



The Strategy Research Initiative

Charter

25 November 2011



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1. Mission

The Strategy Research Initiative is a scholarly society founded to promote scientific research in the field of strategy.

2. Scope

The Strategy Research Initiative (hereinafter, “Initiative”) is an international society for the advancement of research on organizational performance and related phenomena. The Initiative shall operate as a completely disinterested scientific organization without political, social, financial or national bias. Its main objective is to advance the understanding of organizational performance, broadly defined, by supporting and facilitating the development of a body of research that combines careful observation with rigorous logic, in accordance with the established norms of science. Any activity that promises to further this agenda shall fall within the scope of the Initiative's activities.

3. Membership

The Initiative shall have two types of members: **Fellows** and **Members**. All members shall be individuals who exhibit a bona fide interest in promoting the Initiative's mission. Members and Fellows who are current in their dues are considered **active**. The minimum standard for election to membership shall be:

1. Receipt of a doctoral degree based in whole or in part on a demonstration of proficiency in social science research, from a graduate program at a university that has achieved accreditation within five years of the receipt of the degree, or a university outside the United States of equivalent standing; or,
2. Evidence of significant contributions to scholarly research in strategy and related fields.

The minimum standards for Fellow status shall include items (1) and (2) above as well as evidence of research that: (a) contributes directly to the understanding of organizational performance and related phenomena; and, (b) is internationally recognized as distinguished. In addition, candidates for Fellow must hold a position of Full Professor at an accredited university within the United States, or an

equivalent position at a university of equivalent standing outside the United States, or hold an equivalent position, as determined by the Membership Committee in the government or other institution.

4. Governance

The highest authority on the governance of the Initiative is its Fellows. The Fellows constitute the sole electorate for the election of new Members and additional Fellows.

5. Appointments and Terms

To hold an appointment, a member must be active. The terms of all committee, Board and Officer appointments are three years. Officers may hold up to a maximum of two consecutive terms. Board members must have a minimum of two years between appointments to the Board. Unless otherwise noted, no member may hold concurrent appointments on the Membership Committee and Executive Board. Elections for the Board must be held in the fourth quarter of the year, and all members take their Board seats on January 1.

6. Voting

Voting rights may never be delegated. To be eligible to vote, a Fellow must be active. The Secretary must verify official votes. Unless otherwise noted, all votes shall be organized and verified by the Secretary and conducted by anonymous ballot.

7. Determination of Membership

7.1. Membership Committee

The Fellows shall elect a **Membership Committee**, composed of **four** active Fellows. The Membership Committee shall select its own Chairperson who shall serve for a period of one year. Each person will hold four-year terms, with one fellow elected to the Membership Committee each year. Should a vacancy arise, an election will be held to fill the remaining time of the vacant term. The Membership Committee has two primary responsibilities: (1) the review of all nominations for Member and Fellow status to ensure the nominees meet the minimum standards elaborated in Section 3; and, (2) the actual appointment of new Members deemed to meet the minimum standards for that status. Participation on

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the Membership Committee cannot be delegated to non-Fellows.

7.2. Members

Twice a year, any active member may nominate candidates for election to Member status. Following its determination that a nominee meets the minimum standards for Member status, the Membership Committee votes on that nominee. Nominees who pass the vote by simple majority are extended Member status in the Initiative. Individuals who are offered membership in SRI become official (and active) Members upon payment of dues, and the continuation of their active membership is based on being current in dues payments.

7.3. Fellows

Any active Fellow may **nominate** candidates for election to Fellow. A nominee must receive nominations from at least two Fellows to be considered for Fellow status. Each member may nominate only one nominee a year. Following its determination that a nominee meets the minimum standards for Fellow status, the Membership Committee votes on that nominee. The Committee **endorses** nominees who pass the vote by simple majority. Nominations and endorsements follow a 3-2 Rule: Candidates who are nominated and not endorsed are twice automatically renominated (i.e., a nomination lasts for a total of three consecutive years); Candidates who are endorsed but not elected to Fellow are also twice automatically reendorsed; Nominated candidates who fail to gain endorsement after three attempts and endorsed candidates who fail to gain Fellow status must wait two years to be nominated again.

Once per year, the list of endorsed nominees shall be put before the Fellows for a vote. The Fellows vote for each nominee. A nominee is elected to Fellow if at least 60 percent of votes *submitted* for him or her are positive. If more than two individuals exceed this threshold in a given year, only the top two vote getters shall be elected; in the event of a tie for second place, both endorsed nominees receiving second place will be elected.

Following the initial endorsement of Fellows (see Sec. 7.5), all members of the former Strategy Research

Initiative (listed in Addendum I) who were not initially endorsed will automatically be endorsed for appointment to Fellow upon their promotion to Full Professor. Once so endorsed, candidates will be twice automatically reendorsed per the procedure described above.

7.4. Loss of Membership

Membership in the Initiative -- either Member or Fellow -- may be revoked by a vote of the Fellows. A vote to revoke membership must first be sanctioned by a majority vote of the Membership Committee. Once sanctioned, a motion to revoke membership shall be put before the Fellows. An individual's membership is revoked if the motion passes by at least a 2/3 majority of the *entire body active Fellows*; i.e., not only of those submitting votes.

7.5. Initial Selection of Fellows

All members of the former Strategy Research Initiative, who are active as of November 25, 2011 and who hold Full Professor positions (listed in Addendum I), are automatically considered endorsed for a Fellow position for the purpose of initial selection of Fellows. For the first election, and only the first election, the following procedure will be implemented. Endorsed candidates will indicate their willingness to accept an appointment to Fellow by self-nominating to one of the Membership Committee or Board. Endorsed candidates who self-nominate will constitute the initial slate of candidates for Fellow. An election will then occur, with *all* members of the former Strategy Research Initiative voting for 15 members of the initial slate. The top 15 vote getters shall be appointed to Fellow. In the event that fewer than 15 endorsed candidates self-nominate, all members will cast a number of votes equal to the number of candidates on the slate. In this case, all candidates will be appointed to Fellow, with committee assignments being determined as described in the next paragraph.

