



**SPRING 1998
INSIDE THIS ISSUE**

Dissertation Workshop	2
Treasurer's Report	2
New Faculty Consortium	2
Nominations	3
Biographies	3-4
Ballot	5
Self-Mailer	6
Regional News	7-8
HRMR Call for Papers	8
1998 Pre-Conference Activities	9
Officers & EC Members	10

**Electronic Newsletter
Highlights**

All of the above and more....

Executive Committee Minutes

BPS WEB PAGE:

<http://comsp.com.latrobe.edu.au/bps.html>
Steve Phelan (Latrobe)
Webmaster

Have you joined the BPS-NET?

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

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.

1998 DOCTORAL CONSORTIUM

The BPS Division will sponsor a Doctoral Consortium during the 1998 Annual Meeting of the Academy of Management. Jay Barney (Ohio State) and Julia Liebeskind (USC) are the Consortium's Chairs. Joining them as teaching faculty will be Nick Argyres (USC), Bill Barnett (Stanford), Jennifer Bethel (Securities and Exchange Commission), Phil Bromiley (Minnesota), Tim Folta (Kentucky), Javier Gimeno (Texas A&M), Bruce Kogut (Wharton), Anita McGahan (Harvard), Mark Shanley (Northwestern), and Gordon Walker (SMU).

Applications for the Doctoral Consortium should be submitted by **April 30, 1998**. The application package should include the following: (1) a letter of recommendation from one member of the applicant's dissertation committee; (2) a statement from the candidate that all the requirements for the Ph.D. have been completed expected for the dissertation; (3) a Curriculum Vitae of the applicant not to exceed five pages; and (4) a one-page summary of the dissertation topic.

Candidates for the Doctoral Consortium should be nominated by their schools. If a school wants to nominate more than one candidate, then the candidates should be prioritized. Questions may be addressed to Julia Liebeskind at (213) 740-0749 or liebesk@almaak.usc.edu. Applications for the Doctoral Consortium should be sent or faxed to:

Professor Julia Liebeskind
School of Business Administration
University of Southern California
Los Angeles, CA 90089-1421
Fax: (213) 740-3582

Ideally, each school would pay a nominal fee of \$25.00 to help offset the cost of the consortium. The fee, payable to the Academy of Management, should be submitted to Julia Liebeskind upon acceptance into the consortium.

TEACHING COMMITTEE UPDATE

The Teaching Committee has been working to expand its service to the Division. In particular, the committee has focused on providing members with an easily accessible array of teaching materials and a body of authoritative opinion about content and pedagogy in the strategy domain. To accomplish this, Paul Shrivastava (Bucknell) and Steve Floyd (Connecticut) have negotiated an experimental joint venture between the Division and the "Socrates" website. Socrates already offers an increasing amount of pedagogical material related to the strategy course, including course modules on many specific topics. (See their website at <http://www.environmentalintel.com/socrates>.) As part of the joint venture, Paul is providing the BPS Division with a Bulletin Board whereby members can dialogue about teaching issues. The Teaching Committee will both moderate the forum and offer input of its own. In particular, the committee is interested in posting thoughtful reviews of new textbooks, cases, simulations and other teaching materials. Another high priority topic for the forum is the content of the strategy course itself. By reviewing materials and discussing course content, the committee hopes to build professional consensus within the Division about the strategy course. Members with reviews or opinions on course content should send them embedded in an e-mail message to Steve at steven@sbaserv.sba.uconn.edu. (No attachments, please.)

This is also the year when the committee produces a session on teaching for the Annual Meeting. In this area, Brian Golden (Western Ontario) is leading the efforts of other committee members Rocki DeWitt (Penn State), Kevin Laverty (Washington) and Briance Mascarenhas (Rutgers). The topic of the session will be "teaching teachers to teach." Presenters will focus on what is being done and what could be done in Ph.D. programs to improve teaching competence.





MANAGING YOUR DISSERTATION

The BPS Managing Your Dissertation Workshop will again be offered as a pre-convention activity at the 1998 Academy Meeting in San Diego. The workshop is open to all BPS doctoral students at any stage of the dissertation process. Students just beginning to think about dissertation issues are encouraged to attend. The workshop is tentatively scheduled for Sunday, August 9, from 9:00 a.m. to 12:00 noon.

The workshop will be conducted in an informal setting where students will be able to interact with faculty coordinators and guest in small groups. All of the finalists for last year's Free Press Dissertation Award will share the coordination of the workshop. These finalists are: Gautam Ahuja (University of Texas at Austin), David Kang (Harvard University), Michael Leiblein (University of South Carolina), Ravi Madhavan (University of Illinois), Brian Silverman (University of Toronto), and Jim Westphal (University of Texas at Austin). In addition, faculty guests presenting the advisor's point of view will include Michael Lubatkin (University of Connecticut), Will Mitchell (University of Michigan), and Ed Zajac (Northwestern University).

