

SCHULICH SCHOOL OF BUSINESS
FACULTY COUNCIL

A meeting of Faculty Council for the 2006/2007 Academic Year will be held on
Friday, April 27, 2007 at 11:30 a.m., SSB W132

A G E N D A

- 1.
2. Chairperson's Remarks
2. Dean's Remarks
3. Minutes of Previous Meeting - March 16, 2007 (*Pages*)
4. Business arising from minutes of previous meeting
5. Enquiries and Communications
For Information: Senate Synopsis: Feb.22, 2007 + Mar. 22, 2007 (*Pages*)
6. PHD/GBC/UBC Initiatives
7. **Nominating Committee**
2007/08 Slate of nominations for Core members of Tenure and Promotions Committee
8. **BBA/iBBA Committee** (*Pages*)
 - a) **Motion:** Waiver of INTL 3500 for iBBA class of 2008
 - b) **Motion:** Course change – FINE 4200 to FINE 3200 (renumbering)
 - c) **Motion:** Course change – OMIS 4710 (course description)
 - d) **Motion:** New course proposal – INTL 3500.03 International Business Ethics
 - e) **Motion:** New course proposal – INTL 4300.03 Corporate Social Responsibility
 - f) **Motion:** New course proposal – NPMG 4100.03 Marketing, Communications & Resource Attraction for Nonprofit Organizations
9. **MBA/MPA Committee** (*Pages*)
 - a) **Motion:** Consent Agenda (course descriptions)
OBIR 6560;ECON 6170;ECON 6510;FNSV 6700;OBIR 6500;PROP 6100;PUBL 6000;PUBL 6200
 - b) **Motion:** Course change - FNSV 6980 3.0 – Strategic and Tactical Issues in the Life Insurance Industry (retire course)
 - c) **Motion:** New course proposal – FNSV 6985 1.5 – The Canadian Life Insurance Industry and International Competition
 - d) **Motion:** New course proposal - OBIR 6950 3.0 – The Art and Science of Leadership
10. **IMBA Committee** (*Pages*)
 - a) **Motion:** Proposal to revise the IMBA curriculum
 - b) **Motion:** New course proposal–SGMT 5600 1.5 - Strategic Thinking for the Global Manager
 - c) **Motion:** New course proposal – INTL 6600 3.0 – Strategic Management Across Borders
11. **Presentation on Archives, busway and the subway**
Guest: Christopher Wong, Director, Transportation and Master Planning
12. Adjournment

Refreshments will be available at 11:20 outside SSB W132.

Note: Send regrets to Susan Harrison at sharrison@schulich.yorku.ca or call Ext. 55097

Next Schulich Faculty Council Meeting – Friday, May 25, 2007 Next Schulich Convocation – Friday, June 15th, 2007
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Item #1 Chairperson's Remarks

Professor McKellar called the meeting to order. Following up the discussion of the Faculty Council March 16th, 2007 meeting on faculty attending convocation, he reported that four areas had taken some action within their Area.

Professor McKellar introduced Mr. Joe Green who has been overseeing the 40th anniversary events. Mr. Green announced the next large event will be the highlight of the School's 40th anniversary celebration and is titled *Minefields and Goldmines: What does the future hold?* Invitations from Dean Horvath have already been sent out and the program is published. Approximately 150 are expected to attend. As this colloquy is part of our 40th anniversary event, the participation and cost for meals for faculty will be covered by the Dean. The event will take place from June 6-8, 2007.

Item #2 Dean's Remarks

Dean Horvath noted we are at the end of another successful academic year, with exams just about completed, and grading well underway. At the Senate meeting held the night before, the vote on the university restructuring was held, with a majority vote in favour of a large Arts Faculty. He thanked the Schulich Senators for attending this meeting. Dean Horvath announced that the fundraising for our building is now finalized. This summer Nadal will undergo renovations with more space and upgrades in technology.

Student Accomplishments:

Dean Horvath announced that for the fourth year in a row, our students have won the L'Oreal case competition and will be competing in the Paris finals on June 14, 2007. A second team of Schulich students placed third. He thanked and congratulated Professors Ajay Sirsi and Margaret Hastings for their efforts in assisting the students in preparation for the competition. The first place student team members are Jennilee Dunwoody, Robert Fine and Suvit Yeung, and the third place team consists of Maria Juzwin, Julieta Neto and Cristina Italia.