The elected Fellows shall then take office, holding positions on their nominated committee with the longest tenure in direct relation to the number of votes they receive. Hence the Fellow receiving the most votes for Membership Committee will hold the four-year term, the Fellow receiving the second most votes for the

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Membership Committee will hold the three-year term, and so on. A similar procedure will occur on the Board.

8. Operations

8.1. Executive Board

An **Executive Board** (hereinafter “Board”), composed of **six** elected Fellows and up to three ex-officio (nonvoting) members, as described below. The Board shall select its own Chairperson who shall serve for a period of one year. The Board shall be responsible to the Fellows to steward the Initiative's operations in accordance with its mission and prudent management practices. To these ends, the Board shall appoint Officers and establish operating policies.

The Board shall appoint as Officers a President, a Treasurer and a Secretary. The President, Treasurer, and Secretary, if not appointed from the elected Board members, are ex-officio Board members. The Board may delegate decision authorities to the Officers in order to facilitate the efficacious conduct of Initiative business.

Once per year, an election shall be held to fill vacancies in any elected Board positions. Board members serve three-year terms, staggered so that two board seats are elected each year. Should any additional vacancies arise, a vacancy election shall be held to fill the remaining time on the vacant term. The Board Nominating Committee shall consist of the current and immediate past President, the current Treasurer, and the current members of the Membership Committee. The number of active Fellows permitting, the Nominating Committee shall submit for a vote a list of Fellow nominees equal to twice the number of vacant Board positions. Fellows may cast positive votes for up to a number of nominees equal to the number of vacant Board positions. Fellows may submit write-in votes for Fellows not on the list of nominees. The top vote-getters shall be the Fellows elected to fill the Board vacancies.

The Fellows may conduct a special vote to dissolve a serving Board. The Board is dissolved if at least a 2/3 majority of the *entire body active Fellows* votes in favor of dissolution. Such a vote may be obtained via a petition, a public show of hands at a meeting of the Fellows, or by

anonymous ballot. Immediately upon such dissolution, a new election will be held to fill the vacated Board positions. This provision is intended to ensure that the Board consults the Fellows on all vital issues of Initiative policy.

8.2. Fees

In order to conduct its operations, the Initiative collects an annual fee from each of its members. The Board determines the fee structure.

8.3. Officers

The Board shall make all Officer appointments and all Officers are accountable to the Board. Fellow status is not required for a member to serve as a President, Secretary, or Treasurer. However, all Officers must be active.

Secretary The Secretary is responsible for the accurate recollection of organizational decisions and the continuity of its policies. This includes: ensuring that accurate and sufficient documentation exists to meet legal requirements; maintaining membership records; recording minutes of Board meetings; and, enabling authorized persons to determine when, how, and by whom Initiative business was conducted. For any vote of the Fellows, the Secretary is *required* to provide an accurate validation of voter eligibility and verification of the outcome.

President The President is responsible for the day-to-day management of Initiative business in accordance with the specific goals established and authorities delegated by the Board. This includes: advising and informing the Board of significant developments and opportunities; and, forming and staffing operating committees to manage projects and initiatives. Approving purchases and other decisions that create financial obligations for the Initiative will be in accordance with the Boards Delegation of Approval Authority.

Treasurer The Treasurer is responsible for the financial well being of the Initiative. This includes: financial planning; collection of dues; banking and disbursement; and the protection and custody of funds. The Treasurer shall maintain accurate financial

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records in accordance with legal requirements, advise the Board of the financial implications of Initiative business, and establish policies and procedures designed to ensure that the Initiative's financial resources are protected.

9. Changes and Amendments to the Charter

The Fellows may conduct a special vote to change and amend this charter. Resolutions to change or amend the charter must first a majority vote by the Board. Once passed by the Board, the resolution to change the charter must pass a $2/3$ majority of the *entire body active Fellows*. Such a vote may be obtained via a petition, a public show of hands at a meeting of the Fellows, or by anonymous ballot.

Addendum I Members of the Former Strategy Research Initiative Active as of November 25, 2011

Full Professors

Automatically endorsed for initial selection to Fellow

1. Anand, Bharat
2. Argyres, Nicholas
3. Casadesus-Masanell, Ramon
4. Cassiman, Bruno
5. De Figueiredo, John
6. Dessein, Wouter
7. Dobrev, Stanislav
8. Gans, Joshua
9. Gimeno, Javier
10. Hubbard, Thomas
11. Knott, Anne Marie
12. Lenox, Michael
13. Rivkin, Jan
14. Shaver, Myles
15. Siggelkow, Nicolaj
16. Silverman, Brian
17. Sorensen, Jesper
18. Sorenson, Olav

19. Stern, Scott
20. Swaminathan, Anand
21. Zemsky, Peter

Assistant and Associate Professors

Automatically endorsed upon promotion to Full Professor

1. Adner, Ron
2. Alcacer, Juan
3. Chung, Wilber
4. Henisz, Witold
5. Hsu, David
6. Kalnins, Arturs
7. Matoushek, Niko
8. Oxely, Joanne
9. Roberts, Peter
10. Ryall, Michael
11. Samspon, Rachelle
12. Tadelis, Steven Tadelis
13. Villalonga, Belen
14. Wulf, Julie