

About AOM

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DEMONSTRATION ONLY



Academy of Management (AOM)

Description:

The Academy of Management is the preeminent professional association for management and organization scholars... Founded in 1936, our global community today is nearly 20,000 strong, spanning more than 120 countries.

Stakeholder(s):

AOM Members :

Our worldwide members are professors and Ph.D. students in business schools at universities, academics in related social science and other fields, and practitioners who value knowledge creation and application.

AOM Board of Governors :

The Board of Governors, the primary governing body of the Academy, has legal and fiduciary accountability for the association and primary responsibility for direction setting and policy development. The Board of Governors is composed of 15 individuals, including the president, president elect, vice president and program chair, vice president elect and program chair elect, past president, nine representatives-at-large, all of whom are elected. The executive director and secretary-treasurer is an ex officio member of the Board.

Jacqueline A-M. Coyle-Shapiro :

AOM President - London School of Economics — Jacqueline A-M. Coyle-Shapiro is a Professor in Organizational Behaviour in the Department of Management at the London School of Economics and Political Science (LSE) where she completed her PhD in 1996. Her prior leadership positions include serving as Chair of the Academy's OB Division 2014-15, Head of the Employment Relations and Organizational Behaviour Group at the LSE from 2010-2013 and Senior Editor at the Journal of Organizational Behaviour from 2007-2012. She has held a number of visiting positions in the United States, Australia, France, and Ireland, and she has taught in Singapore, Colombia, Norway, Germany, and Portugal. She has co-edited two special issues of journals and two books on the employee-organization relationship: "The Employment Relationship: Examining Psychological and Contextual Perspectives" (2004) and "The Employee-Organization Relationship: Applications for the 21st Century" (2012). Her research interests include employment relationships, psychological contracts, social exchange theory, and organizational citizenship behaviour. She has published in such journals as the Academy of Management Journal, Journal of Applied Psychology and Journal of Organizational Behavior. Her current work examines ideological currency and calling as well as employee-organization relationships and health. Within the Academy, she has served on a number of Awards Committees (the Terry Book Award and the OB Division's Cummings Scholarly Achievement Award, for example), the AOM Second Conference Taskforce, Cross-Divisional Roundtable Committee, and,

more recently, the Division and Interest Group Relations Committee. She has participated in a number of Junior Faculty Workshops and Doctoral Consortiums for several Divisions (ODC, OB, and HR).

Quinetta M. Roberson :

President-Elect & Coordinator of Professional Divisions - Villanova University — Quinetta Roberson is the Fred J. Springer Endowed Chair in Business Leadership and a Professor of Management at Villanova University, formerly an Associate Professor of Human Resource Studies at Cornell University. She has had the amazing opportunity to be a visiting scholar at universities on every continent (except Antarctica, but there's still time) and to serve as a program director at the National Science Foundation. Prior to earning her Ph.D. from the University of Maryland, she obtained undergraduate and graduate degrees in finance and worked as a financial analyst. Quinetta's research and teaching interests are in the fields of human resource management and organizational behavior — specifically, the experience and effects of diversity and fairness in organizations. Her work has been published in AOM journals, such as Academy of Management Annals, Academy of Management Journal, and Academy of Management Review, as well as other top journals in the field. She has served as an Associate Editor at Journal of Applied Psychology, served on several editorial boards, and is a Fellow of the Society for Industrial and Organizational Psychology. Quinetta has been an active member of the Academy of Management for over 20 years. In addition to actively contributing to, and reviewing for, the annual PDW and scholarly programs, she has worked various leadership roles, including: New Doctoral Student Consortium planning committee, Human Resources Division Best Student Paper Committee Chair, Gender and Diversity in Organizations Division Executive Board, Diversity & Inclusion Theme Committee Chair, and Representative-at-Large on the Board of Governors.

Herman Aguinis :

Vice President & Program Chair - George Washington University — Herman Aguinis is the Avram Tucker Distinguished Scholar at the George Washington University School of Business. Previously, he held the John F. Mee Chair in Management in the Kelley School of Business, Indiana University. He has held visiting scholar positions at universities in Australia, China, France, Spain, Singapore, South Africa, Malaysia,

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Stakeholders (continued)

Puerto Rico, and Argentina. His multi-disciplinary, multi-method, and multi-level research addresses the acquisition, development, and deployment of human capital in organizations and organizational research methods. He has published about 150 journal articles (e.g., AMJ, AMR, SMJ, JAP) and eight books including Performance Management and Regression Analysis for Categorical Moderators, delivered more than 125 presentations at universities in about 20 countries, and secured US \$5 million in extramural funds (e.g., National Science Foundation). His research has been featured by Forbes, The Economist, Bloomberg Businessweek, USA Today, and other media. A Fellow of the Academy of Management, he received the AOM Practice Theme Committee Scholar Practice Impact Award recognizing an outstanding scholar who has had an impact on policy making and managerial and organizational practices, the Research Methods Division Distinguished Career Award for lifetime contributions, and the Entrepreneurship Division IDEA Thought Leader Award. In addition, he received best-article-of-the-year awards from five different journals. He also received Indiana University's Dr. Martin Luther King, Jr. Building Bridges Award for promoting equality, equity, diversity, and justice. He served as editor-in-chief of Organizational Research Methods and guest editor for special issues of Journal of Management on bridging micro and macro research domains and Personnel Psychology on corporate social responsibility. Selective examples of service to the Academy of Management include President of the Iberoamerican Academy of Management, Task Force Member for redesigning the Academy meetings, and Chair of the Research Methods Division.

