The 2008 Euram annual conference is approaching. Total of 669 papers have been submitted for the Ljubljana and Bled conference which is from the 14th to the 17th of May. We are looking forward to meet all of you in Slovenia.

A lot of work is being done by our Executive Committee on many areas where Euram is involved. In this Editorial I would like to focus on our Newsletter, which has changed and will be richer in content.

The aim of the Executive Committee is to make the Newsletter an important tool of communication among all Euram members and help us know a bit more about each other. To keep you posted on the latest developments, the Newsletter will be published every month. Besides information on the annual conference, reports on the executive committee activities, call for papers and focus on research issues, you will find interviews to our Council members, researchers from different countries and National representatives that are members of the Euram Board. A separate section of the newsletter will be dedicated to the news from the Euram community. All of you will have the chance to let everybody know about different issues such as:

- launch of a new innovative research project,
- establishment of a new research institute,
- success in grant application,
- innovations in teaching methods,
- publishing of a new book,
- the completion of doctoral thesis,
- and any other thing you may consider interesting for our community.

Soon every issue of the newsletter will also have a focus on one-two of the countries that are represented in the Board, with news and events from each of them. There will also be room for essays submitted from you and a section dedicated to membership.

I am also pleased to inform you that from this issue I am supported by Swapnesh K Marsani of the University of St Andrews in Scotland, whom I would like to thank for what he has already done in this period and for what he will do in the future when we will implement the many ideas we are collecting and developing.

But to have a successful and interesting Newsletter a key role is yours, our community! So, please let us have as many news, essays, and suggestions as possible.

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Donatella Depperru
Welcome to the new style Newsletter! I hope it finds you happy and thriving intellectually.

The previous EURAM Executive, led by Professor Joan Enric Ricart of IESE, developed four goals for EURAM’s strategy in 2006. These are:

G1 To construct a global academy reflecting the distinctive European tradition

G2 To continue to innovate in the provision of member benefits

G3 To create a broader membership base

G4 To cultivate research opportunities and funding that reflects that tradition

The new design of the Newsletter targets G2, while covering some of G4. In the past, volunteer editors did a terrific job with few resources, and managed to construct, edit and distribute our Newsletter on top of their day time jobs! The EURAM Executive, in its continuing effort to professionalise the Academy, have employed a recent doctoral graduate at the University of St Andrews (Scotland), Swapnesh Masrani, to assist the general Editor Donatella Depperu (Bocconi) to add some impetus. I think you can see the results of this ‘marriage’—an exciting new look, new information, new opportunities, new beginnings etc. Thank you Swapnesh and Donatella. They will continue to innovate and I encourage you to help them by sending in your information of workshops, conferences, job opportunities, visiting scholars, grant getting prospects, staff exchanges and so on.

Over the last months, I have been engaged on a number of projects for EURAM. First, with Bruce Kogut (Editor of the EMR) and Joan Ricart (ex President of EURAM), we began to plan out our succession for the Journal’s general editorship. We have some exciting news on this front and we shall make an announcement shortly once the arrangements are all in place. Second, Neils Noorderhaven and myself have been dealing with our colleagues in CEEMAN on the organization of EURAM 2008 in Slovenia. Strategy scholars will know that strategic alliances are tough things to manage but our thanks go to Milenko Gudic, Danica Purg and the staff at the Department of Economics of the University at Ljubljana for making our task so much easier than it could have
LETTER FROM THE PRESIDENT

been. A special mention must be made at this point for the work done on the doctoral programme by Kathrin Moslein (CLIC Leipzig). This one day, pre conference has over 60 students already. Third, we have been dealing with EURAM 2009 in Liverpool through the good offices of Professor terry McNulty and his team. Those plans are well advanced and we thank Terry for his commitment and attention to detail. Fourth, in a meeting with Paul Coughlan (President of EURAM’s parent EIASM), we discussed ways in which EURAM can fund a new administrator to support the existing EIASM staff, help our professionalisation campaign and support us in achieving our goals. So far, we have received excellent service from EIASM and especially from Nicole Coopman who has been a shining star behind the EURAM stage. We hope to make an appointment soon. Fifth, we have worked to promote EURAM’s research strategy, as outlined by Henk Volberda elsewhere in this issue. This strategy is crucial to EURAM if we are to achieve G1 and G4 above. We have been talking with EIASM about the idea of a research portal and we shall have more news on this issue later. Finally, we have been working through our ideas on extending the portfolio of our publications to include an interpretation of management research for practitioners and a distinct and distinguished collection of papers from our annual conference. These ideas are at an early stage but I would like to thank Armand Hatchuel (Ecole de Mines, Paris), Bruce Kogut (Columbia) and Colin Eden (Strathclyde) for their creative input. Again, I hope to say more at the annual conference.

So, as you can see, the new Executive have been working towards the goals set by the old one. We think we have made some progress and would be very grateful for your help in taking us forward.

