot*

## **2011 Carolyn Dexter Award for Best International Paper**

The Carolyn Dexter Award is an all-Academy award given to the paper that best meets the objective of internationalizing the Academy of Management. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. Papers were evaluated by award committee members Adela J. McMurray(Chair), Iris Berdrow,

Rosa Nelly Trevinyo-Rodríguez, Hung-Bin Ding, Jacob Eisenberg, Benson Honig, and Claire A. Simmers.

Submissions were reviewed with careful attention to ensure that the theme and content of the paper reflected an awareness of business and management outside domestic boundaries. 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 following papers were selected as **finalists** for the **2011 Carolyn Dexter Award**:

“The History of the Pan-Pacific Coal Trade, 1962-2010”  
Bradley Bowden and Andrea Insch

“Priorities in Corporate Sustainability Reporting: Does East Meet West, Does South Converge on North?”  
Ralf Barkemeyer and Lutz Pruess

“Mentor and Protégé Outcomes in Formal Mentoring Relationships: A Longitudinal Study in Korea”  
Jae Uk Chun, Nam Yi Yun and John J. Sosik

“The Influence of Eastern and Western Societal Cultures in Managing Strategic Change”  
William W. Maddux, Quy Nguyen Huy and Jeffrey Sanchez-Burks

“Societal Patriarchal Logics and the Emergence of Microfinance Organizations”  
Eric Yanfei Zhao and Tyler Earle Wry

The 2011 Carolyn Dexter Best International Paper was presented to “**Societal Patriarchal Logics and the Emergence of Microfinance Organizations**”, by Eric Yanfei Zhao and Tyler Earle Wry.

## **2011 Scholarly Contributions to Management Award**

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

The Scholarly Contributions to Management Award recognizes significant contributions over the course of a career and is selected by the Career Achievement Awards Committee. The 2011 committee,



including Blake E. Ashforth (Chair), Quy Huy, Philip Podsakoff, Pamela S. Tolbert, and Sandy J. Wayne, thoroughly reviewed nominations accompanied by letters of support that specified the nominee's accomplishments to select the recipient of this award.

The Distinguished Scholar-Practitioner Award was presented at the All-Academy General Session in San Antonio, Texas on August 14, 2011. The Academy of Management is proud to recognize the recipient of the 2011 Award for Scholarly Contributions to Management: **Charles A. O'Reilly, III.**

For more information about this year's Career Achievement Award winners, please visit the 2011 Annual Meeting website's *Awards & Recognition* page.

## **2011 Distinguished Educator Award**

The **Distinguished Educator Award** is presented annually to an outstanding individual who has excelled in developing doctoral students, effective teaching in the classroom or other creative forums, and/or disseminating new and effective teaching methods and designs. The Distinguished Educator Award recognizes significant contributions over the course of a career and is selected by the Career Achievement Awards Committee. The 2011 committee, including Blake E. Ashforth (Chair), Quy Huy, Philip Podsakoff, Pamela S. Tolbert, and Sandy J. Wayne, thoroughly reviewed nominations accompanied by letters of support that specified the nominee's accomplishments to select the recipient of this award.



The Distinguished Scholar-Practitioner Award was presented at the All-Academy General Session in San Antonio, Texas on August 14, 2011. The Academy of Management is proud to recognize this year's Distinguished Educator Award recipient: **Ken G. Smith.**

For more information about this year's Career Achievement Award winners, please visit the 2011 Annual Meeting website's [Awards & Recognition](#) page.

## **2011 Distinguished Scholar-Practitioner Award**

The Distinguished Scholar-Practitioner Award was presented at the All-Academy General Session in San Antonio, Texas on August 14, 2011. The Academy of Management is proud to recognize this year's Distinguished Scholar-Practitioner Award recipient, **Jay R. Galbraith.**

The **Distinguished Scholar-Practitioner Award** recognizes excellence in successful application of theory or research in practice and/or contributed to knowledge through extraction of learning from practice; authored scholarly works which have substantively affected



the practice of management; and the integration of research and practice. The recipient of this award 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.

The Distinguished Scholar-Practitioner Award recognizes significant contributions over the course of a career and was selected by the 2011 Career Achievement Awards Committee (Blake E. Ashforth (Chair), Quy Huy, Philip Podsakoff, Pamela S. Tolbert, and Sandy J. Wayne).

To learn more about the Career Achievement Awards, including [historical award winners](#), award descriptions and the call for nominations for the 2012 awards, please visit the Academy of Management website.

## **2011 Distinguished Service Award**

The [Distinguished Service Award](#) was presented at the All-Academy General Session in San Antonio, Texas on August 14, 2011. This year's Distinguished Service Award was presented to **Linda L. Putnam**.

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

The Distinguished Service Award recognizes significant contributions over the course of a career and is selected by the Career Achievement Awards Committee. The 2011 committee, including Blake E. Ashforth (Chair), Quy Huy, Philip Podsakoff, Pamela S. Tolbert, and Sandy J. Wayne, reviewed nominations accompanied by letters of support that specified the nominee's accomplishments to select the recipient of this award. The Academy of Management is proud to recognize the recipient of the 2011 Distinguished Service Award: Linda L. Putnam.



