

TURKISH ACADEMY OF MANAGEMENT INTEREST GROUPS DIRECTIVES

PART ONE GENERAL PROVISIONS

Article 1: Purpose

The main purpose of this Directive is to regulate the procedures and principles regarding the establishment, operation, duties and responsibilities of the Interest Groups (IG) to be formed within the Turkish Academy of Management (YÖNAD). Through the establishment of this administrative framework, it is aimed that IGs gain visibility at national and international levels in management and organization research, develop academic work in this field and increase international cooperation, and to establish the administrative structure and processes necessary for IGs to effectively fulfill their academic missions.

Article 2: Scope

This Directive covers all IGs established and operating by the members of the Turkish Academy of Management in accordance with the association statute and this Directive, and all YÖNAD members who are members of these groups. Informal groups formed within the association without the approval of the YÖNAD Executive Board are outside the scope of this Directive and may not operate using the name YÖNAD.

Article 3: Legal Basis

This Directive has been prepared based on the authorities granted to the Executive Board by the Statute of the Turkish Academy of Management. The legal basis of this Directive is Article 12 “Duties of the Executive Board” and Article 12.5 “The Executive Board may establish expert commissions to assist in important professional matters.” This provision grants the Executive Board, as the highest executive body of the association, the authority to establish special areas of work in line with the purposes of the association. IGs are considered the basic units established under this authority and responsible for conducting the academic activities of the association.

Article 4: Definitions and Abbreviations

The terms used in this Directive mean the following:

a) Interest Group (IG): An academic and professional development community consisting of YÖNAD members, focusing on specific or emerging theoretical foundations and issues in the field of management and organization, and established in accordance with this Directive.

b) Governance Team: Refers to the elected leadership body of an IG and consists of the Coordinator, Deputy Coordinators, YÖNAD Executive Board Representative and Communications Officer.

YÖNAD Annual Meeting: A national/international academic congress or meeting organized every year by the Turkish Academy of Management.

YÖNAD: Turkish Academy of Management

Executive Board: Refers to the YÖNAD Executive Board.

OMT: Organization and Management Theory Interest Group
OB: Organizational Behavior Interest Group
HRM: Human Resource Management Interest Group
CMS: Critical Management Studies Interest Group
DEI: Diversity, Equity and Inclusion Interest Group
EDTI: Entrepreneurship, Digital Technology and Innovation Interest Group
SSR: Strategy and Sustainability Studies Interest Group
HCMI: Health Management and Informatics Interest Group

PART TWO

ESTABLISHMENT OF INTEREST GROUPS AND MEMBERSHIP

Article 5: Conditions for Establishing a New Interest Group

For the establishment of a new IG, both administrative adequacy and academic sustainability conditions must be fulfilled jointly. Within this framework, applicants must meet the following requirements:

a) Number of Founding Members: A proposal to establish a new IG may be made **by at least twenty (20) YÖNAD members** coming together. On behalf of these members, at least one member shall submit a formal written application to the YÖNAD Executive Board. This condition is an administrative requirement to demonstrate that the group has a sufficient base within the association.

b) Academic Commitment: The application file must include **a list of at least twenty (20) academics from the national and international academic community who support the formation of the proposed IG and commit to actively participating in the group's activities for at least three years.** Academics listed who are not yet YÖNAD members are expected to commit to becoming members if the group is approved.

Article 6: Application Process and Evaluation

Applications to establish a new IG shall be made in accordance with the process and content rules specified below:

a) Application Timing: New IG applications shall be submitted to the Executive Board together with a sufficient number of members. Applications shall be evaluated at the first Executive Board meeting.

b) Application Content: The application form (**Annex B**) prepared by the coordinator candidate shall include the following information in detail:

- i. The proposed research area of the IG, its academic objectives and targeted outputs.
- ii. Planned annual activities (workshops, seminars, publications, etc.) and the expected quality and quantity of participation in these activities.
- iii. Planned initiatives to include interdisciplinary perspectives in IG activities.
- iv. Strategies to promote diversity, equity and inclusion in terms of academic position, gender, geographical origin and discipline, and the ethical codes the group will adhere to.

c) Evaluation and Approval: The YÖNAD Executive Board examines the application in terms of its compatibility with the association's vision, mission and values. Applications deemed appropriate become official by Executive Board decision. Approved IGs are announced at the subsequent YÖNAD Annual Meeting and through the association's media channels and are opened to participation by all members.

Article 7: IG Membership

a) Membership Requirement: Only academics and professionals who are members of YÖNAD may participate in IGs.

b) Active Participation: Members are encouraged to actively participate in at least one IG to enhance academic and social interaction within YÖNAD. Members may also follow the activities of a second IG relevant to their interests. This rule aims to transform association membership from a passive status into an active participation and value creation mechanism.

PART THREE

GOVERNANCE AND ADMINISTRATIVE STRUCTURE

Article 8: Interest Group Bodies (Governance Team)

Each IG is required to establish a governance team consisting of the bodies listed below in order to ensure that its activities are carried out in a regular, transparent and accountable manner. This structure transforms IGs from informal networks into official and responsible sub-units of the association.

a) Coordinator: The primary leader responsible for the overall management, strategic decisions and representation of the IG.

b) Deputy Coordinator(s): Up to a maximum of three (3) persons, depending on the size of the group. They assist the Coordinator in carrying out duties.

c) Communications Officer: Manages the group's communication activities (e-mail groups, social media, announcements, etc.).

d) YÖNAD Executive Board Representative: A full or substitute member appointed by the YÖNAD Executive Board who ensures communication and coordination between the IG and the Executive Board. The appointment process begins after the election of the other members of the governance team as specified in Article 10. If the representative resigns from the Executive Board, a new representative shall be appointed.

Article 9: Duties, Powers and Responsibilities

a) Coordinator: Undertakes the overall management of the IG, prepares and implements the annual activity plan. Establishes and supervises the committees that will manage session planning, paper evaluation and award processes for the Annual Meeting. Coordinates with the association treasurer on necessary financial matters.

b) Deputy Coordinator(s): Responsible for the tasks assigned by the Coordinator and represent the group upon request.

c) Communications Officer: Prepares agendas for group meetings and documents meeting minutes and shares them with all members. Makes announcements regarding webinars, workshops, joint publications and other activities to be held on digital platforms.

d) Executive Board Representative: Ensures that IG activities comply with the association statute and policies and ensures regular information flow between the Executive Board and the IG.

e) Joint Responsibility: The entire governance team is obliged to observe the principles of diversity, equity and inclusion in the formation and activities of the IG.

Article 10: Election of the Governance Team, Terms of Office and Handover

The governance team shall be determined through a democratic and transparent process in accordance with the procedures and principles set out in this Directive.

a) Election Schedule and Call: Elections shall be completed **no later than two (2) months** following the YÖNAD General Assembly. The outgoing governance team must announce an official “Election Call” (via e-mail, IG communication group announcement, etc.) including the election calendar and voting method **at least fifteen (15) days before** the election date.

b) Nomination Procedure: Candidates shall nominate themselves **as a complete list (team)** including the Coordinator, Deputy Coordinator(s) and Communications Officer. Candidate lists must clearly indicate the distribution of duties and be submitted in writing to the current governance team by the deadline specified in the election call.

c) Election Board and Voting: Elections shall be held on the announced date with the participation of IG members. **The Voters List (attendance sheet)** showing eligible voters shall be finalized **seven (7) days** prior to the election. Only active YÖNAD members registered on the IG member list are counted. Members joining less than seven days before the election may not vote and are not included in quorum calculations. Before voting, **a three-member Election Board (one chair, two members)** shall be elected by simple majority from among non-candidate IG members. Elections shall be conducted by **secret ballot and open counting**. Voting may also be conducted through a secure electronic system approved and supervised by the YÖNAD Executive Board. In case of tie in the Election Board election, drawing of lots shall be applied. Ballots bearing marks that invalidate voter intent or indicating more than one list shall be deemed invalid. In the event of a tie in the election of the Election Board, the method of drawing lots shall be applied. In voting and counting procedures, ballots bearing markings that impair the voter’s will or in which more than one list has been selected shall be deemed invalid. The list of voters (attendance list) to vote in the election is the list finalized seven (7) days prior to the election date.

d) Election Quorum and Result: For the election to be valid, at least one third (1/3) of the total number of members of the relevant IG must participate in the vote. If this quorum is not reached, the election shall be postponed for seven (7) days. If the postponed date falls on an official holiday, the election shall be held on the first working day following the holiday. The list receiving the **absolute majority (50% + 1)** of the valid votes shall be deemed elected. In the event of a tie, the election shall be repeated immediately on the same day or within three (3) days at the latest, only among the lists with equal and highest votes.

e) Single-Candidate Election: If only one list participates in the election, voting shall be conducted as a **confidence vote**. For the candidate list to be elected, it must receive the absolute majority of the participating members' votes of confidence, without requiring the quorum specified in Article 10(b).

f) Term of Office and Handover: The term of office of the governance team is **three (3) years**. The newly elected team shall assume office following the announcement of the election results by the Election Board. The outgoing team must hand over all documents, correspondence, financial records (if any), and digital assets (social media account passwords, e-mail group administration, etc.) to the new team with a handover report within **seven (7) days following the announcement**.

g) Term Limit: A person may serve as IG Coordinator for a maximum of two (2) consecutive terms. A member who has served as Coordinator for two consecutive terms may not become a candidate again unless **at least two (2) election periods have passed**. This rule does not apply to other governance team positions (Deputy Coordinator, Communications Officer).

h) If no candidates emerge for the governance team within the specified election period, the election calendar shall be extended by fifteen (15) days and a new call for candidacy shall be made. If still no candidates emerge, the YÖNAD Executive Board shall appoint a three-member "Interim Governance Committee" to ensure continuity and call an extraordinary election within six (6) months. If still no candidates emerge during this period, Article 19 shall apply.

Article 11: Resignation, Departure and Extraordinary Election

To ensure continuity in IG governance, the following rules apply:

a) Resignation of the Coordinator: If the Coordinator resigns, duties shall be carried out by the Deputy Coordinators until the end of the term.

b) Collective Resignation: If the entire governance team resigns simultaneously, an extraordinary election shall be held within one month by decision of the YÖNAD Executive Board.

PART FOUR ACTIVITIES AND RESPONSIBILITIES

Article 12: General Activity Areas

IGs may carry out the following activities under the YÖNAD umbrella and with announcement to all YÖNAD members:

a) Academic Development: Encouraging joint publications and research projects among members; developing journal special issues and book chapters through international cooperation.

b) Events: Organizing Professional Development Workshops, seminars, panels, doctoral workshops and small-scale thematic discussion sessions.

c) Member Support: Developing mentoring programs for doctoral students and early-career academics; organizing development sessions on research methods, new theoretical approaches and publication strategies.

d) Networking: Organizing online meetings, social events and joint activities with other IGs to strengthen academic and social networks.

e) Communication: Publishing regular newsletters and e-bulletins; communicating with members and the public through websites and social media platforms.

Article 13: Roles in the YÖNAD Annual Meeting

IGs play a central role in shaping the academic content of the YÖNAD Annual Meeting.

a) Theme Determination: The YÖNAD Executive Board initiates the process of determining the main theme of the Annual Meeting to be held two years later. IGs are invited to submit theme proposals. The final theme is determined by majority consensus among IGs.

b) Call for Papers: IGs issue calls for papers/studies within the framework of the determined main theme or their own theoretical focus, using the standard format provided by the Executive Board.

Article 14: Paper/Study Evaluation and Feedback Process

To ensure the academic quality of the YÖNAD Annual Meeting, all IGs shall conduct a rigorous peer-review process.

a) Reviewer Call: IGs issue a call for reviewers together with the congress announcement. Reviewers are not required to be IG or YÖNAD members.

b) Reviewer Matching: Reviewers indicate their areas of expertise and methodological preferences through an online form. This information is used to match submitted papers with the most appropriate reviewers.

c) Evaluation Process: Each paper/study is assigned to **at least two (2) independent reviewers**. Evaluation is conducted using the standard criteria and form approved by the YÖNAD Executive Board and published on the congress website.

d) Decision and Program: The committee responsible for the Annual Meeting within the IG makes acceptance and rejection decisions based on reviewer reports and informs authors. Accepted papers are scheduled into sub-sessions and submitted to the Executive Board.

Article 15: Awards

A dual award system is applied to encourage academic motivation and constructive feedback.

a) Best Reviewer Award: Authors provide feedback on whether reviewer reports were constructive and contributed to the development of their work. Based on this feedback, each IG selects and awards its own “Best Reviewers.”

b) Best Paper Award: Reviewers are invited to nominate candidates for the “Best Paper Award” from among the works they evaluated. Based on these nominations, each IG determines a candidate in its own field. IGs may also select and award an “Promising Paper/Study” internally.

PART FIVE FINANCIAL PROVISIONS AND REPORTING

Article 16: Revenues and Expenses

The financial activities of IGs shall be carried out within the framework of the association’s general financial discipline and legal responsibilities. This provision ensures that IGs do not have financial autonomy and that all financial transactions are subject to YÖNAD’s central supervision.

a) All revenues obtained through activities organized or projects carried out by IGs are deemed to be YÖNAD revenues.

b) All expenditures must be made in accordance with the budget and expenditure procedures approved by the YÖNAD Executive Board.

Article 17: Reporting Obligation

IGs are obliged to report regularly in order to ensure transparency and accountability.

a) **Annual Report:** Each IG must submit its annual activity and development report to the YÖNAD Executive Board **every year in June**.

b) **Report Content:** The report shall include a summary of all academic and social activities carried out during the year and member participation statistics.

PART SIX EVALUATION, CONTINUITY AND TERMINATION

Article 18 – Performance Evaluation

The primary criterion for evaluating the activity and performance of an IG is its regular issuance of **calls for papers/studies** for the YÖNAD Annual Meeting. This is the most important indicator that the group follows the academic agenda in its field and provides members with a participation platform.

Article 19 – Continuity and Termination Conditions

In order to ensure the effective and efficient use of association resources and to keep the IG portfolio dynamic, the following continuity and termination rules apply. These rules prevent inactive or non-functional groups from becoming an administrative burden on the association.

a) **Minimum Activity Period:** A newly established IG is expected to be active for **at least three (3) years** to demonstrate that it has made its activities sustainable.

b) **Termination Conditions:** At the end of the third activity year, IGs that have not issued calls for the Annual Meeting for three consecutive years or that have issued calls but failed to achieve sufficient participation shall be evaluated by the YÖNAD Executive Board. The Executive Board has the final authority to decide whether the group shall continue or be terminated.

PART SEVEN

MISCELLANEOUS AND FINAL PROVISIONS

Article 20: Entry into Force

This Directive enters into force on the date it is approved by the Management Academy Association Executive Board.

Article 21: Enforcement

The provisions of this Directive shall be enforced by the Management Academy Association Executive Board.

ANNEXES

ANNEX A – Existing Academic Interest Groups

As of the effective date of this Directive, the Interest Groups officially recognized and operating within the Management Academy Association are listed below. This list clarifies the status of existing groups under the new Directive and constitutes an official starting point.

Abbreviation	Interest Group Name
OMT	Organization and Management Theory Interest Group
OB	Organizational Behavior Interest Group
HRM	Human Resource Management Interest Group
CMS	Critical Management Studies Interest Group
DEI	Diversity, Equity and Inclusion Interest Group
EDTI	Entrepreneurship, Digital Technology and Innovation Interest Group
SSR	Strategy and Sustainability Studies Interest Group
HCMI	Health Management and Informatics Interest Group

ANNEX B – APPLICATION FORM SECTION 1 – BASIC INFORMATION

Proposed Interest Group Name:

Proposed Abbreviation (if any):

Coordinator Candidate Responsible for the Application (Full Name):

Contact Information (E-mail and Phone):

SECTION 2 – ACADEMIC PURPOSE AND SCOPE

2.1. Research Area and Rationale of the IG:

(Please explain the main research area the proposed group will focus on, existing gaps in this field, and how the group aims to contribute to this field.)

2.2. Academic Objectives of the IG:

(Please list the short-, medium- and long-term academic objectives of the group in bullet points. For example: advancing a specific theoretical debate, disseminating a new methodological approach, etc.)

2.3. Targeted Outputs:

(Please specify the concrete outputs planned to result from the group's activities. For example: journal special issue, book project, policy report, joint research project application, etc.)

SECTION 3 – PLANNED ACTIVITIES AND MEMBER INTERACTION

3.1. Planned Annual Activities:

(Please describe the activities the group plans to organize both within and outside the YÖNAD Annual Meeting (e.g., Professional Development Workshops, panels, seminars, doctoral colloquia, social events).)

3.2. Expected Participation Profile and Quality:

(Please specify the target audience for the group's activities (academics, students, professionals, etc.) and the expected number of participants.)

SECTION 4 – INTERDISCIPLINARITY, DIVERSITY, EQUITY AND INCLUSION

4.1. Interdisciplinary Approach:

(Please detail your plans and initiatives on how perspectives from different disciplines will be incorporated into IG activities.)

4.2. Diversity, Equity and Inclusion Strategy:

(Please explain how the group will promote diversity, equity and inclusion in terms of academic position, gender, geographical origin and discipline in its membership and activities.)

SECTION 5 – PROPOSED GOVERNANCE TEAM

(Please specify the persons proposed to take part in the governance team at the establishment stage of the IG.)

Position	Full Name	Institution	E-mail
Coordinator			
Deputy Coordinator			
Communications Officer			
Treasurer			

SECTION 6 – LIST OF SUPPORTING ACADEMICS

(As per Article 5 of the Directive, list at least twenty academics who support the formation of the proposed IG and commit to active participation for at least three years. Those who are not YÖNAD members are deemed to undertake membership if the group is approved.)

No	First Name	Last Name	Institution	YÖNAD Member? (Yes/No)
1				
2				
...				
20				

SECTION 8 – ETHICAL DECLARATION

As the Proposed Interest Group, we hereby declare and undertake that we will carry out all our activities in full compliance with the Statute, Directives and ethical principles of the Management Academy Association.

Coordinator Candidate Responsible for the Application

Full Name:

Signature: