Message from Division Chair

Dear IM Division Members,

2011 has been another very successful year for the International Management Division. Our Division continues to grow and currently has a membership of 3006 scholars worldwide. Our Annual Meeting in San Antonio, despite the heat, was well-attended and our Division contributed a wealth of sessions nurturing our members’ understanding about current issues in research, teaching, practice and methods in international management. Our Division social is fast becoming the “must go to” event at the meeting and this year’s gala at the Tower of the America’s set a new standard for networking fun and cross-cultural enjoyment. We are indebted to the many volunteers from our Division and sponsors for their contributions.

In 2011-2012, the Executive Committee (EC) is focusing on maintaining these numerous strengths of our Division while seriously addressing the challenges suggested by our member survey and member feedback at the AOM. These include increasing member involvement, upgrading our web-page, avoiding being North-American centric, making sessions more practical and creating stronger ties with real world phenomena. The EC is continuing to take up these opportunities by looking into other venues beyond the Annual Meeting to bring our members together and expand our Division’s activities. We are also working with our various Division Committees to directly respond to these challenges. In this capacity, we invite you to jump in and involve yourselves in improving our division by offering to serve on one of our Division Committees. Committee members serve a three-year term, and committee chairs are elected from the existing committees to serve for an additional three years, so there are always needs for new volunteers! Currently, we are in particular need for new members in our Research and Teaching committees.

AOM 2012’s theme “The Informal Economy,” might seem a bit obscure to some, but, in fact, it is directly in line with our Division’s focus. The informal economy refers to commercial activities that occur at least partially outside a governing body’s observation, taxation, and regulation. Whereas management scholars have traditionally examined research questions that are almost exclusively centered on the organizations and individuals located in the formal economy, the informal economy’s size and scope is large and growing, neglected by management scholars, and spans the entire international domain. It accounts for 18.3 percent of the economy in Finland, 16.3 percent in Germany, 15.3 percent in France and 8.8 percent in the U.S and from 50-75 percent of the non-agricultural employment in developing countries. This presents both a challenge and opportunity for research at the individual, organizational as well as policy levels of analysis. With a focus on the informal economy, this is our chance, as Marx has said, “[t]o develop new principles for the world out of the world’s own principles. We do not say to the world: Cease your struggles, they are foolish; we will give you the true slogan of struggle. We merely show the world what it is really fighting for, and consciousness is something that it has to acquire, even if it does not want to.” (Marx, 1843).

Our growing and global membership enables our Division to provide thoughtful and innovative insights that address themes pertinent to individuals in differentiated working contexts across all regions of our world. As such, we are particularly suited to raise the consciousness of organizational conditions of the world we live in. We look forward to your submissions and to a 2012 program aligned with this important theme to help the Academy become truly aware and sensitive to the way the world looks and feels from a truly international viewpoint.

We thank three new sponsors — Fundação Dom Cabral, Schaffer Consulting, and The George Washington University CIBER — providing funding for our Strategy/IB Theory, Applied International Management, and Emerging Markets Best Paper Awards. We are also grateful to Booz & Co. for its continued sponsorship of the Booz & Co. Eminent Scholar Award and SKOLKOVO, Moscow School of Management for their five-year sponsorship of our Division’s Best Paper Award.

Thank you again for your support, insights, and innovative submissions. We look forward to working together for another successful year. Let’s stay connected through the communication tools currently available for all members, including the IMD-L List, our division’s groups on Facebook and LinkedIn, and AOM Connect.

Mary Yoko Brannen, Division Chair

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IM Division Committees 2011-2012

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The sheer magnitude of the informal sector -- employing about a billion people worldwide -- motivated the selection of this year's annual conference theme -- The Informal Economy. The breadth of transactions outside the formal sector makes the informal economy an important setting in which to advance International Management research on topics as diverse as cross-cultural differences in how entrepreneurs are perceived, managers’ efforts to map countries’ competitive landscapes, and policy makers’ challenges in promoting economic development.

Further, the institutional arrangements that establish the “rules of the game” for transactions among informal enterprises impact International Management activities broadly. For example, microfinance firms have pioneered group lending strategies that use informal institutions such as intra-group trust and relationship networks in place of collateral and credit ratings. Such innovations have the potential to create value even among more established formal-sector enterprises, and even in wealthier economies. Similarly, remittances from immigrants back to family members in their homelands can serve even in wealthier economies. Similarly, remittances from immigrants back to family members in their homelands can serve as key substitutes for bank finance for informal enterprises in developing countries. Over recent years, these remittances have grown so large that they may be changing the patterns of international capital flows—they are currently double the size of net official flows to developing countries and second only to FDI as a source of external capital. In addition, multinational enterprises face tremendous challenges in their efforts to compete with ‘black’- or ‘grey’-market sales in developing and developed markets, alike. The 2012 AOM Conference will bring together an international community of scholars to create and share new knowledge on how issues such as these contribute to International Management research, teaching, and practice.

