Save the dates!

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| November 30
| We have an earlier deadline than in past years. See the call for papers attached. |
| **International Conference** |
| Join EAMi in beautiful Croatia. See the call for papers attached. |

Submit your papers to our international conference by **December 10, 2018**

**www.eaom.org**

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**PLEASE CHECK OUR CALLS FOR PAPERS**

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is a regional affiliate of the Academy of Management.

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Meet the Board, part I

VP Program

Kimberly Merriman is a Professor of Management and PhD Program Director at the Manning School of Business, UMass Lowell. She researches compensation, performance management and human capital. Kim is published in premier outlets and recognized as an authority by sources such as the Wall Street Journal and The Conference Board’s Director Notes. She serves on the editorial board of *Organizational Behavior and Human Decision Processes* and *Journal of Business Ethics*. Kim’s research and teaching is informed by a prior career in business and real property valuation. She holds a PhD BA from Temple University.

Claudine SchWeber designed and taught online courses, and developed faculty training and research around online teaching best practices. After Hurricane Katrina, she got involved in emergency management with local universities to provide learning continuity using online education. She remains involved in the City of Takoma Park Emergency Preparedness Committee. As a Professor of Management in the Graduate School at the University of Maryland University College she held a Fulbright to Israel focusing on e-learning, chaired the Doctor of Management Program, and was the Associate Provost for Distance Education & Lifelong Learning. She earned her Ph.D. from SUNY/University at Buffalo.

VP Program Elect

Dr. Mousumi Bhattacharya, Associate Professor of Management at the Charles F. Dolan School of Business, Fairfield University, teaches and conducts research in strategic HRM, and international business. She has published research articles in *HRDQ*, *JOM, International Journal of Human Resource Management*, and *Journal of Business Research*. She won the 2014 Richard A. Swanson Research Excellence Award for Best paper in Vol. 25 of *HRDQ*. Dr. Bhattacharya has served on the editorial board of *Group and Organization Management* journal and reviewed for *JOM, AMR*, and *Journal of Business Research*.

Directors

Yi Yang joined UMass Lowell in 2006 after receiving her PhD in Business Administration from Drexel University. Currently she is the Department Chair of Marketing Entrepreneurship and Innovation, where she’s taught undergraduate, graduate and doctoral courses in the areas of entrepreneurship and strategy. In the past five years, she’s held many leadership roles including PhD Program Director, co-Chair of the Undergraduate Program Committee, co-Chair of the Research Advancement Committee and she’s helped to develop entrepreneurship undergraduate and graduate programs as well as the Manning School doctoral program. Her research interests include corporate venturing and entrepreneurship, technology innovation and management, new venture creation and growth, competitive dynamics, and strategic decision-making.

Joel Rudin is a Professor and Assistant Chair of the Department of Management and Entrepreneurship in the Rohrer College of Business at Rowan University. He is the Founding Editor of the *Journal of Workplace Rights* and an Associate Editor of *Organization Management Journal*. His most interesting current research stream examines workplace issues faced by transgender employees. In addition to his current role as a director, he has served as a reviewer, panelist, session chair, and track chair for EAM. His favorite thing about EAM is how welcoming the organization is to doctoral students and junior faculty.
President’s Welcome

In 2013, I ran for a director’s position and wrote the following as my vision for EAM: “EAM is a welcoming and vibrant community where we celebrate our passions for teaching, practice and research, and explore what it means to be faculty and practitioners of management. As the primary organization for members who opt out of larger groups, EAM must continue to offer a robust mix of programs and outlets for us to foster growth as educators and researchers and to enhance our professional relationships. In 1997, I joined as a doctoral student and have felt at home ever since (thank you!). A continued focus on junior faculty and doctoral students is key—they benefit greatly from collegial relationships, mentoring, insights and refinements to their research, and opportunities for professional service. I’d like more programming that addresses the evolving professional needs of long-time members and enhances networking and collaboration.” Five years later I find that statement still to be on target for my new, and largely unexpected, role as president. In referring to this role, I often quip “all my friends have done it, now it’s my turn”. They’ve been role models and excellent colleagues, and I am grateful to follow their varied examples of servant leadership.

One task this year is to dissolve the “old” EAM. A few years ago it surprised the board to learn we were an unincorporated association. The professional advice we received was to incorporate as a new organization (new tax ID number, etc.). That was a difficult process in terms of our internal coordination as volunteers, but that’s in the past now, we have EAM, Inc. in place and are able to move forward and regain momentum. A challenge these next few years is to build our coffers, so we are looking into hosting a future conference on a college campus with a reasonably priced hotel next door. Ideally there would be an option low cost dorm rooms for attendees with limited budgets. There are many ideas on the table for maintaining an excellent offering of programs and workshops, meals and breaks, receptions and networking opportunities. The board is working to identify more ways for EAM to continue to be the intersection of scholarship and collegiality, while supporting the needs of our various members.