My warmest wishes to you all,

Peter

Professor Peter McKiernan
Dean, School of Management,
University of St Andrews,
Scotland
In a dramatically changing world characterized by rapid globalization, unprecedented technological progress, and structural, institutional, demographic, sociological and psychological shifts, Europe is facing new challenges and searching for adequate responses and trying to achieve the ideal of building and sustaining global competitiveness while maintaining social harmony. It requires huge economic restructuring and equally dramatic social transformation.

Geographic, historic, economic, institutional, demographic, cultural, and social differences make Europe the most diverse, heterogeneous, and in some aspects also the most fragmented, region in the world. Leading and managing change in such a context is both an exceptional challenge but also an opportunity.

The issue of operational excellence, standardization, and unification versus creativity and innovation, entrepreneurialism, and respect for culture and values is becoming increasingly important at the individual, organizational/institutional, and social levels as well. Creating a dynamic balance and possible synergies between these two apparently conflicting demands is a huge leadership and managerial challenge but also an intellectual one. At the same time it is also another opportunity, since diversity is an inexhaustible source of creativity, innovation, and breakthrough thinking.

European management theory and practice are lagging behind in terms of their focus on diversity and their implications for leading and managing change and developing managerial and leadership capabilities. The EURAM (European Academy of Management) 2008 Conference invites you to contribute to bridging the gap.

Our gathering in Ljubljana and Bled will be the first EURAM Conference organized in the CEE region. As an association focused on change and which celebrates diversity and fosters creativity, innovation and respect for culture, CEEMAN, in cooperation with member institutions the Faculty of Economics, University of Ljubljana, and the IEDC-Bled School of Management, will bring a perspective from the CEE region - the world's largest laboratory of change.

Join us in Ljubljana and Bled on 14 - 17 May 2008 to explore and discuss these issues in a highly diverse, multidisciplinary, multi-departmental, multi-institutional, and multicultural environment that you will yourself create by bringing and exposing your own approaches, views, research methodology, tools and results, experiences, philosophy, tradition, and values.

Diversity is the biggest European challenge but also its most fascinating opportunity!

Registrations are open at:

http://www.euram2008.org/HowToRegister.asp
2009 CONFERENCE

11th – 14th May, Liverpool, UK
Renaissance and Renewal in Management studies

Conference Organisers: Professor Terry McNulty (Chair), Dr Robin Holt, Dr Allan Macpherson and Professor Elena Antonacopoulou.

More information on this conference will follow in the April edition.

NEWS FROM THE NATIONAL REPRESENTATIVES

From Australia, Robert Westwood reports: the recent general elections in Australia saw the defeat of John Howard’s Liberal party and a return to power after eleven years of the Australian Labour party. One consequence of this that impacts directly the higher education sector, including business schools and management departments, is the dropping of the Research Quality Framework (RQF) that the previous government had initiated. The RQF was a mechanism similar to the Research Assessment Exercise used within the UK to assess quality of research outcomes and to use that to make a determination of levels of support to institutions. A considerable amount of time and money was spent in preparation for the RQF. It is not entirely clear at this stage if the Labour Government will move forward with their own substitute scheme.

From United States, Sanjay Goyel reports: preparations for the The Academy of Management Annual Meeting in Anaheim, California (August 8-13) are in full swing. EURAM members interested in attending should lock in their accommodation choices early. As of March 5, all options are open. But as members start getting news about their submissions, the hotels fill up fast. Please use Academy of Management website (www.aomonline.org) to reserve hotel rooms.
Yuri Bondi has co-edited a book titled ‘The Firm as an Entity’. It will provide the reader with (i) general essays, that pay attention to some insightful lessons from the past that presently are at least partly neglected; (ii) specific essays, that contribute to the enhancement of the interdisciplinary perspective of the firm as an enterprise entity by exploring its consequences and implications for accounting, ontology, law and economics, business finance, and the governance of the firm as an enterprise entity; and (iii) reprints of often rare or neglected essays, by H. Simon, M. Shubik, R. Coase, A.A. Berle Jr., R.N. Anthony and J.H. Stauss, that allows the reader to rediscover the work of previous authors, issues and ideas, and that will prove to be fundamental to enhance the interdisciplinary approach offered by the collection.


Dissertation Committee: Pr. David Alis (Rennes I), Pr. Franck Bournois (Paris II), Pr. Charles-Henri Besseyre des Horts (HEC), Mrs. Sue Cruse (GlaxoSmithKline), Pr. Michel Lallement (CNAM Paris), Pr. Maurice Thévenet (CNAM and ESSEC, Research Director).

English title: Managing employees’ lives outside work? Relevance and Effectiveness of Work-Life Organizational Practices in the United States, the United Kingdom and France.

