

**REPORT FOR THE ACADEMY OF MANAGEMENT DIVISION AND INTEREST
GROUP (DIG) REVIEW COMMITTEE**

**Updated Five Year Review of the Organizational Communication and
Information Systems (OCIS) Division of the Academy of Management**

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EXECUTIVE SUMMARY

The Organizational Communication and Information Systems (OCIS) Division is home to scholars within the Academy of Management who study behavioral, social, and economic processes at the intersection of communication, technology, and organizing. The OCIS Division recently undertook a self-study as the basis for its five-year review. In addition, in response to feedback on this review from the DIGR committee, the division has undertaken a one-year self-reflection, including an engagement study, with the objectives of increasing engagement and strengthening the identity of the division. This report offers a set of short-term and long-term activities aimed at three core objectives to respond to feedback from division members: 1) strengthen identity and communication, 2) increase collaboration opportunities at the annual meeting, 3) and increase collaboration opportunities outside the annual meeting. Specific short-term activities include a domain statement change, division name change, a spotlight initiative, and a mentorship program for young scholars.

INTRODUCTION

The Organizational Communication and Information Systems (OCIS) Division is home to scholars within the Academy of Management who study behavioral, social, and economic processes at the intersection of communication, technology, and organizing. The OCIS Division recently undertook a self-study as the basis for its five-year review. In addition, in response to feedback on this review from the DIGR committee, the division has undertaken a one-year self-reflection, including an engagement study, with the objectives of increasing engagement and strengthening the identity of the division.

This report is organized into three sections: an assessment of the member survey, a DIG review metrics report, and a set of short-term and long-term activities to strengthen the division and promote greater engagement.

ANALYSIS AND REFLECTION ON THE MEMBER SURVEY RESULTS AND REVIEW METRICS

Sample

The OCIS member survey (the survey) received 188 responses—a response rate of about 23%. The survey respondents are varied in terms of their background and tenure with OCIS. They represent a membership that is engaged with OCIS's programming at the Annual Meeting. Forty-three percent of respondents reported having been members of the OCIS from 0 to 3 years. The DIG review metric report (the report) indicates that a total of 344 new members joined OCIS over the past three years, which roughly tracks with the percentage who fall in that category. Although newer members represent a large proportion of the respondents, there is diversity in ages of all respondents, with 80% being evenly distributed over the 30 to 60 age range.

71% of the respondents were academics, 25% were PhD students and 1 percent were practitioners. This compares with an OCIS membership of 69% academics, 23% PhD students, and 5% practitioners. In short, except for practitioners (who are underrepresented in the survey), the respondents reflect the composition of OCIS's membership. In terms of location, 56% of respondents are from North America, 28% from Europe, 7% from Asia, and 5% from Australia and Oceania.

The survey responses indicate an engaged OCIS membership. 86% of respondents indicate that OCIS is their primary home within the Academy. 16% of respondents have been members of OCIS for over 15 years. Another 10% have been members for 12 to 15 years, 12% for 8 to 11 years, and 19% for 4 to 7 years. This suggests that OCIS maintains a loyal core membership that stays with the Division for a long period once they join. This serves as a good complement to new members who join the Division.

Nearly two-thirds of the respondents report having participated regularly (a few times or more in the past five years) in OCIS activities including attending a conference session, serving as a reviewer or other activities (e.g., attending social events, business meetings).

Fifty-seven percent of respondents reported having served as a reviewer, 70% percent reported attending conference presentation sessions and 61% reported participating in other activities. This suggests that the Division's membership has been actively engaged in Annual Meeting activities over the past five years.

Survey Results

The results of the survey suggest that OCIS membership is largely satisfied with the Division. Among respondents, only 1.8% indicated being dissatisfied with their OCIS membership. 79% of the respondents indicated being satisfied to extremely satisfied with their OCIS membership and 19% indicated they are somewhat satisfied. It is possible that other members who are dissatisfied with their membership may have chosen not to respond to the survey.

Respondents generally expressed high satisfaction with OCIS's programs and services. With regard to programs, respondents appear to be satisfied with OCIS's professional development workshops, traditional paper sessions, symposia, social and networking opportunities and overall access to participation on the program. A large proportion of respondents indicated N/A with regard to divisional round table sessions, plenaries, and symposia.

