

Division Past Chair
Sully Taylor
School of Business
Administration
Portland State University
sullyt@sba.pdx.edu

Division Chair
Schon Beechler
Columbia Business School
Executive Education
slb7@columbia.edu

Division Chair-Elect
D. Eleanor Westney
Sloan School of
Management
MIT
ewestney@mit.edu

Division Program Chair
Ravi Ramamurti
Northeastern University
r.ramamurti@neu.edu

Division Program
Chair-Elect
Timothy Devinney
University of New South
Wales
T.Devinney@agsm.edu.au

Division Treasurer
Deborah H. Francis
Dept of Mgt/Mktg
Jacksonville State
University
dfrancis@jsu.edu

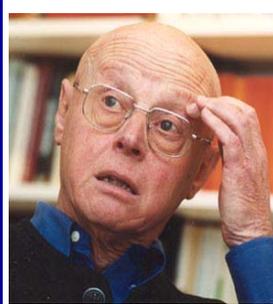
Division Newsletter Editor
Romie F. Littrell
Faculty of Business
Auckland University of
Technology, New Zealand
IMDNEWS@YAHOO.COM

Associate Editor
Ilan Alon
Crummer Graduate School
of Business
Rollins College
Ilan.Alon@Rollins.edu

Division Webmaster
Mark Lennon
College of Business
University of Rhoda Island
markmlennon@hotmail.com

Division Listmaster
Charles Wankel
St. John's University
Management Department
wankelc@stjohns.edu

Icons of International Business Geert Hofstede



The Business of International Business is

Geert Hofstede, 17 September 2004

In 1994 Geert Hofstede published an article in the International Business Review, 3(1): 1-14, "The Business of International Business is Culture". Question to Hofstede: Is the business of international business still culture, or even more so?

Even more so! The functioning of international business organizations hinges on intercultural communication and cooperation. As I wrote in 1994, managing international business means handling both national and organizational culture differences at the same time. Organizational cultures are somewhat manageable while national cultures are given facts for management; common organizational cultures across borders are what keeps multinationals together.

As tariff and technological advantages wear off, competition automatically shifts, besides towards economic factors, towards cultural advantages or disadvantages. No country and no organization can be good at everything; cultural strengths imply cultural weaknesses. This is a strong argument for making cultural considerations part of strategic planning, and locating activities in countries, in regions and in organizational units that possess the cultural characteristics necessary for competing in these activities.

Culture is present in the design and quality of products and in the presentation of services. In the 1980s the belief spread that technology and modernity would lead to a worldwide convergence of consumers' needs and desires. This should enable global companies to develop standard brands with universal marketing and advertising programs. In the 1990s more and more voices in the marketing literature expressed doubts about this convergence, and referred to culture indices to explain persistent cultural differences. Analyzing national consumer behavior data over time, Dutch marketing expert Marieke de Mooij showed that actual buying and consumption patterns in affluent countries in the 1980s and 90s diverged as much as they converged. Affluence implies more possibilities to choose among products and services, and consumers' choices reflected psychological and social needs which are culture-bound.

In advertising, the same global brand may appeal to different cultural themes in different countries. Advertising, and television advertising in particular, is directed at the inner motivation of prospective buyers whose minds have not been and will not be globalized.

Organizations moving to unfamiliar cultural environments are often badly surprised by unexpected reactions of the press, the authorities or the public to what they do or want to do. Perhaps the effect of the collective values of a society is nowhere as clear as in these cases. The values are partly invisible to the newcomer, but they become all too visible in press reactions, government decisions, or organized actions by uninvited interest groups.

Mergers, acquisitions, joint ventures and alliances across national borders have become quite frequent, but they remain a regular source of cross-cultural clashes. Cross-national ventures have often turned out to be dramatic failures. This will continue as long as management decisions about international ventures will be based solely on financial considerations. Those making the decision rarely imagine the operating problems that arise inside the newly formed hybrid organizations. Even within countries, such ventures have a dubious success record, but across borders they are even less likely to succeed. If cultural conditions do look favorable, the cultural integration of the new cooperative structure should still be managed; it does not happen by itself. Cultural integration takes lots of time, energy, and money.

These are some of the implications of culture spelled out in the new, 2005 edition of my book "Cultures and Organizations: Software of the Mind", this time co-authored with Geert Jan Hofstede, and published by McGraw-Hill New York.

Further on Geert Hofstede's thoughts and publications:

<http://spitswww.uvt.nl/web/iric/hofstede/>

Message from IMD Program Chair Ravi Ramamurti

The submission deadline for the 2005 Academy of Management meeting is fast approaching—**January 10, 2005**. We are looking forward to a rich and stimulating conference in Honolulu.

The theme for this year's conference, *A New Vision of Management in the 21st Century*, will raise many questions about globalization and international business—themes on which IM members have a lot to offer.

NEW SUBMISSION PROCEDURE FOR 2005!!

Please visit <http://frontpage.cbs.dk/imd> and check out IM Division's NEW submission process and new conference website!

We have created a new, dedicated IMD Conference Website., using Division resources and the generous support of Northeastern University and Copenhagen Business School. This will simplify and speed up the processing of submissions. **HOWEVER, PLEASE NOTE THAT THIS YEAR YOU MUST SUBMIT YOUR PAPER OR SYMPOSIUM PROPOSAL AT BOTH THE ACADEMY OF MANAGEMENT WEBSITE AND the IMD WEBSITE.** It is NOT ENOUGH to make submissions to only the AOM website.

The THREE-STEP process for submissions is described in detail at <http://frontpage.cbs.dk/imd/manusub.php> -- and also included separately in this Newsletter. I am delighted to inform you that the response to our Call for Reviewers has been outstanding. Five hundred faculty and doctoral students from nearly 50 countries have already signed up, and more are doing so every day! I am particularly pleased by the growing participation of non-US. members in the review process. As a result, this year we should be able to limit the number of papers sent to each reviewer to just two in most cases. In addition, this year we have the information necessary to match reviewers' areas of expertise with the topics of papers. All in all, we hope these changes will result in authors receiving especially thoughtful and thorough reviews.

Finally, I urge authors not to delay submissions until the last moment. Servers can get very busy in the days before the deadline. So get your submissions in early!

Thank you and Aloha!

Nominations for AOM Career Achievement Awards Due 3 February 2005

The Academy of Management Career Achievement Awards Committee for 2004-2005 is responsible for reviewing nominations and selecting recipients for the following awards:

1. Distinguished Educator Award
2. Distinguished Scholar Practitioner Award
3. Distinguished Service Award
4. Distinguished Scholarly Contributions Award.

The members of the 2004-2005 Awards Committee are: Chair: Greg Oldham (Illinois U/C) g-oldham@uiuc.edu, Jennifer Chatman (Berkeley), Gerald Davis (Michigan), Daniel Feldman (Georgia), Don Hambrick (Penn State), Susan Jackson (Rutgers), Dan Levinthal (Wharton), Frances Milliken (NYU), Nigel Nicholson (London Business School), Linda Putnam (Texas A & M), Elaine Romanelli (Georgetown), Debra Shapiro (Maryland), and Mike Tushman (Harvard).

