

October 2003

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**ACADEMY OF MANAGEMENT — INTERNATIONAL
MANAGEMENT DIVISION**

Preparing for New Orleans 2004

Eleanor Westley, Program Chair 2003-04

Massachusetts Institute of Technology

The theme for the 2004 Annual Meeting in New Orleans is "Creating Actionable Knowledge." The "Call for Submissions" on the Academy website sets out the paradox that although the Academy's mission includes the goal that "our science-based knowledge be relevant, responsible, and make a valuable contribution to society and its institutions," our research too often seems to be much more concerned with theoretical and methodological rigor than with how the findings could or should be used. This year's theme, "Creating Actionable Knowledge," calls on Academy members to reflect not only on the challenge of making our research more actionable and accessible, but also on the issue of "actionable by whom and for whom".

The tension between academic rigor and practical relevance has long been a focus of reflection and debate in the field of International Management, and therefore this year's theme has a particular resonance for our division. The growing importance of cross-border business for today's enterprises, small as well as large; the increasing level of cross-border networking among non-profit organizations (including universities and management schools); debates over globalization, the role of the nation-state, and the effects of Foreign Direct Investment - all these issues have expanded significantly the potential relevance of research and theory in the IM field. The challenges raised by the Academy theme are many and varied, and include:

- What is actionable knowledge? How do we capture and make sense of the tacit knowledge that is so important to knowledge in action?
- What forms of disseminating our research increase the likelihood that it will be understood and used? What can our scholarly journals do to close the gap between research and practice?
- What larger forces and institutions contribute to or inhibit the creation of actionable research (universities, professional organizations, the culture and organization of research, etc.)? How well are we educating the researchers of tomorrow to balance rigor and relevance?
- What is the role of action research? How influential is it for academics in our field, and what impact has it had on practitioners? What other research approaches are likely to generate actionable research?
- How can we gain better knowledge of the key challenges facing organizations today? How can we learn if and how our research findings are being applied?

These and other topics are set out in the Call for Submissions on the Academy website for the 2004 Annual Meeting, and I urge you go through them as you think about framing your submissions for the New Orleans meetings. I also strongly urge you to read carefully the submissions guidelines. Submissions for papers and symposia are due on January 5, 2004, at 5:00 pm EST. Do not wait until 4:00 pm on January 5 to figure out how to submit your paper. The Academy has moved to a fully electronic submission process, which has three stages, involving submission both to the Academy website and to the Division program Chair (ewaomimd@mit.edu). The instructions are detailed and complicated, and you should study them well in advance of the submission deadline. The Submissions Website opens on November 3, 2003, and you can submit your paper or proposal at any time between then and the closing on January 5, 2004. Do also remember the "rule of three": no one may submit more than 3 things for the Refereed Program (this does not include the Professional Development Workshops that precede the regular meeting program), nor can any individual appear in more than three sessions. Some final words of advice: proposals for symposia can be submitted to up to three divisions, and the chances of acceptance are slightly higher if you submit your proposal to two or three divisions.

Finally, whether you are planning to submit a paper or not, please do volunteer to serve as a reviewer for our division. More and more papers are being submitted to us from members outside the IM Division. This is welcome, because it indicates the growing importance of the international dimension of other management disciplines. It does, however, raise the demands for reviewing on our membership - and the number of volunteers for reviewer roles has been shrinking in recent years, not expanding.

I look forward to working with you to generate an exciting and rewarding Academy program for 2004, and I hope to see you in New Orleans.

Eleanor Westney, IMD Program Chair
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Fax: 617-253-2660
E-mail: ewaomimd@mit.edu

LAST DAY TO SUBMIT YOUR PAPER FOR NEW ORLEANS 2004 is January 05th

CALL FOR REVIEWERS

Eleanor Westney, Program Chair

The IM Division urgently needs more of its members to volunteer to review paper submissions. Although the number of submissions to our division has been rising steadily, the number of division members willing to review papers has been falling. Reviewing papers for the Academy is an excellent way to keep abreast of developments in your field, to calibrate your own work, and to contribute to the advance of the field. Please consider volunteering to act as a reviewer - especially if you are yourself submitting a paper (fairness suggests that those who want to be on the Program should contribute to the construction of the Program). You will be asked to review three or four papers in your area of expertise, during the month of January. Please get in touch with the Program Chair,

