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These are just some of the words that come to mind when we think of our Global Director, **Pramodita Sharma**. After five years of dedicated service as STEP Global Director, Pramodita will step down on December 31, 2014.

The STEP community and the Family Enterprise field of study are unique and ironically, very similar to that of a family unit—both having close ties, caring members, great support and challenges to overcome. Just as in a family, as we reflect back on the past 5 years in STEP, we have seen tremendous growth, exploration and new learnings and we have been extremely fortunate to have had **Pramodita Sharma** leading this charge! We are grateful for her service, dedication, and global direction in this Project which has led to the completion of the qualitative survey, governance foundation, Elgar Book Series-regional and global volumes, 2 successful Global Summits and so much more!

*If your actions inspire others to dream more, learn more, do more and become more, you are a leader.*  
- John Quincy Adams

Pramodita has inspired all of us in the STEP community in so many ways—and we thank her! Pramodita will continue as a STEP member of the **University of Vermont** team, and we look forward to seeing her again very soon!

### STEP Affiliate – CNBC Commentary

Professor **Annie Koh (Singapore Management University)** recently contributed a thought provoking commentary to **CNBC** called "**What can Asian businesses learn from the German Mittelstand model?**". The article is part of a CNBC series about Germany’s hidden champions.

“Germany’s massive ecosystem of small and medium-sized family-run companies, known as the Mittelstand, has long been attributed to helping Germany maintain its strong economy. The Mittelstand companies dominate Germany -- 95 percent of all the country’s companies are part of the group – and they also have a commanding presence in the export market as well thanks to their sustained and cautiously planned global strategies. The companies steadily build their competitive advantage through delivering innovative and high quality products and services by strengthening their technical skills.

**Mittelstand businesses also forge strong ties with their local community - working with schools and colleges, local government, suppliers, community banks and other organisations. So, given that so many of the growing companies in Asia are also family-owned and export-oriented, can the German Mittelstand model be exported to this region?**

To read more on this interesting article—please see the link below: [http://www.cnbc.com/id/102251110](http://www.cnbc.com/id/102251110)
Passing of the STEP Baton

Dr. Prof. Pramodita Sharma, University of Vermont

It’s time, for a new leadership of the STEP project!

At this important juncture, as I reflect on my term as the Academic Director and Board Chair of STEP for the last five years (2009-2014), I can’t help but think what a privilege it has been to work in this important project. I remain appreciative of the opportunity provided to me by Candy Brush (and the then Babson Provost Shahid Ansari), and the wonderful support I received during my term from Rob Nason, Val Duffy, Donna Luce and Janet Strimaitis, and all affiliates. When I came along, this innovative project already had a five year history and the time seemed right to professionalize it. There seemed a need to find ways to establish a mechanism to make strategic decisions jointly, build on the qualitative research, continue publications, and find ways to bring STEP scholars and families from different parts of the world together. With these aims in mind, we worked to accomplish the following:

- Develop a wonderfully functioning governance system with a Global Board and Regional Councils.
- Increase the number of affiliates from about 30 in 2009 to 42 now (including the NA teams!).
- Conceptualize and deliver on two Global Summits that complement the Academic meetings and Regional Summits
  - The first Global Summit @ Babson in 2010 was the first time that affiliates from different regions gathered in one place, and of course the amazing Barcelona Summit did it again in 2013!
- Qualitative cases continue as that data base deepens. Today, we have 111 cases in the STEP database.
  - We have seen some success in academic journal publications and research awards based on this data set.
- Survey data collection is in works! By my last day @ work, we will have the first global survey data collected in 13 languages!
- Elgar STEP books evolved from being regional to Global (one delivered, second in works)
- Practitioner focused STEP Booklets continued with the second Global Booklet released in November. Like the first Booklet, requests for language translations are beginning to come in already with the first for a print run of 1000 books in Thai!
- Case Research Journal special issue of FB is a first compendium of FB peer reviewed cases
- STEPout Newsletters (thanks to Val) keep us informed and connected
- And, perhaps for me, the most precious of all is that I got to know you and so many wonderful colleagues with whom my path in life may never have crossed otherwise. For this, I feel blessed!

