

June 2003

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**ACADEMY OF MANAGEMENT — INTERNATIONAL
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Message from the Chair

Joseph Cheng, Division Chair 2002-03

University of Illinois at Urbana Champaign



As the current academic year is drawing to a close, our attention is now turned to the upcoming AOM meeting in Seattle in August. In this newsletter, you will find information about some of the exciting sessions and events that Schon Beechler and Eleanor Westney have included in this year's IMD program. You will also find progress reports from Allen Morrison and Dick Osborn about the newly created External Relations and Research Committees which they head respectively. There are also reports by other division officers about their different tasks and assignments. It takes dedication and commitment from many individuals who are willing to devote their valuable time and effort to make the division work. I want to take this opportunity to thank them all (see the officer list on the left hand column of this page) and ask you to do the same when you see them at the AOM meeting.

In the last issue of the Newsletter, I reported that the division has created the Doug Nigh Memorial Award for a best paper presented at the AOM meeting that exemplifies the interdisciplinary aspect of international management research. Kendall Roth and Nick Athanassiou have been chairing a fund raising effort to establish an endowment for the award. To date, they have received more than \$16,000 donations (plus \$2,000 seed money from the IMD). However, because of the recent low interest rates, the current amount is not enough to generate an annual cash payment of \$500 for the award. If you have not already responded to Kendall's recent solicitation letter, please contact him at the University of South Carolina (email: kroth@moore.sc.edu; phone: 803-777-3604) and contribute to the endowment. The division is committed to supporting this effort and will use operating funds to start the award at the Seattle meeting in August. Linda Nigh, Doug's wife, will be attending the division's business meeting on Tuesday, August 5, to give out the first award. I hope many of you will join us at the ceremony and say hello to Linda.

Elsevier, publisher of the JAI research series *Advances in International Management*, has recently agreed to sponsor the IMD Best Paper Award with an annual cash stipend of \$500. This is great news for the division, as it is a vote of confidence in our members' ability to produce leading-edge knowl-

edge in the IM field. Tom Clark, Elsevier's senior editor in business and management, will be joining us at the division's business meeting to congratulate the award winner. Again, I hope many of you will attend the business meeting and thank Tom and Elsevier for their generous support.

When announcing the creation of the Research Committee in the 2002 Fall issue of the Newsletter, I commented that "as other divisions within AOM are increasingly involved in international research, it is important that IMD members reflect on their own work and assess its value-added contributions to the management field." In March, I attended the inaugural JIBS Annual Conference on Emerging Research Frontiers in International Business at Duke University and heard many presenters talk about treating MNCs and countries as *contexts* (or boundary conditions) for testing or extending existing theories in social science disciplines and other functional areas (e.g., strategy, OB, marketing, etc.). In my presentation at the conference's wrap-up session, I offered the alternative view that we treat international units and settings as *objects of inquiry* (analytical variables) and seek to incorporate their attributes into the analysis of the phenomena we study so we can build more comprehensive theory with greater explanatory and predictive power. I also made the point that we need to combine ideas from various disciplines/areas to develop interdisciplinary models that provide new insights, just like artists mixing basic colors to create new colors. While some may see this as too ambitious a task to undertake, the risk of not doing so is the increasing "marginalization" of IM research and its role in original theory development. When we meet in Seattle in August, I would like to encourage our members to discuss and debate the current state of IM research and explore ways to enhance its value-added contributions to the management field. Meanwhile, I wish you all a relaxing summer and look forward to seeing many of you in Seattle.

SUMMARY OF IMD EVENTS AT THE PRE-MEETING/PDW ACADEMY OF MANAGEMENT MEETINGS, Aug 1-3 Eleanor Westney, Program-Chair Elect

The Professional Development Workshops that are offered in the three days before the regular program begins have become increasingly valuable and helpful elements of the annual meeting. Here is a summary of the main events of interest to IMD members, but I urge you to go over the on-line program to identify other events of interest. The numbers (#) are the session numbers assigned in the Program, and the italicized titles are the "official" short titles under which they are listed, to enable you to locate them more easily in the somewhat complex official website.