Amy Hillman :

Vice President-Elect & Program Chair-Elect - Arizona State University — Amy Hillman is a Professor of Management and the Charles J. Robel Dean's Chair of the W. P. Carey School of Business at Arizona State University. She received her PhD from Texas A&M University in Strategic Management and Business & Public Policy and was formerly on the faculty of Michigan State University and University of Western Ontario. She is former editor of Academy of Management Review, former associate editor of Academy of Management Journal, a Fellow of the Academy of Management and in 2018 received the Academy of Management's Distinguished Educator Award. Her previous service to Academy of Management also includes the editorial boards of AMJ, AMR, and AMLE as well as serving the STR (BPS) division as a member of the executive committee and research committee, co-chairing mid-career and new faculty consortia, and on the SIM best paper committee. She is currently a member of the STR and OMT divisions. Her research focuses on corporate political strategies, boards of directors, and corporate strategy. Hillman's corporate experience includes serving as the general manager of a retail and manufacturing clothing business prior to joining academia, consulting for major corporations on corporate strategy and facilitating strategic planning, and advising companies on strategies to influence public policy. She serves as director and chair of the Nominating/Governance committee of Nasdaq traded CDK Global, a member of AMERCO's independent governance committee, and serves on the non-profit boards of the Association for the Advancement of Collegiate Schools of Business (AACSB) and the ASU's Research Park.

Carol T. Kulik :

Past President - University of South Australia — Carol T. Kulik earned her Ph.D. from the University of Illinois at Urbana-Champaign and is a Research Professor of Human Resource Management at the University of South Australia Her research focuses on understanding how management practices influence the fair treatment of people in organizations. Current projects include investigating strategies for closing the gender gap in salary negotiations, reducing stereotype threat among mature-age workers, and increasing access to employment for people with disabilities. Carol's research on gender and diversity has been recognized by the Academy of Management's Gender & Diversity in Organizations Division and the Society for Industrial and Organizational Psychology Carol is particularly interested in bridging the academic-practice divide and ensuring that academic research addresses problems of interest to the business community. Her book Human Resources for the non-HR Manager makes cutting-edge research on human resource issues accessible to both HR and non-HR managers alike. In addition, Carol also enthusiastically collaborates with research partners in the business community, including the Australian Senior Human Resources Roundtable and The 100% Project. Carol has served two terms on the Organizational Behavior Division's Executive Committee, as Representative-at-Large, and later as Division Chair. She has been an Associate Editor at the Journal of Management and is currently an Associate Editor at the Academy of Management Journal. She served on the Australian Research Council's College of Experts.

Diana Bilimoria :

Representative-at-Large - Case Western Reserve University — Diana Bilimoria, Ph.D., serves as KeyBank Professor and Chair of the Department of Organizational Behavior at the Weatherhead School of Management, Case Western Reserve University. Her research interests focus on gender, diversity, equity and inclusion in governance and leadership, and organizational transformation. She has published in leading journals and contributed to several edited volumes, as well as co-authored several books including Women in STEM Careers: International Perspectives on Increasing Workforce Participation, Advancement and Leadership, and Gender Equity in Science and Engineering: Advancing Change in Higher Education. In a five-year track, Diana has served as the Chair of the Gender and Diversity in Organizations (GDO) Division of the Academy of Management. She has also served as the editor of the Journal of Management Education, and on the editorial boards of several journals. She has received multiple research grants from the National Science Foundation. In recent years she has received the Scholarly Contributions to Educational Practice Advancing Women in Leadership Award from the GDO Division, the Weatherhead School of Management Enduring Research Impact Award, the Janet Chusmir Distinguished Service Award from the GDO Division, the Weatherhead School of Management Teaching Excellence Award, and the Weatherhead School of Management's Doctoral Teaching Excellence Award.

Elizabeth George :

Representative-at-Large - University of Auckland — Elizabeth George (Ph.D., University of Texas at Austin) is Professor of Management in the Graduate School of Management of the

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Stakeholders (continued)

University of Auckland. She has held academic positions at the Hong Kong University of Science and Technology, Australian Graduate School of Management, University of Queensland and Western Michigan University as well as visiting positions at Duke University and the Indian School of Business. Elizabeth has an active research interest in nonstandard work arrangements and diversity in the workplace. Her work has been published in major international academic journals such as *Academy of Management Review*, *Academy of Management Journal*, *Administrative Science Quarterly*, *Journal of Applied Psychology*, *Organization Science* and the *Academy of Management Annals*. In addition, her research has been used by the International Labor Organization and the US Society for Human Resource Management to help inform public policy and management practice. Elizabeth has been a member of the Academy of Management since 1992, and has attended every meeting since 1994. She has served two terms on the executive of the Managerial and Organizational Cognition Division, the first as International Rep-at-Large and later as Division Chair. She has also served on various committees including the Cummings Achievement Award Committee and the William H. Newman Award Committee. She is a currently co-editor-in-chief of *Organizational Psychology Review*, associate editor for a second term on the *Academy of Management Annals*, and on the editorial boards of *Academy of Management Journal* and *Academy of Management Discoveries*.