Please encourage doctoral students to participate in the workshop. The topics discussed will have relevance to both students just beginning the dissertation process and those moving into the final stages. The small group discussion will allow interaction of people at similar stages and personalized discussion topics. Topics to be covered include: a) selecting a topic, b) selecting and managing a committee, c) preparing a proposal, d) data-collection and analysis, e) seeking a job and preparing a job talk, and f) publishing from your dissertation.

Admission to the workshop is not competitive. The only requirement is that participants pre-register, preferably before May 31. If you choose not to pre-register we will still admit you if space is available on a first-come, first-served basis.

Students interested in the workshop should contact:

Gautam Ahuja
Department of Management
CBA 4.202
The University of Texas at Austin
Austin, TX 78712

NEW FACULTY CONSORTIUM

The Business Policy and Strategy Division will again sponsor a Consortium for New Faculty during the 1998 Annual Meeting of the Academy of Management in San Diego. 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/Business Policy 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 prior to the National Academy Meetings from 8:00 a.m., Saturday, August 8 through 12:00 noon Sunday, August 9, 1998.

The 1998 Consortium Co-Chairs are Anju Seth (University of Illinois at Urbana-Champaign) and Margie Peteraf (University of Minnesota). The Consortium Panel consists of: Donde Ashmos (University of Texas at San Antonio), Marvin Lieberman (University of California at Los Angeles), Bente Lowendahl (Norwegian School of Management) and Louis Thomas (University of Pennsylvania).

To qualify for participation in the 1998 Consortium, an individual must have completed his/her formal dissertation defense by September, 1996. In addition, a Consortium participant should also have a record of commitment to research and teaching in the Strategy/Business Policy field.

Those interested in participating in the 1998 Consortium should apply no later than **April 30, 1998** 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 Chair nominating the applicant to represent their school at the Consortium.

Applications should be sent to:

Anju Seth
University of Illinois at Urbana Champaign
350 Commerce West
1206 South Sixth Street
Champaign, IL 61820

Any questions concerning the BPS Consortium for New Faculty may be addressed to:

Anju Seth (217) 333-3522
aseth@commerce.cba.uiuc.edu
Margie Peteraf (612) 626-7559
mpeteraf@csom.umn.edu

Participants will be notified of their selection by May 31, 1998.

BPS Treasurer's Report

Peter J. Lane, Indiana University

The BPS Division continues to be in a solid financial position. The new endowments to be funded out of the division's surplus funds have received preliminary approval. They will be implemented once the Academy board finalizes its new policies on divisional endowments. With the creation of those endowments, our 1996-97 spending and our cash surplus carried forward to 1997-98 are within the Academy's new guidelines. The new Robert S. Litschert endowment to fund the best doctoral student paper award has received \$1,700 in donations from his students. Anyone interested in contributing to that endowment should send checks to the Academy office care of the financial manager. Be sure to mark the check "For Litschert Award."



BUSINESS POLICY AND STRATEGY DIVISION NOMINEES

Nominations

The BPS Executive Committee (EC) nominated candidates to stand for election for Division Chair-Elect, Assistant Program Chair, and EC members. The EC supports all candidates and is assured all have the institutional resources needed. The ballot is enclosed. Please fill it out today, put a stamp on it, and mail it in. **Deadline: June 1, 1998.**

Diana Day was nominated for Division Chair-Elect. Albert Cannella, Jr. (Texas A&M), Joyce Falkenberg (Norwegian School of Economics and Business Administration) and Margarethe Wiersema (UC-Irvine) were nominated for Assistant Program Chair. Philip Anderson (Dartmouth), Russ Coff (Washington University), Javier Gimeno (Texas A&M), Ranjay Gulati (Northwestern), Bente Lowendahl (Norwegian School of Management), Rita Gunther McGrath (Columbia), Nandini Rajagopalan (USC), Gabriel Szulanski (Wharton) and L. G. Thomas, III (Emory) were nominated for EC members. Biographies of all candidates appear below.

The Division Chair-Elect runs the Free Press Dissertation Award. The Division Chair-Elect succeeds the Division chair on October 1, and becomes the Past Chair the following year. The Division Chair is the CEO of the Division and administers all affairs of the Division with policy guidance from the EC. The Past Chair serves as counselor to the Chair, chairs the Nomination Committee, and runs the annual election.