Friday, August 1:

Morning: #3: *IMD Adventure – Kayaking*: Following the tradition established last year, this year the IMD members have a chance to develop or practice kayaking skills, with a kayaking expedition on Lake Union in Seattle on Friday, August 1. Dave Thomas of Simon Fraser University is the impresario. You can sign up for this event (in advance, please) by contacting Dave at dcthomass@sfu.ca.

Afternoon: #19: *International Consulting Panel*: Perspectives on International Organizational Consulting (jointly sponsored with the MC and ODC divisions). The goal is to provide the participants with a rich, experienced-filled, understanding of the issues involved when consulting in foreign countries.

Evening: #43 *Welcome to the IM Division and #51 *Dinner with the Executive Committee*: 6 pm*

This is an open session to provide an opportunity, particularly for new and international members, to meet other IM division members, the IM Executive Committee, and the country representatives for the IM division. It is particularly valuable to the non-American division members, and is organized in large part by the Division's Membership Involvement Committee, which is developing networks in each major country in which the Academy has members. Dinner in small groups with the IM Division's Executive Committee members follows.

Saturday, August 2

All Day: # 73 *IM Doctoral and #72 *Junior Faculty Consortia*:* These two consortia are both all-day events, and application and pre-registration are required. The chair for this year's Doctoral Consortium is Professor Tatiana Kostova (kostova@sc.edu) and for the Junior Faculty Consortium the joint chairs are Professor Witold Henisz (Henisz@wharton.upenn.edu) and Professor Tom Murtha TMURTHA@csom.umn.edu.

Morning: # 91: *Cross-Boundary Learning Systems* Integrating Universities, Corporations and Governmental in Knowledge Generating Systems (joint with ODC and TIM). A discussion of the relationship between universities and the potential users of the knowledge created or produced, focusing on the experiences within the EU and the US.

#126: *Cross-Cultural Management*: National and Cross-National Lenses in Framing and Managing Environmental Issues: An open forum for researchers from different countries) to challenge, push forward, and integrate their current research agendas, to discuss their methodological approaches, and to share their experience and insights regarding how culture and other aspects of different national contexts influence managerial perceptions and responses to environmental issues.

Afternoon: #163 *Researching Culture* Researching Culture in International Management: From Cultural Differences to Cultural Interactions This session focuses on new theoretical and empirical approaches for the study of "cultures in contact" in international management. Contact gerhard.fink@wu-wien.ac

Evening: #207: *IM PDW Reception* This event brings together the participants in the Junior Faculty consortium and the Doctoral Student consortium, to meet with members of the Division's Executive Committee, to meet each other, and to continue the relationships established during the course of the day in a more informal and convivial setting. **All division members welcome.** Sponsored by "the other IMD" – the management school in Lausanne.

Sunday, August 3

Morning: #235 *International Case Studies* Teaching International Management through Case Studies: What They Do and Why They Work. Organized by the IM Division Teaching Committee Organizer Allan Bird birdal@msx.umsl.edu.

#236 *US Educators Overseas* U.S. Trained Educators Working Abroad: A Diversity of Experiences, Reflections, and Advice. Provide information and insights on the process and consequences involved in applying US-based graduate education to work in outside of the US ("overseas"). A large portion of the PDW will be conducted in small topic groups. Following a short general introduction of the PDW content and format by the organizer/chair, presenters/panelists will introduce themselves according to the thematic clusters: temporary work overseas, permanent work overseas with subtopics that include research, teaching, consulting, and re-entry issues.

#264: *Emerging Markets*: Strategy in Emerging Markets: Does a Universal Business Model Apply? This session will address managerially relevant research that relates to the unique challenges posed by operating in the numerous emerging markets that have recently opened up to global competition. At issue are managerial actions that are taken not just by multinational subsidiaries operating in emerging markets, but also by local companies domiciled in these markets.

#268: *Internet Collaboration* Collaboration of Management Academicians Through The Democracy Of The Internet: This session will allow 38 panelists to share vignettes of how the Internet has fostered significant international research and teaching collaborations in management. The session is open to all others who are interested in this Internet speed sharing. Participants will focally address how the Internet has helped them to transcend the strictures of the systems and cultures of their home institutions and nations. Organizer Professor Charles Wankel wankelc@stjohns.edu.