The RBC "Next Great Innovator Challenge" that took place in March. The MBA team of Matthew Cohen, Joshua Dale, Ian Howard and Serge Levert-Chiasson finished second ahead of 100 other competing teams and won \$10,000.

Faculty achievements:

Professor Emeritus James Gillies received an honorary degree from The Higher School of Economics at Russia's State University for his contribution to the education of Russian academics in corporate governance.

Professor Eileen Fischer was profiled in a feature titled "The Year of the Canadian Entrepreneur" which appeared in *Canadian Business* magazine.

Professor Lorna Wright received the "York International Award for Outstanding Contribution to Internationalization".

Professor Wesley Cragg, has received a \$2.1 million SSHRC grant to establish the Canadian Business Ethics Research Network. The aim of the network is to mobilize and profile Canada's pool of business ethics expertise. It will be housed at Schulich and tied into our School's endowed chairs and professorships in the fields of business ethics, CSR and sustainability.

Past Events:

March 17, 2007 – "Experience Schulich" took place and was a very successful event. The Dean thanked the large number of faculty that participated, and Student Services for organizing the occasion.

March 28, 2007 - The Alumni Recognition Awards took place and this year's winners were Rob McEwen, Hana Zalzal, Rose Reisman, and Ann Marie Yamamoto.

March 31, 2007 – The MBA Formal and Teaching awards were held. This year Professor Gordon Roberts (FINE) was the winner of the MBA teaching awards, and 2nd place went to Professor Markus Giesler (MKTG).

Upcoming events:

April 27, 2007 – the UBC formal plus teaching awards is scheduled.

May 7 and 14, 2007 – Student Services will be hosting receptions for the new BBA/IBBA students and their parents.

May 22, 2007 – the Dean will be hosting a reception to celebrate Professor Wes Cragg's accomplishments and receiving the SSHRC grant.

Recruiting continues with hiring in the final stages for the Areas of MKTG, OBIR, ACTG, and FINE.

Item #3 Minutes of Previous Meetings

Professor Chris Bell moved the acceptance of the Minutes of Faculty Council Meeting of March 16, 2007. Seconded by Charmaine Courtis. Motion Carried.

Item #4 Business Arising from Minutes of Previous Meeting

There was none.

Item #5 Enquiries and Communications

For information: Senate Synopsis – February 22, 2007 and March 22, 2007

Item #6 UBC/GBC/Ph.D Initiatives

PH.D. – Ph.D. President, Mr. Peter Lee, submitted a detail report which is attached to the minutes outlining recent Ph.D. student accomplishments. He asked faculty to watch for details on the upcoming annual soccer game.

GBC – There was no representative available at this meeting.

UBC – There was no representative available at this meeting.

Item #7 Nominating Committee

Professor T. Peridis on behalf of the Nominating Committee moved that Faculty Council accept the Tenure and Promotions Core Slate which will be decided by election. Seconded by Professor R. Irving. Motion Carried.

Item #8 BBA/IBBA Committee

1) Consent Agenda

Professor T. Beechy noted that FINE 4200 3.0 – Investments, will be renumbered to FINE 3200 3.0, and there is an updated course description for OMIS 4710 3.0 – Information Systems. There were no questions or objections, and the information was accepted as submitted.

2) Professor T. Beechy, on behalf of the BBA/IBBA Committee, moved that Faculty Council approve the *Waiver of INTL 3500 for the IBBA class of 2008*. Seconded by Charmaine Courtis. Professor Beechy explained this waiver is being applied for one year only as currently there are scheduling and staffing issues.

Motion Carried.

3) Professor T. Beechy, on behalf of the BBA/IBBA Committee, moved that Faculty Council approve the new course proposal INTL 3500 3.0 – *International Business Ethics*. Seconded by Professor B. Wolf. Motion Carried.

4) Professor T. Beechy, on behalf of the BBA/IBBA Committee, moved that Faculty Council approve the new course proposal MGMT 4300 3.0 – *Corporate Social Responsibility*. Seconded by Charmaine Courtis. Motion Carried.

