



Application Instructions for Africa Faculty Development Workshop

21-25 June 2021

Conducted by Africa Academy of Management

Date: 21-25 June 2021

Virtual Host: University of Stellenbosch Business School
Cape Town, South Africa

Application Deadline: 28 March 2021

The effective management of organizations and institutions in Africa has never before been so important in realizing the continent's potential for growth and socio-economic development. However, the management capabilities of institutions in Africa frequently appear uncertain, despite a growing need for good governance, higher standards and increasing professionalization. These outcomes can only be realized through high quality local research that advances theory and practice about management in Africa.

The aim of the Africa Faculty Development Workshop (AFDW) is to promote excellent research and skill development for and about the management of organizations and institutions in Africa and to develop responsible academic leaders for tomorrow. The workshop aims to bring together junior faculty and advanced PhD students conducting research in the field of management. Management is defined broadly to encompass sub-areas including general management, human resource management, entrepreneurship and small business management, organization behavior, organization theory, strategic management, and international management. The AFD Workshop will focus on improving the research design and methodology of participants' projects, enhancing their ability to publish in competitive international management journals and participate and benefit from international academic conferences and networks. We invite early career faculty and PhD students teaching or studying in the areas of management indicated above to participate in this prestigious academic workshop. **Participants in previous workshops are not eligible to attend.**

Participants will receive:

- a) Invaluable feedback and guidance from well- respected African and international academic leaders who are recognized scholars in their fields with experience as editors of Africa based and international journals.
- b) Peer guidance on publication and academic career advancement.

- c) Presentations on writing up qualitative and quantitative research, specifying contributions to knowledge, academic ethics, and publishing in top-tier international journals.
- d) Opportunities to learn about current management challenges in South Africa as well as insights into its history and culture.

In addition, successful applicants will join the 83 previous participants as members of a unique and influential network of management scholars consisting of AFAM members and Academy of Management members who work closely with AFAM. Participants also gain the opportunity to leverage these relationships with fellow participants and facilitators for future developmental purposes.

Participating Workshop Facilitators Include:

Prof. Mohga Badran, Professor of Management in the Department of Management, American University in Cairo, Egypt. (Research areas: change management, conflict management, learning organizations, sustainable development, organization design and development).

Prof. Moses Acquah, Professor of Management and Head, Department of Management; Bryan School of Business and Economics, University of North Carolina at Greensboro, USA. (Research areas: strategic management, international management, family business).

Prof. Samuel Aryee, Professor of Organizational Behavior and Human Resource Management, Post-Graduate Director for Surrey Business School, University of Surrey, U.K. (Research areas: Strategic Human Resource Management, Services Management, Organizational Justice, Workplace Trust, Work-Family Interface, and Workplace Safety).

Prof. Mias de Klerk, Professor of Leadership and Organisational Behaviour and Head of Research, University of Stellenbosch Business School, South Africa. (Research areas: personal transformation and organizational change, leadership, behavioral ethics and spirituality at work).

Prof. Brett Anitra Gilbert, Associate Professor, Department of Management Kogod School of Business, American University, Washington, DC, USA. (Research areas: Entrepreneurship; Clusters and Emerging Technologies).

Prof. Michael Holmes, Jim Moran Associate Professor of Strategic Management, College of Business, Florida State University, Tallahassee, USA. (Research areas: Institutions and on the psychological foundations of strategy and entrepreneurship).

Prof. Kimberly Ellis, Associate Professor of Strategy, College of Business, Florida Atlantic University, Boca Raton, FL, USA (Research areas: Acquisition decision-making process; corporate social responsibility, especially environmental management strategies and diversity initiatives; strategy).

Prof. Michael Frese, Asia School of Business (in collaboration with MIT Sloan Management) (ASB), Kuala Lumpur Malaysia. (Research areas: psychological effects of unemployment, impact of stress at work, predictors of personal initiative as well as psychological success factors and training of entrepreneurs in developing countries (Africa, Latin America, and Asia) and innovation processes in Asia and Europe).

Prof. Bruce Lamont, Jim Moran Eminent Scholar of Business Administration and Director of Research, College of Business, Florida State University, Tallahassee, USA. (Research areas: Mergers and acquisitions; Knowledge transfer and innovation; Strategic leadership).

Prof. Jenny Hoobler, Department of Human Resource Management, University of Pretoria, South Africa (Research areas: leadership, dysfunctional OB, gender, and work & family).

