



# HISTORICALLY SPEAKING

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## OUR WEBSITE

<http://division.aom.org/MH/index.html>

Please take a few moments to visit the Management History Division's website. There are many resources available at this site. These resources include:

- Links to our Newsletters
- Media Gallery with video interviews from management theorists and Management History Division members
- Links to Management History websites
- Division information including a list of the current officers
- The Division information section also includes links to past five year reviews

Please contact Julia Teahen ([julia.teahen@baker.edu](mailto:julia.teahen@baker.edu)) with website recommendations.



## MANAGEMENT HISTORY DIVISION UNDERGOING FIVE YEAR REVIEW

by Milorad Novicevic

This year, the Management History Division is working to complete a regular five-year division review that is required by the Academy of Management (AOM)

bylaws. The purpose of the review is to assess the division's progress and future plans relative to fulfilling its responsibility to serve its members and the academy. The review provides an opportunity for our division to obtain comprehensive and extensive feedback from its members and from the AOM leadership team. The feedback is expected to encourage a reflection process aimed at improvement within the division.

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# FIVE YEAR REVIEW

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The review process is coordinated by the members of the division's Executive Committee. The process involves four steps: 1) conducting a member survey; 2) reviewing the AOM metrics in terms of membership size and growth, as well as the annual program statistics; 3) completing a strengths-and-weaknesses checklist related to the division's health and governance; and 4) completing a Free Form Report by February 9, 2015, and submitting it to the AOM Division and Interest Group Relations Committee for a review.

At this point, we have successfully surveyed our members and thanks to your participation achieved a 31% response rate, while the average historical response rate across all divisions conducting reviews is only 21%. The following are some highlights of the resulting feedback obtained from members responding to the survey. In total, we had 125 responses to the survey; 72 % of the respondents were male. Also, we gathered information on the type of membership respondents held with the academy and found that respondents were made up of 81.6% academic, 8.8% student, 3.2% executive/practitioner, and 5.6% emeritus. Years as members of the academy were broken down, and 33.6% of the respondents have been a member 3 or fewer years, 28.8% 4-7 years, 8-11 years and 12-15 years each at 11.2 %, and 15.2% had been AOM members more than 15 years. The Management History Division is considered the primary division by 60 % of respondents. As far as residence, 69.6% of respondents live in North America, 16.8% in Europe, 4.8% in Asia, 4.8% in South America, and 4% in Oceania. Age distribution

of the sample is as follows: 2.4% 18-29, 12.8% 30-39, 17.6% 40-49, 28.8% 50-59, 27.2% 60-69, 9.6% 70-79, and .8% 80 or older.

A total of 44% of respondents indicated that they attend the Academy Meetings pretty much every year, while 25.6% indicated they attend only when they are on the program. Another 18.4% indicated they attend once in a while, and the remaining 9.6% indicate they rarely if ever attend. Of the reasons provided for those not attending most indicated the reason as "lack of funding" for travel to the AOM meeting. Respondents ranked the reasons they belong to the Management History Division with 64% indicating that sharing and gaining information for research is the most important, while 44% indicated that learning a new domain was the

least important reason for being a division member. When asked what respondents think the division should focus on and devote resources to, 44% said the division devoting more attention to doctoral students should be a priority, 36.8% feel that the division devoting more attention to junior faculty should be a priority, and 26.4% feel that more resources should be devoted toward arranging special presentations from leaders in the field. We asked members to indicate how satisfied they are with



their membership in the division and 15.2% are extremely satisfied, 31.2% are very satisfied, 28% are satisfied, 12% are somewhat satisfied, and 3.2% are not satisfied. In conclusion, it should be noted that the size of our membership has been stable over the last five years, but the share of international members is gradually increasing so that now one-third of our membership is international.

The Executive Committee wishes to thank those who took the time to respond to this survey. The results set the stage for our continuing work on the five-year review.

