



# MED Newsletter



Fall Issue

Management Education & Development Division • The Academy of Management

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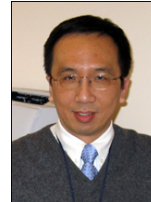
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2009 Division Chair  
2008 MED Program Chair & Division Chair-Elect Report

Alvin Hwang

Photo courtesy of Pace University, Lubin School of Business website.

It was great to see many of you at the 2008 Academy of Management (AOM) Meeting in Orange County, California. The Management Education and Development Division (MED) had a record breaking number of submissions this year with over 270 submissions across all categories. There were many excellent submissions.

## MED Awards

The Management Education and Development division offers awards for excellence in research at the Annual Meeting of the Academy of Management. Thanks to our sponsors, and congratulations to the 2008 Award Winners, who presented in Anaheim, California! Best Paper and Symposia Awards were presented to the following.

### Best Paper in Graduate Management Education (GMAC/MERI)

This award, sponsored by GMAC/MERI (Graduate Management Admission Council / Management Education Research Institute) was first presented in 2005. The **Best Paper in Graduate Management Education** award goes to a paper that is noteworthy in its presentation of creative, innovative, or proven effective methods or research in the field of teaching management in an academic setting. The award consists of a plaque and a cash honorarium sponsored by GMAC/MERI.

2008 Winner of MED Division Best Paper in Graduate Management Education (sponsored by GMAC) is:

Does Business School Research Add  
Economic Value for Students?

Author: Jonathan O'Brien; U. College Dublin  
Author: Paul L. Drnevich; U. of Alabama  
Author: T Russell Crook; U. of Tennessee-  
Knoxville

### **Best Paper in Management Development ([JMD/Emerald Insight](#))**

Each year the MED Division presents the **Best Paper in Management Development** award to the author of the paper that is most noteworthy in its presentation of creative, innovative, or proven effective methods or research in the field of management development in an organizational setting. The award consists of a plaque and a cash honorarium sponsored by the [Journal of Management Development \(Emerald\)](#).

The 2008 recipient of MED's Best Paper in  
Management Development award is

The Impact of Emotions on Managerial On-  
The-Job Learning through Learning Behavior

Author: Karen Wouters; U. of Maryland,  
College Park  
Author: Dirk Buyens; Ghent U.

### **Best Symposium in Management Education and Development ([McGraw- Hill/Irwin](#))**

Each year the MED Division presents the **Best Symposium in Management Education and Development** award to the author(s) of the symposium that is most noteworthy in presenting a series of creative and provocative discussions relevant to the domain of MED: *'the study of the organization and delivery of management education (academic) and management development (non-credit instruction)'. Major topics might include theoretical advances or empirical evidence about effective and innovative instructional methods and technology; application of learning theories; evaluations of studies of the effectiveness of management education and development techniques.*

The award consisted of a plaque and a cash honorarium sponsored by [McGraw-Hill/Irwin publishers](#).

The 2008 recipient of the MED **Best Symposium award in Management Education and Development** (Sponsored by McGraw-Hill/Irwin) is:

The Real O.C.: A Peek Behind the Scenes to  
Find the Questions We Need to Ask  
Organizer: Cristina Marie Giannantonio;  
Chapman U.  
Organizer: Amy Elizabeth Hurley-Hanson;  
Chapman U.  
Speaker: Theresa Montminney; Catholic  
Charities of Orange County  
Speaker: Arthur Kraft; Chapman U.  
Speaker: Steven Buckley; Gianna Rose  
Atelier  
Speaker: Paula Neal Reza; Wise Place  
Speaker: Kathleen Davis Bowman; Wise  
Place  
Speaker: Marlene Heyser; Workplace Law  
Strategies

### **Best Paper in Management Education ([John Wiley & Sons](#))**

Each year the MED Division presents the **Best Paper in Management Education** award to the author of a paper that is noteworthy in its presentation of creative, innovative, or proven effective methods or research in the field of teaching management in an academic setting. The award consists of a plaque and a cash honorarium sponsored by [John Wiley & Sons](#).

The 2008 recipient of this Best Paper in  
Management Education (Sponsored by John  
Wiley & Sons) award is

Promises from Afar: Nature of International  
Student Psychological Contracts in  
Management Education  
Author: Sarbari Bordia; U. of South Australia  
Author: Prashant Bordia; U. of South  
Australia

Winner of MED Global Forum Best Paper Award  
(Sponsored by U. of Manchester, Manchester  
Business School) is:

Influence of Peer Cheating Behavior on Observers' Cheating Behavior: A Social Cognitive Perspective

Author: Michael James O'Fallon; James Madison U.