Morten Huse :

Representative-at-Large - BI Norwegian Business School — Morten Huse is Professor of Organization and Management at BI Norwegian Business School with over 30 years of international academic experience. He has had professor positions in Germany, Italy and the Scandinavian countries, as well as visiting scholarships at universities in several other countries, including Australia and USA. During the 1990's he contributed significantly in internationalizing the Academy, and 1998-2001 he was chairing AOM's 'International Themes Committee'. He has been actively involved in several AOM divisions, particularly SIM and ENT. Morten was a founding member of CMS, and he has been a member of AOM's Advisory Council and of AOM's Ethics Committee. He has been a member of the Strategic Management Society for 25 years. He was from 2010 till 2012 President of the European Academy of Management (EURAM). Morten is conducting phenomenological and programmatic research on boards of directors, gender and stakeholder issues, and a distinct research stream about 'value-creating boards' has developed around his work. He is presently involved in research in Italy, India and the Middle East. His research and teaching is characterized by mentorship, including a sharing and open philosophy. He has signed both the DORA and RRBM declarations/calls, and thus he has a focus on impact and importance. He has been awarded for championing the economic development of women (TIAW). He worked a decade in business before taking his PhD. He has frequently served as speaker internationally – for academic, practitioner and political audiences, including in various parliaments and financial institutions.

Søren Henning Jensen :

Representative-at-Large - Copenhagen Business School — Søren H. Jensen holds an MSc in Economics and Business Administration and a Ph.D. in Strategy and Leadership from

Copenhagen Business School. He works as an associate professor in Strategy and leadership at CBS. Søren has served two turns as Division Chair for the Management Consulting Division. He has also been the Danish ambassador for the Entrepreneurship Division. Søren is currently part of the steering committee for the AOM Specialized Conference: Big Data and Managing in a Digital Economy. Søren is a faithful participant in the annual AOM conference where he has often served as session chair as well as participated in his papers or symposia and PDWs. His research interest is knowledge-intensive companies, particularly Professional Service Firms. Curiosity drives Søren's research towards the managerial and organizational challenges and potential they hold and an interest in improving practice while informing the field of knowledge. He has co-authored a book on the topic and written numerous articles and book chapters. In addition, he authored a chapter on F. W. Taylor in the Palgrave Handbook on Organizational Change Thinkers of Change, which to date remain the most downloaded chapter. Søren has recently been invited to write teaching cases on Big Data by Sage publishing. In addition to his research activities, Søren works as a reviewer for the Service Industries Journal. Søren is program director for BSc in Service Management at CBS and has previously been the program coordinator for the MSc in International Marketing and Management, one of the most prestigious programs at CBS.

Tammy L. Madsen :

Representative-at-Large - Santa Clara University — Tammy L. Madsen (Ph.D., UCLA) is an Associate Dean and Professor of Strategic Management, Leavey School of Business, Santa Clara University, where she has received the University President's Special Recognition Award. Integrating work in strategy, innovation, and organizational evolution, her research spans several themes: competitive heterogeneity, temporary advantage and cohort effects; disruptive shocks and organization, industry and cluster evolution; and co-innovation platforms and inter-firm collaboration. Tammy's research has received various awards from the Strategic Management (STR) Division, AOM, including the Glueck Best Paper Award, and appears in outlets such as: Strategic Management Journal, Organization Science, Journal of Management Studies, Industrial and Corporate Change, and Journal of Knowledge Management. She recently co-authored Modern Competitive Strategy with Gordon Walker (2016:4e, McGraw-Hill Press). Tammy serves on the editorial review boards of the Strategic Management Journal, Academy of Management Review, and Organization Science, and on the Board of Editors, Strategic Management Review. She has been actively engaged in professional service throughout her career. For the AOM, she has served as Assistant Program Chair, Program Chair and Division Chair of the Strategic Management Division. For the Strategic Management Society, she is Associate Director of the SRF's Dissertation Grant Program, and has served on the Competitive Strategy Interest Group's executive committee. She began her professional career as a test and evaluation engineer for the weapon control systems on the F14 aircraft. She subsequently worked as a design engineer and program manager at Delco Electronics, General Motors. In her downtime, you'll find her surfing or ocean swimming.

Isabel Metz :

Representative-at-Large - University of Melbourne, Pennsylvania State University — Isabel is a Professor of Organisational

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Stakeholders (continued)

Behaviour at the Melbourne Business School, University of Melbourne. She received a Bachelor of Science from the University of Witwatersrand (South Africa), MBA from Melbourne Business School, and PhD from Monash University (Australia). Her pre-academia career was in Banking and Finance, and so she champions research that is directly relevant to managers and employees. Isabel's research aims to simultaneously help organizations manage talent and help individuals manage their careers. She has published in leading academic journals and has won prizes for my research papers at conferences. Isabel is a member of the GDO, OB, HR, Careers and Research Methods Divisions, and of the Diversity & Inclusion Theme Committee (D&ITC). She has served as a reviewer, presenter, session chair and discussant, and member or chair of various GDO, OB, HR, Careers and AOM committees, including being on the Executive Committees of Careers (2006-2010), GDO (2013-2016), and D&ITC (2010-2017). Isabel was the Chair of D&ITC in 2015-16. She appreciates the value of diversity: She is a Portuguese descendant, born in Mozambique, who lived in Europe and graduated in South Africa – now she lives in Australia with her husband and three children. She regularly provides media commentaries and speaks at industry forums. Isabel teaches in the areas of Management, HRM, and Managing Diversity in the Workplace. Her diverse experiences and research interests align directly with AOM's mission to build a vibrant and supportive community of scholars. Isabel aims to contribute to AOM's continued success and strategic goals.

