



February 3, 2017

Dear colleagues in leadership at AOM,

It's been a trying week, precipitated by the Executive Order on immigration, announced just one week ago. It has left us all feeling shocked, appalled and distressed and scrambling mightily to take action.

We've heard from many of you, as DIG leaders, and from your members. Thank you. We empathize with your concerns; they are our concerns too.

As we all move forward, we wanted to assure you that we stand with you, as a community of scholars committed to upholding the mission and purpose of the Academy. We've expressed this in the letter below, sharing our thoughts as well as the actions we have underway. We hope to hear from you. Many thanks for all you do, for your membership and for our Academy.

Best Regards

Anita McGahan, AOM President

Mary Ann Glynn, AOM President-Elect and DIG Liaison

Dear DIG officers, colleagues, and friends,

We are reaching out to you, as AOM President and AOM President-elect/DIG liaison, in the aftermath of the Executive Order (EO) on immigration and refugees. This government action has appalled, alarmed and angered many of us, stirring deep compassion for those directly affected and for all of us as a community of scholars that thrives through connection. We want to assure you that we are actively seeking ways to address our collective concerns and help those in need.

To start, we offer a quick reminder that, in facing these challenges, we also face some constraints in the actions that we are able to take. But, we are seeking ways to act in spite of these constraints. As you know, the current AOM policy on not taking stands prohibits all officers, at the DIG level as well as the Board of Governors, from publicly stating political views in the name of the Academy (<http://aom.org/About-AOM/Governance/AOM-Policy-on-Taking-Political-Stands.aspx>), regardless of what our own personal stands might be. However, we are in the processing of convening special, out-of-cycle meetings of the AOM Board of Governors to pursue the possibilities of clarifying or changing our policies; we are accelerating this time-consuming process as best we can. We ask for your patience, your support, and your ideas. We are trying. We are also working through a number of suggestions from the DIG leadership. But what to do in the meantime?

On the Board of Governors, we are aiming is to find the path forward that is most appropriately aligned with our mission and purpose. Guided by our mutual commitment to academic freedom and inclusion as fundamental and undeniable tenets of scholarly association, we firmly hew to the AOM Statement of Values: "We respect each of our members' voices and seek to amplify their ideas." Here's what we're doing ... so far. More to come.



We are closely monitoring the evolving government policy and provide up-to-date information and resources as they become available. We are contacting members in the affected countries, including those with passports, who cannot currently travel freely to or from the US to determine how we can best help. If you are aware of members in these situations, please encourage them to contact Taryn Fiore tfiore@aom.org. The AOM website will soon feature FAQs that we will continue to “grow” in response to member questions. In addition, we are engaged in doing the following:

* On January 31, a letter from the AOM President was issued to the membership (<http://aom.org/About-AOM/Governance/AOM-President-s-Message-about-travel-restrictions-to-US.aspx>) with two goals: one, to reaffirm our AOM mission and core values in the face of recent events and, second, to encourage our members to “double down” on the scholarly agenda to address these events.

To the first of these goals, that of affirming our mission and purpose, one Division has echoed this message in the President’s letter to its own membership. We share it (below) as a sample that you might find useful in our own communications. Naturally, there may be other means of accomplishing this that we’d encourage you to explore.

As members of the Executive Committee of the ____ Division of the Academy of Management we are in support of individuals from all countries, including our colleagues in Iran, Iraq, Syria, Sudan, Libya, Yemen, and Somalia, being able to come to the United States to share their knowledge, and are appalled that they could be excluded by the recent blanket travel ban. We value and welcome our members from all over the world. Our ____ community is stronger because of our diversity and it is critical for the most effective pursuit of knowledge to be able to have scholars from all parts of the world able to participate in our gatherings and share their views and scholarship. As one small step to help with this issue, any participant from these countries who has submitted and had a paper accepted to the ____ division, and is not allowed into the United States, will be able to present their paper virtually.

In addition to what divisions can do, we have gotten questions about what the AOM and the divisions and interest groups cannot do. Please keep the following limitations in mind as you consider your own actions, for they apply to both the AOM as a whole and the Divisions and Interest Groups as well:

As a 501 (c) (3) organization having a charitable/educational purpose, the Academy does not lobby. To keep it simple, lobbying is “contacts” directed to a covered executive branch or legislative branch official for the purpose of formulating, modifying, adopting, administering or executing federal legislation, rules, executive orders, programs, policies or positions of the United States government or nominating or confirming a person for a position subject to confirmation by the Senate.

To the second goal of “doubling down” on scholarship, we are trying to think expansively and creatively to find ways of enabling such scholarly inquiry. We invite you to join us. In particular, we are exploring how we might do this in our Atlanta meeting, now just 6 months away, and given that the program development is already well underway, and contractual commitments made to the venues long ago. Within these parameters, we’re working on a number of things; we encourage you to explore ways in which your DIG program and activities may also facilitate such scholarship. Please know that we’re glad to help in this effort. A few possibilities:

The 2017 theme, “At the Interface,” provides opportunities for academic scholarship to address issues related to borders and the policies that affect them. To advance this scholarly agenda, we are exploring the addition of a topical session to be added to the All Academy Program. Division and Interest Groups may wish to dedicate their plenary sessions and/or other venues such as after-hours cafes, coffee hours, or other formal or informal member gatherings, for scholarly presentations, discussions and debates.



We have suspended the requirement of attendance as a condition of inclusion in the program at the Annual Meeting for those affected. We are mobilizing virtual resources so those accepted on the program and impacted by the ban can participate virtually or have a colleague/coauthor participate in their place. Again, if your division is working on these possibilities as well, or if you'd like to share ideas, please let us know so that we can coordinate our efforts.

Hopefully, we will once again have the opportunity to use our Board/Division Strategy Session that we will convene at the meetings for further discussion of these matters of concern. As August draws closer, we will begin to develop an agenda and seek your input on this.

More generally, we are seeking ways to incorporate your feedback, as well as that of our members. We will share more information when available.

Also, for taking action as an individual (and not an AOM officer), we have posted a list of possible actions that could be taken at: <http://aom.org/About-AOM/Governance/Things-You-Can-Do-Individually-to-Respond-to-the-Executive-Order.aspx>.

Finally, we want to express our deep appreciation for all that you do each day for the Academy and for your efforts now as we address these concerns. Please let us know if you need support in any way or have any suggestions for us to consider. We stand beside you to realize AOM's mission "To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas." We are committed to finding ways that unite us as scholars, in spite of the obstacles of connection we connect, and to fully and enthusiastically embrace all AOM members, wherever they are. We look forward to doing it together. Again, thank you.

Best Regards,

Anita McGahan, AOM President

Mary Ann Glynn, AOM President-Elect and DIG Liaison