



AFRICA FACULTY

DEVELOPMENT WORKSHOP

A collaborative initiative to promote excellence in management research

**University of Cape Coast
Ghana, West Africa**

December 11 – 17, 2011



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Call for Workshop Participants

THEME: Navigating Institutions: Business, Government, and Civil Society

Date: December 11 – 17, 2011¹

Location: University of Cape Coast Business School
University of Cape Coast
Ghana, West Africa

Institutional effectiveness is a critical factor facing Africa in the 21st century. Institutions are instrumental to well-functioning businesses, government, and civil society. The initiation, enforcement, and resolution of business contracts, for example, all depend on reliable institutions. Governments require institutions to facilitate productive economic social and political activities. Societies require institutions to maintain order and to develop infrastructure. Moreover, institutional and social entrepreneurship can be a source of economic growth, social well-being, and reform. Despite their importance to daily life in Africa, there is a good deal of variance in their development, structure and effectiveness on the continent. The study of the organization and management of institutions is as timely as it is important.

The broad aim of the Africa Faculty Development (AFD) Workshop is to promote excellent management research in Africa. The particular focus of this workshop will be the development of research that studies institutions and those who lead them. The study of business, government, and civil society (and their intersection) are all welcome. This Workshop is open to participation by **junior faculty members** and **advanced PhD students** working in this area.

¹ The AFD Workshop begins with dinner on the 11th and ends with dinner on the 16th.



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The AFD Workshop will focus on improving the theory and methodology of participants' research projects. Working together, our goal is simply to improve the quality of the research. Of course, with high quality research in hand, scholars can then join an international conversation with others who share similar interests. They can actively participate in international academic conferences and publish their work in distinguished peer-reviewed journals. While the majority of our time will be focused on developing the participants' scholarship, noteworthy business, government, and civil society leaders will also join us for discussion. These conversations will help us appraise the quality of our research questions and the importance of our answers.

We invite junior faculty and advanced PhD students with a background and/or interest in institutions to participate in this prestigious workshop. Participants will receive:

- a) Invaluable feedback from respected international academic leaders who have edited such influential journals as the *Academy of Management Annals*, the *Academy of Management Journal*, the *Academy of Management Review*, *Entrepreneurship: Theory and Practice*, the *Journal of Management*, *Organization Science*, and the *Strategic Management Journal*.
- b) Peer guidance on publication and academic career advancement.
- c) Membership in an "invisible college" -- a research-focused network comprised of established senior scholars, up-and-coming peers, and top-notch doctoral students.

Participants will become the founding members of a unique and influential academic network. They will have the opportunity to enhance these relationships in the months and years ahead.



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This workshop, held in collaboration with the Africa Academy of Management, is part of the Academy of Management's Africa Initiative. The Africa Initiative also includes support for the inaugural conference of the Africa Academy of Management, sponsorship for African scholars to participate in the Annual Meeting activities of the Academy of Management, and a global academic conference in Johannesburg, South Africa on January 7-10, 2013.

Participating international scholars include:

Professor Benson Honig,

Teresa Cascioli Chair in Entrepreneurial Leadership, McMaster University,
Hamilton, Ontario, Canada

Professor Alan D. Meyer,

Lundquist Professor of Management, Thomas C. Stewart Distinguished
Professor, Lundquist College of Business, University of Oregon, Eugene,
Oregon, USA

Professor Stella M. Nkomo,

Department of Human Resource Management, Faculty of Economic and
Management Sciences, University of Pretoria, Pretoria, South Africa

Professor James P. Walsh,

A.F. Thurnau Professor, Gerald and Esther Carey Professor of Business
Administration, Professor of Management & Organizations, Professor of
Strategy at the Ross School of Business Administration, University of
Michigan, Ann Arbor, Michigan, USA



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While this list is not meant to be exhaustive, applicants may wish to focus on any of the following topics:

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|--------------------------------|--|
| → Institutions and uncertainty | → Institutional change and entrepreneurship |
| → Emergent institutions | → Institutional leadership |
| → Institutional networks | → Institutions and human capital development |
| → Institutions and technology | → Institutions and social capital development |
| → Institutional failure | → Institutions and the mitigation of dysfunctional civil society |

To guarantee an intensive learning process, attendance will be competitive, and limited to 15 participants. Conference fees, accommodation, and board will be provided to the selected participants. Funds for travel are available for those with a demonstrated need. If accepted, each participant's university will be required to pay a \$100USD nonrefundable per individual fee to demonstrate their commitment to the workshop experience. The workshop will conclude with a graduation ceremony recognizing participation, as well as follow-up activities in the years ahead. Feedback from the workshop will help participants submit their work to the Academy of Management's 2013 Global Conference in Johannesburg. We expect that the participants' research will find its way to publication in scholarly journals and books.

Applicants should include (i) a cover letter explaining their motivation for attending the workshop, (ii) an abstract of no more than 10 pages that summarizes their original research paper or proposal, (iii) a résumé, and (iv) a statement of financial need for those requiring travel assistance.



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The **deadline** for application is September 6, 2011. Please submit your application materials via email to the following address: afamwrk@mcmaster.ca. Please put AFD WORKSHOP APPLICATION in the subject heading when submitting your application.

Notification of acceptance will be given by September 20, 2011. Selected candidates will be required to submit full papers (40 page maximum) by November 15, 2011.

Format of abstract and paper: Please use the *Academy of Management Journal's* Style Guide as a format for your work: http://journals.aomonline.org/amj/style_guide.pdf

Workshop Webpage: Please visit the AFD Workshop's webpage for announcements, information and workshop material: <http://meetings.aomonline.org/AFD/>

For additional information, please contact:

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Professor **David Zoogah** earned his undergraduate degree from the University of Cape Coast and his graduate degrees from Xavier University and the Ohio State University. Currently a professor at Morgan State University in Baltimore, Maryland, USA, he is an executive officer of AFAM and a principal architect of the workshop.

The **Academy of Management** (AOM) is the leading professional association for scholars dedicated to creating and disseminating knowledge about management and organizations. Our vision is to inspire and enable a better world through scholarship and teaching about management and organizations. Learn more at www.aomonline.org.

The **Africa Academy of Management** (AFAM) is a professional group whose members are bona fide members of The Academy of Management. The primary purpose is the development and improvement of member's capabilities for research and teaching of management in organizations in Africa. The secondary purpose is promotion of and advancing Management in Africa. AFAM provides an outlet for scholarly work on Management in African organizations. Learn more at <http://www.africaacademyofmanagement.org>.