Nelson Phillips :

Representative-at-Large - Imperial College Business School — Nelson Phillips is the Abu Dhabi Chamber Chair in Innovation and Strategy at Imperial College Business School in London, UK. Prior to joining Imperial in 2005, he was the Beckwith Professor of Management Studies at the Judge Business School, Cambridge University from 2001 to 2005 and a faculty member in the Faculty of Management at McGill University from 1993 to 2001. He completed his PhD in organizational analysis at the University of Alberta in 1995. Professor Phillips' research interests cut across strategy, innovation and leadership, and he has published widely for academics and practitioners including papers in AMJ, AMR, AMLE and Annals. He was editor-in-chief of the Journal of Management Inquiry from 2008 to 2017 and is currently editor-in-chief of Organization: Management & Innovation. He has served on a number of editorial boards including the boards of Organization Studies, Academy of Management Journal, and the Academy of Management Perspectives. He is also currently a board member of the Society for the Advancement of Management Studies (the parent organization of the Journal of Management Studies). Nelson's previous experience in the Academy includes acting as a representative-at-large for the OMT Division from 2009 to 2011 and joining the executive committee of the OMT Division on the five-year track from 2012 to 2017. In 2018, he received the Joanne Martin Trailblazer Award from the OMT Division. He has been a member of the Academy of Management since 1992 and has attended 24 of the last 25 Academy of Management Meetings.

Christine Quinn Trank :

Representative-at-Large - Vanderbilt University — Christine Quinn Trank is on the faculty of Vanderbilt University's Peabody College of Education and Human Development. As Associate Professor of the Practice, she teaches organization theory and behavior in the Leadership, Policy and Organizations department. Trank received her Ph.D. in Business at the University of Iowa and has been a part of the Academy of Management since 1992. Chris has served as associate editor of Academy of Management Review and is currently editor of Academy of Management Learning and Education. She was also co-editor of Journal of Management Inquiry, and has been on many editorial boards, including Academy of Management Journal and Academy of Management Discoveries. Chris has served on committees in the Organizational Behavior, Organization and Management Theory, and Management Education and Development divisions, received the Service Excellence Award from Academy of Management Learning and Education and has been recognized as top reviewer on three different Academy of Management journals. Chris is a regular volunteer facilitator on teaching roundtables for various divisions, as well as for writers' workshops for those new to the scholarship of teaching, learning and education. Her research has been published in several journals, including Academy of Management Review, Academy of Management Learning and Education, and Organizational Research Methods. Her research has focused on the institutional environment of education, but most recently she has turned her attention to the role of compassion in our research methods, as well as rhetorical history as strategy in educational organizations such as Teach for America and charter schools.

Batia Mishan Wiesenfeld :

Representative-at-Large - New York University — Batia Mishan Wiesenfeld is the Andre J.L. Koo Professor of Management and Chair of the Department of Management and Organizations at the Leonard N. Stern School of Business, New York University. She received her Ph.D. in Management and Organizational Behavior from the Columbia University Graduate School of Business. Batia's current role at NYU involves her in new programs and extending our global reach because NYU prides itself on being a global network university. Batia's teaching and research interests focus on the management of organizational change, drawing upon justice, identity, and construal level lenses. She studies organizations in various industries undergoing downsizing, restructuring and technology-induced change, exploring how to maintain the productivity and commitment of remaining employees. She also studies virtual and mobile work, online communities and the careers of top executives and directors. Her work often combines lab and field methodologies, and makes empirical and conceptual contributions. Batia has published her work in top organizations journals as well as top psychology journals, and currently serves as a Senior Editor of the Journal of Organizational Science. Current and former editorial board memberships include Administrative Science Quarterly, Organizational Behavior and Human Decision Processes, Organizational Psychology Review, and Academy of Management Perspectives. She served as Representative-at-Large for the Organizational Behavior Division, and have actively contributed to the MOC, OMT, and CM divisions as well.

Vision

We inspire and enable a better world through our scholarship and teaching about management and organizations.

Mission

To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.

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1. News

Stay informed with evidence-based research.

Improve management, scientifically... Stay informed with evidence-based research in an easy-to-read, get right to the point format.

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2. Communities & Networking

Connect with others of similar interests and studies.

Networking and Communities of the Academy of Management — Academy of Management members can connect with others of similar interests and studies through a variety of networks and communities. Every member can join any of the 25 Divisions and Interest Groups of the Academy, especially through the Connect@AOM online communities. In addition, AOM's social media channels offer a variety of other ways to become involved in conversation and collaboration with colleagues. Explore these networks and communities to expand your professional development, interest in management studies and practice, and connect with people who share your passions in the field of management.

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3. Divisions & Interest Groups

Collaborate and exchange expertise.

Stakeholder(s)

Management Disciplines

Divisions & Interest Groups of the Academy of Management — Members collaborate and exchange expertise in 26 management disciplines represented by Divisions & Interest Groups. Membership in two divisions or interest groups is included with membership

3.1. Careers

Specific domain: people's lifelong succession of work experiences, the structure of opportunity to work, and the relationship between careers and other aspects of life. Major topics include:

- individual career development;
- career management strategies;
- career planning; relationships between human resource systems and careers;
- life cycle interactions with work;
- race, culture, and gender effects on careers;
- labor force diversity;
- internal labor market structures and functions; cross-cultural careers; and
- effects of demographic and social changes on work.

3.2. Conflict Management

Specific domain:

- the nature and management of conflicts at the individual, group, organizational, interorganizational and societal level;
- power processes including influence, coalitions, coercion, deterrence, and persuasion;
- bargaining and negotiation, negotiator characteristics and behaviors;
- collaboration and competition;
- third party interventions (such as facilitation, arbitration, mediation);
- distributive and procedural justice and dispute resolution procedures.