High distinction and congratulations of the jury. Contact: Ariane Ollier-Malaterre, post-doctoral researcher, Boston College, ariane.malaterre@free.fr

Efthimios Poulis has joined Bournemouth University’s expanding Business School in September 2007, as a Lecturer in Strategy & Management. Previously, he was an Honorary Lecturer in Strategic Marketing Management at Manchester Business School for the last three years.

“Innovative Concepts for Human Resources Development and Organizational Change in Consulting Organizations (IPOB)” is the title of a new research project that is conducted by the University of Oldenburg, the University of Regensburg, and the Catholic University of Eichstätt-Ingolstadt. The project is funded by the German Ministry of Education and Research (BMBF) and co-funded by the European Social Fund (ESF). In this project, we aim at increasing the knowledge on the quality of organizational and human resources development in consultancies. The three project partners will cooperate with international research partners (e.g. Vienna University of Economics and Business Administration, Warwick Business School), well known consultancies (e.g. A.T. Kearney, KPMG Consulting, and Roland Berger Strategy Consultants) and different consulting associations (e.g. Association of German Management-Consultants (BDU)).

The research is focused on questions like:

- How do consultancies handle problems of uncertainty and/or non-knowledge? What are the preconditions to establish concepts that focus on a culture of failure?
NEWS FROM THE EURAM COMMUNITY

- How do consultants cope with personal and intercultural diversity and what kinds of concepts are suited for an intercultural team management?

- How do consultants handle their work load and how can organizations introduce innovative concepts of Work-Life-Balance?

The project will contribute to the development and establishment of the scientific field of ‘consulting research’ in Germany and Europe. Moreover, the findings will be integrated into university education programs focusing on the field of consulting.

For further questions concerning the project please contact:

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Tarja Ketola of University of Vaasa has published a new book titled ‘From Psychopaths to Responsible Corporations: Waking up the Inner Sleeping Beauty of Companies.’ Companies do not have to behave like psychopathic, borderline or neurotic personalities. Such unhealthy organizational behavior derives from psychological defenses companies use to deny, excuse or justify their irresponsible actions. Continuous defending makes life for corporations and their members very stressful. It is a great relief to them, when they are allowed to act responsibly, admit irresponsible episodes, repair the wrong done, and reorient towards future challenges. Responsible behavior requires that corporate (1) values, (2) words, and (3) actions should be in line. This book shows different ways of matching these three levels, and suggests that the most natural corporate responsibility is achieved through matching (1) virtue ethical values shared by people all over the world, (2) concessive discourses leading to sublimations, and (3) actions that simultaneously take account of ecological, socio-cultural and economic responsibilities.

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Organizational Structure and Management Practices in Germany: A large scale empirical research project starts in March 2008.

The Institute for Communication Economics (Munich School of Management, Ludwig-Maximilians-Universitaet Muenchen, Germany) launches the "ICE Management Project", a large scale empirical research project on organizational structure and management practices of manufacturing firms. In the first interview wave in March 2008, the objective is to interview up to 300 manufacturers within German-speaking countries on topics like organizational structure, human resource management practices, and organizational culture. The interviews are conducted by phone and utilize an innovative interview method de-
The "ICE Management Project" is supported by Deutsche Telekom Foundation. Further information on the project and the Institute for Communication Economic is available under www.en.ice.bwl.lmu.de
Henk, you have been the key designer of EURAM’s research policy. Could you explain the main components to us?

On the basis of the presentation for the EURAM Executive Board in Paris, we developed 3 research-related priorities for EURAM for the coming years, namely:

1. Publishing: EURAM EuroPort of Management Knowledge
2. Networking: the creation of EURAM Special Interest Groups

The initiatives developed are based on the concept of the extended cycles of knowledge production and impact (see Figure on next page). Hopefully, they all lead to greater access of European Management Research, greater visibility of European Management Scholars and also higher impact of European Management Research.

A Portal is a window on the “grey research area”. What is this and how will researchers benefit from its existence and use?

I think there is a need for an electronic publishing platform for new knowledge products in the EURAM/EIASM domain of research in management. The new community platform is named EuroPort of Management Knowledge. It builds on the current, often institutional, initiatives for academic repositories and electronic publishing and distribution of new works. The aim is to make the time-to-peers as short as possible. Journals are the formal structures in the filed. The EuroPort platform aims to support the scholarly communication and the interaction between scholars and their audiences.

EuroPort of Management Knowledge functions as a pre- & post-publishing platform for posting papers and sharing and experimenting with new forms of peer review. The most important added value is that it will build on the partners in the EIASM network to serve the researchers in Europe and will be the first pan-European platform for management knowledge in Europe. The first goal is to create an academic repository for working papers, articles (accepted author versions), multimedia material like podcasts, lectures, keynotes, and last but not least: dissertations of young talented researchers from the field. In the future even collaborative data storage might be a service for our researchers. The added value of the EuroPort will be the web services developed upon the repository. Ultimately EURAM could be the driver of the development of an advanced thesaurus for research in management, building upon existing knowledge systems and advanced
indexing techniques to make the management knowledge resources as productive and impact full as possible.

