

TO: Richard Stackman, Past Chair, ODC Division
Patrice Elizabeth Rosenthal, Chair, ODC Division
David Bright, Division Operation Officer, ODC Division

FROM: Mary Tripsas, College of Engineering, UC Santa Barbara
Past Chair, Division and Interest Group Relations (DIGR)

Committee CC: DIGR Committee Members:
Sabine Hoidn, University of St. Gallen
Chair, Division and Interest Group Relations (DIGR)

Russell Coff, University of Wisconsin (BOG Representative at Large)
Deanne N. Den Hartog, University of Amsterdam (BOG Vice President-Elect)
Peer Fiss, University of Southern California (BOG Representative at Large)

DATE 4 September 2024

RE: Feedback on Organization Development and Change (ODC) Division's 3 Year Appended Report

Congratulations! On behalf of the Academy of Management Board, I am happy to report that the Organization Development and Change (ODC) division has been renewed for another three years upon the submission of your appended report. The appendix to your report indicated to our Committee: 1) that the division took the Board of Governor's feedback to heart; 2) substantial work has been invested to compile the report; and 3) ODC achieved impressive progress in a short time period. Thus, we have determined that ODC has met the conditions for its renewal.

Based on ODC's appended report, you have both elaborated on prior accomplishments/activities and clarified future plans. Your appended report is still lacking in some detail, but it is reflective, points out what you have done (part 1), what you plan to do (at least in part), and where you are heading strategically (part 2). Given the timeframe in which you were making revisions, we acknowledge that there may have been time constraints preventing a more comprehensive strategic plan that includes activities, metrics, responsibilities and timeline etc. Your division has, however, pointed out strategic areas you want to work on in the coming year, and you named concrete activities and names of officers responsible.

As previously discussed, our Committee believes it will be essential for ODC to develop a more detailed plan that clarifies how the different initiatives will translate into membership growth and engagement. Therefore, our Committee is available as a sounding board should you wish to correspond over the next year as you develop a more detailed action plan (with specific milestones, accountabilities, KPIs, deadlines, etc. included). Please consider sharing routine updates with Sabine Hoidn, our new DIGR Chair, or myself, perhaps after ODC's initial planning and scheduling within your core leadership team.

Please recall that an important element of the review process is for division leaders to share the report and review results in an open letter to their membership, via the website or email. Please involve the HQ governance team should you have follow up questions regarding your member engagement, or to stay connected to the DIGR Committee as your strategic plans develop and evolve.