

IMD News

IM Division Executive Committee 2010-2011

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Message from Sam (Seung Ho) Park, Division Chair

Dear IM Division members,

I am pleased to report that the IM Division is ready for another exciting program at the 2011 Annual Meeting. It has been a challenging year for the EC to prepare an upgraded program, administer the five-year Division review, restructure the committees, and secure sufficient funding. I am grateful to the EC and all committee members for their valuable service and contribution.



Here are some of the highlights. There has been a substantial change with the leadership and committee structure of the Division. We welcome Sea-Jin Chang as a new addition to the EC, who will be the PDW Chair next year. We appreciate Dave Thomas and Steve Weiss for volunteering their service as the new Chair of Research and Teaching Committees, respectively. We are also pleased to have Malika Richards on board as the Division Treasurer.

The Division owes Anil Gupta for leading the five-year review successfully, based on which the Academy has approved the renewal of IM Division for another five years. Please see page 9 for a snapshot of the review report, and go to our Division's homepage for the detailed survey results and review feedback from the Academy. The Academy recognizes that "the IM Division is a very strong division that is growing in importance to the Academy..." According to the review, the Division's strengths remain to be its size, i.e., the 4th biggest division, highly satisfied members, financial management, and potential for growth given the Academy's continuous internationalization. The review also reveals a few challenges, including the lower growth relative to the Academy (7.6% vs. 16.56%), the lack of member involvement in the Annual Meeting, and the Division perceived to be American-centric. The EC will examine these issues and look for the right adjustments and improvements.

John Mezas, Program Chair, has developed an outstanding program comprising 18 Symposia, 37 Paper Sessions, 10 Divisional Roundtable Sessions, 10 Cross-Divisional Paper Sessions, and 8 Discussion Paper Sessions. The program also includes a "Thought Leadership Café" featuring discussions led by Pratima Bansal, Mary Yoko Brannen, Alvaro Cuervo-Cazurra, Lorraine Eden, Jean-Francois Hennart, and Will Mitchell. Please see page 3 for more details.

(cont'd on p.2)



Incoming Division Treasurer



After serving several years as the Division's Treasurer, Susan Mudambi will pass the baton to **Malika Richards**. Malika will commence her service to the division as Treasurer immediately after the 2011 AOM Annual Meeting at San Antonio this August.

"Many thanks to Susan & welcome aboard, Malika!"

IM COOL with a Texan flair



Once again, the IM Division has prepared

"IM COOL" buttons

for members to wear at the 2011 AOM annual meeting. These buttons will be distributed at various IM Division sessions, meetings and events.

Make sure that you get one and wear them to display your IM Division membership!

(Cont'd from p.1)

Jennifer Spencer, PDW Chair, has developed a wonderful Professional Development Workshop Program with an exciting and innovative range of topics and events spanning the areas of research, teaching, and career development. The PDW scholarly sessions on Fri and Sat include outstanding Doctoral Student and Junior Faculty Consortia organized by Andy Spicer and Bill Newbury, respectively, and a Paper Development Workshop by Susan Fienberg. On Fri, Steve Weiss will offer a teaching workshop on international negotiations. The PDW Program also includes social events on Fri and Sat evenings, providing all members a great opportunity to meet and network. See pages 6-8 for more details.

The Division is proud to announce that Jagdish Bhagwati will be receiving the Booz & Co. Eminent Scholar Award. He has been a development economist at Columbia U. and is also well known for his work in emerging markets and on social issues. Joyce Osland (San José State U.) is the winner of the IM Division Outstanding Educator Award for her extraordinary contributions to international management education over the last 20 years.

The Division Business Meeting will take place on Mon, Aug 15 at 6:30pm - 7:30pm at the San Antonio Convention Center. There will be an introduction of the new Division leadership team, update of the Division's state of affairs, and award presentations. The Division reception will follow at the Tower of the Americas on Monday, Aug 15, 8:00pm - 1:00 am. The IM Division Social has become a premier social event at the Academy and you do not want to miss it. See page 8 for more details.

