



**FALL 1998
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BPS WEB PAGE:

<http://www.aom.pace.edu/bps>
Steve Phelan (UT-Dallas)
BPS Webmaster

Have you joined the BPS-NET?

Send email message SUBSCRIBE
BPS-NET to listproc@aom.pace.edu

Pablo Martin de Holan
(INCAE-Costa Rica) &
Bob Stephens (UT-Brownsville)
Netmasters

**GLUECK BEST PAPER AWARD PRESENTED TO
CAPRON, MITCHELL AND SWAMINATHAN**

Laurence Capron (INSEAD), William G. Mitchell (Michigan) and Anand Swaminathan (Michigan) were awarded the 1998 Glueck Best Paper Award at the BPS Division's Business Meeting. The award was presented in San Diego as part of the Academy of Management's annual meeting. The award winning paper was entitled *Asset Divestiture After Business Acquisition: Failure or Reconfiguration?*

The award is given annually in honor of the late William F. Glueck, and is funded through a memorial established by his former students. Semifinalist papers are identified based on reviewer comments. Members of the BPS Research Committee served as judges.

RANFT RECEIVES FREE PRESS AWARD

At the 1998 Annual Meeting, Ed Zajac (Northwestern) presented the 1998 Free Press Award for Outstanding Dissertation Research in Business Policy and Strategy to Annette L. Ranft, now on faculty at West Virginia University.

Annette's dissertation is entitled *Preserving and Transferring Knowledge-Based Resources During Post-Acquisition Implementation*. Her primary advisor was Carl P. Zeithaml at the University of North Carolina at Chapel Hill. Annette will chair the 1999 Dissertation workshop in Chicago.

Three other finalists were Jackson Nickerson (PhD from UC-Berkley, now at Washington University), Wilbur Chung (PhD from Michigan, now at New York University) and Reg Litz (PhD from Pitt, now at University of Manitoba).

TWO WINNERS OF THE FIRST ROBERT LITSCHERT AWARD

Two doctoral student papers were selected to receive the 1998 Robert Litschert Best Paper by Doctoral Student Award. One award winning paper by Douglas Lyon (Utah State) and Walter Ferrier (Kentucky) was entitled *Competitive Repertoire Simplicity and Firm Performance: The Moderating Role of Top Management Team Heterogeneity*. The second award winning paper by Alvaro Cuervo-Cazurra (MIT) was entitled *Large Shareholders and Private Benefits: The Relationship Between Bank Shareholdings and the Capital Structure and Performance of Firms in Spain*.

CALL FOR 1999 DISSERTATION COMPETITION

The BPS Division will sponsor the Free Press Doctoral Dissertation Award Competition again in 1999. Any doctoral dissertation addressing the area of business policy and strategic management completed between February 1, 1998 and January 31, 1999 not previously submitted for consideration may be entered. Completion date is defined as when the degree is completed and awarded. A dissertation can be submitted to BPS and other divisions simultaneously if it fits within each division's domain statement.

Interested individuals should send 5 copies of a one page abstract and 5 copies of a ten page, double-spaced summary of their project to:

Diana L. Day
School of Business
Rutgers University
Camden, NJ 08102
dlday@crab.rutgers.edu
609-225-6219

Submissions must be received by February 12, 1999. Submissions by fax will not be accepted. Entrants should also be prepared to send 5 copies of their completed dissertation to selected reviewers by March 12, 1999 if requested.

The Business Policy and Strategy Newsletter is published twice yearly in Spring and Fall. The Newsletter is a publication of the Business Policy and Strategy Division. The Editor is Bruce Lamont. Production assistance is graciously provided by Kimberly M. Ellis.

For questions or comments, contact:
Bruce T. Lamont
College of Business
The Florida State University
Tallahassee, FL 32306-1110
blamont@garnet.acns.fsu.edu

Submission deadlines are March 1 and September 15 for the Spring and Fall issues respectively.





Letter to Members from Ed Zajac, Division Chair

Greetings! The Business Policy and Strategy Division has a lot of reasons to be encouraged about our future. We had a very successful Academy meeting in San Diego, where we again had the highest number of paper and symposia presentations of any division in the Academy. This reflects the fact that our Division is the most active research group in the Academy. It's not only the submitters that reflect the high level of research intensity within our Division -- we also have the largest set of reviewers, and I believe we have the best audience attendance of any division for our paper and symposium sessions. By providing our members with the opportunity to write, review, discuss, and learn about current research in strategy, our divisional activities keep us intellectually sharp, thus making us better researchers, educators, and/or consultants. It also draws us closer as a community of scholars interested in generating and disseminating knowledge about strategy.

This issue of community is one that I'd like to address (I also am looking for a way to get the phrase "new millenium" in somewhere). We are a very large group, so it doesn't seem reasonable to expect that we would all know each other or each other's work. Nonetheless, I would like to hear from you regarding ways in which we could improve on either of those dimensions. When I was Program Chair in 1997, I was struck by the fact that different paper submitters were often working on the same or similar topics and were not aware of each other's work.