## **2011 William H. Newman Award for Best Paper Based on a Dissertation**

The [2011 William H. Newman Award for Best Paper Based on a Dissertation](#) was presented at this year's Annual Meeting in San Antonio, Texas. The William H. Newman Award is presented annually, to outstanding single-authored papers based on a



doctoral dissertation completed within the past three years. This year, two papers were selected to receive this prestigious award.

The recipients of the 2011 William H. Newman Award for Best Paper Based on a Dissertation were: **Sharon H. Kim** for "[Selling Out: How Impressions of Materialism Influence Creative Evaluations and Performance.](#)" and **Christopher B. Yenkey** for "[Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange.](#)"

The 2011 William H. Newman Award Committee included W. Gerard Sanders (Chair), Irene Henriques, Lisa H. Nishii, Myles Shaver, and Riki Takeuchi. The committee evaluated submissions and selected award recipient(s) according to the following criteria: the paper addresses a significant organizational phenomenon and shows 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, and the research is presented logically, succinctly, and clearly and yields information that is both practically and theoretically relevant and important.

The following papers were selected as **finalists for the 2011 William H. Newman Award**:  
"Lifeblood or Liability? Schumpeter or Stinchcombe and Startup Performance" Jason Greenberg  
"Organizational Review of Adverse Events at an Academic Medical Center" Lucy MacPhail  
"The Blame-Taker's Dilemma: Actions and Reactions in the Wake of Organizational Failure" Brian C. Gunia  
"Ethnic Homogeneity in a Social Network: Recruiting Investors into the Nairobi Stock Exchange" Christopher B. Yenkey  
"Selling Out: How Impressions of Materialism Influence Creative Evaluations and Performance" Sharon H. Kim

## **2011 Dorothy Harlow Best Paper Award**

The Gender and Diversity division is pleased to announce the winners of the Dorothy Harlow Best Paper Award.

The Dorothy Harlow Best Paper Award is given for the best paper submitted to the annual conference. Sponsored by McGraw Hill Publishing, the award is named in honor of the late Dr. Dorothy Harlow who was instrumental in the founding of the Gender and Diversity in Organizations Division.

This year's winning paper is "*The complementary effect of managerial diversity and board of directors diversity on performance,*" by **Orlando Richard** (University of Texas at Dallas) and **Goce Andrevski** (Queen's School of Business, Canada). Congratulations!

## **A Day of West Meeting East in the South**

It was a thrill to see so many Academy members enjoying the All-Academy Theme (AAT) Program on Sunday, August 14, in San Antonio. Hundreds of members contributed to 45 AAT sessions that captured the year's theme – [\*West Meets East: Enlightening, Balancing, Transcending\*](#) – and hundreds more attended the day's events.

Sessions centered on two interpretations of the theme. The majority of sessions examined, in one way or another, the implications of the rise of Asia in the global economy. Such sessions covered an ambitious range of topics and formats, including conversations with senior executives from Asia, research symposia on East-West knowledge management and innovation, workshops on Eastern philosophy in business, and discussions of teaching in a global classroom. A substantial minority of sessions picked up on a second interpretation of the theme and examined the benefits and challenges of diversity. Sessions focused on learning across many dimensions of difference: male-female, profit-nonprofit, civilian-military, crisis-opportunity, and so on. Attendance was strong in most sessions, and not just because the convention center offered a respite from the San Antonio heat.

As chair of the AAT Program, I experienced the benefits of diversity personally. Prior to taking on this assignment, most of my Academy experience centered on the division within the Academy that I considered my home. The AAT role gave me an opportunity to see up close the full diversity of the Academy, and it is breathtaking. I don't mean diversity simply in a demographic sense. Rather, I refer to diversity in terms of interests, methods, training, background, experience, and perspective.

The Academy's ability to couple such "diverse diversity" with unity in core values makes it a unique and powerful institution. I want to thank the contributors to the AAT Program for teaching me about so many different topics. I also experienced the benefits of diversity within the AAT Program team. Petra Christmann (at Rutgers, a native of Germany), Pasha Mahmood (at the National University of Singapore, a native of Bangladesh), and Tieying Yu (at Boston College, a native of China) worked tirelessly to make the AAT Program possible. The whole team never assembled in person, but by the magic of email and Skype, we were able to work seamlessly and enjoy each other's company. My final and greatest thanks go to Ming-Jer Chen for his inspiring leadership. The Academy is fortunate to have a leader who embodies the best of East and West.

## **Thank You from the New Doctoral Student Consortium!!**

The 2011 & 2012 New Doctoral Student Consortium (NDSC) committees present a letter of thanks to the members of the Academy of Management for their contributions to the success of the 2011 NDSC in San Antonio.

Dear Academy of Management Members: On behalf of the 2011 New Doctoral Student Consortium participants and organizers, we would like to thank you for your continued

involvement and support. We had over 200 new doctoral students participate in San Antonio's consortium, and it couldn't have been the success that it was without you.