Detailed information about these awards and the procedures to be used in submitting nominations, including past recipients through 2004, is available on the Academy of Management website: <http://www.aomonline.org/>. Click on "People and Communities"; select the "Recognition and Involvement" tab on the left menu and click on "Awards". As noted on the website, nominations for the awards must be submitted to the committee chair, Greg Oldham, g-oldham@uiuc.edu, electronically and

NEW VISIONS FOR GRADUATE MANAGEMENT EDUCATION - CALL for chapter Proposals due December 15, 2004; Eds. Charles Wankel and Robert DeFillippi: We invite chapter proposals that examine contemporary MBA education, its current shortcomings and future possibilities. Each chapter should refer to relevant citations and examples of practice related to the selected visionary theme. Contacts: wankelc@stjohns.edu and rdefilli@suffolk.edu The Research in Management Education and Development series site is: <http://management-education.net/> also see: http://apps.aomonline.org/Calls/cfp/paper_list.asp

The Barry M. Richman Dissertation Award 2005 Call for Dissertations Submission Schon Beechler—IM Division Chair

The International Management Division and the Anderson School at UCLA are co-sponsoring the Barry M. Richman Dissertation Award to recognize the best dissertation in international management. The award competition is open to all Ph.D. and D.B.A. students who successfully defend their dissertations during the 2004 calendar year, even if the dissertation has been submitted to other competitions. To be eligible, the dissertation must contribute to basic or applied knowledge on topics within the domain statement of the IM Division (please see the bottom of the page at the following IM Division Conference Website link: www.frontpage.cbs.dk/imd).

Important Obligation for Finalists

Being selected as a finalist for the Barry M. Richman Dissertation Award is an honor. Finalists are required to present their dissertations at a specially designated session during the August 2005 Annual Academy of Management Conference in Honolulu, Hawaii. Please submit your abstract **only** if you agree to this requirement and agree to be present at the IM Division's Members and Awards Meeting at the AOM Conference where the winner is announced.

How to Apply

Interested individuals must abide by the following guidelines: Email a 10-page (maximum) double-spaced abstract in 8.5x11 or A4 size (preferably in Microsoft Word). Use margins of one inch (2.5 cm) on every side and no smaller than 12-point font type. The abstract should include a description of the dissertation's objective, theoretical foundations, relation to prior research, methodology, findings, limitation, and contributions to the field of international management.

Listings of references are not included within the 10-page limit, but all other text, figures, tables or illustrations are included in the 10-page limit. The title page and any references to sponsoring institutions or the author must be on a separate sheet of paper that can be removed from the abstract before undergoing blind review (the title page does not count in the 10-page limit). Failure to adhere to the above guidelines may result in disqualification.

ALL ABSTRACTS MUST BE RECEIVED BY FEBRUARY 10, 2005.

PLEASE SEND YOUR ELECTRONIC SUBMISSION TO:

Professor Schon Beechler
International Management Division Chair
Columbia Business School
EMAIL: SLB7@Columbia.Edu

The research committee of the International Management Division will review the submissions. Three to five finalists will be selected based on the quality of their abstracts. These finalists will be notified by email by approximately March 30, 2005 and asked to submit their full dissertations by mid-April. The research committee members will then select the best dissertation winner after reading the full dissertations.

The Barry M. Richman Dissertation Award, including an engraved plaque and a cash prize will be presented during the International Management Division's Members and Awards Meeting at the Academy of Management Annual Conference. All finalists will be present and recognized during this meeting.

Journal Review: The Journal of Global Business

The **Journal of Global Business** is a refereed journal, published semi-annually, in Fall and Spring, for the Association for Global Business. The Journal of Global Business accepts manuscripts from a wide variety of disciplines, employing many different styles of writing. Articles from all major areas of business, economics, computer information and science, political science, and global strategies are considered. Related global implications of interdisciplinary topics are welcome.

JGB aims to provide opportunities for the exchange of professional ideas, to enhance research in the field of international business and global concerns, and to create a general awareness of significant accomplishments in the area of global enterprises. URL: <http://cob.jmu.edu/damanpfx/journal.html>

**International Management Division
2005 Submission Guidelines
Submission Deadline: January 10, 2005
Ravi Ramamurti, IMD Program Chair**

OVERVIEW OF 2005 SUBMISSION PROCEDURES

The submission of papers and symposia to IMD involves three steps.

STEP 1: Review the Academy's submission guidelines, both General and Specific, at <http://meetings.aomonline.org/2005/ScholarlyProSubmissions.html>. The most important AOM submission guidelines are also summarized in this document (*IMD 2005 Submission Guidelines*).

STEP 2: Go to the Academy of Management's conference website at <http://submissions.aomonline.org> and submit electronically the title page information and abstract of your submission and obtain a 5-digit submission identification number (#####) for each paper or symposium. You must rename your submission file "#####.doc," before uploading it at this site, when the final version of your submission is ready.

STEP 3: Then go to the IM Division's Conference website at <http://frontpage.cbs.dk/imd/manusub.php> and upload the very same submission (including the abstract page) once again at this website by clicking on "Submit Manuscript/Symposium."
****** Submissions cannot be processed by IM Division unless you also upload your submission to the IM Division website******

STEP 1: PREPARING ABSTRACT AND PAPER/SYMPOSIUM PROPOSALS IN THE CORRECT FORMAT FOR SUBMISSION TO AOM

TITLE and ABSTRACT FORMAT

Please follow these instructions for submitting the electronic version of your abstract and title page to the AOM Submissions Website:

A. Please change the format to single space and use "text wrap" feature (i.e., don't hit the "return" or the "enter" key on your keyboard) of MS Word before you copy and paste your abstract and title into the Academy system.

B. Use title case (i.e. first letter of major title words should be in capital letters. Prepositions, conjunctions should not be capitalized for the title and short title). For example: "Conceptual and Methodological Issues Associated with Cross-Cultural Research".

C. The short title (used for symposia only) is listed in the TV Guide portion of the printed program and therefore must not exceed 30 characters (including spaces) in length. In past years the short title listings were cut off mid sentence. To avoid this situation, the number of characters for the short title will be restricted to 30 characters.

D. Do not submit the abstract in all capital letters. Abstract must not exceed 250 words and must be inputted single-spaced with no double spacing between paragraphs.

E. Please enter the name of your university or college as follows: Do not include business schools or departments. Use "U." for university. For example, if your affiliation is Harvard Business School, please list as Harvard U. Do not abbreviate name of institution. For example, use Massachusetts Institute of Technology, not MIT

OTHER FORMATTING GUIDELINES

Before uploading your paper or symposium, please observe the following format guidelines:

The IM Division relies almost exclusively on virtual communication so it is very important that we have your current email address. The email addresses used by the IM Division is based on the information you provide to the Academy of Management. The AOM does not automatically update contact information for you! Please take a few minutes to go to the AOM website at <http://www.aomonline.pace.edu/> and go to the "Membership Section" tab to ensure that your contact information is up to date.

