MC Division Board Meeting Minutes (12/08/18)

1. **Overview:** The MC Division Board met via Zoom conference, with Division Chair, Tonya Henderson presiding.
2. **Attendees:**

Tonya Henderson, 2019 Division Chair

Eric Sanders, 2019 Program Chair

Uzonna Olumba, 2019 PDW Chair

Rida Elias, Representative at Large

Jeffrey Moore, Representative at Large, Newsletter Committee

Steve Munkeby, Doctoral Consortium Chair

Emmanuel Monod, Volunteer

1. **Agenda (Mountain time):**

0800-0820 Close out action items from last meeting

0820-0840 Communications

0840-0850 Budget & sponsorship

0850-0900 Round robin

1. **OLD BUSINESS:**
2. **Budget & Sponsorship:**
   * **Numbers from 2019?** Rickie was unable to join us. We are still waiting to hear the final word on what we spent last year.
3. **Communications:**
   * **Newsletter:** We need to figure out how to submit the PPT format using the new AOM system for mass communications. Jeff asks that we all think about how we can best contribute and send information to contribute to future issues. Specifically, if we can provide a paragraph on interesting things we have been doing in practice or research, that content can be stockpiled for future issues. Additionally, please share photos. Even if we don’t use them in the newsletter, we may post them on LinkedIn and AOM connect.
   * **Additional Content for our Members:** We have good content, just need the AOM Connect file repository so we can share it.
   * **CSUN Student Project:** We will hear the recommendations in the out-brief Monday night.
   * **Division web Site:** We need to convert to AOM connect microsite and we need to make sure Daniel has write permissions when we set up the division’s AOM Connect presence.
   * **AOM Connect:** In work. <https://connect.aom.org/home>

* **New Member Communications:** We will focus on this after the first of the year.
* **LinkedIn Group:** Uzonna is inviting several team members and division members.

1. **NEW BUSINESS:** 
   * **Doctoral Consortium Planning:** Steve indicated that he is building a multi-year vision for the doctoral consortium with a return to the basics and emphasis on action research. His vision is to focus on planning one’s dissertation project this year, AI and EI next year, and documentation the following year. He is looking for good examples of AR dissertations to share and will be prepared to post content to AOM Connect once we have the site up and running.
2. **ACTION ITEMS:**

**OLD:**

* + Promote the Division/All: Request that all board members & volunteers post to the MC Facebook group, LinkedIn, & AOM Connect every few weeks. It could be an article you read and want to share a link to, something about the division, an honor or award received by one of our members, etc.**--- *OPEN***
  + Get the videos encouraging more submissions done/Tonya, Rida, Arpita, Eric*---* ***OPEN*** *Eric indicated that Tony Buono hopes to have one done by Christmas for us.*
  + Division history documentation/Amandine*---* ***OPEN****. In work*
  + Interface with Daniel regarding student support/Tonya--- ***OPEN.*** *The team’s out-brief is the evening of 10 December, 7:00 PM PST (Tonya, Uzonna, & Eric to Attend via Skype/voice call). -****OPEN****. They are finishing up now*
  + Join AOM Connect/All- ***OPEN*** [***https://connect.aom.org/home***](https://connect.aom.org/home)
  + Encourage others to ensure they are registered as an MC member with the Academy/All- Push ahead of the January count- **OPEN**
  + Collect data from the Academy regarding our constituents (incl. primary language)/Tonya- ***OPEN.*** *No change.**Some information received, but not enough. We will also try to get ahold of the results from our last survey.*
  + Respond to Daniel’s call for Newsletter content- All- ***OPEN*** *Jeff was unsure where we are with this, but Eric agreed to provide a note from the field. Joanne Preston is willing to contribute to the next issue, but she needs the deadline so she can plan.*
  + Attend the student out-brief on 10 Dec for the CSUN students who are making suggestions to improve our communications efforts. – ***OPEN-*** Tonya, Uzonna & Eric
  + Promote the doctoral consortium- Steve & All-- ***OPEN***
  + Tonya is to do an email blast to the Division addressing the calls for papers and PDWs, Sponsorship, the video, and making the MC Division your home division.---**OPEN.** *The old email lists are no longer in use and we have to submit mass communications through a web site. I am asking questions about how to add attachments since the form doesn’t seem to accommodate that and we need to share Emmanuel’s piece on submitting to MC.*
  + Tonya and Rickie will develop a basic, simple call for sponsorship that can be shared with potential sponsors in time for end of year giving. -**OPEN** *The email blast addresses this to some extent.*
  + Rickie will provide a list of prior sponsors to Tonya and Richard and reach out to some of these organizations. **-OPEN**
  + Uzonna agreed to assist Arpita by pushing Joanne Preston’s video to Instagram and YouTube.-**Status?** *Uzonna needs the file, not just the link. Tonya will provide it.*
  + Tonya will reach out to the new members around the new year and again in August to facilitate recognizing them at the business meeting and welcoming them to the Division.- **OPEN**
  + Uzonna will reach out to her network for newsletter content.-**Status?** *Late January is a good time for this.*
  + Emmanuel will provide the newsletter team with an 80-word input regarding the 2020 China conference, suggesting that members plan ahead and noting its openness to additional methodologies.-**Status?**
  + ~~Uzonna agreed to set up a LinkedIn group to assist doctoral students in search of research subjects and engagement with the consulting community. She will give Jeff administrator rights. -~~**COMPLETED**
  + *Monitor the Student Engagement LinkedIn Group and actively promote conversation: Jeff, Steve, & Arpita (principal) All (supporting role).* ***Status?***
  + *Daniel, Jeff, and Suzanne will include the links to the calls for reviewers, papers and PDWs in the newsletter.-****Status?***
  + *Daniel will update the division web site to correct titles and include the new bios as he receives them.-OPEN. We need to convert to an AOM Connect microsite. Tonya and Eric will work on the AOM Connect setup on 16 December.*