This newsletter revives an old tradition, and many people have contributed. A great thank you to all who provided an overview of or reaction to our recent domestic conference, have provided snapshots of who we are as an organization and as members, and suggested where we are going in the future (in addition to literally going to Delaware AND to Croatia). If you’re new, welcome to EAM. To everyone else, welcome home.

Laurie Levesque, Suffolk Univ.  President 2018-2019

Membership Welcome

Thank you so much for becoming a member of the Eastern Academy of Management (EAM) where Collegiality and Scholarship Meet! We are delighted that you have joined us and hope many of you have enjoyed the annual conference in Providence a few weeks before!

At this year’s annual conference, we hosted a welcome session for new members to help them get started and involved with our organization. Three panelists, Prof. Tim Golden from Rensselaer Polytechnic Institute (former EAM president and newly elected EAM Fellow), Prof. Ted Peters from University of Baltimore (EMA fellow and former EAM president), and Joan Weiner from Drexel University (EMA fellow) shared their long-term commitment to the EAM with a large group of new members.

We also want to make sure you’re taking full advantage of all the membership benefits available. Members are entitled to online access to Organization Management Journal. The journal publisher, Taylor & Francis, will email each member with individual activation codes and complete instructions for registration and access to the secured area. In addition, from our website https://www.eaom.org/, you should be able to access the proceedings and conference programs of the 2017 and 2016 conferences in the member area under resources after logging into your membership account. The proceedings of the 2018 conference will soon be uploaded to the website.

Should you need any assistance or have any questions or comments about your membership or benefits, please feel free to contact me at 978-934-2813 or email me at yi_yang@uml.edu.

We look forward to seeing you at our next annual conference in Wilmington, DE!  - Yi Yang
President Elect

Elizabeth A. McCrea, earned a Ph. D. in Organization Management from Rutgers, The State University. She is currently an Associate Professor of Management & Entrepreneurship at Seton Hall University’s Stillman School of Business. Her work—focusing primarily on entrepreneurship, innovation and pedagogy—has been published in *Entrepreneurship Theory and Practice, Journal of Management Education, Organization Management Journal*, and others. Three of her articles have won “Bright Idea” awards for applied research, sponsored by NJ Policy Research Organization and NJ Business & Industry Association. Professional experience includes finance, operations and executive training roles in the consumer products and health care industries.

Treasurer

Mariana Lebrón is the first Hispanic-American to receive her Ph.D. in Management from the Whitman School of Management at Syracuse University and is one of only 39 Hispanic-American, female, management business school professors in the U.S. She received teaching awards including GMAC’s *Ideas to Innovation Challenge* award and recognition by Bloomberg Businessweek. Her research explores power and influence in different contexts, including its impact on sabotage, collaboration, and performance, as well as the psychological experience of power based on organizational justice perceptions and diverse populations. She’s consulted for the U.S. Department of Education and several White House Initiatives and has published in numerous journals. Mariana volunteered with youth center leadership development programs, civil rights groups, and the Leukemia & Lymphoma Society.

Past President

Filiz Tabak, Ph.D. is professor of leadership and management and chairperson of the Department of Management, College of Business and Economics, at Towson University. Dr. Tabak’s research interests focus on transformational leadership, work engagement, and relational trust dynamics in the workplace. Her research has appeared in multiple top-tier journals such as the Journal of Business Venturing and Academy of Management Perspectives. She teaches leadership, organizational behavior, and organization theory.

VP International

Joy Schneer is Professor of Management and Organizational Behavior at Rider University College of Business Administration. She is a Fellow of EAM, a Director of the EAM-International conference, and past chair of AOM’s Gender and Diversity in Organizations Division. Joy is a member of ICAR, a multi-country project investigating the career plans and expectations of business graduates as they transition from school to work. She was awarded a GMAC grant for her twenty-year longitudinal Managerial Career Path Project. Her research in AMJ, OBHDP, JOB, JVB, and other outlets focuses on career paths and factors that influence career paths and factors that influence career success such as the effects of employment gaps and family structure.

Director / Secretary

Emily Benson is an Associate Professor in the Department of Management at Keene State College. Her academic research interests currently include early careers, young professionals, international careers, public/private institutional partnerships and qualitative research methods. In addition to her academic work and service, she also owns a career coaching business and is passionate about serving her community in Keene, NH on several local boards.
In Providence in May 2018, the members of EAM co-created an exciting and enriching program that embodied the conference theme of “Impact: Making a difference through research, teaching & service.” The 30 paper sessions showcased thought-provoking, impactful scholarship in a variety of management-related disciplines. Conference submissions were up about 13% versus 2017. Our professional development workshops, Management Education and Development sessions, as well as the CASE and Experiential Learning Association sessions offered excellent venues for developing, sharing and/or analyzing impactful teaching approaches. Of course, the conference itself was an exemplar of impactful service: it required the coordinated efforts of many dedicated volunteers, especially the EAM Board, the EAM Fellows, the 12 track chairs and co-chairs, session chairs, as well as 160 reviewers. These efforts were supported by the dedication, hard work and institutional memory of our Conference Manager, Brandon Taylor Charpied.

New initiatives implemented this year included an Opening Ceremony with Keynote speaker on Thursday morning, a new “Welcome to EAM” panel discussion on board those who joined us for the first time, and the Idea Incubator sessions, which built on the success of previous years’ Works in Progress and Writers Workshop sessions. Also new this year were the track paper awards, given to the best submission in each category – see the list to the right.

With thanks to all who made EAM’s conference a big success, we now turn our sights to EAM 2019 in Wilmington Delaware. Hope to see you there!

- Elizabeth McCrea
  VP Program, 2018

**Methods Workshop:** Larry Williams’ SEM workshop was a highlight for me of the EAM conference held in Providence in May. With limited knowledge in it, I attempted using SEM in my doctoral dissertation. Many years later, I still felt that there were gaps in my understanding of SEM. Thus, when I saw a SEM workshop on the conference registration form, I did not hesitate to sign up for it. The workshop turned out to be illuminating. Using unpretentious, vivid language, Larry made SEM accessible and interesting. To name an example, when I was plodding through SEM, my application of the measures of model fit in my dissertation was quite mechanical. Through Larry’s lecture, I came to understand that the measures do not all literally signify goodness of fit, but some of them denote, in fact, badness of fit, such as RMSEA and SRMSR. The three-hour workshop went by very quickly. I am thankful that Larry made a complex subject easy to follow and stimulating. Given a chance in the future, I will definitely attend his workshop again.

**2018 Award Winners**

**Ethics, Corporate Responsibility & Sustainability Track, Best Paper:** Seray Ergene for “Corporate Sustainability as a Strategy-making Process”

**Organizational Behavior Track, Best Paper:**

- Louis Hickman and Mesut Akdere for “Organizational Socialization and Demographic Imbalances: The Effects of Cultural Dissimilarity”

**Human Resources Management Track, Best Paper:**

- Melanie Robinson and Kathleen Boies for “A Lexical Study of Effective Followers in Two Languages”

**Leadership Track, Best Paper:**

- Payal Anand for “Cause and Consequence of Workplace Loneliness: A Two-Sample Study”

**Management Education & Development Track, Best Paper:**

- Paul H. Jacques, John Garger and Leslie P. Filippelli-DiManna for “Antecedents to Trustworthiness, Satisfaction, and Potency in Ad Hoc Face-To-Face and Computer-Mediated Teams”

**Strategy & International Management Track, Best Paper:**

- Yi Yang and Saira Latif for “Stranger Knows Best: Corporate Venture Capital Investor and Third-Party Acquirers”

**Organizational Behavior Track, Best Paper:**

- Carol Black for “Psychological Ownership and A Role-Play Negotiation Exercise”

**Experiential Learning Association, best submission:**

- Catherine Giapponi and Jeffrey Moretz for “Stakeholders and Business Strategy: A Role-Play Negotiation Exercise”

**The New England Journal of Entrepreneurship Award AND Entrepreneurship & Innovation Track, Best Paper:**

- M. Nesij Huvaj, Aron Darmody and Robert Smith for “Psychological Ownership and Sensemaking In Non-Equity Crowdfunding”
What’s New With ELA? Transitioning From A Partner Association To A Program Track

This spring, Mary Foster and Dale Finn, program co-chairs for ELA, proposed to the EAM Board that the Experiential Learning Association wanted to transition from a partner association to a program track. It was approved and ELA is now the Experiential Learning Activity program track. You can still expect the same great experiential learning program and the fun social. You will still have the option to join the Experiential Learning Activity (ELA) interest group (which entitles you to a free drink at the social). The best experiential learning activity will still be recognized with a $100 award and reviewers will be noted for their excellence in providing developmental feedback.

So why make this change? ELA had never formally organized as a legal entity with a board, budget, or bank account. The membership fees collected annually through EAM were used to cover the cost of the social (organized through EAM also) on a break-even basis. ELA was at a crossroads and had to decide whether to pursue the organizational, legal, and financial work required to transition ELA into a “real” organization or to find a way to continue the much-loved traditions of this interest group as part of another formal organization. After consulting with past group leaders and EAM leadership, becoming part of EAM was the path that made sense to most people.

The Experiential Learning Association has been a vital part of the EAM Conference for years. Over the past decade, people like Joe Seltzer, Steve Meisel, Dave Fearon, Vicki Taylor, Mary Foster, and Dale Finn provided the leadership to ensure that experiential learning activities and ELA socials were a highlight of many people’s conference experience. People like Tim Golden, Lisa Stickney, Melissa Fender, Laurel Goulet, and Susan Baker ensured that sessions were fun and welcoming via their active participation. Pioneers like Cheryl Tromley, Joan Weiner, Jeanie Forray, Stuart Schmidt, Charles Formaciari, Gil Boyer, and others provided the leadership to create this high energy, engaging, “let’s make learning better” community. Thank you to all these leaders and supporters for making ELA such a fun and welcoming community.

Get a Head Start...