Continued from previous page
International Management Division
2005 Submission Guidelines
Submission Deadline: January 10, 2005

Continued next page. ➡

- A. Use **Word XP** or an earlier version
- B. The entire submission (text, figures, graphs, tables, and references) must be contained in **one single document** (i.e., do not have a separate file for references and another for graphs). You can copy and paste tables and graphs from other programs into your Word document
- C. Include a **separate abstract page** that states the title and an abstract of no more than 250 words. This abstract should be identical to the one submitted to the AOM website
- D. Record the electronic submission number as a **header** on all pages
- E. Please be sure all **pages are numbered**
- F. Use Times New Roman **12-point font, double-spaced, with 1-inch (2.5cm) margins** on all sides
- G. Please check that your file paginates and **prints correctly** before sending it (check especially to be sure imported figures print as you want them to)
- H. To facilitate blind-review of *paper* submissions, please do not include the first page or any **author-identifying information** (including acknowledgements) in the text.
- I. To **remove identifying properties** from your file, in Word's "Tools" menu, click "Options," then "User Information." Remove all identifying information.
- J. Please review the guidelines specific to papers and symposia (below)
- K. Please ensure that the file you submit is **virus-free**. We cannot guarantee to review infected attachments

Guidelines specific to papers:

- a. No changes in titles, abstracts, or paper authorship can occur *after* the submission.
- b. Submitted papers must not have been previously presented or scheduled for presentation, published, accepted for publication, and, if under review, must not appear in print before the Academy meeting.
- c. Each paper can be submitted to only one division or interest group.
- d. To facilitate the review process, the recommended page length is 40 pages of text (including tables, appendices and references). Papers' references and format (except for the abstract length) should follow the *Academy of Management Journal's* Style Guide for Authors.
- e. Papers will be selected for presentation by a blind review process. Please, remove any identification under "properties" before sending.

Please note: if you have any author-identifying information in the text, including such things as acknowledgments or running headers with authors' names, the paper will NOT be accepted and will be returned without being reviewed!

Guidelines specific to symposia:

- a. Symposia may be submitted simultaneously to no more than three (3) divisions and/or interest groups. We suggest that you limit your submissions to one or two divisions in order to reduce the burden of the review and selection process. Complete information should be sent to all relevant Division Program Chairs. The division(s) and/or interest group(s) to which the symposium is being submitted should be indicated at the bottom of the title page. Note that symposia range from 80 to 120 minutes long.

JOIN THE IMD'S VIRTUAL COMMUNITY

The International Management Division Discussion Group, IMD-L puts you in contact with your IMD colleagues. We hope you'll join and initiate discussion of IM research and teaching issues. It's very easy to join or leave -- Just go to: http://www.aom.pace.edu:81/guest/RemoteListSummary/imd_1 and take a peek.

Continued from previous page
International Management Division
2005 Submission Guidelines
Submission Deadline: January 10, 2005

Continued next page. ➡

b. Symposium proposals are not blind reviewed. **Each submission must include:**

- A title page which includes (a) the Academy-assigned submission number (to be obtained in Step 2—Part 1 below), (b) title of the symposium, (c) complete formal name and contact information for the chair as well as all participants and discussants, (d) list of divisions and/or interest group(s) to which the symposium is submitted, (e) and (f) an abstract of the symposium in no more than 250 words.
- Three (3) key words, identifying the major subject of the symposium.
- A 3-5 page overview statement.
- An explanation of why the symposium should be of interest to each of the specified divisions or interest groups.
- A 2-5 page synopsis of each presentation.
- A description of the session's format.
- A statement from the symposium organizer declaring: "I have received signed statements from all intended participants agreeing to participate in the symposium."

c. Reviewers will judge symposia submissions primarily on five criteria:

- ** Overall quality.
- ** Interest to Academy members.
- ** Relevance to the domain of the division or interest group to which they are submitted.
- ** Innovation and contribution.
- ** Relevance to the meeting theme

STEP 2: OBTAINING SUBMISSION NUMBER FROM AOM WEBSITE AND UPLOADING YOUR SUBMISSION

PART 1

Go to the AOM's 2005 Conference Website at <http://submissions.aomonline.org/> and log in. You will then be asked to enter the **title page and abstract for your paper or symposium proposal**. Follow the formatting guidelines described in STEP 1 as you enter this information.

This is the database that will be used for building and printing the Program. If the information is not entered into this web database, it will not appear in the printed program. Please therefore proofread this information carefully.

After completion of this data entry process, authors will receive a report containing a 5-digit submission number (#####) and see a page that summarizes all the information they have entered. This will include the submission number, which is a confirmation that your data were received. Download and save this page. Please use your submission number on all correspondence with the IM Division Program Chair, and as explained below, to rename your submission file before uploading it at this site.

PART 2

When you are ready with the final version of your submission, rename your submission file as "#####.doc," where ##### is the Submission Number you obtained for this submission.

Now you are ready to upload your submission. Log in to the AOM Conference website again (<http://submissions.aomonline.org/>) and upload your submission, using the same submission number.

You are still not done, however! **Remember that IMD requires you to upload an additional copy of this same submission to the IM division website** (see Step 3 below).

The AOM does not require hard copies of submissions. Only electronic submissions are requested.

Continued next page. ➡

Continued from previous page
International Management Division
2005 Submission Guidelines
Submission Deadline: January 10, 2005

Please note that when you upload your full paper or symposium, this submission is regarded as final, and you can NOT change any information regarding that submission any more.

If you need assistance, contact the technical support desk at the Academy Headquarters office at techsupport@aom.pace.edu or call 1-914-923-2607. No technical help will be available during the holidays (December 24, 25, 31 and January 1

STEP 3: Electronic Submission to the IM Division Website

After you have submitted your paper or symposium to the AOM website, you must also submit it to the IM division website at <http://frontpage.cbs.dk/imd/manusub.php>.

Upload the same version of the submission you made at the AOM site. The only difference is that the IM Division Submission Page will also ask you to select up to TWO topic codes (from the list below) that come closest to the topic of your paper. This will help us find reviewers that are best suited to reviewing your submission.

IMD TOPIC AREAS

- Alliances, JVs, networks, and Cross-border M&As
- Cross-cultural issues
- Emerging economies
- Global Strategy
- Governance and top management teams
- International HR
- International OB
- Internationalization process and results
- Knowledge management, organizational learning
- Locations, clusters, and national competitiveness
- Managing the MNC
- Organization theory perspectives

The IM Division's submission form will also allow you to self-nominate your paper for the Doug Nigh Award, if after verification you indicate that it meets the eligibility criteria for this prize.

All submissions must be received by Monday, January 10, 2005, 5 p.m. Eastern standard (New York) time (GMT -5) at BOTH the AOM website and the IMD website. To avoid a last minute traffic jam on the Academy's servers, please complete all electronic submissions to the AOM website several days before the deadline.

Distinguished Scholar Award
Timothy Devinney

The International Management Division has graciously received sponsorship from **Strategy+Business/Booz Allen Hamilton** for the awarding of an International Management Division distinguished scholar award. This award is meant to follow on from prior awards given by the Division and is aimed at rewarding and recognizing a body of scholarship that has informed and changed international management and business scholarship and practice.