The 2012 NDSC Committee is looking forward to working with the members of the Academy of Management to continue providing support, learning, and networking opportunities to new doctoral students in the management community. We are already looking forward to, and preparing for, the 2012 NDSC in Boston. In addition to the guest speaker sessions, renowned scholar roundtables, and social events, there are a number of opportunities to get involved. Whether you are an experienced doctoral student, a new faculty member, or a distinguished scholar, your participation in the NDSC is essential to its long term success.

For more information on the New Doctoral Student Consortium and volunteer opportunities, please visit: <http://group.aomonline.org/ndsc/> Please contact Anna-Katherine Ward at [aom.ndsc@gmail.com](mailto:aom.ndsc@gmail.com) with any questions or comments.

Thank you for your continued support! Best wishes, the 2011 & 2012 NDSC Committees

## **The Inaugural Academy of Management International Online Teaching Resource Library**

At the most recent Academy of Management annual meeting in San Antonio, three videos were selected as finalists for the first annual AOM International Online Teaching Resource Library (TRL) competition. The following videos were featured during the Practice Theme Committee Reception and Awards Ceremony with representatives from each team in attendance:

*Creating Online Content for Technology Entrepreneurs* by Andrew Maxwell and the team from the U. of Waterloo and the Canadian Innovation Center

*Central Vermont Public Service Cow Power Video Case Study* by Jacob Park and the team from Green Mountain College

*De-Dica (Hints) Inspier* by Marcos Hashimoto and the team from Instituto de Ensino e Pesquisa

The *Cow Power Video Case Study* submitted by the team from Green Mountain College was announced as the winner and received a **\$1000** prize. The two remaining finalists were each awarded a **\$500** prize.

These videos are now available to AOM members to use to support their teaching. Please visit the [TRL Connect Group page](#) to view these videos.

The AOM International Online Teaching Resource Library is a strategic doing initiative inspired by the vision of the Academy's outgoing president Susan E. Jackson. Led by the committee that includes Christina Hannah (Chair, Teaching Theme Committee), Tyrone Pitsis (Chair, Practice Theme Committee), Rosa Nelly Trevinyo-Rodriguez (Chair, International Theme Committee),

Sean Rogers and Preeti Wadhwa (Co-PDW Chairs, New Doctoral Student Consortium), the Library will house member generated video cases in their own languages (subtitles in English) that demonstrate how our scholarly work helps influence and improve the practice of management.

This project brings together all three groups of Academy members (academics, students, and practitioners) in a collaborative initiative that promotes and fosters practical, meaningful and relevant teaching and research.

The goal of the project is not only to promote the relevance and importance of AOM scholarship for managerial and organizational practice, but also to engage members from all over the world.

For more information about this initiative or to learn about how you can make a submission for the 2012 competition, please visit the [TRL page](#) on the AOM Strategic Doing Initiative website.

*Calls for Submissions, Proposals and Nominations*

**Call for Nominations - Board of Governors**

Dear Colleagues:



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

Please log on to the [Online Nomination System](#) and tell us who could lead us in the coming years. You have until **Monday, October 31st** to provide your input. The election itself will be held in the Spring.

In conformity with our [Articles of Incorporation](#) and [By-laws](#), the individual elected to serve as our Vice President-Elect & Program Chair-Elect will assume that position in August, 2012, beginning a five-year term as an officer of the Executive Committee. These five years typically involve the following duties: responsible for the Professional Development Workshops for the annual conference held in 2013; Vice President & Program Chair for the 2014 annual conference; President-Elect & Coordinator of Professional Divisions during the following year; and then moving on to become President and subsequently Past President. Newly elected Representatives to the Board of Governors will serve three-year terms, which also begin in August, 2012. Representatives take on a variety of specific committee assignments during their three-year terms and are active contributors to all Board discussions and decisions.

Thanks for helping us find great leaders for YOUR future!

Susan E. Jackson

Past President and Chair of the AOM Nominating Committee\*

\*As specified in the Academy's [By-laws](#), the Nominating Committee consists of the five executive officers of the Academy, which includes yours truly, the Past President & Chair of the Nominating Committee; Anne Tsui, President; Ming-Jer Chen, President-Elect & Coordinator of Professional Divisions; Duane Ireland, Vice President & Program Chair; and Paul Adler, Vice President-Elect & Program Chair-Elect.

**Call for Nominations - Carolyn Dexter Award for Best International Paper**

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 criteria for the Award include the following:

1. The theme and content of the paper should reflect an awareness of business and management outside domestic boundaries;
2. Collaboration between scholars from different countries is desirable;
3. 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 **2012 Call for Submissions** with opening dates for Annual Meeting program submissions. You can nominate your submission by placing a **check** in the "Dexter Award Nominee" box on the submission abstract entry screen.

Each division or interest group program chair then nominates one paper to the Chair of the Dexter Award Committee, [David Patient](#). The authors of the papers who have been 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 **Annual Meeting in Boston in August 2012**. All finalists will be asked to attend the Dexter Award Reception, where the winning paper will be announced.

## **Call for Nominations - 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. 2010 or 2011). 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. Nominated books must be single-authored, not edited. 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 2012 meeting in Boston, and is expected to accept the award in person. Copies of each nominated book must be received by members of the Award Committee. Books should be sent to the chair and committee members between January 1 – February 1, 2012.