Have a favorite experiential activity you’ve developed? Share it with colleagues at the 2019 conference in Wilmington. Consider submitting any of these types of activities:

- **Single Session Activities:** An experiential learning activity that can be completed in 50 minutes or less
- **Multi-Session Activities:** An experiential learning activity that occurs over multiple sessions (from two or more 50-minute classes to an entire semester)
- **Professional Development Activities:** An experiential learning activity for peers, which focuses on skills related to designing, delivering, evaluating, or publishing experiential learning activities.

Need help getting started?

*ELA submission guidelines:*
https://tinyurl.com/y7jpfwan

*ELA sample submission:*
https://tinyurl.com/yda9da75
The 2018 ELA program in Providence got off to an exciting start, with four highly respected experts sharing their favorite experiential learning activities—classics. Every participant walked away with three new activities they could implement in their own courses. Melissa Fender facilitated her favorite activity, using a card game to illustrate the importance of assumptions. Blood pressure and eyebrows rose as participants couldn’t fathom the behavior of others... until Melissa revealed that people had been given different operating instructions. In the debrief, she deftly showed how this could be used to teach concepts in organizational behavior courses. Michael London facilitated a first week of class icebreaker, four corners, which everyone agreed was a fun and engaging way to meet people and start to establish connections. Steve Meisel and Dave Fearon facilitated an “oldie but goodie,” the tower of team power, where teams competed to build while blind folded and using their non-dominant hand. In the debrief, Dave and Steve illustrated the versatility of this experiential learning activity for helping students connect with a variety of concepts from team work to leadership to flat organizations. Steve Meisel, Elizabeth Siler, and Noel Criscione-Naylor were recognized as outstanding reviewers for their detailed developmental feedback to authors. Special thanks to them and all the reviewers, who are essential to the success of the program. The ELA social was another highlight...more than 50 members had a chance to relax, have a drink, catch up with old friends, and meet new ones. Live music provided an added layer of interest and engagement.

ELA: I was there then and now
David S. Fearon
Professor of Management & Organization Emeritus
Central Connecticut State University

Yes, I am happy to say I was there back then in the 70’s, when the seedlings of what became the Experiential Learning Association took root EAM Programs. With a newly minted Ph.D., I was just beginning to build my own way of OB teaching, drawing upon my talent for storytelling; masking many reasons I would flop as a lecturer. Back then, we invented exercises that would make dramatized points for knowing that good theory illuminates the way for efficacy in action. Each year, for nearly 50, ELA provides a time and place to showcase what we come up next, writing them for the Proceedings to be shared for use and adaptation. Ah, but in that time and place on the EAM schedule, we also released waves of energy from our curious participants. Skepticism melted in the heat of working with ad hoc teams solving organizational challenges in very few minutes. After several EAM’s, ELA sessions became sort of the hot ticket. There were enough reviewed and polished exercises to keep a conference room filled all two and a half days.

That was then. What about now, over 40 years later? I attended EAM 2018 as an emeritus member. Steve Meisel and I were invited to reprise what is now thought of as classic exercise. We introduced the Tower of Team Power in an ELA session in 1998, publishing it in the Journal of Management Education in 1999 as “The New Leadership Construct: what happens when a flat organization builds a tall tower?”. Commonly referred to as the “sugar cube tower”, it enacts continually changing leading and following behavior; the results of which can be counted when time is called in the number of stacked cubes. Watching a room full of colleagues earnestly performing - a dull roar of talk, laughter, and periodic expressions of frustration at a topping tower - I found the secret to ELA’s longevity - why many of us have taken our turns as leaders, reviewers, and, of course, presenters. It is serious, risky, purposeful fun. It is full-bodied teaching. I attended nearly every presentation; and, yes, the beat goes on. By now, hundreds of original and creatively adapted experiential exercises have gripped and held the attention thousands of organizational learners. Not all were brought to EAM or published in OMJ, it is this unique ELA proving ground that gives the new generation of management educators a place to be my kind of storyteller. Each exercise becomes a real-time story told by learners about how they brought meaning to life during a novel event, boldly designed and staged by today’s Management professor, just as we professors of yesterday did for learners now decades into their careers.
I first attended the Eastern Academy of Management meetings as a graduate student in the mid 1990s, and have been coming back ever since. The terrain of management conferences is strewn with self-seeking boondoggles of questionable value, and therefore it is refreshing and valuable to know that the EAM remains a platform committed to theoretical rigor, a commitment to academics and professional performance, and where the members take the conference seriously. I have always received valuable feedback on my papers at the EAM, and made valuable friends and professional colleagues on the way.

Raza Mir

This year’s ELA finalists were both interactive negotiation activities. Catherine Giapponi and Jeffrey Moretz, from Fairfield University received the “best” award and $100 prize for their role-play negotiation framed in a strategic planning context. Jason Laubach, Cody Olson, and Nathan Goates, students from Shippensburg University, were also finalists. With their faculty mentor’s (Nathan) support they created an exceptionally well-developed town hall negotiation exercise that had participants fully engaged in their roles. If you have students develop and deliver activities or other learning modules in your classes, consider how they might join you at EAM, especially if the conference is local to your school for the year you submit.