None of the above is the work of any single person – this is a collaborative project and for all we do, we work as a team! We are in GREAT shape with this vibrant project!

I am delighted to pass the STEP Baton to a wonderful colleague and scholar – Matt Allen!
Welcome to our new Academic Director

Prof. Matt Allen, Babson College

Looking back at the history of the STEP project since the beginning in 2005, the progress that has been made is truly amazing. Kudos to Pramodita Sharma and to all of the other dedicated STEP members who have made this possible.

I am humbled by the opportunity to work with the STEP community as the new academic director. It is truly a privilege for me to be a part of this project and I look forward to even greater accomplishments in the future. I would like to echo Dita’s comments (on page 2), that this is truly a team effort. Nothing that we have accomplished and nothing that we will accomplish could have or will be done without the dedication and commitment of everyone involved.

My role as academic director is to serve the project. I look forward to getting to know everyone better in the process. As I work to fully understand the details of this new role, I hope that everyone would feel comfortable reaching out to share any thoughts, ideas, suggestions, and concerns or just to say hello. Please feel free to contact me at mallen4@babson.edu
Thank you all for your support.

New Resource for Affiliates

Witten Institute for Family Business (WIFU) launches International Family Business Research interactive map!

Scientists, family business owners and anyone interested can get information about the most important international research institutions in the field of family businesses on the homepage of the of the Witten Institute for Family Business (WIFU).

As a pioneer and oldest research institution on the subject of family businesses in Germany, the WIFU sees it as its task to ensure transparency in this area. With the map to the leading universities, institutes and institutions worldwide it would like to give a global view on the one hand and on the other hand contribute to the formation of global research network in the field of family business.

The map includes not only a world view but also a list of all research institutions sorted by the respective countries. In addition to the address information of the respective facilities, the individual contact persons are listed with their contact information. In addition to the event calendar the research map is another offering with which the WIFU would like to expand its services for family entrepreneurs, scientists, media representatives and other interested parties. The map is available here: http://www.wifu.de/en/map/

If you would like to add your Family Business Research Center to this list, please contact Nicole Vöpel: Nicole.Voepel@uni-wh.de
NEW STEP Affiliate ~ ICESI, Colombia

We welcome our new STEP affiliate Universidad Icesi to the Project! Universidad Icesi is a private university founded in 1979 by local business leaders. Since its founding, the University has been systematic in pursuing its mission: The pursuit of learning, discovery, and knowledge and taking action to create a better world. For this purpose, Icesi has developed innovative academic programs and has encouraged students to search for knowledge through the “Active Learning” method, in order to produce better, well-prepared professionals.

The University campus is in the city of Cali, Colombia and currently the School of Business and Economic Studies (FCAE) has 30 faculty members, five undergraduate programs and five masters programs. There are 30 faculty members, about 2700 undergraduate and graduate students and the School is accredited by AACSB and AMBA. Distinguished members of the Icesi STEP team are highlighted below:

**Ana Cristina González León**

**STEP TEAM LEADER**

Ana C. Gonzalez is Assistant Professor at Universidad ICESI in Cali, Colombia. Ana holds a Ph.D. in Business from Tulane University in New Orleans, USA, has an MSc in Economics and a Bachelor degree in Industrial Engineering from Universidad de los Andes in Bogotá, Colombia. Her research interests include entrepreneurship, innovation and corporate governance in family businesses. Ana has been a member of the STEP Project since 2006 from previous affiliations with Universidad de los Andes and the University of Vermont.

