

Summer 2002

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INTERNATIONAL
MANAGEMENT DIVISION

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Message from the Division Chair

Srilata Zaheer
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This has been an eventful year for the International Management Division. Our membership base has remained strong, increasing to 2041 members from 2007 last year, despite concerns that we might see a drop off in international membership. The Denver program looks to be one of our best ever, and with the creative team of Sully Taylor and Schon Beechler at the helm, it promises to be a blast.

We hope you can join us in activities that range from white-water rafting to contra-dancing, while absorbing the intellectual stimulation provided by the exciting slate of presentations.

During the year, we have also been busy behind the scenes working to create value for our members. Here are some of the new initiatives we have launched this year.

Travel Award for authors of the Best Paper from an Underrepresented Area

We are delighted to announce a new \$500 cash award, meant to encourage authors from areas of the world that are underrepresented in the division's program, to be able to come and present their papers. Through careful management of the division's resources, we have been able to create a \$12,000 endowment with which to fund one award a year initially, and we will announce the first winner of this award at the business meeting in Denver. We hope the division will be able to add to this endowment in future years and increase the number of such awards that we can give out.

Innovation Award for Division website

We received a competitive Innovation award from the Academy of Management to improve our division's website. Our webmaster, Jeff Shay, has worked to make the website richer and more user friendly, and we continue to work on adding content, especially in the areas of research, teaching and career services. If you have not visited our website recently, please do check it out at <http://www.business.umd.edu/imd/>. You can also access it from

the Academy website at <http://www.aom.pace.edu> by going to the 'Divisions' area. If you have content to contribute or suggestions on how to further improve the website, please do send your comments to jeff.shay@business.umd.edu.

Country representatives

We welcome our new country representatives from 25 countries, who have volunteered to act as our liaisons with division members. If you'd like to get in touch with the membership involvement coordinator in your country, please check Anne-Wil Harzing's website at <http://www.harzing.com/professional.htm> for their contact information. Some of our country representatives have already begun to plan mentoring activities for our members. The success of this initiative depends entirely on our member volunteers, and we stand ready to support you in any way we can.

New Member of the Executive Committee

I am delighted to welcome Eleanor Westney, elected by the members, to the executive committee of the International Management Division starting in 2002-2003.

Finally, I'd like to remind you to:

- a) Make sure that your e-mail address is correct and is kept updated. Please go to the membership section on the AOM website (www.aom.pace.edu) and check that it is so.
- b) Join the international management division's virtual community – the IMD-L. This is our main discussion group on questions of research and teaching, as well as the main source for job postings, etc. It is a moderated list, ably run by Charles Wankel. Please join the discussion group -- it takes just a few seconds to join, and you can do that from the AOM website as well.

I look forward to seeing you all in Denver!

Membership Involvement Committee

Anne-Wil Harzing, Anne-Wil@harzing.com <http://harzing.com>



As you have been able to read in the previous IMD newsletters, the International Management Division has established a Membership Involvement Committee. 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.

The first initiative of this committee was the recruitment of country representatives. Country representatives act as a liaison between academics in their country and myself as

Chair of the MIC. They are also a source and soundboard for new ideas and initiatives and are committed to be involved in realizing some of these initiatives. Our call for country representatives on IMD-L has resulted in a good response and I am proud to present the list of current country representatives below. As you can see some countries have more than one representative, usually from different geographical areas or working for different types of universities. In this way we can make sure that everyone can contact a country representative that best reflects his or her background. More detailed biographies and pictures of all the current country representatives can be found on <http://www.harzing.com/professional.htm>. If you have any questions or concerns about the IMD division,