Last year's inaugural award winner was Professor Alan Rugman. We are now taking nominees for the 2005 award to be presented at the AOM Meetings in Honolulu. If you would like to nominate someone for this award, please feel free to forward a name plus a short statement (< 100 words) as to why you think this person is deserving of the award (note that award recipients must be available to receive the award and make a presentation on their work). The final decision on the recipient will be made by the Executive Committee of the IMD and individuals nominated both by Division members and the Executive Committee will be considered. Please send nominations to Timothy Devinney at T.Devinney@unsw.edu.au by 15 February 2005.

International Management Division—Junior Faculty Consortium

The International Management Division will sponsor a **Junior Faculty Consortium** on **Saturday, August 6th from 8:00 a.m. to 5:30 p.m.**, during the pre-conference period of the 2005 Academy of Management annual meetings in Honolulu, Hawaii, USA.

Open only to invited participants, who must apply and pre-register for this consortium.

The purpose of the IM Junior Faculty Consortium is to enhance the scholarship, teaching and overall career development of faculty who have defended their dissertations and now are in the early stages of their academic careers. The consortium provides opportunities for structured discussion and informal interaction between early-career faculty and a broad-based panel of senior faculty from around the world, on the themes of research, teaching and career development. It is an excellent forum for exchanging ideas and tips about research and teaching, as well as for expanding one's academic network.

One session will be devoted to **paper development**, where junior faculty will have the opportunity to present and discuss their papers or research proposals, in small groups (one senior and one to three junior faculty members).

The final session of the day, held jointly with the IM doctoral consortium, will be a **Meet the Editors Panel**, where participants will have the opportunity to listen to and talk with the editors of *Academy of Management Journal*, *Academy of Management Review*, *Journal of International Business Studies*, *Organization Science*, and *Strategic Management Journal*.

To **qualify for participation** in the IM Junior Faculty Consortium, an individual must have:

- successfully defended his/her PhD dissertation by December 2004,
- be in his/her first through fourth year of teaching and research, and
- have a record of commitment to teaching and research in the International Management field.

Those interested in participating should **submit the following items**:

- a statement of teaching and research interests (one page maximum in total),
- a letter from the applicant's Dean or Department Head nominating the applicant to represent their school at the IM Junior Faculty Consortium, and
- a curriculum vitae (maximum five pages) that includes full contact information (mailing address, phone, fax, email).

Applications must be sent by regular mail to the address below or by email to Lorraine Eden at leden@tamu.edu (sending by email is preferred) **on or before June 1, 2005**:

Lorraine Eden, Chair, IM Junior Faculty Consortium, Professor of Management, TAMU 4221, Texas A&M University, College Station, Texas 77843-4221 USA. Phone 979-862-4053. Fax 979-845-9641.

Acknowledgements will be sent by return email. Individuals will be notified by **June 15** whether their application for the consortium has been accepted.

A **registration fee of \$35** will be assessed on accepted applicants by the International Management division to cover expenses. The registration fee must be paid to the International Management Division on or before **July 15** for final acceptance for the Consortium. Partial subsidies for the registration fee may be available for faculty teaching in developing countries; interested faculty should inquire after they receive initial notification of acceptance for the consortium.

If you are a junior faculty member interested in international management, we encourage you to apply. If you are a senior faculty member, please pass this information along to colleagues who

might be interested, and forward the names of anyone you wish to nominate as a participant. Women and minorities are particularly encouraged to apply.

Attendance is restricted to **forty (40) participants** so we urge your prompt consideration.

Continued next page. ➔

Continued from previous page International Management Division—Junior Faculty Consortium

(Apologies from editor, submission included links that do not work)

Organizer/Chair: Lorraine Eden, Texas A&M University, [email](#), [website](#)

Presenters:

Harry Barkema, Tilburg University, [email](#), [website](#)
Nakiye Boyacigiller, Sabanci University, [email](#), [website](#)
Tina Dacin, Queen's University, [email](#), [website](#)
Michael Hitt, Texas A&M University, [email](#), [website](#)
Robert Hoskisson, Arizona State University, [email](#), [website](#)
Sheila Puffer, Northeastern University, [email](#), [website](#)
Stephen Tallman, University of Utah, [email](#), [website](#)
Hildy Teegen, George Washington University, [email](#), [website](#)
Anne Tsui, Arizona State University, [email](#), [website](#)
Alain Verbeke, University of Calgary, [email](#), [website](#)
Bernard Yeung, New York University, [email](#), [website](#)
Sri Zaheer, University of Minnesota, [email](#), [website](#)

International Management Division Doctoral Student Consortium Saturday, August 6th, 2005: 8:00am-5:30pm

The International Management Division will sponsor a Doctoral Student Consortium on Saturday, August 6th from 8:00 a.m. to 5:30 p.m., during the pre-conference period of the 2005 Academy of Management annual meetings in Honolulu, Hawaii, USA, open only to invited participants, who must apply and pre-register for this consortium.

Organizer/Chair: (Editor: again, links do not work, check AoM webpage for contact information)

Andrew Delios, National University of Singapore, [email](#), [website](#)

Presenters:

Kwaku Atuahene-Gima, City University of Hong Kong, [email](#), [website](#)
Lance Brouthers, University of Texas, El Paso, [email](#), [website](#)
Tai-Young Kim, SKK Graduate School of Business, [email](#), [website](#)
Haiyang Li, Texas A&M, [email](#), [website](#)
Ishtiaq Mahmood, National University of Singapore, [email](#), [website](#)
Ram Mudambi, Temple University, [email](#), [website](#)
Mike Peng, Ohio State University, [email](#), [website](#)
Madan Pillutla, London Business School, [email](#), [website](#)
Rachelle Sampson, University of Maryland, [email](#), [website](#)
Olav Sorenson, UCLA, [email](#), [website](#)
Yan Zhang, Rice University, [email](#), [website](#)

The International Management Division will sponsor a Doctoral Student Consortium on Saturday, August 6th from 8:30 a.m. to 5:00 p.m., during the pre-conference period of the 2005 Academy of Management annual meetings in Honolulu, Hawaii, USA. The purpose of the IMD Doctoral Student Consortium is to enhance the scholarship, thesis development and overall career development of doctoral students who have defended their dissertations and are on the cusp of beginning their careers as faculty in a business school.

The consortium will provide opportunity for structured discussion and informal interaction between doctoral students and a diverse panel of faculty from around the world, on the themes of research, thesis writing and career development. One session will be devoted to thesis development, where doctoral student participants will have an opportunity to present and discuss their thesis research and papers in progress, in small groups. The last session in the late afternoon will be a 'Meet the Editors' session, where editors from leading journals in management and international business will lead a panel discussion. The consortium provides an excellent forum for exchanging ideas and tips about research and early career development, as well as expanding one's academic network. Continued next page ➡

Continued From Previous Page International Management Division Doctoral Student Consortium

To qualify for participation in the 2005 IMD Doctoral Student Consortium, an individual must have:

- 1) successfully defended his/her PhD dissertation proposal by December 2004,
- 2) be in at least the third year of their respective doctoral program,
- 3) not have attended an IMD Doctoral Student consortium in the past
- 4) have research with an International Management focus or component .