Author: Kenneth D Butterfield; Washington State U.

Developing Global Leadership Capabilities in Our Students: The Role of Creativity

Presenter: Gary Oddou; California State U. San Marcos

Presenter: Hal B. Gregersen; INSEAD

Presenter: Jeffrey H. Dyer; Brigham Young U.

Winner of Barry Armandi Award for Best Student Paper in Management Education Research is:

The Improvisational Leader: A Model for the Ability to Improvise and Lead

Author: Lakshmi Balachandra; Boston College

Winner of MED Division Global Forum Best Symposium Award (Sponsored by U. of Manchester, Manchester Business School is:

**How Should We Assess and Develop Intercultural Competencies in Current and Future Global Leaders?**

Chair: Mark E. Mendenhall; U. of Tennessee, Chattanooga

**Assessing and Developing Intercultural Competencies: Pipe Dream or Attainable Goal?**

Presenter: Joyce Osland; San Jose State U.

Presenter: Mark E. Mendenhall; U. of Tennessee, Chattanooga

Intercultural Competence Assessment and Development in the United States Army

Presenter: Lisa M. V. Gulick; George Mason U.

Presenter: Jeffrey L. Herman; George Mason U.

**Assessing Intercultural Competencies and Japanese Global Leadership: A Longitudinal Study**

Presenter: Allan Bird; U. of Missouri, St. Louis

Presenter: Norihito Furuya; IGB Network Co., Ltd.

Presenter: Michael J. Stevens; Weber State U.

**Developing Global Leaders in Executive Programs: It's Time to Bite the (PowerPoint) Bullet**

Presenter: Schon Beechler; Duke Corporate Education

Presenter: Martha L Maznevski; IMD

Outstanding Reviewer Awards were presented to the following people for their meticulous effort in providing constructive feedback to submitters and helping them make improvements on their works:

John A. Ballard, College of Mount St. Joseph

Joy E. Beatty, U. of Michigan, Dearborn

Jon Billsberry, Open U.

Bryan A. Booth, U. of Maryland U. College

Lisa A. Burke, U. of Tennessee at Chattanooga

Leonor Fernandes Ferreira, U. NOVA DE LISBOA - FACULDADE DE ECONOMIA

Robert C. Ford, U. of Central Florida

Jonah Friedman, Fordham U.

Christina A Hannah, U. of Maryland U. College

Thomas F. Hawk, Frostburg State U.

Alvin Hwang, Pace U.

Amy Kenworthy-U'Ren, Bond U.

Jennifer Leigh, Gettysburg College

Par Martensson, Stockholm School of Economics

Josetta McLaughlin, Roosevelt U.

Maria L. Nathan, Lycoming College

Michael J. Provitera, Barry U.

Richard H. Reeves-Ellington, State U. of New York, Binghamton

Gene R. Remoff, Lycoming College

David S. Shaw, China Imperative

Polly M. Silva, Virginia Tech

Randall G. Sleeth, Virginia Commonwealth U.

Robin Sronce, Drury University

Bruce T. Teague, Eastern Washington U.

Daniela Truty, Northeastern Illinois U.

Steven M. Weingarden, Blue Cross Blue Shield of Michigan



**2008 MED Conference  
AOM Meeting in Anaheim**

**Katherine Karl  
2008 MED Program Chair**

Management Education & Development Division (MED) had an exciting program in 2008's annual

meeting (August 8-13 in Anaheim, California).

The range of sessions and networking opportunities provided something for everyone who is interested in management education and development. The 83 papers that were accepted reflected a wide range of topics and current issues. 64 papers were shared within 16 chaired paper sessions in which authors presented their ideas orally and discussants shared their perspective. Ten papers were presented in interactive paper sessions where groups of papers were presented in a facilitator led, smaller group discussion format to encourage discussion and interactions among authors and attendees. 9 papers were presented in visual paper sessions in which authors summarized their research on posters and attendees interacted one-on-one with authors.

