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Please see page 6 for contact details

Message from the Chair

Sully Taylor, Division Chair 2003 - 2004

We are all looking forward to seeing you at the Academy of Management meeting in New Orleans. We hope that the lure of great jazz and fabulous food doesn't distract you too much from the exciting program that Eleanor Westney and Ravi Ramamurti have created for you this year. In order to wet your appetite, please read the short summaries each has written on the Professional Development Workshops and the main program included in this newsletter.

One significant addition to the program this year is the new Booz Allen Hamilton Award for Distinguished Scholar in International Management. Booz Allen Hamilton wish to recognize a distinguished scholar in international management who has contributed to the intellectual development of the field through his scholarly work, impact on students and relevance to practitioners. This is an exciting new Award, and I encourage you to read more about the award and this year's recipient in this newsletter.

Since coming together at the Academy in Seattle last August, a number of transitions have occurred within the structure of the International Management Division. While saying good-bye to many of the excellent volunteers who have served the Division so tirelessly and well over the last few years, we have welcomed on board new volunteers with whom we look forward to working. It is the dedication and service to the IMD of people such as these that permits the Division to continue to grow and serve its members' needs year after year. The head of the Member Involvement Committee, taking over from Anne-Wil Harzing, is Gerhard Apfelthaler. Gerhard has been hard at work contacting the regional and country representatives and devising plans for how to continue and expand the work begun under Anne-Wil. Please see the message from Gerhard in this issue concerning the future direction of this committee. With this issue, Thierry Rakotobe-Joel passes on the torch, after three years of excellent duty as newslet-

ter editor. Two editors will now head the newsletter, with Romie Littrell taking on the Editor post and Ilan Alon taking on a new post of Associate Editor. They look forward to expanding the ways in which the newsletter serves the members. Taking over from Jeff Shay as website manager, under whose leadership the website went through a considerable revamp and improvement, Mark Lennon has successfully transitioned the site over to the University of Rhode Island, and is devoting much time and energy to keeping the information on it up to date and relevant to the membership. We are also happy to announce that David Thomas has agreed to take on the leadership of the External Relations Committee, taking over from Allen Morrison who served so ably in that capacity. Finally, last but not least, Julia Gluesing has agreed to take over the leadership of the Teaching Committee from Allan Bird who has led this committee so well over the past few years. We look forward to working with Julia as she ensures that the committee continues to serve the membership on issues related to the teaching of international management.

These changes have not occurred without bumps, and I regret any inconvenience they may have caused you. This has been a real lesson in running a virtual organization, with wonderful and talented volunteers spread across several continents. In the IMD we are blessed with many great people who are willing to give their ideas and time to make the organization work for you, and I look forward to seeing the many creative approaches these new volunteers take to their committees.

Have a great summer, and see you in New Orleans!

Conference website

<http://meetings.aomonline.org/2004/>

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NEW ORLEANS 2004 D. Eleanor Westney, Program Chair

This August, New Orleans will be a hot spot intellectually as well as physically – *the* place for the members of the Academy of Management International Management Division to gather. From the official IM Division Welcome at 8:30 a.m. on Monday, August 9, until the last panel finishes at 4:30 p.m. on Wednesday, August 11, Division members will have an array of presentations, panels, symposia, and social events that will keep them happily occupied in the air conditioning of the hotel, until the cooler night air entices them out to enjoy the delights of one of America's most distinctive urban environments.

Each year, the Division celebrates the achievements of members of the IM community. This year, on Monday afternoon, we honor Alan Rugman, the recipient of this year's Eminent Scholar Award. On Tuesday afternoon at 4:10, the finalists for the Barry Richman Dissertation Award present their research. And at the IM Division Business Meeting that follows, we celebrate the winners of other Division awards, including the Best Paper Awards, the Douglas Nigh Award, and awards for the best reviewers. We encourage all members of the Division to attend the Business Meeting, to participate in the celebration of the achievements of our members and in discussions of the Division's activities.

This year, we are sponsoring nine symposia, four of which have been selected as Showcase Symposia. These Showcase Symposia include two that address the theme of this year's meeting, "Creating Actionable Knowledge". One is a panel on "The Co-production of Knowledge: Voices from Across the Pond," organized by a group of Fellows from the Advanced Institute of Management Research in the United Kingdom, focusing on the production of actionable knowledge through cooperation between scholars and practitioners. The other is "Driving Global Sustainability: Toward an Integrative Policy Mix for Corporate En-

vironmental Policy." Both of these symposia are on Tuesday.

