

LETTER FROM THE PRESIDENT

Dear colleagues,

Summer is over Europe – in northern parts of Europe most people are on vacation in July, while in the more southern parts vacation most often are in August. This makes it a challenge for many of us that are working internationally, including those of us being in the process of submitting track proposals for our meeting in 2011. The track submission deadline is **July 14th**.

I will in this summer newsletter wish some colleagues welcome as officers of EURAM. Hans **van Ees** from University of Groningen in the Netherlands and Luca **Gnan** from Tor Vergata University in Rome have accepted to become new Vice-Presidents of EURAM with charges of respectively communication and conferences. They were appointed at the Board Meeting that took place in Rome during our conference in Rome in May. I will also wish Wojciech **Czakon** from Katowice University welcome as a new board member. He is our first board member from Poland.

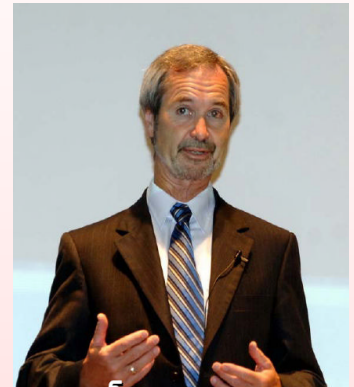
Our executive committee has during the spring worked on renewing the EURAM strategy formulations. These were discussed with the board in May, and are published on our website. Peter **McKiernan**, our past president, has also some editorial reflections on the changes in our strategy in the summer issue of European Management Review.

Lastly, one of the recent joint EURAM and EFMD initiatives is the 1st workshop to be held at European programme 2-3 September at Strathclyde University.

I will wish you all a nice summer.

Morten Huse

Professor of Organisation and Management, Norwegian School of Management BI



Morten Huse

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NEWS FROM EURAM MEMBERS

Just released – *Strategy Dynamics Essentials* eBook, summarised and updated from *Strategic Management Dynamics* [Wiley, 2008]. This version is designed to be more accessible to students, making it easier to include the principles of managing strategy and performance over time into regular strategy courses. Free inspection copy for teachers at www.strategydynamics.com/essentials

Forthcoming Book (July/August 2010) *The Myth of the Ethical Consumer* by Timothy Devinney, Pat **Auger** & Giana **Eckhardt** (Cambridge University Press). Corporations and policy makers are bombarded with international surveys purporting to show that most consumers want ethical products. Yet when companies offer such products they are often met with indifference and limited uptake. It seems that survey radicals turn into economic conservatives at the checkout. This book reveals not only why the search for the “ethical consumer” is futile but also why the social aspects of consumption cannot be ignored. Consumers are revealed to be much more deliberative and sophisticated in how they do or do not incorporate social factors into their decision making. Using first-

hand findings and extensive research, *The Myth of the Ethical Consumer* provides academics, students, and leaders in corporations and NGOs with an enlightening picture of the interface between social causes and consumption. Also visit www.mythoftheethicalconsumer.com/home

Forthcoming in late summer: (eds) Amanda **Ball** & Stephen P **Osborne** 'Social accounting and public management' (Routledge).

The development of social accounting as a discipline over the second half of the twentieth century posed important challenges for the discipline of accounting - both in terms of accounting methodology and focus (Gray 2002). Latterly, it has become increasingly significant across a broader pallet, as it has addressed issues of import not just for the accounting profession but also for public policy and management more broadly. These include the issues of the nature of accountability in the contemporary plural state (Osborne 2006), environmental and societal sustainability (Ball, 2005), the ethical management and governance of public services and resources (Lawton 1998), and the creation and sustenance of social capital as an essential element of the modern plural state (Lowndes

& Pratchett 2008, Rossteutscher 2008).

This book is intended to address this nexus of issues and disciplines and through this, to make a contribution to the development of the disciplines of both social accounting and public policy and management. For the first time it brings researchers from a range of disciplines (including accounting, political science, management, sociology and policy studies) together to discuss and develop our knowledge and theory of this important topic. This cross-disciplinary focus is, we believe, an unique contribution to the body of knowledge in this field. It focuses on five core questions:

- * What is the nature of 'accountability' in contemporary (global) society and what challenges does this pose for public policy and management?
- * In what ways has social audit and social accounting developed over the recent past in order to meet these challenges?
- * Can social audit and accounting contribute to sustainable development in our contemporary (global) society, and what might this contribution be?
- * Can social audit and social accounting have an input into ethical public management?

NEWS FROM EURAM MEMBERS

* To what extent is it possible to account for social capital in contemporary (global) society, and what technologies are evolving to enable this?

Innovative strategy in teaching by Patricia Hogan Northern Michigan University. The project *Using a Wiki and Real-time Case Format to Promote Student Learning* is aimed at engaging students in real management and programming problem solving.

The move from teacher-centered to learner-centered models represents a search for better ways to develop university mission-central qualities in students. The emergence of Web 2.0 ("read-write-Web") from Web 1.0 ("read-only-Web") has opened up new avenues (e.g., wikis, blogs, YouTube, podcasts) for promoting active, open, learner-centered environments that allow students to collaborate and share information online to identify and solve problems (versus just passively receive information). When Web 2.0 applications are combined with powerful learner-centered strategies such as competently used case studies, project-based learning, or problem-based learning, students are empowered to develop skills central to education

and professional intellect.

The real-time case or RTC method uses the Internet to bring business (or profession-related) reality to business or profession-related courses and to facilitate communication among faculty, students, and the case company (Theroux, 2009). This project involved students researching and sharing information (via a problem-based learning format) with the case company to help address real problems or issues the case company was facing relative to marketing, management and programming issues. Students were surveyed and results indicated that the project helped students develop and apply critical thinking, self-directed learning, collaborative learning, technology, and real-world problem solving skills. The project was funded by a grant from the Michigan Campus Compact and can be found online at https://wiki.acs.nmu.edu/h1368/index.php/Main_Page.

For more information, please contact Patricia Hogan, Ph.D., phogan@nmu.edu

INTRODUCING HANS van EES (EURAM VICE PRESIDENT, COMMUNICATION)

Dear EURAM Member,

I very much welcome the opportunity to briefly introduce myself to you, but let me first of all express my gratitude for being elected as Vice President of EURAM. I'm a professor at the Faculty of Economics and Business of the University of Groningen in the Netherlands. In Groningen, I'm the director of the undergraduate programs in Economics and International Economics and Business and of the Corporate Governance Insights Centre. My research deals with corporate governance among others, I'm one of the two screening editors of *Corporate Governance: An International Review*. I'm involved in executive teaching, consultancy and contract research for the Dutch government and corporate sector on good governance and industrial democracy. On the personal side, I'm 54 years old, not married and have three wonderful almost grown-up kids.

I'm a member of EURAM from the beginning. Over the years our corporate governance group at EURAM (now SIG) has developed into a community of good friends and enthusiastic colleagues. We regularly meet, however, EURAM is our home base. And when thinking about my ambitions as vice president this is what it is all about; to develop EURAM as a home base for all its members, a natural focal point, a place to return to exchange ideas, make plans and set up joint projects. The SIG-structure that is now under development is the best way to fulfill that ambition. Coherent SIGs create continuity and stability. It would be wonderful if the different SIGs would develop into active platforms of communication and interaction, with several activities taking place.

Structure is one thing; it is the people of EURAM that create the organization. I look forward to closely cooperating with everybody involved in the SIGs. SIGs will need to have tools and instruments to communicate with their members, for instance through the EURAM website and this newsletter.

SIGs may have their ideas about communication and organizing activities etc. I'm sure there will be best practices around; I'm keen on learning about them. Soon I'll contact the respective SIG and tracks organizers so as to learn more about the ideas and needs. Looking forward to developing the communication of EURAM together.

In building up EURAM as community of engaged scholars, we will not only have to consider meeting places, SIGs and communication. Active communities distinguish themselves by superior value for money. We will need to consider at the complete portfolio of EURAM. How to continually improve the EURAM meeting, the European Management Review, activities for young and more senior scholars, can we create access to other journals of interest, maybe more closely related to particular SIGS, etc. A lively and vibrant community of scholars in management will have all of this, and together with the President, Morten Huse and other VPs I look forward to contributing to further developing EURAM in that direction. I hope you share this ambition, so let my know your ideas and please take initiatives.

Hans van Ees,
Vice President Communications



INTRODUCING LUCA GNAN (EURAM VICE PRESIDENT, CONFERENCES)

Please share with us your recent experience as conference Chair 2010.

It was a really an intriguing and intense experience. I feel that the EURAM Conference is an extraordinary occasion for scholars to learn how to collect and spread knowledge about research. In any case, the organization of such a large scale conference is the reflection of outstanding teamwork. I would like to thank once more my colleagues of the Local Organising Team, Antonio **Chirico**, Alessandro **Hinna**, Sara **Poggesi** and Danila **Scarozza** and of course, Luisa **Jaffé** from EURAM's head office in Brussels. My main learning is that the success of such an event demands a full commitment and that at least one year of every day activities are related with the realization of the meeting.