Beyond these paper sessions, members were able to choose to engage in any of the 28 MED sponsored symposia (four of which were selected as Showcase Sessions). Finally, the Keynote address by Professor Timothy Baldwin entitled 'Developing Managers Who Build High Performance Cultures: Why Is This So Darn Hard?' explored why management competence continues to be so elusive, achieving his ultimate goal to provoke a spirited group discussion of the most critical questions in the MED Division.



### 2009 Division Chair AOM Meeting in Chicago

Alvin Hwang

Photo courtesy of Pace University, Lubin School of Business website.

The 2009 AOM Meeting will be held in Chicago, Illinois, USA from August 7 – 11, 2009 with the conference theme: Green Management Matters. The conference format will be different this coming year - starting with Professional Development Workshops on Friday morning, and ending with paper and symposia sessions on Tuesday evening. There will be no sessions on Wednesday as everything wraps up on Tuesday evening! Details are available at the Academy website (<http://meeting.aomonline.org/2009/>). Do bear this change in mind when making your travel arrangement.

MED Newsletter December 2008

The Academy deadlines for submission of proposals for professional development workshops, papers and symposia are given below and emphasized in separate articles in this newsletter by our Program Chair, Kenneth Thompson (kthompso@depaul.edu) and Professional Development Workshop Chair, Jon Billsberry (j.billsberry@open.ac.uk).

### Professional Development Workshop (PDW) and

#### Scholarly Submission Deadline:

January 15, 2009, 5:00 PM EST, USA

#### Caucus Submission Deadline

March 2, 2009, 5:00 PM EST, USA

For the coming year, the Management Education & Development Division will embark on a few major activities. The first is an updating of the MED constitution. This is headed by our secretary, Margaret Hopkins (margaret.hopkins@utoledo.edu). She will provide details in the coming weeks. Our Membership Chair, Toni Ungaretti (toni@jhu.edu) ) has developed a set of criteria to evaluate co-sponsorship requests of events by other associations. She will also be working with country liaisons on activities to promote MED in the coming months. Our Division Chair-Elect, Katherine Karl (karlk@marshall.edu) has started to prepare the Division for its 5-year review in 2010. She will be seeking your help in the coming weeks and months as she steers this review process. Your willingness to work with her to make the Division an excellent place for members will be needed and much appreciated.

In the past couple of months, we have also embarked on an effort to widen support for the Barry Armandi Endowment Fund. This fund was set up to continue the work of the late Barry Armandi, a Past MED Division Chair who was an example to many of us in mentoring and guiding young researchers. Through this Fund, we were able to draw out two excellent doctoral student submissions in the past two years:

2007: "Learning Fast: Understanding MBA Internship Effectiveness." Gerard Beenen (Carnegie Mellon U.), and

2008: "The Improvisational Leader: A Model for the Ability to Improvise and Lead."  
Lakshmi Balachandra (Boston College)

We are excited about the opportunity to support young researchers in the field and remember Barry in the process. As we move forward, we will widen the circle for support of this Fund. We want to take this opportunity to acknowledge the pace-setting effort of many present and past key position holders in MED and other organizations who have already contributed to this Fund:

Ben Arbaugh (2006/07 MED Chair),  
William Ferris (1998/99 MED Chair),  
Alvin Hwang (2008/09 MED Chair),  
David Lemak (1997/98 MED Chair),  
Patricia Sanders (1992/93 MED Chair)  
John Schermerhorn (1983/84 MED Chair)  
Carolyn Wiley (2004/05 MED Chair),  
Joann Williams (2008/09 MED Program Review Chair), and  
Madeline Crocitto (former Director, CAR; EAM).

In order to formally recognize these and many more who will be supporting this Fund, MED will provide formal recognition certificates to all who have contributed to this Fund at the 2009 Meeting in Chicago. In addition, the top 20% of contributors will be presented with a new MED Builder Award at the Meeting. So, I look forward to you joining us as we expand this effort.

Prepare your proposals and plan to be at the 2009 meeting in Chicago!