#283: *Expanding the Borders* Expanding the Borders of Academic Publishing: What Authors need to know: Management scholarship is a 'global industry', but despite conscious efforts by professional organizations and journal editors, most authors tend to read and publish 'close to home'. The purpose of this pre-conference workshop is to assist participants in breaking the borders of academic publishing. Editors and Associate Editors of major journals from a variety of contexts and paradigms will share their insights into the challenges faced by authors in preparing and submitting articles for publication in journals outside their 'home turf'.

AOM Meeting, Seattle 2003

Schon Beechler, Program Chair

The AOM Conference in Seattle is going to be an exciting one filled with a variety of sessions and activities to choose from. Beginning with the ocean kayaking adventure that kicks off the PDW portion of the program, this year's program promises a number of surprises, as well as traditional favorites.

The regular program begins on Monday morning at 8:00 AM with the IM Division welcome, followed by the first of our paper sessions and symposia. This year 289 papers and 33 symposia were submitted to the division and a total of 22 symposia, 13 of them jointly-sponsored with other divisions, and 163 papers will appear on the program. In addition, 6 symposia were selected as showcase symposia and we have 3 All-Academy sessions in this year's program. The following sessions represent a few highlights from this year's program and I urge you to review the entire IM program at www.aomonline.org at your leisure.

Monday's program is a microcosm of the diversity of approaches and perspectives represented in our program this year. Along with TIM, the IM Division is co-sponsoring the "New Technologies Exposition" in Room 2A at the Washington State Convention and Trade Center from 9:00 AM – 12:00. This session will expose members of the Academy to exciting new technologies that have either been recently developed, or are currently in development around the world. The actual new technologies will be exhibited during this session along with representatives from the firms to answer questions.

I am personally thrilled that we were able to get the renown poet, David Whyte to address the Academy in his All-Academy session, "Crossing the Unknown Sea" which will take place at the Grand Ballroom C in the Sheraton at 2:30 PM. In this symposium, facilitated by Nancy Adler, David Whyte will help to remind us, as management academics, practitioners, and students, of our roles in making our own societies and work places meaningful settings for ourselves and others. At 4:10 PM, in room 401 of the Washington State Convention and Trade Center, the IM Division is proud to welcome Yves Doz as the AIM-IM Divisions' Distinguished Scholar. In this Distinguished Scholar Forum Professor Doz will be speaking on "The Evolving Theory of the Multinational Firm," followed by remarks by Stephen Tallman, Andrew Inkpen and Julian Birkinshaw. At 5:50 PM, immediately following the Distinguished Scholar Forum, Allen Morrison will be chairing the session "Globalizing the Multinational: An Executive Panel" in room 617 at the Convention Center. During this panel discussion, senior executives

from Boeing, Microsoft, and Weyhauser will discuss globalization from the trenches.

On Monday we will also introduce two new innovations in this year's program. The first of our "Special Paper Sessions" will begin at 9:00 AM in Room 618 at the Convention Center with the session, "Building MNC Network Advantage." In an effort to respond to IM Division member feedback for more time and opportunity to discuss and build on new theoretical and empirical work, six of the nineteen paper sessions on this year's program are designated as "Special Paper Sessions." These sessions are designed to provide a collaborative dialogue to both share ideas and research findings and to generate new knowledge and wisdom, drawing on ideas provided by the paper presenters, the participants attending the session, and the session facilitator. First, the audience will learn about recent research from top scholars in the field who will present a brief overview of their ideas and/or research results. Then, with the guidance of the session facilitator, session participants will join the session authors in collaboratively building the next generation of knowledge and wisdom.

To ensure that we get your best insights during these interactive sessions, all session attendees are encouraged to read abstracts of the session papers, which will be posted on the IM Division website at <http://www.business.umt.edu/imd/AoM2003/Default.asp>.

