

# CALL FOR SUBMISSIONS



*AUGUST 6-10, 2010*

*“Dare to Care: Passion &  
Compassion in Management  
Practice & Research”*

Professional Development Workshop (PDW) Submission Deadline:  
**January 14, 2010, 5:00 PM EST (New York Time)**

Scholarly Program Submission Deadline:  
**January 14, 2010, 5:00 PM EST (New York Time)**

Caucus Submission Deadline:  
**March 9, 2010, 5:00 PM EST (New York Time)**

<http://submissions.aonline.org/2010>

# ACADEMY OF MANAGEMENT CALL FOR SUBMISSIONS

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*2010 Academy of  
Management  
Annual Meeting Theme  
August 6 - 10, 2010  
Montréal, Canada*

## **Dare to Care: Passion<sup>1</sup> and Compassion<sup>2</sup> in Management Practice and Research<sup>3</sup>**

The economic crisis that erupted in mid-2008 made evident the ways in which many corporations and their managers have paid inadequate attention to many stakeholders, including not only employees, customers, suppliers, the communities, and the environment, but also their shareholders. The crisis also challenges management researchers to consider whether our research and the knowledge we produce contribute to the wellbeing of the larger society in which we live and work. The theme of the 2010 Academy of Management Meeting in Montréal, Canada, is to dare managers and management scholars to care more deeply about our roles – to have passion about what we do and compassion for the people for whom we do our work.

“Dare to care” orients managers to a focus on enabling others to create, produce, and deliver goods and services that enhance the wellbeing of, and generate value for, all the stakeholders involved (notably customers, employees, investors, and the public). Daring to care encourages management scholars to expand their focus toward an understanding of how solving organizational problems might ensure a sustainable future. Daring to care is a call to return to our roots and to remember that the role of management is one of integration in all senses of the word – integrating the interests of all parties and integrating passion for one’s work with compassion for others impacted by one’s work.

With the above backdrop, many research questions for meaningful scholarly inquiries come to mind. What new organizational theories might be created around the idea of passion and compassion in organizational design, structure, and management? How might the concept and theory of organizational performance or effectiveness change when passion and compassion are included in the criterion set? What are the implications for human resource policies and practices of encouraging passion and compassion among a firm’s managers and employees? How should work be designed, organized and evaluated to elicit the passion of the performer? How would work and organizations look and feel when passion and compassion are present in balanced measures? How might the focus of management scholarship change – and what would be the experience of our scholarly pursuits – when passion and compassion define the scholarly journey?

We encourage papers, symposia and professional development workshops that explore the topics of passion and compassion in management practices and management research. Papers might explore how the world of business could be different when leaders have compassion for their followers, when managers have compassion for their customers, when employees have compassion for their fellow workers and their leaders, or when firms have compassion for the communities that support them. Symposia might consider how the nature of competition and cooperation between and within industries may change when compassion becomes a factor in inter-firm relationships. Professional development workshops might address how the world of scholarship could be different if researchers have passion for their studies and routinely incorporated compassion for managers and students in their choice of research topics. Teaching is an area ripe for this consideration. How do passion and compassion commingle in the classroom? We encourage and welcome submissions that explore the antecedents and consequences of decisions or actions that integrate passion and compassion by employees, managers, or scholars. And for those who dare not to care, we welcome meditations on the limits, unintended consequences, and even harm that may follow acts of passion or compassion.

This theme challenges management scholars to care broadly and deeply about what they study and consider whether what they study will make a difference in the world of practice. This theme challenges managers to care broadly and deeply about how they manage and how their decisions will make the world a better place for all. We invite Academy members to imagine the possibilities when passion and compassion are expressed in management research and management practices. I look forward to our gathering in Montréal, a city whose citizens are passionate about its physical beauty and proud of humanistic values. Montréal provides us an ideal setting to reflect upon these unusual questions in this unusual time.

Anne S. Tsui  
2010 Program Chair  
Arizona State University  
Peking University, Xi'an Jiaotong University, Fudan University

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<sup>1</sup> Passion refers to an intense love, drive, or conviction for something, whether an object (e.g., money or art), a person (child or spouse), or a concept (freedom or integrity). Passion can energize, it can sustain, inspire, and passion can be contagious. While language constantly transforms, it is relevant that the Latin origins of the word passion include “patiore”, which means “to bear” or “to suffer,” and “passio,” which means “suffering.” People make sacrifices to pursue their passions, and it is the strongest state of commitment. Therefore, the achievement of one’s passion is a state of self-actualization. The primary, though not the only, beneficiary of passionate acts is largely the person expressing the passion.

<sup>2</sup> Compassion is also a deep emotion prompted by an active desire to alleviate another’s suffering. Compassion means caring for others as much as caring for oneself, as in the golden rule of “do unto others as you would have done unto yourself” or “love your neighbor as yourself.” All major religions consider compassion to be among the greatest of all virtues. History bears witness to many examples of great compassion: think of Mother Theresa, Mohandas Gandhi, and Martin Luther King, Jr. There are also abundant examples of compassionate organizations. Think of the Red Cross, World Vision, and Carnegie Foundation, to name just a few. Compassion is not only philanthropy or alleviating others’ suffering. It is a broad concern for improving others’ states of wellbeing.

<sup>3</sup> I offer my deep appreciation to Jean Bartunek, Jane Dutton, Edward Freeman, David A. Harrison, Peter Jennings, Joshua Margolis, Margaret Peteraf, James Walsh, and David Whetten for their help in the development of this theme and their most instructive suggestions in the writing of this statement.

## II. PDW PROGRAM SUBMISSION GUIDELINES

**Deadline for PDW Submissions:  
January 14, 2010, 5:00 PM EST (New York Time)**

To ensure that your submission is correct and that it is reviewed, please carefully read through all of the guidelines and instructions in the pages that follow, and **Please, Please Submit Early!** The submission website opens on November 3 and the submission deadline is not until January 14. That leaves more than two months for submissions which I hope you will take advantage of. If you wait until the very last minute to submit, you are more inclined to make errors on the submission or forget to add a participant or worse, you forget to finalize your submission. PDW Chairs have a short period of time to check-in and review all of the submissions for their divisions before making a final decision. Any submission that is not finalized or didn't follow all the proper guidelines will automatically NOT be reviewed. So please submit early and allow yourself time to make any necessary corrections. Thank you!

### **A. GENERAL SUBMISSION INFORMATION**

The Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and foster the professional development of workshop participants. It is an opportunity to develop innovative and creative workshops that will benefit Academy members. The PDW program is coordinated by the Academy's many divisions, interest groups, and theme committees. You must submit your PDW proposal online via the Academy's submission website, <http://submissions.aonline.org/2010>. If you would like to discuss your ideas prior to submitting, please contact the appropriate PDW chair (see pages 62-69) from any division, interest group or theme committee by **December 15, 2009**.

### **B. SUBMISSION POLICIES AND RULES**

#### **Rule of Three + Three**

##### **1. PDW Program Rule of Three**

*"No one may submit or be associated with more than 3 PDW submissions to an Academy Meeting; or appear\* in more than 3 PDW sessions during the PDW Program from Friday to Sunday, regardless of whether the sessions are held on-site or off-site".*

**Rationale:** The PDW Program Rule of Three was adopted in 2008 in an effort to minimize scheduling conflicts, and ensure that workshop participants can stay for an entire workshop instead of having to leave early or come late due to commitments to other workshops. This rule should also help to ensure that workshop attendees are not disappointed by participants who are not available for the entire workshop, as attendees expect.

\*Appearances include all roles that are listed in the PDW program such as chairs, organizers, special guests, facilitators, speakers, presenters, co-authors, and so on

The following PDW appearances are exempt from the *Rule of Three + Three*:

- Academy, Division, Interest Group, or Committee Officer Roles
- Editors and Associate Editors who participate in Meet the Editor Panels or Sessions
- Receptions and other social events
- If a person appears twice in a single session (e.g. chair and speaker), it counts as one appearance.

##### **2. Scholarly Program Rule of Three**

“No one may submit or be associated with more than 3 scholarly submissions (papers and/or symposia) to an Academy Meeting; or appear in more than 3 scholarly sessions during the refereed scholarly program from Sunday to Tuesday”.

**What counts as a Scholarly Program appearance?** Scholarly Program appearances include all roles that are listed in the scholarly program such as chairs, organizers, special guests, facilitators, speakers, presenters, co-authors, and so on

The following appearances in the scholarly program are exempted from the *Rule of Three + Three*:

- Academy, Division, Interest Group, and Committee Officer Roles;
- Academy and Division General Sessions (Welcome, Business Meeting, Social)
- Caucuses organizers (maximum of two organizers per session).
- If a person appears twice in a single session (e.g. chair and speaker), it counts as one appearance.

### **Background for the Rule of Three + Three:**

**Rationale.** The *Rule of Three + Three* serves as a means to ensure broad participation of members, it reduces the likelihood of the Program being dominated by a small handful of people, and it helps ensure that no one is committed to appear in more than one place at a time. When people make too many commitments to participate in the conference program, scheduling conflicts often arise. As a consequence, participants may find it difficult to honor their commitments. The program and the experiences of attendees suffer when this happens. People who agree to participate in an all-day consortium, for example, are expected to participate for the entire day. They should not leave after an hour to rush off to another session. No presenter should have to arrive late to one session or leave early to present in another one. Organizers, other participants and especially the attendees are all frustrated by such behavior. The *Rule of Three + Three* will help reduce these problems. Participants are better able to fully honor their commitments, and attendees can attend these events knowing that the featured speakers will actually be there throughout the event.

**How do we enforce the *Rule of Three + Three*?** Two approaches are used to enforce the Rule of Three + Three:

- a. Submitters are asked to help enforce the rule by informing session participants of the rule and obtaining statements from them to show that they understand and are complying with the rule. A person who agrees to be listed on more than three PDW proposals or three scholarly submissions puts all of those submissions at risk of being dropped from the program. Therefore, it is in the interest of submitters to ensure that everyone understands and follows the rule.
- b. The electronic PDW and Scholarly Program submissions system will automatically block submissions that violate the rule. The system will inform the submitter of the rule violation and indicate which participant has already been associated with three other submissions. The submitter will be instructed to revise the proposal by removing the violation. The proposal can be revised and resubmitted by the deadline without penalty. Clearly, the implications of including a violator of the *Rule of Three + Three* on a submission are far-reaching.

**It is the responsibility of each participant to make sure that he/she does not violate the *Rule of Three + Three*.** If you know that you have already committed to participate in 3 workshops and 3 scholarly submissions, please decline any further requests.

### **3. PDW Proposals can be submitted to only ONE Division/Interest Group/Committee**

It is recommended that you contact the preferred sponsor (see page 62-69) to discuss your proposal prior to submitting. Please contact the preferred sponsor by **December 15** so that you have enough time to finalize your PDW and submit by **January 14, 2010**. During submission you will have the opportunity to suggest other divisions, interest groups, and committees that would be interested in the proposal.

## **C. SUBMISSION GUIDELINES**

**Below is a set of guidelines and formatting instructions to help you prepare your PDW proposal. Please read them carefully prior to submitting.**

1. PDW proposals can be submitted to only ONE sponsor (that is, ONE division, interest group, or committee).
1. PDW proposals must include:
  - a. A title page that has
    - i. the Academy-assigned submission number,
    - ii. title of the workshop
    - iii. name of primary sponsor, and a list of other sponsors who might be interested in the workshop, and
    - iv. a 250-word abstract of the workshop.
  - b. A 3-5 page overview of the workshop.
  - c. An explanation as to why the workshop should be of interest to the specified sponsor.
  - d. A description of workshop's format.

**\*If any of the above guidelines and formatting instructions is not met, the submission will NOT be reviewed.**

## **D. SUBMISSION PROCEDURES**

The submission website is <http://submissions.aomonline.org/2010>. The website opens on **November 3, 2009**. The submission process involves three easy steps:

**Step 1: Register the Submission.** Submitters must register their submission by entering the title page information and abstract of the PDW proposal to the submission website in order to obtain the 5-digit submission identification number for the PDW.

**Step 2: Upload the Submission.** Submitters must upload their PDW proposal (see above) to the submission website.

**Step 3: Finalize the Submission.** Submitters must finalize each submission by answering a series of statements pertaining to their submission and verifying that all intended participants can participate for the entire workshop, AND that they are not in violation of the *Rule of Three + Three*."

Technical support is available via e-mail to [SubmissionHelp@AOM.pace.edu](mailto:SubmissionHelp@AOM.pace.edu). They will attempt to respond within 24 hours. Please recognize that the help desk may be busy just before the deadline. **Therefore, please do not wait until the last minute to submit!** If the e-mail response is still not clear, then call **1-914-923-2607, Monday – Friday from 9:00 AM – 5:00 PM EST**. The help desk is closed on December 24, 25, 31 and January 1.

**For authors who do not have internet access or electronic mail and are unable to submit via the Academy submission website, please contact Valerie Concepcion, Program Coordinator, at 914-944-2992, by January 7, 2010.**

## **Detailed Instructions for Submission**

### ***Step 1: Register Submissions on the Submission Website***

1. **Create a login account on the Submissions Website.** Go to the submission website, <http://submissions.aomonline.org/2010>, and create a login account. Record the login information; you will need it to access the reviewers' comments.
2. **Enter the title page and abstract of your PDW using the following instructions:**

3. Enter title, short and abstract into the submission page
4. Use Title Case for the workshop title. The first letter of major title words should be in capital letters. Prepositions, conjunctions should not be capitalized for the title and short title. An example is: “Using Green Strategies for Recruitment, Retention and Engagement of Talent”.
5. The short title must not exceed 30 characters (including spaces) in length.
6. Do **NOT** submit the abstract in all capital letters. The Abstract should not exceed 250 words and must be inputted as single-spaced text with no double spacing between paragraphs.
7. **Record your 5-digit AOM Submission ID number.** After completing the data entry process, you will see a page that summarizes all the information you have entered. This page includes a 5-digit number which is your AOM submission ID number. Be sure to enter your submission ID number as a header on all pages of your submission. You **MUST** also use your submission ID number as the file name for the workshop that you upload. Please reference this number whenever you contact the PDW Chairs or tech support.
8. **Proofread your entry.** Please proofread your entry carefully since this is what will appear in the final program. If any information is not entered into this database, it will not be included in the Program.

### ***Step 2: Upload Submissions to the Submission Website***

After entering the proposal information into the submission website (Step 1), upload your full workshop proposal in the same submission screen. Please make sure you have read all the guidelines and formatting instructions in Section III before uploading

**NOTE:** If you choose to upload your proposal before January 14th please make sure it is the FINAL VERSION. Once submitted Chairs can check in the proposal and begin the review process.

### ***Step 3: Finalize Submissions on the Submission Website***

After you have registered your submission (step 1), and uploaded it (step 2), the last step is to finalize your submission by answering a series of questions (see below). If your submission is not finalized, it will NOT be reviewed.

### **PDW Submission Checklist:**

Before your submission can be finalized, you will be asked to check Yes to all the following requirements.

1. This proposal complies with all the submission guidelines, style formatting, policies and rules.
2. All of the participants are correctly associated with this PDW submission.
3. This entire proposal is contained in one single document, including:
  - a. A title page that has
    - i. the Academy-assigned submission number,
    - ii. title of the workshop,
    - iii. name of primary sponsor, and a list of other sponsors who might be interested in the workshop, and
    - iv. a 250-word abstract of the workshop.
  - b. A 3-5 page overview of the workshop
  - c. An explanation as to why the workshop should be of interest to the specified sponsor(s).
  - d. A description of the workshop’s format.
4. The final document was uploaded and the PDF conversion of this submission was reviewed on this submission site.
5. As the submitter, I certify that all participants have stated that they agree to participate in this workshop if it is accepted, and that they are not in violation of the *Rule of Three + Three*.
6. This PDW proposal is now complete (follows ALL Academy AND Division/Interest Group specific instructions and requirements) and is now ready for review.
7. I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session.

## **E. DIVISION, INTEREST GROUP AND THEME COMMITTEE SPECIAL SUBMISSION INSTRUCTIONS**

### **ALL-ACADEMY THEME SESSIONS: CALL FOR PROPOSALS**

Program Chair: Joshua D. Margolis, Harvard Business School, [daretocare@hbs.edu](mailto:daretocare@hbs.edu)

#### ***2010 AAT Professional Development Workshops: Call for Proposals***

***DARE TO CARE: PASSION AND COMPASSION IN MANAGEMENT PRACTICE AND RESEARCH***

Want to make a difference in how we envision academy sessions? Want to infuse your own work and others' with abiding passion? Want to advance our understanding of passion and compassion in management practice? Sunday is your day.

Following the successful innovation of this year's conference, the 2010 All-Academy PDWs and Symposia will be combined into the All-Academy Theme Sessions. These sessions will address issues of broad interest to all members of the Academy and are directly related to the conference theme, "*Dare to Care.*" They will be scheduled on Sunday starting at 11:30am.

Our goal is to offer sessions that adopt innovative approaches, engage participants fully, and introduce new possibilities for thought and action. Let's learn interactively from one another and challenge ourselves to approach the work we do—as researchers, theorists, teachers, and practitioners—in different ways. The aim is to infuse the conference with passion for our work—the very theme of this year's conference.

To realize this aspiration, we are actively seeking ways of running workshops and symposia that spark learning and creativity. Workshops and symposia should be developmental, and we are especially excited by sessions that aim to foster participants' development in non-traditional ways. We actively encourage different formats for workshops and symposia (e.g., offsite activities and adventures, experiential exercises, different forms of media, roundtable discussions, open conversations, debates).

Recall all those conversations you've had with colleagues about "what if the Academy were. . ." While a careful, probing eye and ironic detachment are central to the academic's toolkit, so too is practical idealism. Therefore, Sunday offers you the opportunity to be the change you envision.

There are two broad focal points for Sunday's workshops and symposia in Montréal. First, how do those we study—for example, managers, organizations, workers, investors, and business more broadly—foster and express passion and compassion? How are passion and compassion inhibited and impeded? Second, turning the lens on our own work and on the institutions within which it gets done, how are passion and compassion unleashed, and tethered, in the work we do? In particular, we actively seek content that dares to care about the future of how we do our work. Looking to the future, how will—and might—we *teach* about business and management to MBA students, undergraduates, and executives; *publish* and disseminate our work; and educate *and socialize the next generation of scholars*?

Let's take the opportunity we have at this moment in history to think deeply and constructively about how we might approach the work we do. Let's think about those we serve—from fellow scholars, to managers, students, employees, investors, and citizens—and understand the place of passion, care, and compassion in organizations and the economy.

Please Note: All-Academy PDWs and Symposia must be of interest to a very broad audience, so they do NOT go through the Academy divisions and interest groups. If you have ideas for an All-Academy PDW or Symposium, please communicate them in writing to the All-Academy Theme Chair, **Joshua Margolis** ([daretocare@hbs.edu](mailto:daretocare@hbs.edu)) as soon as possible, and NO LATER than **December 15, 2009**. In your email, please make sure to include a description of the session, the format of the session, and the participants that you have in mind. If deemed acceptable, a full proposal must be submitted via the AOM submission system (<http://submissions.aomonline.org>) by **January 14, 2010**. For more information and submission guidelines, please visit the 2010 Annual Meeting website, <http://meetings.aomonline.org/2010> or contact Joshua.

## **BUSINESS POLICY & STRATEGY (BPS)**

Jeffrey J. Reuer, Purdue University, [jreuer@purdue.edu](mailto:jreuer@purdue.edu)

### ***2010 BPS Division Professional Development Workshops: Call for Proposals***

The Business Policy and Strategy (BPS) Division invites submissions of creative proposals for PDW sessions for the 2010 AOM Conference in Montréal, Canada. Our continuing goal is to make the BPS Division's PDWs as innovative and interactive as possible. The preconference portion of the conference offers many opportunities to experiment with new session formats and ideas that might not fit easily within the confines of the regular conference program. For instance, session formats might include roundtable discussions, methods workshops, town hall meetings, debates, 'games' involving participants, technology demonstrations, breakout group sessions, and off-site events. Illustrative topics include emerging theoretical developments, connections between strategic management and disciplinary research, cutting edge methods, and paper development workshops, just to name a few. Unlike traditional symposia, PDW sessions are also specifically intended for the professional development of participants.

PDW proposals that are of interest to other divisions besides the BPS division are also encouraged, though this is not a requirement for acceptance. Also encouraged are proposals that address the overall AOM 2010 conference theme: "*Dare to Care: Passion and Compassion in Management Practice and Research*" (please see the conference website for additional details).

PDW proposals may be submitted online at: <http://submissions.aomonline.org/2010> beginning on November 3, 2009. The deadline for submissions is January 14, 2010. The PDW program runs from 8 am Friday through 8 pm Saturday (August 6-7). All PDW participants must commit to participation in advance. The AOM's "Rule of Three" for the PDW program is that "no one may submit or be associated with more than 3 PDW submissions; or appear in more than 3 PDW sessions during the preconference from Friday to Saturday, regardless of whether the sessions are held on-site or off-site." Space and time for PDWs is limited, and we cannot guarantee acceptance of all proposals, yet our goal is to have as broad a representation of the BPS membership as possible.

## **CAREERS (CAR)**

Julia Richardson, York University, Toronto, [jrichard@yorku.ca](mailto:jrichard@yorku.ca)

### ***2010 CAR Division Professional Development Workshops: Call for Proposals***

We invite our colleagues in the Careers and other related divisions of the Academy of Management to submit proposals for Professional Development Workshops (PDWs). The PDWs will be held between Friday, August 6<sup>th</sup>, 8:00 a.m. and Saturday, August 7<sup>th</sup>, 8:00 p.m. before the start of the regular meetings of the Academy of Management in Montréal, 2010. Generally, we encourage innovative proposals in any areas that relate to the interests and mission of the Careers Division (see the division's website at <http://division.aomonline.org/careers/>) e.g., support for junior scholars, those in 'mid-career stage' and those we are looking towards retirement or developing careers outside of academia, teaching and/or scholarly activities, connections between theory and practice, international and diversity themes.

For 2010, submissions that attend to the following themes and that connect to the 2010 conference theme 'Dare to Care' are especially welcome:

**(1) All Careers Event:** One of the explicit wishes of our members is to have access to opportunities to learn from each other in a more informal environment. We are also interested in events which connect to Montréal as the host location of the 2010 conference. Many of us remember the informative and enjoyable 'City Walk' in Philadelphia and the Beach Boys and Girls event in Anaheim. Saturday off-site events that provide opportunities for participants to interact with each other and connect careers and career-related themes with the local area can be both enjoyable and fruitful. If you have any ideas or want to put forward a proposal that embraces these or other themes, please contact the PDW-Chair in advance of the deadline.

**(2) Developmental Workshops:** We encourage PDWs that offer developmental experiences to our junior members in particular. PDWs that address the needs of more established scholars as well as those looking towards retirement or career change are also welcome – particularly given the 2010 meeting’s aim to incorporate the needs of multiple stakeholders. The aim in this regard is to ensure a diverse menu of PDWs that addresses the needs of all our members and which enhances their potential contribution to the lives of others. We also encourage PDWs that incorporate the themes of ‘passion and compassion’ – and their potential role in professional and personal development and achievement. Proposals might also attend to the changing dynamics and contexts of academic careers including (but not limited to) our responsibilities as educators, researchers, practitioners, colleagues and disseminators of knowledge. PDWs that connect to other disciplines and practices might also be considered as integral parts of professional and personal development.

**(3) Dare to Care:** In line with the overall meeting theme, we invite PDWs that integrate the interests of multiple stakeholders and combine passion for our work with compassion for those who are impacted by our work. Submissions may explore our understanding and experience of passion and compassion and its impact on professional and personal development as well as its connection to the careers of others. Explorations of ‘caring’ and its role in how we manage our own careers may also be considered. Proposals that connect the theme of sustainability from the 2010 conference to the ‘caring, passion and compassion’ theme of the 2010 conference are also welcome.

Whilst the themes and suggestions provided above offer a useful framework for proposals, we would like to create a menu of PDWs that is ultimately characterized by innovation, creativity and support for the diverse membership of the division. Therefore, proposals that pioneer new or alternative themes and formats are also most welcome.

Participation in PDWs at the annual meetings has been increasing dramatically. We would like to continue this trend and encourage all members to contribute to the 2010 program. If you would like further information, want to chat about a potential submission, or simply be put in touch with other potential contributors please do not hesitate to contact Julia Richardson, the PDW chair for the Careers Division. Alternatively please feel free to contact one of the members of the Executive Committee (see the Careers Division Website).

The deadline for submitting a PDW proposal is **January 14<sup>th</sup>, 2010**. However, we invite you to discuss, share and/or refine your ideas with us in advance of the deadline (preferably before December 20<sup>th</sup> which marks the beginning of holiday celebrations for some members).

Please submit your proposal using the online submission system <http://submissions.aonline.org/2010>

We are looking forward to your exciting ideas for the Careers Division PDW program of 2010!

Julia Richardson [jrichard@yorku.ca](mailto:jrichard@yorku.ca) PDW-Chair, on behalf of the Executive Committee of the Career Division

### **CONFLICT MANAGEMENT (CM)**

Zoe Barsness, University of Washington, Tacoma, [zib@u.washington.edu](mailto:zib@u.washington.edu)

#### ***2010 CM Division Professional Development Workshops: Call for Proposals***

The Conflict Management Division is soliciting proposals for professional development workshops (PDWs) at the 2010 Academy of Management meetings in Montréal, Canada. Workshops are an opportunity to be innovative, explore cutting edge ideas, share expertise and best practices, and engage in stimulating discussions. Formats can take a variety of forms: roundtables, workshops, town hall meetings, debates, to name a few. They can revolve around substantive issues or “state of the art” workshops on research, teaching, or practice relating to conflict. Workshops should be interactive and interesting to CM members. We particularly encourage you to consider submitting proposals that relate to the theme of this year’s conference: “Dare to Care: Passion and Compassion in Management Practice and Research.”

Workshops will be scheduled between 8:00AM and 8:00PM on Friday, August 6 and Saturday, August 7. Space is limited, so we encourage sessions that are co-sponsored with other divisions and interest groups.

The submission website is <http://submissions.aonline.org/2010> and the deadline for submission

**of proposals is January 14, 2010.** If you have any questions, or wish to discuss your ideas before submitting, please feel free to contact Zoe Barsness, PDW Chair, by December 15<sup>th</sup>. We encourage early submissions.

## **CRITICAL MANAGEMENT STUDIES (CMS)**

Alex Faria, FGV-EBAPE Brazil, [alex.faria@fgv.br](mailto:alex.faria@fgv.br)

### ***2010 CMS Professional Development Workshops: Call for Proposals***

The Critical Management Studies (CMS) Division welcomes creative proposals for its Professional Development Workshop (PDW) sessions to be held as part of the 2010 Academy of Management Meetings in Montréal. We welcome proposals that critically engage with the following:

- **This year's theme *Dare to Care: Passion and Compassion in Management Practice and Research***". In the words of Anne Tsui the 2010 Academy of Management theme aims to "*dare management and management scholars to care more deeply about our roles – to have passion about what we do and compassion for the people for whom we do our work*" and to challenge "*management scholars to care broadly and deeply about what they study and consider whether what they study will make a difference in the world of practice ... and managers to care broadly and deeply about how they manage and how their decisions will make a better place for all*". In sum, daring to care is "*a call to return to our roots and to remember that the role of management is one of integration in all senses of the world*"<sup>1</sup>.

Interesting questions could be explored, such as how to engage with practitioners – from business firms, public sector organizations, labour unions, international and supra-national organizations, social movements, NGOs, etc. – given some specific purpose of making a difference? How to engage with scholars from other Divisions and Interest Groups in order to reinforce the CMS major concern with "social injustice and environmental destructiveness of the broader social and economic systems that these managers and organizations serve and reproduce"<sup>2</sup>? How to embrace and move beyond passion and compassion through more radical perspectives focused on labour issues and higher-order transformations? How to foster integration in/through management through the recognition of controversial meanings, usages and roles assigned to management in different parts of the world? How to privilege practice by promoting the engagement of CMS with practitioners of Montréal – from business firms, public sector organizations, social movements, NGOs, etc. – and other parts of the world? These topics are merely indicative and should not limit other ideas and creative initiatives that fit the interests and motivations of CMS proponents.

- **Advance of theory, research, education, and practice within the scope of CMS** with a particular interest on how different perspectives on power and knowledge could both enable and constrain the constitution of a more international CMS community within an era of globalization.
- **Approaches to teaching** from a critical perspective. Teaching tends to be less valued in management academic conferences than research proper despite the chief importance of the former to the development and diffusion of a more questioning approach to management and to further engagement of critical scholars with practitioners, non-critical scholars, and society. International comparisons, debates and developments are highly encouraged.
- **Career issues** facing doctoral, early career, established faculty, and non-academic CMS colleagues. Topics could include the challenges of undertaking international research, publishing, hiring, promotion and tenure, creating professional community, non-academic paths, etc.

Please feel free to discuss ideas with Alex Faria at [alex.faria@fgv.br](mailto:alex.faria@fgv.br) before submitting a formal proposal by December 15, 2009. **Proposals should be submitted via the AOM website by January 14, 2010.**

#### **Important notes on format:**

- PDWs should be **lively** and **innovative**. They also should foster more **participation** and

<sup>1</sup> Tsui, A. PDW Program Development Guidebook. pp. 3-4, 2009.

<sup>2</sup> Adler, P.; Forbes, L.; Wilmott, H. Critical Management Studies. *The Academy of Management Annals*, 2007.

**interaction** than (most) regular Meeting paper sessions. Proposals are encouraged to offer what the regular program cannot and try things that might not fit elsewhere. Developmental workshops, roundtables, panels, roundtable discussions, doctoral consortia, case studies, social events, business meetings and off-site events are all acceptable formats for PDWs.

- **Inclusivity:** Workshops should be valuable to both academics – senior faculty, junior faculty, PhD students and administrators - and practitioners - from business firms, consultancies, public sector organizations, governments, social movements, NGOs, and non-profits – and attractive to a broad audience and a range of viewpoints. Including colleagues associated with other divisions and interest groups and co-sponsored PDWs are highly encouraged. Participation should not require adeptness with overly specialized vocabulary or concepts and may be facilitated through the adequate use of new technologies and formats.
- **Internationality:** Workshops should strive for a balance of national and regional perspectives in accordance with the purpose of challenging and moving beyond problematic boundaries and representations such as North-South, West-East, Occident-Orient, modern-traditional, center-periphery, West-Rest.

### ENTREPRENEURSHIP (ENT)

David Audretsch, Indiana University [aom2010@indiana.edu](mailto:aom2010@indiana.edu)

#### *2010 ENT Division Professional Development Workshops: Call for Proposals*

The Professional Development Workshops (PDWs) are one of the most stimulating parts of the Academy of Management annual meeting. Until **January 14** you have your chance of making this part of the meeting an even greater experience!

The Entrepreneurship Division hereby invites proposals for Professional Development Workshops (PDWs) for the 2010 Academy meetings in Montréal. PDWs are a platform for us to share knowledge and expertise in a *highly interactive fashion*, and thus to foster our professional development. They are also an opportunity for the division to engage with the theme of the 2010 Academy, **Dare to Care: Passion and Compassion in Management Practice and Research**. These two aspects – engaging, interactive format and addressing the conference theme – will weigh heavily when proposals are evaluated.

According to our Domain Statement, the Entrepreneurship Division's domain is the creation and management of new businesses, small businesses and family businesses, and the characteristics and special problems of entrepreneurs. Major topics include: new venture ideas and strategies; ecological influences on venture creation and demise; the acquisition and management of venture capital and venture teams; self-employment; the owner-manager; management succession; corporate venturing and the relationship between entrepreneurship and economic development.

In particular, we would welcome sessions in which contrasting points of view on such topics are compared and debated. Sessions that can push forward the division's level of scholarship and teaching by (re)examining some of our core assumptions and practices are also keenly encouraged. It is a plus but not an absolute must to connect to the conference theme. To stimulate your thinking, areas you may want to consider (but are not limited to)....

*Dare to Care...for the Ventures Entrepreneurs Create* (are different entrepreneurial forms needed for sustainable enterprises?)

*Dare to Care...for the Entrepreneurs We Study* (are there differences between entrepreneurs involved in sustainable ventures and how they recognize opportunities?)

*Dare to Care...for the Resources they use* (what different resource combinations do entrepreneurs and entrepreneurial ventures need to create sustainable ventures?)

*Dare to Care ...for the Theories We Use* (is there a need for new theories to explain and understand sustainable entrepreneurship? If so, what are they?)

*Dare to Care ...for the Methods We Use* (is there a need for new methods to explain and understand sustainable entrepreneurship? If so, what are they?)

*Dare to Care... for What We Teach* (the relationship between our research pursuits and the expectations and

needs of students, business practitioners and policy-makers)

*Dare to Care...in Different Parts of the World* (on the potential for and limits to generalizability across boarders and environmental contexts).

PDWs are an opportunity for more interactive discussions, for alternative formats, and for stimulating conversation within our division as well as across divisional lines. Sessions that will take advantage of this opportunity to examine what constitutes excellence in the practice of both research and teaching, and thus to push the division's scholarship and practice to new levels, will be favored.

All submission must be made *fully electronically* at <http://submissions.aomonline.org/2010>. Submissions should NOT be submitted via email to the PDW chair.

The closing date for submissions is **January 14, 2010, 5:00 P.M. EST**. Partnerships with other divisions may be suggested. PDWs will be scheduled between Friday August 6, 2010 and Saturday August 7, 2010.

## **GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)**

Gwendolyn M. Combs, University of Nebraska, [gdogmc@unl.edu](mailto:gdogmc@unl.edu)

### ***2010 GDO Division Professional Development Workshops: Call for Proposals***

The Gender and Diversity in Organizations (GDO) Division invites proposals for the pre-conference professional development workshops (PDWs) to be held at the 2010 Academy of Management meeting in Montréal. PDWs will be held from 8 a.m. to 8 p.m. on Friday August 6 and Saturday August 7. The 2010 Conference theme is, *Dare to Care: Passion and Compassion in Management Practice and Research*.

The mission of the GDO Division is to generate and disseminate knowledge about gender and diversity within and outside of organizations, to embrace diverse perspectives in organizational research and education, and to support social justice through the inclusion of marginalized voices in members' research and practice.

We encourage submission of creative and innovative PDWs designed to develop and enhance our members' professional and personal skills. PDWs should be related to the mission of the GDO Division. Proposals are not required to reflect the Conference theme; however, the 2010 theme is especially relevant to the areas encompassed in the research and practice of valuing and managing diversity in organizations. We welcome proposals from domestic and international perspectives. Consistent with the Conference theme, some topics might include:

- How might the scholarship of diversity and inclusion incorporate passion and compassion in the focus, methodology, and operationalization of research? Are their research methods that reflect more compassion than others? Does diversity and inclusion research reflect a passion to connect research to practice?
- What are the relationships between passion and compassion to organizational motivations for developing and implementing diversity programs?
- How, and in what ways, might organizational diversity initiatives be enhanced by explicit demonstrations of caring, passion, and compassion? How can organizations create and maintain high levels of caring, passion, and compassions in building, managing, and nurturing a diverse workforce.
- Are passion and compassion embedded in the pedagogy of diversity education and training? How and in what ways might passion and compassion impact the sustainability of diversity education outcomes?

PDW sessions engage participants deeply, therefore interactive workshops highly encouraged. They can take any form, including tutorials, panels, roundtable discussions, case studies, developmental experiences, role plays, skill building activities, debates, invited speakers, and town hall meetings. In addition, sessions may include practitioners, colleagues from other disciplines. PDWs may be offered on-site or off-site. PDWs provide the opportunity to experiment with new and interactive approaches, so submitters are encouraged to be innovative and thought-provoking. We encourage proposals that would be of interest to members of other divisions, interest groups or committees. Since PDW program space is limited, we welcome proposals that are tightly focused. PDW proposals must follow AOM submission guidelines. Non-compliance with these

guidelines may result in the proposal not being considered for review.

The submission deadline for PDW proposals is **January 14, 2010**. PDW proposals must be submitted online at <http://submissions.aonline.org/2010>. The online PDW submission system opens on November 3 2009. Early submissions are appreciated. Please note that the PDW Program “Rule of Three” applies to the 2010 PDW program – no one may submit or be associated with more than three PDW submissions or appear in more than three PDW sessions during the PDW program. Please contact Gwendolyn M. Combs, 2010 GDO PDW Chair, at [gdogmc@unl.edu](mailto:gdogmc@unl.edu) if you require additional information.

### **HEALTH CARE MANAGEMENT (HCM)**

Jami L. Dellifraire, University of Texas, Houston, [Jami.L.Dellifraire@uth.tmc.edu](mailto:Jami.L.Dellifraire@uth.tmc.edu)

#### ***2010 HCM Professional Development Workshop: Call for Proposals***

The Health Care Management Division has a long tradition of outstanding Professional Development Workshop (PDW) sessions. This year’s theme for the AOM conference is Dare to Care: Passion and Compassion in Management Practice and Research. We will hold our doctoral student and junior faculty consortium on Friday, August 6<sup>th</sup> followed by a set of innovative and interactive PDW sessions open to all conference participants on Saturday, August 7<sup>th</sup>, 2010.

We seek proposals from HCM division members who are interested in organizing a PDW session at the 2010 Montréal conference. These sessions should involve a high degree of interaction for participants, and hold wide appeal for our membership. The overall goal is to engage in in-depth conversations related to health care management research, education, and practice. To meet this goal, we encourage submissions that address any current HCM topic, but also encourage submissions that incorporate the conference theme into the session. PDW sessions that incorporate this year’s theme should focus on enabling others to create, produce, and sustain effective teaching, research, and practice, as well as enhance the wellbeing of, and generate value for, all the stakeholders involved (notably our peers, students, academic institutions, health care organizations, and the public). Examples include, but are not limited to: research methods, building collaborative working relationships, publishing, teaching, career development, service, grant writing, mentoring, international issues, or new health care management strategies. Sessions that are innovative and include substantial interactivity among participants will be favored in the selection process.

Sessions comprising the doctoral student and junior faculty consortium will occur Friday, August 6<sup>th</sup>. Throughout the day, experienced faculty will engage in interactive discussions with consortium participants concerning dissertation work, finding the right job, getting tenure and other aspects of career development. This is a great time to network, get advice, and gain a deeper perspective and understanding from people in all stages of their careers.

People interested in organizing a session for the consortium or other PDW sessions should contact Jami Dellifraire at [Jami.L.Dellifraire@uth.tmc.edu](mailto:Jami.L.Dellifraire@uth.tmc.edu) to discuss their proposals by December 15, 2009.

PDW submissions must be submitted online through the Academy of Management Online website. <http://submissions.aonline.org>. The closing date for submissions is **January 14<sup>th</sup>, 2010**.

### **HUMAN RESOURCES (HR)**

Wendy Boswell, Texas A&M University, [wboswell@tamu.edu](mailto:wboswell@tamu.edu)

#### ***2010 HR Division Professional Development Workshops: Call for Proposals***

You are encouraged to work with colleagues both within and outside of the HR Division in developing and submitting proposals for PDW sessions, which are scheduled prior to the scholarly program between 8 am Friday (8/6/10) and 8pm Saturday (8/7/10).

The PDW format is highly flexible and can take nearly any form (workshops, tutorials, panels, debates, round table discussions, etc.). PDWs provide the opportunity to experiment with new models and ideas for sessions that do not fit within the confines of the regular program. Think about the sessions you wish were offered but

have not seen on the program. The HR Division encourages the submission of creative ideas for interactive sessions that actively engage participants in learning new information, skills, techniques, issues, or questions. PDWs can address any issue of concern to HR scholars and/or practitioners. Sessions on teaching, international HR, linking HR research and practice, and facilitating Division member development are encouraged. Please also consider but do not be bound by the conference theme - "Dare to Care: Passion and Compassion in Management Practice and Research." For example, you might consider putting together a PDW session that aims to integrate passion and compassion for teaching, research, and practice of HR and their interplay; integrates the interests of various stakeholder groups (employees, managers, customers, the community); and/or integrates passion for one's work with compassion for others impacted by one's work.

If you have questions or would like to discuss or suggest a workshop idea, please contact the HR Division PDW Chair Wendy Boswell, at [wboswell@tamu.edu](mailto:wboswell@tamu.edu) or 979-845-4045 by December 15, 2009.

All proposals should be submitted using the submission process found at <http://submissions.aonline.org/2010>. The submission deadline is January 14, 2010 but earlier submissions are encouraged. Note that there is limited space on the PDW program and we cannot guarantee that all proposals will be accepted.

### **INTERNATIONAL MANAGEMENT (IM)**

John M. Mezas, University of Miami, [IMPDW2010@gmail.com](mailto:IMPDW2010@gmail.com)

#### ***2010 IM Division Professional Development Workshops: Call for Proposals***

The theme of the 2010 Academy of Management Conference - "Dare to Care" - challenges us to increase passion and compassion in our research, teaching, and in the Academy of Management itself. As Raymond Vernon cautioned long ago, there is a storm over multinational organizations because many associate this organizational form with endemic ills of corruption, pollution, greed, and inequity. The recent economic crisis perpetuates this belief as many blame multinational firms entirely for the severe global recession. Thus, I believe the challenges suggested by this year's theme are particularly relevant for the International Management Division. This year our workshops afford opportunity to investigate with passion and objectivity stakeholder relationships, equity, and sustainability in multinational organizations and global trade.

**The International Management Division (IM)** is dedicated to research and teaching on the theory and practice of multinational or multicultural management. Our focus in the Professional Development Workshops (PDW) is to develop, enhance, and create professional and personal skills associated with international scholarship and teaching. With this in mind, we seek innovative, provocative, and exciting proposals that bring together an international community of scholars interested in enhancing international research, teaching, and international management. We encourage proposals that reflect the conference theme of "Dare to Care" by helping to build relationships and communities that generate passion and compassion in international management scholarship and teaching. We are particularly interested in PDWs that facilitate discussion on the relevance of our scholarship and international business practices in light of current global issues and our increasing interconnectedness. Overall, PDWs should improve understanding of IM practice and help us become more mindful members of the IM community.

PDW formats are highly flexible and can take the shape of workshops, panels, round table discussions, simulations, et cetera. As such, PDWs provide an opportunity to experiment with what is typically beyond the scope of regular paper sessions. Thus, we seek creative and interactive proposals that involve not just other academy divisions, but also not-for-profit organizations, consultancies, NGOs, and public sector organizations. The conference location, Montréal, is a great multilingual and multicultural city. We encourage submitters to leverage this location with creative integration of the local 'flavor' and the abundance of diverse local resources. Along with doctoral and junior faculty consortia, we also offer a paper development workshop and off-site events.

**Submissions:** If interested in organizing or being involved in a PDW in any way, please contact John Mezas at [IMPDW2010@gmail.com](mailto:IMPDW2010@gmail.com) for more information or guidance on writing proposals by December 15, 2009. Submit final proposals via AoM's system (<http://submissions.aonline.org/2010>). This system opens Nov. 3, 2009 and the submission deadline is Jan. 14, 2010 (5:00 p.m. EST). We strongly encourage early submissions because we will develop our program on an iterative basis. To learn more about the IM Division,

visit our website at <http://divisions.aonline.org/im>.

I look forward to putting together exciting workshops for the 2010 conference in Montréal!

## MANAGEMENT CONSULTING (MC)

Therese Yaeger, Benedictine University, [aomMCD@ben.edu](mailto:aomMCD@ben.edu)

### ***2010 MC Division Professional Development Workshops: Call for Proposals***

The Management Consulting Division invites proposals for the Professional Development Workshops (PDWs) to be held at the 2010 Academy of Management conference in Montréal (August 6-7, 2010). We particularly encourage interactive and innovative PDWs relevant to the theme of the conference *Dare to Care: Passion and Compassion in Management Practice and Research*. We welcome sessions that align with the topic of the conference that cause us to reflect on whether our work as managers, consultants or researchers contributes to the wellbeing of the larger society in which we live and work, and to (re-)gain a sense of passion for this work, as well as compassion for the people involved in or affected by it. However, it is important to stress that your submission may be about any topic in the area of management consulting (broadly construed), whether it relates to the overall conference theme or not.

Please submit your PDW proposals by **January 14<sup>th</sup>** (submission website:<http://submissions.aonline.org/>). The submission website opens on November 3, 2009. On the website, you can find further detail on the format of the submission. However, we very much welcome if you contact us to discuss your ideas with us in advance. Building on the success of 2009 conference, we propose various tracks such as *Doctoral Consortium*, *Consulting Skills*, *Teaching Management Consulting*, and *Research in Management Consulting*.

**A. Doctoral Consortium & Colloquium:** The purpose of the Doctoral Consortium is to help doctoral students at all levels - from beginners who are just starting to define their topic to advanced doctoral students close to submission - to develop their work and enhance their progress. We want doctoral students in the management consulting area to be successful in their work! At the Academy Conference 2010, doctoral students will have the opportunity to present work-in-progress and to discuss and receive feedback from experts in the field. There will be two research streams. The first stream brings together people who are interested in consulting firms, markets, institutions, and related factors. The second stream of research revolves around the process of consulting, organizational change and development. We seek to partner with other divisions and interest groups. In both streams, experienced academics will share their insights on research approaches, research methods, creating and maintaining links between research and practice, publication opportunities, 'post-doc' career options, and the like. If you wish to suggest particular topics you think should be addressed, or if you would like to be involved in any other way, please contact Stephanie Hurt at [Hurstep@meredith.edu](mailto:Hurstep@meredith.edu)

**B. Consulting Skills:** One of the missions of the Management Consulting Division is to help academics and practitioners to enhance their skills in high-quality consultancy, as opposed to quick fix and cookie cutting solutions. Two kinds of sessions will be held:

Basic Consulting Skills. This track for academics and junior consultants will focus on topics such as negotiation of contracts and entry, managing the consulting process, critical dimensions of the consultant-client relationship, traps to be avoided, evaluation of consulting interventions, managing a consulting firm (strategy, marketing of services, costs and fees, operational and financial control, knowledge management, structure and organizational design of the consulting firm), certification and licensing, etc.

Advanced Consulting Skills: Facilitating Organizational Transformation. These sessions are aimed at sharing expertise and best practices on subjects related to the different fields of consulting such as coaching, change management (gaining support, managing conflict, assessing change), sensemaking in organizations, mergers and acquisitions, consulting in specific areas of management (e.g., consulting to voluntary sector organizations, quality management, small and family business, consulting in the public sector, etc.). Given the theme of the 2010 conference "Dare to Care: Passion and Compassion in Management Practice and Research", we particularly welcome sessions that express our compassion (or lack of compassion) toward our clients, care we provide to future aspiring consultants, consulting in the non-profit arena, business ethics, and other issues

related to the special theme of the conference.

### **C. Teaching Management Consulting:**

This track focuses on enhancing teaching of Management Consulting. We solicit proposals that focus on topics such as designing and evaluation of curricula and syllabi for MBA/management concentrations and courses, on management of teaching portfolios and career transitions from consulting to academia and from academia to consulting. The PDW sessions are also an opportunity to network with colleagues and to discuss innovative teaching methods in Management Consulting.

### **D. Research in Management Consulting:**

We would like to see proposals that aim at bridging the gap between management consulting practice and academic research. Topics include application of specific quantitative or qualitative methodologies, outcome research of management consulting interventions, knowledge management, evolution of the management consulting industry, publishing strategies, etc. Theorists and consultants are invited to reflect together on the quality of the research questions in management consulting and to discuss how well the research questions of academics complement the questions of practitioners.

## **MANAGEMENT EDUCATION & DEVELOPMENT (MED)**

Toni Ungaretti, Johns Hopkins University, [carey.medpdw@jhu.edu](mailto:carey.medpdw@jhu.edu)

### ***2010 MED Division Professional Development Workshops: Call for Proposals***

The primary focus of MED is to encourage and nurture professional scholarship in management education among and across all AOM Divisions. We are interested in learning and in teaching to achieve that learning. For our 2010 PDW program, we seek proposals for creative and innovative sessions in which participants can work together to enrich their teaching and research skills to advance learning in management education. In particular, we encourage proposals that:

- take an interdisciplinary approach
- include non-US based colleagues
- include practitioners, as well as academics

MED is committed to enhancing the value and effectiveness of teaching for learning, research on learning, and teaching designed to promote learning. We encourage sessions on topics such as teaching philosophy, measuring effective learning, or teaching strategies and techniques. We particularly welcome new and innovative PDWs that explore the boundaries of management education and development. MED is also committed to providing developmental opportunities for doctoral students and junior faculty with innovative ideas and approaches. In keeping with this commitment, we encourage PDW proposals addressing management education from members of all AOM Divisions that speak to either the *Dare to Care* - Conference Theme or the Advancing Teaching/Learning Theme.

### ***DARE TO CARE* - CONFERENCE THEME**

The conference theme - *Dare to Care* - provides a unique venue for exploring both the care we extend to our learners in their management education experience and the care that they demonstrate in their practice after the completion of their degrees.

- What models, philosophies, guiding principles, and best practices in teaching/learning can be shared that integrate passion for one's work with compassion for others impacted by one's work?
- What opportunities does teaching provide for preparing learners to engage in management practices designed with concern for the well-being of the larger society?
- How do we include the concept of a sustainable future within the content that we teach?
- How do we model care in the classroom?
- What approaches have been successful in preparing learners to demonstrate concern for all stakeholders and the integration of the interests of all parties in their practice?
- How do we measure care in our teaching and in our learners' performance?

### **ADVANCING TEACHING/LEARNING THEME**

The teaching/learning theme includes areas of inquiry that concern or impact all who teach, study teaching, or

are concerned about learning across all disciplines in management education. We are interested in proposals that integrate and/or cross disciplines and that are of interest across the Academy. The tracks within this theme focus on applying research and best practice to enhance our preparation to teach, to support our efforts to teach, to better understand our learners, and/or to ensure that our learners in fact learn.

In keeping with this, we welcome proposals that creatively and effectively address the following tracks:

- Scholarship on Teaching/Learning - encourages an agenda of inquiry related to teaching/learning and asking questions that create knowledge to advance the practice of management education
- Effective Teaching – focuses on the development of the whole teacher including her/his educational philosophy and teaching competency
- Learning Assessments – provides a forum to discuss both the approach and issues/concerns related to the assessment of student learning such as assessment systems, portfolio assessment, faculty engagement, and limitations to name a few.
- Learning Styles – examines learning styles of individuals and how this affects the learners' ability to process and comprehend the various presentation modalities of management education
- Teaching Strategies and Techniques – includes efforts especially designed to advancing the conversation on internships, service learning, simulations, project-based learning, online learning, and experiential learning

All proposals will be considered for their potential to interest, excite and engage members of MED and the broader Academy membership. For further information and discussion, contact MED PDW Chair Toni Ungaretti via email ([carey.medpdw@jhu.edu](mailto:carey.medpdw@jhu.edu)) by December 15, 2009. We encourage your participation in the MED Division PDWs for 2010 and look forward to receiving a proposal from you.

### **MANAGEMENT HISTORY (MH)**

Patrick J. Murphy, DePaul University [pmurph12@depaul.edu](mailto:pmurph12@depaul.edu)

#### ***2010 MH Division Professional Development Workshops: Call for Proposals***

Scholars in the MH Division interpret and explain the historic evolution of management concepts and practices and delineate their importance to many aspects of progress in contemporary management and organizations. MH Division contributions thus reflect all areas in the Academy of Management and promote excellence in management research, pedagogy, and practice.

We seek innovative and exciting proposals for the MH Division's professional development workshops (PDWs) at the 2010 Academy of Management conference in Montréal. The MH PDW sessions will occur on **August 6-7**.

We are interested in proposals highlighting historical perspectives on any area(s) in the Academy of Management. We welcome PDW proposals that embrace the theme of the 2010 conference ("Dare to Care: Passion and Compassion in Management Practice and Research") or have linkages with Montréal. Examples of the former may include the ramifications of historic economic crises for the societies in which people live and work. Examples of the latter may include the variety of international organizations and councils headquartered in Montréal or the history of the Canadian National Railway. However, we welcome a wide range of historic perspectives on many topic areas.

The MH division enjoys the fact that all areas in the management field have rich and interesting histories. As such, sessions sponsored jointly with other Academy of Management divisions are particularly appropriate and highly encouraged.

Please review the new online submission process at <http://submissions.aonline.org> and the **submission deadline of January 14, 2010**. There is only limited space in the PDW program. Therefore, we do encourage early submissions. Feel free to contact Patrick J. Murphy ([pmurph12@depaul.edu](mailto:pmurph12@depaul.edu)) with inquiries **before December 15, 2009**. See you in Montréal!

## MANAGERIAL and ORGANIZATIONAL COGNITION (MOC)

Rhonda K. Reger, University of Maryland, [rreger@rhsmith.umd.edu](mailto:rreger@rhsmith.umd.edu)

### ***2010 MOC Division Professional Development Workshops: Call for Proposals***

The Managerial and Organizational Cognition (MOC) Division is devoted to understanding individual and collective cognitive processes in organizational contexts, including, but not restricted to, the nature and role of mental representations, judgment and decision making, social identity processes, attribution processes, individual differences, non-conscious forms of cognitions (e.g. intuition), sensemaking, categorization, organizational learning and memory, culture, communities of practice and cognitive institutionalism. The Professional Development Workshops have become one of the most intellectually rich and vibrant parts of the MOC program and indeed of the Academy meetings more generally. With your help MOC can continue this tradition. PDW sessions present an opportunity to create innovative events in which participants are able to explore issues and problems in a more relaxed and interactive format.

The 2010 Annual Meeting will be held in Montréal August 6 - 10. PDW sessions are scheduled from 8AM to 8PM on both Friday (August 6) and Saturday (August 7). We encourage you to consider the conference theme – “Dare to Care: Passion and Compassion in Management Practice and Research” – as you create your proposal. The 2010 conference theme presents an unusual opportunity to be daring: to submit new ideas, novel approaches, and innovative formats. We also encourage work that questions fundamental assumptions about both research processes (for example, the role of passion in the choice of topic and methodology) and research subjects (for example, the role of compassion in organizations). The theme also encourages submissions that explore how individual and collective cognitive processes affect and are affected by organizational practices that allow actors to create social and economic value through caring, passion, and compassion. Proposals may also address more traditional topics and concerns. In crafting your proposals, be mindful that MOC encourages work spanning the macro, meso, and/or micro levels of analysis and we especially encourage work that addresses important organizational and societal problems and work that impacts practice. We also encourage submissions that showcase innovative methods, topics, and approaches to cognitive research. As in previous years, wherever possible, we encourage you to create proposals that may be of relevance to more than one division.

Also, please remember that PDW formats are flexible and can be made to fit a wide range of styles and needs, from PhD students to junior faculty colleagues to ‘veterans’ from a variety of backgrounds and disciplines. We especially wish to encourage PDWs that include practitioners as well as academics.

The submission website is <http://submissions.aomonline.org/2010> and the deadline for submission of proposals is January 14, 2010. Early submissions are encouraged, as there will be limited space in the PDW program.

For more information, please contact Rhonda K. Reger at [rreger@rhsmith.umd.edu](mailto:rreger@rhsmith.umd.edu).

## MANAGEMENT, SPIRITUALITY & RELIGION (MSR)

Michelle French, Mount St. Mary's College, [mfrench@msmc.la.edu](mailto:mfrench@msmc.la.edu)

### ***2010 MSR Professional Development Workshop: Call for Proposals***

The Management, Spirituality and Religion (MSR) Interest Group cordially invites you to submit a Professional Development Workshop (PDW) proposal for the Academy of Management Annual Meeting in Montréal, August 6-10, 2010. The conference theme is “*Dare to Care: Passion and Compassion in Management Practice and Research*”.

MSR is committed to understanding the nature, influence, and relationship of spirituality and religion in management and organizations. Hence, PDWs provide the perfect platform for us to share knowledge and expertise in this regard, resulting in greater opportunities for personal and professional development. PDWs also enhance our exploration of new and innovative constructs, methodologies, pedagogies, and practices, establishing a foundation for future MSR research, scholarship, and application. MSR encourages PDW submissions that are innovative, interdisciplinary, and highly interactive. Submitters are encouraged to involve participants from other AOM divisions and to explore connections with the 2010 conference theme, such as:

- To what extent do organizations that are spiritual or religious enact passion and compassion?
- How do spirituality and religion affect the exchange of compassion within and among teams?
- In what ways can passion and compassion thrive within organizations that are spiritually and religiously diverse?
- How is MSR research uniquely positioned to contribute to the conversation about caring, passion, and compassion?

PDW proposals must include:

- 1) A title and AOM assigned submission number (in the proposal and in file name)
- 2) Primary sponsor and other potential sponsors
- 3) An abstract of up to 250 words
- 4) A 3-5 page workshop overview
- 5) A justification of why the PDW would be of interest to MSR and potential co-sponsors
- 6) A description of the chosen format for delivery
- 7) File formatting in either PDF, DOC, or RTF

***PDWs missing any of these items will not be reviewed or evaluated for acceptance.***

PDWs will occur on Friday, August 6<sup>th</sup> and Saturday, August 7<sup>th</sup>. All-Academy Theme PDWs will occur on Sunday, August 8<sup>th</sup>. The “rule of three” applies (individuals may submit, appear in, or be associated with up to three PDWs *only*). Although acceptances are highly competitive, we urge as many individuals as possible to submit proposals. Also, if you would like to assist with or attend the **MSR Doctoral and New Faculty Consortium**, one of our annual PDW highlights, contact Emmett Perry at [Emmett.perry@rockhurst.edu](mailto:Emmett.perry@rockhurst.edu).

The submission deadline is **January 14, 2010**. All submissions must be made through the AOM website at: <http://submissions.aomonline.org/2010>. To discuss ideas prior to submission, please feel free to contact Michelle French at [mfrench@msmc.la.edu](mailto:mfrench@msmc.la.edu) by **December 11, 2009**. Thank you for your support of MSR, and see you in Montréal!

## **ORGANIZATIONAL BEHAVIOR (OB)**

Michelle Duffy, University of Minnesota, [OBPDW@umn.edu](mailto:OBPDW@umn.edu)

### ***2010 OB Division Professional Development Workshops: Call for Proposals***

Professional Development Workshops (PDWs) for Organizational Behavior (OB) allow you the opportunity to develop and participate in innovative, inclusive, and interactive profession-enhancing experiences. PDW sessions can take many forms (workshops, interactive symposia, tutorials, town hall meetings, breakout sessions, debates, case studies, round tables, research incubators, etc.) and can address any issue of concern to OB scholars and/or practitioners. The OB Division’s theme is “Making Connections” and we are particularly interested in sponsoring PDWs that offer creative strategies for bridging boundaries between individuals or groups (e.g., between practitioners and academics, between international and domestic scholars, between scholars in different academic disciplines, or between junior and senior scholars).

We encourage you to consider, but not be bound by, the conference theme – *Dare to Care: Passion and Compassion in Management Practice and Research* – to bring together individuals from academics and/or practice in any PDW format. Research on topics such as values, motivation, emotion, commitment, identification, prosocial behaviors, responses to negative organizational events, flourishing, and relationships (just to name just a few) could have particular relevance to our understanding of both passion and compassion in organizations. New views on well-established ideas are also welcomed as PDW topics.

We encourage PDW sessions that can be co-sponsored by other divisions. If you would like to discuss a PDW idea, please contact the OB Division PDW chair, Michelle Duffy, at [OBPDW@umn.edu](mailto:OBPDW@umn.edu) by December 15, 2009. The OB Division PDW sessions will be scheduled from 8 a.m. Friday, August 6, 2010 to 8 p.m. Saturday, August 7, 2010 in Montréal, Canada.

Please submit your ideas using the PDW submission system at: (<http://submissions.aonline.org/2010>) and send your complete proposal to Michelle Duffy at [OBPDW@umn.edu](mailto:OBPDW@umn.edu). The deadline for proposals is **January 14, 2010**. We encourage early submissions as there is limited space on the PDW program. We look forward to seeing your proposals!

## **ORGANIZATIONAL COMMUNICATION & INFORMATION SYSTEMS (OCIS)**

Elizabeth Davidson, University of Hawaii, Manoa, [OCISDavidson@gmail.com](mailto:OCISDavidson@gmail.com)

### ***2010 OCIS Professional Development Workshops: Call for Proposals***

What would OCIS as a field look like if we deeply integrated caring and compassion in our research projects, teaching, and writing? Can junior faculty striving for tenure respond in the same way as senior faculty to such issues? Can PhD students build caring and compassion into their careers from day one? Conversely, are there lessons senior faculty can learn from those just entering the field about (re)instilling passion and compassion into their professional lives? How can academics and professionals work together to (re)ignite social awareness and concerns into organizational communications and information systems domains? Do Web 2.0 communities and technologies engage us in these issues, and what/how can we learn from these experiences? And ... is it publishable? These are some of the issues we hope to address in the [Organization Communication and Information Systems \(OCIS\)](#) Division professional development activities at the 2010 Academy of Management meeting.

Proposals are invited for the pre-conference Professional Development Workshops (PDWs) at the Academy of Management Meeting in Montréal, Quebec, Canada, on August 6-10, 2010. PDW sessions are an opportunity to be innovative, discuss unresolved questions, learn best practices in teaching and research, debate future directions, and organize novel activities that bring the expertise and experience of OCIS members to bear on the challenges that we all face in our daily, professional lives.

PDW sessions (which will be held on August 6-7, 2010) include workshops, invited speakers, panel discussions, town hall meetings, debates, tours, etc. We welcome proposals for activities that will challenge and strengthen the members of the OCIS community. Proposals will be evaluated on their ability to draw an audience, fit with conference theme (*Dare to Care: Passion and Compassion in Management Practice and Research*), innovativeness, and potential impact on the professional success of the participants.

If you are interested in proposing a PDW session (or helping with the OCIS Doctoral or Junior Faculty Consortia), please contact the OCIS PDW chair (Elizabeth Davidson – [OCISDavidson@gmail.com](mailto:OCISDavidson@gmail.com)) so we can work with you to develop the idea. All full proposals for PDW activities will need to be submitted to <http://submissions.aonline.org/> by **January 14, 2010**.

Elizabeth Davidson  
Department of Information Technology Management  
Shidler College of Business  
University of Hawaii at Manoa  
Honolulu, HI 96822  
Phone: (808)956-6657  
[OCISDavidson@gmail.com](mailto:OCISDavidson@gmail.com)

## **ORGANIZATION DEVELOPMENT & CHANGE (ODC)**

Jim Ludema, Benedictine University, [AOMODC@ben.edu](mailto:AOMODC@ben.edu)

### ***2010 ODC Division Professional Development Workshops: Call for Proposals***

PDWs' are a platform for colleagues to share knowledge and expertise and foster the development of workshop participants. Coordinated by the Academy's many divisions, interest groups, and theme committees, PDW sessions are different from regular academy sessions in that they can have a longer time frame and use a more interactive and participative format. PDW sessions will be held prior to the AOM regular program from 8 a.m. on Friday August 6, through 8 p.m. on Saturday August 7, 2010.

Submissions are especially welcome that address our conference theme: *“Dare to Care: Passion and Compassion in Management Practice and Research.”* This theme invites managers and management scholars to care more deeply about our roles – to have passion about what we do and compassion for the people for whom we do our work. Please use this opportunity to submit creative and challenging PDWs that explore how our field of ODC connects with this theme. What new theories might be created around the idea of passion and compassion in organization development, change, and design? How might organizations be different when leaders have compassion for their followers, when managers have compassion for their customers, when employees have compassion for their fellow workers and their leaders, or when firms have compassion for the communities and natural environment that support them? How might the focus of management scholarship change – and what would be the experience of our scholarly pursuits – when passion and compassion define the scholarly journey? How might passion and compassion commingle in the classroom? And on the flip side, what might be the limits, unintended consequences, and even harm that may follow acts of passion or compassion?

Note that PDW space is limited, so PDW proposals that would be of interest to several divisions or interest groups are encouraged, although a PDW can only be submitted to one Division. (Any co-sponsors will be determined after submission.) If you are interested in submitting a proposal for a PDW session to be sponsored by the ODC Division, please visit the AOM submission site, <http://submissions.aonline.org/2010>.

Also please note that the “Rule of 3” applies to PDW submissions. Therefore no one can submit or be a part of more than 3 PDW submissions (this is in addition to the Rule of 3 for the main scholarly program).

Proposals must include:

1. The workshop title
2. Full description of the workshop and activities
3. Time requirements of the workshop
4. Submitter (contact person) and presenter(s) information, including name, affiliation, address, phone, fax, and e-mail for each person.
5. Division or Interest Group sponsor being solicited and why
6. Suggested Division or Interest Group co-sponsors
7. How you intend to create healthy audience interaction and participation

The submission deadline is **January 14, 2010** (earlier submissions are strongly encouraged). All submissions must be sent via the AOM submissions system, <http://submissions.aonline.org/2010>.

If you have any questions, please contact Jim Ludema at [AOMODC@ben.edu](mailto:AOMODC@ben.edu).

### **OPERATIONS MANAGEMENT (OM)**

Karen Chinander Dye, Florida Atlantic University, USA, [kchinand@fau.edu](mailto:kchinand@fau.edu)

#### ***2010 OM Professional Development Workshop: Call for Proposals***

The Operations Management (OM) Division invites you to submit proposals for Professional Development Workshops (PDWs) for the 2010 Academy of Management Annual Meeting in Montréal, Canada. PDWs take place on Friday, August 6 and Saturday, August 7, 2010.

The OM Division encourages creative and innovative PDWs that build knowledge and share expertise oriented toward OM teaching, management practice and research. We also encourage PDW proposals that link to other divisions/interest groups and/or that reflect the conference theme, *Dare to Care: Passion and Compassion in Management Practice and Research*. Appropriate PDW formats include workshops, tutorials, panel discussions, debates, round table discussions, practitioner focused sessions, and facility tours. Interactive PDWs are especially welcome. (Note: Traditional presentations of research papers should be submitted to the Scholarly Program portion of the Annual Meeting).

PDW proposals must be submitted online via the AOM submission website, <http://submissions.aonline.org/2010>. Please submit all proposals (along with any joint-division

“sponsorship” suggestions) using this website. The General Submission Guidelines are available at the 2010 Annual Meeting website, <http://meetings.aomonline.org/2010>. **Deadline for Submissions: January 14, 2010.**

If you have any questions or would like feedback or suggestions about your ideas for a PDW event, please do not hesitate to contact Karen Chinander Dye ([kchinand@fau.edu](mailto:kchinand@fau.edu)), OM Division 2010 PDW Chair by December 15, 2009.

*For more information about the OM division please visit [www.omaomonline.org](http://www.omaomonline.org).*

### **ORGANIZATION & MANAGEMENT THEORY (OMT)**

Christine Beckman, University of California, Irvine, [omt@merage.uci.edu](mailto:omt@merage.uci.edu)

#### ***2010 OMT Division Professional Development Workshops: Call for Proposals***

The Organization and Management Theory division is a community built from a common desire to develop and promote understanding of organizations and organizing. We stand at the intersection of micro and macro analysis, providing a context for mutually beneficial intellectual engagement across disciplinary and other boundaries.

In Montréal, August 6-10, 2010, we would like to see PDW sessions creatively and innovatively addressing the Division’s Mission of attracting, developing and serving academics and practitioners who wish to advance understanding of organizations and organizing. We would particularly like to see submissions that address the conference theme of “*Dare to Care: Passion and Compassion in Management Practice and Research.*” PDW sessions have a very flexible structure but should have greater participant interaction than symposia in the regular program.

**All submissions are to be submitted electronically at this site:**

<http://submissions.aomonline.org/2010>

The deadline for submissions is **January 14<sup>th</sup>, 2010**. **This is the same date as regular scholarly submissions.** We encourage proposals that address the interests of a broad segment of Academy of Management members and ask proposal submitters to note whether their PDW will be of interest to members of divisions other than OMT.

***In your submission, you will be asked for the following information:***

- The title of your session;
- Contact information for submitter and names and affiliations of all facilitators;
- A brief (2 page) outline of the proposed session, including a statement of planned activities, rationale for workshop, and the target audience; Innovative proposals and those that address the 2010 AOM conference theme are particularly encouraged;
- Ideal room setup and time frame; Sessions are scheduled all day Friday and Saturday;
- Other divisions to which the session would be of interest.

### **ORGANIZATIONS & THE NATURAL ENVIRONMENT (ONE)**

Andrew Hoffman, University of Michigan, [ajhoff@umich.edu](mailto:ajhoff@umich.edu)

#### ***2010 ONE Division Professional Development Workshops: Call for Proposals***

The Organizations & the Natural Environment (ONE) division invites the submission of creative proposals for Professional Development Workshops (PDWs) to be held at the upcoming Academy of Management Meetings in Montréal. PDWs will be scheduled on Friday, August 6 and Saturday, August 7, 2010.

The PDW portion of the AOM is an opportunity to be innovative, to discuss new research areas, to share best practices in teaching, scholarship, research and practical application of ideas. PDWs can take a number of

forms: workshop, invited speakers, panel discussion, debate, case studies, reception etc. We seek submissions related any area of environmental management and policy. We also encourage proposals that involve two or more divisions and/or interest groups and take advantage of the 2010 Conference theme, Dare to Care: Passion and Compassion in Management Practice and Research”. Let’s make the ONE Division’s PDWs as interactive and innovative as possible!

Please submit proposals at <http://submissions.aonline.org/2010>. The submission deadline is January 14, 2010, but earlier submissions are encouraged. If you are looking for ideas or want to discuss an idea before submission, please send an e-mail to Andrew Hoffman [ajhoff@umich.edu](mailto:ajhoff@umich.edu) by December 15, 2009.

### **PUBLIC & NONPROFIT (PNP)**

Eric Martin, Eastern Connecticut State University, [Martine@EasternCT.edu](mailto:Martine@EasternCT.edu)

#### ***2010 PNP Division Professional Development Workshops: Call for Proposals***

The Public and Nonprofit Division (PNP) encourages creative PDW proposals that relate to the 2010 Conference theme of “Passion and Compassion in Management.”

These sessions will be scheduled between Friday 8:00 am (8/6/10) and Saturday 8:00 pm (8/7/10) in Montréal, Canada.

We are especially interested in topics that:

- *Showcase Passion and Compassion in public and nonprofit management;*
- *Complement our Doctoral Student Consortium (methods, job search, career development, course development, publishing, etc.);*
- *Explore teaching management in different settings (international, interdisciplinary, cross-sectoral, over time, etc.);*
- *Discuss research agendas, methods, topics and approaches across different settings (future PNP topics, globalization, ;*
- *Foster collaboration between practitioners and academics (consulting, economic downturn/layoffs/cutbacks; evaluations and assessments, etc.);*
- *Address timely issues (Health Care in the US; Homeland Security; International Interventions; Diplomacy, Peacekeeping and Development; the Economic Crisis, etc.)*
- *Invite and encourage co-sponsorship with other divisions (research methods, careers division, SIM, OB, OMT, etc.)*

Sessions can take a number of formats. Non-traditional formats especially encouraged. We only *discourage* traditional paper presentations. Please submit your PDW proposals at <http://submissions.aonline.org/2010> by completing all the fields required to understand both the concept, as well as logistical concerns.

The deadline for proposals is **January 14, 2010 (but earlier is better!)**.

Contact PNP’s PDW Chair, Eric Martin at [Martine@EasternCT.edu](mailto:Martine@EasternCT.edu) (860 465-0245) with questions or for more information by December 15, 2009.

### **RESEARCH METHODS (RM)**

Lisa Schurer Lambert, Georgia State University, [lisalambert@gsu.edu](mailto:lisalambert@gsu.edu)

#### ***2010 RM Division Professional Development Workshops: Call for Proposals***

The Research Methods Division (RMD), one of the Academy’s most active divisions, invites submissions for professional development workshops (PDWs) at the 2010 Annual Meeting in Montréal. PDW sessions will be held between 8:00am Friday, August 6<sup>th</sup>, and 8:00pm, Saturday, August 7<sup>th</sup>.

RMD is looking for innovative and challenging workshops in quantitative and qualitative methodologies that will attract not just members of RMD, but members from a wider audience as well. The proposed PDW should seek to advance the professional development of RMD and Academy members by discussing state of the art research methodologies. PDW submissions should be made through the Academy’s website, <http://submissions.aonline.org/2010>. The deadline for submissions is **January 14, 2010**. You are welcome

to discuss potential PDWs with Lisa Schurer Lambert at [lisalambert@gsu.edu](mailto:lisalambert@gsu.edu) before submitting your proposal.

Special consideration will be given to PDW proposals that integrate the theme of this year's meeting, Dare to Care, with research methodology. RMD will consider including PDW sessions that have been popular at prior meetings and is seeking new proposals for qualitative and quantitative topics and methodologies through its Mini-Lecture Series. We are also seeking proposals on techniques for macro and longitudinal research. The target participants will be PhD students and junior faculty members. Preference will be given to sessions that will last 2 hours or less. If you think you can help in teaching one or more of the lectures, please send an e-mail to Lisa Schurer Lambert ([lisalambert@gsu.edu](mailto:lisalambert@gsu.edu)) with information on the topic you want to teach and the expected number of hours/sessions required. RMD will provide close support and logistics for these mini-lectures.

If you want to know more about RMD, please visit the RMD Web at <http://division.aonline.org/rm>

## **SOCIAL ISSUES IN MANAGEMENT (SIM)**

Virginia Gerde, Duquesne University, [gerdev@duq.edu](mailto:gerdev@duq.edu)

### ***2010 SIM Division Professional Development Workshops: Call for Proposals***

The Social Issues in Management (SIM) division is seeking creative proposals for the PDW sessions (Friday, August 6<sup>th</sup> and Saturday, August 7<sup>th</sup>) at the 2010 Annual Meeting in Montréal. The theme of the conference, *Dare to Care: Passion and Compassion in Management Practice and Research*, complements our Division's work. Consistent with the conference theme we especially encourage submissions that:

- Critically and creatively address organizational problems to ensure a caring future. For example, how might organizations address base-of-the-pyramid and poverty issues? How does the concept of organizational performance or effectiveness change when passion and compassion are included in the criterion set? How would an organization be structured or operate when passion and compassion are included in the corporate strategy? What are the implications for firm policies and practices of encouraging passion and compassion among a firm's managers and employees? What role(s) do, or should, these emotions play in business practices?
- Critically and creatively examine how a firm's activities with various stakeholders should or could be managed to elicit the passion of its stakeholders and encourage compassion and understanding. How does the business-government relationship encourage or discourage caring?
- Critically and creatively discuss how our research can assist management to address stakeholders and contribute to the wellbeing of society. What role does SIM play in research examining these important issues for management in the 21<sup>st</sup> century? How might the focus of SIM research change when passion and compassion are included in the scholarly journey?
- Critically and creatively discuss the pedagogical issues of passion and compassion in the classroom in terms of managerial practice and classroom conduct.

While we are especially interested in PDW proposals which link to the conference theme, we recognize that the domain of SIM is very broad. Thus, we also encourage submissions related to theory-building, empirical study, applied practice, or teaching related matters that address core areas of interest to SIM members. These areas include a wide range of topics concerned with the impacts of management behaviors on the diverse stakeholders of business organizations. Sample areas of focus of work within the Division include business ethics, corporate social responsibility and social performance, stakeholder relations, governance issues, public affairs management and lobbying, government regulation, corporate corruption and compliance, and environmental issues.

The submission deadline for PDW proposals is the same deadline for all submissions for the conference program, **January 14, 2010**. But, earlier submissions are encouraged. All submissions must be made online at <http://submissions.aonline.org/2010>. Please also email a copy of your proposal to Virginia Gerde at [gerdev@duq.edu](mailto:gerdev@duq.edu). Please contact Virginia Gerde by **December 10, 2009** if you would like to discuss proposal ideas or if you have any questions.

## **TECHNOLOGY & INNOVATION MANAGEMENT (TIM)**

Arvids A. Ziedonis, University of Michigan [azied@umich.edu](mailto:azied@umich.edu)

### ***2010 TIM Division Professional Development Workshops: Call for Proposals***

The Technology and Innovation Management (TIM) Division encourages interdisciplinary scholarship and dialogue on the management of innovation and technological change from a variety of perspectives, including strategic, managerial, behavioral, and operational issues. To explore these many issues, the division seeks innovative proposals for its pre-conference Professional Development Workshops (PDWs) at the Academy of Management's annual meeting in Montréal (August 2010). PDW sessions will be held Friday and Saturday (August 6-7).

PDW sessions are attractive venues for exploring cutting edge issues since they can take a variety of formats (workshops, tutorials, debates, roundtable discussions) and can address topics that may not fit in the regular program. Central to each session should be the goal of engaging participants in a high level of interaction.

We seek proposals that are related to the conference theme, *Dare to Care: Passion and Compassion in Management Practice*, or explore emerging trends in research and practice of Technology and Innovation Management. Acceptance of proposals will be based on (a) relevance to the interests of the Division's membership; (b) creativity; (c) potential to foster integration with the rest of the AOM (we welcome proposals that identify other Divisions and Interest Groups as co-sponsors). Our goal is to have a slate of PDWs that is as diverse, creative and interesting as our membership.

We encourage you to submit a proposal by using the PDW form available at the AOM submission site, <http://submissions.aomonline.org/2010>. The submission deadline is **January 14, 2010**. If you have any questions or would like to discuss an idea for a PDW before the deadline, feel free to please contact Arvids Ziedonis at [azied@umich.edu](mailto:azied@umich.edu) by December 15, 2009.

## **ASIA ACADEMY OF MANAGEMENT (AAM)**

Anil Nair , Old Dominion University [anair@odu.edu](mailto:anair@odu.edu)

### ***2010 Professional Development Workshops: Call for Proposals***

The Asia Academy of Management (AAM) invites scholars interested in Asian management issues to submit creative proposals for its Professional Development Workshops (PDW) at the Academy of Management's annual meeting in Montréal (August 6-7, 2010).

Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and foster the professional development of workshop participants. It is an opportunity to develop innovative and creative workshops that will benefit Academy members.

The mission of the Asia Academy is to assume a global leadership position in the advancement of management theory, research and education of relevance to Asia. It is a global organization that welcomes both researchers and managers who are interested in management issues relevant to Asia.

The 2010 Academy of Management Conference focuses on the theme: "Dare to Care: Passion and Compassion in Management Practice and Research" Thus, we encourage proposals for leading and organizing activities that reflect the above theme and are of relevance to Asian Management. Such activities could include:

1. Panel sessions
2. Developmental workshop for junior faculty and doctoral students
3. Round table discussion on specific research areas/topics
4. Feedback on preliminary research ideas by experienced journal reviewers

5. Any other creative forms of scholarly activities

Any proposals for sessions organized in collaboration with other divisions, associated or affiliated societies of the Academy of Management will be highly appreciated.

The deadline for proposals is **January 14, 2010**. Please submit your proposal through the online system. The submission website is <http://submissions.aomonline.org/2010>. You may also contact Professor Anil Nair (email: [anair@odu.edu](mailto:anair@odu.edu)) for initial enquires and coordination before submitting your final proposal.

**IBEROAMERICAN ACADEMY OF MANAGEMENT (IAM)**

María Fernanda García. University of Texas at El Paso, [fgarcia6@utep.edu](mailto:fgarcia6@utep.edu)

***2010 IBERO Professional Development Workshops: Call for Proposals***

The Iberoamerican Academy of Management (IAM) invites the submission of creative proposals for its Professional Development Workshop (PDW) sessions that will take place on August 6-7, 2010 at the Academy of Management Conference in Montréal.

The Academy' Professional Development Workshops (PDWs) are a platform for colleagues to share knowledge and expertise and foster the development of workshop participants.

Although it has Iberoamerican roots, the IAM is currently global in its reach, which is reflected in its highly international and geographically dispersed structure and decentralized mode of operation. The IAM's mission is:

- To foster the general advancement of knowledge in the theory and practice of management among Iberoamerican scholars and/or those academics interested in Iberoamerican issues;
- To perform and support educational activities that contribute to intellectual and operational leadership in the field of management within an Iberoamerican context.

**Consistent with this year's conference theme: "Dare to Care," we would like to suggest some potential topics that may be of interest to a broad audience:**

- 1) What corporate strategies may foster passion and compassion in Iberoamerican contexts? Are these strategies different from other contexts beyond Iberoamerica?
- 2) Are Iberoamerican employees more passionate than compassionate? Or more compassionate than passionate? Does it matter? What are the implications for management practice?
- 3) Are HR practices in Iberoamerican contexts and in particular pay practices reflecting passion or compassion?
- 4) Are entrepreneurs able to be both passionate and compassionate?

**Furthermore, we welcome any proposals that advance theory, research, education, and practice in the field of management within the scope of our mission.**

The formats of PDWs can take a variety of forms including round tables, panel sessions, developmental workshops, practitioner focused sessions, and doctoral consortia, to name a few.

All proposals should be submitted via the AOM submissions website <http://submissions.aomonline.org/>. Proposals may be written in English, Spanish, or Portuguese.

If you have any questions or would like to have a chat about your ideas for this PDW event, please do not hesitate to contact Fernanda García ([fgarcia6@utep.edu](mailto:fgarcia6@utep.edu)) by December 15, 2009

The deadline for proposals is **January 14, 2010**. Feedback on decisions will be given by February.

**INTERNATIONAL THEME COMMITTEE (ITC)**  
Adela McMurray, RMIT University, [adela.mcmurray@yahoo.com.au](mailto:adela.mcmurray@yahoo.com.au)

***2010 ITC Professional Development Workshops: Call for Proposals***

We encourage members of all divisions and interest groups to submit a proposal for a PDW that will fit with the conference theme: "Dare to Care". We would like to promote discussion, reflection and knowledge creation regarding topics that contribute to the well being of the larger society in which we live and work and expand our focus towards an understanding of how solving organizational problems might ensure a sustainable future. As we encourage topics of passion and compassion in management practices and research, we recognize the importance of maintaining an inclusive cross cultural perspective. The International Theme Committee is in a unique position to explore these issues, as well as to analyze and evaluate their global implications.

We are seeking interactive and innovative workshops that foster the charge of the International Theme Committee to:

- Internationalize the Academy as an organization.
- Help Academy members improve their understanding of the internationalization of business trade and other forms of organizational transactions.
- Encourage Academy members to become exposed to, or provide exposure for, organizational scholarship being conducted outside the U.S.
- Assist the membership committee in its charge to expand internationally and to integrate international members into the Academy.
- Analyze the advantages of understanding and applying different cultural perspectives and ideas within the Academy.

To submit a proposal, please visit the AOM submission website. Collaboration with other committees, divisions and interest groups is encouraged. Please sequentially number possible co-sponsoring divisions/groups. Send proposals only to the first/lead sponsor. The submission deadline is **January 14, 2010**, but early submissions are strongly encouraged.

If you have any questions, please contact Adela McMurray, ITC PDW Chair, by email – [adela.mcmurray@yahoo.com.au](mailto:adela.mcmurray@yahoo.com.au) (preferred); mobile (+61 458 030 757); or mail (Associate Professor Adela McMurray, Deputy Head Business (Research), Office of Pro Vice-Chancellor, 239 Bourke St, Melbourne Victoria, 3001, Australia by December 15, 2009.

**MENTORING COMMITTEE (MEN)**

Meredith F. Burnett, Florida International University, [meredith.burnett@business.fiu.edu](mailto:meredith.burnett@business.fiu.edu)  
Shalei Simms, Ramapo College of New Jersey, [ssimms@ramapo.edu](mailto:ssimms@ramapo.edu)

***2010 Mentoring Professional Development Workshops: Call for Proposal***

Drawing upon the theme of the 2010 conference, "Dare to Care: Passion and Compassion in Management Practice and Research," the **Mentoring Committee** encourages PDW submissions that allow us to further explore ways to promote discussions and debates on the scholarship of mentoring. This year we would like to engage in conversations that includes, but is not limited to, the social and emotional impact mentoring has on the mentor as well as the recipient. In addition, we hope to discuss how issues regarding how one's passion for a subject or for service are likely to influence mentoring relationships. As in years past, we will look to offer PDWs that allow for collaboration between AOM divisions that stimulate the cross-fertilization of ideas and innovations that expand our thinking, allowing us to envision new possibilities for national and cross-cultural mentoring initiatives.

The **Mentoring Committee** encourages the Academy to become exposed to and provide exposure for mentoring-oriented professional development opportunities, coordinates support for the scholarship of mentoring activities of Academy members, and looks for opportunities to raise the visibility of

mentoring as an important professional activity within the Academy as well as the public and private sectors.

The meeting date and location for next year's conference are: Academy of Management Annual Meeting in Montréal, August 6-10, 2010. PDWs will occur on Friday, August 6<sup>th</sup> and Saturday, August 7<sup>th</sup>. All-Academy Theme PDWs will occur on Sunday, August 8<sup>th</sup>. The deadline for submissions is: January 14, 2010.

Please forward all proposals to Dr. Meredith F. Burnett at: [meredith.burnett@business.fiu.edu](mailto:meredith.burnett@business.fiu.edu)

### **NEW DOCTORAL STUDENT CONSORTIUM (NDSC)**

Julie I. Hancock, University of Memphis, [jibarker@memphis.edu](mailto:jibarker@memphis.edu)

#### ***2010 NDSC Professional Development Workshops: Call for Proposals***

The New Doctoral Student Consortium (NDSC) serves doctoral students "new" to the Academy of Management.

The NDSC's central mission is to provide a professional development outlet for doctoral students currently in their first or second year of a doctoral program, and those considering entering a doctoral program. The NDSC provides an interactive environment in which doctoral students can learn more about succeeding in their doctoral program, entering the academic profession, participating in Academy of Management divisions and interest groups, meeting doctoral students from around the world, and getting the most out of the Academy of Management Meeting. The NDSC is committed to facilitating doctoral students' initial experience with, and further integration into, the academic community in general, and the Academy of Management in particular.

Therefore, we encourage any PDW proposal that addresses the central mission of the NDSC as stated above. Furthermore, we also encourage PDWs that incorporate this year's theme of *Dare to Care: Passion and Compassion in Management Practice and Research*.

A PDW is highly flexible and can be in any format, such as workshops, panels, round table discussions, etc... We are also open to various creative and interactive topics and sessions.

If you are interested in organizing a PDW session, or just being involved please contact Julie Hancock at [jibarker@memphis.edu](mailto:jibarker@memphis.edu). All PDW proposals must be submitted through the AOM submission system, <http://submissions.aomonline.org/2010>. The deadline for online submission is **January 14, 2010**; however, you are strongly encouraged to submit earlier rather than later. Those wishing to know more about the NDSC can visit our website at <http://group.aomonline.org/ndsc/>.

### **PRACTICE THEME COMMITTEE (PTC)**

Kuo-Hui Frank Yu, University of California, [KuoYu@CityU.Edu.HK](mailto:KuoYu@CityU.Edu.HK)

#### ***2010 PTC Professional Development Workshops: Call for Proposals***

The Practice Theme Committee is of strategic importance to the Academy of Management and spans across all Divisions and Interest Groups of the Academy. It aims to:

- Develop greater awareness of what practice means and how it can usefully inform our scholarship in terms of both research and teaching.
- Identify and profile exemplar initiatives that bridge the gap between theory and practice and engage practitioners and academics in the co-creation of knowledge.
- Create a platform for ongoing engagement with practitioners so that the knowledge we discover is relevant and has impact.

This year's theme "*Dare to Care: Passion and Compassion in Management Practice and Research*" encourages us to rekindle and recharge our motivational fuels for practice and research; furthermore, it implores us to engage our practice and research with principled relevance, impact, and accountability. In particular, we invite you to

take the challenge that a practice perspective offers to engage with:

1. What are leadership practices that embody passion and compassion? Do passion and compassion conflict or compliment? How do passion and compassion relate? How do passion and compassion impact scholarship and society?
2. How do we enhance management practice and research with curricula that foster passion and compassion? What are the challenges? What are some exemplary good practices?
3. How do we bridge theory and practice to rekindle passion for management research? How do we co-create knowledge between practitioners and academicians to achieve the dual goal of passion and compassion?
4. How do we engage our practice and research with principled relevance, impact, and accountability? How do we recognize and reward relevance, impact, and accountability in management research and practice?
5. How can we better understand the role of *phronesis* in addressing 'mal-practice' and 'mis-management' in advancing greater passion and compassion in research and practice?

We encourage exciting, innovative, and interdisciplinary workshops involving **both researchers and practitioners**. Please note that the "Rule of Three" applies for the 2010 PDW program.

If you like to discuss your ideas prior to submitting, please contact Elena Antonacopoulou (E.Antonacopoulou@liverpool.ac.uk. This e-mail address is being protected from spambots. You need JavaScript enabled to view it ), PTC Chair or Kuo Frank Yu ( KuoYu@CityU.Edu.HKThis e-mail address is being protected from spambots. You need JavaScript enabled to view it ) PTC, PDW Chair.

### **TEACHING THEME COMMITTEE (TTC)**

Barbara Ritter, Coastal Carolina University, [britter@coastal.edu](mailto:britter@coastal.edu)

#### ***2010 TTC Professional Development Workshops: Call for Proposals***

The mission of the **Teaching Theme Committee** is to advance the *practice* and *scholarship* of teaching in the Academy.

#### ***Dare to Care About Teaching***

In keeping with the theme of the 2010 conference, TTC encourages submissions intended to:

- Share best practices in teaching in general, by degree level, subject area, or delivery method;
- Engage participants in creative assignment or syllabus design activities;
- Engage participants in activities to advance the scholarship of teaching;
- Inspire and prepare new or junior faculty to become highly effective teachers; or
- Share and stimulate innovative teaching ideas for more seasoned faculty.

Interactive sessions that facilitate sharing and learning across institutions, disciplines, and national boundaries will be given priority. Most importantly, TTC welcomes submissions from those dedicated to excellence in teaching in business and management programs.

PDW sessions may take many forms (e.g., workshop, invited speaker, panel discussion, town hall meeting, tour, keynote address, symposium, tutorial, workout sessions, debates, case study, round table, etc.) and the TTC encourages the submission of creative and provocative ideas. We encourage proposals that relate to the conference theme or other timely issues related to teaching. PDW sessions will be scheduled for August 6 through August 7, 2010.

All PDW organizers are required to submit a formal proposal using the 2010 PDW Proposal Submission Form by no later than **January 14, 2010**.

The 2010 PDW Proposal Submission Form will be available starting on November 3 at:

<http://submissions.aonline.org/2010>

# III. SCHOLARLY PROGRAM SUBMISSION GUIDELINES

## Deadline for Submissions: January 14, 2010, 5:00 PM EST (New York Time)

To ensure that your submission is correct and that it is reviewed, please carefully read through all of the guidelines and instructions in the pages that follow, and **Please, Please Submit Early!** The submission website opens **November 3, 2009**. The submission deadline for papers and symposia is **January 14, 2010**. The deadline for Caucus proposals is **March 9, 2010**. These are firm deadlines.

If you wait until the last minute to submit, you are more inclined to encounter technical problems, make errors, forget to list a participant or worse, you may forget to finalize your submission. Program Chairs have a very short period of time to review all of the submissions, so any submission that is not finalized or didn't follow all guidelines will NOT be reviewed. Please begin planning now and give yourself plenty of time to submit your best work for presentation. Thank you!

### A. POLICIES AND RULES

#### A. Following the AOM Code of Ethics

Members should notify appropriate division chairs or committees regarding the practices or actions of members they believe may violate Academy policies, rules, or general standards of ethical conduct. Standards of conduct that are particularly relevant to participation in the annual conference are summarized here:

- i. **Participation.** To encourage meaningful exchange, Academy members should foster a climate of free interchange and constructive criticism within the Academy and be willing to share research findings and insights fully with other members.
- ii. **Original and new work.** Submitted papers must not have been previously presented or scheduled for presentation, published, or accepted for publication. If a submitted paper is under review elsewhere, it must not appear in print before the Academy meetings.
- iii. **Attendance and commitments.** The Academy is a voluntary association whose existence and operations are dependent on cooperation, involvement and leadership from its members. Members should honor all professional commitments, including presentation of accepted papers and participation in scheduled roles, such as chair, discussant or panel member. If absence from a scheduled meeting is unavoidable, members must contact appropriate individuals and pursue suitable alternative arrangements. Leaders have the same responsibilities and should perform their obligations and responsibilities in a timely, diligent and sensitive manner, without regard to friendships or personal gain.<sup>1</sup>
- iv. **Rigorous scholarship:** It is the duty of Academy members conducting research to design, implement, analyze, report, and present their findings rigorously. Research rigor includes careful design, execution, analysis, interpretation of results, and retention of data. Presentation of research should include treatment of the data that is honest and that reveals both strengths and weaknesses of findings.

Authorship and credit should be shared in correct proportion to the various parties' contributions. Whether published or not, ideas or concepts derived from others should be acknowledged, as should advice and assistance received. Authors should also guard against plagiarizing the work of others. Plagiarism is defined as:

*The failure to give sufficient attribution to the words, ideas, or data of others that have been incorporated into a work, which an author submits for academic credit or other benefit. Attribution is sufficient if it adequately informs and, therefore, does not*

*materially mislead a reasonable reader as to the source of the words, ideas, or data. Attribution (or the lack thereof) is materially misleading if it could cause a reasonable reader to be mistaken as to the source of the words, ideas, or data in a way that could benefit the author submitting the work. (Worthen, 2004: 444. Italic for emphasis added).*<sup>3</sup>

## **B. The Rule of One for Papers**

*“A paper can be submitted to one division or interest group only.”*

This long-standing Academy rule is similar to the requirements of most journals. It also uses reviewer time efficiently.

## **C. Rule of Three + Three**

Briefly, this rule states that participants may appear on a maximum of three PDWs and three sessions in the Scholarly Program. As explained below, the electronic submission system is designed to help enforce this rule. In addition, each submitter is responsible for helping to enforce this rule.

**The following information is a repeat in the PDW submission section. However, it is important to review this again to be sure that you are clear about the rule.**

### **PDW Program Rule of Three**

*“No one may submit or be associated with more than 3 PDW submissions to an Academy Meeting; or appear\* in more than 3 PDW sessions during the PDW Program from Friday to Sunday, regardless of whether the sessions are held on-site or off-site”.*

- i. What counts as a PDW “appearance”?** PDW appearances include all roles that are listed in the PDW program such as chairs, organizers, special guests, facilitators, speakers, presenters, co-authors, and so on.

The following PDW appearances are exempt from the *Rule of Three + Three*:

- Academy, Division, Interest Group, or Committee Officer Roles.
- Editors and Associate Editors who participate in Meet the Editor Panels or Sessions.
- Receptions and other social events.
- If a person appears twice in a single session (e.g. chair and speaker), it will be counted as one appearance.

- ii. Rationale.** The PDW Program Rule of Three was adopted in 2008 in an effort to minimize scheduling conflicts, and ensure that workshop participants can stay for an entire workshop instead of having to leave early or come late due to commitments to other workshops. This rule helps to ensure that workshop attendees are not disappointed by participants who are not available for the entire workshop, as attendees expect.

### **Scholarly Program Rule of Three**

*“No one may submit or be associated with more than 3 scholarly submissions (papers and/or symposia) to an Academy Meeting; or appear in more than 3 sessions during the refereed scholarly program from Sunday to Tuesday”.*

- i. What counts as a Scholarly Program appearance?** Scholarly Program appearances include all roles that are listed in the scholarly program such as chairs, organizers, special guests, facilitators, speakers, presenters, co-authors, and so on.

The following appearances in the scholarly program are exempted from the *Rule of Three + Three*:

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<sup>3</sup> Worthen, Kevin J. DISCIPLINE: AN ACADEMIC DEAN'S PERSPECTIVE ON DEALING WITH PLAGIARISM. Brigham Young University Education & Law Journal, 2004, Issue 2, p441-448.

- Academy, Division, Interest Group, and Committee Officer Roles;
- Academy and Division General Sessions (Welcome, Business Meeting, Social)
- Caucuses organizers (maximum of two)
- If a person appears twice in a single session (e.g. chair and speaker), it will be counted as one appearance.

ii. **Rationale.** The *Rule of Three + Three* serves as a means to ensure broad participation of members, it reduces the likelihood of the Program being dominated by a small handful of people, and it helps ensure that no one is committed to appear in more than one place at a time. When people make too many commitments to participate in the conference program, scheduling conflicts often arise. As a consequence, participants may find it difficult to honor their commitments. The program and the experiences of attendees suffer from this problem. People who agree to participate in an all-day consortium, for example, are expected to participate for the entire day. They should not leave after an hour to rush off to another session. No presenter should have to arrive late to one session or leave early to present in another one. Organizers, other participants and especially the attendees are all frustrated by such behavior. The *Rule of Three + Three* helps reduce these problems. Participants are better able to fully honor their commitments, and attendees can attend events knowing that the featured speakers will actually be there throughout the event.

iii. **How do we enforce the *Rule of Three + Three*?** Two approaches are used to enforce the *Rule of Three + Three*:

Submitters are asked to help enforce the rule by informing session participants of the rule and obtaining statements from them to show that they understand and are complying with the rule. A person who agrees to be listed on more than three PDW proposals or three scholarly submissions puts all of those submissions at risk of being dropped from the program. Therefore, it is in the interest of submitters to ensure that everyone understands and follows the rule.

The electronic PDW and scholarly program submission systems will automatically block submissions that violate the rule. The system will inform the submitter of the rule violation and indicate which participant has already been associated with three other submissions. The submitter will have to revise the proposal by removing the violation. The proposal can be revised and resubmitted by the deadline without penalty. Clearly, the implications of including a violator of the *Rule of Three + Three* on a submission are far-reaching.

**It is the responsibility of each participant to understand and follow the *Rule of Three + Three*.** If you have committed to participate in 3 workshops and 3 scholarly submissions, you should decline further requests.

## **B. SPECIFIC GUIDELINES FOR SCHOLARLY SUBMISSIONS**

### **A. Paper Submission Guidelines**

1. **What is a “paper”?** A paper refers to a fully developed manuscript on a scholarly topic. Papers represent the majority of the submissions and form the most scholarly sessions on the program. Accepted papers are organized into four types of session: Divisional Presentation Paper Sessions; Divisional Roundtable Paper Sessions, Cross Divisional Paper Sessions and Discussion Sessions. Visit the annual meeting website, <http://meeting.aonline.org/2010>, for the definition and format of these types of sessions.
2. **Submission Rules for Papers.**
  - a. Each paper can be submitted to only ONE division or interest group.
  - b. Submitted papers must NOT have been previously presented, scheduled for presentation, published, or accepted for publication. If a paper is under review, it must NOT appear in print before the Academy meeting.
  - c. NO changes in the paper title, abstract, authorship, and actual paper can occur AFTER the submission deadline.

3. **Formatting your paper.** Please follow these guidelines to ensure your paper is reviewed. Papers that are not prepared according to these formatting instructions will NOT be reviewed.
  - a. The entire paper (title page, abstract, main text, figures, tables, references, etc.) must be in ONE document using one of the following formats:
    - Portable Document Format (.PDF)
    - Microsoft Word (.DOC)
    - Rich Text Format (.RTF)
  - b. Name the file to reflect the Academy assigned 5-digit electronic submission ID number (e.g. 12345.doc).
  - c. The maximum length of the paper is 40 pages (including ALL tables, appendices and references).
  - d. The format for tables and figures, references, and appendices should follow the *Academy of Management Journal's* Style Guide.
  - e. Use Times New Roman 12-pitch font, double spaced, 1-inch (2.5 cm) margin all around, and 8 1/5 by 11 page setting..
  - f. Record the 5-digit electronic submission ID number as the header on all of the pages.
  - g. Number all of the pages of the paper.
  - h. To facilitate the blind review process, remove ALL author-identifying information from the uploaded document, including acknowledgements, since this is the document that the reviewers will be reading.
  - i. Check that the paper prints correctly (i.e., all imported figures and tables appear), and ensure that the file is virus-free.

## **B. Symposium Submission Guidelines**

1. **What is a “symposium?”** Symposium sessions are organized as either Panel Symposia or Presenter Symposia. A **Panel Symposium** engages a group of panellists in a formal interactive discussion. A **Presenter Symposium** involves a series of authored papers on a pre-set theme.
2. **Symposia sponsors.** A symposium that is designed for a targeted audience can be submitted for sponsorship by up to three divisions or interest groups that will each review the symposium independently. A symposium that appeals broadly to AOM members in all divisions and addresses the meeting theme, **“Dare to Care: Passion & Compassion in Management Practice & Research,”** should be submitted for sponsorship by the All-Academy Theme (AAT) committee. Theme-based symposium that relates to a specific division or interest group should be submitted to that division or interest group. When you submit a symposium, the electronic system will ask you to select and rank order potential sponsors.
3. **Review process.** Symposia are NOT reviewed blind. The reviewers see the names of the presenters, participants, and organizers. Proposals for symposia are judged based on overall quality; interest to Academy members; relevance to the sponsor being sought (division, interest group, AAT committee), innovativeness, and contribution. For more details about the criteria used by specific sponsors, consult the Division Domain statements, which appear in the following pages in this Call.
4. **Formatting your symposium proposal.** Please follow these instructions to ensure your symposium proposal is reviewed. Proposals that are not prepared according to these instructions will NOT be reviewed. A. **symposium submission must include:**
  - a. A title page that includes:
    - i. Academy-assigned submission number
    - ii. Title of symposium (panel or presenter)
    - iii. Complete formal names of all participants
    - iv. List of potential sponsors
  - b. 3-5 page overview
  - c. Explanation of why the symposium should be of interest to each of the specified sponsors
  - d. 2-5 page synopsis of each presentation (for presenter symposium only)
  - e. Summary of the panelists’ discussion (for panel symposium only)
  - f. Description of the symposium’s format (e.g. how long it is, who’s presenting first, whether there’s a Q&A)

**Symposia proposals that do not follow these formatting instructions will NOT be reviewed.**

### **C. SUBMISSION PROCEDURES**

The submission website, <http://meetings.aomonline.org/2010>, opens on **November 3, 2009**. The submission process involves three easy steps:

**Step 1: Register the Submissions.** Register your submission by entering the title page information and abstract of the paper to the submission website, select 3 keywords (NOTE: for symposium submissions, select 3 keywords for EACH sponsor you are submitting to), in order to obtain a 5-digit submission identification number for each paper or symposium.

**Step 2: Upload the Submissions.** Upload the full paper or symposia to the submission website. Papers must be ready for blind review (please refer to the guidelines above).

**Step 3: Finalize the Submissions.** Finalize your submission by answering a series of questions on the submission website.

Technical support is available by emailing [SubmissionHelp@AOM.pace.edu](mailto:SubmissionHelp@AOM.pace.edu). They will attempt to respond within 24 hours. Please recognize that the help desk may be especially busy near the holidays in late December and just before the deadline. **Therefore, please do not wait until the last minute to submit!** If the email response is still not clear, then call **1-914-923-2607, Monday – Friday from 9:00 AM – 5:00 PM EST**. *The Help Desk is closed on December 24, 25, 31 and January 1.*

Authors who do not have Internet access or electronic mail and are unable to submit via the Academy submission website should contact Valerie Concepcion, Program Coordinator, at 914-944-2992, by January 7<sup>h</sup>, 2010.

### **Detailed Instructions on Submitting your Paper or Symposium**

#### ***Step 1: Register Your Submission on the Submission Website***

1. Go to the submission website, <http://submissions.aomonline.org/2010>, and create a login account. Record the login information; you will need it to access the reviewers' comments.
2. Enter the title page and abstract of your paper or symposium using the following instructions:
3. Change the format of the paper title and abstract to single space and use "text wrap" feature (i.e., don't hit the "return" or the "enter" key on your keyboard) of Word before you copy and paste into the submission system.
4. Use Title Case for the paper title. The first letter of major title words should be in capital letters. Prepositions, conjunctions should not be capitalized for the title and short title. An example is: "Conceptual and Methodological Issues Associated with Cross-Cultural Research".
5. The short title (used for symposia only) must not exceed 30 characters (including spaces) in length.
6. Do **NOT** submit the abstract in all capital letters. The Abstract should not exceed 250 words and must be inputted single-spaced with no double spacing between paragraphs.
7. Select 3 keywords for EACH sponsor you are submitting to.
8. After completing the data entry process, you will see a page that summarizes all the information you have entered. This page includes a 5-digit number which is your AOM submission ID number. Be sure to enter your submission ID number as a header on all pages of your submission. You **MUST** also use your submission ID number as the file name for the paper or symposium that you upload. Please reference this number whenever you contact the program chairs or tech support. Please proofread your entry carefully since this is what will appear in the final program. If any information is not entered into this database, it will not be included in the Program.

## ***Step 2: Upload Your Submission to the Submission Website***

After entering the title page and abstract to the submission website (Step 1), upload your full paper and symposium in the same submission screen. Your uploaded submission (for papers) should not include any author identifying information. Please make sure you have read all the guidelines and formatting instructions in Section II before uploading.

**NOTE:** If you choose to upload your proposal before January 14th please make sure it is the FINAL VERSION. Once submitted Chairs can check in the proposal and begin the review process.

## ***Step 3: Finalize Your Submission on the Submission Website***

After you have registered your submission (Step 1), and uploaded it (Step 2), the last step is to finalize your submission by certifying several statements (see below). If your submission is not finalized, it will NOT be reviewed.

### **Paper Submission Finalization:**

1. This paper complies with all the submission guidelines, style formatting, policies and rules.
2. The title, abstract and keywords are complete and accurate.
3. All of the authors/co-authors are correctly associated with this paper and their contact information has been verified. NOTE: In the past, some submitters (who are authors) forgot to add their own names as author on the submission. If you as a submitter who is also an author, please be sure to add your name.
4. This entire paper is contained in one single document (including all text, tables, charts, graphs & references).
5. There is no author-identifying information contained within this document.
6. The final paper was uploaded and the PDF conversion of this submission was reviewed on this submission site.
7. This submitted paper has not been previously presented or scheduled for presentation, published, accepted for publication, and, if under review, must not appear in print before the Academy meeting.
8. This submitted paper is original and has fully acknowledged the work of others.
9. This paper is now complete (follows ALL Academy Division/Interest Group specific instructions and requirements) and is ready for blind-review.
10. I understand that my accepted paper will be accessible only to the people who register for the 2010 AOM conference.
  - o If accepted, I understand that my paper will be posted in the online program from May through September. An automatically generated cover page will appear on this posted version. It will include the title, author identifying information, and a statement that the paper has been accepted for presentation. I understand that I will be able to upload revisions to an accepted paper during this viewing period. I understand that can remove the paper from the online program at any time, without penalty. I understand that my accepted paper will be accessible only to the people who register for the 2010 AOM conference.
11. I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session.

### **Symposia Submission Finalization:**

1. This symposium complies with all the submission guidelines, style formatting, policies and rules.
2. All participants, including organizers, authors, and other presenters are correctly associated with this symposium submission.
3. This entire symposium is contained in one single document, including:
  - a. a title page that has:
    - i. the symposium title
    - ii. the complete formal name and contact information for each participant

- iii. an abstract of the symposium in no more than 250 words
- iv. list of sponsors to which the symposium is being submitted to
- b. a 3-5 page overview of the symposium
- c. a 2-5 page synopsis of each presentation (for presenter symposia only)
- d. a description of the symposium format
- 4. The final document was uploaded and the PDF conversion of this submission was reviewed on this submission site.
- 5. As the submitter, I certify that all participants have stated that they agree to participate in this workshop if it is accepted, and that they are not in violation of the *Rule of Three + Three*.
- 6. This symposium is now complete (follows ALL Academy AND Division/Interest Group specific instructions and requirements) and is ready for review.
- 7. I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session.

## D. SUBMISSION CHECKLIST

Please use the following submission checklist to help you keep track of your submission and ensure that it is complete and follows all Academy guidelines.

### Online Submission Checklist

- Create login for submission website.
- Paper title, abstract, keywords, and author(s) were properly entered.
- Final version of paper or symposium was uploaded and there were no problems
- I properly followed the submission process on pages 34-38

### Submission Format Checklist

- Your submission is in PDF or RTF or DOC format.
- Your submission has been named to reflect the unique Academy-assigned electronic submission identification number (12345.doc).
- Your entire submission (title page, abstract, main body text, figures, graphs, tables, and references) is contained in a single document (i.e., no separate files for references or graphs) and is no more than 40 pages.
- Your AOM assigned submission number is recorded as a header on all pages.
- The page number is included as the footer on all pages.
- Your submission paginates and prints correctly (check especially to be sure imported figures print as you want them to).
- Your submission is virus-free.
- Your submission uses Times New Roman 12-pitch font, double-line spacing, with 1-inch (2.5 cm) margin all around, and 8 1/5 by 11 page setting.
- Papers' references and format (except for the abstract length) should follow the Style Guide for the *Academy of Management Journal*, which can be found in the journal and online.
- I understand that all accepted papers will be posted in the online program from May through September. An automatically generated cover page will appear on this posted version. It will include the title, author identifying information, and a statement that the paper has been accepted for presentation. I will be able to upload as many revisions as I want to during this viewing period, but I cannot change the paper title and the authorship. I reserve the right to remove the paper at any time. I understand that my paper is only accessible to the people who register for the 2010 AOM conference.
- I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session.

### Guidelines Specific to Paper Submissions

- Length of uploaded paper is no more than 40 pages including a) title page, b) abstract (identical to the one entered to the AOM website), c) main body text, d) figures/graphs/tables, e) references
- The submitted paper had not been previously presented or scheduled for presentation, published, or accepted for publication
- There is NO author identifying information anywhere in the paper

### Guidelines Specific to Symposium Submissions

- A title page that includes: a) the title of the symposium, b) the complete formal name and contact information for all participants, c) an abstract of the symposium in no more than 250 words, and d) the divisions and/or interests groups to which the symposium is being submitted.

- \_\_\_ Three (3) keywords per division identifying the major subject of the symposium.
- \_\_\_ A 3-5 page overview of the symposium.
- \_\_\_ An explanation of why the symposium should be of interest to each of the specified sponsor.
- \_\_\_ A description of the session's format (presenter vs. panel and how it will be conducted).
- \_\_\_ A 2-5 page synopsis of each presentation (for presenter symposium only).
- \_\_\_ A statement from the symposia organizer within the symposium proposal declaring: "I have received signed statements or emails from all intended participants formally agreeing to participate in the entire symposium, AND stating that they are not in violation of the *Rule of Three + Three*"
- \_\_\_ I understand that if this submission is accepted, all of the listed participants must be registered for the meeting to take part in the session.

## **E. CAUCUS PROPOSALS SUBMISSION INSTRUCTIONS**

This year, we are especially eager to solicit caucus proposals that directly address the meeting theme, "*Dare to Care: Passion and Compassion in Management Practice and Research*". A caucus is defined as a group of Academy members who share a topical interest, a professional concern, or some other affinity. Caucuses are designed to provide a convenient, informal way for Academy members with shared interests to find one another and to develop a sense of community within the larger Academy structure. Caucuses are open to all Academy members. The number of caucuses in any given year varies. In 2004, there were 10 caucuses. By 2008 this number had increased to 36. Caucuses usually are scheduled for Monday and Tuesday. If you have a proposal or would like to discuss your idea for a proposal, please contact the Caucus Chair, **Hui Liao** (hliao@rhsmith.umd.edu). All Caucus submissions must be made via AOM submissions website, <http://submissions.aomonline.org/2010>, by **March 9, 2010**.

### **Caucus Submission Guidelines**

Caucus proposals must include:

- title,
- name, email address, and phone number of up to TWO Caucus organizer(s),
- short description (up to 500 words) of the topical content, including two bold-font keywords,
- names of FIVE AOM members, in addition to the organizer(s), who support the proposal. Note that these five names will NOT be listed in the program and will NOT be counted in the Rule of Three + Three. We ask that you include them as a way to verify that the topic is one that is likely to appeal to at least several AOM members.

## **F. PROGRAM DENOTATIONS FOR SESSION ORIENTATIONS AND AWARDS**

- A. **Orientations.** As an aid for members, the official AOM Program includes several symbols to denote the general orientation of sessions. The types of orientations denoted are:
- Research
  - Teaching
  - International
  - Practice
  - Theme, "*Dare to Care: Passion & Compassion in Management Practice & Research*"
- B. **Awards.** The Program also denotes the finalists of two Academy Awards:
- the **William H. Newman Award** for single-authored paper based on a dissertation completed in the past three year; and
  - the **Carolyn Dexter Award** for Best International Paper.

Please visit the 2010 Annual Meeting website, <http://meetings.aomonline.org/2010>, to read more about the Orientations and the criteria and submission procedures for the Newman and Dexter Awards.

## G. DIVISION DOMAINS AND SPECIAL INSTRUCTIONS

### ALL-ACADEMY THEME

(Program Chair: Joshua D. Margolis, [daretocare@hbs.edu](mailto:daretocare@hbs.edu))

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#### *DARE TO CARE: PASSION AND COMPASSION IN MANAGEMENT PRACTICE AND RESEARCH*

Want to make a difference in how we envision academy sessions? Want to infuse your own work and others' with abiding passion? Want to advance our understanding of passion and compassion in management practice? Sunday is your day.

Following the successful innovation of this year's conference, the 2010 All-Academy PDWs and Symposia will be combined into the All-Academy Theme Sessions. These sessions will address issues of broad interest to all members of the Academy and are directly related to the conference theme, "*Dare to Care.*" They will be scheduled on Sunday starting at 11:30am.

Our goal is to offer sessions that adopt innovative approaches, engage participants fully, and introduce new possibilities for thought and action. Let's learn interactively from one another and challenge ourselves to approach the work we do—as researchers, theorists, teachers, and practitioners—in different ways. The aim is to infuse the conference with passion for our work—the very theme of this year's conference.

To realize this aspiration, we are actively seeking ways of running workshops and symposia that spark learning and creativity. Workshops and symposia should be developmental, and we are especially excited by sessions that aim to foster participants' development in non-traditional ways. We actively encourage different formats for workshops and symposia (e.g., offsite activities and adventures, experiential exercises, different forms of media, roundtable discussions, open conversations, debates).

Recall all those conversations you've had with colleagues about "what if the Academy were. . . ." While a careful, probing eye and ironic detachment are central to the academic's toolkit, so too is practical idealism. Therefore, Sunday offers you the opportunity to be the change you envision.

There are two broad focal points for Sunday's workshops and symposia in Montréal. First, how do those we study—for example, managers, organizations, workers, investors, and business more broadly—foster and express passion and compassion? How are passion and compassion inhibited and impeded? Second, turning the lens on our own work and on the institutions within which it gets done, how are passion and compassion unleashed, and tethered, in the work we do? In particular, we actively seek content that dares to care about the future of how we do our work. Looking to the future, how will—and might—we *teach* about business and management to MBA students, undergraduates, and executives; *publish* and disseminate our work; and educate *and socialize the next generation of scholars?*

Let's take the opportunity we have at this moment in history to think deeply and constructively about how we might approach the work we do. Let's think about those we serve—from fellow scholars, to managers, students, employees, investors, and citizens—and understand the place of passion, care, and compassion in organizations and the economy.

Please Note: All-Academy PDWs and Symposia must be of interest to a very broad audience, so they do NOT go through the Academy divisions and interest groups. If you have ideas for an All-Academy PDW or Symposium, please communicate them in writing to the All-Academy Theme Chair, **Joshua Margolis** ([daretocare@hbs.edu](mailto:daretocare@hbs.edu)) as soon as possible, and **NO LATER** than **December 15, 2009**. In your email, please make sure to include a description of the session, the format of the session, and the participants that you have in mind. If deemed acceptable, a full proposal must be submitted via the AOM submission system (<http://submissions.aomonline.org>) by **January 14, 2010**. For more information and submission guidelines, please visit the 2010 Annual Meeting website, <http://meetings.aomonline.org/2010> or contact Joshua.

**BUSINESS POLICY AND STRATEGY (BPS)**  
**(Program Chair: Nick Argyres, [argyres@wustl.edu](mailto:argyres@wustl.edu))**

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I hope you're looking forward to next year's AOM Meetings in Montréal as much as I am! I'm excited about putting together next year's BPS program, and also excited to visit the beautiful and culturally rich city where I spent time as a child. In developing the program, I plan to follow our recent practice in BPS of grouping related sessions into tracks, with help from several volunteers. Members seem to find this structure useful for stimulating interactions between communities of scholars in what is a large and diverse division. By creating "conferences within a conference", I hope to continue to foster the intellectual dialogues taking place on the various topics we strategy scholars study, and on the various methods and approaches we use.

At the same time, I'm hoping to organize a few paper and/or symposium sessions that promise to attract a large and diverse audience of BPS members. I was greatly influenced by sessions like these that took place in the 1990s as the resource-based view of the firm was gaining prominence. We're perhaps not at an inflection point in the field's development the way we arguably were then, but I think it's valuable for us to come together as one community to discuss ideas of wide interest within our division.

The field of strategy has a lot to contribute to this year's conference theme, *Dare to Care: Passion and Compassion in Management Practice and Research*. The theme prompts us to think about the challenges and trade-offs in managing all of the firm's stakeholders, for example, a topic to which scholars active in the strategy field have contributed in important ways.

**Call for Submissions.** For those of you who have previously supported the division with your submissions, please keep sending us your best papers. If you have not submitted to the Academy or to the BPS Division in the past, I encourage you to do so! The Academy and BPS both encompass diverse interests and are eager to engage with new ideas. We welcome the opportunity to consider your work.

Symposia are an under-used format in the BPS program yet they offer an excellent opportunity for collaborating with others to develop a cohesive and engaging session. I strongly encourage symposia submissions that rigorously explore novel phenomena from different angles and/or examine classic research questions using integrative lenses and multiple methodologies. Now is an excellent time to begin planning your symposia teams and submissions.

**Call for Reviewers: Please sign up!** Your involvement in the BPS program is critical to its success – especially your thoughtful participation in reviewing submissions. Paper and symposia submissions to the division continue to grow at an annual rate of about 10%. At this rate, we anticipate as many as 900 submissions in 2010. We'll need about 1200 reviewers in order to build a high quality program. **Yet while the number of submissions has been growing, our reviewer base has been shrinking.** This has caused consternation among BPS members and officers, and we hope this year will show a turnaround. We look to you for assistance in making this possible. We appreciate your willingness to volunteer and importantly, your efforts to offer high quality, robust, and timely reviews.

To sign up: Reviewer recruitment begins in early October. **To sign up as a BPS reviewer, please visit the academy reviewer signup website at <http://review.aonline.org/aom.asp>.** We will ask you to review about three submissions between January 14th and February 12th. Your reviewer assignment will be based on the five topic codes that you indicate represents your areas of expertise. Thank you in advance for your contributions to the review process!

**Conference Timing and Submission Deadlines:** The 2010 AOM Meetings will follow the new schedule established this year in Chicago. The PDW program will run on Friday, August 6th and Saturday, August 7th. Sunday, August 8th is reserved for All-Academy sessions. The regular conference program will take place on Monday, August 9th and Tuesday, August 10th.

The submission deadline for next year's Meetings is **January 14th, 2010 at 5:00pm EST**. The submission system opens on November 3, 2009. The BPS website contains some tips on developing symposia proposals,

and other useful submission information. BPS of course maintains the same formal submission requirements as the Academy of Management.

In closing, I'd like to offer my thanks and appreciate to those BPS leaders on whom I relied so much this past year as PDW Chair. Tammy Madsen was incredibly organized, timely, patient, and generous with her time as she guided me through the responsibilities of that position. I also congratulate her on creating a wonderful program for this year's meetings. As I contemplate the task ahead of me, Tammy's presence gives me solace. It was also a pleasure working with Russ Coff, Joe Mahoney and Joanne Oxley, all dedicated servants of the division who have each made a valuable impact on it. I'd also like to offer my thanks to the ten members of the Research Committee for their excellent contributions to the awards reviewer process for 2009.

With your help, I'm looking forward to a great BPS program in 2010! See you in Montréal!

## **CAREERS (CAR)**

**(Program Chair: Svetlana Khapova, [skhapova@feweb.vu.nl](mailto:skhapova@feweb.vu.nl))**

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**Specific Domain:** People's lifelong succession of work experiences and the relationship between careers and other aspects of life. Major topics include: individual career development; career management strategies; career planning; relationships between human resource systems and careers; work-life balance and life cycle interactions with work; race, culture, and gender effects on careers; labor force diversity; internal labor market structures and functions; cross cultural careers; influence of culture upon career forms and career management; and effects of demographic and social changes on work.

**Special Instructions:** This year's theme is "*Dare to Care: Passion & Compassion in Management Practice & Research.*" While we are excited to receive conceptual and empirical papers and symposia that fit within the careers domain, we encourage submissions that integrate the conference theme. The Academy of Management 2010 meeting calls for incorporation of the needs of multiple stakeholders, and for caring more deeply about our roles. We, therefore, invite submissions that address:

- careers of diverse groups that have received inadequate attention in mainstream careers research;
- careers that are more "responsible" and contribute to the well-being of the wider society in which we live and work;
- careers as a passion;
- careers as an enabler of organisational learning and performance.

The deadline for submitting a paper or symposium is **January 14th, 2010**. Remember to seek broad appeal with symposia (including panel discussions) as those that target multiple divisions in addition to careers have a higher chance of being accepted. Please note that starting this year, there will no longer be Interactive Paper Sessions or Visual Paper Sessions. In their place, the Academy of Management has formed three new types of paper sessions in addition to the regular Divisional Presentation paper sessions. The new paper sessions are Divisional Roundtable paper sessions, Inter-divisional Roundtable paper sessions and Discussion paper sessions. Please check the Academy of Management general web-site for requirements for each submission type.

**Division Awards:** The Division offers an Overall Best Paper Award; a Best Applied Paper Award; the Arnon Reichers Outstanding Student Paper Award for a single-authored student paper (identified as such at the time of submission) or that meets the Academy's Newman Award criteria; and a Best Symposium Award (to be judged during the conference, announced afterward, and presented the following year). The Division also presents the Michael J. Driver Best Regional Paper Award at its business meeting to the most outstanding careers-related paper presented at any of the regional Academy conferences in the previous twelve months.

## **CONFLICT MANAGEMENT (CM)**

**(Program Chair: Barry Goldman, [bgoldman@eller.arizona.edu](mailto:bgoldman@eller.arizona.edu))**

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**Specific Domain:** The Conflict Management Division (CM) encourages research from several conceptual domains including: 1. the nature and management of conflicts at the individual, group, organizational, inter-

organizational and societal level; 2. power processes, such as influence, coalitions, coercion, deterrence, and persuasion; 3. bargaining and negotiation processes, including negotiator characteristics and behavior; 4. collaboration and competition; 5. third party interventions, such as facilitation, arbitration, and mediation; and, 6. organizational justice and dispute resolution procedures. Major topics include application of the above conceptual foci to a wide variety of contexts including team interactions, inter-cultural relations, organizational diversity, labor relations, workplace disputes, community conflict, and public policy development.

**Special Instructions:** CM welcomes empirical and conceptual papers, as well as proposals for symposia (including panel discussions, debates, and roundtables) and workshops.

**Division Awards:** CM paper submissions are eligible to win one of the following awards for excellence in the study of conflict.

- *Best Empirical/Theoretical Paper* - for the best empirical or theoretical paper submitted to the CM division;
- *Best Student Paper* - for the best empirical or theoretical paper submitted by a graduate student or students;
- *Best Paper: Conflict in Context* - for an outstanding field-based paper studying organizational, political or social conflict;
- *Best Paper: New Directions in the Study of Conflict* - for a paper that makes a significant new contribution to the conflict literature through innovation, including, but not limited to, the innovative use of new methods or a new approach/venue for the study of conflict and negotiation in organizations and broader society.

To be eligible for the student paper award, all authors must be enrolled in graduate school at the time of submission, and should clearly indicate this on the cover page of their submission.

### **CRITICAL MANAGEMENT STUDIES (CMS)** **(Program Chair: Sarah Stookey, [stookey@verizon.net](mailto:stookey@verizon.net))**

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The Critical Management Studies (CMS) Division of the Academy of Management welcomes proposals for the 2010 Academy of Management Meetings to be held in Montréal, Canada, August 6-10.

*Critical Management Studies (CMS) serves as a forum within the Academy of Management for the expression of views critical of established management practices and the established social order. Our premise is that structural features of contemporary society, such as the profit imperative, patriarchy, racial inequality, and ecological irresponsibility often turn organizations into instruments of domination and exploitation. Areas of concern include:*

- critical theories of the nature of managerial authority, resistance to managerial authority, identity, affectivity, rationality, and subjectivity;
- critiques of managerialist theories of management and organization;
- critical assessments of emerging alternative forms of organization;
- critiques of political economy;
- critical perspectives on business strategy, globalization, entrepreneurship, technological innovation, and computerization;
- critical analyses of discourses of management, development, and progress;
- critical perspectives on class, gender, and race;
- the profit-imperative and the natural environment;
- critical epistemologies and methodologies.

For AOM 2010 the CMS Division welcomes conceptual and empirical papers and proposals for symposia. **We encourage papers and proposals that cross the boundaries of divisions and interest groups, and bring together members from the far corners of the Academy.**

We especially wish to encourage submissions that address issues of **labor, class, and the systemic and international dimensions of financial and economic crisis**.

We are also interested in papers and symposia that critically address the 2010 conference theme, **“Dare to Care: Passion and Compassion in Management Practice and Research”**. In the words of the organizer, this theme is intended to “dare management and management scholars to care more deeply about our roles – to have passion about what we do and compassion for the people for whom we do our work” and also to challenge “management scholars to care broadly and deeply about what they study and consider whether what they study will make a difference in the world of practice ... and managers to care broadly and deeply about how they manage and how their decisions will make a better place for all”<sup>4</sup>.

The AOM theme raises a number of interesting questions for CMS scholars, among them:

- What types of “differences-to-be-made” should critical management scholars prioritize? What kinds of caring should we be passionate about and why?
- What – if any – opportunities for making structural change may be more possible in a moment when mainstream management is compelled to call for more compassion (and more passion?!)?
- Which people and places are most likely to be affected – and in what ways - from a managerial commitment to compassion?
- To what extent does pursuit of “making a difference” foster positive change? To *what extent* and *how* could critical management scholars engage with others to tackle “social injustice and environmental destructiveness of the broader social and economic systems that these managers and organizations serve and reproduce”<sup>5</sup>?

For further details on the CMS Division see its website at: <http://group.aomonline.org/cms/>. For details on Critical Management Studies beyond the Academy of Management see: <http://www.criticalmanagement.org/>.

*Division Awards:* Awards will be given for the best paper authored by a doctoral student or students, for the best paper overall, and for the best (development-oriented) reviewer.

**The deadline for submission of proposals is 5:00 PM (EST) January 14, 2010 through the AOM submissions website ( <http://submissions.aomonline.org/2010>).**

### **ENTREPRENEURSHIP (ENT)**

**(Program Chair: Mike Wright, [mike.wright@nottingham.ac.uk](mailto:mike.wright@nottingham.ac.uk))**

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**Specific Domain:** The Entrepreneurship Division's domain is the creation and management of new businesses, small businesses and family firms, as well as the characteristics and special problems of entrepreneurs. The Division's major topic areas include: new venture ideas and strategies, ecological influences on venture creation and demise; the acquisition and management of venture capital and venture teams; self-employment; the owner-manager; management succession; corporate venturing; and the relationship between entrepreneurship and economic development.

**Special Instructions:** Paper and symposia submissions contributing to the conference theme "Dare to Care: Passion and Compassion in Management Practice and Research" are particularly encouraged, but selection of papers is not restricted to this theme. Issues related to the conference theme that you may wish to consider include:

- How are entrepreneurs passionate about opportunity recognition and the growth of their ventures?
- How does compassion help explain developments in social entrepreneurship?
- How can entrepreneurs be more compassionate towards their stakeholders?
- How does passion and compassion relate to the dynamics of entrepreneurial teams?

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<sup>4</sup> Tsui, A. PDW Program Development Guidebook. pp. 3-4.

<sup>5</sup> Adler, P.; Forbes, L.; Wilmott, H. “Critical Management Studies”. Academy of Management Annals

- How can a compassionate approach help stimulate ‘better’ opportunity recognition and venture growth?
- What are the downsides to of passion and compassion in entrepreneurship? For example, to what extent do they contribute to failure and costly mistakes?
- Does the role of passion and compassion changes over the life-cycle of entrepreneurial ventures?

Other interesting themes are also welcome!

Please remember that changes to the Academy meeting format were introduced last year, including making the submission date the same for papers, symposia and PDWs. This year changes to the type of Paper Sessions have been made. If you are willing to submit you are, of course, also willing to review? *Please note that you have to renew your reviewer registration every year!*

**Division Awards:** The Entrepreneurship Division provides awards to the author(s) of the best: conceptual paper; empirical paper; family business paper, and social entrepreneurship paper (additional categories may be added depending on sponsorship).

## **GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)** (Program Chair: Diana Bilimoria, [2010gdoprogchair@case.edu](mailto:2010gdoprogchair@case.edu))

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**Specific Domain:** Content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and worldwide levels, along with the influence of group relations on the structuring of societies and the production of knowledge. Major topics include, but are not limited to, theory and research on: Gender and its intersections with race, class, and other institutionalized systems of power; the impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis; the impact of occupational and organizational structures on marginalized and dominant groups; experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age; the impact of organizational policies, practices, and discourses on dominant and marginalized groups, including critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups; the intersection of work, family, and community in relation to one's social position; institutional and structural barriers to equality and equity across social groups; processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations; the impact of cultural, societal, and national diversity on workers and the workplace; diversity in academia, in general, and in the field of organization studies in particular; cross-national comparative approaches to all of the above.

**Special Instructions:** The Division encourages any and all paper and symposium submissions that fit into the Division's domain as described above. We welcome papers and symposia from all countries and from all conceptual perspectives. Papers can make theoretical, methodological, or empirical advances. Both quantitative and qualitative research papers are invited, as well as integrative reviews that advance knowledge in a subfield. Symposia should bring together multiple views on a specific or general research topic, showcasing an established or developing area of interest. We especially welcome papers and symposia that fit the conference theme: *Dare to Care: Passion and Compassion in Management Practice and Research*. “Dare to Care” encourages wellbeing and value creation for all stakeholders, through passion for the work being conducted and compassion for those impacted by this work. The conference theme resonates with the Division's beliefs in passion for the research and practice of gender and diversity in organizations and compassion for marginalized voices by including and embracing all perspectives. The conference theme thus invites scholarship that encourages managers to address opportunities and problems in caring ways that ensure vibrant, inclusive, and sustainable futures.

**Division awards:** GDO paper submissions are eligible to win the following awards, as appropriate and applicable.

- The *Dorothy Harlow/McGraw Hill Best Paper Award* will be presented for the best conference paper.
- The *Sage Dissertation Award* will be given to the best conference paper based on a dissertation. The dissertation must be defended between January 1, 2009 and December 31, 2009. **Papers considered for the dissertation award must be sole-authored.** Papers to be considered for this award should be clearly identified as such at the time of submission and the date of the dissertation defense should be noted in the submission.

- The *Best Student Paper Award* will be presented for the best conference paper authored by a student. **The paper may be co-authored, but a student who is enrolled in a graduate degree program at the time of the submission must be the *FIRST* author.** Papers to be considered for this award should be clearly identified at the time of submission and the student's university and status should be noted in the submission.
- Papers may be considered for either the best student paper award or the dissertation award, but not both.

**HEALTH CARE MANAGEMENT (HCM)**  
(Program Chair: Trish Reay, [trish.reay@ualberta.ca](mailto:trish.reay@ualberta.ca))

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**Specific domain:** The HCM division invites submissions addressing any aspect of the health care sector. Topics include (but are not limited to): management of health care organizations; public policy issues, such as access to care, competition, cost control and quality of care, and their implications for managers; health care finance and marketing; comparisons of health care across international contexts; empirical or conceptual application of theory in health care organizations; and development of organizational theory from studies conducted in health care settings.

**Special Instructions:** In addition to submissions addressing the HCM domain, the HCM division also encourages papers and symposia focused on the 2010 conference theme, "Dare to Care: Passion and Compassion in Management Practice and Research." Health care settings are ideal research sites for investigating ways in which caring and compassion impact organizations and the provision of services. Passion and compassion may also be requisite characteristics for health care researchers. Submissions addressing the theme in these or other ways related to health care are welcomed.

The HCM division encourages submissions from PHD students. Papers with a PHD student as the first or sole author should be clearly identified at the time of submission.

**Division Awards:** The HCM division honors the following papers:

- Best Health Care Management Paper, sponsored by the *American College of Healthcare Executives*.
- Outstanding Paper Based on a Dissertation; papers to be considered for this award must be clearly identified as such at the time of submission and must be sole-authored.
- Best Health Care Management Theory to Practice Paper, sponsored by *Health Care Management Review*. This award is intended to encourage papers relevant to the practicing health care manager. At least one of the authors must be a health care management practitioner. Papers to be considered for this award must be clearly identified as such at the time of submission.
- Best International Health Care Management Paper, sponsored by the *Journal of Health Organization and Management*.

**HUMAN RESOURCES (HR)**  
(Program Chair: Murray Barrick, [mbarrick@mays.tamu.edu](mailto:mbarrick@mays.tamu.edu))

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**Specific Domain:** The Human Resources Division is interested in understanding, identifying, and improving the effectiveness of HR practices (global and domestic) to facilitate organizational competitiveness, to encourage individual growth and development, and enhance performance, quality, and work-related attitudes and behaviors. The Division emphasizes the study of the employment relationship at the individual, group, organizational, societal, and cross-cultural levels of analysis and the impact of the employment relationship on outcomes critical to the organization and its applicants (both present and past employees and their representatives). Topics include a broad spectrum of issues pertaining to the acquisition, allocation, development, utilization, evaluation, and retention of people as resources in work organizations.

**Special Instructions:**

The HR Division encourages empirical or theoretical submissions. Furthermore, the Division encourages submissions that are consistent with the Division's on-going concern with bridging the science/practice gap, international HR-related research, or the conference theme: "*Passion and Compassion in Management*". To

illustrate theme-related research, we are interested in work that integrates the interests of various stakeholder groups (employees, managers, customers, and the community) and/or integrates passion for one's work with compassion for others impacted by one's work.

**Division Awards:** Plaques will be awarded to the author(s) of the *Best Competitive Paper* and to the author(s) of the *Best Student Paper*. To be considered for the Best Student Paper award, the paper must be clearly identified as a student paper at the time of submission.

All proposals should be submitted using the submission process found at <http://submissions.aonline.org/2010>. The submission deadline is **January 14, 2010** but earlier submissions are encouraged. Note that there is limited space on the scholarly program; consequently not all submissions will be accepted.

**INTERNATIONAL MANAGEMENT (IM)**  
**(Program Chair: Mary Yoko Brannen, [imdchain.2010@insead.edu](mailto:imdchain.2010@insead.edu))**

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*I would rather feel compassion than know the meaning of it. -Thomas Aquinas*

When it comes to management, leadership and research, passion is spoken about a lot, though generally in the abstract, as in having a "passion for our work" or "passion for results." Compassion, on the other hand, is given a secondary role; it's perhaps considered a nice thing to have, but few corporate leaders speak publicly about it and few of us management scholars put it in our research agendas. But in practice, if we want to deliver on passion; that is, actually make positive use of it as a lever to rally others to achieve something sustainable, we must do so with compassion—by recognizing and demonstrating our belief that what people do matters.

**The International Management Division (IM)** is dedicated to research and teaching pertaining to theory and practice of cross-border or cross-cultural management. Major topics include: the international competitiveness of firms, industries, and nations; the cross-border management of operations, including multi-country, multi-unit strategy formulation and implementation; evolving organizational forms and management practices in cross-border business; the cross-border differential impact of cultural, social, economic, technological, political, and institutional forces on strategies, organizational forms, and management practices; and comparative management studies involving two or more countries. Papers that focus on a single country and have no international management issues or implications should be submitted to another division of the Academy whose domain is appropriate for the paper's topic. With this in mind, we are looking for innovative, provocative and exciting submissions that bring together an international community of scholars who are devoted to enhancing international business and management scholarship towards passion as well as compassion in management research and practice.

*We are what we think. All that we are arises with our thoughts.  
With our (compassionate) thoughts, we make our world.  
Gautama Buddha*

**Special Instructions:** The IM Division invites the submission of innovative empirical or conceptual papers, symposia, and panels that are specifically oriented to the 2010 all-Academy theme of "Dare to Care: Passion and Compassion in Management Practice and Research." In light of the current economic crisis, this year's theme encourages us as management scholars to expand our focus toward an understanding of how solving organizational problems might ensure a sustainable future for all stakeholders. As such the IM division is particularly interested in that integrate academic, corporate, governmental and non-governmental perspectives with passion for our work as well as compassion for those impacted by our work. Note that starting this year there will no longer be Interactive Paper Sessions (IP) or the Visual Paper Sessions (Visual Village). In their places, we have formed three new types of paper sessions in addition to the regular Divisional Presentation paper sessions—Divisional Roundtable paper sessions, Inter-divisional Roundtable paper sessions and Discussion paper sessions (these are explained in detail on the Annual Meeting Website—<http://meetings.aonline.org/2010>).

**Division Awards:** The IM division offers several awards for excellent scholarship and contributions in international management; a list of all awards offered by the IM division please consult our website at [http://division.aonline.org/im/index.php?option=com\\_content&task=view&id=68&Itemid=106](http://division.aonline.org/im/index.php?option=com_content&task=view&id=68&Itemid=106)

**Submissions:** The online AoM submission system (<http://submissions.aonline.org/2010>) will be open between Nov 3, 2009 and Jan 14, 2010 (5:00 p.m. EST).

I look forward to putting together an exciting program for the 2010 AOM conference in Montréal!

**MANAGEMENT CONSULTING (MC)**  
**(Program Chair: Ansgar Richter, [ansgar.richter@ebs.du](mailto:ansgar.richter@ebs.du))**

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The 2010 Academy of Management Conference in Montréal is drawing near! The Management Consulting Division (MCD) invites you to contribute academic papers, field reports/case studies, and symposia proposals to next year's conference. The MCD is different from most other Academy divisions in that it has a strong applied orientation and a tradition of receptivity to experience-based knowledge. We strongly encourage colleagues from other divisions who have consultancy-related papers (e.g. in the fields of HRM, strategy, organizational development) and would like to reach academics and practitioners alike, to submit their manuscripts to MCD. An important motivation of presenters in the MC division is to get feedback for their work not just from scholars, but from consultants and executives as well.

We actively solicit papers and symposium proposals on the theory, research, teaching and practice of management consulting. Submissions might deal with, but are not limited to, questions such as: Where is the consulting industry heading? Is there evidence for the ascent or decline of management consulting? How is the role of consultants changing? Why and how are clients using the support of external advisors, be they general management consultants or consulting service providers specialized in a particular function or industry? Are there any emerging trends in management consulting that academics and executives should be concerned about? Do organizations survive and prosper thanks to or in spite of management consulting? How precise is our conceptualization and evaluation of intervention techniques and strategies? What are the insights from action and intervention research? What are the current challenges and tensions in consulting relationships? Are there any enigmas or mysteries about the consulting process that your research has unraveled? How good are consultants in managing and marketing their own firms? How are consulting and related professional service firms organized, and what can we learn from them? Do consultants lead or are they led by change initiatives? Do knowledge management systems really support knowledge transfer? How convincing and transparent are the professional and ethical standards in the consulting practice? What are the issues around certification? In sum, any topic related to management consulting is welcome.

The topic of next year's Academy of Management conference in Montréal, "Dare to Care: Passion and Compassion in Management Practice and Research" provides a particularly good opportunity for practitioners and scholars with an interest in management consulting to submit and discuss their work. For example, some papers may address issues such as whether consultants really help their clients, and what the nature of such help might be. Others may study consulting to non-profit organizations, or the motivations behind pro-bono projects (which many of the larger consulting firms provide). Yet others might look at the nature of mutual support among the members of consulting teams, or the question of whether and in which way consulting firms care for their own people. Overall, the topic of the Montréal conference invites us to reflect on whether our work as managers, consultants or researchers contributes to the wellbeing of the larger society in which we live and work, and to (re-)gain a sense of passion for this work, as well as compassion for the people involved in or affected by it. However, it is important to stress that your submission may be about any topic in the area of management consulting (broadly construed), whether it relates to the overall conference theme or not.

In addition to submissions from practitioners and experienced academics, we also strongly encourage submissions from doctoral students and young faculty members who would like to take advantage of this opportunity to develop their work. The MCD has a strong tradition of providing developmental feedback and advice on how to make manuscripts (even more) useful: For example, how to shape a case study so that it becomes an ideal basis for class discussion, or how to make scholarly papers ready for submission to academic journals. We pride ourselves on the quality of our review process, and hope that you take this opportunity to benefit from it.

MCD seeks submissions in the following categories:

- Academic research papers that report on studies related to the division domain, as indicated above. These include quantitative or qualitative studies with deductive or inductive approaches. Academic

papers should follow the Academy of Management Journal style guidelines. Research rigor, interest to the division, and contribution to the literature are the primary criteria for evaluation. Of course, the type of study will dictate the actual format. The aim is to accept papers destined for publication in academic journals and books.

- Symposia proposals that address division domain topics. A symposium may take the form of a collection of papers, an interactive discussion, or a panel discussion. Interest to the division, timeliness of the topic, and whether the session is informative and engaging are the primary criteria for evaluation. The aim is to provoke new lines of thought and debate that can promote new areas of research and inform practice.
- Field report papers and consulting cases. These are rich descriptions of an event, an issue or an organization with a discussion of lessons learned. We are looking for contemporary experiences that are particularly rich in providing lessons for consultants or their clients. As such, the papers should provide enough detail to demonstrate the lessons learned and provide a rationale for the importance or implications of those lessons. The aim is to capture current concerns in the field that could form the basis for class discussion or the starting point for more involved research studies.

**Division Awards:** The division offers several best paper awards: The Graziadio School of Business and Management/Pepperdine University Award for Outstanding Paper on the Practice of Management Consulting; the Bentley College/HEC School of Management Best Student Paper Award; the Thomson South-Western Award for Outstanding Research Based Paper on Management Consulting; the Benedictine University Award For Best Paper On Ethical Issues In Consulting; and the division award for Best Field Report Paper. Student papers should be clearly identified as such during the online submission process. The division also recognizes the best reviewers.

**Submission Details:** The submission deadline is **January 14, 2010**. In order to submit your paper / symposium proposal, please use the Academy of Management submission system, which will be open from November 3, 2009.

## **MANAGEMENT EDUCATION AND DEVELOPMENT (MED)** (Program Chair: Jon Billsberry, [j.billsberry@coventry.ac.uk](mailto:j.billsberry@coventry.ac.uk))

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**Specific Domain:** The Management Education and Development Division (MED) is a caring international learning community of practitioners, students, and scholars-teachers. Our domain includes: the study of the organization and delivery of management education (academic) and management development (non/credit instruction); the generation and dissemination of actionable knowledge about management and learning practice in diverse work environments across cultures; and the dynamic integration and improvement of human capabilities for the common good in organizations. Major topics and thematic priorities include:

- Individual and organizational learning and development.
- Knowledge management, creation, and dissemination.
- Self leadership and leadership of others.
- Pedagogical theory and practice including curriculum design and innovation.
- Learning practice, styles, and methods.
- Transcending learning spaces (moving knowledge across institutional boundaries through collaboration).
- New technologies, new media and new methods.
- E-learning.
- Humanistic and aesthetic approaches to leadership and management.
- Exploring the relationship between diversity and learning.
- Ethics of learning and the learning of ethics.
- Service and lifelong learning.
- Methodologies for studying learning practice.

**Special Instructions:** MED invites papers and symposium focusing on any of the topical areas described above. We also encourage submissions focusing on the conference theme – **“Dare to Care: Passion and Compassion in Management Practice and Research.”** What are the research questions we should be asking to improve management education and management development in this regard?

**Division Awards:** MED offers seven awards and award plaques for best papers and symposium, all of which are selected from papers and symposium proposals submitted to the MED division for the 2010 AOM program. These awards include: Global Forum Best Paper sponsored by Manchester Business School; Best Paper in Management Education sponsored by Wiley-Blackwell; Best Paper in Graduate Management Education sponsored by Graduate Management Admission Council; Best Paper in Management Development sponsored by Emerald/Journal of Management Development; Global Forum Best Symposium sponsored by Manchester Business School; Best Symposium in Management Education and Development Award sponsored by McGraw Hill/Irwin; and the Barry Armandi Award for Best Student Paper in Management Education and Development. In addition, MED provides outstanding reviewer award plaques to submitters of well-crafted reviews of MED papers and symposium. All award winners are also recognized in the MED business meeting.

Paper and symposium submitters should adhere to the standard equipment/supplies that are provided by the Academy of Management for presenters. Special requests for costly equipment/supplies are unlikely to be met by the Division and would have to be borne by the presenters. Submission Instructions: Please follow the AOM general submission guidelines.

### **MANAGEMENT HISTORY (MH)** (Program Chair: Chester Spell, [cspell@camden.rutgers.edu](mailto:cspell@camden.rutgers.edu))

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**Specific Domain:** Focused on pragmatic investigation into the historical evolution of managerial thought and action, major topics include the chronological tracing of the development of contemporary managerial concepts, techniques, behaviors and practices, with the intent of demonstrating (in)effectiveness within a given context, setting or organization; reviews demonstrating how managers may learn from and avoid making mistakes of the past; exemplars of how current research efforts are “rediscovering” existing knowledge and consequent directions for contemporary investigations; re-evaluations of historical manuscripts in light of present knowledge; explorations of the history, traditions and evolution of businesses and industries; comparative works demonstrating how diverse individuals and groups have influenced managerial thought and practice; and investigation into management history scholarship in all its forms, especially in terms of how research might be better conducted and applied and how the results might be better incorporated in teaching and learning programs.

- **Special Instructions:** The MH Division also welcomes papers and symposia related to the conference theme, Dare to Care: Passion and Compassion in Management Practice and Research.”

**Division Awards:** The MH Division offers the following awards for papers submitted by Academy members to the Division, on a competitive basis:

John F. Mee Management History Contribution Award  
*Journal of Management History* Best International Paper Award  
SAGE Leadership Award

We also recognise early career researchers in the field through our Ronald B. Shuman Best Graduate Student Paper Award for the best paper authored by a graduate student and identified as such at the time of submission (the paper may be co-authored, but all authors must be students at the time of submission). In addition, we will nominate the best international paper for the Carolyn Dexter Award, consistent with the award criteria.

### **MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)** (Program Chair: Mark J Martinko, [mmartin@cob.fsu.edu](mailto:mmartin@cob.fsu.edu))

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**Specific Domain:** The Managerial and Organizational Cognition (MOC) Division is devoted to understanding individual and collective cognitive processes in organizational contexts, including but not restricted to social construction, culture and cognition, communities of practice, symbols and artifacts, emotion, ideology, identity, image, reputation, sense making / meaning making, knowledge creation and management, learning, the nature and role of mental models and representations, judgment and decision making, attribution processes, individual differences, non-conscious forms of cognitions (e.g. intuition),

categorization, organizational learning and memory, and cognitive institutionalism. We are open to a wide range of methodological approaches to studying managerial and organizational cognition.

The 2010 conference theme: *Dare to Care: Passion and Compassion in Management Practice and Research* provides a wonderful opportunity for scholars in the MOC division to explore the reasons we care and are passionate about our discipline and its ability to contribute to the betterment of individuals and organizations. Interpreted broadly, this year's theme invites consideration of existential questions regarding our contribution to the field of organizational science, the difference we make in the lives of practitioners, and why we care deeply about managerial and organizational cognition. Papers and symposia addressing the conference theme are encouraged while those addressing other topics are equally welcome.

**Special Instructions:**

***Division Awards.*** MOC will offer two recognition awards sponsored by Information Age Publishing. The first will be awarded to the best paper written by a non-student author. The second award will be for the best student paper (the paper may be co-authored, but the student must be the first author). If you wish to be considered for the best student paper award, please be sure to mark the box identifying your submission as a student submission when uploading your paper to the AOM website.

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**MANAGEMENT, SPIRITUALITY AND RELIGION (MSR)**  
(Program Chair: Arthur Jue, [ajue@sbcglobal.net](mailto:ajue@sbcglobal.net))

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The Management, Spirituality and Religion (MSR) Interest Group cordially invites you to submit scholarly papers for the Academy of Management Annual (AOM) **Conference in Montréal, Canada, August 6-10, 2010**. The conference theme is "*Dare to Care*."

**Specific Domain:** MSR is committed to advancing rigorous, interdisciplinary theoretical and applied research and pedagogy on the nature, influence, and relationship of spirituality and religion in management and organizational life. Major areas of investigation include theoretical and empirical evidence about the effectiveness of spiritual or religious principles and practices in management, from approaches represented in the literature, including religious ethics, spirituality and work, and spiritual leadership, as well as applications of particular religions, and secular spiritualities to work, management/leadership, organization, and the business system; and evaluation studies of the effectiveness of management approaches that nurture the human spirit in private, non-public or public institutions.

Research constructs span a wide variety of theistic and non-theistic dimensions, including but not limited to science and spirituality, integration of practical spirituality in life and work, ethical systems in management and organizations, synchronicity and personality, coherence theories, mindfulness, consciousness and transcendent awareness, compassion and love, wisdom traditions, moral and values-based leadership, multiple intelligences, stewardship theory and sustainability, socio-technical systems, and spirituality in human resource and talent management, among others. MSR provides a unique and exciting scholarly forum for those who enjoy *pracademic* research. We invite intellectually and methodologically innovative submissions that encourage dialog on the holistic development of human potential and the optimization of organizational systems. We also welcome submissions for joint symposia with other Divisions.

**Special Instructions:** Potential submitters are encouraged to explore connections with the 2010 AOM conference theme, "Dare to Care," examining how the integration of passion and compassion in management assists in ensuring more sustainable socio-organizational futures.

Papers may be submitted through the AOM website at: <http://submissions.aonline.org/2010>. Only submissions registered, uploaded, and finalized on the website will be evaluated. The submission deadline is **January 14, 2010**.

Note: Applicants for the *MSR Most Promising Dissertation Award* should submit papers simultaneously through this process and contact Emmett Perry, Doctoral and New Faculty Consortium Chair, [Emmett.perry@rockhurst.edu](mailto:Emmett.perry@rockhurst.edu).

## ORGANIZATIONAL BEHAVIOR (OB)

(Program Chair: Elizabeth Wolfe Morrison, [emorriso@stern.nyu.edu](mailto:emorriso@stern.nyu.edu))

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**Mission Statement:** The Organizational Behavior Division of the Academy of Management exists to advance the development of scholars and scholarship within the content domain of organizational behavior. Scholarship occurs in the practice of both research and teaching. Through scholarship, we strive to positively influence management thought and practice.

**Specific Domain:** The study of individuals and groups within an organizational context, and the study of internal processes and practices as they affect individuals and groups. Major topics include: individual characteristics such as beliefs, values, and personality; individual processes such as perception, motivation, emotions, decision making, judgment, commitment and control; group characteristics such as size, composition and structural properties; group processes such as decision making and leadership; organizational processes and practices such as goal setting, work design, appraisal, feedback, and rewards; and the influence of all of these on such individual, group, and organizational outcomes as performance, organizational citizenship behaviors, turnover, justice, absenteeism, stress, and deviance.

Although submissions may reflect any of the above topics, we especially encourage submissions that relate to the theme for the 2010 Meeting, "Dare to Care: Passion and Compassion in Management Practice and Research." Research on topics such as motivation, values, emotion, commitment, identification, and relationships (to name just a few) could have particular relevance to our understanding of both passion and compassion in organizations.

### **Special Instructions:**

**OB Division Conference Awards:** Four recognition awards will be given to papers on the Academy program: (1) the Best Paper (may be co-authored), sponsored by the *Organizational Behavior Division*; (2) the Best Dissertation-Based Paper (must be single-authored and based on a doctoral dissertation completed within the last three years), sponsored by *Wiley-Blackwell* on behalf of the *Journal of Organizational Behavior*; (3) the paper with the most Outstanding Practical Implications for Management (may be co-authored), sponsored by *McKinsey & Company*; and (4) the Best Paper with International Implications (recognizing the paper whose theme and content best reflects an awareness of business and management outside domestic boundaries), sponsored by *Emerald Group Publishing* on behalf of the *Leadership and Organization Development Journal*. Also, the Making Connections Award, sponsored by the *OB Division*, will be given to the symposium on the Academy program that best creates bridges across boundaries between individuals or groups (e.g., between practitioners and academics, international and domestic scholars, academic disciplines, junior and senior scholars). See the OB Division's website ([www.obweb.org](http://www.obweb.org)) for details on these awards.

**Other OB Division Awards:** Four annual awards for other OB-related activities will also be given: (1) the Cummings Scholarly Achievement Award (recognizing significant research achievement during one's early to mid-career stage), sponsored by the *OB Division Endowment*; (2) the Lifetime Achievement Award (recognizing significant research achievement across one's career), sponsored by *McKinsey & Company*; (3) the Outstanding Publication in Organizational Behavior, sponsored by the *Emerald Group Publishing* on behalf of the *Journal of Managerial Psychology*; and (4) the Outstanding Practitioner-Oriented Publication in Organizational Behavior, sponsored by the *Management Education Research Institute (Graduate Management Admission Council)*. See the OB Division's website ([www.obweb.org](http://www.obweb.org)) for details on these awards.

## ORGANIZATIONAL COMMUNICATION AND INFORMATION SYSTEMS (OCIS)

(Program Chair: Manju Ahuja, [Manju.ahuja@louisville.edu](mailto:Manju.ahuja@louisville.edu))

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**Specific Domain:** OCIS focuses on the study of behavioral, economic, and social aspects of communication and information systems within and among organizations or institutions. Major topics include: interpersonal communication; verbal, nonverbal, and electronic communication; vertical, horizontal and diagonal communication; inter-group and intra-group communication; communication networks; applications of information technology in business and society; organizational adoption of communication and information technology; communication and information strategy and policy; communication and organizational culture; communication and information research methodology; managing information technology services; virtual

teams, virtual work, and virtual organizations; the management of information systems professionals; e-communications; information systems development; managing IT-related organizational change; e-business, e-commerce, and e-markets; electronic value systems, value chains, and value webs; privacy and ethics; knowledge work, knowledge workers, and knowledge networks; IT infrastructure; governance of IT services; and organizational networks.

**Special Instructions:** OCIS invites the submission of innovative empirical or conceptual papers and symposia on all themes of interest to the Academy that touch on organizational communications and/or information systems. Topics that are specifically oriented to the 2010 All-Academy theme of “Dare to Care: Passion and Compassion in Management Practice and Research” are especially encouraged. This year’s theme encourages reflection on the contributions communication and information technology can make toward well being of individuals, organizations, and society. How can we ensure that we consider the interests of all involved and integrate passion for this technology with compassion for others impacted by this technology?

**Division Awards:** Division awards will be presented for best paper, best interactive paper, and best reviewer. In addition, an award will be given for best student paper (see the OCIS Division website at <http://ocis.aonline.org> for more details about this submission). An award will also be given for the best paper by an OCIS member published during 2009. The Gerardine DeSanctis Dissertation Award, given by the OCIS Division, was inaugurated at the 2007 Annual Meeting and will be presented again at the 2010 meeting. Solo-authored papers based on a dissertation completed within the past three years are eligible (see the OCIS Division website at <http://ocis.aonline.org> for more details). The winner of the Gerardine DeSanctis Award will be automatically nominated for the Academy-wide William H. Newman Award. The OCIS Division will also nominate one paper for the Academy-wide Carolyn Dexter Best International Paper Award (see the Orientation and Awards section in the submission guidelines for more details).

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## ORGANIZATION DEVELOPMENT AND CHANGE (ODC)

(Program Chair: Inger Stensaker, [inger.stensaker@nhh.no](mailto:inger.stensaker@nhh.no))

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**Specific Domain:** The ODC Division represents a community of scholars and practitioners who create and disseminate impactful and rigorous knowledge, grounded in practice, to enrich constructive change management and organization development. The domain of ODC includes the development of theory and innovative practice relevant to organization change. Major topics include: change processes within organizations, with or without assistance by change agents; active attempts to intervene in organization life to improve effectiveness, and scholarly studies of such interventions; multi- or cross-cultural dynamics of systems change in the global context; the roles of change leaders and agents; and issues surrounding self-awareness and responsibility of ODC theory and practice.

**Special Instructions:** ODC invites the submission of innovative empirical or conceptual papers and symposia that develop theory and practice relevant to organization change, development and transformation. Topics and explorations that are specifically oriented to the 2010 all-Academy theme of “Dare to Care: Passion and Compassion in Management Practice and Research” are especially encouraged. This year’s focus encourages reflection on the role of passion and compassion in organizational change and the implications (and potential limitations) daring to care might have for change practices and processes. The theme also challenges researchers to reflect on the topics we study, how a focus on passion and compassion might expand our current theories, and how our research can make a difference in the world of practice.

**Division Awards:** The following recognition awards, some with honorariums, will be given for the best paper in the following categories:

- Best Paper Overall
- Rupe Chisolm Best Practical Theory Paper Award
- Best Paper based on a Dissertation
- Best Student Paper
- Best Action Research Paper
- Susan G Cohen Doctoral Research Award in Organization Design, Effectiveness and Change

Please refer to our website for more description of the criteria for these 'best paper' recognitions (<http://division.aonline.org/odc>). Papers authored by students (separately or with other students) and papers about action research should be clearly identified as such at the time of submission (please note on the title page and also in the accompanying email that you wish the paper to be considered for the student and/or action research awards). The Division also recognizes a Best Reviewer Award. All award winners will be recognized at the ODC business meeting.

### **OPERATIONS MANAGEMENT (OM)**

(Program Chair: Thomas Gattiker, [tomgattiker@boisestate.edu](mailto:tomgattiker@boisestate.edu))

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**Specific Domain:** Operations Management (OM) focuses on managing the transformation processes that create products or services. These processes are found in all organizations-- both for profit and non-profit. Contributions focusing on the conceptual, empirical, and methodological are encouraged, as are papers emphasizing cross-functional linkages and perspectives. Major topics include operations strategy, product and service development, supply chain management, lean operations, project management, quality management, resource scheduling and control, as well as international, human resource, workforce, environmental and information technology issues as they pertain to OM.

**Special Instructions:** The OM Division invites empirical and conceptual papers, and symposia that are consistent with its domain. Papers and symposia submissions that reflect the conference theme, "*Dare to Care*" are particularly welcome. AOM meetings provide excellent opportunities for OM scholars to interact and discuss their research findings with fellow researchers from all over the world. For more information about the OM Division or the 2010 conference theme, please visit <http://www.aonline.org/2010>

**Division Awards:** The OM division presents awards in three categories each year. The Chan K. Hahn Distinguished Paper Award will be given to the best competitive paper. The OM division also recognizes the best student paper. To be considered for the best student paper award, the paper must be clearly identified as a student paper at the time of submission. Several best reviewer awards are presented to celebrate the efforts of the anonymous reviewers who put in a tremendous amount of work to review papers for the OM Division.

### **ORGANIZATION AND MANAGEMENT THEORY (OMT)**

(Program Chair: Matthew Kraatz, [omt2010@business.illinois.edu](mailto:omt2010@business.illinois.edu))

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**Specific Domain:** Organization and management theory involves building and testing theory about organizations, their management and organizing processes, intra-organizational relations, organization-environment relations, and the role of organizations in society. Specific topics in OMT research include: 1) *managing within the organization*: work/labor process/employment relation, compensation/hr practices, cognition and decision making, knowledge management, leadership; 2) *organization-level phenomena*: strategy, boards/governance, top management teams, design/structure, performance/effectiveness, vertical integration/outsourcing, organizational change, learning, memory, routines, adaptation/evolution, culture; 3) *phenomena beyond the organization*: alliances/interorganizational ties, industry, ecology, organizational fields, geography/industrial districts, political economy/state, comparative/international, globalization; 4) *constructs and relationships*: institutions, networks, social capital/communities of practice, conflict/cooperation/trust, morality/corruption, innovation/creativity, power/politics, identity/image, status, legitimacy; and 5) *mechanisms and processes*: competition, markets, stratification/inequality, evolution, creationism, technology, diffusion, institutionalization and de-institutionalization.

**Special Instructions:** OMT encourages new theory development and the application of our existing theory base to emerging management domains. The division celebrates theoretical activity, methodological pluralism, international research collaborations, and linkages between theory and practice.

**Division Awards:** Several recognition awards will be given: one for the best competitive paper (which may be co-authored), one for the best symposium, and one for the best competitive paper from a dissertation (which cannot be co-authored). Dissertation papers should be clearly identified as such at the time of submission.

## ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

(Program Chair: Jorge Rivera, [jrivera@gwu.edu](mailto:jrivera@gwu.edu))

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**Specific Domain:** research, theories and practices regarding relationships of organizations and the natural environment. Major topics include: ecological sustainability, ecological performance, environmental entrepreneurship, environmental product and service industries, pollution control and prevention, waste minimization, industrial ecology, total quality environmental management, environmental auditing and information systems, managing human resources for sustainability, ecological crisis management, natural resources and systems management, protection and restoration, interactions of systems management, interactions of environmental stakeholders, environmental policies, environmental attitudes and decision making, and international/comparative dimensions of these topics. As the natural environment is integral in all individual, organizational and societal activity, the division encourages holistic, integrative, and interdisciplinary analysis. It promotes joint exploration of these topics with all other disciplines and Academy units.

**Special Instructions:** The ONE division invites papers that address all aspects of the relationship between organizations and the natural environment. Given that ecological issues are by definition trans-disciplinary, ONE encourages submissions that explore organization ecology relations from all Academy disciplines and from multiple stakeholder perspectives. In this regard, ONE is seeking papers and symposia proposals that focus on the social, ethical, technological, strategic, operational, structural, behavioral, theoretical, international, health-care, educational, methodological, historical, human resource, information and change management dimensions related to bringing organizations into balance with the ecosystem. Because of this trans-disciplinary focus, ONE specifically welcomes joint symposium proposals that reflect the natural links between itself and other Academy divisions and interest groups.

**Division Awards:** ONE division awards are offered for the best paper and for the outstanding dissertation submitted to Division. When submitting papers, please also indicate eligibility for the William H Newman Award for an outstanding single-authored paper from a dissertation and the Carolyn Dexter Best International Paper Award (see Orientation and Awards section in the submission guidelines for more details).

## PUBLIC AND NONPROFIT DIVISION (PNP)

(Program Chair: Kimberley Roussin Isett, [ki2129@columbia.edu](mailto:ki2129@columbia.edu))

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**About the Division:** The Public and Non-Profit (PNP) Division of the Academy of Management is a multidisciplinary, multi-methodologically focused division that centers its work on those organizations outside of profit-oriented domains. These organizations include government agencies, the military, social services, cultural and educational institutions, membership and professional associations, and advocacy, religious, and charitable organizations. Although all topics within management are welcome, in the past our division has particularly focused on concepts such as decision making; strategy; organizational behavior and human resource management; political behavior; collaboration and conflict among public, non-profit, and private organizations; service and community-building; organizational networks involving public and non-profit organizations; theories of governance; and the social and ethical dimensions of public and non-profit activity. We are particularly interested in how distinctive qualities of the public and non-profit sectors influence management and organizational processes.

**Special Instructions:** The 2010 Program theme is “Dare to Care”. This theme was brought about by the recent ethical and operational lapses of important organizations in the United States. Somehow, the managers in these organizations relinquished their obligations to steward their organizations not just for their shareholders, but for society at large. The resultant economic collapse in the US and the world over has yielded growing concern about management practices and increasing calls for strengthening regulatory schemes and oversight into many domains of management. The 2010 Program committee at the Academy of Management calls for a rebirth of “passion and compassion” in our management structures, processes, and individuals. The 2010 program will be put together with an eye to emphasizing these themes and illustrating the PNP division’s unique positioning within the Academy to illustrate the passion and compassion with

which we, and those we study, do our work. We seek individual papers, panels, and symposia on the Dare to Care theme as well as those topics and issues important to the study of management in the public and nonprofit sectors outside of this theme. If you have any questions about the 2010 conference, the program theme, or the PNP division, please feel free to contact the 2010 program chair, Kim Isett ([ki2129@columbia.edu](mailto:ki2129@columbia.edu)). If you have any questions about the Academy of Management please see the Academy's website at [www.aomonline.org](http://www.aomonline.org).

**Division Awards:** The PNP Division is pleased to be home to a number of annual awards. In brief, the awards are: The Charles J. Levine Award is given in recognition of the best conference paper submitted to the Division, the best conference paper authored by a doctoral student, the best dissertation defended in the previous calendar year, the best book published in the preceding three calendar years, and the best journal article published in the previous calendar year. In 2010, the Division will award the first Masini Award. This award will be given to the conference paper that best embodies the work of Italian scholar Carlo Masini. For more information on the awards and nomination processes please see the Division's website at <http://division.aomonline.org/pnp/>.

## RESEARCH METHODS (RM)

(Program Chair: Mark Griffin, [griffinmarka@gmail.com](mailto:griffinmarka@gmail.com))

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**Specific Domain:** The domain of the Research Methods division includes philosophy of science, research methods and design at the micro and macro levels, and qualitative as well as quantitative research methods and design. Major topics include but are not limited to the following: epistemology, theory development, experimental and non-experimental research design, survey research, ethnography, evaluative research, cross-cultural and comparative methods, measurement development and evaluation, construct validation, statistical modeling, causal mapping, historical analysis, discourse analysis, textual analysis, scholarly writing and publication, network analysis, and other methodological topics that advance research practice within the Academy.

**Special Instructions:** The Research Methods division encourages innovative submissions (empirical or conceptual papers, symposia, debates, roundtables, etc.) that inform organizational researchers about how to address methodological issues. We welcome submissions that address qualitative and quantitative methodological issues involved in the design, conduct, and interpretation of micro and macro research. These issues may include theory development, philosophy of science, epistemology, as well as the. We welcome submissions that evaluate applications of current methods or describe the development of new methods. We especially encourage submissions of jointly sponsored symposia that provide solutions to substantive research problems.

**Division Awards:** Awards sponsored by Sage Publications are given for the best conference paper and the best paper submitted by a doctoral student or students. To be considered for the best student paper award, a student must be the lead author and the paper must be clearly identified as a student paper at the time of submission.

## SOCIAL ISSUES IN MANAGEMENT

(Program Chair: Shawn L. Berman, [sberman@unm.edu](mailto:sberman@unm.edu))

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**Research Communities:** The SIM Division features a set of active research communities that investigate a wide range of topics concerned with the ethics and impacts of management behaviors on, and their interactions with, the diverse stakeholders of business organizations. Members of the Division engage in novel theory-building to understand these impacts and interactions, their institutional settings, and the issues that shape managerial decision-making. Members also seek to test these theories empirically using a variety of research methods. In addition, members actively seek to bridge scholarship to applied social practices, developing the understanding and methods to promote repair of the undesirable impacts of business behavior. The common logic of scholarship in the SIM Division is our shared interest in understanding responsible behavior by organizations and by the people and groups working within them as well as understanding organizations' contributions to the greater social good. The investigation of such questions leads us to ask fundamental questions about the roles, and functioning, and legitimacy of business institutions and the actors within them.

Research communities within the Division investigate, among other issues, behavioral and philosophical approaches to business ethics including understanding the ethical (and unethical) conduct of individuals and organizations, corporate social responsibility and social performance, stakeholder theory and stakeholder relations, “base of the pyramid” issues including the role of businesses in poverty alleviation, corporate citizenship, corporate philanthropy, corporate governance issues including the responsible (and irresponsible) governance of organizations, public affairs management and lobbying, government regulation, and corporate corruption and compliance. These research communities also examine the international aspects of all these questions and study how these questions vary based on national context.

**Special Instructions:** SIM especially encourages submissions which link to this year’s conference theme “Dare to Care: Passion and Compassion in Management Practice and Research”. Papers and symposia which theoretically or empirically investigate how passion and compassion are integrated into organizations and how individuals find a place for passion and compassion within their work are especially welcome. Additionally, papers and symposia that develop new theory, develop integrating theory, report on compelling and rigorous empirical studies, and/or link basic theoretical and empirical scholarship to methods and instruments of social repair are welcome. Papers and symposia that address topics with potential cross-fertilization between SIM and other management disciplines are encouraged. Further, SIM strongly encourages symposia submission to multiple divisions.

**Division Awards:** The division sponsors awards for best competitive paper, best dissertation, and best book. Announcements of submission formats and deadlines will be made both in Academy publications and on the field’s major listservs.

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## **TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)**

**(Program Chair: Paul Olk, [tim.aom@du.edu](mailto:tim.aom@du.edu))**

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The Technology and Innovation Management (TIM) Division encourages interdisciplinary scholarship and dialogue on the management of innovation and technological change from a variety of perspectives, including strategic, managerial, behavioral, and operational issues. This year’s conference theme of “*Dare to Care: Passion and Compassion in Management Practice and Research*” calls attention to an important dimension of technology and innovation management. The passion of innovators in championing new products or in creating an invention, the involvement of users in creating material for Web 2.0 businesses (e.g., YouTube; Facebook), the commitment of customers to select technology-based products (e.g., Smartphones; videogames), as well as the innovations designed to help others (e.g., an all-terrain wheelchair) are but a few examples of how passion and caring influence technology and innovation management. You are encouraged to send in papers and symposia to the TIM division which are related to the conference theme as well as those listed below in the TIM division’s domain statement for the Academy of Management’s annual meeting in Montréal (August 2010). Our goal is to have papers and symposia that are as diverse, creative and interesting as our membership.

**Specific Domain:** TIM encourages interdisciplinary scholarship and dialogue on the management of innovation and technological change from a variety of perspectives, including strategic, managerial, behavioral, and operational issues. The problem domain includes the management of innovation, technology strategy, research and development, information technologies and the internet, technology-based entrepreneurship and process technologies. Participants in this broad academic endeavor come from a wide range of disciplines and draw on an extensive array of theoretical and research paradigms. We enter this complex problem domain in the spirit of dialogue, debate, and deepened understanding. Major topics include: studies of innovation processes; innovation diffusion and the development, implementation and use of new technologies; technology development trajectories; entry timing advantages; intellectual capital; competing in platform-mediated markets; organizational processes by which technically-oriented activities are integrated into organizations; product development strategies; technical project management; behaviors

and characteristics of technical professionals; technological forecasting and policies; impact of information technologies and the internet; relationship between new technologies and organizational forms.

**Special Instructions:** The TIM division welcomes empirical or conceptual papers and symposia on topics dealing with any aspect of the management of technology or organizational innovation. Papers or symposia that relate to the domains of other divisions are encouraged; they may become candidates for cross-divisional sessions. **Deadline for Submissions is January 14, 2010.**

**Division Awards:** TIM offers two competitive awards as part of the Academy submission process: The TIM Best Student Paper Award, and the TIM Division Best Paper Award. To be eligible for the best student paper award, the student must be senior author or sole author and this should be clearly indicated on the title page of the paper. Papers considered for the Best Student Paper Award can also be considered for the TIM Division Best Paper Award. In addition to these two awards, we offer several Best Reviewer Awards to a number of reviewers whose reviews are particularly deep, complete and insightful.

## MEET THE PEOPLE

### A. MONTRÉAL 2010 CONFERENCE ORGANIZERS

#### **Program Chair**

Anne S. Tsui  
Arizona State University  
Dept. of Management  
W.P. Carey School of Business  
Tempe, AZ 85287  
Phone: 480-965-3999  
Fax: 480-965-8314  
Email: [anne.tsui@asu.edu](mailto:anne.tsui@asu.edu)

#### **Program Manager**

Jimmy Le  
Academy of Management  
P.O. Box 3020  
Briarcliff Manor, NY 10510  
Phone: 914-923-2673  
Fax: 914-923-2615  
Email: [jle@pace.edu](mailto:jle@pace.edu)

#### **PDW Chair**

Ming-Jer Chen  
University Of Virginia  
The Darden School  
Charlottesville, VA 22906  
Phone: (434) 924-7260  
Fax: (434) 243-7678  
Email: [chenm@darden.virginia.edu](mailto:chenm@darden.virginia.edu)

#### **Program Coordinator**

Valerie Concepcion  
Academy of Management  
P.O. Box 3020  
Briarcliff Manor, NY 10510  
Phone: 914-944-2992  
Fax: 914-923-2615  
Email: [vconcepcion@pace.edu](mailto:vconcepcion@pace.edu)

#### **Local Arrangements Committee Co-Chair**

Heather Vough  
McGill University  
1001 rue Sherbrooke Ouest  
Montréal, PQ, H3A 1G5  
Canada  
Phone: 514-398-5218  
Fax: 514-303-3599  
Email: [heather.vough@mcgill.ca](mailto:heather.vough@mcgill.ca)

#### **Local Arrangements Committee Co-Chair**

David Oliver  
HEC Montréal  
Dept. of Management  
3000 Cote-Sainte Catherine  
Montréal, PQ H3T 2AT, Canada  
Phone: 514-340-6017  
Fax: 514-340-5635  
Email: [david.oliver@hec.ca](mailto:david.oliver@hec.ca)

**Director of Membership**

Stephanie Henagan  
Northern Illinois University  
College of Business  
De Kalb, IL 60115  
Phone: (815) 753-6310  
Fax: (815) 753-6198  
Email: [shenagan@niu.edu](mailto:shenagan@niu.edu)

**Director of Placement**

James Dulebohn  
Michigan State University  
School of Labour & Industrial Relations  
412 S. Kedzie Hall  
East Lansing, MI 48824  
Phone: 517-432-3984  
Fax: 517-355-7656  
Email: [dulebohn@msu.edu](mailto:dulebohn@msu.edu)

**Proceedings Editor**

Leslie Toombs  
U. of Texas of the Permian Basin  
School of Business  
Odessa, TX 79707  
Phone: (432) 552-2203  
Fax: (432) 552-2174  
Email: [toombs\\_l@utpb.edu](mailto:toombs_l@utpb.edu)

**Director of Sponsorship Committee**

David Turnipseed  
University of South Alabama  
332 Mitchell College of Business  
Mobile, AL 36688-0002  
Phone: (251) 414-8087  
E-Mail: [turnipseed@usouthal.edu](mailto:turnipseed@usouthal.edu)

**Past Program Chair**

Susan E. Jackson  
Rutgers University  
HRM Department  
94 Rockafeller Road, Rm. 216  
Piscataway, NJ 08854  
Phone: 732-445-5447  
Fax: 732-445-2830  
Email: [sjackson@smlr.rutgers.edu](mailto:sjackson@smlr.rutgers.edu)

**Web Program Support**

Matthew Suppa, Gabriel Bramson, Greg  
Gerosa  
Academy of Management Headquarters  
P. O. Box 3020  
Briarcliff Manor, NY 10510  
Phone: 914-923-2607  
Fax: 914-923-2615  
Email: [SubmissionHelp@AOM.pace.edu](mailto:SubmissionHelp@AOM.pace.edu)

**Meetings Manager**

Taryn Fiore  
Academy of Management Headquarters  
P. O. Box 3020  
Briarcliff Manor, NY 10510  
Phone: 914-923-2607  
Fax: 914-923-2615  
Email: [tfiore@pace.edu](mailto:tfiore@pace.edu)

## B. BUSINESS OPERATIONS

Academy of Management Headquarters  
P. O. Box 3020  
Briarcliff Manor, NY 10510-8020 USA  
Phone: 914-923-2607  
Fax: 914-923-2615

Nancy Urbanowicz, <i>Executive Director</i>	nurbanowicz@pace.edu
Alice Arias, <i>Director of Finance</i>	aarias@pace.edu
Elena Bunin, <i>Internet &amp; Web Development Manager</i>	ebunin@aom.pace.edu
Heather Crowe, <i>Financial Manager</i>	hcrowe@pace.edu
Michael Davis, <i>Communications &amp; Publishing Coordinator</i>	mdavis@pace.edu
Taryn Fiore, <i>Meetings Manager</i>	tfiore@pace.edu
Jel Hampson, <i>Registrar</i>	jhampson@pace.edu
Kerry Ignatz, <i>Membership Manager</i>	kignatz@pace.edu
Jimmy Le, <i>Program Manager</i>	jle@pace.edu
Terese Loncar, <i>Associate Executive Director</i>	tloncar@pace.edu
Michael Malgrande, <i>Managing Editor</i>	mmalgrande@pace.edu
Valerie Concepcion, <i>Program Coordinator</i>	vconcepcion@pace.edu
Alina Matei, <i>Database Developer</i>	amatei@aom.pace.edu
Martha Teshome, <i>Accountant</i>	mteshome@pace.edu
Anne Wood, <i>Member Services Assistant</i>	awood@pace.edu
Susan Zaid, <i>Sr. Managing Editor</i>	szaid@pace.edu

## C. MONTRÉAL 2010 DIVISION PROGRAM CHAIRS AND PDW CHAIRS

### All-Academy Theme Chair

Joshua Margolis  
Harvard Business School  
Boston, MA 02163  
Phone: (617) 495-6444  
Fax: (617) 496-6568  
Email: [daretocare@hbs.edu](mailto:daretocare@hbs.edu)

### Cross Divisional Paper Session Committee Chair

Peggy Lee  
University of Texas at Austin  
McCombs School of Business  
Management Dept., CBA 4.208  
Austin, TX 78746  
Phone: 512-471-7295  
Fax: 512-471-3937  
Email: [peggy.lee@mcombs.utexas.edu](mailto:peggy.lee@mcombs.utexas.edu)

### Caucuses Chair

Hui Liao  
University of Maryland  
College Park, MD 20742  
Phone: (301) 405-9274  
Email: [hliao@rhsmith.umd.edu](mailto:hliao@rhsmith.umd.edu)

### Discussion Paper Session Committee Chair

Thomas Becker  
University Of Delaware  
Dept Of Bus Admin  
Newark, DE 19716-2710  
Phone: (302) 831-6822  
Fax: (302) 831-4196  
Email: [beckert@lerner.udel.edu](mailto:beckert@lerner.udel.edu)

### Division Program Chairs

#### Business Policy & Strategy

Nicholas Argyres  
Washington University, St. Louis  
Olin Business School  
One Brookings Drive  
St. Louis, MO 63130  
Phone: 314-935-6391  
Email: [argyres@wustl.edu](mailto:argyres@wustl.edu)

### Division PDW Chairs

#### Business Policy & Strategy

Jeffrey J Reuer  
Purdue University  
Krannert School of Management  
West Lafayette, IN 47907-2056  
Phone: (765) 496-6695  
Fax: (765) 494-9658  
Email: [jreuer@purdue.edu](mailto:jreuer@purdue.edu)

### Careers

Svetlana Khapova  
VU University Amsterdam  
Management and Organization  
De Boelelaan 1105  
Amsterdam, 1081 HV  
Netherlands  
Phone : 31-205-986-471  
Email : [skhapova@feweb.vu.nl](mailto:skhapova@feweb.vu.nl)

### Careers

Julia Richardson  
York University  
School of Admin Studies, Atkinson Faculty  
Toronto, ON 3RM  
Phone : (416) 736-2100 x33821  
Email : [jrichard@yorku.ca](mailto:jrichard@yorku.ca)

**Conflict Management**

Barry Goldman  
University of Arizona  
McClelland Hall, 405W  
Tucson, AZ 85721  
Phone: 520-621-9313  
Fax: 520-621-4171  
Email: [bgoldman@eller.arizona.edu](mailto:bgoldman@eller.arizona.edu)

**Conflict Management**

Zoe Barsness  
University of Washington, Tacoma  
Milgard School of Business  
Tacoma, WA 98402-3100  
Phone: (253) 692-5630  
Fax: (253) 692-2345  
Email: [zib@u.washington.edu](mailto:zib@u.washington.edu)

**Critical Management Studies**

Sarah Stookey  
Central Connecticut State University  
53 Fairfield Street  
Amherst, MA 01002  
Phone : 860-832-3284  
Fax : 860-832-3289  
Email : [stookey@verizon.net](mailto:stookey@verizon.net)

**Critical Management Studies**

Alexandre Faria  
EBAPE/Fundacao Getulio Vargas  
Praia de Botafogo  
Rio De Janeiro, Brazil 22250900  
Phone : 55-21-2559-5745  
Fax : 55-21-2559-5710  
Email : [alex.faria@fgv.br](mailto:alex.faria@fgv.br)

**Entrepreneurship**

Mike Wright  
University of Nottingham  
Business School  
Nottingham, NG8 1BB  
United Kingdom  
Phone: 44-0-115-951-5257  
Fax: 44-0-115-951-5204  
Email: [mike.wright@nottingham.ac.uk](mailto:mike.wright@nottingham.ac.uk)

**Entrepreneurship**

David Audretsch  
Indiana University  
School of Public & Environmental Affairs  
Bloomington, IN 47405  
Phone: (812) 855-6766  
Fax: (812) 855-0184  
Email: [aom2010@indiana.edu](mailto:aom2010@indiana.edu)

**Gender and Diversity in Organizations**

Diana Bilimoria  
Case Western Reserve University  
Weatherhead School of Management  
10900 Euclid Avenue  
Cleveland, OH 44106  
Phone: 216-368-2115  
Fax: 216-368-6228  
Email: [2010gdoprogchair@case.edu](mailto:2010gdoprogchair@case.edu)

**Gender and Diversity in Organizations**

Gwendolyn Combs  
University of Nebraska-Lincoln  
Lincoln, NE 68506  
Phone: (402) 472-6061  
Email: [gdogmc@unl.edu](mailto:gdogmc@unl.edu)

**Health Care Management**

Trish Reay  
University of Alberta  
3-23 School of Business  
Edmonton, AB T6G 2R6  
Canada  
Phone: 780-492-4246  
Fax: 780-492-3325  
Email: [trish.reay@ualberta.ca](mailto:trish.reay@ualberta.ca)

**Human Resources**

Murray Barrick  
Texas A&M University  
Dept. Of Management  
430F Wehner Building  
College Station, TX 77843  
Phone : 979-845-4851  
Fax : 979-845-9641  
Email : [mbarrick@mays.tamu.edu](mailto:mbarrick@mays.tamu.edu)

**International Management**

Mary Yoko Brannen  
San Jose State University  
College of Business  
One Washington Square  
San Jose, CA 95192  
Phone: 408-924-3580  
Fax: 408-924-3555  
Email: [imdchair.2010@insead.edu](mailto:imdchair.2010@insead.edu)

**Management Consulting**

Ansgar Richter  
European Business School  
Rheingau Palais  
Soehnleinstr. 8d  
Wiesbaden, 65201  
Germany  
Phone: 49-611-36018-920  
Fax: 49-611-36018-902  
Email: [ansgar.richter@ebs.de](mailto:ansgar.richter@ebs.de)

**Health Care Management**

Jami Leanne DelliFraine  
University of Texas, Houston  
School of Public Health  
Houston, TX 77030  
Phone: (713) 500-9392  
Email: [jami.l.dellifraime@uth.tmc.edu](mailto:jami.l.dellifraime@uth.tmc.edu)

**Human Resources**

Wendy Boswell  
Texas A&M University  
Dept. of Management  
College Station, TX 77843  
Phone: 979-845-4045  
Fax: 979-845-9641  
Email: [wboswell@tamu.edu](mailto:wboswell@tamu.edu)

**International Management**

John Mezias  
University Of Miami  
Dept of Mgt 414 Jenkins Bldg.  
Miami, FL 33146  
Phone: (305) 284-1073  
Fax: (305)284-3655  
Email: [impdw2010@gmail.com](mailto:impdw2010@gmail.com)

**Management Consulting**

Therese F Yaeger  
Benedictine University  
Lisle, IL 60532-0900  
Phone: 630-829-6207  
Fax: 630-829-6211  
Email: [aommed@ben.edu](mailto:aommed@ben.edu)

**Management Education & Development**

Jon Billsberry  
Coventry University  
Faculty of Business  
Coventry, CV1 5FB  
United Kingdom  
Phone: 024 7688 7688  
Fax: 024 7688 8400  
Email: [j.billsberry@coventry.ac.uk](mailto:j.billsberry@coventry.ac.uk)

**Management Education & Development**

Toni Ungaretti  
Johns Hopkins University  
Baltimore, MD 21201  
Phone: (410) 516-7190  
Fax: (410) 516-2033  
Email: [carey.medpdw@jhu.edu](mailto:carey.medpdw@jhu.edu)

**Management History**

Chester Spell  
Rutgers University  
School of Business  
227 Penn Street  
Camden, NJ 08102  
Phone: 856-225-6922  
Fax: 856-225-6231  
Email: [cspell@camden.rutgers.edu](mailto:cspell@camden.rutgers.edu)

**Management History**

Patrick J. Murphy  
DePaul University  
Kellstadt Graduate School of Business  
Chicago, IL 60604-2287  
Phone: (312) 362-8487  
Fax: (312) 362-6973  
Email: [pmurph12@depaul.edu](mailto:pmurph12@depaul.edu)

**Management, Spirituality & Religion**

Arthur Jue  
University of Phoenix/Oracle Corp.  
167 Bangor Avenue  
San Jose, CA 95123  
Phone: (408) 642-2027  
Email: [ajue@sbcglobal.net](mailto:ajue@sbcglobal.net)

**Management, Spirituality & Religion**

Michelle French  
Mount St. Mary's College  
Los Angeles, CA 90045  
Email: [mfrench@msmc.la.edu](mailto:mfrench@msmc.la.edu)

**Managerial & Organizational Cognition**

Mark Martinko  
Florida State University  
College of Business  
Tallahassee, FL 32306  
Phone : 850-510-7066  
Fax : 850-644-7843  
Email : [mmartin@cob.fsu.edu](mailto:mmartin@cob.fsu.edu)

**Managerial & Organizational Cognition**

Rhonda K Reger  
Univ. of Maryland - Coll Park  
Faculty of Management & Org  
College Of Business  
College Park, MD 20742-1815  
Phone : 301-405-2167  
Fax : 301-314-9157  
Email : [rreger@rhsmith.umd.edu](mailto:rreger@rhsmith.umd.edu)

**Operations Management**

Thomas Gattiker  
Boise State University  
1910 University Drive  
ITSCM Dept. MS 1615  
Boise, ID 83725  
Phone : 208-426-4998  
Email : [tomgattiker@boisestate.edu](mailto:tomgattiker@boisestate.edu)

**Operations Management**

Karen Chinander  
Florida Atlantic University  
Info. Tech. & Ops. Mgmt. Dept.  
Boca Raton, FL 33431  
Phone : (561) 297-3446  
Fax: (561) 297-3043  
Email : [kchinand@fau.edu](mailto:kchinand@fau.edu)

**Organization & Management Theory**

Matthew Kraatz  
University of Illinois  
350 Wohlers Hall  
1206 S. Sixth St.  
Champaign, IL 61820  
Phone: 217-333-7994  
Fax: 217-244-7969  
Email: [omt2010@business.illinois.edu](mailto:omt2010@business.illinois.edu)

**Organization & Management Theory**

Christine Beckman  
University of California, Irvine  
Paul Merage School of Business  
Irvine, CA 92697-3125  
Phone: (949) 824-3983  
Fax: (949) 725-2869  
Email: [omt@merage.uci.edu](mailto:omt@merage.uci.edu)

**Organization Development & Change**

Inger Stensaker  
Norwegian School of Economic & Business  
Breiviksveien 40  
Bergen, 5045  
Norway  
Phone: 47-559-59669  
Fax: 47-559-59870  
Email: [inger.stensaker@nhh.no](mailto:inger.stensaker@nhh.no)

**Organization Development & Change**

James D. Ludema  
Benedictine University  
Lisle, IL 60532-0900  
Phone: (630) 829-6229  
Fax: (630) 829-6231  
Email: [aomodc@ben.edu](mailto:aomodc@ben.edu)

**Organizational Behavior**

Elizabeth Wolfe Morrison  
New York University  
Dept. Of Management  
Stern School of Business  
44 West 4th Street  
New York, NY 10012  
Phone : 212-998-0230  
Fax : 212-995-4234  
Email : [emorriso@stern.nyu.edu](mailto:emorriso@stern.nyu.edu)

**Organizational Behavior**

Michelle Duffy  
University of Minnesota  
3-247 Carlson School of Management  
Minneapolis, MN 55455  
Phone : (612) 624-6842  
Fax : (612) 624-4863  
Email : [obpdw@umn.edu](mailto:obpdw@umn.edu)

**Organizational Communication & Information Systems**

Manju Ahuja  
University of Louisville  
College of Business  
Louisville, KY 40292  
Phone: 502-852-4678  
Fax: 502-852-4799

**Organizational Communication & Information Systems**

Elizabeth Davidson  
University of Hawaii Manoa  
Honolulu, HI 96822  
Phone : (808) 956-6657  
Email: [ocisdavidson@gmail.com](mailto:ocisdavidson@gmail.com)

Email: [aomocis@louisville.edu](mailto:aomocis@louisville.edu)

### **Organizations & the Natural Environment**

Jorge Rivera  
George Washington University  
School of Business  
2201 G Street, NW Fungler Hall 615  
Washington, DC 20052  
Phone : 202-994-0163  
Email : [jrivera@gwu.edu](mailto:jrivera@gwu.edu)

### **Organizations & the Natural Environment**

Andrew Hoffman  
University of Michigan  
Ross School of Business  
701 Tappan Street  
Ann Arbor, MI 48109  
Phone: 734-763-9455  
Fax: 734-647-8551  
Email: [ajhoff@umich.edu](mailto:ajhoff@umich.edu)

### **Public & Nonprofit**

Kimberley Roussin Isett  
Columbia University  
Dept. of Health Policy and Management  
New York, NY 10032  
Phone: (212) 342-3655  
Email: [ki2129@columbia.edu](mailto:ki2129@columbia.edu)

### **Public & Nonprofit**

Eric Martin  
Eastern Ct State University  
Department of Business Administration  
Willimantic, CT 06226  
Phone: (860)465-0245  
Email: [MartinE@EasternCT.edu](mailto:MartinE@EasternCT.edu)

### **Research Methods**

Mark Griffin  
University of Sheffield  
Institute of Work Psychology  
Sheffield, S10 2TN  
United Kingdom  
Email : [griffinmarka@gmail.com](mailto:griffinmarka@gmail.com)

### **Research Methods**

Lisa Schurer Lambert  
Georgia State University  
J. Mack Robinson College of Business  
Atlanta, GA 30302-3014  
Phone : (404) 651-2989  
Email : [lisalambert@gsu.edu](mailto:lisalambert@gsu.edu)

### **Social Issues in Management**

Shawn Berman  
University of New Mexico  
Anderson School of Business  
MSCS 053090  
Albuquerque, NM 87131  
Phone : 505-277-1792  
Fax : 505-277-7108  
Email : [sberman@unm.edu](mailto:sberman@unm.edu)

### **Social Issues in Management**

Virginia Woods Gerde  
Duquesne University  
School of Business Administration  
Pittsburgh, PA 15282  
Phone : (505) 277-8880  
Fax : (505) 277-7180  
Email : [gerdev@duq.edu](mailto:gerdev@duq.edu)

**Technology & Innovation Management**

Paul Olk  
University of Denver  
Daniels School of Business  
2101 S. University Blvd.  
Denver, CO 80208  
Phone: 303-871-4531  
Fax: 303-871-2294  
Email: [tim.aom.du.edu](mailto:tim.aom.du.edu)

**Technology & Innovation Management**

Arvids A Ziedonis  
University of Michigan  
Stephen M. Ross School of Business  
Ann Arbor, MI 48109-1234  
Phone: (734) 763-4612  
Fax: (734) 764-2555  
Email: [azied@umich.edu](mailto:azied@umich.edu)

**D. MONTRÉAL 2010 ADDITIONAL PDW ORGANIZERS****Asia Academy of Management**

Anil Nair  
Old Dominion University  
College of Business and Public  
Administration  
Norfolk, VA 23529  
Phone: 757 683 6096  
Fax: 757 683 5639  
Email: [anair@odu.edu](mailto:anair@odu.edu)

**Mentoring Committee**

Meredith F. Burnett  
Florida International University  
Miami, FL 33199  
Phone: (305) 348-1102  
Fax: (305) 348-6146  
Email: [meredith.burnett@business.fiu.edu](mailto:meredith.burnett@business.fiu.edu)

**Mentoring Committee**

Shalei Simms  
Ramapo College of New Jersey  
Email: [ssimms@ramapo.edu](mailto:ssimms@ramapo.edu)

**Iberoamerican Academy of Management**

Fernanda García, Ph.D.  
University of Texas at El Paso  
College of Business Administration,  
El Paso, Texas 79968  
Phone: (915) 747-5378  
Fax: (915) 747-5348  
Email: [fgarcia6@utep.edu](mailto:fgarcia6@utep.edu)

**International Theme Committee**

Adela McMurray  
Royal Melbourne Institute of Technology  
239 Bourke Street  
Melbourne, Victoria 3001, Australia  
Phone: 61-3-9925-5606  
Fax: 61-3-9925-5960  
Email: [adela.mcmurray@yahoo.com.au](mailto:adela.mcmurray@yahoo.com.au)

**New Doctoral Student Consortium**

Julie Hancock  
University of Memphis  
Memphis, TN 38104  
Phone: (615) 293-0908  
Email: [jibarker@memphis.edu](mailto:jibarker@memphis.edu)

**Teaching Theme Committee**

Barbara Ritter  
Coastal Carolina University  
E. Craig Wall Sr. College of Business  
Administration  
Conway, SC 29528-6054  
Phone: 843-349-4175  
Fax: 843-349-2455  
Email: [britter@coastal.edu](mailto:britter@coastal.edu)

**Practice Theme Committee**

Kuo-Hui Frank Yu  
City University of Hong Kong  
Tat Chee Avenue, Management Department  
Kowloon, Hong Kong  
Phone: +852 3442-6459  
Fax: +852 2788 7220  
Email: [kuo.frank.yu@cityu.edu.hk](mailto:kuo.frank.yu@cityu.edu.hk)



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Please be aware that this year the review period is January 14, 2010 (Submission Deadline) to February 13, 2010 (Review Deadline).

The Academy and its Divisions, Interest Groups and Committees all thank you in advance for the service you are willing to offer as a reviewer.