ARTICLE I: Name

The name of this organization shall be the Management Consulting Division of the Academy of Management, hereinafter referred to as the Division.

ARTICLE II: Purpose

The primary purpose of the Division is to encourage professional scholarship in research, teaching, practice, and learning in managerial consultation among interested members of the Division and the Academy of Management. In addition, the purposes of the Division include encouraging and furthering research, theory development, and the articulation of critical thought related to the interactive design and implementation of change in whole systems, redesigning structure, process and function (output) simultaneously, in order to further the humane, ethical, and productive effectiveness of organizations and systems, private and public; and engaging in other activities and services of interest to the membership within the charter granted by the Academy of Management.

ARTICLE III: Membership
Membership in this Division shall be open to current members in good standing of the Academy of Management who are interested in the Division's purposes and goals.

ARTICLE IV: Officers and Their Duties

Section 1. The officers of the Division shall consist of the following: Division Chair, Division Chair-Elect, Program Chair, Program Chair-Elect, and Immediate Past Division Chair, Secretary/Editor, Historian. These five officers shall serve as the Policy Group for the Division.

Section 2. The Division Chair shall be the chief executive officer of the Division and shall administer all affairs of the Committee. The Division Chair is responsible for the conduct of the Division's budget, the appointment of Division committees and the Division Chair shall also serve as Chair of the Division's Nominating Committee. The Division Chair cannot succeed himself/herself but may be re-elected for a later term.

Section 3. The Division Chair-Elect will perform the duties of Secretary and Newsletter Editor. The Executive Committee may, at its discretion, appoint a separate Secretary and/or newsletter Editor to a term not exceeding three years. The Division Chair-Elect shall also perform such duties as may be assigned by the Division Chair and act for the Division Chair in his/her absence or disability. As Secretary, the Division Chair-Elect
shall keep a record of the Division's Annual Business Meeting. As Newsletter Editor, the
Division Chair-Elect shall serve as editor of the Division Newsletter and publish Division
newsletters, either in print or electronically, and with the approval of the Executive
Committee, appoint Regional News Representatives.

Section 4. The Program Chair shall be responsible, subject to the approval of the
Executive Committee, for planning and supervising the Division's program at the Annual
Meeting of the Academy of Management.

Section 5. The Program Chair-Elect shall act as the Professional Development Workshop
Chair and be responsible, subject to the approval of the Executive Committee, for
planning and supervising the Division's Professional Development Workshop program at
the Annual Meeting of the Academy of Management. The Program Chair-Elect shall
also be responsible for the development of an evaluation method and the subsequent
evaluation of the annual program and Professional Development Workshop.

Section 6. The Immediate Past Division Chair shall serve as consultant advisor to the
Division, specifically to the Division Chair, and shall also serve as Coordinator of the
Advisory Committee.

Section 7. The Secretary/Editor shall normally be appointed for three years by the
Division Chair and approved by the Executive Committee. The Secretary/Editor shall
keep a record of the Division's Annual Business Meeting and shall serve as editor of the
Division Newsletter. The Secretary/Editor shall, with the approval of the Executive Committee of the Division, appoint Regional News Representatives.

Section 8. 7. The seven Representatives-at-Large shall serve as liaisons with the proprietary consulting community (academics, researchers, practitioners, etc.) and the committees described in Article IV. Special consideration will be given to members of the Division from junior faculty ranks, and linkage to the private consulting community when considering nominations to the positions of Representative-at-Large.

Section 9. 8. The Historian shall normally be appointed for two years by the Division Chair and approved subject to approval by the Executive Committee, and may be reappointed for one or more additional two year terms. The Historian shall gather, record, maintain, and interpret information related to the past and present development of the Division.

Section 10. 12. The Executive Committee of the Division, by two-thirds vote of all of its members, may remove any officer from office if deemed by them to be in the best interests of the Division.

Section 14. 9. The Consultant-in-Residence shall normally be appointed for two years by the Division Chair and approved subject to approval by the Executive Committee. The Consultant-in-Residence should be recognized as an outstanding member representing
the larger consulting community and shall assist the Division in focusing research on the practice of consulting and reporting it in a functional way.

Section 10. The Scholar-in-Residence shall normally be appointed for two years by the Division Chair subject to approval by the Executive Committee. The Scholar-in-Residence should be recognized as an outstanding member representing the larger consulting research community and shall assist the Division in focusing on consulting research and reporting it in a functional way.

Section 11. The Webmaster shall normally be appointed for two years by the Division Chair subject to approval by the Executive Committee. The Webmaster is responsible for maintaining the Division website.

ARTICLE V: Election of Officers

Section 1. The Division Nominating Committee shall consist of the Division Chair, Division Chair-Elect, Program Chair, Immediate Past Division Chair, and one Representative-at-Large, to be selected by the Division Chair. The Division Chair shall chair the Nominating Committee.

Section 2. The Nominating Committee shall annually, and prior to the month of April, solicit by mail, e-mail, or publication in the Division Newsletter, write in nominations for
Program-Chair Elect and Representatives-at-Large. The Nominating Committee will prepare a slate of candidates representing the international constituencies of the division, consisting of those nominations submitted by the membership and those nominated by the Nominating Committee, ensuring there are candidates for all open positions.

Review nominations submitted by the membership and other candidates of their choice. A slate of candidates with no fewer than (two Representatives-at-Large shall be from North America, and one each shall be from Europe, Asia, Australia/New Zealand/non-continental Asia, South America and Africa) shall be presented to the membership for mail balloting. Those individuals receiving the most votes shall be duly elected.