The other innovation in this year's program is the "IM Network" sessions, the first one which will begin at 12:20 PM on Monday in Room 309 of the Convention Center. The IM Network sessions are not formal sessions with presentations, but dedicated time and space during the program to allow division members to meet. We envision that these sessions will be used to follow up on discussions and debates started at the various sessions during the program. They can also provide opportunities for members to meet and discuss mutual research interests and ideas. Finally, these sessions provide a place for people to network, to socialize, etc.

Tuesday begins with a broad array of sessions, including a paper session on "Effective Mechanisms of Control in International Joint Ventures" and a second on the "Evolution of Firms." In addition, there is a shared interest track paper session on "Compensation and Incentives," and a jointly-sponsored symposium entitled "The Love of Money, Workplace Deviance, Commitment, and Satisfaction across Cultures," all from 8:30 – 10:10 AM. At 4:10 PM the four finalists for the Barry M. Richman Dissertation Awards for dissertations completed in the

previous year in international management will present a summary of their findings in Room 617 at the Convention Center. After we hear what these promising new scholars are exploring, we invite you to join us for the IM Business Meeting at 5:30 in room 618 where we will review various business matters, announce winners of the Division awards, and ask for comments and feedback from the membership. We then ask you to join us immediately after the business meeting for the IM Social and Dance from 7:00 – 10:30 PM in room 2AB at the Convention Center. Come join us to unwind, network, and just have fun!

On Wednesday we have a number of exciting sessions on the final day of the Conference. We begin the day with a member feedback and reflection session from 7:45-8:50 AM, complete with refreshments, in room 309 at the Convention Center. A number of changes in this year's program are a direct result of feedback that we received from our membership at last year's business meeting and feedback session, and we urge you to attend both events to help us continue to grow and improve our program in the future. Following the member feedback session are a number of exciting sessions. We are jointly sponsoring a symposium with BPS at 10:40 AM in Rooms 609/610 of the Convention Center entitled "A Dialogue between the Resource-based View and International Management." At 12:00 we will hold our last "IM Network" session and our program officially concludes with the jointly sponsored session from 12:20 – 2:10 PM, "Teaching Business Ethics and Responsibility: The Relationship to Democracy in a Knowledge Economy," in Room 607 at the Convention Center.

These are only a sampling of what the IM Division program has to offer and I urge you to browse the website for a full description of all of the sessions and more information.

Finally, I would like to acknowledge that 216 reviewers from all over the world volunteered their time to make this program possible. Because we had fewer reviewers this year and a record number of submissions, our reviewers performed a Herculean task. We couldn't have brought you this year's exciting program without their efforts –thank you!



Timothy DeVinney
New EC Member



Ravi Ramamurti
New EC Member

WELCOME TO OUR NEWEST EXECUTIVE COMMITTEE MEMBERS!

From Srilata Zaheer, Past Chair

We had a strange but pleasant outcome to the IM division election. With close to 20% of our division members voting, we had a tied outcome -- Timothy DeVinney of AGSM in Australia and Ravi Ramamurti of Northeastern University received strong and equal support from our members. We knew we had two terrific candidates going in, and this result just affirmed our choices. Given the tie, the EC conferred and decided to invite them both

to join the EC and decide between them who would go first and second in terms of the sequence of service they have to undertake. Ravi Ramamurti will begin the five-year cycle first, starting as program chair-elect, looking after the pre-conference Professional Development Workshops for the 2004 conference, and Tim will start the next year. Please join us in congratulating Tim and Ravi!

MESSAGE FROM THE RESEARCH COMMITTEE CHAIR

Richard N. Osborn, Wayne State University

This has been a very busy year for the new Research Committee. We are charged with two basic goals, (a) recommending the winners of the IMD's Best Paper Award, the Barry Richman Dissertation Award and the new Doug Nigh Memorial Award and, (b) clarifying the criteria for each of these awards in consultation with the IMD Executive Committee.

We started with an all new roster of members. The division has been very fortunate to solicit the participation of Paul Beamish (Western Ontario), Julian Birkinshaw (London School of Business), Don Ferrin (SUNY Buffalo), Collette Frayne (Seattle University), Witold Henisz (U. of Penn) and Kendall Roth (U. of South Carolina). In addition to these members the committee includes the Program Chair and the immediate Past Chair. As this is being written all of the members are reviewing manuscripts using the existing criteria to make

recommendations for the awards in Seattle. We all owe a debt to the hard work of all of these dedicated individuals.