The idea is that EURAM takes the lead in the development of the EuroPort MK initiative and that the facility is managed by the EIASM support organization. The same structure that supports all the EIASM based associations and the successful courses. Once the support structure for electronic publishing is in place for EURAM, other associations hosted by EIASM can benefit and contribute to this facility too, collaborating together and building the true Europort platform for research in Management.

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The ideas of Special Interest Groups sounds productive. How many do you think EURAM needs, what areas will they be in and what will they do?

The community of EURAM scholars is growing and the variety of their work reflects the European diversity and multicultural approaches and perspectives. To foster these unique dynamics of our European field, we propose to set up a structure of special Interest ‘Docks’ as part of the EuroPort initiative. The metaphor of a EURAM as a mainport of management knowledge in Europe with different Docks for special interest groupings is appealing. The communication can be more effective within the different focal communities and the profiling of the knowledge per grouping can be facilitated in a focused way. For example we suggest building targeted Expertise Topic portals for each grouping on the EuroPort portal.

As example we created a brain map of EURAM 2008 (see next page). We made groupings of all the tracks and created an integrated presentation of it (see annex).

We created the following list in groups and categorized the EURAM 2008 tracks accordingly:

1. Entrepreneurship
2. Strategy
3. Organizational Behaviour/HRM
4. Management & Organizational Development
5. Innovation, knowledge and learning
6. International Business
7. ICT & Business Models
Management Research

What can EURAM do beyond supporting individual researchers and facilitating research networks? How can we further professionalize European Management Research?

Top research needs top support. EURAM is currently mainly focused on the researchers in their academic role. EURAM can deliver added value in developing the professional skills and capabilities for research management.
We propose to create a new development programme called ‘Research Management in Management Research’. This new programme is targeted at research directors and senior research executives in business schools and faculties in the EURAM network. Based on the DPDOR development programme from BAM/ABS, we can build an annual development programme to stimulate the professionalization of the role of research guidance and research management. There will be of course a special section on the EuroPort portal with resources and tools for this community. The development programme also functions as a networking facility for people in the business of project and programme development in the EU context.

Henk, what are you working on right now?

Europe has an excellent record in knowledge creation, but a mediocre record in innovation activity, which is defined as the successful transfer and application of knowledge in new products and services. I think that European management scholars are too silent in this debate and that they have much to offer to bridge the innovation gap. I therefore just created a new research institute SCOPE, Social innovation for Competitiveness, Organizational Performance and human-Excellence. It is a consortium
of three Dutch Universities (Erasmus University, University of Amsterdam, University of Maastricht) and TNO. Evidence from both SMEs and large firms shows that successful innovation is not just the result of technological inventions, but is also heavily reliant on what has been called “social innovation”.

Social innovation is defined as changing a firm’s organization, management and labour in a way that is new to the organization and/or the industry, with the effect of leveraging the firm’s technological knowledge base and improving organizational performance. For Europe, and the Netherlands in particular, more active stimulation of social innovation and its leverage of technological innovation will be crucial to sustain long-term competitiveness. At the moment, firms in the Netherlands are relatively unsuccessful in introducing non-technological innovation. They are apparently weak in terms of transferring and utilizing technological, management, organization, and marketing knowledge. The aim of SCOPE is to conduct a systematic and enduring investigation and development of the various ways in which social innovation and its leverage of technological innovation can be enhanced within a firm; between firms through open innovation networks; and during interaction with institutional stakeholders, as well as through overall better measurement and monitoring. In comparison to technological innovations that are measured by deployment of budgets, number of scientists involved, number of patents or simply by R&D expenses as percentage of turnover, social innovations in terms of outstanding managerial capabilities, management practices and organizing principles of innovation are more difficult to assess and quantify.
CALL FOR PAPERS, CONFERENCES, RESEARCH GRANTS, ETC

Governing the Business Enterprise: Ownership, Institutions, and Society

Venue: CNAM, Amphitheatre « Aimé Laussedat » (n° 3) 2, rue Conté - 75003 Paris
22nd and 23rd May 2008

The state of business governance and regulation currently is under strict scrutiny. Organised under the auspices of "The "European Association for Evolutionary Political Economy" (EAEPE), this international conference aims to provide a valuable and timely contribution to this debate by convening leading world-wide scholars from different disciplines concerned with the governance and regulation of the business enterprise. They will share their specialised knowledge and thus contribute to developing a comprehensive understanding of the management, governance and regulation of the business enterprise and of its social responsibility.