All-Academy Theme  
Program, Sunday August  
9, 2009

Call for All-Academy  
PDWs and Symposia

Susan Jackson, 2009  
Program Chair

**Due January 15, 5:00 pm (EST)**

<http://submissions.aonline.org/2009>

## "Green Management Matters"

All-Academy PDWs and Symposia address issues of broad interest to members of the Academy of  
[MED Newsletter December 2008](#)

Management and are directly related to the conference theme, "**Green Management Matters**". We are looking for sessions that stimulate new thoughts and behaviors. All-Academy Theme sessions are not for people who want to sit back and listen; they are for people who want to be actively engaged. Sessions can be either PDWs or Symposia. Examples of sessions we would like to see include:

- Sharing of best practices for Greening university operations.
- Discussions of international differences in Green government policies and management practices.
- Alternative approaches to Greening the undergraduate, MBA, PhD and executive curricula.
- Descriptions and demonstrations of green management teaching resources.
- Research and theory on effective approaches to changing Green behaviors.
- Panels of practicing managers describing their most difficult Green challenges.
- Case studies of examples in which Green Management is changing management practice.
- Scholarly discussions of how prominent theories might be applied to this topic.
- Brainstorming sessions to develop new research agendas.
- Presentations and analyses of available Green Management metrics and methodologies for use in scholarly research.
- Information sessions for teachers who wish to use Green Management cases, exercises, simulations, etc. in core courses that focus on other topics.
- Symposia that highlight the multi-level, interdisciplinary nature of Green Management Matters.

If you have an idea for an All-Academy workshop or symposium, feel free to contact the All-Academy Theme Chair, **Andrew Hoffman**, [2009AllAcademy@umich.edu](mailto:2009AllAcademy@umich.edu), by December 15, 2008, for initial feedback about your idea. Full proposals must be submitted via the AOM submissions system by January 15, 2009.



## Call For Papers: 2009 Management Education & Development (MED) Division

Ken Thompson, MED Division Program Chair

Photo courtesy of  
DePaul University website.

**Specific Domain:** Hi all, I encourage you to submit to the MED division for this year's program. We are looking for innovative approaches to management education and to give us some good ideas to improve our own approaches to learning and teaching. In addition, I would encourage some empirical pieces that help us better understand different approaches to learning and to assess different influences to the education process. This year's theme presents a whole new set of challenges to us to meet the call for management education to address the needs to support a sustainable organization and management to address the needs of a sustainable world.

The format of the academy has changed somewhat this year and those changes are still filtering down to operations. I would still encourage joint submissions so your contributions can have the widest dissemination possible.

Chicago is a really fine venue. Based on comments I received when I was program chair the last time the meeting was in Chicago, the facilities are outstanding and you will like the location close to the theater district right near navy pier and the Magnificent Mile. This year, 2009 will be a special year for Chicago as it will be celebrating the 100<sup>th</sup> year anniversary of Daniel Burnham's Plan for Chicago which led to the quality parks and buildings along the Lakeshore. I encourage you, while you are in Chicago, to take an architectural tour and stop and visit DePaul.

If you have any questions or comments, send them to me at [MedProCh@depaul.edu](mailto:MedProCh@depaul.edu)

**Special Instructions:** The deadline for submissions to the 2009 Academy of Management meeting is coming up in about six weeks (January 15, 2009). For anyone who is submitting a paper or symposium proposal to the [MED Newsletter December 2008](#)

MED Division, please make sure you follow the submission guidelines as set forth by the Academy (Click on the following link to review: guidelines

[http://meeting.aomonline.org/2009/index.php?%250d%250aoption=com\\_content%26view=article%26id=91%26Itemid=86](http://meeting.aomonline.org/2009/index.php?%250d%250aoption=com_content%26view=article%26id=91%26Itemid=86).

If you are submitting a paper, please make sure that the uploaded file does not contain any author identifying information. Also, the length of each paper submission should not exceed 40 pages. Each paper can only be submitted to one sponsoring division and the paper cannot have been previously presented or appear in print before the Academy meeting.

If you are submitting a symposium, please be sure to list all participants and their affiliations on the title page. Symposia may be submitted for sponsorship by up to three divisions or interest groups.

For both paper and symposium submissions, the Academy-assigned submission number must appear on the title page and the entire submission must be one document (including all tables, appendices, and references).

We cannot check in a submission or send it out for review unless all Academy guidelines are followed.

The Management Education & Development Division (MED) of the Academy of Management needs your help. As the division grows, we anticipate a record number of paper and symposium submissions to the 2009 conference in Chicago. Your participation will ensure that every submission gets a full set of thoughtful reviews.

Please sign up to be a reviewer for 2009! The Academy requires reviewers to sign up every year so you will need to **register now** even if you were a reviewer last year. Reviewers will find their contributions to keeping our intellectual community alive and vibrant a rewarding way to help without too much work. To sign up as a reviewer, please visit:

<http://review.aomonline.org>

When you register, please don't forget to select MED as a division to review (you can sign up for a maximum of three divisions).

