



# Organizational Neuroscience and Biology

An Interest Group of the Academy of Management

## *Member “NEUsletter”*

### *Thoughts from the NeuB’s Chair*

*At the AoM meeting in Copenhagen, I became the Chair of our Interest Group for the Academic Year 2025-2026. In this capacity, I have three issues in mind that I would like to share with the NEUB interest group members: 1) increasing membership, 2) reaching out to practitioners, and 3) impacting management education.*

#### ***Increasing Membership***

*We all agree that we must increase our membership. Currently, the Academy of Management lists NEUB as a 381-member DIG. We can set the goal of increasing this number to 500 or more. Although there is no magic bullet to help reach this number, we can explore the following venues.*

*First, we can reach out to those scholars who are already our colleagues in business schools and members of the Academy of Management who might be interested in doing research (or simply learning) in neuroscience and biology.*

*Second, in addition to this natural and perhaps easiest way of increasing membership, we can reach out to scholars in other disciplines and outside business schools, such as psychology and economics, whose work is closely related to what we do. To this end, we can reach out to other academic associations, such as SIOP (Society for Industrial/Organizational Psychology, <https://www.siop.org>) Cognitive Neuroscience Society (<https://www.cogneurosociety.org>); Society for Social Neuroscience (<https://www.s4sn.org>) Affective Neuroscience Society (<https://socialaffectiveneuro.org>), and the Society for Neuroeconomics (<https://neuroeconomics.org/>) to name but a few. We can also explore the possibility of reaching out to those doing research on artificial intelligence (AI) and how knowledge and neuroscience can inform what they do. After all, artificial intelligence is an extension of natural intelligence (although some may not agree).*

*Third, we can reach out to more graduate students to create awareness and interest in pursuing scholarly work on the intersection of neuroscience, biology and organizations. To start this process, I am exchanging with the AOM Student Community, that comprises over 6,000 students across divisions and interest groups to co-host a Virtual Open House during this academic year. The purpose of this Open House is to create awareness and interest among doctoral students. I will inform you when this process is finalized.*

### ***Reaching Out to Practitioners***

*One of our major goals has been to attract practitioners to NEUB. Although our efforts did not yield the results we expected, I strongly believe that we should continue it. Perhaps, we should include practitioners in some of our events, such as PDWs and Symposia. As a case in point, I organized a PDW in 2023 in Seattle with Chris Berka, CEO of Advanced Brain Monitoring, a practitioner contacted by David Waldman. Engaging practitioners could be a win-win proposition. Practitioners can learn from NEUB members, and some companies may well sponsor NEUB activities. If you know some practitioners whose work relies on the knowledge gleaned by NEUB scholars, I invite you to reach out to them.*

### ***Impacting Management Education***

*At this year's Annual Meeting of the Academy of Management in Copenhagen, importance was given to how each division or interest group might impact management education. In fact, this was a call to action by the AOM Leadership. NEUB can play a pivotal role in showcasing the role of neuroscience and biology in management education. As NEUB strives to bring brain science and biology to the forefront of organizational research and management practice, so can it illuminate management education. This could be done through podcasts from senior NEUB members, PWDs focusing on the role of neuroscience and biology in management education or through research exploring how knowledge from neuroscience and biology can improve student learning.*

*Constant D. Beugré*

*Chair NEUB*

*Professor of Management*

*Delaware State University*

## NeuB AOM 2025 Recap



### NeuB Shines at AOM 2025 with 45 Events 🌟

The NeuB Interest Group had an impactful presence at the 85th Academy of Management 2025 Annual Meeting in Copenhagen, Denmark! We proudly organized and sponsored 46 distinct events, bringing cutting-edge research and professional development to the AOM community.

NeuB successfully facilitated the sharing of 40 total research contributions across various formats, fostering deep engagement and knowledge exchange within the community.

### Research & Knowledge Dissemination 📄

Event Type	Number	Impact
Symposiums	7	15 presentations
Paper Sessions	3	9 presentations
Poster Presentations	6	Showcasing emerging research

Beyond research, NeuB was committed to developing its community at AOM 2025.

- 📄 Professional Development Workshop (PDW) and Consortium provided members with essential skills, such as specialized research methods.
- 📄 Networking Social offered an important platform for building collaborations.
- 📄 The commitment to strong governance was evident through the Business and Executive Committee Meetings.

### Professional & Community Development 🧑

Professional Development	📄 2	PDW & Consortium
Networking Social	📄 1	The place to be!
Governance & Operations	📄 2	Business & Executive Committee Meeting

## NeuB's Cutting-Edge Research Agenda

The sessions sponsored by NeuB at the 2025 AOM meeting showcase a strong, interdisciplinary focus on several interdisciplinary areas, driving the future of management research. Our contributions highlighted the critical intersection of neuroscience, biology, and organizational life, with key themes including:

- **The Neural Foundations of Entrepreneurship:** Exploring decision-making, cognitive flexibility, and opportunity recognition.
- **Biological and Genetic Roots of Leadership:** Investigating emergence, team synchrony, and inter-brain dynamics.
- **Workplace Well-being and Mental Health:** Addressing the physiological impacts of stress, sleep, and hybrid work on performance and safety.

Below is a visual representation of the core thematic focus of the sessions sponsored by NeuB, which are collectively driving the future of neuro-business and organizational science.



Did you miss out on these groundbreaking discussions? Here is the complete list of all research contributions and professional development events sponsored by NeuB at AOM 2025. This list is a valuable resource for catching up on the latest research in Organizational Neuroscience and Biology.

### **Paper Development Workshop:**

*Eye-Tracking Methods for Management Research*

### **Symposiums/Panels:**

- *Neuroscience Innovation: Decoding Diversity, Decision-Making, and Entrepreneurial Intention*
- *Accelerating Deep Entrepreneurial Learning: Why (and How) Startup Weekends Work*
- *Neurodiversity Meets Flexible Work: How Do They Interact?*
- *Enhancing Employee Well-Being in a Globalized Business World*
- *Decoding Leadership and Career Success: The Role of Genetics and Behavior*
- *Implications of Collective Biological Processes for Teams and Organizations*
- *Interpersonal Interactions at Work: A Biological Perspective*

### **Symposium Presentations:**

- *Decoding Diversity: Leadership Decision-Making Through EEG*
- *Human-AI Symbiosis: Leveraging Explainability through NeuroIS Studies*
- *Who has the Brains to be an Entrepreneur? Neural Foundations of Entrepreneurial Intention*
- *See It, Love It, Do It*
- *Heart Rate Variability Change during Startup Weekend, an Entrepreneurial Educational Program*
- *Analysis of Flow Experience, Collective Efficacy and Heart Rate Measured during the Startup Weekend*
- *How Do Learners Change? The Sense Cycle Empirical measures of (neuro)cognitive processes*
- *Building Deep Learners for the Future of Entrepreneurship*
- *How Gene-Occupation fit shapes intergenerational career success*
- *Leadership Emergence Across the Lifespan: Examining Heritability Trends and Gender Differences*
- *Integrating Nature and Nurture: Genetic and Behavioral Pathways to Leadership and Entrepreneurship*
- *Stand Up or Stand Down: Neural and Emotional Dynamics in Third-Parties to Abusive Supervision*
- *On the Same Page and Wavelength? Investigating Shared Mental Models and Inter-Brain Synchrony*
- *Leader Value Signaling versus Follower Supplementary Fit: Untangling the Effects on Group Synchrony*

- *Harnessing Synchrony: The Role of Charismatic Leadership in Fostering Creativity*

### **Paper sessions & Paper Presentations**

#### *Paper Session 1: Inside the Entrepreneurial Mind: Physiology, Fatigue, and Founding Teams*

- *Mapping the Entrepreneurial Mindset*
- *Rested Minds: The Role of Sleep and Fatigue on Entrepreneurial Opportunity Recognition*
- *Stress and Success: Physiological Predictors for the Longevity of New Venture Teams*

#### *Paper Session 2: Mind and Body for Safer, Mobile, Smarter Work*

- *The Impact of Mindfulness on Electric Bicycle Riders Speed-Safety Tradeoff Under Time Pressure*
- *Better Sleep, Safer Day: Effects of Insomnia on Cortisol Awakening Response and Daily Safety Behavior*
- *Putting Breath to Work: Breathwork as a Microbreak to Boost Employee Performance and Well-Being*

#### *Paper Session 3: The Breath of NeuB: Neuro-Psychological Foundations of Organizational Life*

- *The Strategic Brain: A Neuro-Social Exploration of Dynamic Capabilities*
- *The Inner Economist and the Inner Lawyer: Psychological Foundations for Theories of the Firm*
- *Leaders' Susceptibility to Common Cold: Evidence from a Controlled Clinical Study of Virus Exposure*

### **Poster Presentations:**

- *Leadership Resilience: Reducing Stress Through Hybrid Work and Healthy*
- *Lability and Interactive EDA Predict Leadership Emergence*
- *Neural Insights into Multitasking and Conceptual Work: Implications for Workplace Performance*
- *The Impact of Entrepreneurs' Well-Being and Mental Health on Innovative Thinking During Crises*
- *How Does Entrepreneurial Experience Shape Decision-Making and Cognitive Flexibility?*
- *Adaptive Leadership: Identifying the Neural and Cognitive Mechanisms of Goal Integration*

 **Congratulations to NeuB's 2025 Award Winners!** 

The Organizational Neuroscience and Biology Interest Group of the Academy of Management is thrilled to share the recipients of our prestigious 2025 awards! These individuals represent the forefront of scholarship and dedication in the field of Organizational Neuroscience and Biology. Please join us in celebrating their outstanding achievements!

 **Award Recipients**



*Best Symposium Award:*  
**Ksenia Keplinger**  
Max Planck Institute for Intelligent Systems,  
Germany



*Best Published Article Award:*  
**Vaneet Kaur**  
Ambassador Crawford College of Business and  
Entrepreneurship, Kent State University, USA



*Best AOM Paper Award:*  
**Guanlin Yu & Yaoshan Xu**  
Institute of Psychology, Chinese Academy of  
Sciences, China



*Best Reviewer Award:*  
**Norris Krueger**  
QREC Entrepreneurship Center, Kyushu  
University, Japan

## **Research that Redefines Boundaries**

The research honored by these awards does not just push boundaries—it fundamentally redefines them. Our winners are pioneering the application of biological, neurological, and physiological insights to critical organizational challenges. From conducting deep dives into the brain basis of strategic leadership to revealing neurological influences on daily safety behaviors at work, their work is fundamental to shaping the future of management science.

### **Details of Award-Winning Symposium and Papers**

<b>Award Category</b>	<b>Winning Title &amp; Publication</b>	<b>Key Focus</b>
<b>Best Symposium Award</b>	<i>"Neuroscience Innovation: Decoding Diversity, Decision-Making, and Entrepreneurial Intention"</i>	<i>Explores the use of objective neuroscience methods (EEG, eye-tracking) to overcome self-report bias, revealing neural mechanisms behind decision-making in leadership, diversity, and entrepreneurial contexts.</i>
<b>Best Published Article Award</b>	<i>"Neurostrategy: A Scientometric Analysis of Marriage between Neuroscience and Strategic Management" Journal of Business Research (2024).</i>	<i>Provides the first scientometric mapping and systematic review of the nascent neurostrategy field, clarifying dominant concepts, epistemological foundations, and future trends at the confluence of neuroscience and strategic management.</i>
<b>Best Paper Award</b>	<i>"Better Sleep, Safer Day: Effects of Insomnia on Cortisol Awakening Response and Daily Safety Behavior"</i>	<i>Establishes that prior-night insomnia weakens the Cortisol Awakening Response (CAR)—a physiological indicator of preparedness—which, in turn, reduces next-day safety behaviors (compliance and participation) among frontline workers.</i>

In addition to the prestigious paper awards, we extend our sincere congratulations to the winner of the Best Reviewer Award! This recognition highlights the importance of service and intellectual rigor within our field.

A special thank you is due to our Awards Committee for their dedication and diligence in selecting these outstanding contributions. The high caliber of research and the committed service shown by our award winners, participants, and leaders are what continually push the boundaries of Organizational Neuroscience and Biology.

## **Meet Your NeuB Team**

*Hello from your NeuB leadership team! We are wholeheartedly dedicated to building a vibrant and intellectually rich community that sustains you throughout the year.*

*We are your committed resource and believe strongly in our role as your partner. Our core mission is to champion high-quality research, make it easy to form valuable professional connections, and ensure that the NeuB program consistently provides essential support and value to you. We are here to help you navigate your inspiring work at the cutting edge of organizational neuroscience and biology.*

*Please never hesitate to reach out! We are truly eager to assist, whether you have a spark of an idea you want to talk through, a specific question that needs a friendly ear, or feel inspired to roll up your sleeves and get more involved, your NeuB team is always approachable and happy to help.*

## **Your 2025-2026 NeuB Leadership**

*Chair: **Constant D. Beugré***

*Chair-Elect: **Sebastiano Massaro***

*Past Chair: **David Waldman***

*Program Chair: **George Christopoulos***

*Program Chair-Elect: **Danni Wang***

*Representatives at Large: **James Dulebohn, Ksenia Keplinger, Irene Ho, Sophia Jeong***

*Secretary/Treasurer: **Pierre Balthazard***

*Nominations and Awards Committee Chair: **David Waldman***

*Education and Development Committee Chair: **Frédéric Ooms***

*Website Committee Chair: **Nir Milstein***

*Newsletter Committee Chair: **Vaneet Kaur***

*Membership Committee Chair: **Zhaoli Song***

*We look forward to hearing from you and seeing you at our events!*

## **Message from the Chair of the Newsletter Committee**

*Dear Members of the NeuB Family,*

*I hope you found the inaugural "NEUsletter" from this year's Newsletter Committee both informative and engaging. As we move forward, I am personally committed to ensuring that the NEUsletter serves as a vital resource for our NeuB family, effectively representing your voices, initiatives, and contributions—the elements critical to the success and growth of our Organizational Neuroscience and Biology Interest Group.*

### **Formal Call for Contributions: Next Edition**

*I am initiating a formal call for submissions for the next edition of our NEUsletter. I strongly encourage all members to utilize this platform to share their professional news and scholarly activities with the wider community. Submissions may include, but are not limited to, the following categories:*

- *New Publications: Announcements of books, journal articles, and chapters related to Organizational Neuroscience and Biology.*
- *Awards and Recognitions: Professional honors and accolades received by members.*
- *Engaging Practice: Recent examples of research application or professional practice in the field.*
- *Announcements: Calls for papers, nominations, or other significant professional opportunities.*
- *Events News: Conference details, upcoming workshops, or relevant academic happenings.*
- *Other Relevant NeuB-related News.*

### **Submission Guidelines and Contact**

*Kindly forward your contributions to my email address listed below. I strongly encourage you to leverage this resource to foster connection, collaboration, and continuous information exchange within the NeuB community.*

*If you have any inquiries regarding the NEUsletter content or wish to propose future features, please do not hesitate to reach out to me. I genuinely look forward to hearing your ideas and working together to make this publication a true reflection of our amazing NeuB Family!*

*Dr. Vaneet Kaur*

*Chair – Newsletter Committee*

*Organizational Neuroscience and Biology, Academy of Management*

*Associate Professor of Management, Kent State University*

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