Those interested in participating should submit the following items:

- 1) a statement of research interests, including a short description of the applicant's doctoral thesis research (one page maximum in total),
- 2) a letter from the applicant's thesis supervisor/advisor nominating the applicant to represent their school at the IMD Doctoral Student Consortium, and
- 3) a curriculum vitae (maximum two pages) that includes full contact information (mailing address, phone, fax, email).

Applications must be sent by regular mail to the address below or by email to Andrew at andrew@nus.edu.sg (sending by email is preferred) **on or before May 15, 2005:**

Andrew Delios, Chair, IMD Doctoral Student Consortium
Head, Department of Business Policy
National University of Singapore
Singapore, 117592
Republic of Singapore
Phone 65-6874-3094
Fax 65-6779-5095

Acknowledgements will be sent by return email. Individuals will be notified by **June 15** whether their application for the consortium has been accepted.

If you are a doctoral student interested in international management, we encourage you to apply. If you are a faculty member, please pass this information along to doctoral students in your school or other schools who might be interested, and forward the names of anyone you wish to nominate as a participant.

Attendance is restricted to forty (40) participants so we urge your prompt consideration.

Journal Review: The Journal of World Business

The **Journal of World Business** publishes manuscripts that are broad in scope, but demonstrate keen insights into problems facing the professional practitioner as well as the academician. With specifically designated editorial review boards to recognize the importance of contributions from the Pacific Rim, Latin America, and Europe, the structure of the editorial team has a keen understanding of problems facing the global manager in three areas: human resource development, marketing, and strategic management.

URL: <http://authors.elsevier.com/JournalDetail.html?PubID=620401&Precis=DESC>

New Book by IMD Member

From Empire to Community: A New Approach to International Relations, 2004, publisher: Palgrave Macmillan, by Amitai Etzioni, Professor at The George Washington University where he directs the Institute for Communitarian Policy Studies.

Thomas Jefferson, Alexander Hamilton, Trade Unions, and Academic Society Conferences

In the United States the concept of "founding fathers" refers to the creators of the State and the theory on which it was founded; not only did they govern, they formulated a theory of organization and of the exercise of power. Throughout American history political dialogue in that country has been enlivened by two contrasting views of the role government should play in the life of the community. Some historians labeled these the "Hamiltonian, and "Jeffersonian" philosophies, after two of the earliest and most prominent advocates of each view. Alexander Hamilton, the first US Secretary of the Treasury, took an "activist" view, conceiving of government as a tool for promoting economic development. On the other hand, Thomas Jefferson, author of the US Bill of Rights and third President, felt America would best prosper by remaining a nation of individualistic small farmers. Jefferson, who was wary of governmental power, felt an agrarian society would be better able to avoid the necessity for a strong and active government. One of Jefferson's most famous sayings was: "That government is best which governs least."

Alexander Hamilton: "All communities divide themselves into the few and the many. The first are rich and well born; the other, the mass of the people. The voice of the people has been said to be the voice of God; and however generally this maxim has been quoted and believed, it is not true in fact. The people are turbulent and changing; they seldom judge or determine right. Give therefore to the first class a distinct, permanent share in the government. They will check the unsteadiness of the second; and as they cannot receive any advantage by change, they will therefore maintain good government." (1787)

Thomas Jefferson: "Men... are naturally divided into two parties. Those who fear and distrust the people... Those who identify themselves with the people, have confidence in them, cherish and consider them as the most honest and safe... depository of the public interest." (1824)

The Hamiltonian view of the duty of an elected official is that the person has been chosen to exercise his or her own best judgment in governing. The Jeffersonian view is that the duty of the elected official is to execute the will of the people. Jefferson, with his faith in the rational mind and his optimistic view of popular government, placed his trust in the land and the people who farmed it. He believed that the purpose of government was to assure the freedom of its individual citizens. With his fear of tyranny, he distrusted centralization of power and favored instead the spread of power among the federal, state, and local levels of government. Hamilton, on the other hand, distrusted popular rule. "The people!" he once exclaimed, "the people is a great beast!" Whereas Jefferson favored an economy based on agriculture that stressed individual freedom, Hamilton worked to promote commerce, industry, and a strong central government, under which, he believed, the economy would flourish. Hamilton believed that to preserve order and the alliance between business and government, the moneyed class and the wealthy aristocracy should hold all political power. Jefferson's reply, "I have never observed men's honesty to increase with their riches." The conflict between Jeffersonian and Hamiltonian thought has continued to the present day. Generally, the American capitalist economy has grown along Hamiltonian lines, while American political institutions and social aims are Jeffersonian in nature.

One assumes that the majority of the people who vote choose and perpetuate the kinds of elected officials who behave in the appropriate manner.

A saga related on the Society for Psychological Anthropology listserver of the American Anthropological Association in October gave us an interesting case study on these issues.

The AAA 2004 Annual Meeting was scheduled for November 17-21 at the San Francisco Hilton. In September 2004 the San Francisco Hilton Hotel and thirteen other hotels in San Francisco were engaged in a labor contract dispute with UNITE/HERE, the union representing cooks, dishwashers, bellmen, servers, room cleaners and switchboard operators. Union members struck the hotels were subsequently locked out. Picket lines were posted at the entrances to the Hilton, and it appeared likely that contract negotiations between the union and the multi-employer group representing the 14 hotels would not be settled by November 17, the time originally scheduled for the AAA's Annual Meeting.

Here follows an excellent demonstration of the application of the Hamiltonian approach to governance. The AAA polled members who had pre-registered for the meeting, asking them to express their preference for what, at the time, seemed to be the three most likely possibilities for the meeting, and a member reported the results of a weighted scoring system, giving member 3 choices to rank. Assigning 1st-choice votes 1, 2nd-choice votes 2, and 3rd-choice votes by 3, for each option:

Continued on page 12 ➞

Cont'd from previous page

Thomas Jefferson, Alexander Hamilton, Trade Unions, and Academic Society Conferences

	1st choice	2nd choice	3rd choice	N	"score"
Cancel the meetings	742	716	1028	2486	5258
Hold in San Francisco	1100	340	1046	2486	4918
Move to San Jose	586	1060	840	2486	5226

An AAA member, applying Borda's method of social choice, commented that though preferences were mixed, the slim winner would have been to go ahead and hold the meeting in San Francisco. However, according to the AAA board, "Fifty-six percent of those responding to the poll favored moving the meeting to San Jose or canceling the meeting entirely as their first choice. Only 44% favored holding the meeting in the San Francisco Hilton as a first choice. Moreover, a great many respondents, including some who voted to keep the convention at the Hilton, indicated that they would find it impossible to cross picket lines and that they hoped that the AAA would not meet in a hotel that was locking out unionized employees." One might also say that 68% of those responding wished to hold the conference in the San Francisco Bay area, but the Board did not say that.

Apparently the contract with the Hilton was such that the cost of canceling the meeting at the San Francisco Hilton could have amounted to US\$1.2 million. The AAA board, "While we could not be sure that the San Francisco Hilton would recover the full amount, breaking the contract with the San Francisco Hilton would expose the Association to potential damages in excess of \$1.2 million plus legal fees. Losses of that magnitude would have meant a reduction in program and services for AAA members, and/or the need for a special assessment or voluntary contributions from AAA members.

