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## A first look at the first 30 years of the First Division: The management history division

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## CHAPTER 10

### **A First Look at the First 30 Years of the First Division: The Management History Division<sup>1</sup>**

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#### **Abstract**

*In 1971, the Management History Division, under the Academy of Management's new division structure, met in Atlanta with Claude George as the first Chair. The Division, designated as Division 1, would be influential at the Academy of Management and influential in the study of management history in a number of ways. Division members organized, led and developed the materials and events for the Management Centennial/Academy Anniversary celebrations in 1986; fostered creation of the Academy of Management Archives at Cornell University in 1978; and provided the foundations for the Journal of Management History. The following is a brief, incomplete first look at the Management History during its first 30 years. It has served and continues to serve "as the caretaker of our discipline's heritage" (Bedeian, 2007).*

#### **Birth of the Division Structure<sup>2</sup>**

The Academy of Management was founded by a group of management scholars who agreed to meet in Chicago in December 1936 to form a "permanent organization for

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<sup>1</sup> The author thanks Arthur G. Bedeian, W. Jack Duncan and Daniel A. Wren for their assistance in this project.

<sup>2</sup> In addition to archival material from the Ronald G. Greenwood Collection in the NSU Archives at Nova Southeastern University, the essay draws on material prepared and presented to the Management History Division by Art Bedeian on the occasion of his being the first recipient of the Richard Hodgetts Award, in recognition of his contributions to scholarship, service and teaching, August 6, 2007, Philadelphia, PA.

teachers of management” (Wrege, 1986, p. 78).<sup>3</sup> The small association of ten scholars agreed tentatively on a working name for the organization and the general objectives of the society and the format of the next annual meeting, ultimately determined to be Philadelphia. From its inception, the objectives and nature of the organization were subjects of discussion and debate. Some scholars invited to the first meeting, Paul Holden, Henry Dutton and William Cornell, believed management teachers were adequately served by other societies. Charles Jamison disagreed and viewed the Academy as unique in its focus on teaching management.

Throughout its history, the nature and objectives of the Academy would be examined, discussed and debated. For example, in the early 1950s members debated either remaining a small group of invited scholars and practitioners who had made contributions to management thought or expanding membership to all interested in the teaching of management. Obviously, the latter argument won and by the 1960s discussion turned to the practical problem of how to evolve the larger society from one run by personal friendships to a professional organization.

Two leaders of the Academy during those post-World War II years were John F. Mee, 7<sup>th</sup> President and Harold F. Smiddy, 17<sup>th</sup> President. Both believed that decentralized organization structures were superior for growth and goal achievement; both men

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<sup>3</sup> Unless otherwise noted, material concerning the birth of the division structure at the Academy draws on information in Wrege, C. D. (1986). “The inception, early struggles, and growth of the Academy of Management.” In D.A. Wren (Ed.), *Papers Dedicated to the Development of Modern Management: Celebrating 100 Years of Modern Management and the 50th Anniversary of The Academy of Management*. Academy of Management, 78-88.

promoted paths by which the Academy could decentralize.<sup>4</sup> The first initiative to decentralize and grow concerned regionalization and led to the development of the regional associations, such as the Eastern Academy of Management and the Southern Management Association (Van Fleet, Bedeian and Wren, 2011). By the end of the 1960s, mini workshops at the annual meeting, centered on particular topics, were so well received that seven ad hoc committees were formed to create professional sub-groups within the Academy structure.

From 1969-1971 William (Bill) Wolf, the 26<sup>th</sup> President, with the backing of Paul J. Gordon, 24<sup>th</sup> President, worked tirelessly to implement his concept of professional divisions within the Academy. Such a move would continue and accelerate the decentralization and membership growth envisioned by Mee and Smiddy. Others, however, saw the divisional structure as potentially harmful. Fremont (Monty) Kast, 32<sup>nd</sup> President, noted the increase in differentiation in the Academy, resulting from the divisions, created organizational tension between the force of differentiation and the need to integrate. Eventually, the organization created mechanisms that would support integration as the divisions tended to segregate members and their research into their professional interest groups. Among those mechanisms are the annual meeting, the Academy publications, and the unifying focus on teaching management.