Eleanor Westney
ewaomimd@mit.edu

JOIN THE IMD'S VIRTUAL COMMUNITY

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

Cybercollegially,

Charles Wankel
IMD-L Listmaster
wankelc@stjohns.edu

CALL FOR NEWSLETTER EDITOR

The International Management Division is soliciting applications from volunteers interested in serving as the division Newsletter Editor. This individual will be responsible for the Electronic Newsletter issues appearing between January 2004 and December 2007, three to four times a year. He/She will work with the Executive Committee and insure the timely production of all newsletter issues. If you are interested on this position or need further information, please contact:

Sully Taylor, IMD Division Chair
sullyt@sba.pdx.edu
Tel: (503) 725 3761

Thierry Rakotobe-Joel, Newsletter Editor
trakotob@ramapo.edu
Tel: (201) 684 7096

Message from the Chair

Sully Taylor, Division Chair



The International Management Division continues to grow and change in order to meet the needs of its members. Over the last several years, we have moved from being a paper-based

organization, from paper submission to newsletter, to almost entirely web based services and communication. The IMD has increased its connections to international businesses through the creation of an external relations committee, which led to a very well attended, excellent panel of managers from Starbucks, Microsoft and Boeing at the AOM Conference in Seattle. IMD's role in advancing international management research was greatly enhanced this year with the establishment of a research committee, headed by Richard Osborne, which created criteria and selected the best papers for several of the annual IMD awards.

The IMD will continue throughout this next year to innovate in different ways to better meet the needs of its members. While the precise paths are not all identified, some of the issues that will be targeted this year include:

1. Continuing to push for greater inclusiveness in the IMD. This focuses on making sure that all people who can have a 'home' in the IMD feel welcomed and have their needs met, including students, non-U.S. based members, practitioners and scholars from other disciplines. For example, the Membership Involvement Committee, which got such a strong start under Anne-Wil Harzing's leadership, will continue to work on encouraging non-U.S. based members to participate in all facets of the IMD. It also

means inclusiveness of ideas, ensuring that there is no one way of looking at the issues of international management, and welcoming dissent from prevalent ideas as well as innovative perspectives on the phenomena we study. Inclusiveness can be achieved though such avenues as removing barriers to participation in IMD, including identifying the processes and procedures that may keep people from participating in the IMD. We also want to increase inclusiveness by making serving on the IMD executive committee more accessible, including working on reducing the term of service from 5 to 4 years.

2. Ensuring that relevance is always a key criterion. Inviting people to the party is not enough - we must continue to be sure that what we have to offer is relevant to the work people do. The IMD will continue to focus on being relevant to your needs, from research to teaching. Our job will be made easier with your input in this regard, and we hope to hear from you throughout the year.

We encourage you to remain involved in the IMD throughout the year, and to let us know how we can better serve you. There are multiple paths to reaching the goals of inclusiveness and relevance, and we hope that you all help guide us to productive avenues.

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IMD EVENTS REPORT, Seattle 2003

Schon Beechler, Program Chair

The International Management Division program in Seattle in August was an exciting, diverse and stimulating one. This year, the International Management Division received a total of 289 paper submissions and 33 symposia that were sent out for review to our 214 reviewers. Out of these submissions 163 papers and 22 symposia were accepted for presentation at the Annual Academy of Management Conference in Seattle. Of those 22 symposia, 13 were jointly sponsored with other divisions of the academy, 6 symposia were selected as Showcase Symposia and three sessions were selected as All-Academy events.

The Professional Development Workshops started off with a "splash" again this year as a number of members took to the water in kayaks to meet new colleagues, re-establish contact with old friends and get a unique perspective on Seattle. The land-based PDW sessions began on Friday afternoon and included the second annual "Welcome to the IM Division session," followed by dinner with the Executive Council, the Junior Faculty and Doctoral Consortium, as well as a large number of PDWs on teaching, conducting research, publishing, consulting, and collaborating across borders.

The regular program included a total of 91 sessions between Monday and Wednesday. Some highlights included the Distinguished Scholar Forum, chaired by Michael Hitt and featuring Yves Doz who spoke to a full-house on "The Evolving Theory of the Multinational Firm." The practitioner-led session on Globalizing the Multinational, organized by Allen Morrison, brought nearly 100 audience members together to hear from senior executives about their recent corporate experiences with globalization. Members were also able to hear about recent research in the field during a session with the Richman dissertation finalists, Daphne Yiu for the thesis titled "Government, Business Groups and Cor-

porate Entrepreneurial Intensity During Institutional Transition;" C. Fritz Foley for the thesis titled "Essays on the Economics of Multinational Enterprises;" Christine Chan for the thesis titled "Institutional Perspective of Foreign Direct Investment Strategy: The Case of Japanese Multinational Corporations;" and Robert Solomon for the thesis titled "Spillovers to Foreign Market Participants: Assessing the Impact of Exporting and Firm Heterogeneity on Innovative Outcomes."

At the Business Meeting on Tuesday, we presented a number of awards to our members.



The Richman Dissertation Award was awarded to two recipients this year, Christine Chan and Robert Solomon. In addition, the first annual Doug Nigh award was presented by Linda Nigh, who gave a heart-felt speech about Doug, his work, and his legacy in the IM community. Linda presented the award to Esther D. Wyss-Flamm, the recipient of the first Douglas Nigh Best Paper award, for her paper titled "Exploring Democratic Process in Multicultural Teams: A Conversation-Centered Research Approach." In addition, this year's best paper award was awarded to Christine Chan for her paper titled "Institutional Perspective of Foreign Direct Investment Strategy." The IM Division's Best Paper from an Under-represented country award was awarded to Lyubov Bogun for her paper

titled "Nationality, Industry Choice and Economic Performance of International Joint Ventures." In addition, we honored our best reviewers, Martyna Janowicz, Bradley Kirkman, Scott Marshall, Maria Nathan, Ayse Saka, Riki Takeuchi, Thomas Li-Ping Tang, and Hardy Wagner for their outstanding reviews.

Following the Business Meeting the Division held its now-infamous IM Social, drawing in over 300 people from our division and many others for good conversation, food, drink, and dancing to the upbeat tunes of Seattle-based band Quasi Nada.

All in all, the many and varied sessions and activities of the IM Division mirrored the diverse interests and research streams in our field. A record number of people participated in the program this year and a number of "new faces" joined the "old guard" as presenters, discussants and chairs of sessions.

I hope that as we look forward to the coming year that we can continue to build on this tradition and further strengthen our commitment to our members, to building a strong community of members and to participating in a division that is vibrant both intellectually and socially. We received a lot of valuable feedback during our end-of-the-program session at the Academy but if you have additional ideas and suggestions, or just want to volunteer, please contact Eleanor Westney, next year's IM Division Program Chair.

Thank you all for your involvement and participation in the 2003 program and we all look forward to working with you in 2004.

SUMMARY OF IMD EVENTS AT THE PRE-MEETING/PDW AOM 2003 MEETINGS

From Sully Taylor

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

Friday, August 1:

Morning:

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

Afternoon:

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

Evening:

#43 *Welcome to the IM Division* and #51 *Dinner with the Executive Committee*: 6 pm This is an open session to provide an opportunity, particularly for new and international members, to meet other IM division members, the IM Executive Committee, and the country representatives for the IM division. It is particularly valuable to the non-American division members, and is organized in large part by the Division's Membership Involvement Committee, which is developing networks in each major country in which the Academy has members. Dinner in small groups with the IM Division's Executive Committee members follows.

Saturday, August 2.

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

Morning:

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

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

Afternoon:

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

Evening:

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

Sunday, August 3:

Morning:

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

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

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

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

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



Barry Richmann Dissertation Award: Left to Right, Rob Salomon (winner), Dick Osborn (Chair, Research committee), Fritz Foley (Finalist), Sri Zaheer (Past Chair, IMD), Christine Chan (winner), Daphne Yiu (Finalist)



Barry Richman Dissertation Awards Winners: Rob Salomon and Daphne Yiu



AIM-IMD Distinguished Scholar - Commentators (left to right), Julian Birkinshaw, Andrew Inkpen, Steve Tallman



AIM-IMD Distinguished scholar Yves Doz (Left) receiving his award from IMD Division Chair Joseph Cheng (Right)



The Outstanding Reviewers!