**Raquel Puente**

A civil Engineer from the Central University of Venezuela, Raquel has a Master in Business Administration and Marketing Expertise from IESA, Venezuela. She has a Master in Management from Tulane University and Ph.D. in Marketing, New Orleans. Currently she is Associate Professor Universidad ICESI in Cali, Colombia. Her research interests include Business innovation in the base of the pyramid and social responsibility in family businesses. She has developed an extensive international teaching experience through 17 years in the area of marketing, innovation, consumer behavior, business with the BoP, leadership and coaching. As a consultant she has assisted various companies and B2B mass consumption.

**Hector Ochoa**

Hector Ochoa is the Dean of the School of Business and Economic Studies at Universidad Icesi in Cali. He has a Bachelor degree in Economics from Universidad de Antioquia, in Colombia, and holds a MBA degree and a Ph.D. degree in Economics, from Syracuse University. He is Professor at Universidad Icesi and the Editor of the Journal of Management and Economics for Ibeoramerica. His previous experience includes President of Universidad EAFIT in Medellin, Colombia, Advisor for the Colombian President and CEO of Cobalteco.

**Silvio Borrero**

An industrial engineer, MBA, MS in management and PhD in Management, Silvio is the Chair of the Management Department at Universidad Icesi. Teaching and research interests focus on business education, consumer behavior, organizational behavior, and strategic management. Before becoming a full-time faculty member, Silvio managed an engineering company specializing in industrial projects for 6 years; a retail business owner/manager for 9 years; and worked as a process engineer in a multinational tire manufacturing company.

**Yeny Rodriguez**

A statistician from the Universidad Nacional de Colombia, Yeny has a MSc. in Industrial Engineering and a Ph.D. in Management from Universidad de los Andes, in Colombia. She is Assistant Professor and member of the Investment, Finance and Control Research Group at the School of Business School and Economic Studies at ICESI. Her research interests are electricity markets, risk management, derivatives, and public policy.
STEP Asia Pacific Summit

Waseda University, Japan, hosts a successful Asia Pacific STEP Summit!

On November 24-27, 2014 over 100 academics and business family members joined together at the 5th Asia Pacific STEP Summit: Successions in Asian Family Businesses! STEP Affiliate Waseda University (Tokyo, Japan) hosted this spectacular 4 day event presenting valuable findings from the family business research in “the global context”. This unique forum gave participants opportunity to exchange views and discuss with other business families on the challenges and issues relating to family business. STEP affiliates from Bangkok Univ. (Thailand), CEIBS (China), Chinese Univ. of Hong Kong, UNIRAZAK (Malaysia), Singapore Management Univ., National Sun Yat-sen (Taiwan), Waseda Univ. (Japan) and Zhejiang University (China) invited their STEP business family members to join the AP STEP Summit in Japan to engage in discussion and activities surrounding succession, transgenerational entrepreneurship and globalization of family business. In addition, business families, academics and professionals outside of STEP were also invited to attend.

The Summit opened November 24th, with an evening reception for all guests and speakers, welcoming them to the vibrant city of Tokyo! The 2nd day of the event commenced with an Academic session for STEP members with 5 cases presented from China (1), Hong Kong (1), Japan (2) and Malaysia (1). Guest speaker Matt Allen (Babson College) and Summit host Hiro Higashide (Waseda) opened the event to their STEP colleagues, STEP families and family business leaders, welcoming them with warm greetings and excitement! Keynote speaker Susumu Nomura (pictured right), distinguished Professor (Takushoku University) and award winning non-fiction writer, inspired the audience with his speech “Japan - A country of Long-Lived Companies”.

Next, Prof. Ling Chen, Prof. Annie Koh, Prof. Jean Lee, Prof. Mohar Yusof and Prof. Leilanie Mohd Nor facilitated a Workshop for Family Business: “Hopes, Fears and Dreams”. This interactive workshop provided a great opportunity of networking, bonding and exchanging ideas with other business families and all other professionals from Asia Pacific region. Later in the evening, the Summit organizers planned an extraordinary Gala Dinner with splendid Japanese cuisine at a wonderful palace/restaurant!
Attendees at the Asia Pacific STEP Summit enjoy the gracious hospitality during their visit to an old Japanese hot spring inn!