Section 3.2. The slate of candidates prepared by the Nominating Committee will be provided to the membership and a vote shall be taken by electronic ballot unless a member has previously arranged for use of the postal service, under conditions that will ensure the secrecy and the accuracy of the vote. The Division Chair is the presiding election officer and is responsible for collecting and computing the ballots. All ballots shall be returned to the Division Chair, or an appointed representative, prior to the deadline established by the Academy of Management. Annual business meeting. The President-Elect of the Academy of Management shall be notified in writing by the Division Chair of the vote count for each candidate. The vote count shall be considered confidential information and shall not be disseminated further. The Division Chair shall notify each candidate of the winner of the election.
Section 4.3. The Program Chair-Elect will normally progress through the hierarchy of offices (i.e., to Program Chair, Division Chair-Elect, Division Chair, Immediate Past Division Chair), subject to provisions of Article IV, Section 9. That is, the Program Chair shall become the Program Chair during the year following his/her election. The Program Chair will accede to the Division Chair Elect, Program Chair, and Division Chair Elect before they automatically accede to the next office to determine if there is any reason to question the normal accession of these officers.

Section 5.4. The seven Representatives-at-Large shall normally serve two year terms. The terms of the seven representatives shall be staggered two-year terms so that each year three or four Representatives-at-Large are elected. On recommendation of the Division-Chair, and subject to Executive Committee approval, Representatives-at-Large cannot be nominated/appointed for one additional consecutive term and will not need to be re-elected. No Representative-At-Large can serve for more than two consecutive terms in office. The Division Chair may appoint the first round for one or two years appropriately to fill the requirements.

Section 5. The Division Chair may appoint, subject to Executive Committee approval, Regional Liaison Representatives to serve two year terms on the Executive Committee to ensure all international constituencies are appropriately represented.

Section 6. The Division Chair may appoint, subject to Executive Committee approval, Special Representatives to serve one or two year terms on the Executive Committee to
perform any special projects or assignments that are deemed of interest and importance for the development of the division.

Section 7. In case of a vacancy occurring among division officers, the Nominating Committee shall, as soon thereafter as possible, appoint a replacement for the unexpired term of that officer. Such an appointee shall be subject to confirmation by a vote of the membership before progressing through the officer ranks described in Section 4.

Section 8. Terms of office begin and end at the conclusion of the annual conference business meeting.

Section 9. All appointed officers are ex-officio and non-voting.

ARTICLE VI: Committees

Section 1. The committees of the Division shall include the Executive committee, the Nominating Committee, the Advisory Committee, the Program Evaluation committee, and such ad hoc committees appointed by the Division Chair as approved by the Executive Committee.
Section 2. Membership on the Executive Committee consists of officers of the Division and Representatives at Large.

Section 3. The Division Nominating Committee shall consist of the Division Chair, Division Chair-Elect, Program Chair, Immediate Past Division Chair, and one Representative-at-Large, to be selected by the Division Chair. The Division Chair shall chair the Nominating Committee.

Section 3. 4 The Division Advisory Committee shall be composed of the three recently preceding Past Division Chairs, the earliest being displaced each year as the Immediate Past Division Chair is added. Of these, the Immediate Past Division Chair, being a member also of the Executive Committee, shall serve as Coordinator of the Advisory Committee and as liaison between it and the Executive Committee in his/her office as Consultant to the Division. The Committee shall serve in an advisory role to the Executive Committee.

Section 3. 5 The membership of the Strategic Planning Committee shall consist of all past Chairs of the Division. The Initial Chair of the Strategic Planning committee shall be
the Division Founder, with each year’s subsequent Chair selected by the Past Chairs who are present at the annual Strategic Planning Committee meeting.

Section 5.6 The Program Evaluation committee shall be composed of the Program Chair-Elect as Committee Chairperson, the Program Chair, and at least one Representative-at-Large, other members as needed appointed by the Program Chair-Elect, with approval subject to the approval of the Executive Committee.

Section 6.7 Membership on each ad hoc committee shall be determined jointly by its appointed chairperson and by the Division Chair. Such membership shall provide, insofar as is possible, for representation from the international constituencies of the division, and each of the National Academy's geographical divisions.

Section 7.8 All committees shall be coordinated by the Division Chair.

ARTICLE VII: Amendments

Section 1. Amendments to this Constitution may be proposed at any time (a) by a vote of three-fifths of the Executive Committee, or (b) by a written request signed by five percent (5%) of the voting members of the Division. Upon receiving the proposed amendment, the Division Chair will authorize a ballot on the proposed amendment.
Section 2. Upon receiving the proposed amendment, the Division Chair will authorize a ballot on the proposed amendment. This vote shall be taken by electronic ballot under conditions that will ensure the secrecy and the accuracy of the vote. Changes to this Constitution require a two-thirds vote of the EC, and a majority of members voting on the proposed change, with a minimum fifteen percent (15%) of the Division's membership voting on the proposed amendment.

Section 2. This Constitution may be amended at any time by a two-thirds vote of the voting members. However, no amendment shall be considered adopted unless fifteen percent (15%) of the Division's members have voted on the proposed amendment. This vote shall be taken by mail-electronic ballot under conditions that will insure the secrecy and the accuracy of the vote.

Section 3. Any proposals to amend this Constitution must be submitted to the members at least thirty (30) days before the closing date of the ballot. A report of the results of the ballot must be made at the next business meeting.

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ARTICLE IX: Application
This constitution forms the by-laws for the Division. The Division is subject to applicable portions of the Academy of Management Constitution. In the event of any conflict, the Academy of Management Constitution supersedes this document.