This year the Academy has adopted an format suggested and tested last year by the IM Division Program Chair, Schon Beechler: Interactive Paper Sessions, in which the formal presentations are limited in favor of discussions and debates among the authors and with the audience. Each division was asked to nominate 10% of its submitted papers for Interactive Sessions (this meant 27 of the IM Division's papers), and the Academy then organized those papers into sessions. We urge IM Division members to look out for these sessions in the Program, and to participate in making them a success.

This year's program was built on the large number of excellent papers that were submitted to the Division. Two hundred and seventy-four papers were submitted to the Division this year, of which our 248 reviewers accepted 155. Each year, we draw heavily on the professional spirit of the IM community to perform this crucially important and demanding task of review and evaluation. This year, over 40% of our reviewers are based outside the United States, reflecting the growing global reach of our Division (two years ago, that percentage was 30%).

Last but not least, the Division offers a social event on both Monday and Tuesday. On Monday, the BAH Eminent Scholar reception at 7:00 p.m. is sponsored by Booz Allen Hamilton. And on Tuesday, following the Business Meeting, the justly famous IM Division Social offers an evening of food, fellowship, and music that will again be the envy of other divisions. We look forward to seeing you there.

Search the Program Online

<http://program.aonline.org/2004/default.asp>

Booz Allen Hamilton IMD Eminent Scholar Award

The International Management Division is pleased to announce that strategy+business/Booz Allen Hamilton has generously agreed to sponsor the IMD Eminent Scholar Award for the next three years. Booz Allen Hamilton is one of the world's leading consultancies and committed to the furthering of management knowledge through its in house publication, strategy+business, and support to external organizations like the International Management Division of the Academy of Management.

This year's eminent scholar is Professor Alan Rugman. Alan is the L. Leslie Waters Chair of International Business and at the Kelley School of Business, Indiana University, Bloomington, U.S.A and Director of the Indiana University CIBER. He has published over 200 articles and 40 books dealing with the economic, managerial and strategic aspects of multinational enterprises and with trade and investment policy. Some of his recent books include: *Inside the Multinationals* (Columbia University Press 1981); *Global Corporate Strategy and Trade*

Policy (co-author), (Routledge 1990); *International Business* (co-author) (McGraw-Hill 1985, 1995); *The Theory of Multinational Enterprises and Multinational Enterprises and Trade Policy* (Elgar 1996); *Multinationals as Flagship Firms* (co-author) (Oxford University Press 2000) and *The End of Globalization* (Random House 2000; AMACOM 2001). He serves on the Editorial Boards of *Strategic Management Journal*, *Academy of Management Executive*, *Journal of International Business Studies* and others journals. He is President-Elect of Academy of International Business.

The panel honoring Alan Rugman as this year's Booz Allen Hamilton Eminent Scholar will be held on Monday, August 9, from 5:30-7:00. Tim Devinney will chair the session, and the speakers will include, in addition to Professor Rugman himself, Lorraine Eden and Alain Verbeke. The session will be followed by a reception, to which all Division members are cordially invited.

JUNIOR FACULTY CONSORTIUM INVITATION

Applications and nominations are invited for participants in the International Management Division Junior Faculty Consortium at the 2004 Annual Meetings of the Academy of Management in New Orleans. The consortium will be held on Saturday August 7 from 8:00AM to 5:00PM.

As in the past, the IMD Junior Faculty Consortium will bring together a diverse group of leading scholars to engage in a stimulating conversation with attendees, prompting personal reflection and eliciting ideas to enhance research, teaching and career development. Our aim is not to identify globally-optimal strategies for junior faculty to follow but to assist each scholar to find his or her own way.

The coordinator of the 2003 consortium is Joanne Oxley (University of Michigan) and the co-coordinator is Witold Henisz (University of Pennsylvania). The faculty panelists are:

Ulf Andersson; Uppsala Universitet
John Cantwell; Rutgers
Xavier Martin; Tilburg University
Will Mitchell; Duke University
Mariko Sakakibara; University of California, Los Angeles
Kulwant Singh, National University of Singapore
Bernard Yeung; New York University

If you are a junior faculty member interested in international management who has successfully defended your dissertation in the past four years, 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.

To apply or nominate a colleague, please contact Joanne Oxley (oxley@umich.edu). Applicants should provide the following information in electronic format:

- 1) a 1-2 page CV that includes contact information (email, phone, fax and mail) and
- 2) a 1-page statement of research and teaching interests.