"In response to our informing the Hilton that many of our members would boycott their hotel, the Hilton made us an offer: they would allow us to move our meeting to the Atlanta Hilton this year without the threat of a law suit, if we agreed to return to the San Francisco Hilton in 2006 (when we were scheduled to meet in Atlanta). In effect, the San Francisco Hilton and the Atlanta Hilton would trade their years of AAA meetings. However, the Atlanta Hilton was booked for our scheduled dates of November 17-21. December 15-19 was the first open date that the Board thought reasonable.

"In a teleconference held on October 21, 2004, the AAA Executive Board voted to move the 2004 Annual Meeting from the San Francisco Hilton on November 17-21 to the Atlanta Hilton, December 15-19, 2004, a change in both venue and date."

Later in the email message from the AAA board, "The sad irony is that the Atlanta Hilton is a non-union hotel. The unionization of the Atlanta Hilton will be a battle for another day." And, "A committee appointed by the Executive Board last spring is developing a policy to favor living wage municipalities and unionized hotels in choosing future meeting venues. We will also seek a strike cancellation clause in future contracts with meeting hotels."

This event yields a certain lesson; we need to put together real contracts, vetted by contract lawyers, with the organizations at our meeting venues. Whether or not our organization should actively support unionization is a battle for another day.

I'm Outta Here — Academic Job Sites on the Internet Have a favorite not listed—let us know: IMDNEWS@YAHOO.COM

USA, Canada, and International:

AACSB: <http://www.aacsb.edu/jobs2/>

Academic Careers: <http://www.academiccareers.com>

Academy of International Business: <http://aib.msu.edu/careercenter/>

Chronicle of Higher Education Online: <http://chronicle.com/jobs/>

Higherjobs.com: <http://www.higheredjobs.com>

<http://www.ujobbank.com/index.html>

Job openings for Economists: <http://www.aeaweb.org/joe/>

Meta-site: <http://www.academic360.com/>

Australia: <http://www.CareerOne.com.au>

EU: <http://www.academicjobseu.com/>

UK and International:

<http://www.jobs.ac.uk>

The London Times: <http://www.jobs.thes.co.uk/>

Fee sites:

AoM Placement Service, charges US\$50: <http://apps.aomonline.org/placement/main.asp>

Academy of International Business Conference Site: <http://aib.msu.edu/careercenter/>

Solstice



Sunrise, Winter Solstice, Stonehenge
2003

On December 21, 2004, the annual winter solstice in the Northern Hemisphere will be the shortest day of the year, while the summer solstice in the Southern Hemisphere marks the longest day. Traditional Northern Winter solstice celebrations existed in many cultures. The Roman feast of Saturnalia, honoring the god Saturn, was a week-long December feast that included the observance of the Winter Solstice. Romans also celebrated the lengthening of days following the solstice by paying homage to Mithra, an ancient Persian god of light. Many Northern Hemisphere celebrations tied to the Winter Solstice, such as the Wiccan Yule and the Shinto Solstice celebrations, always fall in December. Among Muslims, Jews, Jains and Sikhs, whose holy days are set by lunar calendars, celebrations shift to different dates each year on the Julian calendar. A brief list of this year's celebrations follows, not intended to be complete, apologies if yours was omitted, send it to us for next year:

Dec. 1

Holiday: Martyrdom of Guru Tegh Bahadur

Religion: Sikhism, a monotheistic religion founded in India around 1500, based on the teachings of 10 gurus

Celebrates: The ninth of the ten gurus, remembered for his defence of the Sikh faith and religious liberty

Dec. 3

Holiday: First Sunday of Advent

Religion: Christianity, based on belief that salvation comes through Jesus Christ, son of God, and the teachings of the Bible. Major groups include Roman Catholics, Protestants and Eastern Orthodox.

Celebrates: The first day of four Sundays of Advent preparing for the celebration of Christmas

Dec. 6

Holiday: St. Nicholas Day

Religion: Roman Catholicism

Celebrates: Fourth century bishop, the patron saint of children, who is the historical influence for Santa Claus

Dec. 7

Holiday: Mauna Karachi

Religion: Jainism, an Indian religion based on the belief that there is no supreme god and that every living thing has an eternal soul and a temporary body

Celebrates: Five of the 105 key occasions in the lives of the 24 holy teachers of Jain principles

Holiday: First lighting for the Hanukkah/ Chanukah candles

Religion: Judaism, based on a belief in one God and the moral, social teachings of the Torah, the five books of Moses

Celebrates: December 7-15, 2004, marks the rededication of the Temple in Jerusalem after the Jewish victory over the forces of Hellenistic assimilation in 165 B.C. The Festival of Lights focuses on rededication to faith.

Dec. 8

Holiday: Bodhi Day

Religion: Buddhism, founded in India, based on the idea that existence is a continuing cycle of death and rebirth

Celebrates: Anniversary of the enlightenment of the Buddha, Siddhartha Gautama, circa 596 B.C.

Dec. 12

Holiday: Masa'il

Religion: Bahai, founded in 1863 in Iran, based on the belief that God sent messengers to teach eternal moral truths, among them Abraham, Jesus Christ, Buddha, Mohammed and the

Baha Ullah

Celebrates: In the 19-month Bahai year, each month represents an attribute of God. Masa'il, signifying contemplation, is the 15th month.

Dec. 21: Winter or Summer Solstice

Holiday: Yule

Religion: Wicca, based on folk rites and pagan witchcraft, celebrating the natural world and seasonal cycles

Celebrates: Winter solstice, darkness and the longest night as well as the rebirth of the sun

Holiday: Grand Ceremony of Winter Solstice

Religion: Shinto, the oldest-surviving religion of Japan, based on the worship of many deities who are the basic forces in nature

Celebrates: End of the declining strength of the sun, the yin period, and the beginning of the yang period, when the sun gains strength

Holiday: Dong Zhi

Religion: Originally Imperial Rites

Celebrates: The coming of Winter, celebrated by families and is traditionally the time when farmers and fishermen gather food in preparation for the coming cold season. It is also a time for family reunions. This was the day under the monarchy of China on which the Emperor led the animal sacrifices at the Temple of Heaven in Beijing. No foreigners and very few Chinese were ever permitted to see this ceremony. The ordinary people of the capital were obliged to stay home behind their curtains so that the Emperor's procession could pass by without danger of his being seen. After the fall of the monarchy in 1912, the Imperial rites were abandoned, but in Hong Kong the people still treat this day as a time for staying home, making offerings to ancestors, and enjoying a family dinner.

Dec. 24

Holiday: Christmas Eve

Religion: Christianity

Celebrates: The arrival of Mary and Joseph, the earthly parents of Jesus, in Bethlehem

Continued next page ➔

What do you want in your IMD Newsletter?
Let us know. Send your suggestions to
IMDNEWS@YAHOO.COM

Winter or Summer Solstice Holiday Season—cont'd from previous page

Dec. 25

Holiday: Christmas

Religion: Christianity

Celebrates: The birth of the Jesus, the Christ child, the promise of salvation and a future peace on Earth through a religion created after Jesus' death by his followers. Pope Julius I set the December 25 date on or about 336 AD in an effort to provide continuity from year to year and to counterbalance the various pre-Christian festivals in competition with the spread of Catholicism. Although many of the Orthodox or Eastern Rite Christian churches have celebrated Christmas on December 25 since the middle of the fifth century, some chose to keep their festivities on the traditional date of January 6 or 7, known also as the Epiphany.