DENVER 2002

Sully Taylor, Program Chair, sullyt@sba.pdx.edu



The AOM Conference in Denver is shaping up to be an exciting one, on the physical as well as the intellectual level! Starting with the white water rafting trip organized by Schon Beechler as a kick-off to the Professional Development Workshops, the 2002 regular program has many stimulating events. Monday, August 12th is a particularly 'action-packed' day. On Monday afternoon at 4:10, we are pleased to have Professor John Dunning as the keynotespeaker at the AIM/IMD Distinguished Scholar Forum. Professor Dunning's profound influence on the international management field is grounded in his extensive work in international investment, business economics and regional economies. He will be sharing his thoughts on "Relational Assets, Networks, and International Business Activity", followed by remarks by Will Mitchell, Jose de la Torre and Harbir Singh. Immediately following will be the IMD Social, which will be held in the Hyatt Regency Grand Ballroom from 6:30 to 8:00, and has incorporated a Western theme into the menu. The IMD Dance that follows in the same room is designed to enhance the 'building flexible networks' capabilities of all attendees, as this year we are to be treated to Contra Dancing with Chris Kermiet and the Bonnie Carol and Friends Band. Contra dancing is Western style dancing done in a line, with changes of partners and directions in response to a 'caller'. Chris is a highly regarded caller for contra dancing who comes from a well-known dance family in Colorado, and who has won the prestigious Westword Best of Denver Award for Best Dance Caller. Instruction will be given in the easy to follow steps, so come and have fun!

Building on the network theme of the conference, so well established the day before, on Tuesday a paper session

entitled "Social and Organizational Networks in Diverse National Contexts" has been scheduled. Moreover, as you look through the program, we are sure that you will see many papers and sessions that reflect this year's theme. We are also pleased to be sponsoring or co-sponsoring 17 symposia of excellent quality, including such offerings as "Which Differences Matter When? Exploring Demographic and Cultural Configurations in Teams" (Tuesday). In keeping with the IM Division's continuing efforts to build networks with management scholars around the world, this year a group of Korean scholars have organized a symposium on "Post-Crisis Restructuring and Strategic Renewal of Korean Firms" (Wednesday). To keep the IM Division growing and improving, please plan on attending both the IM Division Business meeting at 5:40 on Tuesday in the Convention Center, and the Feedback Session scheduled for 12:10 n Wednesday.

This year's program reflects the submission of a large number of excellent papers and symposia. Deciding among them was no easy task, but made much easier by the excellent work of the 240 reviewers who volunteered their time to help make this a great program. There were 179 papers submitted, of which 104 were accepted, and 26 symposia submitted, of which 3 were accepted as All Academy Symposia, 4 as Showcase Symposia, 8 as Joint Symposia, and 1 as a Single Division Symposia. Submissions came from all over the world, and over 30% of the reviewers were from outside the U.S., reflecting the increasing participation of management scholars from around the world.

This year's IM Division program is truly shaping up to be a great 'ride' through the stimulating rapids of research and theory building in this important field. We look forward to seeing you at the sessions, and to building ever more complex networks of concepts, ideas, colleagues and friends. *See ya' in Denver, partner!*

Membership Involvement Committee

Anne-Wil Harzing, Anne-Wil@harzing.com <http://harzing.com>

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please contact either your country representative or myself. As you will see in the list below not all countries are represented yet, so if you would like to volunteer to become a country rep for your country please contact me at anne-wil@harzing.com

Our country reps for Austria are planning to organise a seminar for Austrian academics on successful preparation of submissions to the Academy. Their experience will help us to organise similar seminars in other countries in the future. Several of us are also involved in the PDW program for this year's Academy meeting in Denver, which promises to be one of the most exiting PDW programs ever. We are planning special activities for new and international members on Friday evening (9 August 2002), so make sure to plan to come to the Academy early. For more details about the PDW sessions see Schon Beechler's contribution to this newsletter.