Major topics include application of the above conceptual foci to a wide variety of contexts including team interactions, intercultural relations, organizational diversity, labor relations, workplace disputes, community conflict and public policy development. (Revised 8/98)

3.3. Critical Studies

Critical Management Studies — Specific Domain: CMS serves as a forum within the Academy for the expression of views critical of established management practices and the established social order. Our premise is that structural features of contemporary society, such as the profit imperative, patriarchy, racial inequality, and ecological irresponsibility often turn organizations into instruments of domination and exploitation. Driven by a shared desire to change this situation, we aim in our research, teaching, and practice to develop critical interpretations of management and society and to generate radical alternatives. Our critique seeks to connect the practical shortcomings in management and individual managers to the demands of a socially divisive and ecologically destructive system within which managers work.

3.4. Entrepreneurship

Specific domain: (a) the actors, actions, resources, environmental influences and outcomes associated with the emergence of entrepreneurial opportunities and/or new economic activities in multiple organizational contexts, and (b) the characteristics, actions, and challenges of owner-managers and their businesses. (Revised 8/2011)

3.5. Gender & Diversity

Gender and Diversity in Organizations — Specific domain: Content relating to gender and diversity within and outside organizational boundaries including cultural, societal, and worldwide levels, and to the influence of group relations on the structuring of societies and the production of knowledge. Major topics include theory and research on:

- Gender and its intersections with race, class, and other institutionalized systems of power;
- the impact of group diversity on well-being and effectiveness at individual, group, and organizational levels of analysis;
- the impact of occupational and organizational structures on marginalized and dominant groups;
- experiences of members of different social groups, including (but not limited to) groups differentiated by gender, race, ethnicity, class, sexual orientation, gender identity, gender expression, nationality, religion, culture, (dis)ability, and age;
- the impact of organizational policies, practices, and discourses on dominant and marginalized groups, including critical examination of seemingly neutral assumptions underlying such policies, practices, and discourses, and their differential impact on these groups;
- the intersection of work, family, and community in relation to one's social position;
- institutional and structural barriers to equality and equity across social groups;
- processes of change that create and foster inclusion, whether from external interventions or from individuals within groups or organizations;
- the impact of cultural, societal, and national diversity on workers and the workplace;
- diversity in academia, in general, and in the field of organization studies in particular; cross-national comparative approaches to all of the above. (revised 2/07)

3.6. Health Care

Health Care Management — The Health Care Management division is dedicated to enhancing population health and wellbeing through developing and testing management theory. Division members seek to understand the role of professionals and organizations in providing effective health care that is low cost, high quality, and enhances population health and wellbeing at the local, national, and global levels. Members of the division research the performance of health workers and organizations across the growing spectrum of professions and settings contributing to health (i.e., beyond traditional medical care contexts); the adoption and effectiveness of new organizational forms, practices, roles, and technologies in health care; the evolution of public policy including issues related to access, cost, financial performance, and quality of care as well as how it is influenced by and affects health professionals and organizations; the competitive dynamics and strategy of health organizations and their consequences; the perspective of patients, families, and communities and their implications for workers and organizations; implementation of evidence-based management and clinical practice; and health care finance and marketing. By examining a complex and dynamic context closely entwined with a multi-faceted set of organization types, professions, and public policies, research on health care management phenomena serves to develop new management theory or refine and test existing theory that often spans Academy divisions. As a division we welcome such cross-division collaboration. (Revised April 2018)

3.7. Human Resources

The Human Resources Division is dedicated to understanding, identifying, and improving the effectiveness of HR practices to facilitate organizational competitiveness nationally or internationally, encourage individual growth and development, and enhance individual performance, work-related attitudes, and well-being. The Division emphasizes the study of human capital and HR management practices at the individual, group, organizational, societal, and cross-cultural levels of analysis and their impact on outcomes critical to the organization, its employees and their representatives, and all its stakeholders (whether future, present, or past). Major topics include a broad spectrum of issues pertaining to the recruitment, selection, allocation, development, utilization, evaluation, compensation, and retention of people as resources in work organizations and the employment relationship. (Revised June 2017)

3.8. International Management

The IM Division focuses on content pertaining to the theory, research, and practice of management with a cross-border or cross-cultural dimension. Major topics include:

- the cross-border management of operations, including multi-country, multi-unit, strategy formulation and implementation;
- evolving organizational forms and management practices in cross-border business;
- the cross-border differential impact of cultural, social, economic, technological, political, and other institutional forces on strategies, organizational forms, and management practices;
- the international competitiveness of firms, industries, and nations; and
- comparative management studies involving two or more countries.

Papers that focus on a single country and have no international issues or implications should be submitted to another division of the Academy whose domain is appropriate for the paper's topic. (Revised 8/8/04)

3.9. Consulting

Management Consulting — The Management Consulting (MC) Division focuses on management consulting as both a diverse field of applied social and managerial sciences (e.g. practices, processes, knowledge, and tools) and an established and evolving industry (e.g. client organizations, businesses and players connected by a network of relations providing consulting services such as consultants, students, educators, faculty-researchers, regulators, and influencers). Our goals are: (1) to advance knowledge of both the consulting field and the consulting industry; (2) to provide an arena that encourages the development of consultants as scholarly practitioners who connect research, practice, and teaching; and (3) to bridge scholarship and practice about management consulting for the long-term benefit of clients, consultants, organizations, and society. We use scholarship to improve consulting practice, and consulting practice to inform relevant social and managerial science theory. Our focus areas relate to consulting research, theory, approaches, issues, and dynamics. These areas include

- consulting practices; processes;
- knowledge, and tools; ethical issues in consulting;
- roles and responsibilities of academics in the field;
- how consultants support strategy;
- leadership;
- team development, human resources, and change management;
- consulting industry trends;
- consulting firm management;
- scholar-practitioner education;

- areas of consulting differentiated by sector, specialty and/or function;
- ethics in consulting; education and development for consulting careers.