Dec. 26

Holiday: Death of the Prophet Zarathustra

Religion: Zoroastrianism, a pre-Christian Persian religion teaching a belief in one God, Ahura Mazda, and that life is a battle between good and evil

Celebrates: Anniversary of the death of the founder of Zoroastrianism

Holiday: First evening of Kwanzaa

Religion: Interfaith

Celebrates: From 1966, African-American family values and traditions are highlighted each night during the seven-day festival. Kwanza means "first fruits of harvest" in Swahili; changed

to Kwanzaa by founder Dr. Dr. Maulana Karenga, the additional "a" to the end of the spelling to reflect the difference between the African American celebration (kwanzaa) and the Motherland spelling (kwanza).

Dec. 28

Holiday: Holy Innocents Day

Religion: Christianity

Celebrates: The memory of children killed by King Herod in his attempt to destroy the child Jesus

Dec. 31

Holiday: Mailyarem Gahambar

Religion: Zoroastrianism

Celebrates: The five-day winter feast honoring creation. Occasionally in December:

Holiday: Laylat al-Qadr

Religion: Islam, based on the oneness of Allah, God, and the teachings of the Koran/Qu'ran.

Celebrates: The Night of Power, which falls during the final 10 days of the holy month of Ramadan, commemorates the revelation of the Koran by Allah to the Prophet Mohammed.

Holiday: Eid al-Fitr

Religion: Islam

Celebrates: Morning prayers and feasting mark the conclusion of the month of Ramadan, when Muslims fast from sunrise to sunset and listen to the reading of the Koran.

Conferences and Calls for Papers You now have an excuse to go almost anywhere

Most announcements include a website that includes the call for papers

Also see the AoM Calls for Papers: http://apps.aomonline.org/Calls/cfp/paper_list.asp

General Sites:

Conference Site: AoM News: <Http://Gloaledge.Msu.Edu/Academy/Conferences/Index.Asp>

Conference Diary: Emerald Library: <Http://Taddeo.Emeraldinsight.Com/VI=3808104/CI=76/Nw=1/Rpsv/Conferencecentral/Index.Htm>

Conference Calendar, in Spanish, <http://www.iberpymeonline.org/>

CIBER Research Institute Conferences: <Http://Www.Ciberinstitute.Org/Conferencesmain.Htm>

Conferences, mostly new since last issue of IMD Newsletter

Australia. The Australian Centre for Research in Employment and Work (ACREW) 2005 Conference, Theme: Shifting the Boundaries of Employment and Work, Melbourne, Australia, 24-25 June 2005.
<http://www.monash.edu.au/cmo/acrew/>

Austria. International Mass Customization Meeting IMCM'05): Concepts - Tools – Realization, June 2-3, 2005, Klagenfurt, Austria. <http://www.manufacturing.de/calls/imcm05.htm>

Continued next page ➞

Canada. Academy of International Business 2005 Annual Meeting, Quebec City, Canada, July 9-12, 2005. <http://aib.msu.edu/events/2005/>

Canada. Administrative Sciences Association of Canada, ASAC 2005: Managing in Turbulent Times, Ryerson University, Toronto, Ontario, Canada, May 28-31, 2005. No website provided:
marc-david.seidel@sauder.ubc.ca

Canada. International Business Association,
4 to 7 May 2005, Vancouver, British Columbia, Canada, The conference accepts papers in all areas of business with an international emphasis.
Organized by: California State Polytechnic University, Pomona; deadline for abstracts/proposals: 21 February 2005. <http://www.IBA-website.org>

China. Fourth Wuhan International Conference on E-Business. Wuhan, China. June 4 - 5, 2005. <http://www.ibii.org>

Czech Republic. 1st Global Conference on Leadership in Post-School Education, Monday 21st March - Wednesday 23rd March 2005, Prague, Czech Republic.
<http://www.inter-disciplinary.net/ati/education/lship/lship1/lship05cfp.htm>

England. The 16th CEA (UK) Annual Conference CEA and Lancaster University Management School's China Centre (LCMC) are running a joint conference, "Dynamic China: Past, Present and Future", 21-22 March 2005, London. No website listed: m.lane@mdx.ac.uk

Germany. Annual Conference on Corporate Strategy, March 11-12, 2005 WHU - Otto Beisheim Graduate School of Vallendar, Germany, <http://www.corporate-strategy-conference.com>

Holland/The Netherlands. Netherlands/Holland. Fourth European Meeting on Applied Evolutionary Economics (EMAEE), Utrecht, The Netherlands, 19-21 May 2005. No website provided: email: k.frenken@geog.uu.nl

Holland/The Netherlands. The value of HRM?! Optimising the architecture of HRM, 4-5 November 2005, University of Twente, The Netherlands. No website provided: E-mail: hrmconference2005@utwente.nl

India. Academy For Global Business Advancement (AGBA), "Advancing Knowledge Development in Global Business and Global Entrepreneurship." January 3-5, 2005, The Grand Hotel, New Delhi, India, <http://www.agba.us>

India. International Conference On Services Management March 11- 12, 2005. Radisson Hotel, New Delhi
Organized and Hosted by Institute for International Management and Technology (Oxford Brookes University) Gurgaon, India; Academic Partner Institute For International Management And Technology-Raichak, Bengal. No website listed, sconf2005@iimtobu.ac.in

Ireland. The Fifth Biennial Academy of Marketing/American Marketing Association Joint Conference, Emerging Topics in Global Marketing, 5-8 July 2005, Dublin Institute of Technology, Dublin, Ireland, Jointly Organized by The Academy of Marketing, The American Marketing Association Global Marketing SIG, & The Dublin Institute of Technology as part of the 2005 Academy of Marketing Conference http://www.dit.ie/DIT/business/marketing/AM_2005

Italy. 6th International Conference on Organizational Learning and Knowledge, to be held in Trento, Italy, on June 9-11, 2005. The theme of the Conference is The Passion for Learning and Knowing. <http://www.soc.unitn.it/olk6>

Kyrgyzstan. International Conference, Bishkek, Kyrgyzstan, April 21, 2005, Hosted By International Ataturk Alatoo University, Problems And Success Factors In Business: Perspectives From Emerging Markets And Transition Economies II. No website provided: mancon@iaau.edu.kg

Netherlands/Holland. Fourth European Meeting on Applied Evolutionary Economics (EMAEE), Utrecht, The Netherlands, 19-21 May 2005. No website provided: email: k.frenken@geog.uu.nl

Netherlands/Holland. The value of HRM?! Optimising the architecture of HRM, 4-5 November 2005, University of Twente, The Netherlands. No website provided: E-mail: hrmconference2005@utwente.nl

