



BYLAWS OF THE MANAGEMENT, SPIRITUALITY AND RELIGION DIVISION of the ACADEMY OF MANAGEMENT - FINAL REVISED VERSION October 11th, 2025.

Respectfully submitted: Julia Storberg-Walker, Past MSR Chair and Chair of the 2025 MSR Bylaws Committee; Richard J. Major, 2025 MSR Bylaws and Executive Committee Advisor; Konstantin Weicht, 2025 MSR Bylaws Committee Researcher & Scholar and Ramya T. Venkateswar, 2025 MSR Associate Chair.

ARTICLE I. NAME

The name of this organization shall be The Management, Spirituality and Religion Division of The Academy of Management. The Division shall be referred to in the Bylaws henceforth as “MSR.”

ARTICLE II. MISSION AND OBJECTIVES

2.1 Vision

Human flourishing and global consciousness that illuminate - and are illuminated by - science and the spiritual and religious dimensions of life in management research and practice.

2. 2 Mission

We better the world through a transdisciplinary network of management scholars, educators, and practitioners exploring the role of the significant and sacred.

2.3 Objectives

2.3.1. Encourage innovative research, drawing upon all types of methods and approaches.

2.3.2. Promote the interchange of ideas, research, teaching tools, and practices.

2.3.3. Foster collaboration among researchers, practitioners, and teachers to enhance our research, teaching, and practice.

2.3.4. Provide opportunities for our members to build professional networks.

2.3.5. Provide for fellowship among people with professional interest in these areas.

ARTICLE III. MEMBERSHIP

Membership in MSR is open to any member of the AOM who is interested in its mission, domain and objectives.

ARTICLE IV. OFFICERS' TERMS OF OFFICE AND DUTIES

4.1 Executive Committee

4.1.1. The Executive Committee of MSR shall consist of the Chair, Past Chair, Chair Elect, Program Chair, Program Chair-Elect/PDW Chair, Secretary/Archivist, Treasurer, two Representatives-at-Large and potential associate chair positions as deemed useful by Chair positions.

4.2 Terms of Office

4.2.1. The term of office shall begin on the Monday following the close of the Annual Meeting and terminate the Monday following the end of the next Annual Meeting. After serving one year in their current office, the Chair will automatically succeed to the office of Past Chair, the Chair-Elect to the office of Chair, the Program Chair to the office of Chair-Elect and the PDW Chair to the office of Program Chair.

4.2.2. The Representatives-at-Large are elected for staggered three-year terms.

4.2.3. The Secretary/Archivist Operations coordinator and Treasurer are also elected for three-year terms.

4.2.4. Other officers, including Technology Lead, without specific term limits, may be appointed by the Chair as deemed necessary with the advice and consent of the Executive Committee.

4.2.4.1. Appointed officers do not vote in Executive Committee decisions.

4.2.5. The Chair cannot succeed themselves but may be elected later for an additional

term.

4.3. Duties of the Officers

4.3.1. All officers shall serve as needed in the development of the Division and shall be guided by the MSR Division Operations Manual with respect to specific tasks and responsibilities not articulated by the broad duties listed in these bylaws.

4.3.2. Chair

4.3.2.1. Serves as chief officer of MSR and administers all affairs of the Division in coordination with MSR's Executive Committee and the officers of the Academy of Management, in compliance with the Academy's policies for Divisions and Interest Groups.

4.3.2.2. Chairs MSR's Executive Committee.

4.3.2.3. Presides over the Executive Committee meeting at the annual meeting.

4.3.2.4. Presides over the MSR's business meeting at the annual meeting.

4.3.2.5. Present a status report to membership at the MSR's business meeting.

4.3.2.6. Identifies for the Scholarly Program Chair those individuals to be recognized by MSR that year for services rendered as an elected or appointed officer, subject to the relevant criteria.

4.3.3. Chair Elect

4.3.3.1. Serves in the absence of the MSR Chair

4.3.3.2. Serves as assistant to the MSR Chair and carry out such duties as may be delegated by the Chair.

4.3.3.3. Works with the MSR Chair to ensure smooth transition for the upcoming year's Executive Leadership.

4.3.3.4. Assists the Scholarly Program Chair and PDW Chair, as needed.

4.3.3.5. Participate in the monthly MSR Executive Committee meeting.

4.3.4. Past Chair

4.3.4.1. Chairs the Nominating Committee and conducts the election of officers, including identifying appropriate candidates for the Leadership track sequence.