I'd like to explore some options for the Division to help its members by increasing our familiarity with each other's work. Perhaps we can create and make available an electronic database that allows for easy identification of -- and communication between -- BPS members who share research, teaching, and/or consulting interests. Ideally, we'd be able to use information technology to shrink the perceived scale and scope of our Division. Another approach in a different (more local) direction would be to encourage our members to have small workshops or mini-conferences on special topics during the year. Cross-divisional activities can be particularly interesting. Please let us know how we can help.

I want to use this opportunity to praise several folks who have worked very hard on behalf of the Division. First, Diana Day masterfully put together the main program in San Diego, and Ming-Jer Chen smoothly coordinated the pre-conference activities (now referred to as professional development workshops). Peter Lane has done a great job keeping his finger on the pulse on our finances, Bob Stephens and Pablo Martin de Holan keep us connected via BPS-Net, and Bruce Lamont continues to be a superb newsletter editor. I also want to add a special thanks to Harbir Singh, whose unflappable personality and general leadership skills made him a model Division Chair. Having watched Harbir, Michael Lubatkin, and Jay Barney as Division Chairs these last few years reminds me that I have some big shoes to fill.

We will continue to implement existing initiatives started by my predecessors, such as establishing the Outstanding Contributions to Practice Award (co-sponsored with the OMT Division). Of course, we look forward to the process of identifying next year's winners of the other awards we offer. We value faculty and doctoral student research, classroom teaching, and business practice in the strategy area, and our awards reflect that mix quite well.

In closing, please feel free to contact me, Diana Day (next year's Chair), Ming-Jer Chen (Program Chair), or any member of the Executive Committee with any ideas you have as to how we can better serve you this upcoming year -- or in the new millenium!

Ed

AMJ SPECIAL RESEARCH FORUM CALL FOR PAPERS: MANAGING IN THE NEW MILLENIUM

The intent is to publish AT LEAST a paper from every division and interest group in the Academy during the year 2000. Associate Editors Rita Kosnik and Gregory Northcraft will oversee publication of the special research forum. Each division and interest group will have its own guest editor in charge of manuscript reviewing and selection. These are: Diana Day (BPS), Hugh Gunz (CAR), Ray Friedman (CM), Nancy Upton (ENT), Barbara Bigelow (HCA), Robert Gatewood (HR), Douglas Nigh (IM), Charles Wankel (MED), Regina Greenwood (MH), Jeffrey Kerr (MC), Teresa Lant (MOC), Cecil Bozarth (OM), Warren Boeker (OMT), Kenneth Murrell (ODC), Ruth Kanfer (OB), Joe Walther (OCIS), Monika Winn (ONE), David McCaffrey (PNS), David Harrison (RM), D. Jeffrey Lenn (SIM), Jeff Liker (TIM), & Laura Graves (WIM).

The dawning of a new century provides an important opportunity for the Academy to take stock concerning where management theory and practice has been in the last century, and where it can and should be going in the next one. Papers submitted should seek to advance management theory and practice by empirically identifying and exploring trends that will help researchers and practitioners anticipate, understand, and address the challenges of managing in the new millenium.

Prospective authors are encouraged to consider a broad variety of topics and methodological approaches. Manuscripts should be submitted by January 1, 1999. While only one paper will be published from each Academy division in this special research forum, other submissions meeting publication standards will be offered publication in subsequent issues of the Journal. For further information, contact Rita Kosnik, Trinity University (210-736-7294, rkosnik@trinity.edu) or Gregory Northcraft, University of Illinois (217-333-4519, northcra@uiuc.edu).



CALL FOR PAPERS

1999 Academy of Management Meeting Chicago, Illinois

THEME: Change and Development: Journeys Into a Pluralistic World

Meeting Dates:

Professional Development Workshops : Friday noon to Sunday noon, August 6-8, 1999
Executive Address, Business Meeting & All Academy Reception: Saturday 6-9 p.m., August 7, 1999
Annual Conference: Sunday noon to Wednesday 2:00 p.m., August 8-11, 1999

Domain of the BPS Division

The roles and problems of general managers and those who manage multi-business firms or multi-functional business units. Major topics include: strategy formulation and implementation; strategic planning and decision processes; strategic control and reward systems; resource allocation; diversification and portfolio strategies; competitive strategy; cooperative strategies; selection and behavior of general managers; and the composition and processes of top management teams.

THE DEADLINE FOR RECEIVING SUBMISSIONS IS JANUARY 8, 1999

****Note: The title page and abstract for all papers and symposium proposals must be submitted electronically prior to mailing the printed versions. See submission guidelines for details.****

Submissions for the BPS program should be sent to this year's Program Chair:

Ming-Jer Chen
The Wharton School
University of Pennsylvania
431 Vance Hall
3733 Spruce Street
Philadelphia, PA 19104-6374
Tel: 215-573-5582
Fax: 215-573-5415
(bps99@wharton.upenn.edu).





SUBMISSION GUIDELINES AND PROGRAM INFORMATION

GUIDELINES FOR ALL SUBMISSIONS

1. **The title page and abstract for all papers and symposia must be submitted electronically prior to submitting the printed versions.** Please proof read this information carefully. This is the database that will be used for printing the Program and the Proceedings. After this data entry process is completed, authors will receive a submission number that must be included on all copies of the mailed submission. The Internet address for submitting the electronic version of your abstract and title pages is:
<http://www.aom.pace.edu>.

To help us avoid a last minute traffic jam on the Internet, please complete all electronic submissions several days before the January 8, 1999 deadline. (We have extended the deadline two days to accommodate this extra step in the submission process.) This requirement will be waived for authors who do not have access to the Internet. (Please explain why you do not have the technological capability to access the Internet in a cover letter and make sure that your printed submission arrives by January 8.)

2. Printed submissions for BPS should be sent directly to Ming-Jer Chen at University of Pennsylvania. All submissions must arrive by **Friday, JANUARY 8, 1999**. Note: International mail can take 30 days to arrive, so please consider using express mail.
3. The cover page of the printed submission should include a printout from the electronic submission containing the following information:
 - The electronic submission identification number
 - Formal names, postal and e-mail addresses, telephone and FAX numbers of all authors and presenters
 - Title of paper or session
 - **250** word abstract of paper or session
 - The single division or interest group receiving the paper submission. In the case of a symposium, identify all divisions or interest groups receiving the submission.

Please use the same name and address on all submissions, and proofread carefully.

4. The printed submission should include a separate page that states the title and abstract of no more than 250 words. This abstract should be identical to the one submitted electronically. Record the electronic submission number on the upper right corner of all copies. At the end of the abstract list three key words that identify the major subject(s) of the submission.
5. Submissions should be printed in letter-quality type and be double-spaced on 8.5 x 11-inch or A4 paper. Please use margins of 1 inch (2.5 cm) on every side and 12-pitch font.
6. To reduce paper use and mailing costs, please use both the fronts and backs of pages. However, the title page must be on a separate sheet of paper so that it can be removed from the paper before review.
7. Please send four (4) copies of each submission. Do not ask a program chair to reproduce copies of your submission. Do not transmit your submission by facsimile.
8. Each printed submission should include:
 - a self-addressed, stamped postcard (for international submissions send an International Reply Coupon--available at your post office--redeemable for 30 g or 1 oz of postage) for acknowledging receipt of the submission,
 - a self-addressed, stamped, legal-size envelope (for international submissions send an International Reply Coupon-- available at your post office-- redeemable for 30 g or 1 oz of postage) to be used in returning Program Committee decisions,
 - a completed and signed submission checklist form (pages 19 & 20).



- 9 A division or interest group must consider any submission falling within its domain. Division Program Chairs will report reviewers' comments when they notify submitters about program selections, around the end of March.
10. Submissions must not have been previously presented nor scheduled for presentation at another professional meeting nor be under concurrent consideration by another meeting.
11. Each person can participate (as author, presenter, discussant, panelist, or session chair) in no more than three submissions to the regular program. However, it counts as only one submission if an author chairs a symposium in which he or she also presents a paper. This "Rule of Three" does not apply to preconference "professional development workshops" or to program listings resulting from officer roles.

GUIDELINES SPECIFIC TO PAPERS

12. No changes in titles, abstracts, or the number or order of authors can occur after the submission.
- 13 Submitted papers must not have been previously accepted for publication in a journal; and, if under journal review, must not appear in print before the Academy meeting.
14. Each paper can be submitted to only one division or interest group.
- 15 To facilitate the review process, please limit the length of your papers to about 20 pages. Papers longer than 30 pages will not be considered. Papers' references and format should follow the Style Guide for the *Academy of Management Journal* which can be found in the back of the Journal.
16. Papers will be selected for presentation by a blind review process. Please ensure that only the title page reveals the authors' names and affiliations.

GUIDELINES SPECIFIC TO SYMPOSIA

- 17 Symposia (or panel sessions) can be submitted simultaneously to no more than three (3) divisions and/or interest groups. We suggest that you limit your submissions to one or two divisions in order to reduce the burden of review and selection process. Complete information should be sent to all relevant Program Chairs. The division(s) and/or interest group(s) to which the symposium is being submitted should be indicated at the bottom of the title page.
18. Symposia proposals are not blind reviewed. Each submission should include:
 - **a cover page (#3 above)**
 - a title page which includes the complete professional name and contact information for the chair as well as all participants and discussants,
 - Two (2) key words, identifying the major subjects of the symposium,
 - a 3-5 page overview statement,
 - an explanation of why the symposium should be of interest to each of the specified divisions or interest groups,
 - a 2-5 page synopsis of each presentation,
 - a description of the session's format,
 - a signed statement from each intended participant showing agreement to participate.
19. Reviewers will judge symposia submissions primarily on five criteria:
 - interest to Academy members,
 - relevance to the domain of the division or interest group to which they are submitted,
 - overall quality,
 - newness and value of contribution, and
 - relevance to the meeting theme.





ALL-ACADEMY SESSIONS

All-Academy sessions address topics directly related to the conference theme, "Change Development: Journeys Into a Pluralistic World." Anyone with ideas about All-Academy sessions should communicate them to the Program Chair, Andy Van de Ven, no later than November 15, 1998. These communications need not be full-fledged proposals; a detailed letter describing the session's content, format, and participants will be adequate. If accepted, a full proposal needs to be submitted to Andy Van de Ven by January 8, 1999.

CAUCUSES

Caucuses are round-table discussions scheduled on Monday and Tuesday evenings. They offer a convenient, informal way for Academy members who share a topical interest or a professional concern to find one another and to develop a sense of community.

Caucus organizers need to submit the following items to the Caucus Coordinator, Timothy M. Stearns, by February 26, 1999:

- the title,
- Your name, e-mail address, phone number
- a short description including up to **two** key words in bold
- the names and signatures of 5 Academy members who support the proposal.

Caucus proposals and signatures can be submitted by e-mail or fax to: Timothy M. Stearns, Sid Craig School of Business, California State University, Fresno, Fresno, CA 93740-8001; 209-278-4911 (timothys@csufresno.edu).

PROFESSIONAL DEVELOPMENT WORKSHOPS (PDW)

What has traditionally been referred to as the "Pre-conference" part of the program has been renamed the Professional Development Workshops portion of the annual conference.

Professional development workshops (PDW) take place from Friday noon until Sunday noon, immediately before the annual meeting. This time is set aside for special activities organized by the professional divisions and interest groups. Nothing goes into the professional development workshops program unless it has been sponsored by a division, interest group, or the Board of Governors. These activities are designed to supplement (rather than extend) paper presentations and other activities in the regular meeting. They include but are not limited to doctoral student and faculty consortia and workshops on teaching, research and consulting. This part of the program is not open to submissions through the regular submission process.

Division PDW programs are planned well in advance of the submission deadline for the regular Academy meeting. Individuals wishing to organize a BPS workshop or other activity must seek the sponsorship of the division by contacting the BPS Assistant Program Chair, Albert A. Cannella, Jr., by November 15, 1998 at:

Bert Canella
Texas A&M University
Department of Management
College Station, TX 77843-4221
409-845-0329
Bert-Canella@tamu.edu

PROCEEDINGS

The *Proceedings* will be published on a CD-ROM that will be distributed to all conference participants at the Chicago '99 conference. It will include 250-word abstracts of all papers and symposia presented at the conference. In addition, it will publish shortened versions of the "Best Papers" (approximately 10%). Papers chosen for publication in the *Proceedings* need to be shortened to 6 pages within the page allotment. Authors will submit these papers on a 3.5" disk. The *Proceedings* editor, Stephen J. Havlovic, will supply style specifications to the selected authors.

The *Proceedings* will contain a search engine for locating papers, abstracts, and authors on any combination of keywords and names.



CONFERENCE PROGRAM

The Chicago '99 program will contain an index listing the names, e-mail addresses, telephone numbers, and session numbers of all individuals on the program. The web version (expected May 1999) will include pop-up email windows for sending messages to any conference participants. These new features will make it easier for participants to select the sessions they wish to attend, and to communicate with any individuals before, during, or after the Chicago '99 conference.

CONFERENCE POLICIES

Program Participation

All program participants must register for the conference and must personally present their submissions. All submitters must be available to participate from Monday morning, August 8th, to Wednesday afternoon, August 11th. The Academy does not pay honoraria for any presentations.

Recording Sessions

Academy conference sessions may be recorded with permission from the speakers to be recorded and the Program Chair, Andy Van de Ven. All requests for recording a session should be submitted by July 1, 1999 and should include written permission from all individuals who will be recorded. (A sample permission form is available on the Academy web page.) All requests for renting audio or video taping equipment should be submitted to the Local Arrangements Committee Chair, Kenneth Thompson, by July 1, 1999.

Food and A/V Equipment Orders

All orders for food, beverages, and audio/visual equipment should be completed by July 1, 1999. All food and A/V expenditures must be authorized and paid for by the sponsoring division, interest group, or program chair. The ordering of food and A/V equipment is coordinated by the Local Arrangements Committee Chair, Kenneth Thompson. Please do not contact the hotels directly for these services.

Scheduling Space for Non-Academy Activities

Related organizations will be accommodated, if space is available. All requests for room space for non-Academy activities should be submitted to Kelley Hinze, Program Administrator, by July 1, 1999. All catering and room set-up requests must be arranged directly with the hotels.

Scheduling Activities

The Board of Governors encourages everyone to attend the All-Academy keynote executive speech, business meeting, reception, and Presidential Luncheon. No activities that are open to the general Academy membership will be scheduled when these activities occur.

Listing Activities Sponsored by Non-Academy Groups in the Program

Notices of activities sponsored by non-Academy groups (e.g. universities, publishers) will be included in the conference program if they are open to all conference attendees and if they are submitted to Kelley Hinze by April 1, 1999.

1998 BPS Outstanding Reviewers

- Charles Bamford (Texas Christian University)
- James Combs (University of Mississippi)
- William Bogner (Georgia State University)
- Lawrence Stimpert (Colorado College)
- Jeri Coles (Arizona State University)
- David Hoopes (Southern Methodist University)
- Pamela Barr (Georgia State University)
- Mikolaj Piskorski (Harvard Business School)
- Bruce Lamont (Florida State University)
- Thomas Cottrell (University of Calvary)
- Rita McGrath (Columbia University)
- Sven Olof Collin (Lund University)
- Jay Barney (Ohio State University)
- Andrew Gold (University Of North Carolina)
- Anne Ilinitch (University of North Carolina)
- Jeffrey Kaufman (University of Illinois)
- Javier Gimeno (Texas A&M University)
- Eugenio Marchese (Cornell University)

CALL FOR NOMINATIONS

Executive Committee. Five members will be elected to the Division's Executive Committee during Spring 1999 elections. Nominations are sought from the BPS membership. To be valid, 10 members in good standing with the Division must sign the nomination.

Assistant Program Chair. The Assistant Program Chair will also be elected during the Spring 1999 elections. Nominees for Assistant Program Chair, which are sought from the membership, must have served as members of the Executive Committee. Valid nominations require signatures of 20 members in good standing with the Division.

All nominations, including those put forth by the current Executive Committee, will appear on the Spring 1999 ballot. **Nominations must be received by January 15, 1999.** Please send nominations to:

Harbir Singh
2105 Steinberg-Dietrich Hall
The Wharton School
University of Pennsylvania
Philadelphia, PA 19104-6370





Comments on the Call for Papers Ming-Jer Chen, 1999 Program Chair

For years, the BPS Division has had more paper and symposia submissions than any other division of the Academy, and it continues to become larger, more professional, and more vital. By working with all of you, I hope to continue this tradition of success for the 1999 meetings in Chicago. After talking to several of my respected predecessors, I have come to define my role this year as "program editor." This role, like that of a journal editor, has three primary components: 1) to encourage you to continue to submit your best research papers and symposia for consideration in the program, 2) to make sure that each submission receives fair and due attention and evaluation by most appropriate reviewers, and 3) to make sure that the entire process works as smoothly and professionally as possible.

With respect to the first, I would like to note that the quality of papers and symposia submitted to the BPS division has traditionally been excellent and that the BPS sessions generally have above average attendance. Let me stress that the research vitality and excellence of the Division is in our hands. So, please send in your best recent papers and most interesting symposium proposals!

The second part of my role, handling the review process, constitutes the most critical task of a journal editor, and it will therefore be my focus for the year. In terms of improving the process, special efforts will be made to 1) update and enhance the reviewer pool so we have the best available reviewers to begin with; 2) identify as carefully as we can the most appropriate set of reviewers for each paper; and 3) make sure that the reviewers have enough time to provide their best possible reviews. Bert Cannella, this year's Assistant Program Chair, will be working closely with me, as will several experienced colleagues who have volunteered to help. We would like to thank those reviewers who have participated over the years, and we hope you will continue your good work this year. For those who have not yet been involved, we welcome you on board. Thanks to you all in advance.

With respect to the third component of my role, I will be making efforts to enhance professionalization and quality in developing this year's program. I have therefore arranged for a professional conference organizer to handle all submissions and related correspondence. This person will be in charge of the management aspect of the program, while I will be responsible for the academic organization. This division of labor will ensure that your questions regarding the program will be answered quickly and that all submissions and reviews will be handled efficiently.

Further, I would like us to rely on available information technology to expedite the review process. While you should follow the Academy's instructions regarding submissions by enclosing self-addressed stamped envelopes, and so forth, we plan to email the decision letters to the authors wherever possible. On a related note, please use email wherever possible in corresponding with us. This means that you can **email us your reviews**, so that we can collate them electronically and email them to the authors (we will, of course, ensure reviewer anonymity). We hope that reviews that come to us via fax will be received by a dedicated computer, and reviews received on paper will be scanned. The idea is to let the reviewers have more time to review and to give the authors feedback more quickly. It is therefore imperative that you **include your email address on your submissions**.

I have set up a designated email account for this year's program: **BPS99@Wharton.Upenn.Edu**. For all telephone inquiries, please call 215-573-5582. This special email address and telephone line will help us expedite the handling of any problems or questions you might have.

Finally, a logistical reminder: all authors are required to submit an electronic version of their title page and abstract prior to submitting the hard copy of their paper or symposium proposal. Authors will need to use the electronic form provided on the Academy's web site at <http://www.aom.pace.edu>. Upon completion of the form, each author will be given a tracking number that must be written on each of the 4 hard copies of the paper submitted for the January 8th deadline.

I am looking forward to working with you to make the Academy's "BPS99," the last program in this century, a memorable one.

CALL FOR NOMINATIONS : EDITORS OF AMJ & AMR

The Board of Governors is seeking nominations for Editors of *AMJ* and *AMR*. The term of office for each editor is three years beginning January 1, 2000. Upon appointment, each editor will serve as incoming editor for six months to facilitate a smooth transition. Selection criteria include: scholarly contributions to a field of study associated with the Academy of Management; positive experience as a reviewer for scholarly journals, including *AMJ* and *AMR*; commitment of the nominee's university for journal support in the form of office space and partial release from instructional obligations; and demonstrated administrative skills, capacity to handle demanding workload and meet deadlines, ability to work constructively with authors, reviewers, and the Board of Governors, and an interest in using technology to enhance the editorial process.

Nominations will be accepted until December 1, 1998. Please indicate whether the nomination is for *AMJ* or *AMR*. Self-nominations are acceptable. Submit the nominee's name, full address, telephone number, and e-mail address, along with a letter describing the nominee's qualifications and experience relevant to the selection criteria, to the chair of the search committee: David Whetten, 4450 ELWC, Brigham Young University, Provo, UT 84602. E-mail: dwhetten@byu.edu



REGIONAL NEWS UPDATES

NEWS FROM THE EAST

Anurag Sharma, UMass-Amherst

Reminder that the 1999 Eastern Academy of Management Annual Meeting will be held May 13-16 in Philadelphia, MA. The featured theme is "The Life-Giving Workplace." The Meeting will continue to emphasize "Management Education and Development," which is central to the mission of Eastern Academy of Management. For those submitting papers for presentations, please note that the Eastern Academy of Management [EAM] encourages collaborative academic-practitioner projects. The contact person for Business Policy & Entrepreneurship track is Frances Amatucci, Salem State College, 978-542-6823, frances.amatucci@salem.mass.edu.

The deadline for receipt of submissions is Tuesday, November 3, 1998. Please send the submissions to VP Program Joel Harmon, Fairleigh Dickinson University, MMISS Department, M104C, 285 Madison Avenue, Madison, NJ 07940.

Also note that the biennial International EAM conference will be held June 20-24, 1999 in Prague & Celakovice, Czech Republic. Co-hosted with CMC Graduate School of Business, the conference will have the theme, "Managerial Challenges for the 21st Century: Transformation and Integration." The key features of this conference include on-site corporate visits and closing dinner in the world famous Municipal House's Smetanova Hall.

Paper and Symposium submission deadline is October 5, 1998. Submissions and registration can be done electronically. For further information about the International conference, contact Program Chair Theodore Peridis at tperidis@bus.yorku.ca.

For more details about EAM conferences visit the Web: <http://mars/wnec.edu/eam>.

University of Missouri-Kansas City, Kansas City, MO 64110. If you're interested in reviewing papers or facilitating a conference session, you may contact them at mltaylor@cctr.umkc.edu and kramaya@cctr.umkc.edu. There will also be a Case Critique Colloquium chaired by David Hunger. If you would like to submit a case or serve as a case reviewer, Marilyn and Krishnan would like to hear from you.

For further details on the meetings, registration, and the call for papers, check out the Midwest Division's new website: <http://www.utoledo.edu/~mwacad/>.

As news of interest to BPS Midwesterners arises, I would enjoy hearing from you. You can reach this displaced Midwesterner at kmiller@stern.nyu.edu.

NEWS FROM THE SOUTH

Donald E. Hatfield, VA Tech

The SMA meetings are nearly here! The SMA meeting will be held November 4-7, 1998 in New Orleans, LA, with preconvention activities starting November 3rd. We have around 20 competitive BPS papers on the program—up from last year's 16. Dr. David Ketchen, of LSU, has put together an interesting Strategic Management and Business Policy program, with a wide range of topics being covered. Examples of some of the innovative sessions being offered include one entitled "Learning and Information: Keys to Competitive Advantage" and "Defining the Role of Executive Compensation in Strategic Management".

The best paper in the Strategic Management and Business Policy track also won the "Outstanding Paper: All Tracks" award. Congratulations go to Allen C. Amason and Ann Mooney of the University of Georgia. Their paper was entitled "Organizational Slack and Strategic Decision Making".

Both people attending their first SMA meeting and those that have been attending the Southern Management Association's meetings for years should consider attending the Irwin/McGraw-Hill Networking Breakfast on November 4 at 7 a.m. The location is "To Be Announced", but you should expect to see the location posted at the meetings.

For more information, please check out the SMA's web site at <http://freeman.sob.tulane.edu/smaweb/>. The site provides the latest news from the SMA, information regarding the Journal Of Management, the history of the Southern Management Association, as well as other interesting and relevant information. If you have news items relevant to the South region, please send these to me at hatfield@vt.edu or call (540) 231-4687.

NEWS FROM THE MIDWEST

Kent Miller, Purdue

"The Evolving Nature of Work" is the theme for the upcoming Midwest division annual meeting. The Cornhusker Hotel in Lincoln, Nebraska, will be the site for the April 16-17, 1999 meeting. Some of Lincoln's attractions include the University of Nebraska, the historic Haymarket District, museums, centers for the performing arts, theaters, galleries, a zoo, and gardens. For more information on Lincoln check out <http://www.lincoln.org/cvb/>.

The deadline for paper submissions is October 20, 1998. BPS submissions should be directed to Marilyn Taylor and Krishnan Ramaya at the Bloch School of Business and Public Administration,





NEWS FROM THE SOUTHWEST

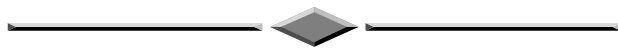
Brian Boyd, Arizona State

Two conferences of note are coming up. While the submission deadline will have passed by the time you read this(!), you can double the bang for your regional dollar by heading to the Hyatt Regency in Houston on March 10-13. Both conferences will be held concurrently at the Regency:

*Southwest Academy of Management. The Program Theme is "Future Directions in Learning". Richard Menger (St. Mary's University, San Antonio) is the track chair for Business Policy/Strategy/Entrepreneurship. Last year's junior faculty/doctoral student consortium was a great success; interested parties should check the SWAM web page for more details. The address is: http://www.shsu.edu/~mgt_swam/

*Southwest Case Research Association. Sessions address skills to improve effectiveness in teaching cases, as well as opportunities for authors to improve cases of their own. The SWCRA also publishes the Journal of Applied Case Research; the editor is Daniel F. Jennings (Texas A&M). SWCRA's home page can be found at: <http://www.mgt.smsu.edu/swcra/>

For future newsletters, please direct info on happenings in the Southwest to Brian Boyd at Brianboyd@asu.edu.