Please send an email message to the Chair, [Riki Takeuchi](#), after December 1, 2011 to request the addresses of committee members.

## **Call for Nominations - 2012 Career Achievement Awards**

As a primarily volunteer organization, it is important to provide opportunities for members to gain recognition for their outstanding contributions to the Academy and the field of Management. Recognizing our deserving colleagues is a terrific way for us to appreciate their career achievements and set the bar for our younger colleagues.

The AOM Career Achievement Awards Committee is currently accepting nominations for the following awards, and we are counting on you to help us identify potential honorees. We invite you to review the criteria for each award, and nominate a worthy colleague in each category. All nominations should be submitted by **March 1, 2012** to the Career Achievement Awards Committee Chair.

### **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

### **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
4. Their work will be respected by peers (both practitioner and academic)

Nominees for this award 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 using practice-based learning to influence theory and research based theory to influence practice.

### **Scholarly Contributions to Management Award**

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.

### **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
3. Building institutions, for example through creative or unusually effective service to a major professional organization

*Anyone who meets these criteria is eligible for a Career Achievement Award; Academy membership is not a requirement.*

To nominate someone for one of the Career Achievement Awards, 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 2012 Annual Meeting in Boston, and is expected to accept the award in person. Nominations must be submitted electronically and received by the Chair of the Career Achievement Awards Committee no later than **March 1, 2012**.

### **Call for Nominations - William H. Newman Award for Best Paper Based on a Dissertation**

The Academy of Management awards the William H. Newman Award to 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 be completed and accepted on or before January 15, 2012.

The criteria for the Award include the following:

- The paper 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 2012 Call for Submissions opening this November. You can nominate your submission by placing a check in the "Newman Award Nominee" box on the submission abstract entry screen. Once submissions close, each division or interest group program chair then nominates one paper to the award committee. The authors of the papers who have been 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 the award chair. Finalists will be notified prior to the conference and the winners will be announced at the conference in Boston in August 2012. All finalists are expected to be in attendance.

## **Call for Papers - Massachusetts Business School Collaborative Best Paper Award**

A best paper award of \$5000 for members of under-represented U. S. minority groups will be presented at the Academy of Management meeting in Boston during the August 2012 Annual Meeting. The Massachusetts Business School Collaborative Award is designed to improve recruitment and retention prospects of under-represented individuals of color in business schools.

### **Paper Criteria**

- Untenured Black, Hispanic, and Native American holders of PhDs or DBAs are eligible to apply for the award.
- Papers from all management disciplines will be considered.
- Papers will be judged on academic quality, in terms of quality of analysis, contribution to the literature, implications for practice and rigor of research methods (in the case of empirical papers).

### **How to Apply**

- Individuals who meet the criteria described above are encouraged to submit papers to the Academy of Management program to be held in Boston, August 3-7, 2012 using the Academy

submission procedures.

- Forward the acceptance letter and an electronic version of the accepted paper to [Ms. Jean Leccese](#) by **April 30, 2012**.
- Finalists will be notified by **June 15** and the Award will be presented to the winner at the PhD Project reception held during the Academy meeting.

*Babson College - Bentley University - Boston University - Northeastern University - Salem State University - Suffolk University - University of Massachusetts Boston - University of Massachusetts Lowell*

## **Call for Papers - ASAC 2012**

**CALL FOR PAPERS – ASAC 2012 St. John’s, Newfoundland, CANADA  
June 9-12, 2012 "Exploring the New World of Work"**



The conference location, Newfoundland and Labrador, has a rich history of exploration. It is not surprising that Newfoundland (as the name implies (New Found Land)) was among the first places to be visited by European explorers over 500 years ago as well as by the Vikings near 1000AD. Our conference theme, Exploring the New World of Work, builds on our exploration heritage and is appropriate given the demographic, technological, ethical, cross-cultural and legal changes occurring in modern organizations. We invite you to join us in St. John’s to dialogue, debate, and ponder the New World of Work, with your colleagues in a stimulating and congenial setting. We are certain that the natural beauty of the City, and its rich cultural heritage, will provide a vibrant backdrop for this conference.

### **Paper Submission**

Original papers, written in English or French, should be submitted electronically to the appropriate ASAC division in Microsoft Word. All contributions will be peer reviewed, and selected papers will be included in the Proceedings.

All papers must be submitted via the conference webpage <http://www.busi.mun.ca/asac2012/no> later than **February 8, 2012**. Late submissions or submissions made directly to divisional executive members will not be accepted.

### **Symposia and Workshops**

Members interested in organizing a symposium or workshop should prepare a detailed description of its overall purpose and the specific role of each participant and submit it via the conference webpage <http://www.busi.mun.ca/asac2012/no> later than **February 8, 2012**. The same quality requirements and blind review procedures apply as for paper submissions.

Symposium proposals can be jointly submitted to up to three divisions. However, the names of all the divisions must be noted in the symposium proposal. This permits the divisional officers to co-ordinate their program development efforts if a symposium proposal is accepted. For full details please go to <http://www.busi.mun.ca/asac2012/>

## **Call for Papers - The 12th IAMB Conference**



The International Academy of Management and Business (IAMB) and Vistula University are inviting scholars and practitioners to submit papers, symposia, and posters for presentation for the 12<sup>th</sup> IAMB Conference to be held on **April 23-25, 2012** at Vistula University (formerly University of Economics and Computer Science), Warsaw, Poland. Over 30 countries will be represented.