4.3.4.2. Manages the process of amending the bylaws in accordance with Article IX.

4.3.4.3. Serves as counselor to the Chair & leads special projects as needed.

4.3.4.4. Participate in the monthly MSR Executive Committee meeting.

4.3.5. Scholarly Program Chair

4.3.5.1. Develops and coordinate the MSR program at the Annual Meeting.

4.3.5.2. Recruits a Program Committee (as needed) to assist in planning the program for the Annual Meeting.

4.3.5.3. Supervises the MSR program at the Annual Meeting.

4.3.5.4. Assists the incoming Program Chair Elect/PDW Chair in ways that enable a smooth adoption of their duties for the year.

4.3.5.5. Participate in the monthly MSR Executive Committee meeting.

4.3.6. Program Chair-Elect/PDW Chair

4.3.6.1. Plans, organizes, and supervises all Professional Development Workshops (PDWs) for MSR at the Annual Meeting.

4.3.6.2. Assists the Program Chair in ways that enable a smooth transition of duties the following year.

4.3.6.3. Participate in the monthly MSR Executive Committee meeting.

4.3.7. Secretary/Archivist & MSR Operations Coordinator

4.3.7.1. Work with the MSR Chair to organize and communicate the online meeting invitations

4.3.7.2 Coordinates the operations of the Executive Committee to enable its optimal functioning, including scheduling, preparing the agenda, facilitating meetings and

providing minutes.

4.3.7.3. Keep and distribute minutes of MSR's Annual Business Meeting, as well as minutes of all Executive Committee meetings.

4.3.7.4. Collects and maintains the historical and current records of the Division in a place online accessible to the members of the Executive Committee.

4.3.7.5. Participate in the monthly MSR Executive Committee meeting.

4.3.8. Treasurer

4.3.8.1. Oversees the expenditures of the Division's budget and is accountable to the membership for proper management of all expenditures and activities.

4.3.8.2. Keeps the Executive Committee informed throughout the year on the Division's financial status.

4.3.8.3. Forecasts and monitors expenses to align with the allocated funding.

4.3.8.4. Works with the Scholarly Program Chair to recruit a program committee to organize social functions associated with the Annual Meeting.

4.3.8.5. Generates invoices and requests for funds to facilitate the flow of funds into and out of MSR's financial accounts.

4.3.8.6. Participate in the monthly MSR Executive Committee meeting.

4.3.9. Representative at Large (Communications & Outreach)

4.3.9.1. Leads in developing, implementing, and coordinating the communication & outreach strategies of MSR.

4.3.9.2. As required, creates sub-committees and appoints members to serve on the committees required to accomplish the communication & outreach strategies.

4.3.9.3. Devises and oversees all Social Media communications strategies and implementation.

4.3.9.4. Participate in the monthly MSR Executive Committee meeting.

4.3.10. Representative at Large Research & Publications

4.3.10.1. Leads in developing, implementing, and coordinating the research & publications strategies and operations of MSR, including Research Consortium, Webinars etc.

4.3.10.2. As required, creates sub-committees and appoints members to serve on the committees required to accomplish the research & publication strategies.

ARTICLE V. ELECTION OF OFFICERS

5.1. Officers

5.1.1. A Program Chair-elect/PDW Chair will be elected annually. The Secretary-Archivist, Treasurer, and Representatives at Large will be elected as needed every three years or as their respective terms expire.

5.1.2. Nominations will be solicited for all elected positions by the Nominating Committee or the Chair at the annual Business Meeting and by e-mail at least twice to the MSR membership during the period of time designated by the Academy. Additional solicitation for nominations may be conducted via the Newsletter and other electronic communications.

5.1.3. All nominees must be current MSR members.

5.1.4. All nominees will be asked to submit brief CVs and a statement describing their previous relevant experience and their interest in serving in the particular role.

5.1.5. The Nominating Committee will read all submitted materials and present a slate to the Executive Committee, which may add or delete candidates from among those nominated.

5.1.6. The Chair of the Nominating Committee shall be responsible for assessing the willingness and capabilities of all nominees to serve prior to ballot preparation.

5.1.7. In the event that fewer than two qualified nominees are nominated for an open position, the Nominating Committee shall develop a slate of candidates for that position. It will aim to have no more than three names and no fewer than two names on the election ballot for each open position.

5.1.8. The Chair of the Nominating Committee shall be directed by the AOM governance policies through the AOM Governance Manager on the specific action steps required, including due dates for each action, to execute the MSR elections and communicate the final results. The vote count shall be considered confidential information and shall not be disseminated further.

5.1.9. If the Academy election procedure changes, this section automatically is deemed modified to be in accord with the Academy's procedures.

ARTICLE VI. RESIGNATION, REMOVAL, AND REPLACEMENT OF OFFICERS AND OTHER EXECUTIVE COMMITTEE MEMBERS

6.1. Resignation and Vacancies

6.1.1. In the event that the Chair is unable to complete the term of office, the MSR Chair-Elect will immediately succeed the Chair and complete both that term and his or her own.