The Assistant Program Chair coordinates pre-convention activities, administers the Best Paper Competition, arranges the Division's Annual Meeting reception, and secures an Executive Showcase speaker in years such a speaker is desired. The Assistant Program Chair succeeds the Program Chair on October 1 of each year. The Program chair plans and supervises the annual program including coordinating reviewers, session chairs, and discussants. The Program Chair stands for election for Division Chair-Elect.

The EC includes the above listed officers and ten members elected to two year staggered terms. All activities of the Division are under the review of the EC. The EC also serves as the Nominating Committee.

Candidate Biographies

The nominee for **CHAIR-ELECT** is:

Diana L. Day, graduated from Columbia University and is now an Associate Professor of Management at Rutgers University. Since 1984 she has reviewed for annual Academy meetings, been active in presenting papers and symposia as well as serving on the executive and research committees of the BPS division. Most recently, she has served as Assistant Program Chair and 1998 Program Chair. She co-edited the special issue on Strategic Management for *MS*. Her research on corporate entrepreneurship, innovation, and industry heterogeneity has been published in various management journals. She serves or has served on the review boards of the *JM* and *OS* and is an ad hoc reviewer for *AMJ*, *RMS*, *ASQ*, *SMJ*, and others.

The nominees for **ASSISTANT PROGRAM CHAIR** are:

Albert Cannella Jr. (Ph.D. Columbia) is Associate Professor at Texas A&M. He has served on the BPS research and executive committees, and with the Ph.D. consortium. His work has appeared in *AMJ*, *AMR*, *SMJ*, *JOM*, and *JFE*. He has served or is serving on the editorial boards of *AMJ*, *AMR*, and *JOM*. In the unlikely event that he is elected, he has two goals for the division. He would like to see more member involvement in division activities, and he would like to increase the proportion of sessions at annual meetings made by scholars not from the US or Canada.

Joyce Falkenberg, (PhD, Oregon) Associate Professor, Norwegian School of Economics and Business Administration, Bergen. Joyce has been a member of the BPS Executive Committee and Teaching committee, co-chaired the Task Force on *Do we Reward what we Value?* and participated as a faculty member and as a student in BPS's doctoral consortia. Her research on change and implementation has, for the most part, appeared in European journals and edited books.

"I envision an inclusive, active BPS division in which many members are given an opportunity to create and develop their ideas for the division. On a personal level, I have gained from my participation in and the development of different types of activities, including being the creator and organizer of the Craft of Review Workshop and co-chairing this year's special session on knowledge. I feel strongly that the BPS division can benefit by using the potential of our members and that our members can benefit from their active participation."

Margarethe F. Wiersema (M.B.A., Ph.D., University of Michigan), Associate Professor at University of California, Irvine. Her research interests center on exploring major corporate strategic change and the role of top management in that process. In addition, she is interested in understanding issues of strategic commitment and focus and the linkage to firm performance. Her research has appeared in *AMJ*, *SMJ*, *Journal of Management Studies*, and *Research in the Sociology of Organizations*. Margarethe has been an active presenter, reviewer, and discussant at Academy meetings. She has served on the BP&S Executive (1995-97) and Teaching (1991-93) committees, and participated in the BPS Junior Faculty Consortium (1995). Margarethe is on the editorial boards of *SMJ*, *JOM*, and *CMR*.

I perceive the BP&S division at a critical point in its development. I would like to utilize the creativity of members to help the division achieve a number of important objectives. First, I would work to make the division more responsive to the needs of all our colleagues, international as well as domestic. I would like to see the division sponsor forums outside of our annual meeting to bring together scholars from across the globe who share interests in a particular research topic. Second, I think we could develop a better pre-conference program. Finally, I would like to see more informal settings at the annual meeting to promote collegial interaction and collaboration. My goal would be for the BP&S division to become the premier organization that people turn to when they desire to learn about and discuss current and path breaking strategy pedagogy, research, and practice. I ask for your support to meet these goals.





The **EXECUTIVE COMMITTEE** nominees are:

Philip Anderson is an associate professor in the strategy group at the Amos Tuck School, Dartmouth College. Phil has chaired the TIM division research committee, and has been a faculty participant in the doctoral consortium for both the OMT and TIM divisions. He recently chaired the task force searching for a new AoM Proceedings editor, and was a member of the Academy's Electronic Media Task Force. Phil is presently a member of AMR's board, and has served on AMJ's board. His research has appeared in ASQ, AMJ, and HBR, and he is coauthor of the Academy of Management Executive's best paper for 1996.

