

Minutes: IACMR Business Meeting at
the 2006 Academy of Management Meeting

Atlanta Marriott Marquis, International 4
Atlanta, Georgia
Saturday, August 12, 2006

Summary:

Because the IACMR biennial meeting took place earlier (June 15 to 18, 2006) in Nanjing, China, the business meeting at the annual AOM meeting is simplified. . In lieu of a keynote speaker and regular business meeting as we had in the past, we devoted the evening to building our community of Chinese management researchers, paying special attention to PhD students and junior scholars.

We organized two panels, one on job search and the other on career development. Our goal is to provide Chinese-speaking PhD students and young scholars as well as those affiliated with or interested in IACMR an opportunity to gather job search tips from recent job candidates and learn from senior scholars different paths to a successful academic career. Our panelists were not only right on the points, they were also very humorous about their personal experience. Both panels were very well received. Although we did not hand out a formal survey to gather feedbacks about the panels, many attendees of the panels, including a spouse of a doctoral student, went out of their way to tell Eva Yao (the host for the panels) how much they appreciated the opportunity to get together and listen to these scholars.

After the two panels, our founding president Anne Tsui gave a short presentation on our organization and most recent activities as the current president Xiao-Ping Chen did not attend the Academy meeting. This was followed by a reception.

The overall attendance exceeded our expectation (75 attendees). There were about 50 people attending the first panel. This number was artificially deflated due to the topic (job search) and language (Chinese). Some non-Chinese speaking attendees returned for the second panel on career development. This increased our attendees to about 60 people. More attendees entered the room as Anne started her report on IACMR. In the end, we had about 150 attendees during the reception.

Details of the program:

Panel 1: Job Search (in Chinese, with cookies and refreshments)

Time: 530 – 630 PM

Panelists: (degree school – job school, year graduated)

- Qing Cao (Strategy, UMD – U Connecticut, 2006)
- Haiyang Li (Strategy, City U of HK – Rice U, 1998)
- Tony Tong (Strategy, OSU – SUNY-Buffalo, 2004)
- Monica (Sheng) Wang (HRM, OSU – UNLV, 2005)

- Joshua (Bin) Wu (OBHRM, ASU – U Miami, 2006)
- Haibin Yang (Strategy, UT-Dallas – City U of HK, 2005)

Content:

Each panelist took about 10 to 15 minutes to talk about the things they considered most important in the job search process. Some of them also pointed out things they wish they could do differently. Because we were late in starting, we did not have time for Q&A.

Several things emphasized among the panelists were:

- Need to practice the job talk many times – it is one of the most important things in job search
- Be clear on the pros and cons of different types of schools and the category each school falls into (e.g., Texas A&M promoted research far more than teaching, while Rice U require their faculty to be great teachers while being great scholars)
- Show great interest in the school during campus visit, your eagerness to join could make a difference in the final decision, when everything else is the same between you and someone else.
- Try to have data on your dissertation for your job talk
- Find your own way of coping with stress during the campus visit

Panel 2: Career Development

Time: 635 –735 PM

Panelists:

- Carolyn Egri (OB/OD/IM, Simon Fraser U)
- Eric Tsang (OMT, Wayne State U)
- Ingmar Björkman (HRM/IB, Swedish School of Economics and Business Administration)
- Jia Lin Xie (OBHRM, U Toronto)
- Xu Huang (OBHRM, HK Polytechnic)

Content:

Each panelist had their own stories to tell. The audience got an eclectic view of how one's academic life can evolve. Carolyn gave a 2 (liking of the job) X 2 (performance on the job) table identifying four situations one can be in regarding his or her career. She suggested that we inevitably end up in one of those cells at one point of our life and that we ought to be aware of where we fall at different moments.

Professor Eric Tsang humored himself and talked about the things he “did wrong” (i.e., the non-traditional experience he had). His humor and willingness to share made the audience appreciate each person's unique path. Professor Xu Huang talked about his experience working at Hong Kong Polytechnic University, particularly the research environment he had experienced in Hong Kong. He suggested that there are a lot of potential opportunities for research in Hong Kong and China. He also said that he did not publish in top-tier journals at the beginning of his career, but he started to publish in better journals after he became more experienced.

Professor Jia Lin Xie vividly recalled her years as a peasant and later as a worker. She also told the story of how she decided to pursue a career built on a non-mainstream research topic (job stress) despite the warnings from her advisor. Jia Lin emphasized the positive effects of one's loyalty to his or her heart and passion. She told the story of how she got the job at University of Toronto as a result of diligent preparation work for her presentation even with an audience of three. The audience couldn't help but clapping to cheer the success of her dedication to what she believed to be the right thing to do.

Professor Ingmar Björkman referred to Professor Eric Tsang's unique experience as he recalled his own. However, Ingmar took a different approach and started talking about the benefits of taking an academic job in Europe. He listed the pros of choosing a job in Europe such as a good lifestyle, relatively easy access to data, encouraging environment for qualitative studies, and a growing interest among all European schools about China. The information Ingmar provided was valuable to either doctoral students or junior faculty.

There was a short Q&A at the end of the panel.

IACMR Status Report

Time: 740 – 800 PM

Anne Tsui (Founding President, IACMR)

Content:

Anne went through the history of IACMR, reviewed the membership statistics (about 2500) and reported the second biennial conference in Nanjing (550 attendance). We are in good financial standing with over \$132,000 balance in PRC and USA due to strong continuing financial support from HKUST and Peking U toward IACMR and MOR. Anne reported on the progress with MOR (have published 5 issues and the last issue of 2006 in progress). We have submitted application to ISI for including MOR in the Social Science Citation Index Anne encouraged members to cite relevant papers from MOR in their paper in progress or in press. She introduced the new officers, and announced the 2008 IACMR biennial meetings. The program co-chair professor Jia Lin Xie gave a short spiel on the theme of the 2008 conference and encouraged everyone to submit their papers to the conference. Lastly, Anne introduced the "Coat of Arms" for IACMR with three core values: IACMR serves as a "source of inspiration", exemplifies a "spirit of service" and has a strong "commitment to excellence".

Reception

Time: 800 – 900 PM

Content:

We ordered Dim-Sum for 100 people, but we had to put an addition order for 60 more people. We also added 2 cakes to feed our attendees. The room was somewhat small for the reception simply because the theatre-style chair made it inconvenient for people to socialize at the front of the room. Many people gathered outside the room after getting their food.