



**FALL 1999
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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 (West Virginia)
BPS Netmasters

ATTENTION !!

This will be the last mailing of the BPS Newsletter. Please submit your email address to Bruce T. Lamont (see contact info below). Future newsletters will be sent via email and placed on the BPS web page.

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 T. Lamont. Production assistance is graciously provided by Kimberly M. Ellis and Garry Adams.

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.

GLUECK BEST PAPER AWARD PRESENTED TO KHANNA AND RIVKIN

Tarun Khanna and Jan Rivkin (Harvard) were awarded the 1999 Glueck Best Paper Award at the BPS Division's Business Meeting. The award was presented in Chicago as part of the Academy of Management's annual meeting. The award winning paper was entitled *Estimating the Performance Effects of Networks in Emerging Markets*.

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.

ZOLLO RECEIVES FREE PRESS AWARD

At the 1999 Annual Meeting, Diana Day (Rutgers) presented the 1999 Free Press Award for Outstanding Dissertation Research in Business Policy and Strategy to Maurizio Zollo, now on faculty at INSEAD.

Maurizio's dissertation was entitled *Knowledge Codification, Process Routinization, and the Creation of Organizational Capabilities: Post Acquisition Management in the US*. His primary advisor was Harbir Singh at the University of Pennsylvania. Maurizio will chair the 2000 Dissertation workshop in Toronto.

The two other finalists were Constance James (PhD from UCLA, now at Pepperdine University) and Witold Henisz (PhD from the University of California-Berkeley, now at University of Pennsylvania).

WEI SHEN WINNER OF THE ROBERT LITSCHERT AWARD

Wei Shen (Texas A&M) was selected to receive the 1999 Robert Litschert Best Doctoral Student Paper Award. Wei's award winning paper was entitled *Relative Deprivation, Relative Standing, and Their Impacts on Executive Turnover in the CEO Succession Context: A Social Psychological Framework*.

The award is given annually in honor of the late Robert Litschert. Doctoral students should include a statement in their cover letter indicating that they wish to have their paper considered for this award and confirming their student status.

CALL FOR 2000 DISSERTATION COMPETITION

The BPS Division will sponsor the Free Press Doctoral Dissertation Award Competition again in 2000. Any doctoral dissertation addressing the area of business policy and strategic management completed between February 1, 1999 and January 31, 2000 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:

Ming-Jer Chen
431 Vance Hall
The Wharton School
University of Pennsylvania
Philadelphia, PA 19104-6374
mjchen@wharton.upenn.edu
609-936-1602

Submissions must be received by February 11, 2000. 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 10, 1999 if requested.





A Message to BPS Members Diana L. Day, Division Chair

The Business Policy and Strategy Division is having another exceptional year. We again had the highest number of submissions of any Division in the Academy and our membership numbers remain strong. Both these facts highlight a vital and productive research community interested in strategy issues. This gives us a real opportunity to capitalize on our scale--a goal for which we continue to strive.

This year, thanks to Ming-Jer Chen and Bert Cannella, we had an excellent program with continued innovations such as the more participatory role of the assistant program chair in aiding the program chair while "learning by doing" parts of the job he will face next year. In addition, we have continued to invest in building our reviewer database that is vital to the work of this division. These innovations allow us to handle our significant scale as well as benefit from it.

A number of important themes were addressed this year with insightful research. Symposia generated substantial debate and sessions were not only well attended but increasingly participative. We had another mini-conference on "Knowledge" which was again highly successful by any measure. All signs of a healthy, interactive research community.

I am delighted to be BPS division chair as we venture into the first Academy meeting of the new millenium and a theme of "A New Time." I am sure that with your help and continued support, the Business Policy and Strategy Division will sustain its leadership role in the Academy. If any of you have questions or suggestions that might help, please feel free to contact any of us on the Executive Committee. The committee will be joining me in late February for our mid-winter's meeting—a perfect opportunity to bring in new ideas. Have a great winter and NEW MILLENIUM and see you in Toronto.