With regard to OCIS services, respondents expressed high levels of satisfaction with the sense of community, activities that address the Division's domain, being welcoming to a diversity of demographic groups and the level of communication from leadership. A sizable proportion of respondents indicated that they were not satisfied or somewhat satisfied with opportunities outside of the Annual Meeting to network and collaborate with peers, encouragement from Division leadership to form network communities for members, opportunities for members to receive mentoring, and the usefulness of the website. Another concern that came up in the survey related to the identity and integration of the disciplinary communities within OCIS. We have carefully reflected on these concerns and we outline specific actions to address them later in the Future Goals and Actions section.

95% of the respondents identified "gain[ing] and shar[ing] information relevant to research" as the 1st or 2nd most important reason why they belong to the OCIS Division. "Develop[ing] and maintain[ing] social connections" was most frequently indicated as the second strongest motivation for belonging to OCIS. These results match well with the manner in which OCIS allocates its time and resources during the Annual Meeting—orienting the program toward research and social events. Interestingly, consistent with the 2014 5-year review report, the opportunity "to learn more about a domain that is new to me" did not rank high as a motivation for joining OCIS. One of the notable differences of OCIS, relative to communication and information system conferences, is that the division offers opportunities for cross-fertilization across a broad range of management subdisciplines. We offer some observations later about what may be behind this.

OCIS Membership

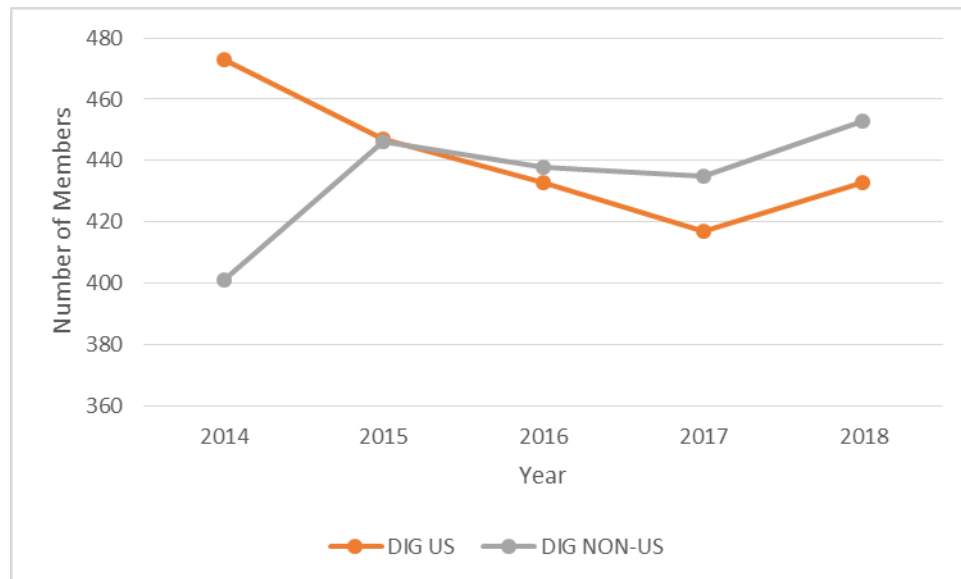
Over the past 6 years, the membership has been relatively stable. As shown in Table 1, the division membership increased in 2015, decreased in 2016 and 2017; it then increased in 2018, but decreased in 2019. The average number of members has been 870 members during this 6-year period.

Table 1. OCIS Membership

| Year | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 |
|---------|------|------|------|------|------|------|
| Members | 874 | 893 | 865 | 837 | 888 | 866 |

A further breakdown of the membership trends into domestic (US) and international (non-US) is quite revealing. Figure 1 shows that membership among domestic members declined. Over the 5-year period between 2014 and 2018, the domestic membership declined by 8.46%. In contrast, international membership increased by 12.97% over the same period. We see this as a positive trend that is in line with AoM's emphasis on growing internationalization of its membership.