What were the new activities that you put in place?

The most important innovation in Rome was the presence and active role of EURAM's Special Interest Groups (SIGs). SIGs are the building blocks of the Academy, and we can compare them with similar groups of scholars in other important communities, such as the US Academy of Management, the British Academy of Management or even the Strategic Management Society. EURAM's annual conference has so

far been built on tracks and annual track submissions, but now, SIGs help to develop continuity, predictability and a permanent community of engaged scholars. The 2010 tracks have been submitted and reviewed by SIGs. While papers have been submitted to the tracks, the track organizers have been in charge of recruiting, reviewing and selecting papers to be presented. However, the track organizers have had close collaboration ties with the SIGs for the development of the programme.

In addition, for the first time, we awarded a conference Best Paper Award as well as a Best Reviewer Award. More information can be found on www.euram-online.org

How do you see the EURAM conferences develop in say 5 to 10 years.

I would like to develop some additional initiatives to improve the strength of our conference and also to continue increase the visibility and activity of the SIGs in the next conferences, as:

a) Introducing new and original solutions to make the meeting a larger and better occasion for developing and learning from high-quality research, for example: give more space to symposia and round tables; create "think places" for "work in progress" and therefore



for updating methodologies/results and finding new research interests; hold theme meetings across SIGs in order to cross-fertilize the composition of joint research efforts between different disciplines of professional interests.

b) stimulating the building of occasions to let practitioners give feedback about what they need to be researched and include more practitioner' perspectives in SIG programmes.

c) encouraging the building of a situation that fosters relationships and interactions between SIGs and members evaluating and introducing some innovations, as to: design SIG conferences within the main conference; provide more virtual spaces for members to interact; build special meetings for new members and attendees.

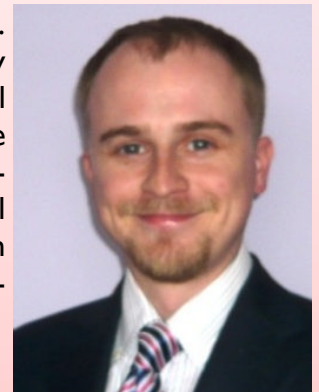
NEW EURAM MEMBERS

EURAM is pleased to welcome the following new members who joined the Academy in June 2010:

Dr. Hugh Bernard **BLAIR** International University of Monaco

Dr. Declan **FLEMING** National University of Ireland

Wojciech **CZAKON** is newly elected National Representative, Poland (2010-2013). Wojciech is Professor at the Faculty of Management at the Karol Adamiecki University of Economics, Katowice, Poland. He obtained his PhD in Management from the Karol Adamiecki University of Economics in Katowice in 2002. His areas of interest include cooperative dynamics in business relationships, coopeition, networks and collabora-tive strategies. The second area of teaching and management coaching is cost control and management accounting. He carries out research and teaching within the EU 7th Framework Program, bilateral and multilateral projects with several European univer-sities and business schools. Member of the EURAM since 2007.





The **European Academy of Management (EURAM)** is a professional community of engaged management scholars and reflective practitioners and is open, inclusive, international and cross-cultural. The EURAM Annual Conference is the main activity that builds and nurtures this community.

The overall theme of the EURAM 2011 Annual Conference is the management of culture in organisations. Culture is a complex, pervasive and deeply grounded set of assumptions. Culture represents valid organisational past experiences. It could be observed as a system that amalgamates values, beliefs, strategies, behaviours, goals and philosophies. Culture transfers these from individual to individual, from group to group, and from generation to generation. Culture may form traditions and norms and also influence the creation of routines and procedures which are useful to adopt in order to achieve successful and sustainable development. However, this positive loop can turn into a negative one. Sometimes organisations persist in their consolidated behaviours in front of a dramatically changing environment, resulting in failures. In these situations, which parts of culture are worth maintaining and which ones should be renewed? What type of culture helps to build successful and sustainable businesses in the 21st century? What can we learn from the past as well as from previous cultures? How can we transfer this knowledge across borders? You are now invited to submit proposals for the EURAM 2011 meeting. Any submissions within management research are invited, but submissions covering the topic of the management of culture are particularly encouraged.

The EURAM Conference in Tallinn builds its goals on those of the previous ones. Ljubljana and Bled 2008 concentrated on diversity in Europe and the implications for leading and managing change. EURAM'11 takes this theme forward with leading and managing change in culture in European countries that are geographically, culturally, historically, economically, institutionally, demographically and socially different. Liverpool 2009 offered a debate on how ideas about renewal and renaissance can be translated to new environments. Rome 2010 was engaged in the interpretation of the economic downturn and the financial crisis. Tallinn 2011 will focus on cultural transfer from the older EU countries to the newcomers, as well as vice versa.

Tallinn is the European Capital of Culture in 2011, which makes it the perfect location for these debates. The unique value of Tallinn's Old Town lies in the outstanding preservation and conservation of its medieval architecture. The Old Town of Tallinn is on the UNESCO's World Heritage list since 1997.

The Estonian Business School, founded in 1988, was the first institution in Estonia to award a degree in business education. While Estonia might be a small country, it is experiencing a positive transformation process. We can assure you that you will enjoy a warm and generous welcome and are looking forward to seeing you in Tallinn.

Call for Proposals

We are kindly inviting you to submit your track proposals to EURAM'11. We also invite submissions for symposia and development working groups (DWGs) in the same way as proposals for tracks (for further information on the different types of submissions, please refer to www.euram2011.org).

The EURAM'11 Conference Scientific Committee and the EURAM Special Interest Group (SIG) chairs will evaluate submitted proposals.

The role of track organizers for EURAM'11 Conference will be the following:

- Propose a track/symposium/DWG theme likely to attract enough participation
- Encourage submissions of full papers or alternative contributions
- Supervise the double-blind peer review process
- In agreement with the Scientific Committee and SIG chairs, send acceptance letters to authors.

Organizers are to submit the following information by email to euram2011@ebs.ee quoting Track Proposal, Symposia Proposal or DWG Proposal in the subject line:

- The title
- The Special Interest Group (SIG – please have a look to www.euram2011.org) to which the proposal is submitted, or indicate GENERAL PROPOSAL if the proposal is not connected to any of the existing SIGs
- The names, institutions, email addresses, phone numbers and research fields of the organizers
- A short description of the proposed track/symposium/DWG (maximum 1000 words), to include four key words that capture its essence
- A short bibliographical paragraph about the proposed topic submitted in the proposal
- An indication of the number of sessions and papers (for track proposals), presentations (for symposia proposals) you would hope to attract/involve. For DWGs, please list the names of the speakers and their affiliations. Please refer back to the history of the track if already proposed in previous EURAM conferences
- A short biography for each co-organizer
- The name of the corresponding organizer. This is the person who will be responsible for the final acceptance of the papers in your track, the coordination of co-organizers, and for communication with the organizing committee as well as with colleagues at EURAM involved in organizing the Conference
- A short description of your previous experiences of organizing EURAM tracks/symposia/DWGs
- If you propose a track indicate a list of 20 people who have committed to act as reviewers for the track, indicating their names, institutions and email addresses
- Indicate the name of five engaged scholars who can attend the conference in the role of discussants. Specify their names, institutions and email addresses.

Please describe the proposed track/symposium/DWG in 1000 words maximum. Our selection criterion goes to tracks/symposia/DWGs proposed by two or three organizers originating from different countries and institutions.

Key Dates - EURAM Conference 2011, 1-4 June 2011

Submission of Track Proposal	14 July 2010
Submission of Symposia/DWGs Proposal	28 July
Announcement of Tracks and Call for Papers	6 September
Submission of Papers	17 January 2011 – (14:00 hrs Brussels time)
Notification to Authors	21 March
Early-bird Registration	11 April (14:00 hrs Brussels time)

Key Dates - Doctoral Colloquium, 31 May -1 June 2011

Submission of Doctoral Colloquium Papers	11 January 2011
Notification to PhD Students	28 February 2011
Registration Deadline	31 March 2011

Local Organizing Committee

Ruth Alas (Chair) Estonian Business School
Luca Gnan, Tor Vergata University, Rome, Italy
Milenko Gudic, CEEMAN (Central and East European Management Development Association), Slovenia
Virginijus Kundrotas, BMDA (Baltic Management Development Association), Kaunas, Lithuania
Maaja Vadi, University of Tartu, Tartu, Estonia
Marko Rillo, Tallinn School of Economics and Business Administration, Tallinn, Estonia

From Estonian Business School

Tiit **Elenurm**
Ingrid **Ermann**
Kristel **Kuusik**
Sigrid **Lainevee**
Maarja **Murumägi**
Kätlin **Pulk**
Tiina **Tšatšua**
Maris **Zernand-Vilson**

Paper Submission & Registration

Luisa **Jaffé**, EURAM

For information about EURAM'11: www.euram2011.org



1st European Workshop for Research Directors of Business Schools

2-3 SEPTEMBER 2010

Hosted by
Strathclyde Business School, Glasgow, UK



Co-organisers



The European Academy of Management and
EFMD

www.euram-online.org & www.efmd.org

CHAIRPERSONS

Tim **BEDFORD** (Strathclyde Business School, Glasgow, UK)

Peter **MCKIERNAN** (School of Management, St Andrews University, UK)

Svetlana **SERDUKOV** REIMS Management School, France)

Jonathan **WAREHAM** (ESADE Business School, Spain)

KYNOTE SPEAKERS

COLIN **EDEN**, Professor, Strathclyde Business School, Glasgow, UK

“Learning from the Research Assessment Exercise”

HUW **MORRIS**, Dean and Professor Manchester Metropolitan Business School, Manchester, UK

“The habitus of business and management research”

Others tbd

BACKGROUND: Success in research is vital for the reputation of the present day Business School. While each European country is developing its own ways of judging research success, there are many common elements. Furthermore, research directors face many of the same problems – funding, motivating staff, dealing with other stakeholders both in and outside the school, and many more. This workshop complements the course for Research Directors run by Euram and that run in the UK by BAM. It brings a variety of keynote speakers from across Europe, and opportunities to share experience through presentations in themed sessions, discussions and networking.

CALL FOR ABSTRACTS: The programme committee invites abstracts for presentations, and invites also suggestions for session themes. Possible topics include: Journal rankings, cross-disciplinary collaboration, Business research responses to the crisis, Business research ethics.

PROGRAMME: The program will consist of keynotes, discussion forums and selected presentations in session. Details to be announced .

SUBMISSION GUIDELINES:

- The **COVER PAGE** should be a separate sheet including the following information:
- Title
- Each Author's name, his/her affiliation, address, telephone, fax, e-mail

The **BODY** of the proposal will consist of an abstract of 1 page (cover page not included)

- All proposals should be single spaced, 11 point font, Times new roman or similar.
- The Abstract should include:
 - o Purpose/topic being addressed
 - o Significance of the topic for research directors at Business Schools
 - o Summary of the contribution to the topic to be presented.

DEADLINES

Abstract Submission: Tuesday 13 July 2010

Author Notification: Friday 16 July 2010

Final Registration: Monday 23 August 2010

Suggestions for sessions should be made directly to the programme chairs as soon as possible.

PRACTICALITIES: Glasgow is Scotland's biggest city, and the third largest in the UK. It is easily accessible from Glasgow International Airport, Glasgow Prestwick Airport, and Edinburgh Airport. Glasgow is not only an important commercial and industrial centre, but also lies close to the "bonnie, bonnie banks of Loch Lomond" and the Loch Lomond and Trossachs National Park. It is home to a number of renowned art collections as well as Scottish Opera, the Royal National Scottish Orchestra and a lively music scene.

FEES: The fees include participation to the workshop, tutorial documents, lunches, the workshop dinner, morning and afternoon refreshments. **Registration Fee 100 €**

CONTACT: Luisa Jaffé - EURAM Administrative Coordinator, EIASM - PLACE DE BROUCKÈRE-PLEIN - 31 - 1000 BRUSSELS - BELGIUM, Tel: +32 2 226 66 64 +32 2 226 66 64 - Fax: 32 2 5121929
Email: luisa.jaffe@eiasm.be www.euram-online.org

CALL FOR PAPERS, CONFERENCES, RESEARCH GRANTS, VACANCIES ETC



Welcome to news about *your* Academy journal. In Volume 6, Issue 4, the journal carried a special issue on ***Strategic Dynamics in Industry Architectures: The Challenges of Knowledge Integration***, guest edited by Stefano Brusoni, Michael G Jacobides and Andrea Prencipe. Please take a moment to view two key papers from this issue.

Industry Architecture as a Determinant of Successful Platform Strategies: A Case Study of The I-Mode Mobile Internet Service by Richard **Tee** and Annabelle **Garwer**

Building Architectural Advantage in the US Motion Picture Industry: Lew Wasserman and The Music Corporation of America by Fabrizio **Ferraro** and Kerem **Gurses**

Also, Stay posted for the forthcoming issue 7.1 which includes articles by Peter **Klein**, Jo **Mahoney**, Anita **McGahan**, and Christos **Pitelis** on Public Entrepreneurship; Anne **Parmigiani** and Will **Mitchell** on the Hollow Corporation; and Sabina **Nielsen** and Morten **Huse** on Women's Contribution to Board Decision-making.

EURAM members can access this entire issue, as well as the full archive for the EMR through the EURAM website.

2010 and 2011 herald two further special issues:

Re-thinking the Firm in a Post Crisis World, (Special Issue Editors: Edward **Freeman** and Maurio **Zollo**) www.palgrave-journals.com/emr

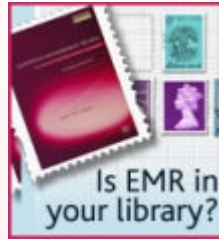
And

Designing Internal Organization for External Knowledge Sourcing, (Special Issue Editors: Massimo G. **Colombo**, Larissa **Rabbiosi** and Toke **Reichstein**; Submission deadline: 30 June 2010); http://www.palgrave-journals.com/emr/special_issue_emr_2011.pdf

****It couldn't be easier to submit a paper****

EMR has now adopted the ScholarOne Manuscripts submission and peer review system. To submit a paper to the journal, simply go to <http://mc.manuscriptcentral.com/emr> and follow the Log In instructions Please note that submissions which were made before 9th December, 2009, continue to be processed through our previous submission system at <http://emr.msubmit.net>

****Recommend EMR to your librarian****



Please help us to get *EMR* into more libraries worldwide, and recommend the journal to your librarian. Your endorsement is vital. <http://www.palgrave-journals.com/emr/collect.pdf>

****A NEW SECTION FOR EMR - 'QUESTIONS AND PROPOSITIONS'***

Q&P publishes short pieces, of about one page, clearly divided into three sections:

- a research question;
- a focal proposition that the authors believe answers the question;
- one or two paragraphs of summary logic for the proposition.

Authors may add a fourth section explaining how they would test the proposition.

The goal of Q&P is to provide a platform to discuss ideas that have reached more than 'bubble stage' but are not yet fully fledged. We will consider publications of comments and suggestions on published Q&P ideas in later Issues of the Review to further enhance the spirit of a discussion forum.

Submissions to Q&P enable the authors to receive early stage reviewers' reactions to assess whether their ideas are worth pursuing further or how to modify them. This is why we encourage in particular submissions from PhD students and young scholars. We plan to involve leading scholars to review the submissions.



Access All Areas:
Free Online Access to Palgrave Macmillan Journals in May

Palgrave Macmillan, publishers of European Management Review in association with EURAM, are pleased to announce that our annual Access All Areas 2010 will run from **1st to 31st May 2010**.

Access All Areas will provide free, unrestricted online access to Palgrave Macmillan's complete journals portfolio. We publish high quality, scholarly journals across the core disciplines of the humanities, the social sciences and business and management. You will have access to over 70 journals including *European Management Review* (www.palgrave-journals.com/emr/)

Free access to the PM Journals content will be via the usual Journals website at: www.palgrave-journals.com.

From 30th April 2010 further information can be found at www.palgrave-journals.com/accessallareas/

Please feel free to tell your colleagues and students about this free online offer and encourage them to explore the content available.

We hope you enjoy accessing all areas of www.palgrave-journals.com. If you have any queries about the Access All Areas promotion, please contact the Palgrave Macmillan Marketing Team at: librarians@palgrave.com.

CREATING RESEARCH LEADERSHIP IN EUROPE PROGRAMME

Jointly organized by EFMD and EURAM

OVERVIEW:

It is important for business schools to contribute to the creation of knowledge. However, each institution is faced with challenges to develop an appropriate research strategy and to implement that strategy. In order to strengthen their members' capability to develop high quality research, EFMD and EURAM have joined efforts to offer this professional development programme.

AIMS:

- To prepare individuals in European business and management schools to step into significant research management roles through exposure to a wide range of strategic and operational concerns. Particular emphasis will be placed on preparing individuals for the role of "Research Director".
- To help build a community of research leaders in European business and management schools.

WHO SHOULD ATTEND?

Recently appointed Research Directors or those who aspire to hold the position of Research Director

DRAFT PROGRAMME OUTLINE:

Research Context and Strategy

- Research Identity (approaches to research in European Business and Management; types of school on the European stage; the future of business schools in Europe; impact on research strategy; research quality problematised)
- Differing Contexts (research in the ancient, old and new; international influences; small and large schools; experienced and mature organisations and new starters)
- Environmental Influences (national public and private funders; the European Union; international doctoral standards <PhD and DBA>; policy influences through research assessment, role of pan European Institutes-EFMD, EGOS, EURAM, EIASM)

Operational Performance

- Performance and Faculty (faculty development and talent management; performance measurement and management; dealing with difficult issues in assessing performance; role/relationship between Dean and Research Director; managing toward exceptional performance)
- Shaping and Organising (developing requisite research structures; shaping for academic excellence and managerial relevance; organising doctoral programmes; research artefacts and culture; managing international, inter-institutional and large projects)
- How will I make a Difference? – leading research in my school (Creating a personal synthesis; defining a place to start; "eating the elephant a spoonful at the time"; measuring progress; personal sur-



vival and support structures; contributing to the “big picture” of where we are headed in business and management research)

THREE MODULES:

- 28-29 October 2010
- 9-10 December 2010
- 16-17 February 2011 + 18 February 2011 (Alumni Day)

REGISTRATION FEES:

Early Bird Fee - **Until 1 September 2010**

- 3000 euros EFMD & EURAM Members
- 3500 euros non-members

Regular Fee - **after 1 September 2010**

- 3500 euros EFMD & EURAM Members
- 4000 euro non-members

All modules will be held at the EFMD premises in Brussels, Belgium. To register, please go to www.euram-online.org or www.efmd.org

The registration fee covers all three modules. It is not possible to register for a single module. Moreover, attendance at all three modules is mandatory.

For more information, please contact either:

Luisa **Jaffé**, luisa.jaffe@eiasm.be - Administrative Coordinator, EURAM (European Academy of Management)

Or

Robin **Hartley**, robin.hartley@efmd.org - Manager, Network Services, EFMD (European Foundation for Management Development)



CALENDAR OF ACTIVITIES

Workshops and Conferences

2010

- September 23-24 5th Workshop on Organisational Change and Development
Vienna, Austria
Submission Deadline: Closed
- September 30 – 6th Interdisciplinary Workshop on Intangibles, Intellectual Capital and Financial
October 1 Information
Catania, Italy
Submission Deadline: 19 July
- October 8-9 8th International Strategy and Cross-Cultural Management
Tübingen, Germany
Submission Deadline: 22 July
- November 25-26 2nd Workshop on Cross-Border M&A
Brussels, Belgium
Submission Deadline: 10 September

For more details go to www.eiasm.org



CALENDAR OF ACTIVITIES

EDEN Doctoral Seminars

- August 16-20 EDEN Doctoral Seminar on Perspectives on Projects: Teaching, Learning and Complexity
Lille, France
Application Deadline: 25 July 2010
- September 6-10 20th European Doctoral Summer School on Technology Management
Pisa, Italy
Submission Deadline: Closed
- September 27 – October 2 EDEN Doctoral Seminar on Visualising, Measuring and Managing Intangibles
Catania, Italy
Application Deadline 27 July 2010
- November 8-12 EDEN Doctoral Seminar on Interpretive Research Methods
Brussels, Belgium
Application Deadline 8 September 2010
- November 29 – December 3 EDEN Doctoral Seminar on Methods, Techniques and Theories in Entrepreneurship and Innovation (G2G)
Brussels, Belgium
Application deadline 29 September 2010

For more details go to www.eiasm.org

Revue Management International

“Location Strategies of Multinational Enterprises (MNEs): Towards New Practices and Theories?”

Deadline for Submission: November 15, 2010

Invited Editors:

Ana **Colovic**, Groupe Esc Rouen

Anthony **Goerzen**, University of Victoria, and Visiting Scholar at Groupe ESC Rouen

Ulrike **Mayrhofer**, IAE de Lyon, Université Jean Moulin Lyon 3, and Groupe ESC Rouen

In a context of economic globalisation and growing regional integration, multinational enterprises (MNEs) face an ongoing need to reshape their investment strategies and, more specifically, to optimize the choice of location for their activities (Goerzen and Asmussen, 2007; Colovic and Mayrhofer, 2008). In fact, MNEs currently conduct 28% of their R&D abroad, and scholars expect this trend to become more marked in the coming years with these activities increasingly migrating to emerging economies (UNCTAD, 2005).

The process of MNE internationalization and the examination of their foreign location choice are some of the central issues in International Business research (Dunning, 1998). The literature on MNEs and their location strategies has evolved considerably in recent years. The topic was developed first from an economic perspective where researchers have attempted to explain the strategic decisions of MNEs, mainly focusing on the reasons for internationalization and the determinants of market entry mode choices (e.g. Dunning's 1988 eclectic paradigm). These models allow a better understanding of why companies choose to locate activities in foreign markets and which options they have for entering new markets.

During the 1990s, a new approach emerged, called the New Economic Geography, concentrating on the geographic dimension of location strategies (Krugman, 1991, 1995). This analysis emphasizes that economic activities tend to agglomerate in certain regions and shows why some regions tend to attract certain activities (clusters). Several recent contributions also emphasize the importance of economic drivers (Cantwell and Narula, 2003) such as market size (Sethi *et al.*, 2003) and investment incentives (Loree and Guisinger, 1995).

A second research stream explains the location choice based on institutional and cultural factors (Flores and Aguilera, 2007). This stream suggests that MNEs' location strategies are influenced by the institutional and the cultural environment (Kedia and Mukherji, 1999; Globerman and Shapiro, 2003). According to this stream, MNEs prefer to locate foreign operations in host countries that are close or similar to their home country because this will substantially minimize uncertainty and thus increase chances for success (Kostova, 1999; Xu and Shenkar, 2002). The literature on institutional and cultural effects includes legal, political and cultural dimensions. For example, Dow and Karunaratna (2006) find that differences between the MNEs home-country and host-country political systems are likely to increase costs and uncertainty, and conse-

Related to this is the debate in the literature as to the 'regional' vs. 'global' character of MNEs' operations. Recently, Rugman (2005) analyzed the 500 largest multinational firms and concluded that the great majority of these firms concentrate their activities in their home region - North America, Europe or Asia-Pacific. The author argues that most companies are not global but rather regional or in some smaller proportion bi-regional. This can be explained by the fact that distance still plays an important role, despite the globalisation of markets. In this perspective, the multidimensional character of the concept of distance (including cultural, administrative, geographical, economic and technological aspects) that influences the international expansion of activities (Ghemawat, 2001; Angué and Mayrhofer, 2008) should be taken into account. Flores and Aguilera (2007) analyze location choices of the top 100 US MNEs in 1980 and 2000. Their findings suggest, first, that the extent of MNEs' activities around the globe is more extensive than assumed by regionalists' arguments and well beyond Ohmae's Triad, but still less widespread than claimed by the globalists - the two main traditions within the globalization - regionalization debate.

Taken together, this brief overview of the literature on location strategies of multinational corporations shows that the field needs further theoretical and empirical development to better understand the complexity of location choices. Therefore, we invite authors to submit articles on the following themes:

- Configuration/reconfiguration of the global value-chain of MNEs
- Comparison of location strategies of MNEs (countries of origin, industries, performance, etc.)
- Location strategies for specific functions: production, R&D, marketing, etc.
- Attractiveness of territories for MNE location (countries, regions, cities)
- Contribution of location strategies to the performance of MNEs
- Relationships between headquarters and foreign subsidiaries
- Changing roles of headquarters and foreign subsidiaries
- Disaggregation and functional fragmentation of the value chain

The above is only a suggestive list - we would also encourage authors to explore issues of location strategies that extend beyond this list. Both theoretical and empirical papers are welcome. Papers should be submitted by e-mail to **Management International** (mi-cetai@hec.ca) **no later than November 15, 2010** for publication in the special issue of fall 2011. The presentation of submitted papers must strictly follow the style guide of Management International (<http://revue.hec.ca/mi>). Papers selected for possible publication will be evaluated through a peer review system on a double blind basis.

The 5th Annual Joint University of Liverpool Management School and Keele University Institute for Public Policy and Management Symposium on Current Developments in Ethnographic Research in the Social and Management Sciences.

In Association with the journal *Ethnography*

Work, Organisations and Ethnography

Wednesday 1st - Friday 3rd September 2010

Full details available on www.liv.ac.uk/ethnography

In recent years, ethnography has become an increasingly popular mode of research enquiry within the social and management sciences. This symposium brings together established and emerging social and management science scholars with an interest in ethnographic research to explore current trends within the field from a broad range of perspectives.

The symposium will appeal not only to organisation and management academics but also colleagues from sociology, anthropology, human geography, architecture, law, criminology, politics, cultural studies, environmental studies, gender studies and social and public policy. Papers from any of these disciplines, particularly those that examine the role and value of ethnography in social and management teaching and research, are welcome. We are open to theoretically informed or empirically based papers, as well as work-in-progress papers from new and young emerging scholars, in any of the following areas:

- Public and private sector work organisation and work restructuring.
- New organisational forms and changing forms of employment.
- Organisational and workplace cultures and sub-cultures.
- Management-labour relations and trade union practices.
- Accounting, auditing and governance.
- Services-marketing, consumption and consumer behaviour.
- Healthcare, education, local government and social and public policy.
- Ethnographies of conflict, crime and deviance, resistance and misbehaviour (including researcher misbehaviour).
- Business ethics and unethical business and management practices.
 - The prospects for shop-floor ethnography in an era characterized by the break-up of traditional forms of shopfloor and trade union organisation.
 - Labour process and critical management studies
- The contribution of virtual or new media mediated ethnographies.
- The theoretical and commercial use of ethnography in consumer marketing
- Ethnography, architecture and art.
- Emotions, the management of emotional labour in organisations, and ethnography as emotional labour: dealing with uncertainty, fear, anxiety, stress, insecurity and danger in the field.