6.1.2. In the event that the Program Chair is unable to complete the term of elected office, the MSR Chair-Elect will assume the Program Chair's responsibilities and duties for the duration of the term.

6.1.3. If the MSR Chair-Elect vacates the office, it shall stay vacant until the next regular election.

6.1.4. In the event that the Program Chair Elect/PDW Chair is unable to complete the term of office, the Executive Committee will determine how to backfill this role for the duration of the term.

6.1.5. In the event that the Secretary/Archivist is unable to complete the term of office, the Executive Committee will appoint a replacement for the remainder of the term.

6.1.6. In the event that the Treasurer is unable to complete the term of office, the Executive Committee will appoint a replacement for the remainder of the term.

6.1.7. In the event that a Representative at Large is unable to complete the term of office, the Executive Committee will appoint a replacement for the remainder of the term.

6.2. Removal

6.2.1. Any officer may be removed from office by a majority vote of all current members voting in an election of MSR called specifically for this purpose.

6.2.2. A vote for removal may be initiated by a vote of at least three-fourths of the elected officers of the Executive Committee or by a petition submitted to the Executive Committee bearing verified signatures of 10% of MSR members in good standing as of 1 July in the year during which the petition is submitted. This vote will be conducted by a designee of the Executive Committee in a timely fashion.

6.2.3. Should a sitting officer be removed in this manner, the Executive Committee shall determine the disposition of the officer's duties during the remainder of the term, subject to these Bylaws.

ARTICLE VII. COMMITTEES

7.1. Committees

7.1.1. MSR shall have a standing Nominating Committee consisting of the Past Chair, the Chair, the Chair-Elect, and one member at large who is not standing for reelection at this time.

7.1.2. Other committees shall be considered as deemed necessary by the Executive Committee to complement the two elected Representatives at Large. These committees are: Flamekeepers, Retreat, Dissertation Proposal Awards, Early Career Mentoring & Scholarships, Teaching and Learning, Fund Raising, and other committees as may be needed to accomplish the goals of the Division.

7.1.3. Membership on these committees shall be determined by the respective appointed Chairs, in consultation with the Executive Committee. Such membership shall provide, insofar as is possible, for diverse and inclusive representation of all the Academy's geographical areas.

7.1.4. All committees shall be coordinated by the Executive Committee.

7.2. Provision for Associate Chairs and Committee Co-Chairs

7.2.1. Chairs may select Associate Chairs and Committee Chairs may select Co-Chairs to support and extend their efforts. Such appointments must be made with the advice

and approval of the Executive Committee.

ARTICLE VIII. MEETINGS

8.1. Monthly Executive Committee Meetings

8.1.1. The executive committee will meet on a monthly basis by telephone and/or a web-based conference application to manage current affairs and best prepare the annual meeting events.

8.1.2. The Executive Committee monthly meeting will be scheduled at a date and time that accommodates all officers holding positions during the current year.

8.1.3. The monthly Executive Committee meeting will be facilitated by the Chair. If the chair is not available, the meeting will be facilitated by an officer in descending order of succession within the MSR leadership team.

8.2. Annual MSR Business Meeting.

8.2.1. There shall be an Annual MSR Business Meeting held concurrently with the Annual Meeting. MSR Members shall be notified of the time and place of the Annual Meeting by the appropriate officer of the Academy of Management.

8.3. Special Calls and Meetings.

8.3.1. Special meetings and technology mediated discussions may be held as deemed necessary by the Executive Committee.

8.4. Voting Quorums

8.4.1. A quorum is defined as a majority of voting committee members.

8.4.2. Motions made during committee and special call meetings shall pass with a majority vote of all elected officers.

8.5 Leadership Track Meetings

8.5.1 The leadership track, consisting of Past-Chair, Chair, Chair elect, Program Chair, PDW Chair, Secretary/Archivist Operations coordinator, and appointed Associate Chairs (as needed, see 7.2.1), shall meet virtually weekly or bi-weekly, as agreed upon with the majority of its officers, between the monthly Executive Committee meetings.

ARTICLE IX. AMENDMENTS

9.1. Amendments to the Bylaws shall be by a majority vote of all of those members who vote through an e-mail or electronic ballot sponsored by the Executive Committee. Any proposed amendment must be made available to the members at least one month prior to a vote on the amendment.

9.2. Amendments to the Appendices, or the addition of new Appendix material, may be made by the concurrence of two-thirds of the Executive Committee, achieve either by online voting, email ballot or voting at an MSR Executive Committee meeting.

Amendments to the Appendices may not conflict in any way with the formally binding MSR Bylaws.