Russ Coff (Ph.D., UCLA, 1993) is an Assistant Professor of Organization and Strategy at Washington University in St. Louis. His research explores management dilemmas associated with human assets including: 1) how buyers cope in mergers and acquisitions that involve human assets; 2) rent appropriation in the context of a knowledge-based advantage; and 3) organizational design under conditions of asymmetric information. He serves on the editorial board of AMR and has published in AMR and OS (among other places). Russ is also a Co-Chair for the "Knowledge Management" Special Topic in this year's BPS program.

Javier Gimeno (Ph.D., 1994, Purdue), Assistant Professor of Strategic Management at Texas A&M, does research on competitive dynamics (multimarket competition, competitive repositioning) and entrepreneurial performance. Javier received the 1995 BPS Free Press Outstanding Dissertation Award and two Best Paper Awards from ENT. His work is published or accepted in ASQ, OS and SMJ, among other. He sits on the editorial board of SMJ. He is active in the BPS Division as presenter, discussant, reviewer (1995 and 1996 BPS Outstanding Reviewer), Dissertation Workshop coordinator (1996), member of Research Committee (1996-98), and faculty participant in Doctoral Consortium (1998). A native of Spain, he supports the internationalization efforts of the Academy as member of the Iberoamerican Academy of Management.

Ranjay Gulati (Ph.D, Harvard University), Associate Professor, J.L. Kellogg Graduate School of Management, Northwestern University. His research on Strategic Alliances, Interfirm Networks, and Vertical Partnerships is published or forthcoming in SMJ, AMJ, ASQ, HBR, and SMR. Ranjay is on the editorial boards of AMR and ASQ. He is a past recipient of the BPS Best Dissertation Award and has also coordinated the BPS doctoral dissertation workshop. Ranjay currently serves on the BPS Research Committee and remains active in the BPS division as a paper presenter, discussant, reviewer, and symposium organizer.

Bente R. Lowendahl has her Ph.D. in strategy from Wharton (1992), and is currently associate professor at Norwegian School of Management outside Oslo, Norway. Her main research interests include knowledge based (service) firms, resource based theory development, and the role of competent individuals in the (post modern) organizations for the future. She has served/will serve on the New Faculty Consortium panel of BPS (1997, 1998), and presented multiple papers and panels at the Academy. Her most recent re-

search publications include the book "Strategic Management of Professional Service Firms" (Copenhagen Business School Press, 1997), and journal articles in Scandinavian Journal of Management as well as SMJ (forthcoming fall 1998).

Rita Gunther McGrath is an assistant professor at Columbia Business School. Her research focuses on strategy and entrepreneurship in uncertain conditions created by Schumpeterian innovation. She publishes in SMJ, AMR, MS, JBV and HBR (recent example: "A Real Options Logic for Initiating Technology Positioning Investments" AMR, 10/97). Rita is on the editorial boards of AMJ and JBV, and reviews for MS, AMR, SMJ, and OS. She was on the selection committee for the 1997 AMJ "best paper" award. Rita received a "best reviewer" prize from AMJ (1997) and was honored as one of the BPS Division's best reviewers for the 1997 meetings. She has been an active BPS member since 1992.

Nandini Rajagopalan is an associate professor of strategy in the Department of Management & Organization, at the Marshall School of Business, University of Southern California. Her research, published in AMJ, AMR, SMJ, JM, JMS and Advances in Strategic Management, focuses on executive compensation, strategic change, top management characteristics and strategic decision making processes. She has served the BPS Division in various capacities: Member- Best Paper Selection Panel (1996); Western Region Representative (1994-96); Member- Task force on Innovating the BPS Program (1995); Faculty Panelist-BPS Doctoral Consortium (1994). She is a member of the AMJ editorial board.

Gabriel Szulanski, Assistant Professor of Management, Wharton School of the University of Pennsylvania. Gabriel received his Ph.D. in Management from INSEAD, the European Institute of Business Administration. His research interests revolve around the management of knowledge assets and strategy making in large organizations. His research has appeared in MS, OS, and the SMJ. His dissertation research on the transfer of best practices inside the firm won the Free Press Award for outstanding research in strategic management. Gabriel has served the BPS Division as reviewer, session chair, discussant, as judge for the dissertation competition and as chair of the 1997 dissertation workshop.

L. G. Thomas, III is Professor and Area Coordinator of Organization and Management at the Goizueta Business School of Emory University. Prior to joining Emory, he was on the faculty at the business schools of Columbia and NYU. His research interests include the interface between government industrial policy and corporate strategy, hypercompetition and technical change, and the evolution of corporate capabilities and organization. This research has been published in OS, MS, Rand Journal, and Industrial and Corporate Change. His most recent book is The New Drug Lag: Barriers to the Japanese Pharmaceutical Market (American Enterprise Institute, 1998).