AOM and EAM Connections
By Filiz Tabak, EAM Past President

Having attended almost every meeting of the AOM and EAM over the last 20 years, I want to take this opportunity to note how similar and well aligned the two organizations are in their visions and missions. Here are a few highlights form the mission and vision statements:

AOM Vision: “We inspire and enable a better world through our scholarship and teaching about management and organizations.”

EAM Vision: “We are a learning community of college professors dedicated to using our skills, knowledge, and talents to help the world work better through our scholarship and teaching about management and organizations.”

AOM Mission: “To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.”

EAM Mission: “To foster advancement of learning and knowledge in the field of management; to perform and support educational activities that contribute to the intellectual and operational leadership in the field of management; to promote research in the field of management; and to improve the teaching of management.”

Even though some colleagues may like to draw specific lines of distinction between the two organizations and how they benefit differently from each, I find many dimensions over which they align perfectly: a few examples are the pursuit of great teaching, learning, and scholarship activities and the desire to foster a supportive community of scholars connected through a pursuit of management scholarship and teaching. No wonder why I return from each meeting feeling exhilarated and excited about my research and teaching year after year.
Meet the Co-Editors:

Priscilla Elsass, Ph.D., is interim Dean and Associate Professor of Management at the Graduate School of Management at Clark University. With Kerri Anne Crowne, she co-edits Organization Management Journal. Priscilla teaches graduate and undergraduate courses in organizational behavior, leadership and ethics. She served as Associate Dean for GSOM from 2000 through 2008 and Acting Dean of GSOM from 2004-2005. She later served the University as Associate Provost and Dean of Graduate Education from 2009 through 2012. Priscilla was selected for the American Council on Education (ACE) Fellows Program for 2005-2006 and spent the year working with senior leadership of Northeastern University in Boston. Priscilla earned her B.S. and M.P.S. from Cornell University, and her M.B.A. and Ph.D. from the University of Connecticut.

Kerri Anne Crowne, Ph.D. is an Associate Professor of Management at the School of Business Administration at Widener University. She earned her Ph.D. from Temple University in human resources and organizational behavior. She has published research on emotional intelligence, social intelligence, cultural intelligence, and cultural exposure and is an active member of the Management and Organizational Behavior Teaching Society where she has served terms as a conference program chair and an At-Large board member. She is also a member of the Academy of Management, Academy of International Business, Society of Human Resource Management, and Eastern Academy of Management.

Organization Management Journal is a blind peer-reviewed online publication sponsored by EAM. It's a forum for broad philosophical, social, and practical thought about management and organizing. OMJ publishes scholarly empirical and theoretical papers, review articles, essays and resources for management educators and seeks papers that address the interface between theoretical insight and practical application and enhance the teaching of management.

Find the journal at: www.tandfonline.com/loi/uomj20

and more Award Winners announced at the EAM conference...

**OMJ Best Research Paper Award nominees**

Charles J. Fornaciari & J. B. Arbaugh *
*Defining and Achieving Student Success at Non-Elite Schools*

Ivana Milosevic, A. Erin Bass & Djordje Milosevic
*Leveraging Positive Psychological Capital (PsyCap) in Crisis: A Multiphase Framework*

**OMJ Best Management Education Paper Award nominees**

Lindsey A. Gibson & Carolyn I. Chavez *
*Learning How to Influence Others: A Training Module and Experiential Exercise*

Melanie A. Robinson
“I Need That Week Off!”: An Experiential Exercise on Conflict and Negotiation

*winners

Update on EAM’s incorporation status

The board members of EAM have been working on incorporation for the past few years. About 5 years ago we discovered that EAM was categorized as an ‘unincorporated association’ and did not have the protections that fully incorporated nonprofits have. Working with The Foundation Group, we went through the process of creating EAM, Inc.

We are pleased to announce that the process is mostly completed. We successfully created the ‘new’ organization, which is incorporated in Maryland. This month we received a letter from the IRS indicating that EAM, Inc. is now officially a public charity 501 (c) (3) and donations are tax deductible. This helps us to not have to pay some of the taxes that conferences can incur, it allows donors to write off their donations, and it affords the organization and its volunteers greater protection. The final steps in this process involve moving our assets to be under our new Employer Identification Number and dissolving the old organization with the IRS and if necessary with the state of Pennsylvania.

Thank you to everyone who has assisted in this process!
The EAM Fellows selected Cheryl Tromley as a 2018 Fellow to honor her career-long commitment to the EAM mission. Cheryl served EAM and EAMI multiple times as conference track chairs and, as EAM Treasurer, she helped computerize reporting mechanisms for our members and the IRS. Moreover, Cheryl has been a perpetual mentor within EAM, having served as Experiential Learning Association Chair, rejuvenating the group and mentoring many new members. She often sought out doctoral students and other new members to make them feel welcome while then mentoring them into governance roles within EAM. Cheryl’s presence at many pre-electronic EAM elections would consistently yield new faces for open offices that often identified long-term future leaders of EAM. Through these many caring activities, Cheryl became known as “The EAM Keeper of the Magic,” and richly deserved her selection as an EAM Fellow. Cheryl is now a retired full professor at Fairfield University.