Doug Nigh Award Winner



Underrepresented Country Award recipient (Right) with IMD Division Chair Joseph Cheng (Left)



IMD Social

Professional Development Workshop and Symposia at the AOM Meeting 2004

Ravi Ramamurti

DEADLINE FOR PROFESSIONAL DEVELOPMENT WORKSHOP PROPOSALS:
November 10, 2003

DEADLINE FOR PAPER SUBMISSIONS AND SYMPOSIA PROPOSALS FOR THE PROGRAM: January 5, 2004

CALL FOR PROPOSALS

DEADLINE FOR SUBMISSIONS: NOVEMBER 10, 2003

This is a call for proposals for the preconference professional development workshops (PDW) to be held at the upcoming Academy of Management Meeting in New Orleans, Louisiana.

The theme of the 2004 AOM conference is "Creating Actionable Knowledge." The International Management Division will accommodate this theme during the PDW by addressing questions such as how to make international management research more relevant to practitioners, how to bring theory and practice together more effectively, how to generate useful knowledge, and how to implement ideas effectively when operating across borders.

Members are cordially invited to submit proposals for PDW sessions that they would like to organize OR to suggest topics on which they wish someone else would organize PDW sessions. (In the latter case, we will try to locate other members to organize such sessions.)

Professional Development Workshops are scheduled between 1 PM August 6 (Friday) and Noon August 8, 2004 (Sunday). The PDW portion of the AOM is an opportunity to be innovative, to discuss questions that are unresolved, to share best practices in teaching, scholarship, research, and practical application of ideas, to go outside the conference hotel and explore "live case experiences," to discuss and debate, and to organize the kind of sessions that you always wished you could attend at the Academy.

To this end, we are encouraging submissions that will help to strengthen International Management's domain, broaden the definition of that

domain, and to join with others with whom we might not normally partner with during the PDW. We therefore encourage:

- * Innovative proposals
- * Cross-divisional proposals, jointly sponsored by two or more divisions
- * Participation by Ph.D. students, junior faculty, as well as "veterans"
- * Participation by non-US based colleagues
- * Participation by practitioners, as well as academics

PDW sessions can take a number of forms: workshop, symposium, invited speaker, panel discussion, paper session, town hall meeting, debate, tour, keynote address, service activity, reception... We welcome traditional, as well as nontraditional formats and ideas!

The IM Division will continue to offer both a Doctoral Consortium and a Junior Faculty Consortium on Saturday, August 7th. A detailed announcement and application procedures and deadlines will appear in the next IMD Newsletter.

A. GUIDELINES FOR SUBMITTING IDEAS/ TOPICS FOR PDW SESSIONS (that you wish someone else would organize!)

If you do not wish to submit a PDW proposal yourself but would like to suggest a topic or an issue on which you wish someone else would organize a session, then please forward your thoughts in a short email to IMD's PDW chair at r.ramamurti@neu.edu.

Explain what you are looking for, which International Management Division's members (or other AOM members) may also find the topic interesting and why, and which speakers would ideally be featured in that session.

B. GUIDELINES FOR SUBMITTING PROPOSALS FOR PDW SESSIONS

If you have an idea for a PDW session you would like to organize, please submit a proposal, preferably by email, to r.ramamurti@neu.edu. Please use the attached PDW Proposal

Submission Form.

Proposals must be submitted on or before November 10, 2003. However, you are most welcome to discuss your ideas with the PDW chair before the deadline (see contact information below).

If you are unable to submit your proposal via email, please mail or fax your proposal to:

Professor Ravi Ramamurti
Northeastern University
Hayden 309
360 Huntington Avenue
Boston, MA 02115
(Tel) 617 373 4760
(Fax) 617 373 8628

As you will see from the attached PDW Submission Form, proposals should cover the following:

- * Name and address of the organizer or contact person(s)
- * Each participant's intended role in the PDW (click the "Select Role" button on the Proposal Submission Form and choose from the scroll down menu)
- * Title of the session, including a short description of 30 words or less (for inclusion in program summaries), and Keywords
- * Registration details
- * Sponsoring Divisions (other than International Management Division, if any)
- * Orientation/theme
- * List of participants and contact information
- * Proposed scheduling/timing/logistics

In addition, you should address briefly the following issues in the section on page 2 entitled, "Special Info (for pdw chair's review)"

- * Nature of the session and its objectives
- * Relevance to IM Division members and non-members
- * Whether the session will charge a fee, and names/affiliations of any sponsors who might provide funds for the session
- * Which other divisions of the Academy, if any, might want to co-sponsor the session

THE FINANCIAL STATE OF THE DIVISION

Deborah Francis, Treasurer

	Denver Actual 2002	Seattle 2003	New Orleans 2004	Hawaii 2005	Atlanta 2006
Membership	2090	2216	2150	2150	2150
ACADEMY FUNDS					
Carry-Forward	20,234	7,997	4,292	2,436	-14
Allocation	19,031	19,310	20,444	19,850	19,850
TOTAL AOM FUNDS	39,265	27,307	24,736	22,286	19,836
REVENUE	3,021	2,500	2,500	2,500	2,500
EXPENSES					
Annual Meeting Activities	17,186	18,220	17,800	17,800	17,800
Awards	1,878	1,950	1,700	1,700	1,700
Newsletter	0	100	100	100	100
Endowment Contributions	12,000	2,000	0	0	0
Other	3,225	3,245	5,200	5,200	6,700
TOTAL EXPENSES	34,289	25,515	24,800	24,800	26,300
BALANCE	7,997	4,292	2,436	-14	-3,964

For those of you who missed the standing-room-only business meeting in beautiful Seattle, the presentation chart is shown below with only a couple of minor changes.

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 2002 was only 1.5%. I am using this rate for planning purposes. All of our endowments are fully funded according to our original plans, which had assumed higher interest rates.

The Doug Nigh endowment was seeded with \$2000 from the operating account and approximately \$16,000 in private donations have been raised so far. Under the AOM rules, 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.

As usual I have been conservative on membership growth projections and assume level spending to challenge our officers to be creative. This past year they responded with finding a sponsor for the PDW social for the next 4 years (the other IMD) and a sponsor for the Best Paper Award (Elsevier). Of course with budget cuts at so many universities, some of our officers are not getting the support they once did and the division will try to help out where possible. The Program Chair will be given a small stipend to help them deal with their mounds of paper, etc. This job seems to grow with the division

The out-year projections always appear grim (deficit spending), but somehow we manage to grow our membership, find sponsors, and create great programs. Our officers have some creative ideas of how to stretch a nickel, which they will be sharing.

CALL FOR DISSERTATIONS SUBMISSION: The Barry M. Richman Dissertation Award 2004

Joseph Cheng, Past Division Chair

The International Management Division and the Anderson School at UCLA are co-sponsoring the Barry M. Richman Dissertation Award to recognize the best dissertation in international management. The award competition is open to all Ph.D. and D.B.A. students who successfully defend their dissertations during the 2003 calendar year, even if the dissertation has been submitted to other competitions. To be eligible, the dissertations must contribute to basic or applied knowledge on topics within the domain statement of the IM Division.

How to Apply

Interested individuals must abide by the following guidelines: Submit 8 copies of a 10-page, double-spaced abstract, printed in letter-quality type on 8.5x11 inch or A4 paper. Use margins of one inch (2.5 cm) on every side and no smaller than 12-point font. The 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 references are not included within the 10-page limit, but all other text, figures, tables or illustrations are. To reduce paper use and mailing costs, please send double-sided copies. However, the title page and any references to sponsoring institutions must be on a separate sheet of paper that can be removed from the abstract before undergoing blind review. Failure to adhere to the above guidelines may result in disqualification.

ALL ABSTRACTS MUST BE RECEIVED BY FEBRUARY 10, 2004. PLEASE SEND COPIES TO: (Note: No electronic submission will be accepted.)

Professor Joe Cheng
IMD Dissertation Award Committee Chair
College of Business
University of Illinois at Urbana-Champaign
1206 South Sixth Street
Champaign, IL 61820, USA

The research committee of the International Management Division will review the submissions.

Three to five finalists will be selected based on the quality of their abstracts. These finalists will be notified by email or fax by approximately March 30, 2004. They will be asked to submit their full dissertations by mid-April.

Important Obligation for Finalists

Being selected as a finalist is an honor. Finalists are required to present their dissertations at a specially designated session during the August 2004 Annual Meeting. 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.

The Barry M. Richman Dissertation Award, including an engraved plaque and a cash prize, will be presented during the International Management Division's Business Meeting at the Academy of Management conference. All finalists will be present and will be recognized during the Business Meeting.

CALL FOR PAPERS

The fifteenth annual conference on the **Future of Global Free Enterprise** will be held in the Washington, D.C. area on October 14-16, 2004. The conference will bring together leaders from business, government, and academia to share and discuss ideas, to reflect on experiences and approaches, and to strengthen the spirit of cooperation and collaboration for improved competitiveness. The conference will concentrate on the elements of success in the global economy. Papers dealing with national, regional, and global strategies related to the themes suggested below are welcome. Panels and symposia that highlight emerging theories, cutting-edge research or best corporate practices are also sought. Special consideration will be given to papers, abstracts, and symposia proposals that facilitate exchange between scholars and practitioners. In addition, proposals for panels will be considered.

Papers/proposals focusing on the following major topics (but not limited to the following topics) are sought:

Global Competition, Privatization and Market Change, Corporate Responsibility and Global Compact, Competing in Dynamic Global Industries, Human Resource Issues, Public Affairs and Corporate Communications. Accepted papers will be published in the Society's Annual Research Volume--*Competition Forum*. At least one author is required to attend the conference. Highly competitive papers may be invited for publication in one of the other three journals of the Society - *Journal of Global Competitiveness*, *Advances in Competitiveness Research* or *Competitiveness Review*. The deadline for the receipt of submitted papers is **May 31, 2004**. To facilitate the blind peer review process, the first page should include: Title of paper, authors' name(s), institutional affiliation(s), and phone and fax number(s). The second page should

repeat the paper title but should contain no information that would identify author or institution. Publication style guidelines of the American Psychological Association should be used. Please send four copies of the paper, abstract or symposium proposal to:

Prashanth Nagendra Bharadwaj, Academic
Program Chair

American Society for Competitiveness
PO Box 1658, Indiana, PA 15705

E-mail: pnb@iup.edu

Phone: 724-357-4880 Fax: 724-357-5743

ASC Web-site: www.eberly.iup.edu/asc

CALL FOR PAPER

Global Careers

GLOBAL CAREERS

CALL FOR PAPERS: SPECIAL ISSUE JOURNAL OF WORLD BUSINESS

Guest Editors

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Globalization and the emerging "knowledge economy" have turned knowledge creation and knowledge transfer into key competitive forces for both individuals and organizations. These trends have placed a strong emphasis on mobility, which extends individual employment choices and career development far beyond corporate careers.

The special issue seeks papers that move beyond "classic" problems related to foreign assignments that have been covered extensively by past literature. Empirical and theoretical investigations need to offer alternative perspectives to the study of expatriation and expand the directions of academic inquiry. These might include a move from consideration of expatriate assignment as a one-off corporate "episode" to the recognition that it is an element in complex "global careers"

and organizational knowledge transfer systems. Another much needed perspective is an exploration of the interaction of international work careers with issues of work-life balance, family relations, and gender.

Self-directing individual career actors and their personal role and agency in the development of their competencies, international adjustment and knowledge, and careers deserve special recognition. In some industries and occupations, individual career actors are increasingly empowering themselves through acquisition and investment of the knowledge capital they require for long-term career satisfaction and success. Papers that consider how such phenomena can be extended into the international arena will be especially welcome.

Guided by the belief that international career phenomena have both individual and organizational implications, this special issue seeks to explore a number of diverse issues related to international careers. The following are issues whose presence are important in our new understanding of global careers and are listed below as examples of suitable areas of coverage.

- * Individual proactivity and self-management of international careers.
- * International careers as transitional proc-

esses

* The interaction of gender and international careers.

* Expatriate corporate assignments versus international "boundaryless" careers

* International careers and knowledge transfer

* Cultural intelligence and international careers

Papers on these themes are most welcome. However, papers in other areas that meet the general objectives of the special issue will also be considered.

Potential contributors who seek more information should contact one of the guest editors. Submissions should follow the guidelines for the Journal of World Business that can be found at www.journalofworldbusiness.com. The deadline for papers is January 15, 2004.

All submissions to the Special Issue should be sent to:

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CANADA

CALL FOR NOMINATIONS: Academy Career Achievement Awards

Nominations are invited for the four Academy of Management Career Achievement Awards. Nominations must be submitted electronically and received by the Chair of the Career Achievement Awards Committee no later than February 2, 2004.

Detailed information regarding each award and on the process for submitting a nomination is provided at: <http://infonet.aomline.org>. This online source also provides a list of past recipients of each award. The awards focus on recognizing significant contributions over the course of a career. They include:

1. DISTINGUISHED EDUCATOR AWARD

2. DISTINGUISHED SERVICE AWARD

3. SCHOLARLY CONTRIBUTIONS TO MANAGEMENT AWARD

4. DISTINGUISHED SCHOLAR-PRACTITIONER AWARD

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