

## Call for Workshop Participants



# AFRICA FACULTY DEVELOPMENT WORKSHOP

*A collaborative initiative to promote excellence in management research*

**Africa Faculty Development Workshop: Rwanda  
National University of Rwanda  
Kigali, Rwanda**

**Central East Africa**

**17 – 23 June 2012**

## Call for Workshop Participants

Workshop: Africa Faculty Development Workshop: Rwanda  
Theme: Management in Organizations  
Date: 16 – 23 June 2012  
Location: National University of Rwanda  
Kigali, Rwanda, Central East Africa

If Africa is to reach its potential as a rising continent in the 21st century, organizational effectiveness is a critical factor. Sound management is one of the keys to well-functioning businesses, governments, and civil societies. Businesses require effective management at all levels to create value for customers and society. Governments require good management to facilitate productive economic, social, and political activities. Societies require well-managed organizations to maintain order and to develop infrastructure. Despite the recognition that well-managed organizations are critical to Africa's future, there is great variance across the continent in their development, structure and effectiveness. Thus, studying the design and management of organizations in Africa is both timely and important. Management knowledge that enables organizations to create value as well as extract value can make a significant contribution to African productivity and prosperity.

The broad aim of the Africa Faculty Development (AFD) Workshop is to promote excellent management research in Africa. This Workshop is open to participation by **junior faculty members** and **advanced PhD students** whose research focuses on organizational and management issues in business, government, and civil society.

The AFD Workshop is dedicated to improving the theory, methodology, and presentation of participants' research projects. High quality research is the passport to joining an international conversation with other scholars who share your interests. Excellent research is your entrée to active participation in academic conferences, and the pathway to publishing your work in distinguished peer-reviewed journals.

Interactive paper development sessions are the focal point for the AFD program. These sessions focus on the papers submitted by participants. Here, your fellow participants will join internationally prominent researchers to offer critical and developmental feedback on your work. Distinguished leaders from business, government, and civil society will also join us for some discussions. These conversations will help us appraise the relevance of our research questions and the contributions of our answers. The AFD program includes excursions or visits to African organizations that are grappling with topical problems, as well as social events to offer networking opportunities.

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

- |   |  |
|---|--|
| → organizational behavior               | → gender and diversity in management           |
| → organizational theory                 | → conflict management                          |
| → strategic management                  | → social capital development and management    |
| → corporate governance                  | → entrepreneurship and social entrepreneurship |
| → human resource management             | → international management                     |
| → leadership                            | → public and non-profit management             |
| → organizational development and change | → human capital development and management     |

Participants will receive:

- a) Invaluable feedback from respected international academic leaders having editorial experience with 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 members of a unique and influential international academic network. They will have the opportunity to enhance these relationships in the months and years ahead.

**Participating international scholars:**

**Professor Oana Branzei,**

David G. Burgoyne Faculty Fellow, Building Sustainable Value Research Fellow, and Associate Professor of Strategy, Richard Ivey School of Business, University of Western Ontario, London, Ontario, Canada

**Professor Benson Honig,**

Teresa Cascioli Chair in Entrepreneurial Leadership, Professor of Human Resources and Management, DeGroote School of Business, McMaster University, Hamilton, Ontario, Canada

**Professor Alan D. Meyer,**

Charles H. Lundquist Professor Emeritus, Thomas C. Stewart Distinguished Professor, Lundquist College of Business, University of Oregon, Eugene, Oregon, USA

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**Professor Stella M. Nkomo,**

South African Distinguished Woman Scholar in Social Sciences, Professor 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, Ross School of Business Administration, University of Michigan, Ann Arbor, Michigan, USA

**Professor David Zoogah,**

Associate Professor of Management, Earl Graves School of Business and Management, Morgan State University, Baltimore, Maryland, USA

Here is what participants had to say about the AFD Workshop held in December, 2011 at the Ghana Institute of Management and Public Administration:

*"I've attended other international workshops, but I never have seen a program that was this elaborate and well planned. I loved the intimacy. Back home, I approach professors with trepidation -- I have to rehearse what I'm going to say. Here, I get the feeling that we are kindred souls."*

Dr. Olufemi A. Lawal, Olabisi Onabanjo University, Nigeria

*"The Africa Faculty Development Workshop has planted a seed on the African continent. Our pledge to the faculty is that we will irrigate it, and we will make sure this seed grows. We promise you that we are going to make an impact."*

M. Christopher Tshilongamulenzhe, University of South Africa, South Africa

*"I want to say thanks to the AOM and AFAM for the interactions we have had with you and for the level to which you have lifted us. Back in Kenya I will be able to continue to build on what I've learned."*

Dr. Joseph Kamau, Kenya Methodist University, Kenya

*"Thank you very much for this wonderful experience... it's really a new beginning for me as a scholar."*

Carol Smith, Durban Institute of Technology, South Africa

This workshop, held in collaboration with the Africa Academy of Management, is funded by the Academy of Management's Africa Initiative. The AOM 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, an AFD workshop in Accra, Ghana, and a global academic conference in Johannesburg, South Africa on January 7-10, 2013.

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To guarantee an intensive learning process, selection will be competitive, and capped at 15 participants.

**Conference fees, accommodations, and meals will be provided** to the selected participants. If accepted, each participant's university will be required to pay a \$200USD per individual fee to demonstrate their commitment to the workshop experience. Funds to help defray airfare expenses may be available for those participants with a demonstrated need. Applications for additional travel support are available upon request.

**Applicants should submit** (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.

The **deadline** for application is 2 April 2012. Please submit your application materials via email to the following address: [afamwrk@mcmaster.ca](mailto:afamwrk@mcmaster.ca). Please put AFD WORKSHOP II APPLICATION in the subject heading when submitting your application.

**Notification of acceptance** will be given by 16 April 2012. Selected candidates will be required to submit full papers (40 page maximum) and a brief (10 slide maximum) PowerPoint presentation (to be presented at the workshop) by 17 May 2012.

**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](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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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](http://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>.