### **Birth of the Management History Division**

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<sup>4</sup> Harold Smiddy was Vice President of General Electric Company; his major responsibility was the restructuring of GE into a decentralized company in the early 1950s; Peter Drucker served as main outside consultant. The project formed the framework of Drucker's book *The Practice of Management* (1954). John F. Mee is discussed further later in the chapter.

The first official meeting of the Management History Division took place Monday, August 16, 1971, in the Sir Pellinore Room of the Royal Coach Motor Hotel in Atlanta Georgia. Claude George of the University of North Carolina, the leading management historian of the time, as Chairman, called the meeting to order at 1:45 PM. Nine other divisions and one interest group<sup>5</sup> of the Academy were also meeting for the first time as the new Division structure kicked off. Bill Wolf, the Academy of Management president and a prime mover for the division structure, noted in his Welcome to the meeting that the newly created divisions, “bring together men of similar interest and we expect these to advance research, dialogue, and camaraderie” (Wolf, 1971). Robert Trent, University of Virginia and former student of Claude George at the University of North Carolina, agreed to serve as temporary Treasurer-Secretary. The Academy funded the budget for each division with \$100.00; the Division was also given 1½ days for its program during the next year’s annual meeting in Minneapolis and Richard (Dick) Whiting agreed to serve as Program Chair.

Among the 21 founding members present that afternoon were a number of individuals who would participate in division activities for many years; some management researchers already recognized as significant contributors to management theory; former and future presidents of the Academy; and three attendees who continue to be active in the field: Arthur (Art) Bedeian, then a doctoral student at Mississippi State

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<sup>5</sup> Management History, Business Policy and Planning, International Management Manpower Management, Manager Development and Education, Operations Analysis, Organization and Management Theory, Organizational Behavior, Organizational Development, and Production Management Divisions and the Interest Group on the Study of Management Consulting. Note that for many years, the Management History Division was always listed first, Division 1, followed by the other divisions and interest groups in alphabetical order.

University and faculty member at Georgia Southern College; W. Jack Duncan, then on the faculty at Samford University; and Daniel (Dan) A. Wren, then a faculty member at Florida State University.<sup>6</sup> Whereas today's program for the Academy of Management is a heavy tome, hundreds of pages long, in 1971 the entire program was a brochure 12 slender pages long, produced in a single column. Total Academy membership was 1,753, compared to the current membership of almost 18,000.

### **Early Management History Division Activities**

For the first time, at the Academy's 1972 Minneapolis meeting, each of its ten divisions and one interest group had sessions devoted to their domain; plenary sessions and unaffiliated sessions were also held. In another first for 1972, papers for the program were selected competitively. Previously, program organizers had invited papers for presentations. It was the first of many Academy meetings for some members who would be leaders in the Division for many years, such as Ronald (Ron) Greenwood and David (Dave) Van Fleet. Among the papers presented were Dave Van Fleet's research on the span of management, Dan Wren's on management history as an area of student interest and Art Bedeian's [paper?] based on his correspondence with Lyndall Urwick.

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<sup>6</sup> Complete list of 21 founding members: Arthur G. Bedeian, Georgia Southern College; James A. Buckenmeyer, University of Dayton; James W. Childers, South-Western Publishing; W. Jack Duncan, Samford University; Paul M. Dauten, Jr. Claude George, University of North Carolina; Robert D. Hays, University of Arkansas; Max B. Jones, Old Dominion University; Alois Lewandowski, St. Joseph's College; Frank Moore, University of Michigan; Homer A. Ooten, Florida State University; Harold R. Phillips, Andrews University; Seward E. Robb, University of Oklahoma; Ronald B. Shuman, University of Oklahoma; Stanley L. Stokolik, Sangamon State University; Ralph Stodgill, Ohio State University; W. Curtis Strobe, Drury College; Richard H. Trent, University of Virginia; Richard J. Whiting, California State College – Los Angeles; William B. Wolf, Cornell University; Daniel A. Wren, Florida State University.

In considering the contributions of the Management History Division in the early years, two deserve particular note: *The N-File Newsletter* and the Division's work for the Management Centennial/ Academy 50<sup>th</sup> Anniversary in 1986.