CONFERENCES IN THE UNITED KINGDOM

Aya Chacar, London Business School

3e EBHA CONFERENCE IN ROTTERDAM, THE NETHERLANDS, AUTUMN 1999

The third conference of the European Business History Association will be in Rotterdam, The Netherlands on 24-26 September 1999.

Deadlines:

September 30, 1998- 1 page proposal

December 31, 1998 - 4 page abstract of accepted proposals

June 30, 1999 - Definitive version plus 4 page summary

** Please check www.rdg.ac.uk/EBHA/ for further details.

EISA - EUROPEAN INSTITUTE FOR ADVANCED STUDIES IN MANAGEMENT.

EISA is an International Network for Research and Teaching that Comprises over 15,000 Management Scientists from all over the World. Since its foundation in 1971, the European Institute for Advanced Studies in Management has strived to create an identity for European Management Research vis-à-vis both the other well-established scientific disciplines and the business world. Check EISA's web site for many interesting conference announcements and call for papers (<http://www.eiasm.be/>).

Please contact Aya Chacar at achacar@lbs.ac.uk at the London Business School if you want to disseminate UK and European academic news.

WE WANT TO BE NUMBER TWO!

The Management History Division invites members of BPS to select MH as your second division. MH is a small and friendly division which invites papers and participation on a wide range of topics having to do with an evolutionary or historical perspective of any relevant management topic. There are ample opportunities for members to network through our meetings, list serve, newsletter, and web site. MH is also known for exciting programs. This year in San Diego, we sponsored both Peter Drucker and Paul Hersey. We are already working on an exciting program for Chicago.

So, add MH now to your Academy membership by contacting our Membership Chair, Jorge Herrera at

Jorge Herrera
Nova Southeastern University
3301 College Avenue
Ft. Lauderdale, FL 33314
herrera@polaris.nova.edu

Jorge will be glad to process your membership and send you a copy of our most recent newsletter, "Historically Speaking." Remember, it costs just \$7.00 to add another membership if you already have two. You can send your check to Jorge or directly to the AOM main office. Come make history with us!

ALL-ACADEMY

1999 NEW DOCTORAL STUDENT CONSORTIUM

Plans are already underway for the 5th Annual New Doctoral Student Consortium which will be held in conjunction with the 1999 Academy of Management Meetings in Chicago. The purpose of NDSC is to provide newly enrolled doctoral students or those attending their first Academy meeting an opportunity to learn more about the doctoral student process, the Academy of management governance structure and academia as a career. The NDSC also provides a forum for participants to network with other doctoral students and discuss issues that are important to them. In addition, panel discussions typically include topics such as developing a research agenda, navigating the publication process and teaching effectiveness. Last years' panelists included Donna Blancero, Petra Christmann, Peter Davis, Gerald Ferris, Heather Haveman, Michael Hitt, Arthur Jago, Jerry Katz, Mary Beth Marrs, and Mary J. Waller.

For additional information, contact the 1999 NDSC Co-Chairs Pamela E. Carter at pec9319@garnet.acns.fsu.edu or Glen Kreiner at glen.kreiner@asu.edu.



BPS DIVISION BUDGET

Submitted by Peter Lane, BPS Treasurer

	1996-1997 BUDGET	1996-1997 ACTUAL	1996-1997 VARIANCE	1997-1998 BUDGET	1997-1998 ACTUAL
RECEIPTS					
Carry Over (1)	\$21,012	\$23,775	\$2,763	\$24,269	\$25,569
Membership Receipts	18,700	18,700	\$0	18,700	18,434
Endowment Interest (2)	1,845	0	(\$1,845)	1,937	0
Free Press Dissertation Award (3)	136	0	(\$136)	0	0
Innovation Awards	100	100	\$0	200	400
New Faculty Consortium (4)	1,000	1,000	\$0	1,000	0
Doctoral Student Consortium (5)	1,000	0	(\$1,000)	0	0
Reimbursements (6)	3,300	0	(\$3,300)	0	3,366
TOTAL RECEIPTS	\$47,093	\$43,575	(\$3,518)	\$46,106	\$47,769
EXPENSES					
Executive Committee Meetings	\$1,500	\$812	(\$688)	\$1,500	\$0
Newsletters (including postage)	7,000	3,447	(\$3,553)	7,000	1,051
BPS Net	400	315	(\$85)	400	0
Convention (preconference, social hour, A/V)	11,150	14,467	\$3,317	9,750	0
Award Plaques	500	265	(\$235)	400	253
Miscellaneous	300	0	(\$300)	300	0
TOTAL EXPENSES (7)	\$20,850	\$19,306	(\$1,544)	\$19,350	\$1,304
ANNUAL SPENDING LIMIT (8)	\$28,050	\$28,050	\$28,050	\$27,651	
BUDGET SURPLUS					
Based on Current Income Only	\$5,231	\$494	(\$4,737)	\$2,487	\$20,896
Including Cash Surplus Carryover	\$26,243	\$24,269	(\$1,974)	\$26,756	\$46,465
TRANSFERS TO ENDOWMENTS (9)					
Contribution to Management Practice Award	12,500	0	0	12,500	12,500
Contribution to BPS Member Initiative Fund	5,000	0	0	5,000	5,000
TOTAL TRANSFERS	17,500	0	0	17,500	17,500
SURPLUS AFTER ENDOWMENTS	8,743	24,269	(1,918)	9,256	28,965
MAXIMUM CARRY FORWARD (9)	9,350	9,350		9,350	9,217
FUNDS CARRIED FORWARD	\$8,743	\$24,269	(\$1,918)	\$9,256	\$9,217