5) Professor T. Beechy, on behalf of the BBA/IBBA Committee, moved that Faculty Council approve the new course proposal NPMG 4100 3.0 – *Marketing, Communications and Resource Attraction for Nonprofit Organizations*. Seconded by Professor F. Zandi. Professor Beechy explained this is a course for the Certificate in Non-Profit Management. It is a Schulich run course but not available to BBA/IBBA students. The Library Statement is now available for this course and if you would like to review it, please contact the Faculty Council secretary.

Motion Carried.

Item #9 MBA/MPA Committee

1) Consent Agenda

Professor D. Dimick, on behalf of the MBA/MPA Committee, noted that a few of the course description changes submitted today on the Consent Agenda, were incomplete and therefore they will be resubmitted for the May 25, 2007 Faculty Council meeting. The course description changes for OBIR 6560 – Negotiations, OBIR 6500 – Interpersonal Managerial Skills, and PROP 6100 – Real Estate Finance and Investment are submitted now for information. There were no questions or objections, and the information was accepted as submitted.

2) Professor D. Dimick, on behalf of the MBA/MPA Committee, moved that Faculty Council approve the course retirement of FNSV 6980 3.0 - *Strategic and Tactical Issues in the Life Insurance Industry*. Seconded by Charmaine Courtis.

Motion Carried.

3) Professor D. Dimick, on behalf of the MBA/MPA Committee, moved that Faculty Council approve the new course proposal FNSV 6985 1.5 - *The Canadian Life Insurance Industry and International Competition*. Seconded by Charmaine Courtis.

Motion Carried.

4) Professor D. Dimick, on behalf of the MBA/MPA Committee, moved that Faculty Council approve the new course proposal OBIR 6650 3.0 - *The Art and Science of Leadership*. Seconded by Professor B. Wolf.

Motion Carried.

Item #10 IMBA Committee

1) Motion: Proposal to revise the IMBA curriculum

Professor B. Wolf, on behalf of the IMBA Committee, moved that Faculty Council approve the IMBA curriculum changes. Seconded by Professor B. Eberlein. Professor Wolf explained that the changes put forth today have come together after looking at other programs, surveying our students, and review and approval by the IMBA Committee. He thanked Professor M. Wade, Associate IMBA Director, and Jamie Heron, IMBA Program Coordinator, for their hard work. Prof. A. Supapol was thanked for teaching INTL Global Management, and Prof. L. Wright for teaching Managing Across Borders. Overall he felt the changes to the curriculum would be a significant improvement for the program. Seconded by Professor B. Eberlein.

Motion Carried.

2) Professor B. Wolf, on behalf of the IMBA Committee, moved that Faculty Council approve the new course proposal SGMT 5600 1.5 – *Strategic Thinking for the Global Manager*. Seconded by Professor D. Dimick.

Motion Carried.

3) Professor B. Wolf, on behalf of the IMBA Committee, moved that Faculty Council approve the new course proposal INTL 6600 3.0 – *Strategic Management Across Borders*. Seconded by Professor C. Bell.

Motion Carried.

Item #11 Presentation on Archives, Busway and the Subway

Chairperson McKellar introduced Christopher Wong, Director, Transportation and Master Planning. Mr. Wong explained the Archives of Ontario building and the subway and busway is a 2-10 year project. The TTC has EA approval to add a 'bus lane only' express route from the Downsview subway to the core of York Campus. A traffic expert is looking at the impact this route will have on campus especially across from the North parking lot where traffic lights will more than likely be installed. Construction for the bus route is scheduled to begin in the Spring 2008 with Summer 09 completion. The plan for the subway would include six new stations (two within York campus). The construction of the subway would take approximately three years in total. The new Archives 10 story building will house York University's President offices, administrative offices and one floor will be designated for conferences, etc.

Chairperson McKellar thanked Mr. Wong for speaking to the Schulich Faculty Council.

Item #12 Adjournment

The meeting was adjourned.

PhD Student Update

We would like to take this opportunity to thank Dean Horváth, Christine Oliver and all of the Faculty and staff who have worked hard to ensure that we all had a very successful year. For this report, in addition to highlighting recent events, I will attempt to provide a summary of PhD student activity for the past year.

Comprehensive Exams and Dissertations

Since last summer 6 students have passed their comprehensive exams and 8 students have defended their dissertations.

Jennifer Bartholomew, Ari Pandes, Marie-Agnès Parmentier, Tom Medcof, Olga Kaminer and Chris Fredette all passed their comprehensive exams.

Kelly Thomson, Mike Valente, Vladyslav Kyrychenko, Mei-Ling Wei, Marshall Jiang, Mark Fuller, Saggi Nevo, and Wendy Reid successfully defended their dissertations.

Conferences

Over the past year PhD students have written or co-authored over 40 papers appearing at a wide range of conferences. Recently:

A paper that Al Goss co-authored with Gordon Roberts ("Corporate Social Responsibility and the Cost of Debt Financing") was presented at the Midwest Finance Association Meetings in Minneapolis on March 21st.

A paper by Pat Bradshaw and Chris Fredette ("Academic Governance of Universities: Reflections of a Senate Chair on Moving from Theory to Practice and Back") was presented at the 28th McMaster World Congress.

Rumina Dhalla has had a paper accepted for presentation at the Academy of Management Conference ("Being Similar but Unique: Balancing Shared and Unique Identity").

Wesley Helms has had a paper ("An Initial Exploration of Stereotypes as a Moderator of Decreased Performance in Heterogeneous Groups") accepted at ASAC 2007 and a paper that he co-authored with Steve Weiss ("Agreements in Multi-Issue Negotiations: An Exploration of Agenda Structure, Decisions, and Advice") accepted at the Group Decision and Negotiation Conference 2007.

Hossam Ali-Hassan has had a paper ("Mobile Computing Effect on Social Capital Among Coworkers") accepted at ASAC 2007.

A paper written by Aron Darmody and Sammy Bonsu ("Community and Ambivalence in Death Ritual Consumption") has been accepted to the Consumer Culture Theory Conference (CCT) in Toronto.

Yesim Ozalp and Detlev Zwick have had their paper ("Bricoleur, Poacher, Resister? De-Constructing the CCT Consumer Subject") accepted to the 2007 Consumer Culture Theory Conference. Yesim has also co-authored a paper with Ozlem Sandikci and Rob Kozinets ("Biography of a Shopping Mall: The City Center Cannot Hold") that has been accepted to the same conference.

A paper that Yi Feng has co-authored with Yisong Tian ("Option Expensing and Executive Compensation") has been accepted for presentation at the Asian Finance Association annual meeting in Hong Kong in July 2007 and at the Financial Management Association annual meeting in Orlando in Oct 2007.

Other papers from the past year:

Eric Li has collaborated with Russell Belk and Joon Yong Seo on a paper presented at Advances in Consumer Research – North American Conference ("Dirty Little Secret: Home Chaos and Professional Organizers." Eric also had a paper accepted at Advances in Consumer Research – Asia Pacific Conference ("Let's Go Online": A Contextual Review of the Consumption of Internet in mainland China").

Ajnes Prasad and H. Jhaj co-authored a paper presented at the Annual Canadian Asian Studies Association Conference ("Caught in the Middle: A Qualitative Study into How Older-Indo-Fijian Women Negotiate Diaspora Politics"). Ajnes also wrote papers presented at the Association of Canadian Studies ("The Myriad Gendered Trajectories of Canadian Immigration Policy") and at the Annual British Columbia Political Studies Association Conference ("Body Politics: Articulating Sexual Difference in Canadian Jurisprudence").

Marie-Agnès Parmentier and Eileen Fischer presented a paper at the Consumer Culture Theory Conference ("Working to consumer the model life: Consumer agency under scarcity") that will be featured in a book based on the best papers from that conference.

A case presented by Eksa Kilfoyle at ASAC 2006 ("The future of the Canada Post Corporation") has been published by the Laurier School of Business and Economics.

Brent Furneaux presented a paper co-authored with Dorit Nevo and Yair Wand (UBC) at ASAC 2006 ("Towards an evaluation framework for knowledge management systems"). Brent Furneaux also presented a paper co-authored with Hossam Ali-Hassan and Michael Wade ("Theorizing in information systems research: Some preliminary findings") at the 40th Hawaii International Conference on System Sciences.

Peter Lee contributed papers to both ASAC 2006 and the Academy of Management 2006 conferences.

Sutapa Aditya participated in a working paper session at ACR based on work she has been doing with Kelley Main and Darren Dahl (UBC) ("The appeal of others: How to avoid the self-positivity bias")

Yesim Ozalp presented a paper co-authored with Özlem Sandikci (Bilkent) at the 2006 Consumer Culture Theory Conference (“Transformation of Urban Space and the Less Advantaged Consumer”).

Yi Feng presented a working paper at the Northern Finance Association meeting that was co-authored with Yisong Tian (“Option Expensing and Executive Compensation”)

Olga Kaminer presented a paper co-authored with Markus Biehl at the Closed Loop Supply Chain Conference (“Exploring the Impact of Sustainable Manufacturing Activities on the Triple Bottom Line”) and a paper co-authored with Markus Biehl, Ashwin Joshi, and Murat Kristal at INFORMS (“Customers’ role in enhancing environmental performance of suppliers”)

Olga Kaminer was a co-author on two papers presented at the National Conference of the Decision Sciences Institute. One with Markus Biehl, Ashwin Joshi, and Murat Kristal (“Customer’s outcomes from suppliers’ enhanced environmental performance”) and one with Markus Biehl, Wade Cook, Murat Kristal, and Aleda Roth, (“Effect of competitive environment on the choice of manufacturing capabilities”)

Al Goss presented a paper co-authored with Gordon Roberts at the Eastern Finance Association Meetings in New Orleans (“Corporate Social Responsibility and the Cost of Bank Debt”).

A paper by Chris Fredette and Oana Branzei (“Sources and dynamics of group-level learning distortions”) has been accepted for inclusion at the Organizational Learning and Knowledge Creation conference.

Wendy Reid is presenting a paper at AIMAC (International Conference on Arts and Cultural Management) entitled "Trust in Funding Relationships and its Influence on Organizational Learning in Small and Medium-sized Performing Arts Organizations."

A paper by Ellen Auster, Pat Meredith and Elizabeth Sullivan ("Strategic Fitness: Exploring the Intersection Between Capabilities and Change Environments") has been accepted to the Academy of Management Conference.

Mike Valente presented two papers at Global Forum, an event sponsored by the Academy of Management and the United Nations that examines the role of business in alleviating global issues. Mike joined eight other students selected from over 100 applicants from a variety of disciplines to attend the Swiss Master Class in Lausanne where he participated in a debate on global corporate responsibility with 9 experts from various fields.

Kobboon Chotruangprasert and Dan Li co-authored a paper with Priti Shokeen presented at the Pensions at Work Conference in Toronto.

Journal Publications

The PhD students are actively seeking to publish their research in peer reviewed journals prior to graduation.

Eric Li has co-authored two recent publications in *Research Journal of Textile and Apparel* with Chester K. M. To, Y. H. Wong, and Jimmy M. T. Chang. They are “Managing Knowledge in Fashion Businesses: A Survey of Contemporary Tools for Coordination and Collaboration” and “Managing Knowledge in Fashion Businesses: A Contextual Review.” Eric also worked with Russell Belk and Joon Yong Seo on a paper (“Dirty Little Secret: Home Chaos and Professional Organizers”) to be published in *Consumption, Markets and Culture*.

A paper that Ahmed Doha has co-authored with Hossam Hassanein and Glen Takahara (“Impacts of Reservation Period on Delay and Throughput of R-MAC of IEEE 802.16 Networks”) has been accepted for publication in *Wireless Communications and Mobile Computing*.

Ajmesh Prasad has published “On the Potential and Perils of Same-Sex Marriage: A Perspective from Queer Theory” in the *Journal of Bisexuality*.

A paper that Saggi Nevo co-authored with Michael Wade and Wade Cook has been accepted for publication in the *Journal of Strategic Information Systems* (“An Examination of the Trade-off between Internal and External IT Capabilities”).

A paper written by Al Goss entitled “Can Professors afford to retire? A survey of Canadian university pension plans” will be published in the *Journal of Pension Economics and Finance* in July, 2007.

Books

Ekka Kilfoyle has co-authored a book chapter with Alan Richardson (“Historical Perspectives on Regulatory Institutions in Accounting”) to be published in *The Routledge Companion to Accounting History*.

A book chapter that Ahmed Doha has written with Hossam Hassanein (“IEEE 802.16 Multiple Access Control: resources allocation for reservation based traffic”) will be published in a forthcoming book entitled *Handbook for WiMAX*.

Videos

Russell Belk, Joon Yong Seo and Eric Li have collaborated to produce a video entitled “Dirty Little Secrets: Home Chaos and Professional Organizers”

Grants, Awards, Other Recognition

PhD Students have received numerous awards and other forms of recognition.