The attendees were wearing traditional Japanese attire along with a smile!

On the third day of the Summit, participants were whisked away on a 2 hour bullet-train-ride, running at speeds up to 320 km/h, on an overnight excursion trip to the seaside city of Niigata! The excitement did not stop there—the tour incorporated 4 factory visits, including Kikkoman’s (Noda) factory, a sake brewery-Takarayama Brewery, a visit to a family business, hardware store chain, Komori Co, Ltd., and a visit to Tsubame City Metallic Museum! Guests were treated to an excellent dinner - Japanese style.

Lastly, to top it off, guests experienced a night stay at the traditional Japanese style hotel: Onyuuyado-Nakaya / Onsen-Hotspring Resort where they stayed and slept on the floor cushioned by a Japanese-style mattress.....a simply unique experience and loved by all participants!

Many thanks to Hiro Higashide, the Waseda team, including Katsushi Yamaguchi, Rihyeh Kang, and the Planning Committee members Leilanie Mohd Nor (UNIRAZAK), Jean Lee (CEIBS), Annie Koh (SMU), Kevin Au (CUHK), Ling Chen (Zhejiang) and Krairoek Pinkaeo (Bangkok Univ) for their dedication, guidance and contributions to make this collaborative event a success for academics, practitioners and business families! The Waseda team was ever so gracious to all participants, throughout the 4-day event. It was a memorable event for all!
STEP scholars from the Latin American Region convened for their annual Academic meeting on November 25-26, 2014. The host of the event, Universidad Adolfo Ibanes (UAI) (Colombia), extended a warm welcome to participants from Brazil, Chile, Ecuador, Mexico, Peru, Venezuela and the United States. The 2 days of meetings were held at the beautiful Universidad Adolfo Ibanes (UAI) campus in warm and sunny Miami, Florida, USA!

The Program kicked off with an opening lecture from the distinguished Dean Alejandro Ruelas (Universidad Adolfo Ibanez). Chile and Peru presented the progress of their first research cases with 4 more case presentations to follow. The participation of Francesco Barbera (North America) was very valuable, as he shared his aspects on his approach to the interview process for the preparation of the STEP cases. Additionally, Prof. Barbera provided his insights with preparing an academic article from the STEP cases. In this sense, all participants considered the exchange between scholars from different regions invaluable. Therefore, for the next academic meetings this kind of exchange will be promoted.

The delegates held a Planning session for 2015 and conducted an open discussion relative to Regional and Global matters including Governance rotations -- welcoming Maria Francisca Sinn Rosende, UAI Chile, to serve as a member on the LA Region Council!

Many thanks to Maria Francisca Sinn Rosende and the team at Universidad Adolfo Ibanes for their gracious hospitality and to Maria Teresa Roscoe (Brazil) and the planning team for organizing a successful event!
Windesheim University of Applied Sciences
Zwolle, The Netherlands

The people from Zwolle Area are known for their no nonsense and hands-on mentality. This is not surprising since family businesses make up three quarters of all private businesses in Zwolle Area.

In order to support performance for this economically vital group, Windesheim has designated its research on family business as a priority issue. Windesheim specializes in practical, applied research, organized in close consultation with the professional field. The relation with the region is important but does not mean there is no national and international aspiration. Therefore Windesheim is represented at many (international) conferences and bachelor students will be present at the Family Enterprise Case Competition in Vermont (USA) for the third time in January 2015.

Research Centre for Family Business Management
Led by Dr. Ilse Matser, the Research Centre for Family Businesses Management consists of 10 (part-time) researchers. The focus areas are strategy, good governance and succession. Among the researchers are four PhD students with international influences as well: Judith van Helvert-Beugels and Albertha Wielsma are PhD candidates at Jönköping International Business School, Sweden.