NOTES TO TREASURER'S REPORT

- (1) A one-time adjustment of +\$2,763 was made to the carry forward to bring the BPS books in line with Academy's records
- (2) 1996-1997 Endowment Interest: Glueck & Schendel-Hofer Account: \$373.63 Irwin Account: \$1,471.70
1997-1998 Endowment Interest: Glueck & Schendel-Hofer Account: \$392.31 Irwin Account: \$1,545.29
NOTE: Robert J. Litschert endowment not established until 9/1/97. Interest earned in 1997-98 fiscal year will be credited to the BPS accounts in Dec. 1998
- (3) Reimbursement for winners plaque; discontinued due to budget surplus.
- (4) Fee of \$50.00 per attendee instituted in 1995-96
- (5) Fee of \$25.00 per attendee planned for 1995-96, but never implemented.
- (6) Reimbursement for newsletter mailings in arrears in 1997 due to dispute over bill & settled in 1998.A21
- (7) **IMPORTANT:** Most of the division's expenses are related to the Academy meeting & will not be recorded until this fall.
- (8) The endowment charters received final approval from the Academy board this spring & were funded in July .
- (9) In May 1997 the Academy board imposed limits on how the divisions use their funds:
 - a) The division's annual expenditures may not exceed 150% of the membership receipts it received that year.
 - b) Surplus funds carried over to the following year may not exceed 50% of the membership receipts received that year.
 - c) These limits did not take effect until the 1997-98 fiscal year. The 1996-97 limits are shown for illustrative purposes only.





1997-1998 BUSINESS POLICY AND STRATEGY DIVISION
OFFICERS AND COMMITTEE MEMBERS

Executive Committee and Officers

Harbir Singh, Past Division Chair (Wharton)
Ed Zajac, Division Chair (Northwestern)
Diana Day, Division Chair-Elect (Rutgers-Camden)
Ming-Jer Chen, Program Chair (Wharton)
Albert Cannella, Assistant Program Chair (Texas A&M)
Bruce Lamont, Secretary (Florida State) 97-00
Peter Lane, Treasurer (Indiana) 96-99
Phil Bromiley (Minnesota) 97-99
Connie Helfat (Wharton) 97-99
Gerry Johnson (Cranfield) 97-99
Julia Liebeskind (USC) 97-99
Rhonda Reger (Maryland) 97-99
Phillip Anderson (Dartmouth) 98-00
Javier Gimeno (Texas A&M) 98-00
Ranjay Gulati (Northwestern) 98-00
Rita Gunther McGrath (Columbia) 98-00
Nandini Rajagopalan (USC) 98-00

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Rocki-Lee DeWitt (Penn State) 97-99
Briance Mascarenhas (Rutgers-Camden) 97-99
Sylvia Black (UNC) 98-00
Dawn Harris (Loyola) 98-00

Research Committee

Deb Bickford (Dayton) 97-99
Allen Afuah (Michigan) 97-99
Marvin Lieberman (UCLA) 97-99
Anju Seth (Illinois) 97-99
Jim Robins (UC-Irvine) 97-99
Shaker Zahra (Georgia State) 97-99
Gautam Ahuja (Texas) 98-00
Rich Makadok (Emory) 98-00
Anita McGahan (Harvard) 98-00
Mary Tripsas (Wharton) 98-00
James Westphal (Texas) 98-00
Aks Zaheer (Minnesota) 98-00

Regional Liaison Representatives

East-Anurag Sharma (Massachusetts) 97-99
Midwest-Kent Miller (Purdue) 97-99
South-Don Hatfield (Virginia Tech) 97-99
Southwest-Brian Boyd (Arizona State) 98-00
West-Tom Turk (Chapman) 98-00
Asia/Pacific-Ming-Je Tang (Taiwan) 97-99
France/Germany-Jacques Louville (Strasbourg) 97-99
United Kingdom-Aya Chacar (London) 98-00

Member Communications

Bruce Lamont (Florida State), Newsletter Editor 97-00
Steve Phelan (UT-Dallas), Webmaster 97-00
Pablo Martin de Holan (INCAE-Costa Rica), Netmaster 97-00
Bob Stephens (UT-Brownsville), Netmaster 97-00



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