The Division is deeply grateful for the generous sponsorship from several organizations: Booz & Co., Fundação Dom Cabral, GWU-CIBER, SKOLKOVO Moscow School of Management, Schaffer Consulting and Heineken. Booz & Co. has renewed its commitment for another three years sponsorship of our division's Eminent Scholar Award. We also have a very generous contribution from Schaffer Consulting to establish a new award, Robert H. Schaffer Award for the Best Paper in Applied International Management. This award will recognize a study that has the most valuable and broad contribution to the practice of international management.

We extend a special recognition to Chei Hwee Chua for her role as Editor of our division's newsletter, IMD News, and Nidthida Perm-Ajchariyawong as the Division's Webmaster. We also appreciate your continuous support of the IM Division and look forward to seeing you in San Antonio.

Sam (Seung Ho) Park, Division Chair

Incoming Executive Committee Member

Sea-Jin Chang will join the IM Division Executive Committee as an elected member immediately after the 2011 AOM Annual Meeting at San Antonio this August. He will commence his 5-year long service to the division, starting as PDW Program Chair for the 2012 AOM Annual Meeting.



Bio: Chang Sea-Jin is a Provost Chair Professor of the NUS Business School, National University of Singapore. He is primarily interested in the management of diversified multinational firms. His current research focuses on understanding the process of creating operating synergies among diversified lines of business and building a strong local organization after entering a foreign country. His other research interests include organizational learning, corporate growth through joint ventures and acquisitions, foreign direct investments and comparative management studies of Japan, Korea and China. His research has been published in journals such as the Strategic Management Journal, Academy of Management Journal, Organization Science, Journal of Business Venturing, Journal of Management Studies, Review of Economics and Statistics as well as the Journal of Industrial Economics. He is an Editor of the Journal of International Business Studies, a premier academic journal in international business and sits on the editorial boards of several other leading journals such as the Strategic Management Journal.



71st Annual Meeting SAN ANTONIO August 12-16, 2011

IM Division Main Program Highlights

We are rapidly approaching the start of our meeting in San Antonio and I am grateful to many for helping create a wonderful program. This year, we offer 18 Symposia, 37 Paper Sessions, 10 Divisional Roundtable Sessions, 10 Cross-Divisional Paper Sessions, and 8 Discussion Paper Sessions. Let me share some highlights of the 2011 IM division program.

Program Highlights

There are too many interesting conference activities to list here, so I will just call your attention to a few.

Six IM sponsored showcase symposia:

- #736: **Diaspora Investment & Entrepreneurship**
(Mon, Aug 15, 9:45am - 11:15am, San Antonio Convention Center Room 210 B)
- #1275: **East Meets West: A South Asian Perspective on Management Theories and Practices**
(Tue, Aug 16, 8:00am - 9:30am, San Antonio Convention Center Room 210 B)
- #1372: **Scientific Mindfulness**
(Tue, Aug 16, 9:45am - 11:15am, San Antonio Convention Center Room 210 A)
- #1460: **Leadership across Societies: Universal & Culturally Specific Leadership Behavior Effectiveness** (Tue, Aug 16, 11:30am - 1:00pm, San Antonio Convention Center Room 212 B)
- #1461: **Dauids & Goliaths in the Global Automotive Industry: Entrants From East, South & New Technologies** (Tue, Aug 16, 11:30am - 1:00pm, San Antonio Convention Center Room 210 B)
- #1595: **Integrating Political Science into International Business Research**
(Tue, Aug 16, 3:00pm - 4:30pm, San Antonio Convention Center Room 210 B)

These are some **scholarly sessions reflecting the conference international theme of West meets East** by investigating enlightening, balancing, and transcending culture in global activities:

