

# CALL FOR PAPERS

Eastern Academy of Management International  
Dubrovnik, Croatia

MANAGING IN A GLOBAL ECONOMY CONFERENCE XVIII  
June 16-20, 2019

*Conference Theme: Managing in Multicultural Environments*

Submission Deadline: **December 10, 2018**  
[www.eaom.org/eami](http://www.eaom.org/eami)



Co-Sponsored by **Eastern Academy of Management and RIT Croatia**

**Program Chair:** Marie-Line Germain, Western Carolina University, USA

**Conference Coordinator:** Shalei Simms, SUNY Old Westbury, USA

**Host Program Coordinators:** Donald Hudspeth & Irena Guszak Cerovecki, RIT Croatia, 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 3,800 miles of coastline, 2,500 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.



## **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.

## **CONFERENCE 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.

Following past conference practice, 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.

## **SUBMISSION DOMAINS**

### **Business Policy and Strategy**

Track Chair: **Shanthi Gopalakrishnan**, NJIT (sgopalak@njit.edu)

Focuses on issues associated with strategic management in a global economy. Particular emphasis will be on strategic, policy and management issues that arise when engaged in international business. This domain also includes government-business interface.

### **Corporate Governance**

Track Chairs: **Dilip Mirchandani**, Rowan University (mirchandani@rowan.edu); **Milivoj Markovic**, RIT Croatia (milivoj.markovic@croatia.rit.edu)

Focuses on theory and practice of corporate governance. This domain explores roles and responsibilities of primary participants. *Primary Participants* are owners, supervisory and management board members, and managers of the organization.

## Diversity

Track Chair: **Orlando Richard**, University of Texas – Dallas (pretty@utdallas.edu)

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).

## Entrepreneurship

Track Chair: **Vishal Gupta**, Alabama University (vkgupta@cba.ua.edu)

Focuses on issues related to the creation, support, and growth of small businesses and entrepreneurial organizations. This domain includes innovative small business practices and supporting entrepreneurial ventures in developing countries.

## Human Resources

Track Chairs: **C. Justice Tillman**, Baruch College, CUNY

(justice.tillman@baruch.cuny.edu); **Maja Vidovic**, RIT Croatia (maja.vidovic@croatia.rit.edu)

Focuses on aspects of human resource management including recruitment, selection, performance appraisal, compensation, socialization, training, and the development of human capital around the globe.

## Management Education & Development

Track Chair: **Monika Hudson**, University of San Francisco (mhudson@usfca.edu)

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.

## Organizational Behavior and Theory

Track Chairs: **Jeanie M. Forray**, Western New England University

(jforray@wne.edu); **Kathy Lund Dean**, Gustavus Adolphus College

(lunddean@gustavus.edu); **Sarah Wright**, University of Canterbury

(sarah.wright@canterbury.ac.nz)

Focuses on motivation, leadership, organizational learning, change, and the management of people in organizations across the globe.

## Research Methods

Track Chair: **Lisa Lambert**, Georgia State University (lislambert@gsu.edu)

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.

## Social Issues in Management

Track Chairs: **Sarah Kovoov-Misra**, University of Colorado Denver

(sarah.kovoov@ucdenver.edu); **Majda Tafra**, RIT Croatia (majda.tafra@croatia.rit.edu)

Focuses on the ways that organizations operating in a global environment fulfill their social responsibilities, create ethical cultures, and address issues surrounding sustainability.

## **Technology, Communication, and IS**

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

### **SUBMISSION GUIDELINES**

Submissions may take the form of either theoretical or empirical papers, symposia, panel discussions, cases, or experiential learning sessions. All submissions are to be written in English and follow Academy of Management style guidelines at <http://aom.org/annualmeeting/submission/guidelines>. All papers and proposals should be submitted electronically via the conference website at <http://eaom.org/eami>. Submission deadline is **December 10, 2018**. If a proposed idea does not seem to fit any of the domains described above, authors should contact Program Chair Marie-Line Germain (mgermain@wcu.edu). Your submission will be directed to the most appropriate domain.

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

**Once a 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.

### **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.

## **EAM-I CONFERENCE DIRECTORS**

Joy Schneer, Rider University, USA

David Ford, University of Texas – Dallas, USA

Shanthi Gopalakrishnan, New Jersey Institute of Technology, USA

Joan Weiner, Drexel University, USA

## **REGISTRATION AND FEES**

Early Attendee registration: \$525 USD if paid by **April 15, 2019\***. Thereafter the regular fee is \$595 USD.

Early Student Attendee registration: \$425 USD by **April 15, 2019\***. Thereafter the student fee is \$495 USD.

Early Guest registration: \$300 USD by April 15, 2019. Thereafter the guest fee is \$370 USD.

\* Presenters of accepted papers and symposia must register by **March 31, 2019** to have sessions included in the program.