We value your contributions. Thanks in advance for your help with this!



### 2009 MED Division Professional Development Workshops (PDW): Call for Proposals

Jon Billsberry, The Open  
University

[medpdw@open.ac.uk](mailto:medpdw@open.ac.uk)

Photo courtesy of  
[www.jonbillsberry.co.uk](http://www.jonbillsberry.co.uk)

In 2009, the structure of the Academy of Management annual meeting will be different. The conference will begin first thing on the Friday. There will be two days of PDWs followed by a day of All-Academy activities on the Sunday and the scholarly program on the Monday and Tuesday. This change gives us the opportunity to devote two full days to the ever-popular PDWs free from the All-Academy and other distractions. So the PDWs will be an even greater feature of the conference and we would like to invite you to organize one.

As you know, the primary focus of MED is to encourage and nurture professional scholarship in management education; we are interested in the way we teach and way our students learn. This will be no different in 2009, and we are keen to receive proposals for creative and innovative sessions in which participants can work together to enrich their teaching and research skills. In particular, we encourage proposals that:

- take an interdisciplinary approach
- include non-US based colleagues
- include practitioners, as well as academics

MED is committed to enhancing the value and effectiveness of pedagogy and pedagogical research, thus we encourage sessions on topics such as teaching philosophy, measuring effective learning, or developing a teaching portfolio. We particularly welcome new and innovative PDWs that explore the boundaries of management

education and development. MED is also committed to providing developmental opportunities for doctoral students and junior faculty with new innovative ideas. Finally, we encourage submission focused on the conference theme – “Green Management Matters”:

- *How does ‘green management’ influence the way we teach?*
- *How does ‘green management’ influence what we teach?*
- *How does ‘green management’ influence our students?*
- ***While others ask why, we in MED ask how!***

All proposals will be considered for their potential to interest, excite and engage members of MED. For further information and discussion, contact MED PDW Chair Jon Billsberry via email ([medpdw@open.ac.uk](mailto:medpdw@open.ac.uk)). We encourage your participation in the MED Division PDWs for 2009 and look forward to receiving a proposal from you.



### Revision of MED Division Constitution

Margaret Hopkins,  
Secretary

Photo courtesy of Margaret Hopkins

Periodically, every division of the Academy reviews our constitution to insure that the document is up-to-date and reflects the current needs of division governance. This fall, we began the constitution review process in the MED Division with our division officers providing recommendations for revisions to the constitution.

The input of our members is a very important step in this process. You can view the proposed new constitution by going to the MED Division website at <http://division.aonline.org/med>. Please take the time to examine our governing document and send any feedback to MED Secretary Margaret Hopkins ([margaret.hopkins@utoledo.edu](mailto:margaret.hopkins@utoledo.edu)) by **Friday, January 2, 2009**. We will then proceed to post the final proposed constitution for a vote by our

membership and send out notification of the voting procedure.



## MED Sponsorship

Toni Ungaretti,  
Membership

Photo from "Building Bridges – Pursuing Partnerships, Defense Acquisition University, Courtesy of Army Sgt. Kevin Moses

Dear MED Colleagues:

As MED has grown in stature and influence, opportunities for conference co-sponsorship has increased. In order to ensure MED efforts to co-sponsor requests complies with the co-sponsorship policies of AOM and the integrity and advancement of MED, the MED Executive Board has developed a protocol to review such requests. This protocol includes the submission of a proposal based upon both the co-sponsorship policies of the AOM and the criteria for co-sponsorship by MED to the MED Executive Board.

The MED Executive Board will review the proposal using an evaluation form based on the criteria. The criteria for review of MED co-sponsorship requests:

- Number of conference participants in the last conference
- Number of known MED members or MED events in the current or last conference
- Session themes of the current conference
- Conference goal, overall theme
- Proportion of peer reviewed submissions in current or last conference
- Participant feedback on the last conference
- Institutions participating in the last conference
- Representative sampling of workshops in the current or past conference
- Number of MED members in last conference

Members who seek MED co-sponsorship of conferences, events, and projects should use the posted criteria to guide the development of their proposals prior to submission to the MED Executive Board. For additional information or

clarification, please contact Alvin Hwang, the MED Chair.



