

**Approved August 8, 1998, First Revision Approved August 7, 2004, Second Revision
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**CONSTITUTION AND BYLAWS
of
The Iberoamerican Academy of Management**

Article I. The Organization

The name of the organization shall be “The Iberoamerican Academy of Management” (herein referred to as IAM). IAM, a not-for-profit organization, is an affiliate of the Academy of Management.

Article II. Objectives

The objectives of the Iberoamerican Academy of Management (IAM) are to:

1. Foster the general advancement of knowledge in the theory and practice of management among Iberoamerican scholars and/or those academics interested in Iberoamerican issues. Iberoamerica is defined broadly to include all of Latin America, Latino populations in North America, and Spain/Portugal.
1. Perform and support educational activities that contribute to intellectual and operational leadership in the field of management within an Iberoamerican context.

Article III. Membership

The basic requirements for membership in IAM which govern selection of new members are:

1. Candidates shall be interested in and engaged in the theory, philosophy, and/or practice of management through teaching, research, publication, or practice.
2. Candidates shall be either:
 - A. Professors or graduate students of administration and/or management in a college or university, or
 - B. Others who have made contributions to management theory or practice or who are directly interested in management.
3. Subject to the criteria above, either of the following shall constitute admission to membership in IAM:
 - A. Registration for and attendance at the meeting of IAM to be held every other year, or
 - B. Payment of bi-annual membership dues to IAM according to a fee structure established by the Executive Committee.

4. Membership in IAM does not require concurrent membership in the Academy of Management. However, the IAM President shall be an Academy of Management member and members of IAM, particularly IAM Officers, are strongly encouraged to become members of the Academy of Management.
5. Membership in IAM is available to all individuals meeting the above criteria regardless of race, ethnicity, nationality, gender, language, or religious and political beliefs.

Article IV. Structure

IV.1. Elected Officers

1. The elected officers of IAM shall be its president and at least six vice presidents.
 - A. The president is responsible for the overall leadership of IAM and for guiding and coordinating the activities of the other officers and committees named in the Constitution and Bylaws. The president will present a report of the status and progress of IAM at the Annual Business Meeting to be held during the Academy of Management Meeting held in August of each year and at the bi-annual IAM conference. The president will serve as chair of the Executive Committee, and with the advice of other officers, appoint the chairs of various standing committees and such ad hoc committees as deemed appropriate.
 - B. The elected vice presidents will perform such duties as may be assigned to them by the president. Normally, it is expected that each vice president will serve as program chair for the IAM bi-annual conference or the IAM program at the Academy of Management meetings.

IV.2. Standing Committees

1. The standing committees shall be the Executive Committee (IAM officers), the Academy of Management Program Committee, the Iberoamerican Academy of Management Conference Scientific Committee, the Local Arrangement Committee, the Membership Network and Information Committee, the Liaison Committee, the Research and Awards Committee, the Past Presidents Advisory Committee, and ad hoc committees as created by the IAM president.
 - A. The Executive Committee shall be comprised of the president, the vice presidents, and the chairs of all the standing and ad hoc committees. The Executive Committee shall be responsible for coordinating IAM's affairs under the guidance of the president during the period between annual meetings, and all members shall have voting rights on major decisions concerning IAM. Formal motions will be approved by majority vote conducted electronically or at the Business Meeting at the IAM or Academy of Management conferences.
 - B. The Academy of Management Program Committee shall be responsible for planning the activities of IAM as part of the Academy of Management meetings in August. Normally this will encompass a full day of activities during the "pre-conference development workshops" period.

- C. The Iberoamerican Academy of Management Conference Scientific Committee shall be responsible for evaluating the papers submitted for the bi-annual conference sponsored by IAM. The size and composition of this committee will be determined by the conference coordinator of the host institution.
- D. The Local Arrangement Committee shall be responsible for the organizational and operational aspects of the bi-annual conference sponsored by IAM. Normally this committee will be composed of faculty members and/or staff affiliated with the host institution.
- E. The Membership Network and Information Committee shall be responsible for maintaining an electronic listing of all IAM members and all those who may be interested in IAM's activities. This committee will also develop information and communication channels (e.g., web page, newsletter), conduct surveys as needed, and actively recruit new members. This committee will be composed of at least three members.
- F. The Liaison Committee shall be responsible for establishing linkages and sponsoring joint activities with other groups. These groups may include the divisions of the academy (e.g., Human Resources, Research Methods, Entrepreneurship, International Management, Business Policy and Strategy), affiliates of the academy (such as the Asian Academy of Management, the Western Academy of Management, the Southern Academy of Management, International Association for Chinese Management Research,), or external associations that share common interests (e.g., BALAS, Association of Latin American Studies, CLADEA). This committee will be composed of at least three members.
- G. The Research and Awards Committee shall be responsible for promoting and recognizing scholarship among Iberoamerican management academics. This committee will propose awards (e.g., "best conference paper" award, "best article" award, "career achievement" award) to the Executive Committee for approval. It will also develop selection and evaluation procedures of candidates and make recommendations to the Executive Committee as to whom should receive an award. This committee will be composed of at least five members.
- H. The Past Presidents Advisory Committee includes all IAM Past Presidents and is responsible for offering ongoing advice to the current IAM president.

IV.3. Secretary

The secretary shall keep the minutes of all business meetings of IAM and keep minutes of all Executive Committee meetings. The Secretary shall be responsible to maintain a copy of IAM's Program and keep records on awards given by IAM. Additionally, the secretary shall perform such other duties as may pertain to the office. The Secretary shall be appointed by the IAM president and will serve for a maximum of three consecutive three-year terms.

IV.4. Treasurer

The Treasurer shall be an administrative person who is responsible for keeping the financial records of IAM. The Treasurer shall be responsible for the funds of IAM, issue checks, keep complete and accurate books of accounts showing all receipts and disbursements, and present a

financial report at the IAM and Academy of Management meetings. Additionally, the Treasurer shall perform such other duties as may pertain to the office. The Treasurer shall be appointed by the IAM president and will serve for a maximum of three consecutive three-year terms.

Article V. Election and Tenure

1. The president and vice presidents will be elected by the IAM members during the business meeting at the IAM bi-annual conference and Academy of Management meetings. To this end, a nominating committee of five members will be set up by the Executive Committee in the months prior to each business meeting to nominate candidates and compose the ballot of candidates. The IAM president shall serve for a maximum of two consecutive three-year terms. Vice presidents shall serve for a maximum of three consecutive three-year terms.
2. The terms for the standing committees will be as follows:
 - A. Academy of Management Program Committee: Renewed yearly.
 - B. Iberoamerican Academy of Management Scientific Committee: Renewed at the completion of each IAM conference to be held every other year.
 - C. Local Arrangement Committee: Renewed at the completion of each IAM conference to be held every other year.
 - D. Membership Network and Information Committee: Four years.
 - E. Liaison Committee: Four years.
 - F. Research and Awards committee: Three years.
 - G. Other standing committees: Three years.
 - H. Ad hoc committees: Three years.

Article VI. Rule of Order

Business meetings of the IAM shall be conducted in accordance with Robert's Rules of Order.

Article IX. Amendments

This Constitution and Bylaws may be amended by a two-thirds vote of the members present at an Annual Business meeting, or at any time by a majority vote of all members voting through a mail or electronic ballot sponsored by the Executive Committee.