### **The N File Newsletter**

*The N-File Newsletter* was first published in the winter of 1973 with Art Bedeian as editor and a hand-drawn cover. In the "Letter from the Editor", he explained the rationale for the newsletter (the need for "some means of membership communication between annual meetings") and the title of the newsletter ("from the famed "N" or Information File of Frank and Lillian Gilbreth) (np). Further in the letter, Bedeian additionally explained that the aspiration for the newsletter was also to serve "as a means of relaying information of general interest to all those involved in the study of management history". For many years, the *N-File* served that purpose as well as being an outlet for working papers, research notes, grants, recent relevant publications, work by members and the exchange of hard-to-find and original archival material.

For example, in that first issue, Alfred D. Chandler informed the membership of fellowships and grants at Harvard Business School; Dan Wren and Clyde Jones similarly informed the membership of fellowships at Oklahoma and Kansas State, respectively. Issues also contained calls for papers, summaries of the annual meeting, programs for upcoming meetings, news of members, recent dissertations relevant to management history, reports of recent research from members, copies of archival documents, and, more importantly, working papers and original research.

The second issue of the *N-File Newsletter*, in addition to many of the items mentioned above, also presented the first Research Note, "The Administrative Writings

of Henri Fayol: A Bibliographic Investigation” by Art Bedeian (1974). In the note, Art presented a history of Fayol’s other writings and gave a brief overview of each of the 18 lesser-known works. Other articles of original research continued. For example, in the fourth issue, Jack Duncan and Ray Gullet wrote about the work of Henry Sturgis Dennison (1975 Spring). Issue 15 introduced a new feature by Chuck Wrege called “Let’s Visit Management Archives”; in issue 19 the visit was to the new Academy of Management Archives at Cornell University by Chuck Wrege, then the archivist for the Academy.

The *N-File* was often humorous, sometimes sad (the special issue in memory of Ralph Stodgill in 1978), and always collegial. It was a valuable communication mechanism for building a community of scholars devoted to management history by presenting material and information that was difficult to find and sparking interest in management history research. Over time, communication with members separated into the *N-File* for management history work and a Newsletter called *Historically Speaking* for Division information. As technology made historical research more accessible for individuals, the need for the *N-File* diminished.

### **Remembering the First 50 Years: The Management Centennial**

Much discussion in the minutes of the Division meetings and the newsletters, beginning in 1983, was focused on how the Management History Division would acknowledge and celebrate the 100<sup>th</sup> anniversary of management (the birth was Henry Towne’s speech “The Engineer as Economist” presented to the American Society of Mechanical Engineers on May 26, 1886) and the 50<sup>th</sup> anniversary of the Academy (first meeting December 28,



1936) at the annual meeting in 1986. Those years of planning, hard work, and creativity were amply rewarded when the annual meeting in August 1986 included a number of events and materials led or developed by those in the Management History Division. Jack Duncan chaired the Centennial of Management and Anniversary of the Academy of Management Committee, juggling and coordinating the many activities; others also assumed heavy responsibilities for the ambitious proposals. James (Jim) Worthy believed that the committee's efforts would be better served by having a dedicated fund for the Centennial at the Academy and he volunteered to seek corporate sponsorship. As a member of many corporate boards, like Control Data and Sears, he was uniquely suited for the task. He raised \$25,000 from 10 corporations; some donations were in kind services, such as that from Salenger films.

Art Bedeian created the 1986 *Calendar of Management Scholars' Birthdays* "restricted to noted management scholars who are no longer living" (Bedeian, 1985). It identified the birthdays of over 150 management scholars, significant dates in management history such as Henry Towne's presentation to the American Society of Mechanical Engineers in 1886 and the founding of the Academy; each month had a picture and a quotation from a major contributor to management thought, like Frederick W. Taylor. Ron Greenwood coordinated the making of the film *A Question of Management* and as friend and former graduate assistant to Peter Drucker, arranged for Drucker to attend the meeting and give a keynote address. Art Bedeian arranged for Herbert A. Simon to attend and do the same. David (Dave) Van Fleet wrote a history of the regional associations; Fred Luthans (ex officio) acted as the liaison between the committee and the Academy Board.

### *The Commemorative Volume*

A major project for the /anniversary was publishing a commemorative volume of articles related to management history. Dan Wren assumed responsibility as editor; John A. Pearce of George Mason University served as associate editor. The commemorative volume, *Papers Dedicated to the Development of Modern Management: Celebrating 100 Years of Modern Management and the 50th Anniversary of The Academy of Management*, was distributed to all attendees as a separate volume that accompanied the usual *Proceedings*. Resources for the project came from the funds raised by Jim Worthy. Dan Wren would note in his introduction to the volume, “This commemorative volume is devoted to finishing the story of how Towne’s paper led to further developments and the Academy of Management became the premier professional association for those who teach and study management” (1986, p. 2).

Wren’s introduction was followed by a reprinting of Towne’s 1886 paper, which was followed by a historical examination of job attitudes by Edwin Locke. Other Division members contributed significantly to the volume: Worthy reviewed human relations research; Van Fleet examined the history of leadership research with Gary Yukl and contributed another article about the history of the regional management associations; Wrege and Greenwood reviewed the Hawthorne Studies; John Breeze presented research about the development of management in Europe. Other articles examined the history of different research areas and even Sigma Iota Epsilon, the national honorary and professional management fraternity. The contents can be found on the Academy website mixed in with the *Proceedings* of 1986.

### *A Question of Management*

A significant and time-consuming project was scripting and producing a film that would look back on the development of management. The result was the professionally produced film, *A Question of Management*.<sup>7</sup> A film had been discussed and planned years earlier. Irv Braun, president of Salenger Films, had reached agreement with the Academy to produce a film if his company could then sell a commercial version as part of Salenger's educational film series on management. The Academy agreed and plans began. Working closely with Salenger, the length of the film, the nature of the film and the contents were determined by a group of scholars including Ron Greenwood, Jack Duncan, Dan Wren, Chuck Wrege, and Jim Worthy. Greenwood coordinated the efforts of the group. The most difficult decisions involved what material should be included and how the "question of management" would be framed. Irv Braun, based on his experiences as a practicing manager, what he had learned about management from extensive reading and producing a number of other films about management, and his extensive network of friends in academia and consulting, also made suggestions to the script.

A degree of creative tension resulted that was not altogether detrimental to the final product: Braun wanted to make a film that would be commercially viable for use in classrooms and corporate training venues; members of the Management History Division wanted a product that would be accepted by the academic community as accurate and complete (at least as complete as possible within the short running time of 35 minutes). Additionally, the Academy leadership had to accept the script and the final product. At

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<sup>7</sup> Material concerning *A Question of Management* is from the correspondence and final scripts and versions of the film in the Ronald G. Greenwood Collection in the NSU Archives at Nova Southeastern University.

the last minute, objections were raised about the lack of women in the final film; Lillian Gilbreth was the only woman shown or named. Braun solved [attempted to solve the problem by replacing the original male narrator with a female narrator and the result was deemed satisfactory.

After over a year of communications by phone and letters among many scholars and Salenger films, a final script was developed and a cast of scholars was scheduled for filming during the annual Academy meeting in 1985 in San Diego. Two introductions/conclusions were filmed: one with Fred Luthans addressing the Academy which would be shown at the Centennial meeting in Chicago in 1986 and one with Ron Greenwood addressing an audience that would be buying the film on the commercial market. The film used stock film footage, cartoons, prepared visuals, and interviews of scholars providing more depth of discussion on topics. Presenters, in addition to Greenwood and Luthans, included Fred Fiedler, Paul Hersey, Edward Lawler, Lyman Porter, James Worthy, Chuck Wrege, and Dan Wren. Paul Hersey had been added at Braun's insistence for a discussion of Situational Leadership because both Hersey and his work had impressed Braun and many of his professional friends.

### **Honoring Contributors**

John F. Mee, 7<sup>th</sup> president of the Academy and "a pioneer of Management History and Management Education" (John F. Mee Prize, 1987) died in Bloomington, Indiana in late 1985. He had been the first Professor of Management and first Chair of the Management Department at Indiana University (Mee, 1989). The following August, the Division instituted the John F. Mee Award to recognize the best management history paper from the annual program. Mee taught a renowned evolution of management course at Indiana

University and inspired many, such as Giovanni (Johnny) Giglioni and Richard Hodgetts, to study management. He himself had been influenced by a similar course taught by Ralph C. Davis, 3<sup>rd</sup> president of the Academy, in the doctoral program at Ohio State University (Mee, 1965). Mee is consistently said to have had a profound impact on all people he met. The award was first presented at the annual meeting in 1987.

The Ronald B. Shuman Award was later created to recognize the best graduate student paper on the annual program. Ronald B. Shuman, 10<sup>th</sup> President of the Academy, had also inspired many and influenced the study of management history in many ways. He personally funded the Division's committee (Art Bedeian, Jim Buckenmeyer, Ron Shuman, Stan Sokolik, and Ralph Stogdill) that surveyed individuals and institutions to identify collections of relevant management history material, courses and people teaching such subject matter (personal communication, W. J. Duncan, January 8, 2015; Stogdill, Bedeian, Buckenmeyer, & Sokolik, 1972). Shuman also influenced the study of management history through his work in the doctoral program at the University of Oklahoma and as the first curator of the Bass Business History Collection, in the University of Oklahoma libraries. Dan Wren would replace him in both capacities at OU in 1973. The Shuman Award was first presented in 1994.

Following the death of Ronald G. Greenwood in 1995, the Division proposed an additional award during the annual meeting in 1996; it was named for Ron in order to honor his contributions to the division and the field of management history and would

recognize contributions to management history by others. James Worthy became the first recipient of the Greenwood Award in 1997.<sup>8</sup>

In late 2001, Richard M. Hodgetts, long-time leader in Division and Academy activities, passed away; the Division instituted an award in remembrance of his many contributions to education, the Academy, and the Division in 2002. Art Bedeian was the first recipient of the award in 2007; Robert Ford was the second honoree in 2014; both presentations were made at an annual meeting in Philadelphia.

Since 1997 the Division has recognized the “Best Reviewer” with an award for “the person judged to have written the best review of a submission for the Annual Meeting” (Greenwood, R. A. 2000). The Division has had other awards, some for specific periods of time or for a particular topic area. For example, Paul Hersey funded an award for the best management history paper with a focus on leadership from 2000 – 2004.

### **Membership, Innovation and Impact**

In reading the minutes of meetings, newsletters and the *N-File*, a few themes recur over the course of the first thirty years: membership concerns, innovations, and impact on the Academy, beyond the size of the division.

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<sup>8</sup> Recipients of the Greenwood Award have been: James C. Worthy, 1997; Alfred A. Bolton, 1998; Daniel A. Wren, 2000; Arthur G. Bedeian, 2003; Charles D. Wrege, 2004; Peter B. Petersen, 2013.

### *Membership Concerns*

Since its beginning, the Management History Division has been one of the Academy's smallest divisions. Indeed, in the early years, division membership grew quickly, but not as quickly as the Academy itself. (See Table 1.2) Since the 1980s, membership has hovered between 200+ to about 400. Academy membership has grown to almost 18,000 members as more and more international and doctoral students join.

As early as 1974, in the third issue of the *N-File*, Dan Wren, Chair, presented a number of ways those in the division could recruit new members. Over the years, discussion of membership and concern over its relatively small size was reported in the Management History Division Business Meeting minutes. In the 1980s, it was believed that a Division was viable if it had 4% of the Academy's membership, a difficult hurdle for management history. Chuck Wrege and others more than once (Minutes, 1985; Minutes 1986) raised the point that the Management History Division, designated as Division 1 in the organization, was exempt from membership size criteria. This assurance of being "grandfathered" into the Academy in perpetuity was often put forth, but no one could find documentation. Others dismissed concerns about dismissal. As Carolyn Dexter accurately observed, "If we are considered to be of value – we face no problems" (Minutes, 1986). In 1990 Steve Kerr, 45<sup>th</sup> president of the Academy, did give assurance to the Division that they were exempt from membership requirements (personal communication, A. Bedeian, January 12, 2015).

In the mid-1990s an initiative, called "Give the Gift of Management History" was instituted and implemented by Jane Whitney Gibson. It was before automated, online

membership renewal when all registration was done with actual paper forms. Under the program, someone would complete a form designating who should be added to the Management History Division and send it to AOM Headquarters; another form was provided to send to the gift recipient telling them you had given them the “gift of membership” in the Management History Division. The immediate result was about 30 additional members a year; a longer lasting result was the continued membership of a number of recipients who found a good home or second home in the Division and enjoyed its activities, collegiality and domain. Membership in the division for 2014 stood at 402, within the usual range of members for the Division throughout the decades.