Our next task is to review all of the criteria used for evaluation. Here, we would like as much participation in the process as possible. As Joe Cheng noted in his comments, international is at the cutting edge of research in many, many divisions. We need to rethink precisely what we, as a division, want to see in future research and develop the criteria for our awards to match this. Since the IMD is you, we want you to let us know your vision. What type of research should IMD be promoting? You can contact any member of the research committee or the executive committee. If you have any thoughts please send me an e-mail (aa4322@wayne.edu) and let the committee know where we should be going.

JOIN THE IM'S VIRTUAL COMMUNITY

We are revitalizing the International Management Division Discussion Group, IMD-L. We hope you'll join and initiate discussion of IM research and teaching issues. It's very easy to join or leave -- it takes about 10 seconds! Just go to: http://www.aom.pace.edu:81/guest/RemoteListSummary/imd_l and take a peek.

Cybercollegially,

Charles Wankel
IMD-L Listmaster
wankelc@stjohns.edu

MESSAGE FROM THE EXTERNAL RELATIONS COMMITTEE CHAIR

Allen Morrisson, University of Western Ontario, Canada

The External Relations Committee is excited to report that a visit has been organized for IMD members to tour the Boeing commercial aircraft assembly facility in Everett during the AoM meeting in Seattle. The schedule has us meeting at the Sheraton at 9:45am and departing the hotel at 10:00am. The plant is about 40 minutes from the hotel by bus. The tour begins at 11:00am and takes about one-hour to complete. The return bus is scheduled to depart the hotel shortly after 1pm. While there is a small snack bar you can visit after the tour, you should plan to eat lunch once you return to the hotel.

The cost for the tour is \$10 per person plus the cost

of the bus transportation. As space is limited, please email Jodi Guthrie at: jguthrie@ivey.uwo.ca to reserve your space which will be first come, first served.

We will also be organizing a special panel discussion on globalization with senior executives of Boeing, Microsoft, Starbucks and Weyerhaeuser. These four giant MNCs are amongst the most successful companies in the world at globalization and IMD members will be able to interact with executives on the topic of effective globalization. The panel is scheduled for 5:45pm on Monday, August 4. Please see the AoM conference program for location information!

The Academy of Management's New Doctoral Students New Consortium (NDSC) — Seattle, WA — August 2nd, 2003

The New Doctoral Student Consortium (NDSC) is part of the Academy of Management's commitment to the professional development of its student members, and its prospective members. NDSC is designed by doctoral students for doctoral students and is aimed at students in their first or second year of a doctoral program. We also strongly encourage any prospective doctoral program candidates to participate. This consortium is designed to address the real life issues that exist for doctoral students from getting started on your thesis all the way through the publishing process. NDSC is your opportunity to interact, discuss, and learn from the Academy's leading members and the world's leading academics.

The NDSC is a consistent presence at the Academy's annual conference and has become a premier pre-conference event. There are several aspects of the NDSC that have made it a "not to be missed event" including:

THE PEOPLE By attending this year's consortium, you will meet some of the Academy's most distinguished members and academicians, as well as other doctoral students who also share similar experiences and interests! At the 2003 NDSC you will meet and speak to world leaders in management research, theory, practice and education. Including David Boje, Stewart Clegg, Thomas Cummings, Jeffrey Edwards, Peter Frost, Glen Kreiner, Peter Lane, Tom Lee, Ed Locke, Denise Rousseau, Terri Scandura, Claudia Bird Schoonhoven, Larry Williams, Ian Williamson, Amy Wrzesniewski, and others.

CAREER DEVELOPMENT When you begin a doctoral program you begin your career. This year's consortium includes speakers and

topics focused on helping you understand what your role can be in the academic world of research, publishing, and teaching. The topics at the 2003 NDSC will include: managing life as a student, life as a 'minority' student, the power and politics of doctoral programs, starting your thesis, performing exemplary research - both quantitative and qualitative, publishing, collaboration and networking, teaching excellence, and much more.

NETWORKING Throughout the one-day consortium you will engage in activities to help you identify possible research partners from across the USA and the world. You will interact with esteemed presenters through question and answer sessions. You will also have the unique opportunity to meet and discuss publishing issues through coffee time with editors of top tier journals like Organization Science, Academy of Management Journal, Academy of Management Review, and other high quality publications.

I WANT TO ATTEND NDSC 2003 The NDSC will be held in Seattle Washington on Saturday August 2, 2003 from 8:20am to 5:30pm. Light refreshments and lunch will be served during the consortium and an "All Doctoral Student Reception" will also be held following the consortium.

The NDSC is becoming a major pre-conference event for doctoral students! Attendance is limited to 150 participants. Registration was opened in March 2003 and you are strongly encouraged to register early through our on-line registration at www.aom.pace.edu/ndsc. For more information, please contact the NDSC Chair of Marketing and Registration Stephanie Ward (sward@uh.edu).

MIC Report

Anne-Wil Harzing, Committee Chair



The principal focus of this committee is to serve as a liaison between the membership and Executive Council, to foster communication from and amongst members, and to elicit initiatives and feedback from division members

This is already my sixth report in the IMD newsletter and MIC is now well-established. In consultation with the Executive Council and in anticipation of the end of my term as Chair of the Committee, I have written up job descriptions for the MIC chair, the country reps and the newly introduced regional reps.

This formalisation process reflects the Executive Council's commitment to MIC and its intention to use the representatives as a strategic resource. Eight regional reps have been introduced to coordinate the increasing number of country reps. We currently have nearly 50 country reps; you'll find their names listed below. For more information and country rep bios and pictures see: <http://www.harzing.com/professional.htm#micreps>

Last year a collaborative effort of our two Israeli country reps – Benson Honig and Ilan Oshri – resulted in an application for funding a Video Download Service under the Academy's "Web Challenge and Strategic Innovation Awards". Unfortunately the application was not successful, but we received very positive feedback and encouragement to submit a revised proposal this year.

Last November our Austrian country reps – Gerhard Apfelthaler and Gerhard Fink – have organised a seminar on successful preparation of submissions to the Academy, which was attended by 27 participants. A full report can be found below. It is MIC's intention to organise similar seminars in other countries over the next few years.



Vienna Calling

Gerhard Apfelthaler and Gerhard Fink



Gerhard Apfelthaler

The Austrian Reps of the Membership Involvement Committee (MIC) of the IMD held a successful event on Nov. 29th, 2002. In their attempt to get Austrian Academy members more involved in the division's work, the organizers, Professors Gerhard



Gerhard Fink

Fink of Wirtschaftsuniversität Wien (www.wu-wien.ac.at) and Gerhard Apfelthaler of FH Joanneum (www.fh-joanneum.at), had discovered earlier that major reasons (among others) for lacking involvement were comparatively small numbers of paper submissions to the Academy Meeting and extremely low acceptance rates of Austrian submissions. The event therefore was a seminar on "Successful Submissions to the Academy Meeting". With financial support of IMD, Wirtschaftsuniversität Wien, and FH Joanneum, the Austrian Reps for the MIC succeeded at inviting Division Chair Joseph L. Cheng of the University of Illinois as a keynote speaker. Other speakers included Austrians who have had papers accepted for Academy Meetings in previous years. After Joe Cheng presented a paper on "Developing the Next Generation of International Management Researchers" Gerhard Fink spoke about "Submissions from a Reviewers' Perspective", Manfred Fuchs on "Networking within the Academy", and Gerhard Apfelthaler on "How to be successfully rejected", followed by an intensive Q & A session. Participants of the seminar agreed that the seminar was helpful in creating awareness for the importance of the IMD, and also provided helpful insight into the paper creation, submission, and review processes. First feedback from the seminar has shown that a follow-up event with a focus on providing early-stage support in the area of research methods and building research networks is needed. Gerhard Apfelthaler, now the Regional Rep (Northern Europe) for the MIC is currently planning such an event for later this year.

More information on the event is available from fink@isis.wu-wien.ac.at or from gerhard.apfelthaler@fh-joanneum.at.

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Anne-Wil Harzing, Committee Chair

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