Journal of Small Business Management
Special issue on
Small business and networked innovation: organizational and managerial challenges

Deadline for submission: 31st December 2010

Guest Editors: Massimo G. Colombo^{*}, Keld Laursen^{**}, Mats Magnusson^{***}, Cristina Rossi Lamastra^{*}

^{*}Department of Management, Economics, and Industrial Engineering, Politecnico di Milano

^{**}Department of Innovation and Organizational Economics, Copenhagen Business School

^{***}School of Industrial Engineering and Management, Royal Institute of Technology (KTH)

It is well known that Small and Medium Enterprises (SMEs) are, in general, disadvantaged along their path towards innovation as they lack relevant resources to be invested in R&D and often experience financial constraints. In order to overcome such limitations, they are increasingly engaging in external knowledge sourcing activities. Along this path, they form alliances with large companies (e.g. vertical relationships with suppliers or with lead customers), establish linkages with other SMEs as in districts or geographical clusters, and collaborate with Universities and research centres. Such networking activities allow SMEs to overcome their *liability of smallness* and to gain access to national and international sources of new knowledge. Indeed, networks allow SMEs to reach the critical mass, becoming bridges towards new markets and innovation sources. However, external knowledge sourcing activities pose keys challenges that SMEs cannot neglect. For instance, networking may divert resources and time from the company's core business, may generate uncontrolled knowledge spillovers favoring competitors, or may increase unintended personnel turnover. Networking for innovation is a topic extensively studied in small business literature. Specifically, a large number of contributions has explored whether and how SMEs form their portfolio of external links with a variety of diverse innovation partners. Conversely, the issue of how SMEs should organize in order to limit negative externalities generated by networking and increase its benefits is still poorly investigated.

The aim of the special issue is to describe, analyze and improve our understanding of the organizational and managerial challenges posed to SMEs by networked innovation. More specifically, we are looking for contributions that:

- i) explore, from theoretical and empirical perspectives, the diverse organizational challenges faced by SMEs in their interactions with diverse external parties aimed at gaining access to and/or jointly developing new ideas, knowledge and capabilities;
- ii) suggest suitable organizational structures and managerial practices for the interaction of SMEs with third parties, aimed at facilitating the exchange of knowledge. These organizational and managerial changes include flatter or deeper hierarchies, delegation of decision authority to employees, design of suitable incentive-based compensation schemes, use of formal and informal communication, knowledge sharing and integrating practices;
- iii) highlight institutional, technological, and competitive factors that shape SMEs' organizational design for and managerial attitude towards networked innovation;
- iv) provide concrete examples of best practices of organizing for networked innovation in SMEs from which practitioners may take inspiration;

v) present new ideas regarding the design and evaluation of innovation policies supporting SMEs' adoption of organizational designs and managerial practices suitable for networked innovation.

Research questions

A non-exhaustive list of research questions that could be answered includes the following ones:

1. How can SMEs, both in traditional and high tech sectors, organize to profit from networked innovation?
What organizational adjustments are required for external sourcing of technologies and products? Are these arrangements different from those of large firms?
How should SMEs organize in order to become an interesting innovative target to be acquired by large companies?
How should SMEs organize for taking advantage of markets for ideas? Do organizational structures and management practices most suitable for licensing-out pose constraints to licensing in (and vice versa)?
More generally, does the internal organization of SMEs depend on—and should be adjusted to—their knowledge sourcing strategies (e.g. number and type of external linkages, emphasis on exploitation vs. exploration, and so on)?
2. Do SMEs enjoy competitive advantages or disadvantages in organizing for networked innovation?
Do born networked SMEs exist? Do they exhibit peculiar genetic characteristics (e.g. competences and formal and informal social ties of their founders)? Do they outperform other SMEs in networked innovation?
Do family firms face specific organizational challenges in networking with diverse actors because of the autocratic management style of their owners?
Do born global SMEs enjoy advantages in accessing international knowledge and innovation networks? Do these advantages depend on specific organizational design and managerial practices?
3. Do organizing for networked innovation pose appropriability hazards?
How can SMEs innovating in networks organize to protect their proprietary knowledge? Do they rely on network-level patent pooling or other arrangements for collective managing of IPRs?
How do SMEs manage the tension between openness and appropriability when interacting with communities of users and developers (e.g. firms interacting with Open Source software communities)?
What should SMEs do in order to control the possible outflows of technological knowledge which may be generated by the mobility of their employees?
How could SMEs organize for taking advantage of spill-ins in networks?

Deadlines and important dates for the Special Issue

<i>Stage</i>	<i>Date</i>
First round of reviews	April 30 th , 2011
Submission of revised papers	August 31 th , 2011
Second round of reviews	November 30 th , 2011
Expected delivery to JSBM	February 2012

Journal of Management and Governance Special Issue

The **Guest Editors** for this special issue are:

Prof. Riccardo **Mussari** (University of Siena, mussari@unisi.it), Prof. Christoph **Reichard** (University of Potsdam, reichard@rz.uni-potsdam.de), Dr Denita **Cepiku** (University of Rome “Tor Vergata”, cepiku@economia.uniroma2.it), Dr Sara **Poggesi** (University of Rome “Tor Vergata”, poggesi@economia.uniroma2.it)

Deadline for submission: 30 November 2010

Along with the **Plenary Symposium** of the EURAM Public Management Special Interest Group and the Journal of Management of Governance organized at the EURAM 2010 conference, University of Rome “Tor Vergata”, the Journal promotes a **special issue** dedicated to: **Public Governance challenges and future issues from a managerial perspective**

The governance concept is increasingly monopolizing the reform agendas and the scientific debate on public administrations. Public governance enlarged the New Public Management focus, introducing an outward orientation and emphasizing the collaborative – instead of competitive – nature of relationships, either inside or outside public organizations. There are almost as many ideas of governance as there are researchers in the field or better in the fields as its theoretical roots have been identified in institutional economics, international relations, organisational studies, development studies, political science, public administration, and Foucauldian-inspired theories. In this outpouring literature, the managerial disciplines have been neglected although they could help understand and avoid several public governance failures.

Accordingly we invite submissions contributing to both the theory and practice. We are particularly interested in contributions addressing the evolution of key managerial concepts and mechanisms in the public governance context.

Themes of particular interest include, but are not limited to:

The evolution of contractual relations from traditional outsourcing to collaborative partnerships oriented to the creation of public value.

The governance, management and development of networks and public/private partnerships.

The management of government-citizens relations in policy making and service delivery, including co-production.

Innovations in the public governance perspective;

The evolution of performance management systems towards quality and public value.

Papers will be selected for the special issue of JMG through the normal double-blind review process practiced by the journal. In addition to addressing the overall theme of the special issue, selection of papers for publication will be based on relevance, clarity and interest to academics and practitioners. The submissions have to be sent by e-mail to ALL the guest editors.

THE MONTE DEI PASCHI BANK SUPPORTS AIDEA IN THIS PROJECT





Call for Special Issue Proposals

We would like to encourage proposals for a special issue in the *International Journal of Management Reviews*. The special issue will be published in early 2013 and we anticipate that the call for papers will identify a specific topic or discipline, and a range of themes that might be addressed within that area. Recent examples of such special issues include ‘the frontiers of strategic management research’ edited by Kamel **Mellahi** and Harry **Sminia** (11:1) and corporate social responsibility’ edited by Adam **Lindgreen** and Valérie **Swan** (12:1). An effective special issue will include contributions that review the state of research and theory within a specific domain and set the agenda for future research. All proposals will be reviewed by the editorial board and judged according to quality of the likely contributions as well as their ability to enhance *IJMR*’s reputation. The deadline for proposals is **1st September 2010** and a decision will be made by **30th September 2010**.

We would also like to encourage proposals for special issues to be published in subsequent years (2014/5). Ideally, all proposals will focus on key topics related to management and organization studies (MoS) and will include submissions that are able to make a real contribution to the field of study (see, for example, the strategic management special issue vol 11.1). Please send your proposals to Emma **Missen** at ijmr@bam.ac.uk

“Flexible, stable, and innovative – work in the 21st century”

On **October 5th and 6th, 2010** Nuremberg (Germany) will host the conference “Flexible, stable, and innovative – work in the 21st century”. The event will be funded by the German Federal Ministry of Education and Research and welcomes about 300 academics and practitioners. The keynote “Innovation as Unusual” will be given by John **Bessant**, University of Exeter. During the conference the participants will discuss new forms of labour: how can employers keep highly qualified workers in spite of the crisis, how can work be managed to satisfy all stakeholders and what does the demographic change mean to today’s companies? As working conditions contribute to the innovation capacity of companies an international track will investigate how innovation can become part of a corporate strategy. You are welcome to register online either for the whole conference (German) <http://www.balanceonline.org> or only for the international part of the event (English): <http://innovation-lab.org>

The 3rd Developing Leadership Capacity Conference

Leadership Development and Life Experience: Reflections on Becoming Leaders

14th and 15th July 2011

**The Bristol Centre for Leadership and Organisational Ethics (BCLOE),
Bristol Business School, UWE**

Deadline for submission: 8th April 2011

The aim of the Conference is to develop a research agenda and practitioner discourse around the discipline of leadership development. We seek papers that, through empirical inquiry and practical reflection, critically evaluate the practice of leadership development.

SUBMISSIONS: Scholars and practitioners interested in leadership development are invited to make submissions for consideration. We especially welcome contributions to any of the following streams:

Leadership Development and Life Experiences - This stream welcomes papers on the broader basis of investigating how leadership ability is developed through practice and life experiences.

Critical Views of Leadership Development – research and reflection questioning the practice of leadership development.

Leadership Development Methodology - Research concerning different methodologies of pedagogies for developing leaders and leadership. Comparative research in this area is particularly welcome.

Evaluation and Diagnosis - Research investigating the diagnosis and evaluation of leadership development interventions. This stream may also include research into the differing methods for leadership development diagnosis and evaluation.

Leadership Development in Practice – This is a stream that invites practitioner reflections on leadership development practice. Papers, workshops or masterclasses are welcome for this stream

PhD Poster Sessions – This stream will be dedicated to research being conducted by PhD students and will be dedicated to poster presentations.

SUBMISSION PROCEDURE: Contributions are welcome in the form of one or more **Full Papers or PhD Posters**, submitted as an abstract of no more than 500 words. Each submission will be subject to a review process. All submissions should be made electronically to the Conference organisers on gareth3.edwards@uwe.ac.uk or Doris.Jepson@uwe.ac.uk as a word attachment.



Second International Symposium Entrepreneurship Today 2010

20-21 September Bergamo Italy

www.unibg.it/elab2010

Deadline for Submission: 20th July 2010 (extended abstracts)

It is our pleasure to invite you to participate in the annual global Elab conference in Bergamo. Entrepreneurship Today is a conference for academics and practitioners to hear, learn and exchange ideas and perspectives on the latest trends and innovations from leaders in the field of entrepreneurship. The conference organizers have arranged a two-day conference packed with activities for professional development and plenty of time for networking. We invite you to submit a paper but you are also welcome to register as a participant. We are certain this year's conference will be an enriching experience for all of us offering many of opportunities. The conference program is being finalized, we will have a Keynote Speech by Professor Shaker **Zahra** from the University of Minnesota (Minneapolis, Minnesota). We have invited several experts that have confirmed their presence over this two-day conference: Professor Morten **Huse** from- BI Norwegian School of Management (Oslo, Norway) & Tor Vergata, University (Roma, Italy), Professor Alain **Fayolle**- from EM Lyon Business School and Professor Sabine **Klein** from WHU Otto Beisheim School of Management.

The 2nd ELAB conference aims to discuss issues related to “**Entrepreneurship Today**”. What are the origins of entrepreneurship? What stimulates entrepreneurial propensity? How do entrepreneurs create, develop and transmit successfully their business models and their ideas? What does it mean to be an entrepreneur today? Both theoretical and empirical research papers are welcome. We are looking for studies that apply methodological rigor (both qualitative and quantitative), that use international empirical evidence, provide concrete implications and are multidisciplinary.

Submissions of any aspect of entrepreneurship and small business development are welcome, but preferably concerning the following **topics**:

Entrepreneurship Governance and Growth

How do entrepreneurs face in this peculiar economic period issues such as the definition of their business directions, of the business strategy, of their companies' rules, of their companies discipline? These are some

of the aspects that could be developed. The theme of growth is also a topic that could generate food for thought and good research proposals for the conference.

Entrepreneurship and Managerial issues (Organization, Finance, Marketing)

Papers that deal with entrepreneurship and its special links with issues such as organization, finance and marketing are also welcome. Moreover proposals that consider entrepreneurship as a behaviour, and papers that provide evidence of how all members of an organization could behave entrepreneurially are welcome.

Entrepreneurship and Innovation

We seek paper submissions that could advance research on the relationship between entrepreneurship, innovation and technological change from a variety of perspectives, including strategic, managerial, behavioural, and operational issues.

Entrepreneurship and Education

We invite you to submit your papers related to the bi-directional relationship between entrepreneurship and education. Submission could consider: the study of the organization and delivery of entrepreneurship education (academic) and entrepreneurship development (non/credit instruction); the generation and dissemination of actionable knowledge about entrepreneurship and learning; individual and organizational learning and development, pedagogical theory and practice including curriculum design and innovation, learning practice, styles, and methods.

Entrepreneurship small businesses and family businesses

At the Symposium a particular attention will be given to the topic of small business and family businesses. We specifically welcome interdisciplinary papers that develop topics such as: the fostering of small businesses success and economic development, the management of the succession issue, family business governance, issues and characteristics of owner-managers and of multiple generation family businesses, the family business growth.

Publication Opportunities

The best papers will be selected and published in a special issue of the “International Journal of Entrepreneurship and Small Business (IJESB)”.

20 July, 2010 Extended Abstract Submission Deadline

16 August, 2010 Decision on Acceptance (peer blind reviewed)

20-21st September, 2010 Conference held

Full paper (first version) has to be sent before the conference by scholars that are interested in participating into the selection for the **IJESB** special issue

25 September, 2010 Double blind review process starts

5th November, 2010 Reviews returned, notification to accepted authors for special issue

The extended abstract (in either a .pdf or Word file, maximum three pages, single spaced, 12 times new roman, plus bibliography) should be sent to the following address: e.lab-conference@unibg.it

It is important that the abstract **does not** contain the authors' name, the paper will be identified by the

organizers with a code that will be communicated after the submission so that reviewers will not identify authors. The extended abstract should include: title, topic and motivation, contribution to the literature, methods, and main results.

Scientific Committee:

Alberto **Bombassei** - Brembo Group

Filippo **Calarco** - Professional Order of Notaries (Bergamo, Italy)

Giovanna **Dossena** - University of Bergamo (Bergamo, Italy)

Morten **Huse** - BI Norwegian School of Management (Oslo, Norway) & Tor Vergata University (Roma, Italy)

Charlie **Karlsson** - Jönköping Business School (Jönköping, Sweden)

Maria **Minniti** - Southern Methodist University, Cox School of Business (Dallas, Texas)

Mirano **Sancin** - Kilometro Rosso Science and Technology Park (Bergamo, Italy)

Carlo **Vallini** - Firenze University (Firenze, Italy)

Shaker **Zahra** - University of Minnesota (Minneapolis, Minnesota)

Vera **Negri Zamagni** - Bologna University (Bologna, Italy)

Conference Organizers:

Giovanna **Dossena** (Director Elab University of Bergamo)

Barbara **Del Bosco** (senior research associate Elab University of Bergamo)

Alessandro **Danovi** (senior research associate Elab University of Bergamo)

Sara **Bassani** (research associate Elab University of Bergamo)

Cristina **Bettinelli** (research associate Elab University of Bergamo)

Kathleen **Randerson** (research associate Elab Université de Grenoble)

PAST EVENTS www.unibg.it/elab2009 Keynote speakers at the past conference:

David B. **Audretsch** - Indiana University; Director of the research unit Entrepreneurship, Growth and Public Policy Group at the Max Planck Institute of Economics, Jena (Germany)

Roberto **Cafferata** – Tor Vergata University, Roma; President, AIDEA (Italian Academy of Business Administration and Management)

Morten **Huse** - Norwegian School of Management BI, Oslo; Tor Vergata University, Roma; President Elect, EURAM

Charlie **Karlsson** - Jönköping Business School (Sweden); Director of CISEG Center for Innovation Systems, Entrepreneurship and Growth

Last conference publication opportunities

The papers presented at the past conference (Entrepreneurship Today 2009) received valuable comments and feedbacks and were revised in order to be included in a book called “Entrepreneurship Today” edited by Giovanna Dossena and published by McGrawHill (for more details

http://www.catalogo.mcgraw-hill.it/catLibro.asp?item_id=2565)

2nd International Conference on Path Dependence

2-3 March 2011
Freie Universität Berlin
School of Business and Economics

Deadline for submission: November 15, 2010

The theory of path dependence is attracting increasing attention. A considerable number of scholars have been using the theory for the study of historical imprints, escalating dynamics and organizational inertia in different fields and on different levels. The conference is organized by the Path Dependence Research Centre (Pfadkolleg) of the *Freie Universität Berlin*. It aims at providing a platform for the discussion of most recent path-related research. The discussions are expected to focus on issues of extending path theory as well as studies of path-dependent phenomena. Conceptual as well as empirical papers from different fields are welcome: organization theory, organizational behaviour, strategic management, human resource management, marketing, innovation and entrepreneurship. Apart from the field of business studies, the organizers encourage contributions from related disciplines, such as economics, geography, sociology or business history.

Format: This will be an intensive 2-day conference with concluding panels and key-note speakers. A maximum of 50 participants will be selected to guarantee a workshop atmosphere. The sessions combine paper presentations and discussions including interactive elements. The conference will take place on the campus of the Freie Universität Berlin. Accommodation at reasonable prices will be provided; we do not charge a conference fee.

The organizers invite you to submit a paper to the conference. . Please email your submission to pfadkolleg@wiwiss.fu-berlin.de Proposals must be submitted in rich text (rtf) or portable document format (pdf) and should include:

a **full paper** of a maximum of 9000 words, including an abstract of 200 words
a separate sheet with **contact information**, including affiliation, e-mail, telephone, fax, and postal address of the author(s).

Conference Organizers: Georg **Schreyögg**, Freie Universität Berlin; Albrecht **Söllner**, Europa-Universität Viadrina, Frankfurt /Oder; Jörg **Sydow**, Freie Universität Berlin

Authors will be notified by **December 06th, 2010**

For further practicalities and additional information please visit <http://www.pfadkolleg.de> or send us an e-mail: pfadkolleg@wiwiss.fu-berlin.de

PhD scholarship in

Corporate Governance, International Business and/or Emerging Markets

Deadline for submission: 1 September 2010 (12.00 noon)

The Department of International Economics and Management at the Copenhagen Business School invites applications for a vacant PhD scholarship within corporate governance, international business, and/or emerging markets, (these research areas may be combined). Research proposals could, for example, investigate topics such as: The determinants and effects of board composition. Private equity ownership: causes and consequences. Causes of the current financial crises: leverage, board failure and compensation bias. Managing innovation in Multinational Companies. Outward FDI from emerging markets. The role of emerging markets in the global financial crisis.

The Department will give priority to applicants with top-grades from their universities and to applicants who can demonstrate an ability to work with theory and empirics. It is also required that the applicant shows an interest in joining the Department's research environment, see <http://uk.cbs.dk/int>

The three-year PhD programme at CBS allows you to conduct research under the supervision of CBS professors, supported by research training courses. The programme is highly international, and you are expected to participate in international research conferences and to spend time abroad as a visiting PhD student. See the CBS homepage for more information about the PhD programme, <http://uk.cbs.dk/phd>. Further information can also be obtained from Niels **Mygind**, e-mail nm.int@cbs.dk. Potential applicants are encouraged to contact the Department well in advance of the closing date in order to develop a project proposal.

General information:

A PhD scholarship runs for a period of 3 years, and includes teaching obligations equivalent of ½ year's work (840 work hours). The scholarships are fully salaried positions, according to the national Danish collective agreement. The scholarship includes the tuition fees, office space, travel grants plus a salary, currently starting with per month app. DKK 23.514 (app. 3,100 euro) up to DKK 28.652 (app. 3,800 euro) depending on seniority, plus a pension contribution totalling 17,1 % of 80 per cent of the base salary.

To be considered, the candidate should have a basic training at the Masters level (similar to the 3 + 2 Bologna process). An educational background in the social sciences is necessary. The applicant must have successfully completed the Masters degree before commencing PhD at CBS. The applicants must be fluent in English. The application (see link below) must include a 5 page project description. This research proposal should contain a presentation of an original research question, a description of the initial theoretical framework and methodology, a presentation of the suggested empirical material as well as a work-plan. In addition to the research proposal, the application must include the completed application form, copies of a Master's degree certificate or other certificates of a corresponding level, brief curriculum vitae (CV), a list of papers and publications, and one copy of a selected written work (e.g. Master's thesis). Applicants must enclose documentation for English language skills. Documentation of GRE and/or GMAT scores is strongly

encouraged. For submitting GMAT scores, look up Copenhagen Business School in the GMAC register and choose the PhD Program.

All parts of the application must be **submitted in four copies**, except the selected written work, which may be submitted in only one copy. Electronic submissions are not accepted.

A committee of experts in the field in question will assess the applications. The assessment of the applicants will be based on the quality and relevance of the project, including an evaluation of the applicant's ability to accomplish it. Following this assessment, the management of the department will select the winner of the scholarship.

Please find the compulsory application form, guidelines, and further information on scholarships and the Doctoral Programme at http://uk.cbs.dk/research/phd_programmes/admission .

The application must be submitted to: Copenhagen Business School, Department of International Economics and Management, att: Anne W. Suhr Porcelaenshaven 24, DK-2000 Frederiksberg, Denmark, Marked "PhD - VIP-63

Applications received by e-mail or discs will not be taken into consideration.

The Pfadkolleg Research Center
School of Business & Economics of the Freie Universität Berlin
member of the Dahlem Research School

Deadline for submission: 31st October 2010

Scholarships for up to 15 doctoral students from **April 2011**, for a maximum period of three years.

The object of the Research Center is to explore the processes of path dependence, path breaking and path creation within and between organizations in the context of the theory of path dependence. A particular focus for the next cohort of students will be the investigation of path-dependent development of individual as well as systemic competences. The director of the Center is Prof. Georg **Schreyögg**.

The scholarships will be awarded to domestic and foreign graduates of business studies as well as other social sciences with an interest in persistent processes.

Please visit the homepage of the Center at www.pfadkolleg.de for further information. Complete applications must be submitted to pfadkolleg@wiwiss.fu-berlin.de

JOURNAL OF MANAGEMENT STUDIES

Professions and Institutional Change

Guest Editors: Daniel Muzio (University of Leeds), David Brock (Ben-Gurion University) and Roy Suddaby (University of Alberta)

Deadline for submission: 31 December 2010

There is a growing awareness of the critical role that professions play in advanced economies. Professionals and professional service firms are key advisors, analysts, defenders and developers of the major institutions that underpin capitalist economies. As gatekeepers to key financial institutions, the professions influence both the success and failure of capital markets. Professional service firms are also powerful economic actors in their own right, contributing over 3 trillion (USD) to the global economy. Professions influence more than the market system, however. They are also key agents of social change.

As Scott (2008: 219) observes, “the professions in modern society have assumed leading roles in the creation and tending of institutions. They are the preeminent institutional agents of our time.”

Professions are, themselves, institutions which, over the last thirty years, have experienced profound changes. Professional service firms are increasingly adopting both the logic and structures of business corporations (Brock, et al., 1999). Professional identities are increasingly framed around logics of efficiency and commerce which have displaced traditional logics of ethics (Brint, 1994). Professional firms now tend to be multidisciplinary and transnational; a development which is eroding the value of traditional self-regulatory regimes and making the professional service firm the primary site of professional control and regulation (Cooper & Robson, 2006).

While we understand that professions are both key mechanisms for, and primary targets of institutional change, the precise role of professions and professional service firms in processes of institutional change remain under-theorized (Hwang & Powell, 2009; Scott, 2008). **In this Call for Papers we propose a substantial re-theorization and empirical re-examination of professions and professional service firms and their relationship to the dynamics of institutional change.**

Theoretically we seek papers that focus on the institutional work (Lawrence, et al., 2009) of professions in the context of business and the capital market system. Specifically, we are interested in research that theorizes the role of professionals and professional service firms in creating, maintaining and changing key societal institutions. We thus encourage submissions that focus on, but are not limited to:

- The role of professionals and professional service firms in creating, maintaining or changing key institutions within capital markets
- The role of professionals and professional service firms in creating, maintaining or changing key institutions within government and society
- The changing social, normative and ethical role of professionals and professional service firms.

- The role of professionals and professional service firms in the diffusion of institutional logics Changes in status, identity, function and role of professionals embedded in corporations as in-house professionals (i.e. in-house lawyers, consultants, internal accountants etc.)
- The emergence of new forms of business professions and professional service firms

Empirically, we seek papers that document and analyse how broader institutional changes have impacted on professional services firms and their activities. We thus encourage submissions that focus on, but are not limited to:

- Changes in the structure and organizational design of professional service firms (including multidisciplinary firms, publicly traded professional firms and transnational professional firms).
- The emergence and role of new managerial practices within professional occupations and professional service firms.
- Emerging networks of professionals and professional firms (including alumni networks and global professional firm networks).
- Changes in the nature of professional work (such as the off-shoring professional services and the impact of new technologies).
- Changes in professional identities as a result of the increasingly organizational context of professional work.
- Changes in the status and perception of professionals as a consequence of the increasing deregulation and fragmentation of the professions.
- Changes in the power relationship between professions and clients.

While much recent research has focused on traditional business professions (consultants, lawyers and accountants) we also encourage studies of professionals and professions that have received somewhat less analytic attention – such as engineering, health care, information technology and lobbying. We also encourage studies that examine multiple professions or the field as a whole.

We also encourage papers that challenge the assumptions of this Call for Papers – i.e. papers that question the extent of change in professional service firms, their role as agents of institutional change or the relevance of professionals and professional service firms as a managerial construct.

Papers may take varying methods and approaches: conceptual, theory building, meta-analytical and empirical. Recognizing the multidisciplinary nature of this area, submissions may draw on history, geography, political theory, sociology, economics and organization theory.