Sincerely,

Diana

2000 NEW DOCTORAL STUDENT CONSORTIUM

Plans are already underway for the 6th Annual New Doctoral Student Consortium which will be held in conjunction with the 2000 Academy of Management Meetings in Toronto. 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 Pam Perrewé, Peter Lane, Jean Bartunek, Jerome Katz, Allen Bluedorn, Diana Billimoria, Martha Maznevski, John Hollenbeck, Darla Domke-Damonte, and Thomas Lee.

For additional information, contact Melissa Cardon at mcs53@columbia.edu.



CALL FOR PAPERS

2000 Academy of Management Meeting

Toronto, Ontario

THEME: A New Time

MEETING DATES

Professional Development Workshops : Friday noon to Sunday noon, August 4-6, 2000

Annual Conference: Sunday noon to Wednesday 2:00 p.m., August 7-9, 2000

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 7, 2000

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. Electronic submission through the AOM web site opened November 1, 1999 at <http://www.aom.pace.edu>.

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

**Albert A. Cannella Jr.
Department of Management
Texas A&M University
College Station, TX 77843-4221
Voice: (409) 845-0329
Fax: (409) 845-9641
bert-cannella@tamu.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 7, 2000 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 7).

2. Printed submissions for BPS should be sent directly to Albert Cannella at Texas A&M University. All submissions must arrive by **Friday, JANUARY 7, 2000**. 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 23 & 24 on the AOM Call for Papers).





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, "A New Time." Anyone with ideas about All-Academy sessions should communicate them via e-mail to the Program Chair, Jean Bartunek, and the All-Academy Chair, Jia Lin Xie, no later than November 15, 1999. These communications need not be full-fledged proposals; a detailed letter describing the session's content, format, and participants will be adequate. If accepted, two copies of a full proposal needs to be submitted to Jean Bartunek and Jia Lin Xie by January 15, 2000. E-mail addresses are bartunek@bc.edu and xie@scar.utoronto.ca, respectively.

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, James Flynn, by March 24, 2000:

- 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: James Flynn, Babcock School of Management, Wake Forest University, P.O Box 7659/RE, Winston-Salem, NC, 27109-7659, (office): 910-759-1886, (fax):515-294-6060, (e-mail) jim.flynn@mba.wfu.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, Ranjay Gulati, by November 15, 1999 at:

Ranjay Gulati
Kellogg Graduate School of Management
Northwestern University
2001 Sheridan Rd.
Evanston, IL 60208
office: 847-491-2685
fax: 847-491-8896
r-gulati@nwu.edu

PROCEEDINGS

The *Proceedings* will be published on a CD-ROM that will be distributed to all conference participants at the Toronto '00 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. 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 Toronto '00 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 2000) 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 Toronto '00 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 7th, to Wednesday afternoon, August 9th. 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, Jean Bartunek.

All requests for recording a session should be submitted by July 1, 2000 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, Barbara Kelsey (bkelsey@acs.ryerson.ca) by July 1, 2000.

Food and A/V Equipment Orders

All orders for food, beverages, and audio/visual equipment should be completed by July 1, 2000. 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, Barbara Kelsey. 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 Program Coordinator Raul Necochea (necochea@bc.edu), between May 1 and July 1, 2000. 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 Raul Necochea by April 1, 2000.

1999 BPS Outstanding Reviewers

- Amy Hillman (University of Western Ontario)
- Todd Saxton (Indiana University)
- Thomas Douglas (University of Evansville)
- Allen Amason (University of Georgia)
- Pamela Barr (Georgia State University)
- S. Trevis Certo (Indiana University)
- Sven-Olof Collin (Lund University)
- Giovanni Battista Dagnino (London Business School)
- Parthiban David (Nanyang Technological University)
- Donald Hatfield (Virginia Polytechnic Institute)
- Glenn Hoetker (University of Michigan)
- Richard Johnson (University of Missouri-Columbia)
- Yasemin Kor (University of Illinois)
- Peter Lane (Arizona State University)
- Mingfang Li (California State University - Northridge)
- Rebecca Ann Luce (Michigan State University)
- Tammy Madsen (Southern Methodist University)
- Jan Rivkin (Harvard University)
- Zeki Simsek (University of Connecticut)
- J. L. Stimpert (Colorado College)

CALL FOR NOMINATIONS

Executive Committee. Five members will be elected to the Division's Executive Committee during Spring 2000 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 2000 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 2000 ballot. **Nominations must be received by January 14, 2000.** Please send nominations to:

Ed Zajac
Kellogg Graduate School of Management
Northwestern University
Evanston, IL 60208-2001
office: 847-491-8272
e-zajac@nwu.edu





**Comments on the Call for Papers
Albert A. Cannella Jr., 2000 Program Chair**

As one of the largest divisions in the Academy of Management, the BPS Division receives large numbers of paper and symposia submissions each year. This is clear evidence that our division holds a prominent place among scholars in the strategic management area. With your help, I will strive to continue this tradition of success for the 2000 meetings in Toronto. Like Ming-Jer Chen before me, I perceive my role to that of a program editor. This role, like that of a journal editor, has three primary components:

- 1) to encourage our members to submit cutting-edge research papers and symposia for consideration in the program;
- 2) to make sure that each submission receives fair and due attention and evaluation by the most appropriate reviewers available; and
- 3) to make sure that the entire process works as smoothly and professionally as possible.

With respect to the first, the quality of the papers and symposia submitted to the BPS division has traditionally not only been excellent, but has improved each year and BPS sessions are generally well-attended. The future 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 very high-quality reviews. We would like to thank those reviewers who have participated over the years, and we hope you will continue your good work this year. The job is difficult, but I see it as the single most important task that our members perform for the division. Receiving high-quality reviews is one reason why the BPS division receives so many submissions, and maintaining that review quality is therefore essential to the division's vitality to scholarship in the strategy area. We are in the process of mailing out reviewer requests for this year, and have included a copy of the reviewer expertise form in this newsletter. Please fill one out if you have not done so already, and send it to me as per the instructions on the form.

With respect to the third component of my role, I worked closely with Ming-Jer Chen last year when the submissions arrived and in developing the reviewer pool. This year, Ranjay Gulati (next year's BPS program chair) will be working with me in a similar way. This helps to ensure continuity in the processes and procedures. We have a very reliable set of processes in place for handling submissions, and will be able to ensure that your questions regarding the program will be answered quickly and that all submissions and reviews will be handled efficiently.

I can be reached by e-mail for any questions or concerns. My e-mail address is bert-cannella@tamu.edu. Although I am on sabbatical for fall semester, my e-mail address remains the same. After December 10, I will be back in College Station, and can be reached by phone at (409) 845-0329.

Finally, a logistical reminder and a note of caution: 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 7th deadline.

Many of you will remember what a hassle the web-based registration process was last year – such a hassle, in fact, that the Academy delayed the submission deadline by several days because of problems with the website. While much effort has gone into improving this website, it is hard to be sure how well it will work until the last-minute crush arrives. Additionally, there is the danger of the Y2K problem causing disruption. I strongly encourage you to register your work early – before January 1 if possible – to help ensure that you do not encounter registration problems.

I am very excited about my role as program chair, and I look forward to working with you to make the Academy's "BPS 2000," the first program in the new century, a memorable one.



Journal of Management Special Issue on Managing in the Information Age

Special Issue Editor: Rhonda K. Reger, Smith School of Business, University of Maryland-College Park

The information age is bringing a re-examination of virtually every aspect of management theory and practice, threatening accepted notions of organizations as entities, industry competition, inter-organizational relationships, corporate governance, and the role of top managers in knowledge-intensive organizations. It is hastening trends toward industry convergence, and creating new intermediation models in industries as diverse as book selling and financial services. Almost every industry is involved in a fundamental questioning of long-accepted business models.

This period also has challenged all aspects of the management of people. New models of organizational behavior emphasize the democratization of leadership, virtual teams, and real time electronic communication. They suggest the need for more flexible structures of decision making and communication rather than a continuing reliance on the management of social capital through hierarchical command and control. Human capital needs in rapidly changing firms are causing managers and researcher to re-examine and re-negotiated every aspect of the traditional employment contract including the meaning of organizational membership, methods of employee attraction, formal and informal programs of continuous learning, organizational reward practices, and the nature of career paths in an information economy.

The pervasiveness of the internet and the development of knowledge management "shareware" such as Lotus Notes is contributing to the globalization of markets and industries. How technology facilitates cross-border collaboration of individuals, teams, divisions, and companies to challenge accepted notions of global competition and cooperation is also of interest. Human-technology interfaces open a range of topics including the nature of organizational cognition, and the effects of instantaneous communication and information overload.