Web Site : http://eaepe.cnam.fr/
Contact : Yuri Biondi (CNRS, CERAG & CNAM, CFA), http://yuri.biondi.free.fr/

R&D Management Special Issue: “Open R&D and Open Innovation

Submission of Abstract (or Full Papers) 8th May 2008 ** Submission of Full Papers before 6th July 2008 ** Feedback and Revisions August– October 2008 ** Acceptance for Publication December 2008 ** Publication 2009

This special issue aims to deepen managers' and researchers' understanding about the management of 'open R&D' and how it can support open innovation. It aims to provide a comprehensive overview of the current state of the art, from a theoretical and practical perspective. It also aims to advance the state of the art and to stimulate further research. Submissions are invited from management researchers or collaborative teams (academics with practitioners) and may be based on conceptual, theoretical or empirical research. Authors can submit abstracts across a wide spectrum of topics in open R&D and open innovation. They will be quickly advised about the suitability of their proposed paper before being invited to prepare a full paper. Papers presented in the innovation track at EURAM 2008 in Lubljana and Bled, Slovenia (14-17 May), at the R&D Management Conference 2008 in Ottawa, Canada (17-20 June), and at the R&D Management Advanced Workshop 2008 in Linkoping, Sweden (15-16 September) will automatically be considered for publication either in this Special Issue or in other issues of the journal. The Editors welcome informal discussion by email at an early stage. Papers are encouraged which link state-of-the-art thinking and research with a practical perspective. Submitted papers should not have been previously published nor be currently under consideration for publication elsewhere. All papers will be refereed through a double-blind peer review process.
Please submit your papers electronically to Ellen Enkel (ellen.enkel@unisg.ch) with a copy to RnDManagement@mbs.ac.uk. A guide for authors, sample copies of the journal and other relevant information for submitting papers are available on the R&D Management website: http://www.blackwellpublishing.com/journal.asp?ref=0033-6807&site=1

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International Forum on Knowledge Asset Dynamics 2008

Venue: Matera—Italy
Conference: 26th—28th June 2008

Abstract or Paper Submission 28th March 2008 ** Communication of Acceptance 14th April 2008 ** Deadline for Final Paper 12th May ** Deadline for Registration 26th May ** Final Program 16th June ** Forum Sessions 26th – 28th June 2008

The main purpose of the IFKAD 2008 is to provide a unique international opportunity for the exchange of cutting edge knowledge and research about the role, theory and practice of IC management and measuring for sustaining innovation capabilities and value creation dynamics of companies as well as of nations, regions, clusters, local production systems and industrial districts and cities. The third edition of the Forum will be focused on the exploration of the following main topics:

- Intellectual Capital and Innovation Capabilities
- Intellectual Capital and Organizational Innovation
- Intellectual Capital Management for Service Productivity Improvement
- Intellectual Capital and Change Management
- Intellectual Capital and Performance Improvement
- Approaches and Techniques for Intellectual Capital Management and Measurement
- Intellectual Capital of Nations, Regions, Clusters
- Intellectual Capital-Based Policies for Territorial Sustainable Development
- Intellectual Capital and Services
- The Diffusion and Creation of Knowledge in Local and Global Networks

Both senior and junior researchers as well as managers and policy-makers are invited to participate and contribute with a paper to the Forum. In particular, we wish to stimulate the active participation of young scholars – PhD. students and scholars who have finished their PhD within the last three years. Acceptance of all submissions will be based on the quality, methodological rigor and practical relevance to the central themes of the Forum. Submission of a paper grants permission for the organizers to include it in the Forum proceedings and to place it on the Forum website www.knowledgeasset.org/IFKAD2008/
The 2nd Israel Strategy Conference (ISC 2008)

Venue: Tel Aviv, Israel

Conference: December 28-30, 2008 (Submission Deadline: June 15, 2008)

In a continuous effort to build a thriving international community of strategic management scholars and promote the field of strategic management in Israel, we are proud to announce the 2nd Israel Strategy Conference (ISC2008) to be held in Tel Aviv, Israel, on December 28-30, 2008. The tentative program features keynote speakers such as Joel Baum (U. of Toronto), Daniel Levinthal (Wharton), and Michael Tushman (Harvard). ISC2008, sponsored by the Eli Hurvitz Institute of Strategic Management at the Faculty of Management at Tel Aviv University, offers a unique opportunity to explore recent developments and emerging issues in strategic management, as well as receive feedback on your work-in-progress, and network with colleagues from the field.

We invite paper proposals for possible presentation at the conference. Possible topics include (but are not limited to):

- Strategy formulation and implementation
- Strategic planning and decision processes
- Managing risk and uncertainty
- Strategic control and reward systems
- Resource development and allocation
- Knowledge management
- Internationalization and multinational corporations
- Strategic alliances and networks
- Diversification and portfolio strategies
- Competitive strategy
- Selection and behavior of general managers
- Corporate venturing
- Entrepreneurship
- Corporate governance

Submission guidelines

Paper proposals, written in English, should clearly identify the research questions and the proposed/actual methodology used. If available, the main results, implications, and contributions should also be briefly discussed. Paper proposals are limited to 2 pages of text and 1 additional page of references. Use double spacing with 1-inch margins all around and a font size no smaller than 11 pt. The title of your paper must be included.
in the header and should exactly match the title provided in the online submission form. Please do not include any author identifying information in the proposal. To submit the paper proposal, upload your proposal in a Word or PDF file format to the Submissions Section of the ISC website at: www.isc.org.il where additional guidelines will be provided. Presenting authors must be available to present their papers anytime during the conference. There will be no changes in the program to accommodate specific time preferences. If the presenting author cannot be available during December 29-30, please don’t submit a proposal. An author may be designated as the presenter of only one paper, but can be listed as a co-author of up to 3 papers.

The Submission Section of the ISC website will be available in early April, 2008. Notices to authors will be sent in early August, 2008, indicating whether the proposed paper has been accepted to a paper or poster session.

**ISC Best Paper Award**

A select group of papers which received the highest evaluation in the review process will be nominated as finalists for the ISC Best Paper Award. The finalists will be asked to submit a full paper for an additional round of blind-review process by a distinguished panel of reviewers. The selected winner(s) of the ISC Best Paper Award will receive a plaque and a $1,000 cash prize sponsored by Rotem Strategy.

**Conference Registration**

Registration to the conference will open on August, 2008 on the ISC website at www.isc.org.il Payment instructions will be made available on the website.

The conference registration fee is as follows:

- Early registration fee: NIS 400
- Early registration fee for students: NIS 250
- Late registration fee: NIS 500
- Late registration fee for students: NIS 300

**Conference co-organizers:** Niron Hashai (Hebrew University) - nironH@huji.ac.il , Dovev Lavie (Technion & UT Austin) - dlavie@tx.technion.ac.il , Ithai Stern (Northwestern University) - i-stern@kellogg.northwestern.edu

**Advisory committee:** Shmuel Ellis (Tel Aviv University) – sellis@post.tau.ac.il , Avi Fiegenbaum (Technion) - avif@ie.technion.ac.il , Avi Meshulach (Hebrew University) - msavim@pluto.mscc.huji.ac.il
Zur Shapira (New York University) - zshapira@stern.nyu.edu

For additional information, visit the ISC website at www.isc.org.il or contact one of the conference co-organizers by email at info@isc.org.il.
European Research Council (ECR) Grants

Deadline: March 18 2008

The ERC represents a significant new initiative within the EU's Framework Programme (FP). Its budget will be around 7.5 Billion Euros over the period 2007-2013 (the yearly budget will increase linearly from around 300 million Euros in 2007 to around 1.7 billion Euros in 2013). This represents 15% of the total FP budget. Other FP initiatives, notably on mobility and thematic research, continue.

The ERC differs from other FP initiatives in that it focuses on investigator-driven research solely evaluated on scientific merits. This means there is no requirement for multiple partners or cross-border mobility of researchers. ERC grants will support "individual teams", where teams can be as small as one individual. Of course, co-authors can be "team members"; but the evaluation will focus on the scientific quality of the "principal investigator" (PI) (namely, his or her publications and general, and the proposed research project.

In 2007, the budget was dedicated to 'Starting Grants', for researchers who had received their PhD between two and nine years before the deadline (which was April 2007). Around 300 grants have just been awarded, out of a very high number of submissions, i.e. more than 9,000. This high number was due in part to a very 'light' two-stage application process, where applicants only had to submit a four-page proposal in stage 1 (in stage 2, the project proposal amounted to ten pages).

In 2008, the budget is dedicated to 'Advanced Grants', i.e. for researchers with a substantial track record in the last 10 years (note that there is no age limit for applying). As a way to reduce oversubscription, there is only one stage of application now, where the page limit for the project is fifteen (plus a five-page summary). This remains light given that the ERC continues to plan to award substantial grants. In fact, one can apply for up to 2.5 million Euros over five years (and even 3.5 in specific circumstances) and the ERC expects to award grants of more than 1 million Euros on average. The grants are meant for top researchers planning to undertake ambitious, 'frontier research' projects in any field of science, including Social Sciences and Humanities. The grant will be usable flexibly, to pay for example for the PI's wage if needed, for a sabbatical, for teaching buyouts, for possible wage supplements, for equipment or travel expenses, and also for research co-authors, assistants or doctoral or post-doctoral grants.

Given these specificities, we strongly encourage you to apply.

Eligibility is not limited to any nationality and requires no mobility (nor does it prevent it, obviously). It does require that the PI intend to work in a "host institution" (a university, research institute, etc.) in the EU or the Associated Countries. This means either: (i) being already at such an institution and planning to stay there; or (ii) planning to join (from the EU or elsewhere) such an institution. Note that team members can be based anywhere.

It is important to note that the 2007 and 2008 budgets - given their limited sizes - have seen 2007 focusing solely on Starting Grants and 2008 solely on Advanced Grants. From 2009 on, one third of the annual budget is going to be devoted to Starting Grants and two thirds to Advanced Grants. Given the size of the 2009
budget, which will be of the order of the 2007 and 2008 budgets combined, there will be around of the same amount of money available for Advanced Grants in 2008 and in 2009. This is important because, again to limit oversubscription, researchers are allowed to apply only once in 2008 and 2009.

More information (on the ERC, the Grant Schemes, the disciplinary Panel structure, the application forms) can be obtained on the ERC website at http://erc.europa.eu

From the Editors: Management and Organization Review 4.1 is now available, FREE to download and featuring exciting articles on the following topics: conflict in governance, the effects of federalism, guanxi, institutional change, and own brand management. We hope you enjoy this interesting new issue!

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Scottish Doctoral Management Conference, 2008

We are pleased to invite you to participate in the 4th Scottish Doctoral Management Conference (SDMC) held on 8/9 May 2008 at the Gateway Building of the University of St Andrews School of Management.

Within only four years SDMC has grown into one of Scotland’s leading doctoral conferences in the field of business and management. Organised along six main tracks (including Banking & Finance, Human Resource Management, International Management, Marketing & Strategy, Organisation Studies and Social Accounting), SDMC 2008 will provide a forum for you to present your research and work in progress to peers and leading scholars within their fields. It aims to promote intensive discussion, exchange and debate, highlight cutting-edge research carried out and serve a great opportunity to network with other researchers in your discipline. The programme will feature plenary panels, interactive workshops and generic skills training sessions, kindly hosted by GRADskills, winner of the Higher Times Award 2007 as UK’s best generic skills development programme for university researchers. We are also delighted to announce this year’s keynote speaker Mr Colin McLean, Managing Director of SVM Asset Management and ‘one of Britain’s greatest investment minds’, who will take a practical stand in the academic debate on ‘rigor and relevance’.

Submit your presentation abstract by 25th March 2008 and participate in what we are convinced will be an academically stimulating and personally rewarding conference experience. For more details on the conference, please go to: www.st-andrews.ac.uk/management/sdmc/2008

We look forward to welcoming to St Andrews!

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EURAM JOB MARKET

The European Academy of Management launches the first edition of a job market for researchers (PhDs and PhD candidates, assistant professors, associate and full professors), whose research is concerned with one of the several fields of management studies. The main goal is to manage and diffuse the relevant information concerning higher education and research institutions and young researchers in order to lower the cost of creating a good match.

Interested Institutions (universities, research institutions, private companies,...) have the opportunity to post on this web site a brief description of their foreseen opening positions.

Candidates are supposed either to hold a PhD or to be close to defend their PhD dissertation. In order to register candidates should specify the name of their institution, the date of expected graduation, their fields of interest, and a downloadable CV (PDF format), which should include names and addresses of at least three references. Candidates are also expected to post their job market papers and strongly encouraged to build a personal web page.

Visit: www.euram-online.org
Audencia Nantes School of Management, France, invites applications for full-time faculty positions in all fields of management, but more particularly for the following positions at the level of Assistant or Associate Professor:

- Two Accounting positions, in the areas of Financial Accounting/Auditing and Management control;
- Two Financial positions, focusing in the areas of Corporate Finance and Market Finance;
- One Organisational Behaviour position focusing in the area of Leadership;
- One Entrepreneurship position;
- Three Marketing positions, in the areas of Sales Management, Electronic Marketing and Marketing Management;
- Two Management positions, focusing in the areas of International Business and Arts Management;
- One Operations Management position, focusing in the area of Supply Chain Management/Logistics.

Candidates must possess a Doctorate or PhD, a research potential consistent with the requirements of an AACSB, EQUIS and AMBA accredited school, and good teaching ability.

Review of applications will begin immediately and will continue until the position is filled.

Candidates should send by email a letter of application, a curriculum vitae, sample copies of their research (published or working papers) and three academic and/or professional references to Dr Christophe Germain, Academic Director, cgermain@audencia.com

www.audencia.com/french-business-school/recruitment.html

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The European Business School (EBS) International University Schloss Reichartshausen in Oestrich-Winkel/Wiesbaden is one of the three largest German faculties in business administration combining the intellectual excellence of 56 professors and 88 visiting professors in five departments.

Starting in the Fall term 2008 the EBS is looking for:

Junior Professor in Organizational Behaviour

The applicant is expected to fulfil the following criteria:

- A PhD with a record of demonstrable scholarly and professional achievement and significant experience in Organizational Behaviour/Entrepreneurship/ Family Business or a closely related discipline.
• Ability and interest to undertake quality research as evidenced by a distinguished record of refereed publications in recognised international journals (at least 2 B-journal publications), a significant history of excellence in research and an active current research agenda. The applicant is required to undertake future research in bridging organizational behaviour and family business.