The MCD welcomes a rich and varied set of approaches and methodologies that reflect the tension between academic rigor and the reality of the organizational practice.

3.10. Education & Development

Management Education and Development — The Management Education and Development Division supports theory development and research in management education (academic) and leadership/management development (non-credit instruction). MED is the education theory, practice and policy research division of the Academy of Management. We enable effective practices of management education and development by encouraging research on programs and institutions which addresses issues at all levels of management education delivery, from individual learner through education and learning policy. We foster the skill development of our membership through workshops on improving effective teaching, learning, participation and engagement strategies. Major areas of focus include:

- theoretical advances or empirical evidence about effective and innovative instructional methods, technology, management education and development techniques, institutional structures or education policies; and
- applications of learning theories.

Research and benchmark practices in coaching, outcome assessment, learning styles, on-line learning across cultures and environments are also a focus of the division. (Revised 3/17)

3.11. Management History

Specific Domain: Pragmatic investigations into the historical evolution of managerial thought and action. Major Topics:

- The chronological tracing of the development of contemporary managerial concepts, techniques, behaviors, and practices with the intent of demonstrating (in) effectiveness within a given context, setting, or organization;
- reviews of how the discipline might learn from and avoid making the mistakes of the past; examples of how current research efforts are aimed at "rediscovering" existing knowledge and suggestions for the redirection of contemporary investigations;
- reevaluations of historical manuscripts based on present knowledge; explorations into the history, traditions and evolution of businesses and industries;
- comparative works which demonstrate how diverse individuals and groups influenced managerial thought and practice;
- application of history to unify extant concepts and bodies of literature that are highly fragmented; and
- investigation into how management history might be better taught and management history research better conducted, applied and utilized to enhance understanding of the field. (Revised 5/01)

3.12. Spirituality & Religion

Management, Spirituality and Religion — MSR explores how spirituality and religion can influence organizational dynamics and affect management outcomes. In that regard, MSR is devoted to defining the relevance and impact of spirituality and religion in management, organizations and society. Major areas of study include theory building and empirical research around the issues of faith, spirituality and religion as they influence

principles and practices in management. Important contributions have been made in MSR research to better understand the meaning of work, the impact of spirituality and spiritual leadership in the workplace, the purpose of business, the affects of religious pluralism in the workplace, and the distinctive elements of individual religious and spiritual beliefs that cultivate inner awareness and promote wisdom for the common good. (Original created December 1999; re-approved August 2000; revision approved May 2015)

3.13. Cognition

Managerial and Organizational Cognition — The Managerial and Organizational Cognition Division (MOC) Division is devoted to understanding individual, relational, and collective cognition in organizational contexts. We are open to and provide innovative developmental support for a wide range of theoretical and methodological approaches to studying managerial and organizational cognition. In studying cognition at multiple levels MOC members' specific topic areas include, but are not restricted to:

- social construction,
- culture and cognition,
- the nature and role of mental models and representations,
- judgment and decision making,
- attribution processes,
- individual differences,
- non-conscious forms of cognition (e.g. intuition),
- cognitive institutionalism,
- emotion,
- ideology,
- identity/identification,
- image,
- reputation,
- sense making/meaning making,
- symbols and artifacts,
- categorization,
- knowledge creation and management,
- individual learning,
- organizational learning and memory, and
- communities of practice. (Revised 12/15)

3.14. Operations & Supply Chain

Operations and Supply Chain Management — Specific domain: focuses on the management of the transformation processes that create products or services. These processes are found in all organizations including profit and non-profit organizations. Conceptual, empirical, and methodological contributions are encouraged, as are cross-functional linkages and perspectives. Major topics include

- operations strategy,
- product and service development,
- supply chain management,
- project management, and
- quality management, as well as
- international, human resources, environmental, and IT issues facing operations. (Revised 11/99)

3.15. Management Theory

Organization and Management Theory — Specific domain: involves building and testing theory about organizations, their members and their management, organization-environment relations, and organizing processes. The area has a rich intellectual heritage. Theoretical advances in organization theory have included strategic choice, resource dependence theory, organizational ecology and institutional theory. More recently, we have provided a home for critical, feminist, cognitive, and post-modern theorists. We encourage new theory development and the application of our existing theory base to such emerging and continuing management challenges as quality improvement, strategic alliances, new technology implementation, organizational restructuring, governance and control, and strategic global diversity. The division celebrates theoretical activity, methodological pluralism and linkages between theory and practice.

3.16. Development & Change

Organization Development and Change — Specific domain: The ODC division is devoted to empirical research, theory development, and practical application concerning all forms of organization change. The ODC content domain focuses on the processes and outcomes of organization change and development at the individual, group, organizational, and institutional levels using multiple methods and perspectives. Major topics include:

- the causes and dynamics of different forms and types of change, such as emergent change, evolutionary change, planned change, continuous change, and strategic change;
- the forms, processes, and types of interventions—e.g. individual, group, and large scale—and the factors that influence their use and effectiveness; the leadership and facilitation of organization change and development, such as forms and functions of leadership; leaders' approaches, behaviors, and activities of leaders and change agents; leadership and change agent effectiveness, and the contextual factors that influence these;
- the reactions and responses of people to change such as readiness for change, engagement in change, and resistance to change and the individual, interpersonal, and organizational factors that contribute to these responses and reactions;
- the impact of contexts, such as organizational type, industry structure and dynamics, institutions, and nationality on the content and processes of organization change and development;
- the integration of change outcomes such as human-social, financial, and environmental as system goals and measures of success;
- the development of paradigms and methods that address values such as sustainability, justice, dignity, and integrity in ODC contexts and generate ethical, positive, and meaningful contributions as they relate to organizational change and its processes. (Revised 8/2013)