BUSINESS POLICY AND PLANNING DIVISION BALLOT

Please return this ballot by first class mail **no later than June 1, 1998**. Ballots received after June 1 will not be valid. Remember to put a stamp on the ballot before mailing. Send your ballot to:

Michael Lubatkin
University of Connecticut
U41M
368 Fairfield Road
Storrs, CT 06269-2041

DIVISION CHAIR-ELECT

Vote for **ONE(1)** candidate

Diana Day

_____ (write-in)

ASSISTANT PROGRAM CHAIR

Vote for **ONE (1)** candidate

Albert Cannella, Jr.

Joyce Falkenberg

Margarethe F. Wiersema

_____ (write-in)

EXECUTIVE COMMITTEE

Vote for **FIVE (5)** candidates

Philip Anderson

Russ Coff

Javier Gimeno

Ranjay Gulati

Bente R. Lowendahl

Rita Gunther McGrath

Nandini Rajagopalan

Gabriel Szulanski

L. G. Thomas, III

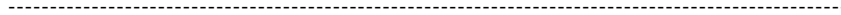
_____ (write-in)





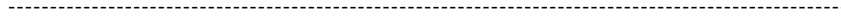
This is your official 1997 Business Policy and Strategy Division ballot. Please fold with the address below on the outside (or place in an envelope), put a stamp on it and mail to Michael Lubatkin.

fold here



PLEASE
PUT
STAMP
HERE

Michael Lubatkin
University of Connecticut
U41M
368 Fairfield Road
Storrs, CT 06269-2041



fold here



REGIONAL NEWS UPDATES

MIDWEST

Kent Miller, Purdue University

"The Civic Role of Business: Adding Value to Communities" is the theme for the upcoming Midwest division annual meeting. The Marriott Downtown Hotel in Kansas City, Missouri, will be the site for the April 17-18, 1998, meeting. Reserve your room by April 2 by calling 816-421-6800 to obtain the conference rate of \$95.00 per night. Kansas City serves as the headquarters for industry leaders such as Hallmark and Sprint. Topics covered in pre-conference workshops include teaching, the peer review process, the future of business education, research methods, and competitiveness of the inner city. A half-day doctoral consortium is also scheduled for Friday morning.

For further details on the meetings and to register electronically, check out the website for the Midwest Division of the Academy of Management: <http://www.iusb.edu/~mwacad>. The program will be posted there soon.

If you have nominations for the Midwest Board and Secretary positions, contact Inga Baird Hill at Ball State University (ibhill@gw.bsu.edu). Terms of service are three years.

If you have news relevant to BPS Midwesterners, please pass it to me at kmiller@mgmt.purdue.edu. I would enjoy hearing from you.

SOUTHERN

Donald E. Hatfield, Virginia Polytechnic Institute and State University

April 17th, 1998 is the deadline for submitting papers and other programs for the 1998 Southern Management Association's annual meeting. These meetings will be held from November 3rd through the 7th, 1998 at the New Orleans Hilton in New Orleans, LA. This year the Southern Management Association (SMA) program theme is "Transferable Knowledge: Are We Prepared For The 21st Century?" Papers, symposia, and workshop proposals that emphasize this theme, and symposia and workshops which cut across tracks are encouraged. Please note that the deadline date is later than it has been in past years. The call for papers with the list of ten tracks can be found on the web at <http://freeman.sob.tulane.edu/smaweb/>. Doctoral students submitting papers should inform the chairs of their student status so that they may be considered for student papers.

Dave Ketchen, Strategic Management and Business Policy track chair, has assured me that there is still room for paper reviewers. Reviewing for SMA is a great way for Ph.D. students to get involved in the profession, and for current faculty to continue their involvement. Dave encourages people interested in reviewing to email him (mgketch@unix1.sncc.lsu.edu) their address, research interests, and status (faculty v. student).

Finally, any one with items to be included in the next News from the Southern Region should please email me (hatfield@vt.edu).

EASTERN

Anurag Sharma, UMass-Amherst

Reminder that the 1998 Eastern Academy of Management Annual Meeting will be held May 11-14 in Springfield, MA. The featured theme is "Emerging Management Realities." Other features of the Meeting include a Doctoral Student Consortium (contact Michael Kavanagh, SUNY Albany at 518-442-4956), a track for Doctoral Students to submit Works in Progress (contact Heidi Vernon, Northeastern at 617-373-4756), and a track for all types of paper/symposia relating to case-study pedagogy (contact Roy Knaus, William Peterson College at 973-831-7598).