Figure 1. Trends in US and Non-US Membership Over the Period 2014-2018



In terms of its composition, OCIS membership has remained fairly stable over the 5-year period. Academic members continue to represent the largest proportion of membership, followed by students and practitioners. Academic membership remained fairly flat with a modest increase of 3.54%. 2018 saw a minimal uptick in membership of 0.8%. PhD student membership increased by 7.18%, with the largest growth occurring in 2018 (11.2%). Practitioner membership declined by 35.21%, which reflects a decline of such membership in the Academy (26.67%). This is a concern and it mirrors comments about the relevance of OCIS programs for practitioner audiences.

Submissions to the OCIS Division

One important indication of engagement in the OCIS division is the number of submissions at the annual meeting. The submission of regular papers and symposia are depicted in Table 2. They show a positive trajectory of submissions over the past several years, with 2019 and 2020 having around a 25% YTY increase in paper submissions. The growth in submission numbers for the past two years, in particular, indicates increasing member engagement in the division.

Table 2. OCIS Submissions, period 2015-2020

| Year | Regular papers | Symposia |
|-------------|-----------------------|-----------------|
| 2015 | 170 | 15 |
| 2016 | 160 | 12 |
| 2017 | 137 | 17 |
| 2018 | 130 | 20 |
| 2019 | 163 | 23 |
| 2020 | 204 | 27 |

Related Conferences

We have examined the competition and timing of disciplinary conferences including AMCIS (Americas Conference of Information Systems), ICA (International Communication Association) conference, ICIS (International Conference on Information Systems), and NCA (National Communication Association) conference. The OCIS Executive Committee determined the following:

1. ICA used to alternate between May and June. It is now regularly scheduled in May and is not in conflict with AoM.
2. NCA is in November and is not in conflict with AoM.
3. Because OCIS has a large number of high-profile scholars who also attend AMCIS, the AMCIS Executive Committee decided that AMCIS would be scheduled at a time in August so it doesn't conflict with AoM.
4. ICIS is held in December.

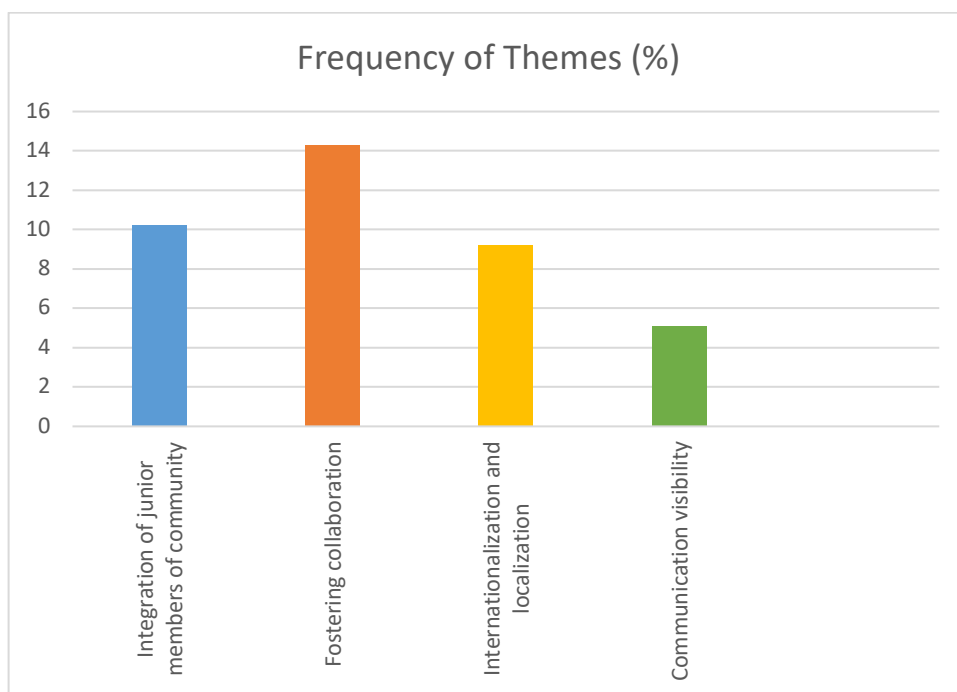
Combined with our analysis of the OCIS identity, the competition analysis conducted indicates that there are good grounds for concluding that OCIS member attendance at the annual meeting will not be compromised by other disciplinary conferences; the OCIS identity analysis indicates the division's unique value in being interdisciplinary (in comparison with the disciplinary conferences).