Tim Golden is a 2018 selection as an EAM Fellow. Tim has served on several EAM program committees as Track Chair, and he has served as President, VP Program, and Director on the EAM Board of Governors among his other contributions. Tim has won multiple outstanding teaching and best paper research awards, including Best Exercise Award from the Experiential Learning Association at EAM. He is currently Professor of Management at Rensselaer Polytechnic Institute, Troy, NY, where his research examines the behavioral, relational, and attitudinal implications of technology-driven organizational innovations in how individuals work. He has published extensively in multiple leading academic journals and served in other professional associations, but Tim’s strong commitment to EAM led to his well-deserved selection as a 2018 EAM Fellow.

A Brief Perspective on the “Fellows of the Eastern Academy of Management” as an institution.

The idea of a Fellows group for the EAM came into being in the early 1980’s and was modeled on the Academy of Management tradition and that of other professional societies. EAM’s Fellows “are members who have contributed at multiple levels, in multiple ways, and over an extended period to further EAM’s objectives.” A member of the EAM is nominated by the Fellows after some discussion and confirmed by the EAM Board of Directors.” It acknowledges past efforts but Fellows are also expected to continue to be involved in the life of the organization. In recent years, various members of the Fellows group have shared their research, case writing, and experiential exercises as peer reviewed presentations. We have offered a “Welcome to the EAM” session for new presenters, organized the Doctoral and Mid-Career Consortia, and provided several thought exercises looking at the future of our discipline as a feature of the Conference program.

The Fellows group also developed and oversees the Fellows’ Fund to “provide support for on-going research, educational, and program activities,” for the EAM. In other words, to raise some money to offer something a little more tangible than our collective wisdom. Three of the Fellows are elected to be Fund Trustees and work with the EAM Officers on allocating the money. Every EAM member is invited to donate. If you are reading this and the PowerBall thing has recently worked out for you, please contact Mariana Lebron, the EAM Treasurer at: mlebron@towson.edu.

The Fellows have just one formal meeting a year but we are in regular contact through digital media. We have worked together as Board members, track chairs, local arrangements people for both EAM and EAM-I, co-authors, etc. and we share the experiences of EAM. We respect each other’s’ work and enjoy each other’s’ company. We always have a good time when we get together. As the saying goes, “we are very popular amongst ourselves!” It is a welcoming and inclusive group of women and men and I am proud to be a member.

Steve Meisel,
Management & Leadership Department, La Salle University
Greetings:

It is truly an honor to be participating this year as the President of The CASE Association. We have an excellent Board and our team is on a mission! Our mission is to innovate in our program delivery and create new value added programs and features to enhance the privilege of membership in our organization. We also want to see you publish!!!! The editor of The CASE Journal Rebecca Morris is hard at work to bring us another great issue. Please circulate this newsletter to your business school departments and encourage your colleagues to submit cases.

We welcome three new members to our board: Heidi Bertels (CSI, CUNY); Chris Ellis (Florida International University) and George Moker (Suffolk University).

We hope that you will take advantage of our new Certified Case Writer Program. The program is designed to certify experienced case writers, mentor new case writers, and hopefully offer business school faculty, whether scholars or practitioners, an avenue toward publication. Publishing a case qualifies for impact under AACSB guidelines and can assist in faculty qualification criteria. Gina Vega and David Desplaces have designed an excellent program. You can find the program on our website.

Our new website is finished. Please take a moment to log in and experience the new features! Use our blog page to share and communicate ideas to your colleagues. https://www.caseweb.org/

Our membership continues to grow. Please encourage others to join us! If you have any thoughts or ideas to make us a better organization, please send me an email at mweisman@fiu.edu.

Many thanks.

Miriam F. Weismann
Clinical Professor of Business Law and Tax
Academic Director Healthcare MBA
Florida International University
Miami, Florida
CALL FOR PAPERS
Eastern Academy of Management International
MANAGING IN A GLOBAL ECONOMY CONFERENCE XVII
June 16-20, 2019 Dubrovnik, Croatia
Co-Sponsored by Eastern Academy of Management and RIT Croatia

AN INVITATION TO DUBROVNIK, CROATIA
Dubrovnik is a stunning Croatian city on the Adriatic Sea. The walled city and seaport are major tourist destinations and a UNESCO World Heritage Site. Croatia has a population of 4.3 million. It has almost 3,728 miles of coastline, 2521 miles of which are made up of islands, cliffs and reefs. The climate on the Adriatic coast is Mediterranean, meaning warm dry summers and mild winters. With 2,600 hours of average annual sunlight, it is one of the sunniest coastlines in Europe! Dubrovnik is easily accessible by plane from many cities throughout Europe. Host Program Coordinators: Donald Hudspeth & Irena Guszak Cerovecki, RIT Croatia, Croatia; Conference Coordinator: Shalei Simms, SUNY Old Westbury, USA