IAMB is a professional association dedicated to advancing the research, teaching and practice of management and business worldwide in an intellectually stimulating, constructive, and supportive environment.

IAMB fosters small conference setting (under 200 participants) with multi-national delegates. The small setting offers professional development opportunities for scholars and practitioners through personal contacts and networking. IAMB conferences attract scholars from 25-40 different countries covering wide range of universities, academic institutions and businesses. The friendly atmosphere, the one on one opportunity for exchange and networking, and the multi-national exposure were cited among the top benefits from conference attendees.

The following topics in management and business-related areas are welcome:

- **Organizational Studies** (Organizational Behavior, Organizational Theory, Negotiation, Conflict Resolution)
- **International Business** (Globalization, International Law, International Finance, Management in Multicultural Society, International Market Entry, Cross Cultural Management)
- **Technology & Innovation** (Management Innovation, Research & Operations, Production Management, Cost management, Entrepreneurship, Global Technology Transfer)
- **Strategic Management** (Innovation & Entrepreneurship, Small - Medium size Firms in Crisis, Social Issues in Management, Collaboration and Strategic Alliances, Supply Chain Management)
- **Marketing Management** (Advertising, Promotion & Marketing Communication, Branding & Positioning, Consumer Behaviour, Innovation & New Product Development, International and Cross-Cultural Marketing, Marketing Technology, Social Responsibility, Ethics and Consumer Protection, Human Resource Marketing, Public Relation)
- **Human Resource Management** (Strategic HR Management, Conflict Resolution, Global and Multicultural Issues, Education Technology, Education & Training, Entrepreneurship in Education, Social Issues in Education)

- **Management of Social Issues** (Corporate Social Responsibility, Social Philanthropy, Business and Public Policy)
- **Management Studies** (Project Management, Public management, Management of nonprofit organizations)

## **BEST PAPER AWARDS**

Scholars and students are invited to enter the Best Paper Competition for awards in the following categories:

- Best Student Paper (Graduate Students, the winner will receive: \$250 USD)
- Best Young Scholar Paper (recent Ph.D less than 3 yrs)
- Best Overall Paper (open to all)
- Best Applied Paper (practical applicability, open to all).

Full manuscripts must be received no later than March 4, 2012. The awards recipients will be announced at the conference and their paper will be published in the International Journal of Management and Business, IJMB. Please visit the Submission Section for guidelines and eligibility.

The submissions of all conference participants will be published in the Conference Proceedings on a CD-ROM (ISSN 1949-9094) and Online (ISSN 1949-9108) and in Print (ISSN 1949-9124.) In addition, selected manuscripts will be peer reviewed for journal publication and if accepted, they will be published in *the International Journal of Management and Business*, IJMB.

Please visit our website for more details <http://www.iamb.net>

*Member News*

## **Dr. J. Ben Arbaugh Awarded the John McNaughton Rosebush Professorship**



Dr. J. Ben Arbaugh, professor, management, University of Wisconsin-Oshkosh, was awarded the John McNaughton Rosebush Professorship for teaching, professional achievement and public service by the University of Wisconsin-Oshkosh. Nominees are considered in a selection process by a panel representing all UW-Oshkosh governance groups.

Arbaugh, who has been a faculty member at UW Oshkosh since 1994, is also a leader and mentor in the UW System MBA Consortium, a program that serves more than 400 students per year throughout the United States and foreign countries. The MBA Consortium, which is managed by UW-Eau Claire, includes business schools at UW-Eau Claire, UW-Oshkosh, UW-La Crosse and UW-Parkside.

The first faculty member to offer an online business course at UW-Oshkosh, Arbaugh has written more than 40 articles on online education and has spoken nationally to groups about improving online education. In addition, he has published multiple articles in the prestigious management education journal, *Academy of Management Learning & Education*, and was selected as the first scholar from a master's level university to be the editor of an *Academy of Management* journal.

## **Conference Announcement - The Inaugural Academy of Management Global Conference**

### ***THE INAUGURAL ACADEMY OF MANAGEMENT GLOBAL CONFERENCE***

January 7 – 10, 2013  
Johannesburg, South Africa

<http://aom.org/GlobalConference>

In response to demand from a growing and globally diverse membership population for an innovative and unique conference held outside of North America, the Academy will hold its first global conference from January 7-10, 2013 in Johannesburg, South Africa. This conference will not replicate the Academy of Management's Annual Meeting in scope or scale, but rather provide

an intimate setting to engage members through uniquely focused content and experiential learning journeys.

**The inaugural AOM Global Conference will consist of paper sessions, workshops, and experiential learning journeys that are based on the following tracks:**

*Navigating Institutions: Business, Government, and Civil Society*  
*Emerging Market Firms and MNCs: Characteristics and Global Aspirations*  
*The Base of the Pyramid: Emerging Market Consumers, Workers, and Managers*  
*Cultural Diversity and Transformational Societies*

For more information: Follow the Academy of Management on [Facebook](#), [LinkedIn](#) and [Twitter](#) for updates. Join the **Global Conference group** on [AOM Connect](#) to have updates delivered to your inbox, or simply email [globalconference@aom.pace.edu](mailto:globalconference@aom.pace.edu).

## **Call for 40 Young Research Assistants from 40 Countries**

**Tony Fang**, PhD, Professor of International Business at Stockholm University, Sweden has the pleasure of recruiting 40 young research assistants to participate in his research project “**Yin Yang – A New Perspective on Culture**” during 2012-2013.

### **Submission deadline: November 1, 2011**

The project is funded by a research grant from Stockholm University School of Business with a number of activities planned including a sponsored travel to Sweden for an intensive global cross-cultural management workshop in the middle of 2012. The 40 young research assistants are expected to come from 40 different countries each of who meet the following criteria:

1. You are currently a PhD candidate or have recently obtained a PhD within a social science discipline (e.g., management, business, communication, political science, sociology, psychology, anthropology, English literature, and so on); ideally you are under 35 years of age.
2. You have a burning interest in society, culture, human behaviour, language, political institutions, international relations, international business, and globalization;
3. You have intimate indigenous knowledge of your country/national culture and you of course speak the main local language as your mother tongue;
4. You have very good command of English and you have a proven record of conducting academic research;
5. You are expected to come from one of the following countries: *Australia, Austria, Belgium, Brazil, Canada, China, Croatia, Czech Republic, Denmark, Egypt, Finland, France, Germany, Greece, Hungary, India, Iran, Israel, Italy, Japan, Madagascar, Mexico, New Zealand, Norway, Poland, Russia, Serbia, Singapore, Slovenia, South Africa, South Korea, Spain, Sweden,*

Switzerland, Thailand, The Netherlands, Turkey, United Arab Emirates, UK, USA. **Even if you do not come from the above countries you are welcome to contact us if you are interested.**

Applications with the following materials shall be submitted to [YINYANG@fek.su.se](mailto:YINYANG@fek.su.se) latest by **November 1, 2011** (If needed, more information can be provided by Professor Tony Fang [tony.fang@fek.su.se](mailto:tony.fang@fek.su.se) Tel: +46 8163063):

1. Your short CV;
2. Two recommendation letters from academics;
3. Two articles you have written/published which illustrate your academic writing style; and
4. A short essay (three A4 pages) giving your reflection of the five articles in the references list (Fang, 2003, 2005-2006; Fang, 2012; Fang & Faure, 2011; Tung & Verbeke, 2010).

## References

- Fang, T. 2003. A critique of Hofstede's fifth national culture dimension. *International Journal of Cross Cultural Management*, 3(3): 347-368.
- Fang, T. 2005-2006. From "onion" to "ocean": Paradox and change in national cultures. *International Studies of Management & Organization*, 35(4): 71-90.
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- Fang, T. & Faure, G. O. 2011. Chinese communication characteristics: A Yin Yang perspective. *International Journal of Intercultural Relations*, 35(3): 320-333.
- Tung, R. L. & Verbeke, A. (2010). Beyond Hofstede and GLOBE: Improving the quality of cross-cultural research. *Journal of International Business Studies*, 41(8): 1259-1274.

## The Ethicist

How many times can you ethically use the same data for publication? Should you send the same paper to two different conferences? What are the ethical issues surrounding authorship on student papers? Must we report the sources of financial support on our papers? What are the ethical principles about the grading student papers? How much consulting is too much consulting? *THE ETHICIST* is a blog that has been created to focus upon these and other ethical issues that face AOM members. The blog is designed to raise awareness about everyday ethics in the context of the Academy and the profession and to provide a location for experts to respond to members' questions and concerns about ethics.

*THE ETHICIST* is sponsored by the AOM Ethics Education Committee, co-chaired by James H. Davis (Utah State University) and Susan R. Madsen (Utah Valley University). One commentary per month will be posted by one of three columnists, supported by an advisory panel.

The first blog, posted in August, focused on Ethics in Research while the second, posted in September, dealt with Ethics in Teaching. Be looking out for a third blog on Ethics and Professional Life in October. The topics will then repeat in rotation by month.

**THE ETHICIST** is coordinated by Lorraine Eden (Texas A&M) who will also serve as the columnist for Ethics in Research. Kathy Lund Dean (Idaho State) is the columnist for Ethics in Teaching and Paul Vaaler (Minnesota) will be writing the quarterly column on Ethics in Professional Life.

**THE ETHICIST** will reside as a blog on AOM Connect. The blog format allows for comments to be posted by any member of the Academy, and we hope that a dialogue on ethical issues will result from this interaction. Popular blog posts on **THE ETHICIST** may also appear in the AOM Newsletter. Any member of the Academy of Management may suggest a topic for **THE ETHICIST** by sending an email to the coordinator and/or the columnists; please put the words **THE ETHICIST** in the subject line of your email. General questions should be addressed to the coordinator.