Yi Feng, Ajnesh Prasad, and Marie-Agnès Parmentier have received Ontario Graduate Scholarships for 2007-2008.

Ajnesh Prasad has also received a Doctoral Research Award in Women in Management.

A paper written by Chris Fredette, Sue Inglis, and Pat Bradshaw ("Moving to Transformational Inclusivity and Board Diversity") has been awarded an Honourable Mention – Best Paper Runner-up award at ASAC 2007.

A paper by Ajnesh Prasad ("Gender and Immigration: The Canadian Experience") to be presented at the Annual Midwest Sociological Society Conference won first prize for the Graduate Student Paper Competition from the Midwest Sociologists for Women and Society

"Leader and Follower Prototypes in an International Context: An Exploratory Study of Asia and Latin America" by Ingo Holzinger, Tom Medcof, and Randy Dunham (Wisconsin), won the award for "Best paper in English" in the International Business division at ASAC 2006.

Yi Feng received the 2007 American Finance Association Student Travel Fund award.

Mike Valente's dissertation has been nominated for the York University Dissertation Award and has been nominated for a paper award at the Academy of Management.

Joe Krasman and Rekha Karambayya won the conference "Best Paper" award at the Midwest Academy of Management conference for a paper entitled "Concerns in the Feedback-Seeking Process: The Influence of Goal Interdependence on Feedback-Seeking Costs"

Employment

A number of students have accepted tenure track positions including

Mark Fuller who has accepted a position at St. Francis Xavier University

Al Goss who has accepted a position at Ryerson University

Mike Valente who has accepted a position in strategy and sustainable development at the University of Victoria

Saggi Nevo who has accepted a position with SUNY Albany

Upcoming Initiatives

And finally, activity continues into the summer and beyond:

Marie-Agnès Parmentier will be presenting a paper co-authored with Eileen Fischer ("Not so Happily Ever After: Narrative Escapes from Unsustainable Identity Projects") at the European Association for Consumer Research Conference, in Milan, Italy in July.

A paper by Russell Belk, Shalini Bahl, Junko Kimura, Hyun Jeong Min and Eric Li ("Consuming Whiteness in Asia") will be presented at the forthcoming Consumer Culture Theory Conference and a paper that Eric Li has co-authored with Thuc-Doan Nguyen ("Weblogs: Need for Recontextualizing Consumer Privacy") will be presented at the forthcoming Marketing and Public Policy Conference

A paper that Al Goss has written with Gordon Roberts ("Corporate Social Responsibility and the Cost of Debt Financing") will be presented at the Financial Management Association (FMA) conference in October 2007 in Orlando.

Joe Krasman has been invited to present at a symposium on feedback-seeking behaviour at the Academy of Management this August.

Peter Lee is presenting a paper at an upcoming workshop entitled "Workshop on Research Advances in Organizational Behaviour."

Matthias Kipping will be presenting work co-authored with Jennifer Bartholomew ("The Internationalization of Management Education: Research and Theorization") at the EGOS Colloquium (European Group for Organizational Studies) in Vienna this July.

A paper that Serdar Yavuz is coauthoring with Steve Weiss ("International M&A Negotiation: Strategic Lessons from the Alcatel-Lucent Talks in 2001 and 2006") has been accepted for presentation as a work-in-progress at the interactive session at the upcoming Academy of International Business (AIB) 2007 conference in June in Indianapolis, Indiana.

Ajnesh Prasad will be presenting papers at the 5th International Critical Management Studies Conference ("Institutionalization: Engaging Questions of Culture and Identity") and ASAC 2007 ("Leadership: An Ontological Reconsideration.").

A paper by Chris Fredette and Oana Branzei ("Routine Performativity in Groups: Socio-Emotional Contextualizing of Individual Practice") will be presented at the Third International Conference on Organizational Routines in Strasbourg, France.

Rumina Dhalla will be presenting a paper co-authored with Ingo Holzinger ("Multiple Identities in Organizations: The Effects of Diversity on Organizational Identity") at the International Conference of Diversity, Organizations and Nations.

Mike Valente will be presenting 8 papers related to his dissertation research at 6 conferences over the next 6 months including the Academy of Management, Babson, EGOS, and Strategic Management Society.