3.17. Organizational Behavior

Specific domain: Organizational behavior is devoted to understanding individuals and groups within an organizational context. The field focuses on attributes, processes, behaviors, and outcomes within and between individual, interpersonal, group, and organizational levels of analysis. Major topics include:

- individual characteristics such as beliefs, values, personality, and demographic attributes, and individual processes such as learning, perception, motivation, emotions, and decision making
- interpersonal processes such as trust, justice, power/politics, social exchange, and networks
- group/team characteristics such as size, diversity, and cohesion, and group/team processes such as development, leadership, decision making, and cooperation and conflict
- organizational processes and practices such as leadership, goal setting, work design, feedback, rewards, communication, and socialization

- contextual influences on individuals and groups such as organizational and national culture, and organizational identity and climate
- and the influence of all of the above on individual, interpersonal, group, and organizational outcomes such as performance, creativity, attachment, citizenship behaviors, stress, absenteeism, turnover, deviance, and ethical behavior.

3.18. Communication & Information

Organizational Communication and Information Systems — Specific domain: The study of behavioral, economic, and social aspects of communication and information systems within and among organizations or institutions. Major topics include:

- interpersonal communication;
- verbal, nonverbal, and electronic communication;
- vertical, horizontal and diagonal communication;
- inter-group and intra-group communication;
- communication networks;
- applications of information technology in business and society;
- organizational adoption of communication and information technology;
- communication and information strategy and policy;
- communication and organizational culture;
- communication and information research methodology;
- managing information technology services;
- virtual teams, virtual work, and virtual organizations;
- the management of information systems professionals;
- e-communications;
- information systems development;
- managing IT-related organizational change;
- e-business, e-commerce, and e-markets;
- electronic value systems, value chains, and value webs;
- privacy and ethics;
- knowledge work, knowledge workers, and knowledge networks;
- IT infrastructure;
- governance of IT services; and
- organizational networks. (updated:05.09.03)

3.19. Neuroscience

Organizational Neuroscience — Specific Domain: The Organizational Neuroscience (NEU) interest group is dedicated to using neuroscience knowledge and approaches at different levels in organizations, as well as promoting linkages to management practice. We encourage knowledge generation through theoretical propositions and/or empirical evidence pertaining to the neural mechanisms associated with behavior in the workplace. Concurrently, the interest group seeks to understand how the environment, culture, and institutions can affect organizational actors' nervous system functioning. By considering neuroscience at different levels of analysis in organizations, we encourage interdisciplinarity and multi-methods research. Moreover, we stress ethical considerations when using neuroscience technology in workplace research. (updated:01 March 20)

3.20. Natural Environment

Organizations and the Natural Environment — Specific domain: research, theories and practices regarding relationships of organizations and the natural environment. Major topics include:

- ecological sustainability,
- environmental philosophies and strategies,
- ecological performance,
- environmental entrepreneurship,
- environmental product and service industries,
- pollution control and prevention,
- waste minimization,
- industrial ecology,
- total quality environmental management,
- environmental auditing and information systems,
- managing human resources for sustainability,
- ecological crisis management,
- natural resources and systems management,
- protection and restoration,
- interactions of systems management,
- interactions of environmental stakeholders,
- environmental policies,
- environmental attitudes and decision making, and
- international/comparative dimensions of these topics.

As the natural environment is integral in all individual, organizational and societal activity, the interest group encourages holistic, integrative, and interdisciplinary analysis. It promotes joint exploration of these topics with all other disciplines and Academy units.

3.21. Public & Nonprofit Organizations

Public and Nonprofit Division — Specific Domain: State and civil society, which include public and nonprofit organizations such as government agencies, the military, social services, cultural and educational institutions, membership and professional associations, and advocacy, religious, and charitable organizations. Major topics include:

- decision making;
- strategy;
- organizational behavior and human resource management;
- political behavior;
- collaboration and conflict among public, nonprofit, and private organizations;
- service and community-building;
- organizational networks involving public and nonprofit organizations;
- theories of governance;
- public policy; and
- the social and ethical dimensions of public and nonprofit activity.

Special attention to how distinctive qualities of the public and nonprofit sectors influence management and organizational processes. (Revised 5/01)

3.22. Research Methods

The Research Methods Division is committed to advancing and disseminating techniques for the collection, evaluation, and interpretation of information pertinent to Management scholarship. The Division emphasizes the identification, systematic development, and application of appropriate qualitative and quantitative research methods (both new and current) within the Management field. At the same time, the Division encourages discussions and debates on measurement-related issues, usefulness/application of analytic approaches, and issues in philosophy of science. Major Qualitative Topics include:

- discourse analysis,
- ethnography,
- evaluative research,
- grounded theory approach,
- historical analysis,
- textual analysis.

Major Quantitative Topics include:

- cross-cultural and comparative methods,
- experimental and nonexperimental research design,
- survey research.

Major Statistical and Analytic Topics include:

- causal mapping,
- construct validation,
- measurement development and evaluation,
- statistical modeling techniques.

Other Topics include:

- epistemology,
- scholarly writing and publication,
- theory development. (Revised 6/19)

3.23. Social Issues

Social Issues in Management — The Social Issues in Management (SIM) Division studies the social issues, institutions, interactions, and impacts of management. The common logic of SIM scholarship is our shared interest in understanding responsible behavior by organizations and the people and groups working in and around them. Such investigation leads us to ask fundamental questions about the ethical systems, roles, functioning, and legitimacy of business institutions. Members also bridge scholarship to applied social practices, developing understanding and methods to promote social change and sustainable development. Specifically, we address:

- Individual and organizational ethics. Descriptive, including behavioral, work covers individual characteristics, group/organizational influences, and firm-environment interactions. Prescriptive work includes ethical theories; e.g., rights and justice, and the study of norms, values, and moral principles.
- Organizational and systemic governance. The study of relationships and responsibilities covering both top-level corporate and within-organization governance, and social/environmental governance, including regulatory partnerships, corporate corruption/compliance, strategic issues/public affairs management, and corporate political activity.
- Stakeholder behaviors, relationships, and systems. Descriptive approaches illuminate interactions with multiple stakeholders; e.g., corporate philanthropy and management of natural environmental issues. Instrumental approaches investigate the impacts of stakeholder management on firm goals. Prescriptive approaches consider the organization's responsibilities to stakeholders; e.g., corporate

social responsibility, corporate social performance, corporate citizenship; and stakeholders' responsibilities to the organization. (Revised 2/15)

3.24. Strategic Management

The division encourages and supports the development and dissemination of knowledge relevant to general managers and those who study, shape, or influence the strategy of organizations, as well as effective teaching of these issues. Division scholars seek to understand and predict when and why some firms perform better than others over time. The division covers several topics associated with strategic decision-making processes, their antecedents/context, and their consequences. Examples of the first subject include

- behavioral strategy;
- boundaries of the firm;
- corporate governance;
- corporate strategy;
- economics of strategy;
- non-market strategies;
- innovation and strategic renewal;
- strategic formulation, implementation and planning; and
- strategic processes.

Examples of the second subject include

- alliances,
- networks,
- M&A and other inter- or intra-organizational relationships when they have relevant implications for strategic decisions;
- business models;
- competitive and cooperative interactions;
- industry dynamics;
- internal resources and capabilities;
- strategic management of critical inputs; and
- strategic leadership and upper echelons.

Examples of the third subject include

- firm performance and
- firm/competitive heterogeneity.

The division is also interested in the effect of government policy on any of these areas or phenomena. The common level of analysis is the organization. To the extent that they are relevant to the strategic decision-making process, the levels of analysis can also include (among others) units, groups, teams, or individuals within the organization, organizational ecosystems, product markets, factor markets, geographic units, and industries, as well as combinations of these. (Revised 10/2017)

3.25. Strategizing

Strategizing Activities & Practices — To advance knowledge and understanding of strategy as something people do and not just something organizations have, and therefore the work involved in doing strategy. Empirically the focus is on the day-to-day-work, activities and practices of strategists, with an interest in how this work socially accomplishes a wide range of individual and organizational outcomes, and also relates to broader societal and institutional trends. The focus on strategists extends beyond concerns with upper echelons and even middle managers to include other influential players such as consultants, non executives and business school gurus, and beyond considerations such as demographics to a consideration of how aspects such as

training, knowledge, identity and emotions can affect an individual's strategy making activity. The focus on the work of strategists includes both understanding at a micro level traditional areas of strategy process and content research and the generic practices (e.g. planning routines, discourse, tool-use) by which they are accomplished. Methodologically this research focus generates particular challenges in terms of closeness to strategic practitioners. Thus the interest group encourages methodological innovation through, for example, collaborative and mixed method approaches, action research interventions, executive development and coaching based relationships, video and narrative approaches. Theoretical pluralism is also encouraged with recognition of the potential contributions from a wide range of sociological and organization theories such as practice based, institutional, discourse, sensemaking, routines and cognition.

3.26. Technology & Innovation Management

Specific domain: encourages interdisciplinary scholarship and dialogue on the management of innovation and technological change from a variety of perspectives, including strategic, managerial, behavioral, and operational issues. The problem domain includes the management of innovation processes, research and development, information technologies, e-commerce, and process technologies. Participants in this broad academic endeavor come from a wide range of disciplines and draw on an extensive array of theoretical and research paradigms. We enter this complex problem domain in the spirit of dialogue, debate, and deepened understanding. Major topics include:

- studies of the strategic management of technology;
- innovation processes;
- innovation diffusion and the development, implementation and use of technologies;
- technology development trajectories; intellectual capital;
- organizational processes by which technically-oriented activities are integrated into organizations;
- product development strategies;
- technical project management;
- behaviors and characteristics of technical professionals;
- technological forecasting and policies;
- information technology; impacts of new technologies on organizational forms and electronic commerce. (Revised 11/99)

4. Member Services

Create and disseminate knowledge about management and organizations

We are a global community of students, academics, and practitioners that are dedicated to creating and disseminating knowledge about management and organizations. We believe that improving organizations through better management practices will lead to a brighter future for society on a global level. Any individual who is active in the management field, whether you're a student, academic, or practitioner, is welcome.

DEMONSTRATION ONLY

5. Meetings & Events

Hold events around the world.

Meetings and Events of the Academy of Management: AOM is closely monitoring the COVID-19 situation. We are continuing to plan for the AOM Annual Meeting 7-11 August in Vancouver. Please click here for an update from AOM President Jacqueline Coyle-Shapiro. The Academy of Management holds multiple events each year around the world. The largest and longest-running event is our Annual Meeting. Each year, more than 10,000 scholars, authors, students and practitioners gather in August to connect and explore ideas about management and organizational scholarship. In addition to the Annual Meeting, AOM holds Specialized Conferences for smaller, meaningful and sustainable new meeting opportunities for members and non-members alike. For authors interested in developing manuscripts for submission to one of our academic journals, AOM's Paper Development Workshops are offered year-round at locations around the world.

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Submitter:

Given Name: Owen

Surname: Ambur

Email: Owen.Ambur@verizon.net

Phone: