

AOM Strategic Plan - 2017-2018

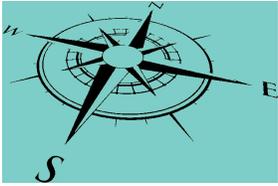
The AOM Strategic Plan lays out the Academy's mission and direction, in light of shifts in membership and interest areas, as well as dramatic changes in the field of management research and education. It includes our vision, mission, values and four key areas of strategic intent. Since 2010, specific objectives have been revised as progress was made along various dimensions of the plan, through "strategic doing" projects and initiatives. Throughout the 2016-17 term, the Board revisited the Academy's strategy and engaged in a series of discussions and activities, intended to build on the Strategic Plan and produce a unifying vision and broad goals to fulfill the mission on a five-year horizon.

Strategic Objectives (Revised 2014) — At the December 2013 and April 2014 Board of Governors' meetings, the Board assessed progress on the strategic objectives outlined in the 2010 AOM Strategic Plan and identified new (and revised) objectives based on the current needs of the association and its members. The following objectives were adopted at the August 2014 meeting of the Board of Governors. August 2014*

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DEMONSTRATION ONLY



Academy of Management (AOM)

Stakeholder(s):

AOM Board of Governors :

In 2010, the Board of Governors approved the AOM Strategic Plan after a planning process that included multiple steps and broad member participation.

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.

Values

Management: We value high quality research, teaching, and practice in the field of management and organization.

Organization

Ethics: We cultivate and advocate ethical behavior in all of aspects of our work.

Community: We provide a dynamic and supportive community for all of our members, embracing the full diversity of our backgrounds and experiences.

Diversity

Respect: We respect each of our members' voices and seek to amplify their ideas.

Ideation

Relationships: We build cooperative relationships with other institutions committed to the advancement of scholarship and teaching about management and organization.

1. Internationalization

Leverage diversity to support mutual learning.

The Academy of Management is inspired by the breadth of its international membership. In all of our activities, we value and respect our diversity and strive to leverage it to support our mutual learning. Further, we recognize and seek opportunities to collaborate with kindred organizations for mutual benefit. We embrace the challenge of advancing our scholarship and teaching worldwide.

1.1. Geographic Diversity

Create and implement mechanisms to encourage and measure geographic participation and geographic diversity, at all levels of the Academy.

1.2. Strategy & Business Plan

Develop multi-year strategy and business plan for small, geographically diverse meetings that incorporate innovative models and leverage member expertise in learning.

2. Professional Impact

Make positive differences in the world by supporting scholarship that matters.

The Academy of Management encourages our members to make a positive difference in the world by supporting scholarship that matters. We encourage and facilitate dialogue with practice that will enhance the world's social and economic well-being. Tending to the next generation of scholars, we help our members educate their students to be resourceful and responsible leaders. In all, we are a premier network of scholars who care about the enduring impact of our work.

2.1. Teaching Resources

Produce a plan to invest resources for the purpose of identifying and then beginning to respond to members needs for additional teaching resources.

2.2. Reflection & Conversation

Engage our colleagues and relevant stakeholders in reflective consideration and conversation about the meaning of professional impact and for whom, followed by conversation that broadens current measurement of impact (beyond articles, citations, media mentions).

2.3. Knowledge Dissemination

Develop a strategy and implementation plan for disseminating knowledge to non-academic audiences through novel online approaches.

Stakeholder(s):

Non-Academic Audiences

3. Profession

Define what it means to be a management and organization scholar.

State of the Profession — We live in a demanding and dynamic environment, an environment that both challenges our profession and offers opportunities for growth and innovation. We help define what it means to be a management and organization scholar in our changing world. Looking to practice, we help define what it means to be a leader in contemporary society. In collaboration with our stakeholders, we work to remove barriers and create opportunities to realize our professional aspirations.

3.1. Inclusion & Involvement

Develop initiatives reflective of the learnings from the D&I survey likely to increase member involvement and feelings of inclusion.

Identify for Academy leaders (DIG chairs, BOG, etc.) the key learnings from the D&I survey and encourage the development of initiatives that are reflective of those learnings likely to increase member involvement and feelings of inclusion.

3.2. Challenges

Understand the professional challenges facing members and their implications for the Academy.

Generate and carry out a plan consisting of multiple approaches to gaining explicit, multi-dimensional understanding about the professional challenges facing members and their implications for the Academy (ex. Deans conferences, exit interviews, observations, focus groups, inquiry interviews, collaborations with other associations to assess challenges, etc.)

4. Academy Management

Convene many small communities to ask and answer important scholarly questions.

The Academy of Management is distinguished by its many small communities that together ask and answer a range of important scholarly questions. The Academy is united by an abiding passion for excellence in the creation and dissemination of management and organization knowledge. To sustain the long-term health of our professional association, we will a) provide a portfolio of member-responsive services that supports our strategic initiatives; b) manage our finances in a fiscally responsible manner, allowing us to be at once responsive to our members' needs and ready to seize opportunities as they appear; and c) maintain governance mechanisms that are capable of balancing the interests of a large, volunteer-based organization and its many constituent communities. *At the December 2013 and April 2014 Board of Governors' meetings, the Board assessed progress on the strategic objectives outlined in the 2010 AOM Strategic Plan and identified new (and revised) objectives based on the current needs of the association and its members.

4.1. Dues

Examine an alternative dues structure.

Produce a white paper that examines an alternative dues structure. Issues to be addressed will include possibly providing some fee-based services (i.e., services that are unbundled from the dues) and offering new types of membership with associated differences in dues and fees.

4.2. Best Practices

Build a larger portfolio of robust mechanisms to facilitate cross-Division and Interest Group collaboration and learning about best practices.

4.3. Progress

Review progress on our objectives in anticipation of a more thorough 5-year review of the full plan.

Conduct 2-year review of progress on the revised objectives in the Strategic Plan, in anticipation of a more thorough 5-year review of the full plan.

4.4. Delivery & Distribution

Identify new outlets, delivery methods and distribution channels.

Conduct a portfolio-wide evaluation of all AOM outlets (journals, proceedings, AOMConnect, etc.) to determine potential new outlets, delivery methods and distribution channels.

4.5. Members

Welcome and onboard members into the association.

Develop and execute a multi-year, multi-level plan to welcome and onboard members into the association.

4.6. Memberships & Conferences

Address reductions in membership numbers and conference attendance.

Develop and execute action plan to address reduction in membership numbers and conference attendance.

Administrative Information

Start Date: 2014-08-31

End Date:

Publication Date: 2020-05-07

Source: <http://aom.org/strategicplan/>

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