The deadline for applications/nominations is June 1, 2004. Accepted applicants/nominees will be notified by June 15, 2004. A fee of \$35 will be assessed on accepted applicants to cover expenses.

Membership Involvement Committee

Gerhard Apfelthaler

It is not easy following in the footsteps of Anne-Wil Harzing of the University of Melbourne, Australia, whose term as a Chair of the IMD's Membership Involvement Committee ended in the last quarter of 2003. Thanks to Anne-Wil's inspired leadership and hard work, this important initiative has grown strong roots. As the new Chair I would like to make it my mission to build upon the strong foundation and develop a range of initiatives that will increase IMD members', especially international members', involvement and attract new members. The first few weeks and months were spent communicating with MIC delegates (the 'country reps' and 'regional reps') from around the globe in order to seek their input on the main barriers for entry to and involvement in the IMD. Four major challenges emerged from the reps' feedback:

Challenge 1: Raising Awareness for the IMD / Academy

Challenge 2: Making Academy Membership Affordable

Challenge 3: Making Participation in Academy Meetings Possible

Challenge 4: Increasing the Activity Level of Country and Regional Reps

With the support of Sully Taylor, Division Chair, a strategy brief along with suggestions on how to meet those challenges has been produced and submitted to the Executive Committee. These suggestions include an adaptation of the IMD newsletter that allows for a more timely and personalized delivery, advice on how to assist international members in the preparation of successful paper submissions, an affordable 'housing exchange' for the Annual Meeting and many others. It is my hope to be able to implement several helpful initiatives that will boost membership involvement from around the world. If you are not yet active in the MIC, your suggestions are

certainly very welcome. For a list of country and regional reps of the MIC please visit <http://www.harzing.com/professional.htm> (please note that a tran-

PROFESSIONAL DEVELOPMENT WORKSHOPS

Ravi Ramamurti

sition to the IMD website will take effect soon).

This year the IM Division is sponsoring or co-sponsoring 25 PDWs at the Academy, of which IM is the lead sponsor for 14 sessions. Please visit the Academy website to get all the details on specific sessions, but I will point out some highlights here.

The program includes a number of innovations from the recent past that have proven quite successful. For instance, we will once again have an "IM adventure" on Friday--this time involving a swamp tour and a plantation visit. We will also have that same evening a session to explain the IM Division's Program in New Orleans, followed by dinner with representatives of the IM Executive Committee. Also on Friday, we will have a special panel session featuring academics, practitioners, and policymakers on the implications of CAFTA (Central American Free-Trade Agreement) for managers.

The program on Saturday includes the two events that are at the heart of the PDW activities, i.e. the Doctoral Consortium and the Junior Faculty Consortium, each running the full day. In addition, we have the first of two PDW sessions being organized with the BPS Division--this one titled "Conversations on International Strategy and Management." The aim of these sessions is to strengthen dialogue between the IM and BPS membership and to build more on each other's work. Saturday also features two sessions on another thrust of the entire program, namely to serve the specific needs

of non-US members of the IM division. Finally, Saturday concludes with the PDW reception, which we hope will bring together attendees of all PDW sessions and others who seeking to network with IM members.

Sunday features several interesting sessions, including a panel on how to teach executives more effectively, featuring experts on this subject from a number of schools. Another innovative session explores the question of why some IM research has had lasting impact on the field. This session is in fond memory of Sumantra Ghoshal, who was to participate in it, along with Professors Yair Aharoni and Jean-Erik Vahlne. Speaking in Sumantra's place, about his work, will be Professor Chris Bartlett and Eleanor Westney. I hope this session will help us honor Sumantra's contributions to our field and think about an issue that so concerned him, i.e. how to do research that has lasting impact on theory and practice of IM.

Sunday also features important sessions on research methods, on how non-US scholars can be more successful in publishing in leading journals, and a second joint session with the BPS division entitled "Conversations on Corporate Strategy." Sprinkled through Saturday and Sunday are also other popular topics on how to conduct IM research effectively and managerial issues in operating across cultures.

I hope many of you will take advantage of the creative sessions put together by good school year. One trend that will help our financial future is our membership growth. As of April 21st we have IM members for the 2004 PDW and participate in moving the field forward.

April 2004—IMD Treasurer's Report—Debbie Francis

Greetings! I hope you all have had a good school year. One trend that will help our financial future is our membership growth. As of April 21st we have 2294 members, which is an increase of 3.5% or 78 members (1382 U.S., 912 non-U.S.). For forecasting purposes, I still use a conservative number.

The low interest rates continue to take a toll on the income-generating capability of the endowment accounts, thus requiring us to rely heavily on the operating account to fund awards at the levels we desire. The interest rate for 2003 was 2.35%, which is not bad these days. I am using 2.5% for planning purposes since a rate increase appears imminent. Remember, the division can no longer transfer funds from the operating account to the endowment account, but an individual can send a donation in any amount at any time. The donation would be tax deductible.

The good news is that we have received confirmation that Elsevier will sponsor the Best Paper Award through 2006 and that IMD will sponsor the PDW social through 2006. Even though I budget conservatively, the out-year projections always appear grim (deficit spending). The decrease in the award budget is due to more funding from the endowments. The increase in 2006 "other" budget is due to the 5-year report. As you can see we still have challenges ahead, but appear to be holding our own.

See you in hot, muggy New Orleans, my family homestead. I do recommend casual, "cool" wear and a good sense of humor.

Financial Status Report Yearend 2003 OPERATING ACCOUNT

Membership	2216	2280	2250	2200	2200
ACADEMY FUNDS					
Carry-Forward	7997	2713	1957	2277	827
Allocation	19310	20444	21020	20750	20300
TOTAL AOM FUNDS	27307	23157	22977	23027	21127
REVENUE	2225	3000	3000	3000	0
EXPENSES					
Annual Meeting Activities	19605	17100	17100	17100	17,300
Awards	2369	1800	1300	1300	1300
Newsletter	0	100	100	100	100
Endowment Contribution	2000	0	0	0	0
Other	2845	5200	5,200	6700	5200
TOTAL EX.	34,289	24200	23700	25200	23900
BALANCE	2713	1957	2277	827	-2773

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Special Projects

Open

**COMING TO
CAIRNS?
8th Conference on
International
Human Resource
Management
"Making a
Difference in a
World of
Differences"
CAIRNS
AUSTRALIA
14-17 June 2005**

The 8th Conference on International Human Resource Management will be held in Cairns, Australia. The program is designed to appeal to practitioners as well as academics in IHRM, and general management.

[http://
www.ihrm2005.com/](http://www.ihrm2005.com/)

**JOIN THE IM'S
VIRTUAL COMMUNITY**

The International Management Division Discussion Group, IMD-L puts you in contact with your IMD colleagues. We hope you'll join and initiate discussion of IM research and teaching issues. It's very easy to join or leave -- Just go to:

[http://
www.aom.pace.edu:81/
guest/
RemoteListSummary/imd_1](http://www.aom.pace.edu:81/guest/RemoteListSummary/imd_1)
and take a peek.

Cybercollegially,

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CALL FOR BOOK CHAPTERS

Business and Management Education in the Greater China Area

Successful pedagogical models
Needs analysis in the light of changing environment
Successful and transferable organizational models of the business education enterprises
Training and executive education modalities and relevance to emerging markets' needs
Course content and curricula
Cross-cultural lessons; learning from each other
Exchange programs for both students and teaching staff
Use of international consulting and experiential projects
Training of future generations of business educators
The role of research in the business education enterprise in emerging markets
Relationship of professional schools to government and industry: recruitment, placement

The following deadlines apply for submitted papers:

Sept 10, 2004: papers submission due

2005: Book published by World Scientific Publishing



Call for Papers Extended to 12 July 2004

**2ND WORKSHOP ON INTERNATIONAL STRATEGY AND CROSS-CULTURAL
MANAGEMENT**

EDINBURGH, SCOTLAND - The University of Edinburgh Management School, - 24-25 SEP-
TEMBER 2004

The European Institute for Advanced Studies in Management

http://www.eiasm.be/frontoffice/event_announcement.asp?event_id=376



International Association for Management of Technology

14th international conference will be held in Vienna, Austria in collaboration with the United Nations Industrial Development Organization (UNIDO). The Conference dates are May 22-26, 2005. The call for papers will be issued shortly.

15th International Conference on Management of Technology
East Meets West - Challenges and Opportunities in the Era of Globalization
May 22-26, 2006, School of Economics and Management at Tsinghua University,
Beijing, P.R. China

<http://arago.cprost.sfu.ca/~iamot/>



Lists of Conferences and Calls for Papers:

<http://www.aonline.org/aom.asp?id=226>

<http://globaledge.msu.edu/academy/CallforPapers/index.asp>