



Application Instructions for Africa Faculty Development Workshop

Conducted by Africa Academy of Management

Date: 5th – 9th June 2023

Location: University of South Africa
Pretoria, South Africa

Application Deadline: 24 March 2023

The effective management of organizations and institutions in Africa has never 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 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 African based and international journals.
- b) Peer guidance on publication and academic career advancement.

In addition, successful applicants will join the 100 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 for future developmental purposes.

Participating international scholars include:

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, sustainability); m_acquaa@uncg.edu

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); s.aryee@surrey.ac.uk

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

Prof. P. Khumalo, Professor, Department of Public Administration and Management, University of South Africa (UNISA). (Research areas: local economic development, poverty and human settlements development, public administration reforms)

Prof. Bruce Lamont, Jim Moran Eminent Scholar of Business Administration, Florida State University, USA. (Research areas: effective management of acquisition integration processes, knowledge investments, international business, and novel applications and extensions of theory to the African context); blamont@business.fsu.edu

Prof. Judy Muthuri, Professor in Sustainable Business and Development, Nottingham University Business School, University of Nottingham, U.K. (Research areas: Corporate citizenship, corporate social responsibility and development, stakeholder engagement, and ethics); Judy.Muthuri@nottingham.ac.uk

Prof. S. Nhamo, Associate Professor, Department of Economics, University of South Africa (UNISA), South Africa. (Research areas: topics relating to environmental economics and development economics).

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); Stella.Nkomo@up.ac.za

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

Prof. Brian S. Silverman, J.R.S. Prichard and Ann Wilson Chair in Management and Professor of Strategic Management, Rotman School of Management, University of Toronto, Canada (Research areas: strategic management, competitive strategy and organizational structure interaction and its effect on performance); Silverman@rotman.utoronto.ca

Prof. David Zoogah, McMaster University, Hamilton, ON, Canada (Research Areas: management in Africa, human resources management, strategic alliances, organizational behavior (strategic followership) and environmental sustainability); zoogahb@mcmaster.ca

What the AFD Workshop Provides:

1. Transport to and from OR Tambo International Airport for **non-local participants** (i.e., non-Pretoria and Johannesburg metropolitan area residents) to the hotel venue.
2. Accommodation from night of 4th June to 9th June 2023 for non-local attendees (non-Pretoria and Johannesburg metropolitan area residents). Participants must arrive on 4th June as the workshop commences on 5th June at the University of South Africa and ends on the evening of the 9th of June with a closing ceremony. Daily transportation to and from the hotel to the University of South Africa will be provided.
3. All meals and materials
4. Certificate of Completion

Responsibilities of Participants

1. Make and fund own travel arrangements
2. Pay \$100.00 registration fee if accepted into workshop
3. Notify organizers of transportation details about arrival and departure to Johannesburg, South Africa
4. Pay Visa associated costs if a visa to enter South Africa is required (UNISA and AFAM will supply a letter to help with this process)
5. Commit to attend full workshop activities (no exceptions)

How to Apply

Applicants must currently hold an academic position or be currently registered as an advanced doctoral student in the broad field of management. Applicants should also have research that is in process. Successful applicants will be required to submit their research papers 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 24th March 2023 that contains the following information:**

1. Full name and nationality (as it appears on your passport)

2. Contact Details (email, cell/mobile phone number, and physical address – post office box or street, town/city, country).
3. Current position/professional affiliation (e.g., lecturer, doctoral student, etc.).
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 secure the funds from your university/institution or other sources for your travel to the workshop; (2) You will either pay or secure funds for the administrative fee; (3) You will apply for necessary visas in adequate time; (4) You are available to attend the workshop for the entire week; (5) You will submit the research paper **by 12 May 2023**; and (5) Read any assigned material prior to the workshop.

Note: The application should include a separate letter from your funding source confirming arrangements for the payment of travel costs and administrative fee.

The **deadline** for submitting the above documentation is **24th March 2023**. **No applications will be accepted after this date.** Incomplete applications will also not be considered. Please put **AFD Workshop UNISA, South Africa** as the subject line on your e-mail when submitting your application. **Please submit your application documents via email to: bhonig@mcmaster.ca and Judy.Muthuri@nottingham.ac.uk**

Notification of acceptance: 31st March 2023

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