***DEFERRED:***

* + Accept inputs and work the strategic plan building on the foundation Amandine set/Tonya- ***OPEN.*** *Delayed pending Domain Statement work. We agreed that the existing strategic direction is still sound in the meantime. We will continue working on the goals Amandine put in place last year.*
  + Continue revising the domain statement based on inputs received to date, keywords, etc./Tonya, Jean (as available)- **OPEN** *We have to get even small changes approved by the AOM board and the other divisions. Søren will support us in this process and we have a request in for the details of the process. The email blast asks for volunteers to work this. We need to add Yazeed to this team.*

**NEW**

* Steve Munkeby will write a paragraph on the doctoral consortium for the newsletter. /Steve
* All are requested to share any information from past doctoral consortiums with Steve Munkeby as he prepares for this year’s. /All
* Tonya and Eric will create a folder on AOM Connect for Doctoral Consortium materials and references. /Tonya & Eric
* Uzonna asks that we all log into LinkedIn and join the MC group. We need more volunteers to actively participate in the online forum./All
* Provide content for the newsletter/All

1. **Closing comments:** Tonya thanked everyone for their time and all of the efforts between meetings. **Next Meeting: 12 January (tentative) at 0800 Mountain Time.**

*Tonya’s vision for MC this year: We are an inclusive, multi-generational division that welcomes all who study and/or engage in responsible management consulting. We have adequate resources and are the home division of true scholar-practitioners. We welcome newcomers with open arms and appreciate the richness of varied perspectives while cherishing our heritage and “standing on the shoulders of giants.” The MC division is thriving- maintaining and growing its niche through the efforts of its dedicated board and volunteers.*

**APPENDIX A**

**REFERENCE MATERIALS TO KEEP US FOCUSED**

**2019 Board Goals (as of 8/14/18):**

* + **Find sponsorships**
  + **Increase membership**
  + **Record 2 podcast videos with Tony & Joanne to help submitters design an acceptable MC paper**
  + **Review domain statement:**

*MC Division---Specific domain: is to advance knowledge and understanding of management consulting and to aid in the development of consultants from the perspectives of research, practice and teaching. The focus of the Division is on the discipline of consulting, as well as the consulting industry. The Division encourages interdisciplinary and integrative approaches to management consulting which lead to the continuing development of the discipline. Major topics include: the consulting process, ethical issues in consulting, the roles and responsibilities of academics in the field, the role of consultants in leading change initiatives, the management of consulting firms, the marketing of consulting, and the expanding role of consultants in organizations and society. (Revised Statement and Name 3/99)*

* + **Review Catering ambition? (increasing costs)**
  + **Newsletter format**
  + **Write the history of the division by the founding fathers/mothers**
  + **Best non-profit sector board management practices**

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**APPENDIX B: Domain Statement Revision Notes**

11/17- We will reengage on this shortly. It must be worked through the formal Academy process for even minor changes. Søren agreed to help us.- TLH

**Domain Statement DRAFT.**

*MC Division---Specific domain: is to advance knowledge and understanding of management consulting and to aid in the development of consultants and scholar-practitioners from the perspectives of research, practice and teaching. The ~~focus of the~~ Division is focused on the ~~discipline of consulting, as well as~~ the impacts and discipline of consulting ~~industry,~~ and the industry as a whole. The Division encourages interdisciplinary and integrative approaches to management consulting which ~~lead to the continuing~~ contribute to the development of the discipline. Major topics include: the consulting process, ~~ethical issues in consulting, the~~ roles and responsibilities of academics in the field, ~~the role of~~ consultants ~~in~~ leading change initiatives, the management of consulting firms, the marketing of consulting, ~~and~~ the expanding role of consultants in organizations and society, boundary-spanning, strategy, change management, ethics of consulting, scholar-practitioner education, and organization development.*

* + There are too many specific areas listed. Which ones do we keep/eliminate?
  + Comments on the old domain statement from last meeting:
    - The domain statement is very broad and inclusive, perhaps too much so. While it serves to be inviting, it may require a more specific mission statement in order to drive strategic direction going forward.
    - The major topics listed are dated. It was noted that the division as it currently exists does much to address boundary-spanning, strategy, change management, ethics of consulting, and organization development.
    - We should go back to the research that was done to establish our new keywords, since it captures what is important to the division. It was developed using a survey and interviews and was very thorough. --- *Need to do this*
    - We need to think about who we serve. Considerations included the voices of consulting clients, keeping the research component of our identity in mind, beginners in the industry, students, intercultural and virtual aspects, etc.
    - It was noted that the domain statement doesn’t sound very academic, but our paper acceptances tell a different story; the academic approach to consulting is a non-negotiable item since we are a part of the Academy.
    - Professional doctorates are on the rise, in the US and in China in particular. Our appeal to these programs is what drew Steve Munkeby to the division and he suggests that we strengthen that component even further. It was reiterated that executive doctorates, DBAs, etc. are increasing, with start-ups including online and blended programs. This brought us back to the notion of being boundary-spanners.
    - We want to keep the old domain statement’s open and welcoming aspects, perhaps adding something subtle to communicate this (multi-generational or some other term?)
    - Daniel reminded us that the danger in emphasizing practice is that we could sacrifice quality, as is often the case. Consensus was that we must not dilute the academic side of things as we step toward this inclusiveness. We must maintain our quality and theory-based approaches. Whether we bluntly state that in the domain statement or use our processes to continue institutionalizing quality, we have to be careful about this.