Dr. Thomas Bradley

## Taking Stock of MED Member Benefits

Thomas Bradley

tbradley@tarleton.edu

Photo courtesy of Tarleton State University

Our division has so many benefits! Members of the MED executive board and committees have started developing a list. Let me know what you would add to the following:

- Network with master teachers to answer teaching questions.
- Network with fellow researchers interested in various teaching issues.
- Excellent list serv exchanges to share best practices and resources for questions posted on course or faculty development.
- Opportunities for service to the profession for promotion and tenure packets with workshops on teaching
- MED people are new friends who are interested in my area of research, and consequent research collaboration.
- Amongst all the other divisions, MED has the most collegial group of people who are always willing to extend a hand to help out whenever a need arises.
- The MED writers' workshop (PDW) has been so helpful to AOM participants who were seeking to get their work reviewed and improved through the personal attention of journal editors.
- More initiatives to benefit members who need teaching guidance and experience are in works for the 2009 PDWs.
- As most academics are expected to show some level of service activities in their development, MED has always encouraged members to participate in various committees and workgroups to make a contribution to the MED mission - the place for learning and teaching development in management education.

- Persistence and some effort to get involve pay off as others observe your commitment and competencies in small tasks and eventually, larger tasks.
- The MED Executive Committee is pondering how to involve more people who are interested in MED roles but who may not have been successful in their initial attempts at elections to various positions.
- Our membership chair is working with the MED board and committees to develop mechanisms for people to participate in working groups and subcommittees that could certainly use their help.
- MED is a friendly place to belong at the Academy; easing lost or disconnected feelings experienced in the larger divisions or the Academy as a whole.
- We are all teachers. In addition to our role as experts and researchers we are also obliged to improve our teaching. MED is the place to do just that.
- The development and education of future managers is not only a noble vocation but it is also a fascinating field of research.
- MED facilitates PDW follow-throughs with great distribution of materials to encourage further development.



### MED Practitioner - Liaison

Darlene Alexander-  
Houle

Photo courtesy of University of Phoenix  
dahoule@sbcglobal.net

Miguel R Olivas-Luján (Clarion University of Pennsylvania and Tecnológico de Monterrey – Mexico) was Liaison to Practice for the MED division in 2007-08 and organizer of an excellent MED PDW in Anaheim. He represents MED in the Evidence-Based Management Collaborative (EBMC) convened by Denise Rousseau since 2007. Miguel's contribution is twofold: report on the progress of the EBMC and make a presentation on "Holographic writing," a writing style suitable for reporting research to non-technical audiences in layers of gradual and increasing complexity.

I encourage you to review the content from the 2008 PDW at the website Miguel established as foundational for our continued explorations into developing our courses for greater relevance by practitioners.

<http://www.drolivas.org/questioningforrelevance>

Miguel's tenure as MED's practitioner liaison clarifies the focus for this role – bridging academic research with content faculty use in courses and practitioners use in job performance. As a member of the EBMC, I seek to continue his forward momentum. Stay tuned!

Although we do not have many MED-specific photographs for Anaheim 2008, the roving reporters' website is good.

[http://meeting.aonline.org/2008/index.php?option=com\\_content&task=view&id=171](http://meeting.aonline.org/2008/index.php?option=com_content&task=view&id=171)

We'll include more in future newsletters if you send them to me [dahoule@sbcglobal.net](mailto:dahoule@sbcglobal.net)!

## Announcements

**Call for Papers  
Decision Support Systems  
Special Issue: New Concepts,  
Methodologies and Algorithms for  
Business Education and Research in the  
21<sup>st</sup> Century**

**(Submission Deadline: 15 December 2008)**

Hidetaro Ito [ito@nmt.edu](mailto:ito@nmt.edu)

### [A] Scope of Special Issue

This special issue is prepared to celebrate the 95th birthday of Professor William W. Cooper (University of Texas at Austin). Professor Cooper has dedicated his whole life to the development of various methodologies and concepts in business education and research. He made a major contribution to the initial stages of linear programming, goal programming, stochastic programming, non-linear programming and multi-objective optimization.

Later, he has extended the technique of linear programming and non-linear programming into the development of data envelopment analysis (DEA) which has been widely applied to performance analysis in public and private sectors. The

contributions of Professor Cooper are not limited in the development of methodology for business. He has also developed important business-related concepts and research areas such as management science, decision support systems, managerial accounting and auditing, all of which serve currently as pedagogical and research bases in modern business and business education.