- **Austria:** Gerhard APFELTHALER, Department of International Management, FH Joanneum, email: Gerhard.apfelthaler@fh-joanneum.at
- **Austria:** Gerhard FINK, University of Economics and Business Administration in Vienna, gerhard.fink@wu-wien.ac.at
- **Bulgaria:** Mila LAZAROVA, School of Management and Labor Relations, Rutgers University, USA, email: larazova@rci.rutgers.edu
- **China:** James SUN, School of Labor Relations and Human Resources, Renmin University of China, email: chinajms@sina.com
- **Cyprus:** Jacob EISENBERG, Cyprus International Institute of Management, email: jacobe@ciim.ac.cy
- **Cyprus:** Elmos KONIS, Cyprus College, Business Administration Depart-

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Professional Development Workshops

Schon Beechler, PDW Chair, 2002, slb7@columbia.edu

This year the IM Division is sponsoring or co-sponsoring twenty-six PDWs at the Academy. We are kicking off our Academy program on Friday morning with something a little different-- a white water rafting adventure. This trip is open to all IM division members who would like to combine networking, the great outdoors, and a lot of fun. Friday afternoon, we are co-sponsoring three workshops: "The Intersection between Research and Practice in Management Scholarship;" "Globalization and Entrepreneurial Women Around the World;" and "Perspectives on International Business Consulting." Then, from 6-9 PM the IM Division is hosting a session to welcome members, particularly new and international members. This session will provide an overview of the Division's program at the Academy of Management Conference and give members an opportunity to meet other IM Division members, the IM Executive Committee, and the Country Representatives for the IM Division. Following "The Welcome and Road Map Session" members are invited to join the IM Division's Executive Committee members in small groups for dinner and informal networking. On Saturday, August 10th, the Division is sponsoring and co-sponsoring a total of 13 sessions, beginning with the International Management Division Doctoral Consortium, the Junior Faculty Consortium (see this newsletter for details on these two consortia), "Behavioral Simulations and Interactive Exercises for International Management," and the "Social Network Research Workshop," at 8:00 AM. In addition, the IM Division is co-sponsoring sessions on "Innovative Distance Learning Web-Enabled Course Designs;" "From Idea to Submission: Developing Theoretical and Empirical Research;" "Building International Bridges in Strategy Research;" "Facilitating Multinational

HR Collaboration, Research and Networking;" "Management Education for Strategic Organizational Learning;" "Methodological Issues in Cross-Cultural Research;" and "Issues in International Management Education."

We hope that you will join us at 5:00 PM to hear the Barry M. Richman Dissertation Award finalists present a summary of their dissertation research, followed by the International Management Division's PDW Reception from 6:30-8:00 PM.

In a departure from previous years, we are holding the Doctoral and Junior Faculty Consortia on Saturday and on Sunday are offering a menu of teaching and research professional development workshops that will be open to consortia attendees, as well as other interested Academy members. These sessions include the second half of "Behavioral Simulations and Interactions for International Management;" "Building International Research Networks;" "Doing International Research" and "Teaching International Management: Best Practices from Our Faculty." Finally, the IM Division is co-sponsoring two additional sessions on Sunday on "Managing Your Dissertation" and "Internationalization and Entrepreneurship."

We hope that you will join us for a rich and exciting PDW this year. If you have any questions, please contact e-mail Schon Beechler, IM Division PDW Chair, at SLB7@COLUMBIA.EDU.

Junior Faculty Consortium

Tom Murtha, Coordinator, tmurtha@csom.umn.edu

The Consortium will convene prior to the Academy of Management Annual Meeting in Denver, Colorado on Saturday, August 10, from 8 a.m. to 5 p.m. at the Convention Center. As in the past, the IM Junior Faculty Consortium will provide opportunity for structured discussion and informal interaction between early-career faculty and a broad-based panel of senior faculty from around the world. The themes will address research, teaching and career development.

Here are the members of the senior faculty panel:

- Tom Murtha, coordinator (University of Minnesota)
- Kaz Asakawa (Keio University)
- Yves Doz (INSEAD)
- Cristina Gibson (University of Southern California)
- Andrew Inkpen (American Graduate School of International Management)

- Tarun Khanna (Harvard University)
- John Mezzias (University of Miami)
- Vladimir Pucik (IMD)
- Peter Smith Ring (Loyola Marymount University)
- Myles Shaver (University of Minnesota)
- Steve Tallman (University of Utah)
- Mary Ann Von Glinow (Florida International University)
- Georg Von Krogh (University of St. Gallen)

If you are a junior faculty member interested in international management, and you are in your first through fourth year of teaching and research, we encourage you to apply. All perspectives on IM -- as represented by the AOM's various divisions -- are welcome. 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.

Membership Involvement Committee

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ment, email: ekonis@sting.cycollege.ac.cy.

•**Denmark:** Bo B. NIELSEN, Department of International Economics and Management, Copenhagen Business School, email: bn.int@cbs.dk

•**Denmark:** Mikael SONDERGAARD, University of Southern Denmark, email: mso@sam.sdu.dk

•**Ecuador:** Pol HERRMANN, Iowa State University, USA, email: pol@iastate.edu

•**Finland:** Timo J. SANTALAINEN, Helsinki School of economics & STRATNET (Geneva), email: santalainen@stratnet.inet.fi

•**France:** Patrice HOUDAYER, Audencia - Nantes.Ecole de Management, email: phoudayer@audencia.com

•**Germany:** Sonja SACKMANN, Ph.D., University Bw Munich, email: sonja.sackmann@unibw-muenchen.de

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•**Mexico:** Miguel R. OLIVAS-LUJAN, ITESM-Campus Monterrey, email: molivas@campus.mty.itesm.mx.

•**Norway:** Paul N. GOODERHAM, Norwegian School of Economics & Business Administration (NHH), email: paul.gooderham@nhh.no

•**Russia:** Vlad VAIMAN, University of St. Gallen (PhD student), email: vaimanv@rogers.com

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•**United Kingdom:** Rehan UL-HAQ, The Birmingham Business School, The University of Birmingham, email: r.ul-haq@bham.ac.uk

•**United Kingdom:** Olga TREGASKIS, De Montfort University, Leicester Business School, email: otregas@dmu.ac.uk

•**United Kingdom:** David J. POLLARD, University of Abertay Dundee, email: D.Pollard@abertay.ac.uk

Summer 2002 Treasurer's Report Debbie Francis, Treasurer

Hi everyone. Shown below are the actual costs for 2001 and the current projections. There are a couple of items I am investigating on the actual costs that will be resolved by the annual meeting. The new endowment account was actually approved and established in 2002. The Barry Richman Endowment Fund is almost complete as it lacks only one final payment from UCLA. The first award from this endowment is scheduled for this year. We also received a \$1000 grant from the Academy for web initiatives at the beginning of the year. When we have completed the project, the Academy will give us another \$1000. Another news item worth noting is that the Academy reduced the interest rate paid on the endowment funds from 5% to 3%. This may affect the size of the awards until the interest rate increases again.

Projections assume stable membership, no fundraising, and that the Academy will not sweep the carry-over balance since they have yet to do this. We also assume that most members will receive their newsletters electronically. Support for web initiatives is included in the "Other" category. Please note that to continue spending for our events at the current rate it is important to keep bringing in sponsors, donations, and new members.

ITEM	Actual 2001	2002	2003	2004	2005
Membership	2059	2000	2000	2000	2000
ACADEMY FUNDS					
Carry-Forward	21,598	21,234	7,915	6,265	3,265
Allocation	18,563	19,031	18,500	18,500	18,500
TOTAL AOM FUNDS	40,161	40,265	26,415	27,474	21,765
REVENUE	4,845	1,000	1000	0	0
EXPENSES					
Annual Meeting Activities	18,584	17,150	17,850	18,200	18,200
Awards	1,433	1,000	500	500	500
Newsletter	0	500	100	100	100
Endowment Contributions	0	12,000	0	0	0
Other	3,755	2,700	2,700	2,700	2,700
TOTAL EXPENSES	23,772	33,350	21,150	21,150	21,150
BALANCE	21,234	7,915	6,265	3,265	265