Prof. Benson Honig, Holder of Teresa Cascioli Chair in Entrepreneurial Leadership, McMaster University, Hamilton, Ontario, Canada (Research areas: Entrepreneurship, organization theory, professional ethics).

Dr. Dorothy Mpabanga, Associate Professor, Department of Political Science and Public Administration, Acting Director. Office of International Education and Partnerships, University of

Botswana. (Research areas: human resource management, human resource development, diversity management, NGO management, and NGO management).

Prof. Judy Muthuri, Associate Professor in Corporate Social Responsibility, Nottingham University Business School, University of Nottingham, U.K. (Research areas: Corporate citizenship, corporate social responsibility and development, stakeholder engagement, and ethics).

Prof. Stella M. Nkomo, Department of Human Resource Management Faculty of Economic and Management Sciences, University of Pretoria, South Africa. (Research areas: gender and diversity in organizations, human resources management, leadership and post-colonialism and organizations).

Prof. Hermann Ndofor, Kelley School of Business, Indiana University, USA. (Research areas: top management teams, competition strategy, performance turnaround, business in Africa).

Prof. Brian Silverman, J.R.S. Prichard and Ann Wilson Chair in Management, and Professor of Strategic Management, Rotman School of Management, University of Toronto, Toronto, Canada (Research Areas: Interaction between a firm's competitive strategy and organizational structure to affect its performance).

Dr. Lara Skelly, University of Stellenbosch Business School, Faculty of Economic and Management Sciences, Stellenbosch University, South Africa. (Research areas: research impact and uptake, scientometrics).

Prof. Amanuel Tekleab, Professor of Management, Board of Visitors Fellow, Mike Ilitch School of Business, Wayne State University (USA). Research Areas: organizational change, teams and team processes, psychological contracts, justice issues, and leadership.

Prof. David Zoogah, Xavier University, Cincinnati, Ohio (USA) (Research Areas: management in Africa, human resources management, strategic alliances, organizational behavior (strategic followership) and environmental sustainability).

About the Virtual Workshop

Because of COVID-19, the workshop will be offered online. Further information about the virtual platform for the workshop would be communicated to participants later. Upon completion of the workshop, participants will receive a Certificate of Completion.

Responsibilities of Participants

1. Pay \$50.00 registration fee if accepted into workshop
2. Commit to attend full workshop activities (no exceptions)
3. Submit all requested changes to paper suggested by facilitators.
4. Prepare paper ready for journal submission or PhD thesis defense.

Participant Criteria and How to Apply

The workshop is **for early career academics** who meet the following requirements:

- (1) Registered as an advanced doctoral student at an academic institution in the broad field of management; **OR** an academic staff member holding an academic position in the field of management as a lecturer, senior lecturer, assistant professor for no more than 5 years; **AND**
- (2) Has research in process either in the form of a thesis or dissertation or research paper.

Successful applicants will be required to submit their research papers (or summary of their thesis/dissertation research) three weeks prior to the commencement of the workshop. Participant selection is competitive since space is limited and applications will

be evaluated by the workshop facilitators. **To apply, applicants must submit a document of NO MORE THAN 4 pages by 28 March 2021 that contains the following information:**

1. Full name and nationality.
2. Contact Details (email, telephone/cell and physical address – post office box or street, town/city, country)
3. Current position/professional affiliation or if a doctoral student
4. Title of research paper or thesis and a 500-word abstract thereof
5. If studying for a doctorate, indicate institution and place of enrolment, provide evidence of status of doctoral studies, year of doctoral study, Full-time or Part-time, and stage of research (evidence consists of proof of current registration or institutional letter).
6. A short bio of no more than 1000 words that highlights your academic career, publications, achievements, and any other relevant information
7. Statement of your motivation for attending the workshop and how it will support your academic development. The statement should not exceed 1000 words.
8. A separate signed statement of commitment that: (1) You will either pay or secure funds for the registration fee; (2) You are available to attend the entire week; (3) You will submit the research paper **by 1 June, 2021**; and (4) Read any assigned material prior to the workshop.

Deadline for Application

The deadline for submitting the above documentation is **28 March 2021**. **No applications will be accepted after this date**. Incomplete applications will also not be considered. Please put Virtual AFDW University of Stellenbosch Business School as the subject line on your e-mail when submitting your application. Please submit your application documents via email to: m_acquaa@uncg.edu.

Notification of acceptance: 15 April

For more information see: <http://www.africaacademyofmanagement.org/>