• Ability to play a significant role in family business research projects, particularly to provide leadership for an academic team, develop the research skills of existing staff, attract external research grants and supervise higher degree research students.

• Excellence and innovation in quality teaching.

• Pronounced communication and teaching skills in organizational behaviour (family business teaching record is not required).

• Preparation and delivery of seminars, lectures and tutorials. The applicant is expected to make a significant contribution to all activities of the organisational unit or interdisciplinary area and play a significant role within their profession or discipline.

Applications are accepted in both hard copy and soft copy format containing a covering letter, a statement addressing the selection criteria and a curriculum vitae which contains the following information:

• Education, academic and professional qualifications, relevant professional training. Present appointment.

• Previous appointments.

• Details of teaching experience.

• Formal student evaluations of teaching.

• Details of research experience and fields of special interest.

• Published works (with a focus on the applicant’s top three publications).

• Details of experience in academic planning and governance.

• Other professional and relevant experience.

Name, mail and email addresses and telephone numbers of three referees (referees are normally contacted after short-listing has taken place and before candidates have been interviewed).

Applications should be sent until 31rst of May 2008 to:

Prof. Dr. oec. Christopher Jahns
Rector of the European Business School,
European Business School (EBS)
International University Schloß Reichartshausen
Rheingaustraße 1
65375 Oestrich-Winkel
GERMANY
For further information please contact:
Bärbel Spors
Academic Manager
Department of Strategy, Organization & Leadership (baerbel.spors@ebs.edu)

Grenoble Ecole de Management, France

Tenure-Track Positions in Organisation Theory,
Post Doc Positions in Organisation Behavior and Organisation Theory

Grenoble Ecole de Management (School of management) seeks to appoint new faculty members at assistant professor level and at post doc levels with strong academic background in Strategy, Management of Innovation and Organisation Theory.

Two positions in the HR department will be appointed in September 2008 or January 2009. The successful candidate will contribute to both theoretical and applied aspects of the department's research and will have an active research agenda.

The applicants are expected to play an active role in our graduate courses (Ms, MBA, GGSB programs) and undergraduate courses (Bachelor in Business Administration). Post doc will have a low teaching load.

The candidates should have a Ph.D. or expected to have it by the end of 2008 in the area, and possess outstanding research and teaching qualifications. Areas of research and teaching will be in close relation with their qualifications, respectively, Organisation Behaviour and theory, Human Resources.

Thus, the strategy department of Grenoble Ecole de Management attempts to combine training, research and application, by promoting analysis of the current reality.

Grenoble Ecole de Management is one of the leading European Business Schools. It has three campuses in Grenoble (a large scientific city in the Alpes in France) and 10 other places worldwide (Russia (MBA), Moldavia (MBA), Georgia (MBA), London (MBA, MIB, MSc in Finance), Malta (MBA), Morocco (Business Manager, MSc service Management, MS buyer, MS project Management), China (DBA), Serbia (BIB), Iran (MSc in Construction), et Singapore (MIB)), offering mostly graduate level training in business administration (Ms, MBA, Specialized Masters, and company specific programs).

It has been accredited by AASCB, by EQUIS and by AMBA. Courses can be taught in English or in French.
Grenoble Ecole de Management, France

- Tenure-Track Faculty Position in strategy and management of innovation.
- Tenure-Track Faculty Position in strategy and supply chain management
- Post Doc Positions in Strategy, Management of Innovation, Supply Chain Management and Organisation Theory

Grenoble Ecole de Management (School of management) seeks to appoint new faculty members at assistant professor level and at post doc levels with strong academic background in Strategy, Management of Innovation and Organisation Theory.

Four positions in the department of strategy and management of innovation will be appointed in September 2008. The successful candidate will contribute to both theoretical and applied aspects of the department’s research and will have an active research agenda.

The applicants are expected to play an active role in our graduate courses (Ms, MBA, GGSB programs) and undergraduate courses (Bachelor in Business Administration). Post doc will have a low teaching load.

The candidates should have a Ph.D. or expected to have it by the end of 2008 in the area, and possess outstanding research and teaching qualifications. Areas of research and teaching will be in close relation with their qualifications, respectively, Strategic Management, Management of Innovation and Technology, Supply Chain management.

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It has been accredited by AASCB, by EQUIS and by AMBA. Courses can be taught in English or in French. The remuneration package is competitive at the European level and a strong support is given to research.

Candidates should send a cover letter, a complete curriculum vitae, sample copies of their research (published or working papers) and two letters of recommendation or the names of two referees. Applications should be sent (possibly by mail): before March 1st 2008 to start in September 2008, before May 1st 2008 to start in January 2009, to:

Celine Randy, GRENOBLE ECOLE DE MANAGEMENT, 12, rue Pierre Sémard - BP 127 - 38003 Grenoble Cedex 01 - France, e-mail : celine.randy@grenoble-em.com
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