Theme: Managing in Multicultural Environments
The conference theme looks at the changing face of the workplace and how globalization, changing demographics, migratory movements of populations, and increasing workplace diversity have intensified the need for competent, multicultural leaders and managers. Authors are encouraged to submit papers related to what effective leaders’ skill sets and competencies may become, some of the new challenges organizations may face as their workforce quickly evolves, and how these skills and competencies may be leveraged to improve business performance, with a particular focus on markets in transition. There will be a mix of academic sessions, site visits, cultural activities, and keynote addresses by local business leaders. This conference is open to a discussion of perspectives on economic, cultural, technological, sustainability, and ethical factors that affect global managers. The theme is meant to be interpreted broadly. Papers, cases, roundtable discussions, and exercises exploring the complexities of our new world challenges are welcomed. Papers addressing the practical approaches to dealing with these challenges in individual nations are also welcomed and will be grouped with papers dealing with similar issues from other countries, to create comparative sessions. Program Chair: Marie-Line Germain, Western Carolina University, USA

ABOUT RIT CROATIA: Founded in 1997, RIT Croatia is one of the four international campuses of Rochester Institute of Technology (RIT). RIT Croatia's undergraduate programs, delivered in two campuses, Dubrovnik and Zagreb, consist of International Business (AACSB accredited), Hospitality and Tourism Management and Web and Mobile Computing. RIT Croatia also delivers a graduate degree program in Service Leadership and Innovation. Employers say RIT Croatia students and graduates are motivated, willing to learn, teamwork oriented, innovative, and very proactive.

ABOUT EAM-I: A regional affiliate of the Academy of Management, the EAM sponsored the first Managing in a Global Economy Conference in the Netherlands in 1985. The success of the first EAM-I conference led to a series of Biennial international conferences organized by EAM-I in partnership with local host universities in locations around the world. Conferences have been held in varied locations including Berlin, Singapore, Cape Town, Rio de Janeiro, Bangalore, Seville, Lima, and, most recently, Gold Coast, Australia. The EAM-I conferences are a source of international collaboration and learning among academics and practitioners. EAM-I CONFERENCE DIRECTORS: Joy Schneer, Rider U; David Ford, U of Texas – Dallas; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Joan Weiner, Drexel U
EAMi SUBMISSION DOMAINS

Business Policy and Strategy: Focuses on issues associated with strategic management in a global economy, with a particular emphasis will be on strategic, policy and management issues that arise when engaged in international business. Includes government-business interface. Track Chair: Shanithi Gopalakrishnan, NJIT (sgopalak@njit.edu)

Corporate Governance: Focuses on theory and practice of corporate governance and explores roles and responsibilities of primary participants (owners, supervisory and management board members, and managers of the organization). Track Chairs: Dilip Mirchandani, Rowan U (mirchandani@rowan.edu); Milivoj Markovic, RIT Croatia (milivoj.markovic@croatia.rit.edu)

Diversity: Focuses on how individuals differ and the implications for work and business practices in organizations around the world. The concept of difference is considered broadly to include both surface and deep level aspects (e.g., gender, culture, personality). Track Chair: Orlando Richard, UT Dallas (pretty@utdallas.edu)

Entrepreneurship: Focuses on issues related to the creation, support, and growth of small businesses and entrepreneurial organizations and includes innovative small business practices and supporting entrepreneurial ventures in developing countries. Track Chair: Vishal Gupta, Alabama U (vk Gupta@cba.ua.edu)

Human Resources: Focuses on aspects of human resource management including recruitment, selection, performance appraisal, compensation, socialization, training, and the development of human capital around the globe. Track Chairs: C. Justice Tillman, Baruch College, CUNY (justice.tillman@baruch.cuny.edu); Maja Vidovic, RIT Croatia (maja.vidovic@croatia.rit.edu)

Management Education & Development: Focuses on issues of pedagogy and learning across cultures including both distance learning and face-to-face classroom teaching methods that facilitate the acquisition of skills for managing in a global economy. Track Chair: Monika Hudson, U of San Francisco (m hudson@usfca.edu)

Organizational Behavior and Theory: Focuses on motivation, leadership, organizational learning, change, and the management of people in organizations across the globe. Track Chairs: Jeanie M. Forray, Western New England U (jforray@wne.edu); Kathy Lund Dean, Gustavus Adolphus College (lund dean@gustavus.edu); Sarah Wright, U of Canterbury (sarah.wright@canterbury.ac.nz)

Research Methods: Focuses on methodologies that advance management research and practice including quantitative and qualitative methods, survey and archival methods, experimental and non-experimental methods, cross-cultural approaches, and statistical modeling approaches. Track Chair: Lisa Lambert, Georgia State U (lis lambert@gsu.edu)

Social Issues in Management: Focuses on the ways that organizations operating in a global environment fulfill their social responsibilities, create ethical cultures, and address issues surrounding sustainability. Track Chairs: Sarah Kovoor-Misra, U of Colorado Denver (sarah.kovoor@ucdenver.edu); Majda Tafra, RIT Croatia (m ajda.tafra@croatia.rit.edu)

Technology, Communication, and IS: Focuses on the use of technology and IS to manage and increase efficiency and effectiveness of the firm in a global environment; explores communication within and across organizations and how technology interacts with human systems. Track Chair: Dorothy M. Kirkman, U of Houston at Clear Lake (kirkman@uhcl.edu)

Submission deadline for EAMi is December 10, 2018

Submission instructions are in the box at the bottom of the page.