Latest research
The foundation of the oldest family business in the Dutch agriculture sector dates back to 1593. The reason for this search was the International Year of Family Farming (2014). Besides the search for the oldest farm, Windesheim contributed in research about the role of women in family businesses in the Dutch agriculture sector. Queen Máxima from The Netherlands was pleased to personally receive the research results at the closing conference.

Family Business Track
Specific Family Business education is still scarce in The Netherlands. Therefore Windesheim developed, in collaboration with Stetson University (USA), a unique 1.5 year program for students and alumni who are the potentially next generation family firm leaders. The track will provide insights in their motivation, interests and the opportunities their family firm may offer.

Windesheim University is located in the beautiful country of The Netherlands where tulips are bountiful, the land is flat, and bicycles abound! Learn some fun facts about this picturesque country:
- The ‘Netherlands’ means “low country” in Dutch. About half of its surface area is less than one meter above sea level. More than 1491 miles of dikes protect the low, flat land from the North Sea.
- The famous Dutch windmills were used to pump water away for hundreds of years.
- The colorful, world famous tulips were originally brought here from Turkey and flourish in the fields of The Netherlands!
- The Netherlands has the highest population density of any European country with over 1 million inhabitants!
- The Dutch are the world’s biggest coffee drinkers (after the Scandinavians) with an average of 3.2 cups a day.
- The country has more than 4000 km of navigable canals, rivers and lakes.
- King’s Day (formerly Queen’s Day) is a national holiday celebrating the King’s birthday and Dutch Royalty since 1885 – it is an annual celebration of vrijmarkt (“free market”) and oranjegekte (“orange madness”) festivities!

~Contributed by Dr. Ilse Matser
Diana International Research Conference 2015

Babson College, Wellesley, MA, June 8-9, 2015
Theme: Women Entrepreneurs in Ecosystems
Submission Deadline Extended to Dec. 31, 2014

Established in 1999 by Professors Brush, Carter, Gatewood, Greene and Hart - in partnership with ESBRI, Stockholm - the Diana Research Project has led the research agenda in women’s entrepreneurship across continents, cultures and contexts. Over the years, Diana conferences have brought together scholars from 16 different countries worldwide, providing a platform to share a global research agenda dedicated to asking and answering questions about women entrepreneurs and their growth-oriented businesses. For the first time, the 8th Diana International Conference will be held in the US at Babson College. This conference will be hosted by Professor Candida Brush, Professor Patricia Greene and Professor Susan Duffy, co-chairs of the event.

We invite papers that broadly fit with the overarching theme of impact, and seek contributions based on rigorous research that explores the impact of women's entrepreneurship in ecosystems, as well as the influences of ecosystem factors on women entrepreneurs. Papers exploring all levels of ecosystems, the macro, meso or micro levels, as well as ecosystem factors including resources, culture, institutions, policies and regulations, industries and how they influence and are influenced by women entrepreneurs are welcome. Submitted papers may be conceptually or empirically-based, and employ quantitative or qualitative methods.

The 2015 Diana International Conference will take place just before the Babson College Entrepreneurship Research Conference (June 10-13, 2015). Please go to the Diana Project Site to Submit your abstract (900 words):
http://app.certain.com/profile/form/index.cfm?PKformID=0x18927052175

Congratulations to the FAMILY BUSINESS REVIEW
Edited by Pramodita Sharma, University of Vermont and Babson College, USA

2013 Impact Factor 4.243 ranking FBR as 4th out of 110 Business journals.

For more details:
KEY STATS - October 2014
### Upcoming Events

**STEP Related Events**
- European Academic Meeting 10-11 February 2015 Antwerp, Belgium
- Global Academic Meeting (Prior to FERC) 4 June 2015 University of Vermont, USA

**Conferences and Programs of Interest**
- **2015 Family Enterprise Case Competition** 7–11 January 2015 Burlington, Vermont, USA
- **Price-Babson Symposium for Entrepreneurship Educators** 11-15 January 2015 Wellesley, MA, USA
- **2015 AIB-LAT Conference: Internationalization of Family and Entrepreneurial Businesses in Latin America** 22–24 January 2015 Santiago, Chile
- **USASBE 2015 Conference** 22-25 January 2015 Tampa Florida, USA
- **ICE 2015** 16-17 March 2015 Hyderabad, Pakistan
- **EIASM 11Th Family Firm Workshop** 29-30 May 2015 Lyon, France
- **2015 Family Enterprise Research Conference (FERC)** 4-7 June 2015 Burlington, Vermont
- **The Diana Project Conference** 8-9 June 2015 Wellesley, MA, USA
- **Babson College Entrepreneurship Research Conference (BCERC)** 10 – 13 June 2015 Wellesley, MA, USA
- **2015 22nd IPDM Conference** 14-16 June 2015 Copenhagen, Denmark
- **EURAM 15th Annual Conference** 17-20 June 2015 Warsaw, Poland
- **2015 IFERA Annual Conference** 30 June – 3 July 2015 Hamburg, Germany
- **31st EGOS Colloquium** 2-4 July 2015 Athens, Greece
- **75th Annual Meeting of the Academy of Management** 7-11 August 2015 British Columbia, Canada

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**11th Workshop on Family Firm Management Research**

*Shifting Boundaries in Family Firm Research*

29-30 May 2015

Hosted by:

**EMLYON Business School**

Lyon, France

**Call for Papers** - Deadlines

Abstract submission 2 February 2015
Final papers due 4 May 2015
Opportunities for Publishing and more...

FAMILY ENTERPRISE RESEARCH CONFERENCE (FERC), BURLINGTON, VT
June 4-7, 2015
The Sustainable Family and Enterprise

Due Date for Submission of 5 PAGE ABSTRACTS: January 31, 2015.
Submissions will be accepted in English, Spanish, Portuguese, and French.
Three Special Issues:
- Organization and Natural Environment: Sustainability & Family Business, DUE DATE: July 1, 2015
- Academia Revista Latinoamericana de Administracion (ARLA) Special Issue on Family Business, DUE DATE: July 1, 2015

New This Year: Career Academy - Due Date for Applications - February 15, 2015
Program is designed to address dilemmas and questions at all levels of an academic's life- from a doctoral student to a chaired professor, editor, or senior administrator.

For more information, contact the organizing committee:
- Academic Program Chairs: Alexandra Dawson, Concordia University (adawson@jmsb.concordia.ca) and Manisha Singal, Virginia Tech (msingal@vt.edu)
- Spanish/Portuguese Submissions: Claudio Muller, Universidad de Chile, Chile (cmuller@fen.uchile.cl)
- Career Academy Chair: Rebecca Long, Mississippi State University (RLong@business.msstate.edu)

Host Team at University of Vermont: Pramodita Sharma (psharma@bsad.uvm.edu), Rocki-Lee DeWitt (dewitt@bsad.uvm.edu), and Linda Kreuger (Linda.Kruger@uvm.edu)

- 13 January 2015: EURAM Conference: Call for Papers- Family Business Goals, family Dynamics, Behavior Processes and Innovation in Family Firms
- 13 January 2015: OAM 2015 75th Annual Meeting: Call for Submission – Opening Governance
- 15 January 2015: Strategic Entrepreneurship Journal: Call for Papers – Special Issue: Enduring Entrepreneurship
- 19 January 2015: 28th Annual FFI Global Conference: Call for Proposals – Family Enterprise – Myths and Realities
- 22 January 2015: USASBE Conference: Call for Papers - Sun, Fun, and Innovation Advancing Entrepreneurship Teaching and Research
- 31 January 2015: FERC Conference Presentation: Call for Submission - The Sustainable Family and Enterprise (Submissions will be accepted in English, Spanish, Portuguese, and French)
- 15 February 2015: FERC 2015 Career Academy: Call for Participants - Application
- 2 March 2015: EIASM 11Th Annual Workshop: Call for Papers – Shifting Boundaries in Family Firm Research
- 15 May 2015: Strategic Entrepreneurship Journal: Call for Papers – Special Issue: Entrepreneurship and Open Innovation
- 1 July 2015: Organization and Environment in association with the 2015 FERC Conference: Call for Papers - Special Issue: Sustainability & Family Business*
- 1 July 2015: Academia Revista Latinoamericana de Administración, (ARLA) in association with the 2015 FERC Conference: Call of Papers - Special Issue: Family Firms in Iberoamericas
- 31 July 2015: Journal of Managerial Issues: Call of Papers - Special Issue: Strategic Issues in the Family Firm
- 31 January 2016: Global Strategy Journal: Call for Papers-Family Firms and Family Governed Multinationals in the Global Economy
Looking for a Good Read?


Highlighted below are two excellent book reviews in-press for the Special Issue of AMLE on Family Business education! A must read resource for FB scholars and educators:

De Massis and Kotlar (14 November 2014)
Learning Resources for family business education: A review and directions for future developments
http://amle.aom.org/content/early/2014/11/14/amle.2014.0246.abstract

Carney and Jaskiewicz (15 August 2014)
Six books that have shaped the landscape of family business scholarship
http://amle.aom.org/content/early/2014/08/25/amle.2014.0260.abstract

Check out these interesting articles from the Economist (November 1, 2014):

Family companies -- Relative success:


The Economist

STEP Practitioner Booklet

Global STEP Booklet, Volume II
Sustaining Entrepreneurial Family Businesses: Developing the Core, Expanding the Boundaries

Co-Editors: Pramodita Sharma, Mohar Yusof, Maria José Parada, Rocki-Lee DeWitt and Nunzia Auletta

Resource for Family Business Scholars:
Check out the ongoing compilation of Family Business Course Outlines made available to scholars by the STEP team at the University of Vermont!
http://www.uvm.edu/business/?Page=vfbi/fbCoursesOutlines.html&SM=familybusiness_submenu.html
Job Opportunities

Fordham University Schools of Business seeks to fill the newly established William Loschert Chair in Entrepreneurship. The position is housed in the Management Systems Area and is part of Fordham’s strategic thrust to take a leading role in the growing importance of social entrepreneurship in our economy. This position has been established in order to expand upon Fordham’s existing interdisciplinary research agenda and curricular efforts in the field of social entrepreneurship. The successful candidate will have a PhD in a related field and a distinguished academic record with international reputation in social entrepreneurship and social innovation as demonstrated by top tier publications. Email submissions are preferred; please submit c.v. and letter of application to Prof. Nicholas Georgantzias, Professor of Management Systems, at georgantzias@fordham.edu. Review of applications will begin immediately and continue until the position is filled.

The Management Department of the School of Business Administration at The University of Mississippi invites applications for a faculty position in Strategic Management and/or Entrepreneurship. This is a tenure track position at the assistant/associate professor rank. Applicants for the rank of assistant professor must currently hold a Ph.D. in management or entrepreneurship (or must complete all degree requirements by August 2015). The anticipated starting date is August, 2015. Applications will be considered immediately. The position will be open until filled or until the search committee decides to close the search. All applicants must apply online (only) at http://jobs.olemiss.edu. Applications cannot be accepted in any other format. Candidates should submit a curriculum vitae, cover letter, and evidence of effective teaching. For additional information, contact Dr. Clay Dibrell, 337 Holman Hall, School of Business Administration, The University of Mississippi, University, MS 38677 (cdibrell@bus.olemiss.edu). Formal Posting: http://goo.gl/8UNvMt

IMPORTANT REMINDERS

STEP Quantitative Survey closes DECEMBER 31, 2014
And
Annual STEP Cases are Due JUNE 30th, 2015

Please be sure to mark your calendars for these very important dates!