# VANCOUVER FOR HISTORIANS

Sites of special interest to  
Management historians

by Bradley Bowden.

1. *Canadian Pacific Railroad Historic Terminal*: Next to Convention area. No longer a terminus, but grand building preserved. Gift shop one of the better priced ones in city.
2. *Burrard Inlet Shipping Terminals*: Can be seen from Convention hotel, but worth trip across to Lonsdale Quay in Seabus that leaves from old Railroad terminal
3. *Museum of Anthropology, University of BC, Grey's Point*. One of the world's great museums. Worth taxi fare to get there. Has Native American Long House on shore, outside Museum.
4. *Maritime Museum*: at Kitsilano. Get there via False Creek ferries.
5. *Gastown*: Historic centre of town. Over-priced, but some great galleries.
6. *Lonsdale Quays*: Immediately to the other side of Burrard Inlet. Site of fishing fleet and great market.
7. *Stanley Park*: Larger than Central Park and ringed by 8-mile "sea-wall". About 30 minute walk from hotel but serviced by lot of buses. If you are fit enough you can run from hotel along Inlet running path, do circuit and run back.
8. \* \* *Vancouver Airport*. Most airports are forgettable. Vancouver's is not. As you arrive, you are taken through a gallery level that contains one of the world's great pieces of Native American art – the Haida Jade Canoe, sculptured by a Haida Native American, Bill Reid. Reid's other great works are at the Museum of Anthropology.



## VISITING VANCOUVER

A City with Unique History

by Bradley Bowden

In 2015, the Academy of Management is fortunate to have its Annual Meeting in Vancouver, one of the world's most scenically beautiful cities, bordered as it is by a drowned fjord, Burrard Inlet, to the north and English Bay to the south. As an Australian and former seafarer who worked behind the mast for over nine years, I have a special affinity with Vancouver. Like Australia, Canada in general and British Columbia in particular (or BC as everyone calls it), is still a commodity-based economy. Coming in from the airport, visitors can easily see the endless log rafts along the Fraser River. To the airport's south is Roberts Point, one of the world's great coal ports, shipping coal transported coal

from the Rocky Mountains' Elk Valley. Burrard Inlet itself is still one of the world's great working ports. Invariably, an armada of ships is at anchor in English Bay, waiting for their turn to come under the Lions Gate Bridge (the "Lions Gate" being the narrows at the mouth of Burrard Inlet which is overlooked by a lion-shaped mountain extension of the Cascades).

Vancouver is of special interest to management historians. Prior to European settlement, the Vancouver region lay at the heart of one of the great Native American cultures based. Highly organized, BC Native American cultures differed from the cultures in the interior in that their peoples were permanently settled, living in great wooden communal houses. In size and layout, these were virtually identical with the "long houses" that characterized Norse and Anglo-Saxon cultures in the early Middle Ages.

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# VISITING VANCOUVER

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## English Bay



The best example of one of these is found on the grounds of the Museum of Anthropology at Grey's Point, on the University of British Columbia.

Within walking distance of the AOM's Convention area are three of the great landmarks of historic Vancouver with a fourth requiring a 25-30 minute walk. The first of these is Burrard Inlet itself with the main shipping terminals easily seen from the Convention Centre. What one has to realize in relation to Burrard Inlet is that all the produce of the Canadian prairies has only two ways of reaching open water, either through Burrard Inlet or Thunder Bay on Lake Superior. Second, immediately adjacent to the Convention area is the original terminus building for the Canadian Pacific Railroad, which reached Vancouver in 1885. While the building is no longer a terminus a sense of the Railroad's past grandeur is evident. The building is, moreover, the terminus for the "Seabus, which provides an endless (and cheap) shuttle across the Inlet to the markets of Lonsdale Quays at North Vancouver. Also located right next to the Convention Centre is the modern terminus for the Canadian-Alaskan shipping cruise industry. While all of these are within easy walk, also worth a visit is the Maritime Museum at Kitsilano. The best way to get to this is to walk across the base of the West Vancouver peninsula (head straight south from the Convention Centre), and then get one of the miniature ferry's that shuttle back and forth across False Creek, an extension of English Bay.

Also of interest to the historically minded is "Gastown", the site of the original settlement. While full of over-priced restaurants and coffee shops, the area nevertheless has a number of galleries that contain some of the best Native American art in the city – although well short of what is found at the Museum of Anthropology. Be wary through, Gastown ends abruptly in "East Hastings", a haunt of the desperate and drug-addled. You'll know when you have crossed from one region to the next.

## Stanley Park



### Best Restaurant:

- Best restaurant – Don Francesco's, Burrard Street. Ask for window seat when booking. Best to book on-line prior to arrival.

### To Avoid

- East Hastings – Canada's most seedy district, immediately adjacent to Gastown tourist area.
- Canadian beer – tastes like Moose piss.

## Seabus to Lonsdale Quay



# IN MEMORY

## Dr. Charles D. Wrege (1924 - 2014)



Charles D. Wrege, the Academy of Management's Historian and Archivist, passed away on Tuesday, August 19, 2014, at his home in Spring Lake, NJ. Chuck - to his friends and colleagues - was born on March 11, 1924, in Newark, NJ, where he attended Arts High. An active and dedicated scholar throughout his life, he presented his most recent research findings at the 2014 Academy of Management meeting in Philadelphia via Skype just eight days before his death.

Chuck's academic areas of interest ranged from old street cars and buses to World War II photography to Frederick W. Taylor to the Hawthorne Studies. He was the author of more than 100 articles and numerous monographs and books, including *Frederick W. Taylor: Father of Scientific Management: Myth and Reality*, (co-author Ronald G. Greenwood) in 1991; *Fact and Fallacies of Hawthorne: A Historical Analysis of the Hawthorne Illumination Tests and The Hawthorne Studies*, in 1986; and *Spring Lake: An Early History*, published in 1976.

During World War II, Chuck served on Guam as a photographer with the 35th Photographic Technical Unit, Twentieth Air Force. After his wartime service, he attended New Mexico Highland University, Las Vegas, NM. He subsequently transferred to Upsala College, earning a B. A. in 1952. In 1955, he

completed an M. A. in Experimental Psychology at the New School for Social Research in New York City, where he participated in Solomon Asch's famed "line studies" on conformity. Concurrent with attending the New School and working as an industrial engineer at Weston Electrical Instruments Company in Newark, he enrolled in

New York University, earning a M.B.A. in 1956. He received his PhD at NYU in 1961 under the direction of John Glover. From 1956 to 1961, Chuck was on the NYU School of Commerce faculty. In 1961, he joined Rutgers University, retiring from the School of Business in 1991.

Chuck's work in management history was unmatched in its depth and breadth and was also highly regarded in other disciplines, particularly the history of science. He drew on unique materials and resources uncovered over many years of field research. The extensive Charles D. Wrege Collection of management history documents and photographs is housed at the Kheel Center for Labor-Management Documentation and Archives, Cornell University Library.

Chuck was predeceased by his wife Beulah ("B") Marion-Cippel Wrege. "B" and Chuck first met in November, 1949, as fellow employees at Ohrbach's department store in Newark, where Chuck worked as an artist. On December 24, 1949, he asked her to marry him. "B" told Chuck if he used his G. I. Bill to secure his college degree, THEN and only THEN, she would consider his proposal. Chuck pleaded his case twice a day from New Mexico with 902 pages of love letters sent in 105 hand-painted envelopes. They were married on May 28, 1950, in Los Alamos, NM. The story of their life-long romance is told in Chuck's 2003 book *A Romance in Watercolors: Paintings by Chuck Wrege for "B" Wrege*, written as he convalesced from cancer surgery following B's death on December 23, 2002.