The topics for this special issue are purposefully broad. The Journal of Management welcomes empirical, conceptual, and methodological manuscripts focusing on individual, team, organization, or organization field levels of analysis. Work that cuts across multiple levels of analysis is especially welcome, as is work utilizing either theory testing or theory development. We urge you to join us in showcasing the best work that sheds light on the changing landscape of managing in the information age.

To be considered for publication, **manuscripts must be received by May 1, 2000**. Send manuscripts including a cover letter that specifically states that the paper is to be considered for the special issue to:

Dr. Micki Kacmar
Editor, Journal of Management
Department of Management
College of Business
Florida State University
Tallahassee, FL 32306-1110

**1999-2000 BUSINESS POLICY AND STRATEGY DIVISION
 OFFICERS AND COMMITTEE MEMBERS**

Executive Committee and Officers

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 Diana Day, Division Chair (Rutgers-Camden)
 Ming-Jer Chen, Division Chair-Elect (Wharton)
 Albert Cannella, Program Chair (Texas A&M)
 Ranjay Gulati, Assistant Program Chair (Northwestern)
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 Georg von Krough (St. Gallen) 99-01
 Maurizio Zollo (INSEAD) 99-01

Regional Liaison Representatives

East-Ruth Raubitschek (US Dept. of Justice) 99-01
 Midwest-Jay Anand (Michigan) 99-01
 South-Annette Ranft (Wake Forest) 99-01
 Southwest-Brian Boyd (Arizona State) 98-00
 West-Tom Turk (Chapman) 98-00
 United Kingdom-Aya Chacar (London) 98-00

Netmasters

Pablo Martin de Holan (INCAE-Costa Rica), Netmaster 97-00
 Bob Stephens (West Virginia), Netmaster 97-00

**2000 ACADEMY OF MANAGEMENT MEETINGS
BUSINESS POLICY AND STRATEGY NEW FACULTY CONSORTIUM**



The Business Policy and Strategy Division will, as before, sponsor a Consortium for New Faculty during the preconference period of the 2000 Annual Meeting of the Academy of Management in Toronto. The objective of the Consortium is to enhance the scholarship, teaching, and overall career development of faculty who are in the early stages of their career or who have recently moved into the Strategic Management field. The Consortium provides an excellent forum for exchanging ideas and tips concerning teaching and research as well as for expanding one's academic network. The consortium will be held on Saturday, August 5th from 8:00 a.m. to 5:00 p.m., and on Sunday, August 6th, from 8:00 a.m. to noon.

The 2000 Consortium Co-Chairs are Akbar Zaheer (U. of Minnesota) and Thomas Brush (Purdue U.). The faculty panel consists of Jaideep Anand (U. of Michigan), Carlo Alberto Carnevale-Maffè (U. of Bocconi), Sam Hariharan (U. of Southern California), Rebecca Henderson (Massachusetts Institute of Technology), Idalene Kesner (U. of Indiana), Michael Lubatkin (U. of Connecticut), Rita Gunther McGrath (Columbia U.), Michael Russo (U. of Oregon), and Carolyn Woo (U. of Notre Dame). In addition, a panel of editors from *AMJ*, *AMR*, *Org Science*, and *SMJ* will discuss the journal review process on Sunday morning.

In order to qualify for participation in the 2000 Consortium, an individual must have completed his/her formal dissertation defense by September, 1998. In addition, a participant should have a record of commitment to teaching and research in the Strategy/Business Policy field. Those interested in participating should **apply no later than April 30th, 2000** by submitting the following items: 1) a current CV; 2) a statement of teaching and research interests (one page maximum in total); and 3) a letter from the applicant's Dean or Department Chair nominating the applicant to represent their school at the Consortium.

Applications should be sent to:

**Aks Zaheer
3-365 Carlson School of Management
University of Minnesota
321-19th Ave. South
Minneapolis, MN 55455**

Any questions concerning the Consortium may be addressed to Aks Zaheer, (612) 626-8389; aazaheer@csom.umn.edu. Participants will be notified of their selection by May 31, 2000.