### *Innovation*

A number of Management History Division initiatives were institutionalized and spread throughout the Academy; others affected the discipline. The Division began a series of Working Papers in Management History in 1975; it was an invaluable mechanism for disseminating management history research before there were journals devoted to the discipline. The first issue in the series was “Institutional Participation in the Academy of Management: A 40-Year Perspective” by H. S. Feild and Art Bedeian.

In 1984 Art Bedeian coordinated the Management History Division’s Inaugural Doctoral Consortium in Boston; dedicated sessions focused on doctoral students have become institutionalized at the Academy as a whole and in most divisions. Jane Whitney Gibson launched the first of many Division pre-conference workshops focused on professional development in 1995; she continued to coordinate all pre-conference and



Professional Develop Workshops (PDW) officially and unofficially until the mid-2000s. The workshops became a model adopted by many divisions.

The establishment of the Academy of Management Archives was achieved through the efforts of the Division's members. In 1976 the Academy's Board of Governors appointed Art Bedeian (chair), Claude George, Ralph Stogdill and Chuck Wrege to an Archive Committee. The Committee researched possible sites eventually visiting then recommending the Kheel Labor-Management Center in the Martin Catherwood Library at Cornell University. The Kheel Center is now the repository of an extensive collection of management history material and the records of the Academy of Management. The 19<sup>th</sup> issue of the *N-File Newsletter* was a special issue that provided a guide to the archives by then Historian and Archivist Chuck Wrege (1980).

### *Impact*

Despite its size, the Management History Division has had a significant impact on the Academy and the study of management. The Management History Division has introduced innovations that were adopted by other divisions or the Academy itself, members of the Division have taken leadership roles in the Academy while maintaining close ties to the Division, and significant Academy-wide events have been developed by the division.

Five significant figures in the history of the Division have been Academy presidents: Art Bedeian, Ralph C. Davis, John Mee, Ron Shuman, Bill Wolf. From 2000 to 2012, three of the four Directors of Membership for the Academy were Division members: Jane Gibson (2000-2003), Regina A. Greenwood (2003-2006) and Stephanie Henagan (2009-2012). Many active Division members have served in editorial roles for Academy publications: Art Bedeian, Bob Ford, John Humphreys, Pete Petersen, Dave

Van Fleet, and Dan Wren, among others. The last three Academy Historians and Archivists have been from the Division: Art Bedeian, Chuck Wrege and Regina Greenwood. Many members have served and continue to serve on Academy Boards, Award Committees and many other service committees. The history of professional service is strong among Division members.

As for the study of management history, in addition to being a forum for presenting research at the annual meeting and publishing some of the papers in the Proceedings of the Academy of Management, the Division has been a forum where scholars could meet, exchange ideas, and share their interest. For some years, the *N-File Newsletter* and the Working Papers series provided that exchange of ideas and information and a much-needed outlet for presenting research to the scholarly community. Without a journal dedicated to management history, the field would always have limited appeal for scholars. Although a history of the *Journal of Management History* is not the purview of this essay, some mention should be made of the work of Division members to make the journal a reality.

Beginning in the late 1980s Robert (Bob) Ford and Ron Greenwood set out to establish a *Journal of Management History* and announced it to the Division (Ford & Greenwood, 1990). They submitted proposals to numerous potential publishers and persistently pursued those publishers that expressed some interest. Finally, MCB University Press (renamed Emerald Publishing in 2001) accepted the proposal; the *Journal of Management History*, Volume 1(1) was published in January 1995 with Jack Rabin, professor of public affairs at Pennsylvania State University Harrisburg, editor of other MCB journals and a long-time admirer of Chester Barnard, as the first editor. Art

Bedeian, Al Bolton, Ron Greenwood, Bill Wolf, Chuck Wrege and Dan Wren were Division members serving on the first editorial board.<sup>9</sup>

The *Journal of Management History* would provide a valuable outlet for research in the area and have strong support among Division members with many serving as authors and members of the editorial board. Following Rabin, David Lamond became editor, 2004 – 2012, and was followed by Shawn Carraher, 2012 - present. Both Lamond and Carraher served as chairs of the Management History Division. From 2001 to 2006 the *Journal of Management History* would be published as a section within *Management Decision*. It would be Lamond who would once again restore JMH as a stand-alone journal in 2006. And it would be another chair of the Management History Division, Charles Booth, who would be a founder and first editor of a second journal devoted to management history, *Management and Organizational History* in 2006.