## **Special Issue on Laws, Regulation and New Product Development Published**

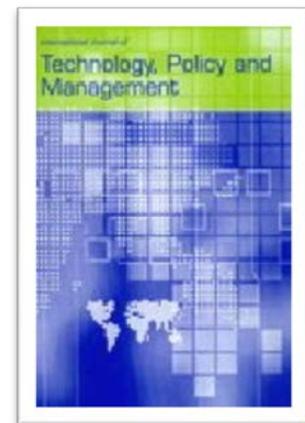
A Special Issue on "Laws, Regulation and New Product Development – the Role of the Regulatory Framework for the Management of Technology and Innovation" was recently published in the International Journal of Technology, Policy and Management

(IJTPM, Volume 11 - Issue 3/4 - 2011)

Innovations do not fall like manna from heaven but are generated by pioneering activities of human beings. These activities have to take place via interaction with all kind of institutions and the regulatory framework of their individual business environments. Traditional innovation theory embedded in growth theory or industrial economics often neglects the influence of the regulatory framework on innovations.

In the context of the growing importance of institutions, such as the World Bank or the European Union, the influence of laws and all other kinds of regulation keeps on growing. Hence, regulation is often seen as a substantial barrier for innovative activities. But, especially in growing research fields like environmental innovation, empirical evidence has shown a strong positive influence of regulatory measures on encouraging innovative activities. The same can be expected for other regulated markets, e.g. health services. And regulation may also be relevant in more traditional markets, e.g. due to the increasing role of consumer protection and policy.

In particular, environmental protection encourages innovation as, for instance, car



manufacturers must think about new ways of driving concepts in the light of permanently increasing energy costs, changing consumer perceptions and increasingly limited natural resources worldwide. Therefore, the aim of this Special Issue is to clarify the role of regulation in innovation processes and to assess its impacts.

Potential authors were invited to submit contributions analysing the role of regulatory issues in the management of technology and innovation. The goal was to prepare a reference issue that could be of immediate use to those interested in the management of technology and innovation and its implications, whether they are academics, practitioners or researchers.

## **ECCH Case Writing Competition**

### **Categories for the 2011/12 competition**

Social media and change  
New case writer



### **ECCH Case Writing Competition Categories:**

#### **Social media and change**

The hot topic identified by the ecch Executive Committee for the 2011/12 case writing competition is Social Media and Change, looking for cases that focus on how companies are using social media in their business development and strategy formulation. Cases are invited that feature a business situation within this topic area. Relevance to the topic will form part of the judging criteria.

#### **New case writer**

This category is designed to recognise new case authors. Submissions must be the first teaching case prepared by the author(s) in a format that can be used by other case teachers. The case may focus on any business subject area.

#### **Eligibility**

Case authors must be teachers of management education. Students and research assistants are only eligible if they are part of an author team led by a faculty member. Cases can be written by one or more authors. Teams of authors may be from different institutions worldwide but the copyright owner must be stated on the submission form. If entering the new case writer category the submission must be the first teaching case for all authors.

#### **The case**

Submissions must have been tested in the classroom, completed after 1 April 2010 and be in English. They may be compiled from field research, published sources or generalised experience. Authors may submit a single case or a case series. The case, or case series, must be a maximum

of 5,000 words, excluding exhibits and annexes. Each submission must be accompanied by a teaching note for which there is no word limit.

### **Recognition**

This competition forms part of the annual ecch Case Awards (formerly the European Case Awards) that recognise outstanding case development. The Awards are a unique event that acknowledge the authors of high quality cases and the role they play in management education. Many high profile management educators have been recipients of awards.

The competition winners will be announced with a press release in February next year alongside the 2012 award winners. This will be sent to key business education press contacts worldwide. Winning cases will be identified as a prize winner in the ecch on-line product database helping raise their profile to potential users. Winning case authors will be offered the chance to have their case featured on the ecch website and may be invited to present their case at an ecch event.

[More details here](#)

## **Case Feature from ECCH**

### **Ryanair - The Low Fares Airline: Whither Now?**



Since its publication in 1999 *Ryanair: The Low Fares Airline* has won a European Case Award and has also been an ecch best-selling case for 6 consecutive years. A follow up case, published in 2005, was a best-seller in 2005 and 2006. We explore why the time was right for their author, Dr Eleanor O'Higgins, to write a new case on Ryanair.

### **Why another Ryanair case?**

The airline industry is ever changing and is very sensitive to all kinds of events, both natural and man-made. Some are expected, such as air traffic controller strikes in Spain, but many are 'unknown-unknowns', like the 2010 volcanic ash cloud that disrupted air traffic all over Europe. In parallel, Ryanair does not stand still, so it is timely to record and analyse the contemporary dynamics of the airline in the context of its competitive space. As the budget airlines market leader in Europe it is in a unique position and its unceasing initiatives in staying ahead, as well as the way it deals with opportunities and threats as they arise, are of interest.

### **Teaching objectives**

The new case is quite a comprehensive one so there are a myriad of interrelated objectives, as expressed in the teaching note. One is to understand the features of industry environments at various levels, from the broadest of overall industry structure to the narrowest of individual competitors. Then, what kind of capabilities and internal resources are necessary to succeed in this environment?

The case is intended to elucidate how a business strategy that is grounded in the best deployment of assets/resources/competencies, whilst adding perceived value to customers, delivers sustainable strategic advantage. It also shows how achieving competitive advantage is not easy,

with many obstacles along the way and no room for complacency, something Ryanair exemplifies with its constant initiatives. In Ryanair's attempted takeover of Aer Lingus there are also elements of corporate level strategy. Another point of pedagogical interest in the case is leadership, in the personality of Michael O'Leary, alongside other internal cultural issues, such as human resources policies and practices.

The case is generally designed to be used toward the end of a strategic management course, but can be used at many different levels in many different contexts. It has been used in executive education, professional education, such as MBA programmes, and in general business/management education with both postgraduates and undergraduates. It can enable students to try out various techniques, such as a comprehensive SWOT analysis, including strategic group maps, and scenario analysis.

More on this article can be found:

<http://www.ecch.com/educators/ordering/selecting/featuredcases/ryanair>

## **ECCH Announces First Case Workshop in Singapore**

**ECCH are very excited to announce its first workshop in Singapore.** The case method is widely recognised as an outstanding approach to teaching and learning, especially in management education. This workshop will provide case teachers with the opportunity to explore the case method and assess its benefits for use in their own classes. The tutor will introduce practical tips and skills for teaching with cases and will provide guidance on case selection and instructor preparation for class. Participants will gain confidence and share experiences in a supportive environment.



Using Cases to Teach will be of benefit to a wide audience, including:

- Those wishing to reflect on their teaching
- Faculty and trainers
- Those interested in participatory learning
- Those from any sector or discipline within management education.

### **ECCH workshop: Using Cases to Teach**

4-5 August 2011, The National University of Singapore

This workshop will be facilitated by Martin Kupp

Further details: <http://www.ecch.com/educators/casemethod/training/events/2011/singapore>

## **New Book Announcement - Handbook of Intuition Research**

Edward Elgar Publishers, 2011 (Hardback 978 1 84844 888 9, eBook 978 0 85793 637 0), edited by **Marta Sinclair**

This comprehensive *Handbook* showcases the latest intuition research from different disciplines, reconciling various views on what intuition is and how it works. The internationally renowned group of contributors presents their findings in five areas. Part I explores different facets of the intuiting process and its outcome, the role of consciousness and emotions, and alternative ways of capturing intuition. Part II deals with its function in expertise, strategy, entrepreneurship, and ethics. Part III outlines intuitive decision making in critical occupations, the legal profession, medicine, the film and wine industries, and teaching. Part IV pushes the boundaries of our current understanding by exploring the possibility of non local intuition, based on the principles of quantum holography. Part V investigates different ways of developing intuitive skills.

This cutting-edge, comprehensive *Handbook* will prove essential for academics and research students of the social sciences, particularly management, psychology, sociology, entrepreneurship, leadership, team dynamics, HR and training. It will also be an invaluable resource for industry professionals searching for soft-core methods to increase productivity and creativity/innovation, to improve leadership and organizational climate, or to adopt new staff training and development methods.

*Contributors* include: A. Antonietti, B. Bakken, C. Betsch, R. Bradley, L. Burke, J.-F. Coget, E. Dane, A. Dijksterhuis, W. Duggan, I. Ebert, S. Epstein, A. Glockner, B. Graf, L. Gundry, J. Guzak, T. Haerem, B. Hargrove, C. Harteis, G. Hodgkinson, P. Ianello, K.-P. Ittner, J. Kickul, G. Klein, C. Kugler, C. Kuhnle, J. Langan-Fox, M. Mason, B. Morgenthaler, J. Pretz, D. Radin, G. Roth, E. Sadler-Smith, M. Sinclair, M. Strick, D. Tomasino, and V. Vranic.

For further information, please [click here](#)

## **In Memoriam - Mason A Carpenter**

Mason A. Carpenter, age 50, passed away on September 22, 2011. Mason received his Ph.D. at the University of Texas-Austin in 1997. Since that time, he has been on the faculty of the University of Wisconsin-Madison, most recently as Professor of Management and the M. Keith Weikel Professor in Leadership. He was also the Associate Dean for evening and executive MBA programs.

Mason was a highly productive and impactful researcher, as well as an award-winning teacher. He was also a tremendous citizen not only at UW-Madison, but in the field, serving as an Associate Editor of the *Academy of Management Review* and as Chair of the Corporate Strategy and Governance division of the Strategic Management Society (SMS). In 2010, he received the SMS Outstanding Service Award. More importantly, Mason was a loving husband, father, and son, and a wonderful friend, mentor, and colleague to many.

Mason's wife Lisa and young sons Wesley (9) and Zachary (13) have lost him at the prime of his life. Therefore, the most important thing that can be done now is to help provide them with some peace of mind about their financial future. Accordingly, a memorial fund has been established that allows anyone who is interested to help fund the college educations of Wesley and Zachary. If you would like to honor Mason by helping ensure that his sons have the educational opportunities that he wished for them, you may do so by contributing to the:

Carpenter Family Fund  
M&I Bank  
7447 University Ave  
Middleton, WI 53562  
USA

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