The research (messages) initiated by Professor Cooper has been extended and reformed into various types of new sciences and academic disciplines. This special issue reviews the original motivation concerning how Professor Cooper has developed various new sciences. Then, the special issue discusses new developments in concepts and methods for private and public sector managements in the 21st century. We also look for new algorithms related to such conceptual and methodological developments.

The goal of this special issue is not limited to DEA and the other concepts and methodologies related to Professor Cooper. Rather, this special issue looks for other types of new concepts, models and methodologies for modern business, industry and public sector management. In particular, this special issue searches for new methodological developments, new theoretical extensions and various applications in multi-disciplinary areas (e.g., business & information technology). A linkage to modern information technology is highly recommended. Consequently, this special issue is aimed to open up new research areas for Decision Support Systems in the 21st century.

#### [B] Guest Editors (in alphabetical order)

Guest Editors:

Dr. Robert Dyson (Warwick University in England),  
Dr. Fred Glover (University of Colorado in USA),  
Dr. Yuji Ijiri (Carnegie Mellon University in USA)  
and Dr. Andrew Whinston (University of Texas in USA).

Managing Office: Toshiyuki Sueyoshi (New Mexico Institute of Mining & Technology in USA and National Cheng Kung University in Taiwan)

#### [C] Schedule and Submission

Due Date of Manuscript Submission: **December 15, 2008**. All the submissions should be directed to T. Sueyoshi (toshi@nmt.edu). Manuscripts should follow the submission format of Decision Support Systems. The detailed guide for authors is available at [http://www.elsevier.com/wps/find/journaldescription.cws\\_home/505540/description#description](http://www.elsevier.com/wps/find/journaldescription.cws_home/505540/description#description)

### Call For Papers 2010 Special Issue of the *Academy of Management Learning & Education* "Sustainability in Management Education"

(Submission Deadline: 1 March 2009)

Guest editors are Mark Starik, Gordon Rands, Alfred Marcus, and Timothy Clark.

Below is the just released call for papers that follows the MED listserv's conversations stimulating further thinking and motivation to write and research on this topic. Please feel free to pass the call on to those you think may be interested.

Best wishes, Ben

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#### Call for Papers

Academy of Management Learning & Education  
2010 Special Issue

#### Sustainability in Management Education

Guest Editors:

Mark Starik, George Washington University

Gordon Rands, Western Illinois University

Alfred A. Marcus, University of Minnesota

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Sustainability, or multifaceted long-term quality of life, may be the most complex yet vital phenomenon of our time. Environmental, social, and economic sustainability changes, from local to global scales, appear to be connected to most every significant human action, whether individual, organizational, or societal. From natural resource extraction through manufacturing and service delivery processes to material and energy reuse and waste, for most of their activities in the natural environment, humans significantly impact themselves and the rest of the natural

world on an ongoing and sometimes destructive basis.

Fortunately, our species has recently become aware of the human and natural crises we have collectively generated, has identified a wide range of options potentially available to address these crises, and to a lesser extent, has begun to implement these solutions, though with less urgency, comprehensiveness, and effectiveness than may be required for satisfactory societal and environmental outcomes.

Businesses and business schools, the primary sources of management education, are paramount among those organizations that must accept responsibility for causing, as well as for developing possible approaches to addressing, these sustainability crises. In recent years, organizations, in general, have advanced sustainability goals by reducing energy consumption, conserving water supplies, improving air quality, fighting disease, preserving endangered species and ecosystems, and relieving poverty and other community ills.

Business schools and their universities and associations, such as the Academy of Management, have followed, and sometimes led, this general sustainability trend by developing and executing programs to green their curricula and research efforts, construct energy-efficient buildings, install or upgrade recycling systems, contract for renewable energy, purchase environmentally-preferable equipment and supplies, and work with one another and with surrounding communities to advance sustainability values.