Procedure:

Submissions should be prepared in accordance with the *JMS* Style Guide for Authors: see www.wiley.com/bw/submit.asp?ref=0022-2380. Manuscripts should be electronically submitted by e-mail to professions.special.issue@googlemail.com. Please direct any questions regarding this Special Issue to the guest editors Daniel **Muzio** at dm@lubs.leeds.ac.uk, David **Brock** at dmb@bgu.ac.il, or Roy **Suddaby** at roy.suddaby@ualberta.ca

Gender, Work and Organization Special Issue

Gender, diversity and inclusion in professions and professional organizations

Deadline for submission: 30 September 2010

The professions have historically suffered from poor records on gender, diversity and inclusion, with many professional associations formally excluding women well into the 20th century. Of course, over the last 30 years, in the context of broader economic, social and legislative changes cross nationally, we have witnessed undoubted progress. Most notable, the participation rates of both women and minority ethnic groups in professional occupations have increased significantly in all advanced economies. Across the globe, in certain professions, such as law or medicine, women are now on course to reach numerical parity with their male colleagues. Yet numerous academic studies and governmental reports suggest that if we move on from purely quantitative indicators to consider the terms and conditions with which women and minority ethnic professionals experience inclusion a different picture begins to emerge. To this effect, we encourage theoretical and empirical contributions from a range of disciplines, including: management, sociology, social policy, gender and racial studies, law and geography, to explore these issues further and to map patterns of inequality, segregation and segmentation in professions and professional organizations. The aim of this special issue is to cross-fertilize the study of professions and professional firms/organizations with perspectives, concepts and debates on gender, diversity, inclusion and intersectionality. We would be interested to receive contributions to debates on:

- The extent to which the boundaries, cultures and working practices of professional organizations affect the working lives of women, ethnic minorities and other traditionally marginalized groups of workers;
- How access and promotion within professions and professional organizations create and recreate patterns of inclusion and exclusion cross nationally;
- How organisational dynamics create gendered and unequal ‘opportunity structures’ in terms of patterns of progression, segregation and segmentation within professional occupations and organizations in different national contexts;
- How forms of marginalization combine to shape the prospects and lived experiences of individual professionals.

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Full papers (not under review elsewhere), using *Gender, work & Organization* guidelines for authors, should be sent via Manuscript Central (<http://mc.manuscriptcentral.com/gwo>) clearly marked with the name of the special issue. Queries to the special issue editors: Dr Daniel Muzio dm@lubs.leeds.ac.uk and Dr Jennifer Tomlinson jt@lubs.leeds.ac.uk. Submissions should be no more than 7,000 words.

Journal of Management Development Special issue
'Career Development for Skilled Migrants in Europe'

Deadline for submission: 1 April 2011

Guest Editors:

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The management literature on skilled migration mainly discusses 'brain drain' and 'brain gain'. This literature concludes that there is an increasing need for skilled migrants in Europe because of the increasing number of elderly people and the decreasing fertility rates. Regardless of this attention, career development for skilled migrants in Europe remains under-researched in the management studies. This means that we know little on the career barriers and opportunities as well as the strategies that this group of migrants uses to develop their careers. Furthermore, the role that organizations and institutions play in the career development for this group of migrants remains largely unexplored. Our argument is that it is essential to understand the career development for skilled migrants in order for organizations to use their cultural, social, economic and symbolic resources properly. As a result of this argument, this call for papers seeks submissions which investigate this under-developed area.

Papers are invited which focus on empirical, conceptual and practical contributions. Articles also should consider practical applications. We are using the term 'skilled migrants' to refer to highly educated and experienced individuals who have developed skills in such diverse occupations as management, engineering, or medicine. Skilled migrants include persons who have relocated to Europe from Africa, Middle-East, Canada, USA as well as from other countries. This also includes people moving from one European country to another. Migrants' international mobility could be undertaken on temporarily or permanent basis.

Papers could focus on career development for skilled migrants in one or several European countries. These could examine the career development for migrants from micro-individual, meso-organizational, and macro contextual levels. The micro-individual level refers to the subjective experiences of skilled migrants in terms of their career development. The meso-organizational level denotes the influence of intermediate forms of social organizations, such as workplaces, on the career development for skilled migrants. The macro-contextual level refers to events that characterize the social settings, such as institutional interventions, and that can constrain or enable the career development for skilled migrants. Contributors might decide to fo-

cus on one of these levels or to have a multilevel study. As long as the practical implications are taken into consideration, papers using different methodological approaches and inter-disciplinary perspectives are welcome. Papers should bring a special attention to the role of national contexts in influencing the career development for skilled migrants.

Call for papers questions (non-exhaustive list):

Contributions will be welcomed from academics and practitioners, 3,500-5,000 words articles. Topics to be discussed in this special issue will include (but are not limited to) the following questions:

- What are the key issues that pertain to the career development for skilled migrants in Europe at the micro-individual, meso-organizational and macro-contextual levels? How do time and space (i.e. national contexts) influence their career development?
- At the micro-individual level, what explains the success of skilled migrants in their careers? And how is this success understood? What career development strategies do skilled migrants use to reach this success?
- How does the intersection of gender and ethnicity affect skilled migrants' career development in the context of organizations in European countries?
- How do diversity management discourses and practices in organizations affect the career development for skilled migrants?
- How do state policy interventions influence the career development for skilled migrants? Are there any contextual differences (i.e. national, regional, sectoral, and organizational)?

Keywords: Skilled migrants, career development, global management, strategies of capital mobilization, leadership skills, employment, diversity, ethnicity, gender.

Timeline for articles for the special issue:

31 October 2011: Final articles (full issue) to publisher

2012: Special issue published

The guest editorial team will be pleased to answer queries. Authors are requested to make submissions to this issue using the journal's Manuscript Central system at <http://mc.manuscriptcentral.com/jmd>

International Journal of Business & Globalisation Special Issue

‘Exploring careers of skilled immigrants in the Middle-East’

Deadline for submission: 30 November 2010

Guest Editors:

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The management research on international mobility remains focused on immigrants in the ‘West’ such as in Europe and U.S.A (Al Ariss and Özbilgin, 2010; Inal, Özbilgin and Karataş-Özkan, 2009). Nevertheless, career of skilled immigrants in the Middle-East is under-researched in the management studies (Healy and Özbilgin, 2003). Accordingly, we know little on the career barriers and also on the opportunities as well as the strategies that immigrants in the Middle-East use to advance their careers. This theme is of great importance as of the large numbers of immigrants in this region. For example, organizations in oil exporting countries within the region are in need of employing expatriates from different parts of the world (Richardson and McKenna, 2003). However, in complete contrast to this openness towards attracting an international workforce, granting work and citizenship rights in some Middle-Eastern countries is a very complicated process.

We are interested in empirical and conceptual research that investigates the careers of skilled people undertaking an international mobility to or within the Middle-East region. This includes persons relocating to the Middle-East from European countries, Canada, U.S.A as well as from other countries. This also includes people moving from one Middle-Eastern country to another (such as the case of many Palestinians, Lebanese and Syrians) (Yapp, 1995). This international mobility could be undertaken on temporarily or permanent basis.

Countries in the Middle-East as well as immigrants in this region are not homogeneous (Tanova, Karatas-Özkan and Inal 2008). Accordingly, we are interested in studies that situate the career experiences of the immigrants within national and historical settings. This situational approach would offer a good representation of the diversity of careers available for immigrants in this region. Papers could examine the career of immigrants from micro-individual, meso-organizational, and macro contextual levels (Özbilgin, 2006; Syed, 2008). Contributors might decide to focus on one of these levels or to have a multilevel study. Papers using different methodological approaches and inter-disciplinary perspectives are welcome.

Call for papers questions may include (but are not limited to):

- From a regional comparative perspective, what are the limitations and opportunities that the different state policy interventions in the Middle-East present for skilled immigrants' career development?
- At a national level, how do state policy interventions in the different Middle-Eastern countries influence the career experiences of skilled immigrants?
- How does the intersection of gender and ethnicity affect skilled immigrants' career development in the context of employment in the Middle-East?
- At the micro-individual level, what explains how skilled immigrants can have successful (or unsuccessful) careers in the Middle-East?
- What do we know on immigrant entrepreneurs in the context of the Middle-East?
- Within career and management studies, what theoretical frameworks/sensitizing concepts could be suitable to study careers of skilled immigrants in the Middle-East? What interdisciplinary approaches (e.g. sociological, political, socio-cultural, ideological and economical) could be suitable to examine their career experiences?

Manuscripts (with a word-count of 5000-7000) and correspondence should be submitted via e-mail to either Guest Editors of this special issue (while copying the others).

29th International Labour Process Conference,
Leeds
5-7 April 2011

Deadline for submission: 31 October 2010

The International Labour Process Conference is one of the longest established and best known forums for the analysis of all aspects of work and employment. As it approaches its 30th anniversary, ILPC has earned a reputation as a cornerstone of empirical research and cutting edge theoretical debate within the labour process and sociology of work. Every year, the conference brings together academics and policy makers from sociology, business and management studies, industrial relations, organizational analysis and a range of other disciplines to discuss developments in the field, present their research and initiate new collaborations.

Call for Abstracts and Symposia now open at www.ilpc.org.uk

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