Other than a private evening reception at the "Basketball Hall of Fame," participating visitors can also enjoy local attractions such as Mulberry Street — "birthplace" of Dr. Suess; Titanic museum — Yep, it's in Springfield! and World's Largest Pancake Breakfast on Saturday morning — a continuing battle between Springfield, MA and Battle Creek, MI.

For information about local arrangements in Springfield, contact Mzamo Mangaliso (University of Massachusetts) at 413-545-5698.

WESTERN

Tracy Thompson, University of Washington, Tacoma

Greetings from your BPS Division Liaison to the Western North American Region. If you have additional information about activities and events in the region, please E-mail me at tracyat@u.washington.edu.

39TH ANNUAL WESTERN ACADEMY OF MANAGEMENT

This year's WAM meeting is in Portland, Oregon. In addition to the many fine papers centered around the conference theme, "Impact: Turning Research into Results, Theory into Practice," other conference activities include Fun Run/Fun Walk, a tour of Oregon wine country, a walking tour of Portland, and a Mount Hood skiing outing. Escape the snow, ice, hurricanes or torrential floods and come to Oregon!

Pre-conference activities start on Wednesday, March 25 and the conference continues to Saturday, March 28. For additional information go to the WAM 98 Home Page at <http://www.wou.edu/academy>.



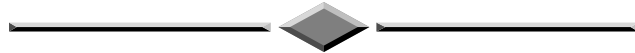


WAM FIFTH INTERNATIONAL CONFERENCE IN TURKEY

WAM is also offering an international conference in Istanbul, Turkey, June 28-July 2, 1998. The theme of this conference is Bridging the Continents: Creating, Sharing and Enhancing an International Vision. The conference organizers have also developed pre and post tours in Turkey for those more adventurous types wishing to explore their exotic and ancient surroundings. For additional information go to <http://cobe.idbsu.edu/wam/> or contact one of the three co-organizers, Nakiye Boyacigiller (boyacigiller_n@cob.sjsu.edu), Behlül Usdiken (usdik@boun.edu.tr) or Mark Mallinger (mmallinger@pepperdine.edu).

1998 NORTHWEST INTERNATIONAL BUSINESS EDUCATORS NETWORK WORKSHOP

On April 17 and 18, 1998 the University of Washingtons Center for International Business Research will host its annual NIBEN workshop. Highlights of the workshop include Jeffrey S. Arpan, University of South Carolina and President, Academy of International Business as the keynote speaker, a tour of the Boeing Company, and demonstrations of two new international business simulations. Contact NIBEN conference organizers at uw-ciber@u.washington.edu for additional information and registration materials.



FRANCE AND GERMANY

Jacques Louville, Universite de Metz

In the French speaking area, three very interesting conferences were organized in 1997 in the field of BPS. The first conference was held May 13-14 by the University of Nancy II. More than 50 papers were accepted for this conference dedicated to cooperation strategies. A large part of the presented papers were innovative, which will be published in 1998.

The second exciting conference was the 6th annual Conference of the French Association of Strategic Management (AIMS). Around 250 people attended the conference. A set of new papers were focused on theoretical aspects, which are of a great interest for the advance of the discipline. The best papers will be published in 1998.

The third significant meeting took place in Metz. The School of Management of the University of Metz (ESM-IAE) hosted the 14th Conference of the Euro-Asia Management Studies Association (EAMSA). The principal theme of this conference was *Asian Firms Looking Towards the Global Market*. Many attractive findings for the advance of the BPS were presented and the more important will be published in 1998.

In Germany, the University of Hohenheim (Stuttgart) hosted the 23rd Annual EIBA (European International Business Academy) Conference in December 14-16. During these days BPS was on a roll with more than half of the 150 selected papers dealing directly

with strategy in international business.

For people interested in the activities of the French Association of Strategic Management (AIMS), the next conference will be held by the University of Louvain La Neuve (Belgium) May 27-29, 1998.

HRMR CALL FOR PAPERS

Human Resource Management Review will publish a special issue on ethical dilemmas in human resource theory and practice. The special issue will be guest edited by Marcia Miceli, Fisher College of Business, Ohio State University, and Janet Near, Kelley School of Business, Indiana University. The anticipated publishing date would be late 1999.

HRMR is a quarterly journal devoted to the publication of scholarly conceptual/theoretical articles pertaining to human resource management and allied fields (e.g., industrial/organizational psychology; labor relations). Meta-analytical reviews that make a conceptual/theoretical contribution are also appropriate. However, primarily empirical papers fall outside the realm of the journal.

Our goal is to develop and refine theory concerning the recognition and resolution of ethical issues in human resources (HR) by organization members.

Send four hard copies of the manuscript by September 1, 1998, to:

Marcia P. Miceli, Guest Editor
Human Resource Management Review
Management and Human Resources
Fisher College of Business
Ohio State University
315B Hagerty Hall
1775 College Road
Columbus, OH 43210-1399

Manuscripts should conform to the guidelines of the Publication Manual of the American Psychological Association (4th ed.). Manuscripts will be initially screened for relevance to the special issue theme, and for adherence to the format and content guidelines. Those passing this screening will be reviewed according to significance of contribution to HRM or allied field, quality of logical flow, plausibility of premises, parsimony of explanation, gains over current theory or practice, clarity and conciseness of presentation, demonstrated awareness of previous work on the subject, and distinctness from other contributions on the subject. For additional information, please see a current issue of HRMR.

Request for volunteer reviewers: If you are interested in serving as an ad hoc reviewer for this special issue, please send Marcia Miceli a letter describing your relevant expertise and reviewing experience. Please indicate your interest by July 1, 1998.

For more information, please contact Marcia Miceli at iceli.1@osu.edu.



1998 PRE-CONVENTION ACTIVITIES

submitted by Ming-Jer Chen, Assistant Program Chair

DOCTORAL CONSORTIUM

[FRIDAY 5:00-9:00, SATURDAY 7:00-5:00 AND SUNDAY 7:00-12:00]

Co-Chairs: Jay Barney (Ohio State) & Julia Liebeskind (USC)
Participants: Nick Argyres (USC), Bill Barnett (Stanford), Jennifer Bethel (Securities and Exchange Commission), Phil Bromiley (Minnesota), Tim Folta (Kentucky), Javier Gimeno (Texas A&M), Bruce Kogut (Wharton), Anita McGahan (Harvard), Mark Shanley (Northwestern) and Gordon Walker (SMU).
Deadline to apply is **April 30, 1998**.

Applications should be sent or faxed to:
Professor Julia Liebeskind
School of Business Administration
University of Southern California
Los Angeles, CA 90089-1421
Fax: (213) 740-3582

NEW FACULTY CONSORTIUM

[FRIDAY 5:00-9:00, SATURDAY 7:00-5:00 AND SUNDAY 7:00-12:00]

Co-Chairs: Anju Seth (Illinois@Urbana-Champaign) and Margie Peteraf (Minnesota)
Participants: Donde Ashmos (UT-San Antonio), Marvin Lieberman (UCLA), Bente Lowendahl (Norwegian School of Management) and Louis Thomas (Wharton).

Deadline to apply is **April 30, 1998**.

Send applications to:
Anju Seth
University of Illinois at Urbana-Champaign
350 Commerce West
1206 South Sixth Street
Champaign, IL 61820
Phone: (217) 333-3522
E-mail: aseth@commerce.cba.uiuc.edu

MANAGING YOUR DISSERTATION [SUNDAY 9AM-12 PM]

Organizer: Gautam Ahuja (UT-Austin)
Panelists: David Kang (Harvard), Michael Leiblein (South Carolina), Ravi Madhavan (Illinois), Brian Silverman (Toronto) and Jim Westphal (UT-Austin)
Additional Panelists: Michael Lubatkin (UConn), Will Mitchell (Michigan) and Ed Zajac (Northwestern)

For information contact:
Gautam Ahuja
Department of Management
CBA 4.202
The University of Texas at Austin
Austin, TX 78712
Phone: (512) 471-7526
Fax: (512) 471-3937
E-mail: ahuja@bus.utexas.edu

CASE CRITIQUE COLLOQUIUM [SATURDAY 1-5 PM]

Organizers: Tim Edlund (Morgan State) and Anne Lawrence (San Jose State)
Panelists: Bill Naumes (New Hampshire), John Seeger (Bentley), Tim Singleton (North Georgia), Linda Swayne (UNC-Charlotte), Marilyn Taylor (Missouri-Kansas City) and Joan Winn (Denver)

For information Contact:
Tim Edlund: (410) 337-9143; tedlund@morgan.edu

THE CRAFT OF REVIEWING

[SUNDAY: 10:00-12:00]

Chair: Peter Lane (Indiana)
Participants: Brian Boyd (Arizona State), Tina Dacin (Texas A&M) and Rita Kosnik (Trinity)

For information contact:
Peter Lane: plane@indyvax.iupui.edu

THE CRAFT OF EDITING (co-sponsored by OMT)

Co-Chairs: Cliff Cheng (USC), Rick Mowday (Oregon) and Roni Palomon-Reiter (Nebraska)

Panelists: Jan Beyer (UT-Austin), Clive Gilson (Waikato) and Dan Schendel (Purdue)

For information contact:
Cliff Cheng: clifcc@mizar.usc.edu

ONE YEAR AFTER: A NEW ROLE OF HONG KONG IN THE EMERGING CHINA ECONOMY (co-sponsored by OMT and IM) [SUNDAY 10:00-12:00]

Chair: Kam-Hon Lee (Chinese University of Hong Kong)

For information contact:
Kam-Hon Lee: 852- 2609-777; khlee@baf.msmail.cuhk.edu.hk

TRANSLATING CASES INTO ACADEMIC RESEARCH [SUNDAY 8:00-10:00]

Coordinator: Anne Illinich (North Carolina)
Participants: Charles Galunic (INSEAD), David Collis (Harvard), Mary Yoko Branen (Michigan)

For information contact:
Anne Illinich: illnitch@email.unc.edu

THREE CONVERSATIONS TO BUILD THEORY ABOUT ORGANIZATIONAL ACTION (co-sponsored by OMT AND IM) [FRIDAY 6:00-9:00, SATURDAY 8:30-3:30 AND SATURDAY 3:30-5:00]

Chair: Rhonda Reger (Maryland)
Organizer: Gerry Johnson (Cranfield)
Facilitators: Paul Godfrey (BYU) and Joseph Mahoney (Illinois)

For information contact:
Rhonda Reger: (301) 405-2167; rregor@mbs.umd.edu

STRATEGIES IN EMERGING ECONOMIES [SATURDAY 10:00-12:00]

Chair: Robert Hoskisson (Oklahoma)
Organizers: Lorraine Eden (Texas A&M), Chung-Ming Lau (Chinese University of Hong Kong), and Mike Wright (University of Nottingham)

For information contact:
Robert Hoskisson: (405) 325-3982; rhoskiss@cbafac.ou.edu





1997-1998 BUSINESS POLICY AND STRATEGY DIVISION

Executive Committee and Officers

Michael Lubatkin, Past Division Chair (UConn & Groupe ESC Lyon)
 Harbir Singh, Division Chair (Wharton)
 Ed Zajac, Division Chair-Elect (Northwestern)
 Diana Day, Program Chair (Rutgers-Camden)
 Ming-Jer Chen, Assistant Program Chair (Wharton)
 Bruce Lamont, Secretary (Florida State) 97-00
 Peter Lane, Treasurer (Indiana) 96-99
 Bert Cannella, Jr. (Texas A&M) 96-98
 Rob Grant (Georgetown) 96-98
 Bob Hoskisson (Oklahoma) 96-98
 Rikard Larsson (Lund) 96-98
 Margie Peteraf (Minnesota) 96-98
 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

Teaching Committee

Steven Floyd (Connecticut) 95-98
 Brian Golden (Western Ontario) 96-98
 Kevin Lavery (Washington-Bothell) 96-98
 Rocki-Lee DeWitt (Penn State) 97-99
 Briance Mascarenhas (Rutgers-Camden) 97-99

Research Committee

Javier Gimeno (Texas A&M) 96-98
 Ranjay Gulati (Northwestern) 96-98
 Will Mitchell (Michigan) 96-98
 Deepak K. Datta (Kansas) 97-98
 Georg Von Krogh (St. Gallen) 97-98
 Charles Gulanic (INSEAD) 97-98
 Deb Bickford (Dayton) 97-99
 Allen Afuah (Michigan) 97-99
 Marvin Lieberman (UCLA) 97-99
 Anju Seth (Illinois) 97-99
 Jim Robins (Hong Kong) 97-99
 Shaker Zahra (Georgia State) 97-99

Regional Liaison Representatives

East-Anurag Sharma (Massachusetts) 97-99
 Midwest-Kent Miller (Purdue) 97-99
 South-Don Hatfield (Virginia Tech) 97-99
 Southwest-Tim Palmer (LSU) 96-98
 West-Tracy Thompson (Washington-Tacoma) 96-98
 Asia/Pacific-Ming-Jer Tang (Taiwan) 97-99
 France/Germany-Jacques Louville (Metz) 97-99

Member Communications

Bruce Lamont (Florida State), Newsletter Editor 97-00
 Steve Phelan (Latrobe), Webmaster 97-00
 Pablo Martine Holan (McGill), Webmaster 97-98
 Bob Stephens (UT-Brownsville), Webmaster 97-98



Bruce T. Lamont, Newsletter Editor
 College of Business
 Tallahassee, Florida 32306-1110

Non-Profit Organization
 Bulk Rate
 U.S. Postage **PAID**
 Tallahassee, FL 32306
 Permit No. 55