The purpose of this special issue is to assess the learning and educational implications of these phenomena for both business schools and related institutions of higher learning, as well as for businesses and other organizations. In this vein, we encourage submissions that address sustainability education in academic and/or workplace settings. Consistent with the format of Academy of Management Learning & Education, empirical and conceptual articles for the Research & Reviews section, and appropriate material for the Essays, Dialogues, and Interviews section are welcome. Some research questions, issues, and

interview topics that contributions might address, among many others, are:

- What sustainability topics are most important to address in business curricula, and/or organizational training and development programs from the perspective of both business and society? Do these differ by region, culture, country, or level of education?
- How can environmental, social, and economic sustainability be integrated so that students and/or employees, including managers, appreciate the relationships among these phenomena? How can education help enhance this “triple bottom line” approach and outcome?
- How can the often technically complex topics of energy conservation, climate change, biodiversity, and similar more natural science-based subjects be most effectively presented to business students and/or employees who have not been exposed to or have even purposefully avoided these vital topics in their past educational efforts?
- How can business students and/or employees effectively learn to appreciate the diversity of sustainability-related scientific opinion but not be stymied into non-decision and inaction because of this diversity?
- What roles do the increasing number of sustainability- and management-related theories, models, and frameworks play in informing business and sustainability education and/or training and development? How can these be best transmitted and applied to “real-world” sustainability challenges?
- How can sustainability as an educational topic be used to identify both the similarities and differences among societal sectors (business, government, and nonprofits), within and among organizations in industries, and within and among cultures?
- How can the long-standing business topics of innovation, entrepreneurship, globalization, competition, and collaboration be effectively integrated

with sustainability topics into business-and-sustainability curricula? How can sustainability be integrated throughout the MBA and BBA curricula and/or organizational training and development programs?

- What techniques inside and outside the classroom (e.g. lectures, discussions, site visits, guest speakers, simulations, case studies, video, projects, and on-line activities) have proved successful in developing sustainability awareness, knowledge, and skills in business students and/or employees?
- What sources of information are available and what media are most useful to provide students and/or employees a well-rounded sustainability-oriented learning experience? How can sustainability learning goals, including the advancement of sustainability, be best assessed?
- How can both the recruitment and placement of business-and-sustainability students be enhanced at the bachelors, masters, executive, and doctoral levels of business education? How can management students be best connected to sustainability practitioners?
- How can those who have engaged in sustainability education and/or training and development best receive acknowledgement for such experience and be benefitted in organizational assignment, career development, and promotion decisions?
- What roles can and should executives, managers, human resource personnel, and consultants play in sustainability education in the workplace? What roles can and should university presidents and provosts, deans and department chairs play in advancing sustainability education in academia? What best practices currently exist? How common is such involvement at present? How can such involvement be encouraged?

Submissions should be received by September 30, 2009, and should adhere to the "Style and Format" guide for authors that can be found at [www.aom.pace.edu/amle](http://www.aom.pace.edu/amle). Submit manuscripts to <http://mc.manuscriptcentral.com/amle>, and

designate under Manuscript Type as "Special Issue-Sustainability 2010". Pre-submission discussion of and consultation on potential submission ideas and topics is also welcome. For further information, please contact the lead guest editor, Mark Starik, at [starik@gwu.edu](mailto:starik@gwu.edu).

All submissions will be subject to a rigorous double-blind peer-review process, with one or all guest editors acting as action editor, and final approval coming from the journal editor. Invitations to revise and resubmit will follow initial submissions in approximately 2 months, with a final deadline of June 30, 2010 for revised submissions. All authors will be invited to participate in an action workshop on the topic at George Washington University during the fall of 2010 after publication of the special issue.

**Call For Research Proposals**  
**Center for Integrative Leadership**  
**University of Minnesota**  
**Call for Proposals for *The Study and***  
***Demonstration of Integrative Leadership***  
**(Submission Deadline: 31 December 2008)**

In the MED List-Serv you will find the latest draft of the *Center for Integrative Leadership's* Call for Research Proposals. Included [in the attachment] are guidelines, proposal cover sheet, budget worksheet, and relevant deadlines (some of which were incorrect on prior version of the Call for Proposals).

***Proposals are due by December 31, 2008.***  
***Awards will be made by March 1, 2009.***  
***Research must be completed by June 30, 2010.***

The Center will offer two types of stipends. The **\$10,000 CIL Scholar Award** is intended for senior scholars who already have an outstanding record of accomplishment in leadership studies or related fields. The **\$2500 CIL Leadership Award** is for junior scholars, including graduate students, who are beginning their work in leadership studies.

If you have any substantive questions regarding the Center for Integrative Leadership awards, please contact Joyce Bono ([jbono@umn.edu](mailto:jbono@umn.edu)).

Proposals may be submitted to me via email ([stehr002@umn.edu](mailto:stehr002@umn.edu)), or mailed (5 copies) to the address below.

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Thank you.  
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