Continued next page ➔

Singapore. International Conference on "Cross-Cultural Learning Styles", October 5th-7th, 2005. <http://www.communicon.info>

South Africa. Eastern Academy of Management - International Conference on Managing in a Global Economy XI, Business and Societal Transformation: Challenges and Opportunities for Economies on the Move Cape Town, South Africa - June 26-30, 2005. <http://eaom.org/i/CapeTown>

Spain. 2005 BALAS (Business Association of Latin American Studies) Conference: "Management in Iberoamerica: Lessons and Challenges in the Global Arena", with a special theme focus on Services Management. hosted by Instituto de Empresa in Madrid, Spain, on May 25-28, 2005. <http://www.balas.org>

Spain. International Association for Cross-Cultural Psychology Biennial Regional Conference 2005, 11 – 15 July, 2005 Congress Location Faculty of Psychology. University of the Basque Country. San Sebastian, Spain. <http://www.ehu.es/pswstran/>

Spain. International Social Entrepreneurship Research Conference, April 22-24, 2005, IESE Business School - Barcelona, Spain. No website listed: iserc@stern.nyu.edu

Spain. The International Association for Conflict Management (IACM), 18th Annual Conference, June 12-June 15, Seville, Spain. <http://iacm-conflict.org/>

Spain. V International Workshop On Human Resource Management - Different Perspectives Of Human Resource Management, May, 19-21, 2005. Seville (Spain) [Http://Www.Upo.Es/Workshophrm2005/](http://Www.Upo.Es/Workshophrm2005/)

Taiwan. ASEAN International Conference, International College, Ming Chuan University, Taoyuan Campus, Taiwan, March 11-14, 2005, ASEAN's Affiliated NGOs in the Context of Global Governance: Lessons for Taiwan. No website listed. E-mail: anitaliu@mcu.edu.tw

Turkey. International Strategic Management Conference will be held in Canakkale on June 23-25, 2005 at Kolin Hotel through the collaboration of Canakkale Onsekiz Mart University, Gebze Institute of Technology, Kocaeli, Turkey and Istanbul Commerce University. <http://biibf.comu.edu.tr>

USA. 12th Annual International Conference on *Advances in Management*, Hotel at Washington D.C. on July 20-23, 2005, <http://Center-for-Advanced-Studies.Com>

USA. 2005 Biennial Meeting of the Society for Psychological Anthropology, Meeting jointly with the American Ethnological Society, April 7-10, 2005, San Diego, <http://www.aaanet.org/spa/meetings.htm>

USA. 5th Annual Conference, International Academy Of E-Business, Hyatt Regency San Francisco Hotel 5 Embarcadero Center, San Francisco, California, March 24-27, 2005. <http://www.iaeb.org>

USA. Puerto Rico: ACT8 - Eighth International 'Creative Teaching' Conference - All Disciplines, San Juan, Puerto Rico, January 2 - 6, 2005 at the Caribe Hilton Hotel, <http://www.wacra.org>

USA. The 34th Annual Meeting of the Society for Cross-Cultural Research, February 23-27, 2005, Santa Fe, New Mexico. <http://www.wcsu.edu/sccr/index.htm>

**Involved with a conference that is not listed, send a notice to
IMDNEWS@YAHOO.COM**

Call for Papers:
Focused Issue of *Journal of International Business Studies*
**THREE LENSES ON THE MULTINATIONAL ENTERPRISE:
POLITICS, CORRUPTION AND CORPORATE SOCIAL RESPONSIBILITY**
Due Date: August 21, 2005
URL: <http://www.jibs.net/>

2004—2005 List of Officers

Division Past Chair

Sully Taylor
School of Business Administration
Portland State University
631 S.W. Harrison St.
P.O. Box 751
Portland, OR 97207, USA
1-503-725-3761
1-503-725-2290 (fax)
sullyt@sba.pdx.edu

Division Chair

Schon Beechler
Columbia Business School
Executive Education
406 Armstrong Building
2880 Broadway
New York NY 10025, USA
1-212-854-4416
1-212-316-1473 (fax)
slb7@columbia.edu

Division Chair-Elect

D. Eleanor Westney
Sloan School of Management
MIT Room E52-542
77 Massachusetts Avenue,
Cambridge, MA 02139, USA
1-617-253-7998
1-617-253-2660 (fax)
ewestney@mit.edu

Division Program Chair

Ravi Ramamurti
Northeastern University
Hayden 309
360 Huntington Avenue
Boston, MA 02115
617-373-4760
617-373-8628 (fax)
r.ramamurti@neu.edu

Division Program Chair-Elect

Timothy Deviney
Centre for Corporate Change
Australian Graduate School of
Management
University of New South Wales
SYDNEY NSW
Australia
+61 2 9931-9382
+61 412-276-467 (mobile)
+61 2 9313-7279 (fax)
T.Deviney@agsm.edu.au

Division Treasurer

Deborah H. Francis
Dept of Mgt/Mktg
Jacksonville State University
700 Pelham Rd. N.
Jacksonville, AL 36265, USA
1-256-782-5770 (office)
1-256-782-5312 (fax)
dfrancis@jsu.edu

Division Newsletter Editor

Romie F. Littrell
Faculty of Business, Rm. WU311
Pvt. Bag 92006, 46 Wakefield St.
Auckland University of Technology
Auckland 1020, New Zealand
09-017-9999, ext. 5805
09-917-9629 (fax)
IMDNEWS@YAHOO.COM

Division Newsletter Associate Editor

Ilan Alon
Crummer Graduate School of Business
Rollins College
1000 Holt Ave – 2722
Winter Park, Florida 32789
407-646-1512
407-646-1550
Ilan.Alon@Rollins.edu

Division Webmaster

Mark Lennon
College of Business
University of Rhode Island
2900 Kingstown Rd E514
Kingston, RI 02881
617-504-0852
markmlennon@hotmail.com

Division Listmaster

Charles Wankel
St. John's University, New York City
Management Department
8000 Utopia Parkway
Jamaica, NY 11439, USA
1-908-218-5646
1-908-218-5652 (fax)
wankelc@stjohns.edu

Division Historian

Edgar Busch
4143 N. Calle Bartinez
Tucson, AZ 85750, USA
1-520-731-9848
ethombusch@aol.com

Teaching Committee Chair

Julia C. Gluesing
Associate Director
Institute for Information Technology
and Culture
Wayne State University
87 E. Ferry
Detroit, MI 48202
Phone: 313-874-7010
Fax: 313-874-5977
j.gluesing@wayne.edu,
gluesing@teamcci.com

Research Committee Chair

Open

External Relations Committee Chair

David Thomas
Simon Fraser University
Faculty of Business Administration
Burnaby, BC V5A 1S6
Canada
1-604-291-5409
1-604 291 4920 (fax)
dcthomas@sfu.ca

Membership Involvement Committee Chair

Gerhard Apfelthaler
Chair, Dept. of International Mgmt.
FH JOANNEUM
Alte Poststrasse 149
A-8020 Graz
Austria
43-316-5453-6800
43-316-5453-6801 (fax)
Gerhard.apfelthaler@fh-joanneum.at

Practice Committee Liaison

Open

Special Projects

Open