

From the Program Chair...

Julia Teahen

Hello! The Management History 2004 Professional Development Workshops were a great success! Our sessions were very well attended...some with standing room only! Special thanks to Laquita Blockson, Al Bolton, Jane Whitney Gibson, Paul and Michele Govekar, Regina Greenwood, Jonathon Halbesleben, Morton Huse, Dewey Johnson, Don Kuratko, Rick Mowday, Diana Reed, John Slocum, Jim Stoner, Leslie Tworoger, David VanFleet, and Dan Wren for their participation in our workshops.

Please take a look at the pictures from the New Orleans meetings on our website (<http://aomhistory.baker.edu>). In addition, we will post pictures from prior AOM meetings soon!

It is hard to believe that we have already begun work on next year's conference. The 2005 Management History Program in Hawaii promises to be a great one! This year's theme is: "A

New Vision of Management in the 21st Century." This theme has many applications, especially for our division. This is a wonderful opportunity to study our history and apply what we have learned to future management practices. According to the 2005 Program Chair, Ken G. Smith:

...we live in a divergent world of stark contrasts and difficult tensions, faced with totally new questions and challenges, both as human beings and as scholars of business. What does it mean to be "human" in the era of genetic engineering and "smart" technology? What does it mean to uphold individual dignity and human rights when there

are such great discrepancies between the power and opportunity of some, and the isolation and hopelessness of others? What does it mean to be a "citizen" in a global village dominated by giant organizations, both public and private? What does it mean to be "ethical" and "responsible" in organizations characterized by complex goals, diverse cultural boundaries, and multiple bottom lines? In a time of unprecedented gaps between the wealth and the poor, what is our responsibility, and to whom? What is our vision of management

– in both theory and practice – in this new century?

Specifically, as it relates to our division, the theme includes topics such as:

- How do we identify the case histories of 20th-century management that apply to the 21st-century context? What indicators and benchmarks from the 20th century will carry over into the 21st century?
- Are new theories of management required in the 21st century to respond to advances in cognitive psychology and biopsychology?
- What are the effective managerial strategies that nurture and sustain firm innovation and entrepreneurship? Will innovation and entrepreneurship activities in the 21st century differ from management theory and practice emphasized in the 20th century?
- How should managers infuse the corporation with value in the 21st century? What value? Whose value? For what purpose? Does this differ from earlier centuries?
- In organizations of the future, what responsibility do managers have in helping employees – and their families – achieve personal satisfaction and success? Are their lessons from our history to guide us?
- What will be the relationship between management and labor in the 21st century? Will the power and influence of unions continue to diminish? Is this inevitable? Good? Bad?
- What is the role of business schools and management education in shaping the future of management in the 21st century?

How will this role change in response to the new requirements of management? Will academics lead or follow these changes? Where does the teaching of management history belong in management education?

- What are the attributes of effective managers in the 21st century? Will our models of management continue to emphasize contingency arguments or will management be even more complex? How does this differ from earlier centuries? How will

the academy and our profession need to change to keep pace with the revolutions of management? What can we learn from our history in this area?

- What social, economic and technological forces will drive management in the 21st century? Do these forces differ from those in our past?

The success of our program depends directly on our division members, specifically participation in the program. There are several ways in which you can be involved in the 2005 conference. I highly

encourage you to submit papers and symposia ideas. In addition, we are in constant need of reviewers and discussants. If you would like to serve as a reviewer and/or discussant, please send your contact information (including your preferred e-mail address) to me at: Julia@baker.edu.

The Academy's Honolulu 2005 submission web page (<http://submissions.aomonline.org>) will open soon - November 3, 2003! If you would like to submit a paper or symposium, please follow the submission guidelines found in the Academy of Management's Call for Papers. Our division will be using the Academy's

web submission process for this year's conference. Authors will receive a confirmation e-mail once our division has received the submission. Those with questions are welcome to send an e-mail to me at: Julia@baker.edu .

Thank you in advance for your participation in the 2005 Program. I look forward to seeing you in Hawaii!

Welcome, Student Members!

Whew, what a conference! Those of you who weren't able to attend the Academy conference in New Orleans this past August missed out on so many great opportunities! The Management History Division may be the most beneficial Academy division for students. Here's a rundown of what our division had to offer its students this year.

This Year's Benefits to Student Members:

- Sessions to help you get acquainted with Academy (New Member Workshop, Getting Involved)
- Numerous professional development workshops focusing on everything from research methods to teaching to writing your dissertation
- Social Hour for networking opportunities
- Great sessions presenting all the up and coming research in the Management History area
- Student-focused workshops that allow you to intermingle with others in similar stages of the PhD process

These great opportunities will be available again at next year's conference. Please take advantage of them, especially if you are fairly new to the Academy. Also, encourage your fellow students to join our division! If you aren't a member yet, what's stopping you? You get two free division memberships

with your Academy membership, and additional divisions are only \$9! Wondering why you should join, or what you can tell others to convince them to join? In addition to the above opportunities, here are some more benefits.

More MH Division Benefits:

- Its compact size offers more opportunities to make lasting connections, rather than just getting lost in the crowd.
- It provides endless opportunities to get involved in Academy by volunteering for committees (Look at me – I'm on the executive committee as a student!).

The next annual Academy conference will be here before you know it. Wondering what you can do in the upcoming year to take advantage of all the opportunities available to you through our division?

To-Do List for the Coming Year:

- Think about submitting your works in progress to our division by the January deadline.

- Remember next year's theme: New Visions of Management for the 21st Century. This theme is easily adaptable for Management History papers.
- If you write a paper for your Management History seminar, submit it!
- Volunteer to be a reviewer, discussant, or session chair for our division. It gets you involved, gets your name and face out there, and looks good on your vita.
- If you receive a division survey via email, please fill it out! We depend on your feedback.
- Join the Management History Division!
- Ask a friend to join the Management History Division!

Best of luck to all of you in your Fall semesters! Please feel free to contact me if you have any questions, concerns, or input. I welcome it all! Remember, I am here to represent you! Stephanie Henagan
Student Representative
scase@lsu.edu

**4th International Critical Management Studies Conference
4-6 July 2005
Cambridge University**

Management and Organizational History Stream

There have been repeated calls for more historical approaches in the study of management and organizations. We see history as a vital component in critical management studies. We invite contributions on a range of historical issues, such as:

- Reconsiderations of the contribution of management thinkers in history.
- Alternative, critical, approaches to the history and development of management thought.
- The re-appraisal of management thought in historical context.
- The implications of historical theory and the philosophy of history for critical management studies.
- The implications of historical methods

and methodologies for critical and (by implication) mainstream approaches to management and organization studies.

- The hidden and 'inconvenient' histories of organizations, and their treatment of this history in the present.
- The commodification of history in the present.
- Counterfactual histories emphasizing the contingency of historical events and their narratives.

These issue areas are regarded as a starting point, and papers which develop alternatives are welcome. Papers from the stream will be considered for publication in a new Sage journal, *Management & Organizational History*, to be launched in 2006.

Convenors:

Charles Booth	Richard Marens
charles.booth@uwe.ac.uk	marensr@csus.edu

Bill Cooke	Michael Rowlinson
william.m.co	

oke@umist.ac.uk m.rowlinson@qmul.ac.uk

See the full version of Management and Organizational History Stream call at:
<http://www.jiscmail.ac.uk/files/MANAGEMENT-HISTORY/cms04call.doc>

General Conference Website:
<http://www.cms4.org>

Timeline:

Abstracts to Convenor 1 (Charles Booth) (by email)* **1 October 2004**

- Submissions in Word (.doc) format
- Arial 12 pt. Font
- Maximum Length 1500 Words
- Including: Title, Authors (affiliation, contact details), Body of Text, References.

Decisions on acceptance/rejection communicated **1 December 2004**

Full papers to Convenor 1 (by e-mail)

1 April 2005

* *Unavoidably late submissions may be accepted at convenors' discretion - please contact Charles to discuss.*

Call for Papers: Journal of Management History

“The past is never fully gone. It is absorbed into the present and the future. It stays to shape what we are and what we do.”

Former Governor General of Australia, Sir William Deane, 1996

With Sir William Deane's words in mind, the Journal of Management History is looking for contributions that reflect on the historical development of management concepts and practices, with a view to how they inform the present and 'shape what we are and what we do'. Like the Division of Management History itself, this includes examination or re-examination of established historical management concepts; the historical and continuing role of the behavioural sciences in the development of management practices; historical analysis of management philosophies; methodologies for dealing with historical management materials; the importance of the historical perspective in understanding contemporary management; and historical aspects of such workplace features as quality control, cultures, and occupational health and safety. If you think you have a piece that fits this bill, or if you would like to play a role on the editorial

review board for the journal please send your manuscript/details to Professor David Lamond Editor, Journal of Management History
 Email: d.lamond@uws.edu.au