### **Concluding Remarks**

Patterns emerge from the first thirty years of the Management History Division that indicate the importance of legacy, friendship, and networking. Leaders of the early Academy and Division influenced subsequent scholars who became subsequent leaders of the Division and contributors to management history research. Another important inspiration is the doctoral course in management history. For example, John Mee taught Johnny Giglioni who then taught Art Bedeian. Art Bedeian would later teach Paula Philips Carson, Kerry Carson, Franz Lohrke, Roland Kidwell and Stephanie Henagan.

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<sup>9</sup> Also on the Editorial Board were: Edward Brech, Donald B. Dodd, Paul C. Godfrey, Robert T. Golembiewski, W. Bartley Hildreth, Marc Holzer, Alexander Kouzmin, Gerald J. Miller, David H. Rosenbloom, Hindy Lauer Schachter, William G. Scott, Ira Sharkansky, James Stever, Andrew Thomson, and Peter van der Hoek.

Dan Wren taught doctoral students Shawn Carraher and Milorad Novicevic. Ron Shuman taught Ron Greenwood who then taught Al Bolton and Regina Greenwood. First John Mee at Indiana and then Ron Shuman at Oklahoma taught Richard Hodgetts who then taught Jane Whitney Gibson, Jorge Herrera and Julia Teahen. Those many second and third generation scholars would become Management History Division Chairs and carry on the work of the Division. (See Table 1.1)

Those who read management history or read this history of the Division have little need to be reminded of the value of the discipline or the importance of the discipline or the enjoyment work in the discipline can bring whether it be through study, research or teaching. It is worth reminding people, and perhaps necessary to remind them of the value, importance and enjoyment associated with the Management History Division. The collegiality of the Division is well-known; long-lasting friendships and associations have been part of the character of the Division since 1971 and that collegiality extends through generations and across continents. Above all, the Division has a special role in the Academy and in academia: “For over three decades, the Management History Division has been the caretaker of our discipline’s heritage.” (Bedeian, 2007).

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## Appendix

**Table 1.1: Division Chairs**

1971	Claude George	1994	John R. Hook
1972	Claude George	1995	Eileen P. Kelly
1973	Claude George	1996	Paula Philips Carson
1974	Richard Whiting	1997	Jane W. Gibson
1975	Daniel A. Wren	1998	Kerry Carson
1976	Robert H. Trent	1999	Michael Plater
1977	Arthur G. Bedeian	2000	Regina A. Greenwood
1978	Ralph M. Stogdill	2001	Eileen P. Kelly
1979	Ronald G. Greenwood	2002	Jorge Herrera
1980	James Worthy	2003	Charles Booth
1981	David D. Van Fleet	2004	Shawn Carraher
1982	Richard Hodgetts	2005	Michele Govekar
1983	Leon Megginson	2006	Franz Lohrke
1984	William F. Muhs	2007	Julia Teahen
1985	Charles D. Wrege	2008	Karl Moore
1986	Marianne Jelinek	2009	John Humphreys
1987	John Breeze	2010	Curtis Stiles
1988	Heidi Vernon-Wortzl	2011	David Lamond
1989	Peter B. Petersen	2012	Chester Spell
1990	Alfred A. Bolton	2013	Patrick Murphy

1991	Gary Roberts	2014	Milorad Novicevic
1992	Ronald G. Greenwood	2015	Roland Kidwell
1993	Robert Ford	2016	Stephanie Henagan

**Table 1.2 Management History Division Membership 1974-2014**

<b>Year</b>	<b>Membership</b>	<b>Year</b>	<b>Membership</b>
1974	83	1995	376
1975	Not Available	1996	352
1976	121	1997	352
1977	c.119	1998	354
1978	c.153	1999	367
1979	Not Available	2000	362
1980	217	2001	361
1981	211	2002	360
1982	223	2003	365
1983	216	2004	363
1984	216	2005	382
1985	292	2006	395
1986	295	2007	396
1987	295	2008	408
1988	395	2009	402
1989	318	2010	408
1990	323	2011	416
1991	377	2012	395
1992	340	2013	401
1993	311	2014	402
1994	332		