

Minutes of the 2005 IACMR Business Meeting
August 8, 2005, 5:30 pm to 8:30 pm
Hawaii Convention Center
Honolulu, Hawaii

Meeting convened at 5:30 pm. Anne Tsui welcomed more than 150 attendees and reviewed the agenda for the meeting.

1. Anne Tsui opened the meeting with “Aloha”. She provided a brief update on IACMR activities.

- There are 1,500 registered members up to August 2005, as compared to 300 in 2002
- Two-thirds of the members are professors and one-third are students
- Around 900 members (65%) are from mainland China, the rest come from over 30 countries

2. Anne gave an update on the Association journal *Management and Organizational Review (MOR)*. Second issue is available in both print and electronic formats. Articles can be downloaded for free from Blackwell website <http://www.blackwell-synergy.com/toc/more/1/2>. After the meeting, a name card holder with *MOR* logo was given to each participant as a gift for appreciation.

3. Jing Zhou and Katherine Xin reminded everyone of the 2006 Conference in Nanjing, China and paper submission deadline. Jing Zhou is in charge of the English paper submissions and Katherine Xin for the Chinese papers. Submission deadline is October 15, 2005 (firm due to a tight schedule to prepare the conference program). Regular papers and symposiums are all welcomed. There is also a plan to add a “Work in Progress Posters” session where scholars and students could post their research ideas and seek collaborators. Submissions in Chinese and English should be directed to Katherine and Jing Zhou, respectively. See the IACMR websites (www.iacmr.org or www.iacmr.org.cn) for submission details.

4. Shuming Zhao, 2006 Conference Program Chair, gave a brief report on the 2006 IACMR Conference. Over six hundred participants are expected and Sheraton does not have enough seminar rooms. Therefore, the venue has been changed to Hilton. The guest room rate is only \$75. There are already 14 university sponsors plus NNSFC. The organizing committee is still looking for corporate sponsors. We plan to offer a discount on the registration fee for students and PRC members, as we did in the 2004 conference.

5. The business meeting was completed and Anne Tsui introduced the Executive Panel. The moderators are Xiao-Ping Chen, Michael Morris and Joseph Galaskiewicz. The title of panel presentation was “Challenges for Chinese Private Enterprises”.

6. Anne Tsui explained that Jack Yun MA could not be here in person. He was in Hawaii but needed to be in Beijing on August 10 for a big business meeting. Since we could not change the time of this meeting and the importance of being present at pre scheduled presentations (Academy and IACMR norm), he was prepared to rent a private

jet to fly back to Beijing after the presentation. The cost was so high that Anne proposed to make a video tape of his presentation. Our Hawaii IACMR member Chris McNally found a video company and arranged for the taping on Friday morning. Mr. Ma stayed till Saturday evening and met with some of the officers of IACMR. She said that Mr. Ma was very apologetic and she hoped that members would agree that the video tape is an acceptable solution.

7. Professor Weiyang Zhang made his presentation first. Based on his observations on the private firms in China such as Lenovo and TCL, Zhang identified the major challenges facing these firms. He suggested ways to change their business thinking, to make correct strategic decisions, to meet the consumers' demands, to manage diversified employees, to separate ownership and control rights, to compete with giant competitors, to learn to cooperate and share value, and to balance profit target with social responsibility. Zhang concluded that these challenges can be converted to development opportunities if properly handled. During the question and answer period, Zhang reemphasized his beliefs on the bright future of China's private firms. He insisted that Chinese business schools and management scholars should help managers to solve the problem and convert the challenges into opportunities. At the end of the executive panel, Kathy Levitt, Representative at Large of IACMR, on behalf of our Association, gave a beautiful Hawaiian coral as a gift to Professor Weiyang Zhang (also for Mr. MA).

8. We then showed the video tape of Mr. Jack Yun MA's presentation. Mr. Ma briefly described how he started the first Internet consulting company in China back in 1995. Founded in 1999, Alibaba.com has now become the largest B2B company in the world and largest C2C company in China. Yun Ma shared with the audience his experience in setting up his business and dealing with competitors and the government. Mr. Ma said that he expect Alibaba.com to last for at least 102 years that cover three centuries. According to him, the two most important areas for development are the employees and the customers. Ma will set up an Alibaba Institute for employee development and he also wish to write a book in near future: *Alibaba's 1,001 Mistakes*. The video was so well received that many members asked if they could have a copy of the tape. Anne will seek approval from Mr. Ma. If he agrees, we will put it on the Association website for members to use in the classroom. (We are waiting approval from Mr. Ma.)

9. The meeting adjourned at 8:30 pm, followed by a wine reception, hosted jointly by Blackwell and the Guanghua School of Management, Peking University.

10. Following the reception, about 25 members convened at the Royal Garden Restaurant for an unforgettable Chinese meal. We were co-arranged with a Chinese wedding ceremony....and what a "wonderful" time we all had.

Minutes prepared by Zhen Zhang (U. of Minnesota), Xiangmin Liu (Cornell U.), and Jian Han (Peking U.)