In addition to the usual manuscript requirements, there is now a structured abstract format for Emerald journals. Please contact Professor David Lamond for details

**21st EGOS (European Group for Organizational Studies) Colloquium
 30 June – 2 July 2005, Berlin**

**Sub-theme
 23: Managerial and Organizational Discourse in Time and Space**

The purpose of this sub-theme convened within the framework of the 21st EGOS Colloquium is to take stock of the current state of studies on the historical development of management and organizational discourse and to open new perspectives for research going beyond the existing approaches. A lot has been written on the development of management thought over time. Much of this literature, however, has

been North American based. Moreover, it has typically represented the emergence of and changes in managerial discourse as a global and evolutionary trajectory. Only more recently has literature begun to emerge that has engaged in a comparative task, examining the trajectories of management discourse in different countries over time, together with issues of differential adoption and diffusion of ideas imported from other settings. Furthermore, there have been calls not only for going further back in history to transcend typical attributions of beginnings to early scientific management but also engagements with historicizing more recent discourses shaped by actors like the academia, media, consultants and gurus. The sub-theme aims to build on and expand these new orientations. The deadline for the submission of abstracts is 6 January 2005. For further information on this sub-theme as well as others in the Colloquium please visit

the EGOS website: www.egosnet.org. For this particular sub-theme you could also contact the convenors: Behlul Usdiken, Sabanci University, Turkey (behlul@sabanciuniv.edu.tr); Matthias Kipping, Universitat Pompeu Fabra, Spain (matthias.kipping@upf.edu) and Lars Engwall, Uppsala University, Sweden (lars.engwall@fek.uu.se).

Editorially Speaking

Paul Govekar, Newsletter Editor

At the end of this newsletter I attached a copy of the letter David Van Fleet sent to AACSB regarding the importance of Management History standards in AACSB accreditation. I ask that each member review the letter and, if you determine it is worthwhile, to support David's initiative.

I have been editor of your newsletter and at-large member of the Division

Executive Board since the 2001 meeting. I have taken on new responsibilities at my regular job and find that I am no longer able to devote the time or energy that either task deserves. Therefore, I am announcing that this issue begins my last set as your newsletter editor. I will not run for re-election as an at-large member of the board this spring and I will not be available to edit the newsletter after the summer 2004 issue. I have very much enjoyed this duty and hope sincerely that one of our division members with more ability in this regard will step forward and volunteer to replace me in this necessary position.

Articles, letters, and other information for the Spring issue of "Historically Speaking" are due to me by email not later than February 1. I hope to include the PDW schedule for the annual meeting in that issue.



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Richard E. Sorensen, Dean
Chair, [Accreditation Quality Committee](#)
Pamplin College of Business
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Blacksburg, Virginia 24061 USA

Dear Dean Sorensen:

On behalf of the membership of the Management History Division of the Academy of Management, I respectfully request that the Accreditation Quality Committee adopt the following additions to the AACSB Standards for business accreditation at the doctoral level.

Add to the standards:

an appreciation and understanding of the evolution of ideas (and the identity of major contributors) associated with the development of knowledge in the student's area of specialization

Add to the Basis for Judgment:

Provide an understanding of the evolution of ideas (and the identity of major contributors) associated with the development of knowledge in the student's area of specialization

At a time when each of the disciplines in business is maturing and developing its own history, there is a seeming decline in the understanding of that history by recent graduates. Indeed a recent survey of AACSB institutions conducted by Drs. Daniel A. Wren and David D. Van Fleet indicates that the intellectual history of the various disciplines that comprise business administration is neither widely taught nor generally considered a required competency for those students embarking upon an academic career (pre-publication version attached). Hence, the need for a standard recognizing the importance of our future professorate appreciating our inherited past an historical background for doctoral programs.

The proposed is standard does not require specific courses in the history of thought nor does it require that institutions have separate faculty with historical expertise in the area of history. The standard could be met through the use of reading lists coupled with an examination or major paper requirement in which doctoral candidates would demonstrate an understanding of the history of thought in their particular field discipline.

The proposed standard does not favor any discipline but would encourage awareness of the broad range of academic fields that have contributed to the evolution of business education - globally. Further, this proposal would give both students and faculty a better appreciation of the "root disciplines" of business and could inform discussions regarding sources of new faculty beyond just business school Ph.D. programs.

Thank you for considering this request.

Sincerely,
David D. Van Fleet
Professor of Management
Former Chair of the Management History Division of the Academy of Management
xc: **Dr. Otis W. Baskin**, Special Advisor to the President, AACSB International