In addition to his contributions to management history, Chuck will always be remembered as someone who knew so much about so many things, his prodigious memory, his sense of humor, his delight in the iconoclastic, and his never ending quest for answers. He will be sorely missed by his many friends and colleagues.

Contributed by Art Bedeian, Dan Wren and Regina Greenwood



**ACADEMY OF MANAGEMENT**  
75th ANNUAL MEETING  
**DIVERSITY & INCLUSION THEME COMMITTEE**  
**CALL FOR PROPOSALS**

Chair: Christina Stamper, Western Michigan U  
PDW Chair: Isabel Metz, Melbourne U



The Diversity and Inclusion Theme Committee's (D&ITC) mission is to provide learning and outreach opportunities that foster a more diverse and inclusive AOM community. The Committee's work is guided by the following core values and principles: 1) *Diversity* is all of the multiple lines of difference that characterize our current and future membership; 2) *Inclusion* means that all members have the opportunity to be represented, to have their voices heard and valued, and to have influence on the AOM; 3) Inclusion requires identifying and removing barriers to all members' full participation in the activities and decision-making of the AOM; 4) The growth and success of the AOM are dependent upon having a globally diverse perspective and broadening the scope and impact of our field; and 5) the AOM will be strengthened and improved to the degree that we incorporate the knowledge and perspectives of its diverse membership and constituents.

The Professional Development Workshops (PDWs) are a perfect opportunity to develop innovative and creative sessions and events that will benefit Academy members and further the mission of the D&ITC. We particularly welcome proposals for sessions that will provide opportunities, through interactive workshops and other suitable activities, to facilitate efforts to develop a more inclusive Academy. Ideas for D&ITC PDWs include sessions that:

- Seek ways to understand current levels of inclusion and ways to enhance inclusion in the AOM.
- Enhance member knowledge and skills pertaining to diversity and inclusion, in their multi-faceted forms and manifestations, to inspire behavior that enhances all members' felt inclusion at the AOM meetings and related activities.
- Help Academy leaders serve the diversity of member needs and backgrounds and foster more inclusion across multiple lines of diversity.
- Provide opportunities for positive and developmental interactions among members of diverse backgrounds, in ways that can lead to enhanced inclusion.

The conference theme for 2015, *Opening Governance*, invites us to think broadly and creatively about the ways in which organizations take action to address the most important management problems and opportunities of our time. The term 'governance' refers to leadership systems, managerial control protocols, property rights, and other practices that give organizations authority and mandates for action. Opening governance involves revisiting these practices especially in light of big data, crowdsourcing, and other emerging digital technologies that expand the information and expertise available to organizational leaders. Possible questions related to the conference theme and D&ITC's mission include:

- How can AOM leaders utilize technology and membership data to bridge perceived differences in opportunities to be represented, have voices heard and valued, and have influence on the AOM?
- How and when should leaders open governance practices to involvement by engaged members? What advances and problems arise from transparency in decision making? In particular at the AOM, what advances and problems arise from transparency in decision making relating to, for example, selection of committee members, location of AOM meetings, or paper acceptance criteria?
- How do current governance processes and practices (e.g., funding of Strategic Doing Proposals or budgetary allocations; election processes; communication content and channels) enhance (or diminish) people's feelings of inclusiveness, particularly within AOM?
- What other issues might pertain to opening governance and inclusiveness, for organizations in general and for AOM in particular?

Submitters should consider, but not be bound by, the conference theme. All proposals should be submitted using the AOM submission system at <http://submissions.aomonline.org>, before or by the deadline January 13, 2015 at 5pm EST. In their proposals, submitters should address how they will disseminate information about their session, encourage attendance and engagement, and identify opportunities for co-sponsorship with other divisions or interest groups. If you have questions or would like to discuss an idea for a PDW, please contact Isabel Metz at [i.metz@mbs.edu](mailto:i.metz@mbs.edu) or +61 3 9349 8226.

## MANAGEMENT HISTORY DIVISION

**JULIA TEAHEN, NEWSLETTER EDITOR**

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