- # 631: **When West Meets East: Cultural Values and International Management**
(Mon, Aug 15, 8:00am - 9:30am, San Antonio Convention Center Room 207 B)
- #834: **Cross-Cultural Studies in International Business: Cultural Variation and Cultural Values**
(Mon, Aug 15, 11:30am - 1:00pm, San Antonio Convention Center Room 207 B)
- #940: **Cross Culturalism and Values in International Management**
(Mon, Aug 15, 1:15pm - 2:45pm, San Antonio Convention Center Room 207 B)
- #944: **Cross-Cultural and Comparative Studies of International Goals and Values**
(Mon, Aug 15, 1:15pm - 2:45pm, San Antonio Convention Center Room 210 B)
- #1371: **Cross-Cultural Comparison: Decision-Making, Leadership, and Governance Codes**
(Tue, Aug 16, 9:45am - 11:15am, San Antonio Convention Center Room 210 B)
- #1593: **Effects of National Culture and Environment on Foreign Direct Investment**
(Tue, Aug 16, 3:00pm - 4:30pm, San Antonio Convention Center Room 207 B)

In addition, we have these very special **social events**:

- #564: **Thought Leadership Café**
(Mon, Aug 15, 7:00am - 8:00am, San Antonio Convention Center Room 214 A).
- **IM Division Social** (Mon, Aug 15, 8:00pm - 1:00am) @ Tower of the Americas 600 HemisFair Park San Antonio, Texas. (see page 8 for more information).
- #1228: **Meet the IM Leadership Breakfast** (Tue, Aug 16, 7:00am - 8:00am, San Antonio Convention Center Room 214 A)

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IM Division Thought Leadership Café

Date: Mon, Aug 15
Time: 7:00am -8:00am
Venue: San Antonio
Convention Center
Room 214 A
Organizer: John Mezias,
Program Chair

Come & enjoy

coffee and informal
conversations with some of
the division's most innovative
thought leaders!

Informal roundtable groups
will provide great
opportunities for open-ended
discussions with these
scholars.



International Mgmt & Sustainability

Thought Leader:
P. (Tima) Bansal, U. of Western
Ontario

Qualitative & Mixed Methods in International Business Research

Thought Leader:
Mary Yoko Brannen, INSEAD

MNCs from Emerging Markets

Thought Leader:
Alvaro Cuervo Cazurra,
Northeastern U.

National Institutions and Political Economy

Thought Leader:
Lorraine Eden, Texas A&M U.

IB Theory, FDI, and Entry Mode

Thought Leader:
Jean Francois Hennart, Tilburg U.

Strategy by Firms based in Emerging Markets

Thought Leader:
Will Mitchell, Duke U.

Barry M. Richman Best Dissertation Award Finalists

Multi-Location Firms as a Medium for the Geographic Diffusion of Knowledge

Joel N. Blit (Ph.D. awarded by
U. of Toronto)

Orchestrating Innovation in the Multinational Enterprise: Headquarters Involvement in Innovation Transfer Projects

Henrik Dellestrand (Ph.D.
awarded by Uppsala U.)

Innovation in Emerging Markets - Three Essays

Prithwiraj Choudhury (Ph.D.
awarded by Harvard U.)

The Role of General Purpose Technology in the Restructuring of MNC International Innovation Networks

Ranfeng Qiu (Ph.D. awarded
by Rutgers U.)

(Cont'd from p.3)

And, the following special **award sessions**:

- #461: **Booz & Co. Eminent Scholar Award Presentation**
(Sun, Aug 14, 2:00pm - 3:30pm, San Antonio Convention Center Room 207 B)
- #1048: **Robert H. Schaffer Award for Best Paper in Applied International Management**
(Mon, Aug 15, 3:00pm - 4:30pm, San Antonio Convention Center Room 207 B)
- #1142: **Barry M. Richman Best Dissertation Award**
(Mon, Aug 15, 4:45pm - 6:15pm, San Antonio Convention Center Room 207 B)

Please mark your agenda and join us for the **IM Division Business Meeting** on Mon, Aug 15, 6:30pm - 7:30pm at San Antonio Convention Center in Room 207 B.

Looking forward to seeing you in San Antonio!

John Mezias, Program Chair

IM Division Awards 2011 Finalists

This year, the IM Division will give out several division awards, including the **IM Division SKOLKOVO Best Paper Award**. Finalists for these awards are listed below. The winners will be announced at the IM Division Business Meeting, Mon, Aug 15, 6:30pm - 7:30pm (San Antonio Convention Center Room 207 B). Special thanks to members of the IM Division Research Committee (David C. Thomas, Chair; Elizabeth L. Rose; Paula Caligiuri; James Robins; JT Li; and Sea-Jin Chang), and the Doug Nigh Award Committee (Kendall Roth, Chair; Nick Athanassiou; and Steve Tallman) who did an exceptional job reviewing all award finalist papers and selecting winners. We also thank the sponsors of our division awards. Finally, congratulations to all award finalists and nominees!

IM Division Fundação Dom Cabral Best Paper in Strategy / IB Theory Award (Finalists)

The Hidden Costs of Offshoring: The Impact of Complexity, Design Orientation and Experience

Authors: Marcus Møller Larsen, Copenhagen Business School; Stephan Manning, U. of Massachusetts, Boston; Torben Pedersen; Copenhagen Business School.

Evolutionary Theory and the Advantage Paradox of Multinational Corporations

Authors: Francesco Ciabuschi, Free U. Bozen-Bolzano; Henrik Dellestrand, Uppsala U.; Oscar Martín Martín, Navarra Public U.

Understanding Non-Compliance with Corporate Governance Codes: Evidence from Europe

Authors: Luiz Ricardo Kabbach de Castro, U. Autònoma de Barcelona; Rafel Crespi-Cladera, U. de les Illes Balears.

How do Subsidiaries Confront Institutional Duality? Identity Claims at Hindustan Lever 1961-2009

Authors: Anirvan Pant, Indian Institute of Management, Bangalore; J Ramachandran, Indian Institute of Management, Bangalore.

IM Division Best Paper in OB / HRM / OT Award (Finalists)

An Institution-Based View of Executive Compensation: A Multilevel Meta-Analytic Test

Authors: Marc van Essen, U. Utrecht School of Economics; Pursey Heugens, RSM Erasmus U.; Hans Van Oosterhout, RSM Erasmus U.; Jordan Otten; RSM Erasmus U.

CEO-Senior Executive Dissimilarity and CEO Dismissal: The Moderating Role of Power Distance

Authors: Weiwen Li, Sun Yat-sen U.; Yuan Lu, Chinese U. of Hong Kong; Ai He, South China U. of Technology; Yuanyuan Gong, Chinese U. of Hong Kong

What Drives Cultural Variation in Deference to Authorities? Internalized goals or Injunctive Norms

Author: Krishna Savani, Columbia Business School

Effects of Participative Leadership: The Moderating Role of Cultural Values

Authors: Zhen Zhang, Arizona State U.; Mo Wang, U. of Maryland, College Park; John W. Fleenor, Center for Creative Leadership

(cont'd on p.5)

(Cont'd from p.4)

IM Division GWU-CIBER Best Paper on Emerging Markets (Finalists)

Uncertainty Awareness and Corporate Ownership Concentration: Evidence from Latin America

Authors: Luiz Ricardo Kabbach de Castro, U. Autònoma de Barcelona; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Rafel Crespi-Cladera, U. de les Illes Balears

International Expansions of Emerging-Economy Firms in Advanced Economy:

A Path-Breaking-Change View

Authors: Kiattichai Kalasin, HEC Paris; Pierre Dussauge, HEC Paris

Emerging Economies as Sources of Innovation: Patenting by Indian and Chinese R&D Subsidiaries

Authors: Tufool Alnuaimi, Imperial College Business School; Gerard George, Imperial College London; Phanish Puranam, London Business School

Milking the Rich Cow Dry?: Cross-Border M&As by Developing Country Multinational Companies

Authors: Wenjie Chen, George Washington U.; Alvaro Cuervo-Cazurra, Northeastern U.

Doug Nigh Award for an interdisciplinary paper authored by a junior scholar (Finalists)

How Venture Capital Firms Confront Political and Legal Risks: The Case of Latin America, 1992-2003

Authors: Theodore Andrew Khoury, Portland State U.; Marc T. Junkunc, U. of Miami; Santiago Mingo, U. Adolfo Ibanez

Capitalizing on Weak Institutions: Localness and Private Equity Performance in Emerging Economies

Author: Markus David Taussig, Harvard Business School

Embedding Work Values into Globalization Theory

Authors: Irina Cozma, U. of Tennessee, Knoxville; David J Woehr, U. of North Carolina, Charlotte

Networks Of Influence: Implementing Politically Sustainable Multinational Stakeholder Strategies

Author: Lite Nartey, U. of South Carolina

NEW Robert H. Schaffer Award for the Best Paper in Applied International Management (Finalists)

We are pleased to announce the creation of the Robert H. Schaffer Award for the Best Paper in Applied International Management. This annual award is sponsored by Schaffer Consulting, a leader in the development and practice of organizational and cultural change for 50 years. It will honor Robert H. Schaffer, a distinguished leader and innovator in the management consulting industry who originated Schaffer's unique results-driven approach to organizational change. To learn more, visit

www.SchafferResults.com.

The Internationalization of Small and Medium-Sized Enterprises Based in Transition Economies

Authors: Mai Thi Thanh Thai, HEC Montreal; Li Choy Chong, U. of St. Gallen

Spinning Gold: The Financial Returns to External Stakeholder Engagement

Authors: Witold Jerzy Henisz, U. of Pennsylvania; Sinziana Dorobantu, U. of Pennsylvania; Lite Nartey, U. of South Carolina

Uncertainty Awareness and Corporate Ownership Concentration: Evidence from Latin America

Authors: Luiz Ricardo Kabbach de Castro, U. Autònoma de Barcelona; Ruth V. Aguilera, U. of Illinois, Urbana-Champaign; Rafel Crespi-Cladera, U. de les Illes Balears

Evolutionary Theory and the Advantage Paradox of Multinational Corporations

AOM Awards Nominees

In addition to the division awards, we have nominated papers from our division for two prestigious AOM awards - the Carolyn Dexter Award (for the best international paper that is in line with the program theme), and the William H. Newman Award (for the best paper based on a dissertation).

The IM Division's nominees for these two awards are:

Carolyn Dexter Award Nominee

Internationalization in NGOs: Environment, Structure & Board Governance

Authors: Alnoor Ebrahim, Harvard U.; Srilatha Batliwala, Harvard U.

William H. Newman Award Nominee

Foreign vs. Domestic Firms Benefit of Information Gathering and Deployment

Author: Jörg Zimmermann, Max Planck Institute of Economics

IM Division Outstanding Educator Award 2011



Congratulations to ...

Professor Joyce Osland
San José State U.

Do you teach or are you interested in teaching **International Negotiation?**



If so, attend the highly interactive PDW "Teaching International Negotiation", which will address teaching methods and pedagogical concerns.

The presenters, Steve Weiss (Schulich School of Business, Toronto) and Raymond Saner (Diplomacy Dialogue, Geneva and Sciences Po, Paris), have over 25 years of experience teaching international negotiation, and all participants will have the opportunity to interact with them individually and in small groups.

This PDW will take place on Fri, Aug 12 from 9:00am to 4:00pm (including lunch) at the San Antonio Convention Center Room 213B.

As materials will be sent in advance, **pre-registration is required.**

Pre-register by Aug 10

at <https://secure.aomonline.org/PDWReg/logon.asp>.



71st Annual Meeting
SAN★ANTONIO
August 12-16, 2011

IM Division PDW Program

This year's Professional Development Workshop Program consists of an interesting and innovative range of topics and events spanning the areas of research and methods training, teaching, outreach activities, and career development.



Our **social events** start Fri, Aug 12 at 6:00pm with the IM Division "PDW Welcome" at the San Antonio Convention Center #210A. Immediately afterwards, the Division's Executive Committee members will lead small groups to a "**Dinner on the Town**" (each participant pays for his/her own meal). We also invite all IM Division members to join us at our **PDW Reception** on Sat, Aug 13 from 6:00pm - 8:00pm at the San Antonio Convention Center #209. Food & refreshments will be served.

PDW scholarly sessions are Fri and Sat. Andy Spicer and Bill Newbury have organized outstanding Doctoral Student and Junior Faculty Consortia; Susan Feinberg has assembled a great team for our Paper Development Workshop; and Steve Weiss has organized a compelling teaching workshop on the topic of international negotiation. Please join me in thanking them for their hard work in organizing these cornerstone components of our PDW program. Below are the rest of the PDWs in which our division is lead sponsor. We also co-sponsor many PDWs led by other divisions. Please refer to the AOM 2011 Online Program for a full listing: <http://program.aomonline.org/2011/>

- #14 International Human Resource Management: Pedagogical challenges and innovative solutions
- #62 EJIM Scholar-Practitioner Forum: Emerging Markets: Economic Imperatives & Societal Needs
- #84 Innovative Approaches to Understanding Management in Africa
- #191 Frontiers of Cross Cultural Research
- #192 New Theories to Explain Foreign Entry Structures
- #353 Teaching about Liability of Foreignness: Promoting Understanding of Challenges Facing Foreign Firms
- #295 Using International Engagement to Broaden the Academic Enterprise: Integrating International Management Research, Teaching, and Social Initiatives
- #316 East Meets West (and Everyone Else): Developing Effective Foreign Study Tours
- #343 Causal Inference in International Business: An Introduction to Instrumental Variables and Selection Bias

See you in San Antonio!

Jennifer Spencer, PDW Program Chair

Brush Up On Your Methods!

PDW sessions sponsored and co-sponsored by the IM Division at AOM 2011

- Base of the Pyramid Research Methods: Overcoming Perils and Pitfalls in the Quest for Quality Data (Fri, Aug 12, 3:30 pm -10:00pm, Marriott Riverwalk Salon A)
- The Case Against Null Hypothesis Significance Testing: Flaws, Alternatives, and Action Plans (Fri, Aug 12, 8:00am - 10:00am, San Antonio Convention Center #203A)
- Measuring Knowledge Flows: Patent and Non-Patent Data (Sat, Aug 13, 12:30pm - 3:30pm, San Antonio Convention Center #208)
- Causal Inference in International Business: An Intro to Instrumental Variables and Selection Bias (Sat, Aug 13, 3:30pm - 5:30pm, San Antonio Convention Center #203A)

Visit to South West Research, San Antonio, & Scuderi Group Research Collaboration

The **IM Division Outreach Committee** is pleased to announce the following exciting opportunity: Visit of South West Research Institute, San Antonio & Scuderi Group research collaboration, as an off-site activity.

Date: Mon, 15 Aug 2011

Time: Depart at 1:40pm and return before 4:45pm

Meeting place: Central Lobby of the San Antonio Convention Center

Cost: US\$12.00 per participant (for the bus transfer) to be paid in cash before departure

Registration: Email event organizer, Cordula Barzantny at c.barzantny@esc-toulouse.fr

You will receive an official confirmation following your registration.

Southwest Research Institute (SwRI), headquartered in San Antonio, Texas, is one of the oldest and largest independent, nonprofit, applied research and development (R&D) organizations in the United States. Founded in 1947, SwRI provides contract research and development services to industrial and government clients in the United States and abroad. www.swri.org/

This offers an exceptional opportunity to learn about international networks of technological innovation for the case of the **Scuderi Group** and also meet a Scuderi family member, a partner of SwRI for alternative combustion engines. The Scuderi Group is a very fascinating 20 person, family-business engine technology company based in the US with an office in Frankfurt, Germany, Nagoya, Japan and world-wide collaborations. They developed an alternative (combustion) engine based on their father's concept (who developed the CFC-free fridge) together with SwRI and some MNCs like Bosch, Mahle, Exceldyne and others. They already have a few hundred patents and are looking for first licensees before they go public. In terms of financing, they used family, friends and family offices to collect \$85m - being pre-revenue. The company has recently been covered in the Wall Street Journal, Forbes and many other publications. For more info, go to <http://www.scuderigroup.com/>.

PS. Since space is limited, we take reservations on a first-come, first-served basis and request that you advise us - even at very short notice - if you cannot honor this visit in the last minute despite your registration at c.barzantny@esc-toulouse.fr.

Dreaming of an Idyllic Afternoon on a Boat?

Dream no more! Come join your IM Division friends and colleagues for a 40-minute narrated boat trip along the Riverwalk.

Date: Fri, Aug 12

Departure time: 4:15pm sharp

Meeting place: Departure and return are at the convention center (along the water on the River Level of the Convention Center - under the glass bridge)

Cost: US\$5.00 per person payable at the boat (exact change will be greatly appreciated)

There is a 36 person capacity to the boat, so please RSVP to imdpcdw@gmail.com to reserve a place (or you can take your chances at the boat). Guests are welcome to come along. Hope to see you there!

Organized by Jennifer Spencer, PDW Program Chair



Booz & Co. Eminent Scholar Award Presentation Session

Date: Sun, Aug 14

Time: 2:00pm - 3:30pm

Venue: San Antonio Convention
Center Room 207 B

Professor Jagdish Bhagwati speaks on

Globalization with a Human Face



The 2011 Booz & Co. Eminent Scholar Award will be presented to Prof. Jagdish Bhagwati, Columbia U.

From 1968 until 1980, Prof. Bhagwati was at the Massachusetts Institute of Technology and has subsequently been at Columbia U. He has served as an external advisor to the Director General of the World Trade Organization, as a special policy advisor on globalization to the United Nations, and as an economics policy advisor to the Director-General of the General Agreement on Tariffs and Trade. He currently serves on the Academic Advisory Board of Human Rights Watch (Asia) and on the board of scholars of the Centre for Civil Society. He is a Senior Fellow of the Council on Foreign Relations. He is the author of hundreds of articles and numerous books including the 2004 best seller, *In Defense of Globalization*, where he argues "this process [of globalization] has a human face, but we need to make that face more agreeable."

Professor Bhagwati will discuss his work on *Globalization with a Human Face*, and will be followed by commentaries from Professors Ted London, U. of Michigan and Tarun Khanna, Harvard U.

If you want to
**broaden your
experience**
through social
engagement,

but are not sure how to start, then
come to this special PDW session,

“Using International
Engagement to broaden
the Academic Enterprise:
Integrating International
Mgmt Research, Teaching,
& Social Initiatives”

on Sat, Aug 13,
1:00pm - 3:30pm at the
San Antonio Convention Center
Room 206 B.

Panelists Madhubalan
Viswanathan, Tarun
Khanna, Will Mitchell,
Lite Nartey, & Prithwiraj
Choudhury will discuss
broadening & enriching
the academic enterprise
through social engagement
in the international
arena.

The PDW will start with
an interactive, hands-on
session where an
ongoing academic
initiative in subsistence
marketplaces will serve
as an exemplar to
stimulate discussion.

Next, the panel will
discuss other paths to
international engagement
that enhance research & teaching. Interactive discussion
will enable participants to learn from
and apply the panelists’
insights to their own academic
endeavors while understanding
challenges and obstacles to
international social engagement.
The emphasis throughout will be
on translating participant
experiences to actionable
knowledge for research, teaching,
& outreach.



Do not miss the premier social event at the AOM annual meeting!



IM Division Social
Mon, Aug 15, 2011 (8:00pm - 1:00am)
@ Tower of the Americas
600 HemisFair Park San Antonio, Texas

<http://www.toweroftheamericas.com/>

This year, the IM Division Social will be held at an awesome venue:
The Tower of the Americas. It is only a short walk from the
convention center and it features breathtaking panoramic views of
San Antonio from 750 feet.

Mark your calendars now and bring your
colleagues and friends for a night of fun and laughter. We will
continue our tradition of offering great food, music, and dancing.
Specifically, you will be greeted with **Mariachi music** and later
treated to a dance exhibition featuring a **Texas Two-Step**
performance. Remember to bring your dancing shoes as our

DJ will guide you to dance the night away with fellow IM Division members and friends!

Ticket to attend this event: Your AOM 2011 Name Badge

We thank our sponsors **Schaffer Consulting**
and **Heineken** for their generous support!

IM Division Doctoral Student Get-together

Date: Sun, Aug 14

Time: 7:00pm

Venue: Riverwalk-Chili's
(849 E. Commerce St. Suite 109, San Antonio)



The IM Division Doctoral Student Committee organizes a yearly get-together for doctoral
student members at the AOM annual meeting. Come and network with fellow doctoral
students at Chili's this year.

For more information, please contact Nan Zhou, Doctoral Student Committee Chair at
nzhou@skolkovo.ru

Snapshot of IM Division Five-year Review

The five-year review of the IM Division captures the Executive Committee's analysis of the division's current status, its strengths, obvious areas for improvement, and the new initiatives that are do-able and will increase the value-added by the division and enhance its attractiveness to current and new members. This analysis is based on: (i) review of data on membership trends, (ii) results of the multiple choice, as well as open-ended questions in a survey of the membership conducted in Fall 2010, and (iii) the EC's own perceptions regarding the evolutionary trajectory of the division, as well as the opportunities and threats that may lie ahead.

Key Conclusions

The EC believes that the IM division is doing quite well in the following areas:

- It remains one of the largest divisions (4th largest) in the Academy
- Quality of the PDW
- Quality of the main Program
- Division social and networking
- Joint AOM-AIB symposium
- Thought Leadership Café (with leading scholars from other divisions)
- Division governance
- Solid financial situation and very good at fund-raising
- Collegial culture

Areas for improvement (suggested by survey results):

- The 5-year membership trends indicate that IM is not growing as rapidly as the Academy as a whole.
- The division website needs improvement in several areas: (i) more frequent updates to keep it timely; (ii) richer content especially regarding teaching resources; and (iii) enabling creation of online communities with common interests.
- The division needs to figure out ways to increase member involvement.
- The division needs to increase the disciplinary relevance and rigor of the papers and sessions in the PDWs and the main program.

Additional new initiatives with high potential to add significant value to the members:

- Easy-to-Implement: Conduct video interviews with journal editors regarding research in IM domain and post these as podcasts on the IM website.
- More Difficult-to-Implement: Organize joint IM-BP-OMT and/or IM-OB-HR mini-conferences (on a bi-annual basis?) at a time and location different from the annual meeting.

Trends in IM Division Membership

Of the 25 divisions and interest groups of the Academy, IM ranks #4 in terms of membership size. In terms of shared membership, IM highest commonality is with the other large divisions of the Academy. A very large proportion (44%) of IM members are also members of BPS. In turn, from the BPS perspective, IM is their 2nd largest shared membership division (24% of BPS members are also IM members), second only to OMT (27% of BPS members are also OMT members).

Implications:

- IM should actively explore joint programming with BPS and OMT.
- IM should also explore opportunities to deepen ties with some of the other large divisions (especially in the more micro areas such as OB and HR).

During the last five years (2006-2010), IM membership has grown at a slower pace than for the Academy as a whole. This is true for membership from within as well as outside the US. A likely explanation is that, as globalization has become more widespread and mainstream, new members are more inclined to join the disciplinary divisions rather than IM. This interpretation would reinforce the need for IM to explore more intensively the opportunity for joint programming with some of the other divisions.

For the complete

Five-year Division Review Report,

go to our Division's Homepage

http://division.aonline.org/im/index.php?option=com_content&task=view&id=94&Itemid=139

Sign up & be *LinkedIn*

with IM Division Members!

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.pace.edu/scripts/wa.exe?SUBED1=imd-l&A=1>

IM Division Group on Facebook

Join us at:

Academy of Management - International Management Division

<http://www.facebook.com/groups.php#/group.php?v=info&gid=117647314106>

The Membership Involvement Committee's (MIC) survey results showed that a possibility for research linkages among IM Division members is the most important aspect of the new MIC mission, followed by teaching linkages; and the LinkedIn IMD MIC group platform is the most preferred way of keeping in touch and fulfilling expectations with regard to the MIC mandate.

The MIC would like to encourage all interested IM Division members to sign up for the **IMD MIC LinkedIn group page** (<http://www.linkedin.com/groups?home=&gid=2922555>), so that everyone in our division can begin exchanging ideas & search for opportunities for joint research and teaching.



Vlad Vaiman, MIC Chair

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