If your proposed idea does not seem to fit any of the domains listed on the left, contact Program Chair Marie-Line Germain and she will direct you to the most appropriate domain (mgermain@wcu.edu).

Those who submit papers to EAMi are expected to serve as reviewers and are invited to register on the conference website as both an author and reviewer. No participant is allowed to be included as an author, presenter, session chair, discussant, etc. in more than three program sessions.

Once an EAMi submission is accepted, all panelists and at least one author in each co-authored paper must register for the conference by March 31, 2019. If authors/panelists do not register by the deadline, their submissions will not be included in the Conference Program or Proceedings. Conference administrators cannot accommodate special requests regarding the timing of individual presentations.
Conference Theme: Evolving the Narrative of Business and Careers

Technological developments and changing societal expectations have reshaped how business and work is done. Sustainability and value creation are seeping into the agenda of even the most profit-driven companies. At the same time, the workforce is more independent and careers more self-managed. The gig economy is giving entrepreneurship a new face. As the traditional notion of the enterprise reinvents itself, management scholars and educators must do more than keep up. We are in a position to set the tone for change, guide sensemaking and contribute to understanding—and many of you are doing so! Share your valuable work at EAM 2019 and together we will evolve the narrative of business and careers.

Distinguished keynote speaker:

Denise Rousseau

Join us in downtown Wilmington at the Hotel Dupont: 2 hrs from NY and DC, 60 minutes from Baltimore, 25 minutes from Philly Airport. Courtesy car service to/from Wilmington Amtrak station. Enjoy walkable restaurants, shopping and museums, and nearby Brandywine Valley wine tasting, antiquing and outdooring.
Tracks for conceptual and empirical papers:

1. **Organizational Behavior:** individuals and groups in organizations, dynamics of organizational practice, growth, and change, individual/group differences and effectiveness, perception, conflict, communication, motivation, team dynamics, negotiation, and organizational design and change.

2. **Human Resources Management:** recruitment, selection, performance appraisal, compensation, strategic planning, socialization, training, gender, diversity, and the development of human capital.

3. **Leadership:** papers panels or symposia addressing contemporary issues such as shared, team, or virtual leadership, followership, leadership as process, leadership of self, servant leadership, etc.

4. **Strategy & International Management:** issues related to the formulation, implementation, and execution of business policy and strategy, management of IT, cognitive and social impacts of information systems, business operations that cross-borders and/or cultures.

5. **Entrepreneurship & Innovation:** new ventures, new and small firm management practices and financing strategies, corporate venturing, women-, minority-, and family-owned business, innovation processes.

6. **Ethics, Corporate Responsibility & Sustainability:** codes of conduct, business and government relations, reputation and brands, governance, provision of public goods, stakeholder management, and base-of-the-pyramid concerns.

7. **Management Education & Development:** andragogy, workplace and organizational learning; teaching technologies, teaching and learning at the classroom, program, or institutional level.

Tracks for alternative formats:

8. **Experiential Learning Activities (ELA):** Have you developed a new learning exercise, game, simulation, role-play, or other learning tool or activity? ELA submissions (a) describe the activity, (b) explain the pedagogical theory/evidence behind the activity, and (c) outline a session plan that includes learning goals, instructions, timing, and any crucial handouts/props. At the conference, authors facilitate a hands-on learning session that demonstrates key experiences from the activity.

9. **Teaching Cases:** Teaching Cases: The CASE Association holds its annual conference in conjunction with EAM’s and attendees enjoy the benefits of both. You are invited to submit a teaching case or related materials. CASE has tracks for: (1) "embryo" cases i.e., in the idea development stage (special form required), (2) a fully developed case without an instructor’s manual, (3) a fully developed case with an instructor’s manual, or (4) workshop/symposium. Please review the details for submitting your teaching case at: https://www.caseweb.org/resources/

10. **Professional development workshops (PDWs):** Develop a panel, presentation, or hands-on session to share your best professional practices with EAM colleagues! Topics vary and have included: administration, career balance, assessment, research methods, writing strategies, service learning, curriculum development, etc. Submissions are 2-3 pages and include: title, brief abstract with key words, time requested for session (30, 60, 90 minutes), learning objective(s), and a detailed description of the workshop plan (including timeline).

11. **Idea Incubator.** Do you have a scholarship idea that is promising, but needs more development? Submit an abstract (500+ words) outlining your research idea. These sessions are structured as roundtable discussions to facilitate development and coaching of individual papers. Authors and project titles are listed in the program, but the abstracts will not appear in the proceedings.