The International Management Division is dedicated to research and teaching pertaining to theory and practice of cross-border or cross-cultural management. Major topics include international competitiveness of firms, industries, and nations; cross-border management, including multi-country, multi-unit strategy formulation and implementation; evolving organizational forms and management practices in cross-border business; cross-border impact of cultural, social, economic, political, and institutional forces on strategies, organizational forms, and management practices; and comparative studies involving two or more countries. With this in mind, we seek innovative and provocative submissions that will enhance our community’s understanding of business, management, research, and teaching in international contexts.

Submissions: AOM’s online submission system (http://submissions.aomonline.org/2012) is open between Nov 2, 2011 and Jan 10, 2012 (5:00 p.m. EST). The IM Division invites submission of innovative empirical or conceptual papers, symposia, and panels that focus on International Management research or teaching. We encourage integration of academic, corporate, governmental, and non-governmental perspectives to better understand phenomena. We also seek work investigating how global issues affect multiple stakeholders and the balance of stakeholder interests.

Please help shape the IM Division competitive program for the 2012 AOM Annual Meeting!

The quality and content of the AOM program depends on the commitment of scholars like you, who are willing to review competitive program submissions, make recommendations regarding acceptances, and provide the type of quality feedback that pushes International Management research forward.

Please sign up to review submissions for the 2012 competitive program. The review period will be from about January 10 until February 9, and you can sign up to review for up to 3 divisions of the Academy. (Note that if you actually sign up for 3 divisions, you will potentially receive 9 papers to review—3 from each of the divisions—so take this into account when you make your commitment.)

To sign up as a reviewer, please go to http://review.aomonline.org/

Thanks very much for your dedication to improving the quality of International Management research, and supporting the IM Division program.
The IM Division gratefully acknowledges the generous sponsorships of the following universities and organizations for 2012.

Call for Professional Development Workshop (PDW) Proposal Submissions by PDW Program, Chair Sea-Jin Chang

The IM Division invites submissions for Professional Development Workshops (PDWs) at the 2012 Annual Meeting in Boston. Special consideration will be given to PDW proposals that integrate the theme of this year’s meeting — *The Informal Economy*. PDW sessions will be held between 8:00am Friday, August 3rd and 8:00pm, Saturday, August 4th.

The IM Division is dedicated to research and teaching on the theory and practice of multinational or multicultural management. Our goal in the PDWs is to enhance professional and personal skills associated with IM scholarship and teaching. With this in mind, we seek innovative, provocative, and exciting proposals that bring together an international community of scholars interested in enhancing research and teaching in International Management.

PDW formats are highly flexible and can take the shape of workshops, panels, round table discussions, training sessions, etc. As such, PDWs provide an opportunity to experiment with what is typically beyond the scope of regular paper sessions. Thus, we seek creative and interactive proposals that promote scholarship or teaching and involve not only other academy divisions, but also firms, not-for-profit organizations, consultancies, NGOs, and public sector organizations.

Submissions: If you are interested in organizing or being involved in a PDW in any way, please contact Sea-Jin Chang, Professional Development Chair, at IMDPDW@gmail.com for more information or guidance on writing proposals.

Final PDW submissions should be made through the Academy’s website, [http://submissions.aomonline.org/2012](http://submissions.aomonline.org/2012). The deadline for submissions is **Tuesday, January 10, 2012, at 5pm EST**. (This system opens on Nov. 2, 2011.)

To learn more about the IM Division, visit our website at [http://divisions.aomonline.org/im](http://divisions.aomonline.org/im).

I look forward to hearing from you regarding exciting workshops for the 2012 conference in Boston!

IM Division Doctoral Student and Junior Faculty Consortia 2012

The IM division will again be holding its Doctoral Student and Junior Faculty consortia at the 2012 AOM annual meeting.

The chairs of the Doctoral Student and Junior Faculty consortia 2012 are Ishtiaq Pasha Mahmood, National University of Singapore ([bizipm@nus.edu.sg](mailto:bizipm@nus.edu.sg)) and Jaideep Anand, Ohio State University ([anand.18@osu.edu](mailto:anand.18@osu.edu)), respectively.

Senior doctoral students and junior faculty members are invited to participate in these highly developmental consortia. If interested, please contact the respective chairs for more details and application requirements.
Call for Submissions

IM Division Barry M. Richman Best Dissertation Award Competition 2012

The Barry M. Richman Best Dissertation Award is presented to the best dissertation submitted to the International Management Division. A plaque and cash prize of $1000 is awarded to the author of the winning dissertation.

Eligibility Criteria
- The award competition is open to all Ph.D. and D.B.A. students who have successfully defended their dissertations during the 2011 calendar year.
- All applicants must be members of the IM Division.
- The dissertations must contribute to basic or applied knowledge on topics within the domain statement of the IM Division.

Domain Statement: The International Management Division focuses on research in management and organization theory, research, and practice with a cross-border or cross-cultural dimension. Major topics include: the international competitiveness of firms, industries, and nations; the cross-border management of operations, including multi-country, multi-unit strategy formulation and implementation; evolving organizational forms and management practices in cross-border business; the cross-border differential impact of cultural, social, economic, technological, political, and institutional forces on strategies, organizational forms, and management practices; and comparative management studies involving two or more countries.

Submission Guidelines
- Submit electronically a 10-page, double-spaced abstract, set up with margins of one inch (2.5 cm) on every side and no smaller than 12-point font. This abstract should include a description of the dissertation’s objective, theoretical foundations, relation to prior research, methodology, findings, limitations, and contributions to the field of international management. Listings of reference s are not included within the 10-page limit, but all other text, figures, tables or illustrations are included.
- Submit the abstract in PDF format & make sure that there is no author identification information.
- Submit via E-mail to Division Chair, Mary Yoko Brannen, INSEAD at mary-yoko.brannen@insead.edu
- Submission deadline for abstracts is March 1, 2012.

Evaluation Process
- The IM Division Research Committee will conduct the first round of reviews of the abstract submissions and select three to five finalists based on the quality of their abstracts.
- These finalists will be notified via email by April 15, 2012.
- The finalists will then submit their full dissertations for further review and selection.
- The final results of the selection will be announced at the business meeting of the IM Division at the 2012 AOM annual meeting.

Obligations for Finalists
Being selected as a finalist is an honor. Finalists are required to present their dissertations at a specially designed session during the 2012 AOM Annual Meeting in Boston, Massachusetts, USA. Please submit your abstracts ONLY if you agree to this requirement, and agree to be present at the division’s Business Meeting where the winner is announced.
Calls for Nominations

IM Division Outstanding Educator Award

The IM Division Outstanding Educator Award recognizes continuous excellence and innovation in teaching international management at all levels and in a global context. The winner is awarded a plaque and cash prize of $500.

**Eligibility Criteria**
- Candidates must be nominated by other members of the IM Division; no self-nominations are considered.
- Nominees must:
  - have at least 15 years of teaching experience in international management
  - be members of the IM Division.

**Selection Criteria**
Candidates are evaluated on the following criteria:
- Outstanding performance in teaching international management over a long period of time.
- Important impact on international management pedagogy as shown, for example, by innovations in teaching methods and materials that were subsequently widely adopted by others.
- Significant involvement in the training of other outstanding teachers.
- Advancing the development of outstanding scholars and the scholarship of others in the area of international management.
- Major contributions to the global dissemination of international management knowledge.

**Nomination and Evaluation Process**
- Nomination letters should be e-mailed to the Teaching Committee Chair, Steve Weiss (York U.) at sweiss@schulich.yorku.ca with the subject heading, “IM Division Outstanding Educator Award” by March 1, 2012. At this point in time, only nomination letters are desired.
- Nomination letters (max. 3 pages) should provide a persuasive explanation of how the nominee meets the eligibility and selection criteria above.
- The IM Division Teaching Committee will review all nominations and select up to 3 finalists by March 15, 2012.
- Finalists (and only finalists) will be asked to provide additional documentation (e.g., letters of support from department heads, colleagues, and former students) and to complete the submission of their files by April 15, 2012.
- The Teaching Committee will review the candidates’ files and provide its evaluation of the candidates to the IM Division Executive Committee for the final selection.
- The award will be announced and presented to the winner at the business meeting of the IM Division at the 2012 AOM annual meeting.

IM Division Outstanding Service Award

The IM Division Outstanding Service Award recognizes members who have voluntarily undertaken service activities on behalf of the IM Division that have been significant to the division’s success. The IM Division lives on the service activities of its members who voluntarily take on a wide variety of tasks that are important to making our division successful; however, many of these important activities are often “behind the scenes in nature” and can easily go unnoticed by the wider membership. The IM Division would like to honor the outstanding service contributions of its members with this award. The voluntary service activities may reflect consistent notable non-executive leadership contributions to the IM division or tasks or functions important to the successful running of the division for which no other award exists. Please note that current or past members elected to the IM Division Executive Committee are not eligible for nomination for this award. The winner is awarded a plaque.

**Nomination and Evaluation Process**
- Nomination letters should be e-mailed to the IM Division Service Award Committee Chair, Mark Mendenhall (University of Tennessee, Chattanooga) at Mark-Mendenhall@utc.edu with a subject heading, “IM Division Outstanding Service Award” by April 1, 2012.
- Nomination letters (max. 2 pages) should provide the name and contact information of the nominee, the years of service to the IM division, and a paragraph explaining why this person deserves the award.
- Candidates have to be nominated by others; no self-nominations are considered.
- The IM Division Service Committee will review all nominations and will make its recommendation to the IM Division Executive Committee.
- The award will be announced and presented to the winner at the business meeting of the IM Division at the 2012 AOM annual meeting.
Visit to Southwest Research Institute with SCUDERI GROUP LLC, Monday, August 15, 2011

This year’s company visit, organized on behalf of the IM Division Corporate Outreach Committee by Cordula Barzantny (Professor at Toulouse Business School, France) was again a success. Thanks to a contact by colleague, Florian Täube, Assistant Professor of Growth Management, Strascheg Institute for Innovation and Entrepreneurship (SIIE), EBS Business School, Germany, we were able to get in touch with Executive of Scuderi Group in Germany and the U.S. in order to obtain this field trip.

There was more interest than space availability, but thanks to the great flexibility of Scuderi group executives and Southwest Research institute, we finally could accommodate 30 people.

We were able to participate in a great visit to Southwest Research Institute and the opportunity to get to know so close the Scuderi split engine project in practice on the afternoon of Monday, Aug 15, 2011.

The IM Division of the Academy is particularly indebted to Michael Eisenbeis (Scuderi Group) and Barry Westmoreland (SwRI), both the most active pistons behind this venture and on behalf of the corporate outreach committee, we express our gratitude for the excellent management of this on-site visit in San Antonio!

The feedback from the participants, a fine group of international management scholars and business school professors, is unanimously extremely positive!

We thank for the warm welcome of Mark Tussing and the presence of many Scuderi Group executives, including Salvatore Scuderi, Nicholas Scuderi, Lutz Deyerling, and Bill Wrinn who gave also various opportunities for personal contacts during and beyond the visit.

The presentation by Ford Phillips initiated a magnificent dialogue with many questions and answers.

The following on-site visit of the Scuderi engine in action under the guidance of Chris Wray and George Bailey were wonderful High Technology experiences, notable for business and management scholars who wish to contribute to the future as well. We do not miss to thank all staff involved who also dealt with the security on-site to make this visit happen for a group of internationals.

Overall, we all thank all our professional contacts at Scuderi and Southwest Research Institute for their time, effort and energy they offered to make this visit a highlight of our annual conference meeting in San Antonio. Special thanks to Florian Täube and Michael Eisenbeis. This also witnesses and illustrates an exemplary project cooperation of an independent research institute like Southwest Research with a prime contract partner like Scuderi Group for global success. As car drivers we are also eager to see such low fuel consuming engines in our standard vehicles very soon!

The following year we will meet around a similar time in August for the Academy of Management conference in Boston, and we are delighted to stay in touch.

Cordula Barzantny
Corporate Outreach Committee Chair

SPOTLIGHT on Boston, MA, USA

This year, AOM has put up a special website to help you plan your trip to Boston. There’s an array of useful information that includes: Local Information, Airport information, and “Green Boston”.

Check it out and see what awaits you in Boston, MA, USA!
http://meeting.aomonline.org/2012/welcome/boston-welcomes-aom

Let’s Get Connected!

IMD-L List
The IM Division has a listserv (IMD-L List) that allows members to be connected with one another easily via email.
You only need to send an email to IMD-L@AOMLISTS.PACE.EDU, and you will be able to reach out to many IM Division members who have already joined this listserv group. You are free to join or leave the group at any time. Sign up here today to subscribe to the IMD-L List: http://aomlists.pacedu/scripts/ wa.exe?SUBED1=imd-a&A=1

IM Division Groups on Facebook
Academy of Management - International Management Division
http://tinyurl.com/IMDivisionFaceBook

AOM - IMD Doctoral Student Committee
http://tinyurl.com/FacebookIMDStudents

IM Division Groups on LinkedIn
The Member Involvement Committee would like to encourage all interested IM Division members to sign up for the IMD MIC LinkedIn group page (http://www.linkedin.com/groups?homeXnid=2492555), so that everyone in our division can begin exchanging ideas & search for opportunities for joint research and teaching.
If you are a doctoral student, join the IMD Doctoral Student Community on LinkedIn: http://tinyurl.com/IMDivisionFaceBook
(or search for the “Academy of Management - IM Division Doctoral Students” group in LinkedIn)

AOM Connect
AOM Connect is an online professional networking tool for AOM members to connect, collaborate and contribute with colleagues and friends around the world. Highlight your professional achievements in your profile, share what you are working on in Member Status Updates, join collaborative groups around scholarly topics or shared interests or start your own group on AOM Connect.
Join here: http://connect.aomonline.org/

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