ENGAGEMENT STUDY

The member survey conveyed concerns about the lack of networking and collaboration opportunities among members as well as the identity and integration of disciplinary communities (Organizational Communication, Information Systems) within the OCIS division. As part of our self-reflection on these issues, the division's leadership conducted an additional member engagement study during the business meeting at the 2019 annual meeting in Boston, MA designed to help the division develop specific action steps to overcome concerns and strengthen the division. Members were asked to respond, in writing, to the following question: *What initiatives can OCIS provide that would enhance the value you derive from the division?* A total of 98 responses were received from the OCIS division's membership. The responses were analyzed and clustered into themes that reflected responses that appeared with notable frequency. All other comments appeared with less than 3% frequency. Figure 2, below illustrates the themes and their frequencies. Table A1 showing the specific responses that informed each of the themes is included in Appendix 1.

Four broad needs were identified. First, junior members of the OCIS division (i.e., doctoral students and junior faculty) expressed a desire for more opportunities to connect with senior scholars. These members are at a stage in their careers where they are working to establish their networks and find their place within the community. Second, members expressed a desire for more opportunities to explore potential research collaborations. In addition to being a venue for members to hear reporting on the latest research, the annual meeting is viewed by members as serving as an event full of opportunities to initiate new research with colleagues who are in attendance. Third, given the annual meeting's location in North America, members would like to have opportunities to attend events (beyond the meeting) that are geographically closer to their home location. Finally, members would like more communication of updates to the membership throughout the year.

Figure 2. Frequency of themes that emerged from member feedback.



In response to feedback from both the member survey and the engagement study, OCIS has identified a number of activities to increase engagement and strengthen the identity of the division.

FUTURE GOALS AND ACTIONS

Feedback from our member survey as well as our engagement study revealed concerns about the identity and integration of disciplinary communities within the OCIS division, as well as a desire by members for additional engagement and collaboration opportunities both at and outside of the annual meeting. In response to this feedback, OCIS has begun to implement a number of activities to increase engagement and strengthen the identity of the division.

Theme 1: Strengthen Identity and Communication

Action 1: Domain Statement Change

The division submitted an application to change the domain statement in December 2019. The new domain statement is a result of a two-year effort, involving the steering committee members and the creation of a specific task force involving several OCIS volunteers. After receiving feedback in early January, an updated version of the domain statement has been submitted for approval by AoM. The update of the domain statement reflects important changes to emphasize research phenomena rather than discipline-specific areas, as well as to highlight the integration of the disciplinary communities within OCIS through the study of cross-cutting issues of interest to scholars in

organizational communication, information systems, as well as other disciplines. This revised domain statement has already been circulated to DIGR leadership. It will enable us to strengthen the interdisciplinary identity of the division and increase member engagement.

Action 2: Division Name Change

Revising the domain statement made us reflect on the fact that the current division name does not best represent the division's research interests. This provided an impetus for a name change, as the current name obscures more than it reveals. The current name (OCIS) combines two disciplines and this disciplinary identity may even be putting off potential new members from other divisions who do not identify with OC or IS. We propose a phenomenon-based name that is highly topical and emphasizes the cutting-edge research in digital technologies that characterizes the division. Changing the division name will help to integrate the two disciplinary communities within the division as well as attract new members from other disciplines and divisions who are studying these topics.

The executive committee proposes a *name change* of the division to better reflect its core identity. The proposed name is *Communication, Technology, and Organizing*. The name change is subject to approval by division members at the upcoming OCIS business meeting in Vancouver (August 2020), followed by approval by AoM.

The name change proposal is grounded in research over the past three years. The main bulk of the work was conducted by an OCIS strategic task force. The task force consisted of the following members: Abayomi Baiyere, Michael Barrett, Maria Binz-Scharf, Sabine Brunswicker, Jennifer Gibbs, Steven Johnson, Marco Marabelli, Likoebe Maruping, Emmanuelle Vaast, Molly Wasko, and Mary-Beth Watson Manheim. The work was primarily done in 2017-2018 under the division chair Emmanuelle Vaast's tenure. Professor Molly Wasko served as the task force's chair. The task force conducted the following steps to ensure a rigorous process in coming up with name suggestions.

- Step 1: Analysis of the prior three years of OCIS conference schedules with a focus on deriving identity from themes and keywords of papers.
- Step 2: Mapping the associations of OCIS with other divisions at AoM.
- Step 3: Word count analysis to understand the core topical interests of the division.
- Step 4: Analysis of the list of members and their membership in other AoM divisions.

In addition, the division conducted two surveys related to the name change. The first offered three alternative division names, including the current name (OCIS). The current name OCIS (35.18%) was compared with "Communication, Technology, and Organizing" (43.08%) and "Digital Work and Communication" (21.47%). We then compared the two top candidates in another survey, where the "Communication, Technology, and Organizing" name received 59.8% of the responses, while OCIS received 30.4% of them (no answer: 9.8%). It should also be added that 84.3% of the respondents considered that the proposed new domain statement applied "extremely

well” or “very well” to the division.

Action 3: SPOTLIGHT initiative

The Division will spotlight a topic important to its members during each AoM annual meeting. The spotlighted topic may focus on an overarching or specific research area, inductively drawn from an analysis of the foci of papers and symposia submitted for the annual meeting, or it may be a topic that the division’s officers believe is of special interest to members because it is currently “in the news.” Pre-conference communication with the division membership, as well as members of other related divisions, will highlight the spotlighted topic and identify papers and symposia that are relevant. Exploration and discussion of the spotlighted topic will also serve as the focus of the division’s plenary session. In addition to highlighting a topic that is clearly relevant to our membership, the events around the spotlight will make it easier for members to network with others with a shared interest in the topic. We will use the communication mechanisms described in the next action point to facilitate discussions and collaborations around the spotlighted topic throughout the academic year following the annual meeting.

Action 4: Communication Plan

In fall 2019, we designed and began to execute a large-scale communication plan intended to reach out to members as well as scholars from other communities (even beyond typical AoM attendees). The main short-term goal was to improve engagement by increasing the number of submitted papers and PDWs. This has led to a substantial increase in submissions (see above). We also aim to pursue more ambitious and long-term goals, which include:

1. Increase membership by linking communication campaigns with making people aware of the more up-to-date and coherent focus of our division (cf. name change and domain statement revision).
2. Retain current membership, using the communication tools above
3. Keep the focus on paper/PDW submissions and thus conference attendance
4. Share the various activities of the OCIS community, as per the above.

We have adopted (and plan to keep using) the following communication channels:

- Microsite (connect@AoM)
- Newsletter using the Informz platform (currently issued four times a year, although we are considering increasing the number of yearly newsletters to six)
- Direct emails to communicate specific initiatives
- Social media activities, including Facebook posts. We have created two Facebook groups, one for faculty (320 members) and one for PhD students (155 members), Twitter posts (with over 500 followers) and other posts on specialized boards and distribution lists.

All the above will be combined with targeted innovative actions as documented in Theme 2.

Theme 2: Increase Collaboration and Socialization Opportunities at the Annual Meeting

Findings from the engagement study revealed that junior scholars would like more opportunities to establish research collaborations. Feedback to this effect was mentioned in 14% of the responses. Sample responses reflecting this theme include: “Collaboration networks”, “Create opportunities for those with research interests in particular areas to meet & explore a topic (like birds of a feature)” and “Initiates [Initiatives] that encourage collaboration among members.” Additionally, the engagement study revealed that junior scholars would like to have more opportunities to network and socialize among each other and with senior scholars during the annual meetings. This appeared in 10% of the responses received from the membership. Sample responses include: “Perhaps, as I am a new junior faculty member, it would be nice to have a forum / portal to connect more with other JR faculty. Having a mentor-support system would be useful”, “Relational meeting (on anything to keep the community in touch beyond annual meeting) / any form of engagement of PhD students”, and “More engagement with senior scholars. We here social but I mean something more organized about introduction on issues & topics”. The OCIS division leadership reflected on and discussed these responses and mapped out possible initiatives. Feedback from a surveys sent in September to members attending the 2019 consortia reflect the engagement study’s findings. In response to all this, we propose the following actions.

Action 1: DC/JFC Alumni Initiative

The division has offered successful Doctoral Consortia and Junior Faculty Consortia for many years. One of the main goals of the consortia is to integrate young scholars into the division and to provide an arena for networking and research collaboration. Oftentimes early-stage professional ties are created. The objective of the DC/JFC Alumni initiative is to build on these ties to create “get-togethers” at the annual meeting (as well as possibly other conferences). For each of the past five consortia, we will seek volunteers from each consortium to serve as OCIS JFC 2018 (example) ambassador.

Action 2: Mentorship Program for Young Scholars

PhD and junior faculty members of the division have expressed a desire to engage more often with senior faculty. We will initiate a mentorship program that pairs more experienced faculty with less experienced members of the division. First, we will create a set of guidelines for the mentor/mentee role, addressing questions such as whether the primary objective mentor/mentee pairing is to provide a sounding board for professional issues and “friendly reviews” of research in progress, or to foster research collaborations. The AIS (Association for Information Systems) Women’s Network mentor/mentee program can serve as one data point on how to structure the new initiative. Next, we will solicit mentor volunteers from our membership, and then solicit interest from less experienced members of the division who would like to have a mentor. The guidelines for the mentor/mentee relationship will be shared with both parties when they are paired. We understand that other divisions such as ENT and MLC are also developing mentorship programs and will work with representatives from these divisions to share best practices.

Action 3: Senior Slam Sessions

The division will start to organize 30-minute senior slam sessions (over a coffee) where junior faculty and doctoral students meet OCIS senior scholars who are in attendance. The senior scholars will be on hand to answer questions from junior members of the division. To seed the conversations, tables could be organized around specific topics. Examples of topics are “publishing”, “getting the first job”, “the tenure process”, and “teaching innovation.” This would allow junior members to have scheduled face time with senior scholars in the division. On selected days during the annual meeting, these sessions will be scheduled at various points throughout the day.

Action 4: Off-Venue Social Gatherings for Junior Faculty and PhD Students

In order to facilitate organic opportunities for network building, ahead of the annual meeting the OCIS division leadership will appoint ambassadors to organize outings to area attractions and activities around the conference location. Once outings (for example, a boat cruise) have been identified and organized, members will have an opportunity to sign up to join those that are of interest. Logistic details will be shared ahead of time with those who have signed up to attend.

Action 5: Research Startup Session

In response to the expressed desire for opportunities to establish research collaborations, the OCIS division will establish a research startup session on the conference program. The idea will be for interested members to pitch their ideas (topics or problems of interest) to those in attendance. Ideas that overlap can be consolidated. Those in attendance can then self-organize around the ideas that interest them. The self-organized groups will spend the remainder of the session formulating the problem. At the end of the session, a representative from each group will summarize how their group formulated the problem. The goal is to jumpstart research collaborations that will continue after the conference. Similar activity has been successfully organized in other venues. For instance, in 2017 the International Conference on Information Systems (ICIS) initiated a paper-a-thon that does this and was very well-received. With their startup weekends, Techstars, the startup accelerator, has organized similar activities for participants to ideate and initiate startups.

Theme 3: Increase Collaboration Opportunities Outside the Annual Meeting

Our members have also expressed interest in additional collaboration opportunities outside of the annual meeting. To this end, we propose two additional actions that are designed to increase the number of collaboration opportunities for our members in various domestic as well as international locations outside of the annual meeting.

Action 1: Organize Sessions of Interest to Members at Workshops and Conferences Outside of the Annual Meeting

A common goal of our actions is to provide opportunities for division members to develop and maintain collaborative relationships throughout the year. This is something that the membership highlighted in the 5-year survey, as well as in the data collected

from those who attended the 2019 business meeting in Boston (the engagement study). Since our membership crosses many disciplines, we will cast a wide net to identify opportunities. Opportunities include workshops scheduled around special issues for journals such as AMJ, AMR, and Organization Science; and other conferences that members are likely to attend (e.g., ICA, AMCIS, ICIS, and regional AoM meetings). In addition to providing a valued service for current members of the division, this outreach will also be an effective way to highlight shared research interests to AoM members in other divisions who also attend these other-than-annual-meeting gatherings.

Action 2: Co-Sponsor Artificial Intelligence Conferences Initiative

In 2019, a pre-AoM conference on artificial intelligence was organized by the OCIS division in collaboration with the MC division. Given the success of the conference, this initiative will be ramped up with a planned Artificial Intelligence conference in collaboration with the MC division in Shanghai 2020 (originally planned for spring, but timing will be adjusted to respond to current travel restrictions to China) and Vancouver 2020 (pre-conference). The pre-conferences work as an attractor to increase Annual Meeting participation. The conference in Spring 2020 will serve as a strategic action to keep members engaged between the annual meetings. We also view the Artificial Intelligence initiative as a way to increase the division's impact to practice (in line with AoM's strategic objectives). In fact, the first conference on artificial intelligence attracted a number of professionals from various industries.

IMPLEMENTATION PLAN

Naturally, the actions that have been outlined will not be rolled out at the same time. Some actions steps require additional discussion and others need to go through a formal approval process. For example, Theme 1-Action 2 will need to go through the AoM's formal process for a change of division name. Theme 2-Action 5 will require further discussion of how it is programmed into the annual meeting schedule and what the implementation details look like. Table 3, below, shows our timeline for rolling out these actions. A variety of strategic considerations were made to identify these timelines. For example, the roll out of Theme 1-Action 1 is already under way through the AoM's formal process. Theme 2-Action 1 and Action 4 do not require meeting space, do not need to appear on the conference program and require little to no monetary cost to the OCIS division. Consequently, these are scheduled to be rolled out in 2020.

Table 3. Implementation Timeline for Actions¹

| | Year of Planned Implementation | | | |
|--|--------------------------------|------|------|------|
| | 2020 | 2021 | 2022 | 2023 |
| Theme 1: Strengthen Identity and Communication | | | | |
| Action 1: Domain Statement Change | √ | | | |
| Action 2: Division Name Change | | √ | | |
| Action 3: SPOTLIGHT initiative | √ | | | |
| Action 4: Communication Plan | √ | | | |
| Theme 2: Increase Collaboration and Socialization Opportunities at the Annual Meeting | | | | |
| Action 1: DC/JFC Alumni Initiative | √ | | | |
| Action 2: Mentorship Program for Young Scholars | | √ | | |
| Action 3: Senior Slam Sessions | | √ | | |
| Action 4: Off-venue social gatherings for junior faculty and PhD students | | √ | | |
| Action 5: Research Startup Session | | | | √ |
| Theme 3: Increase Collaboration Opportunities Outside the Annual Meeting | | | | |
| Action 1: Organize Sessions of Interest to Members at Workshops and Conferences Outside of the Academy | | | √ | |
| Action 2: Co-Sponsor Artificial Intelligence Conferences Initiative | √ | | | |

¹ Several of these activities are planned to be recurring activities. This table depicts the first occurrence of the planned activity.

APPENDIX 1

Table A1. BREAKDOWN OF FEEDBACK

| Integrating junior members of the community | Fostering collaboration | Internationalization and localization |
|---|--|---|
| Consortium of graduate students. | Initiates that encourage collaboration among members. | More PDWs / Bring events close to the EU. |
| Perhaps, as I am a new junior faculty member, it would be nice to have a forum / portal to connect more with other JR faculty. Having a mentor-support system would be useful. | Co-authors. | Workshops and panels outside AOM (e.g., OCIS panel or PDW at PACIS or ICIS) / paper-a-thon at AOM. |
| Posts from researchers who seek for co-authors / more structural content of microsite / more affordances for finding advice from scholars for engaging them in discussions (especially for PHD students). | Finding co-authors. | Conferences and workshops in other parts of the world / some presence on twitter. |
| Propose development and workshops for the students who did not wrote their proposal yet / engaging in a community early is good for young scholars, so it would be better to give young PHD student a chance to come. | For me, what distinguishes the AOM from the AIS is that there is more interesting thing between disciplines. I think OCIS could further strengthen its position in this community (e.g., digital stuff). | International workshop / partner with IFIP working groups, e.g., 8.2 / 9.4. |
| Support and possibilities for young scholars and PhD students, i.e., feedback platforms (workshops) or career support. | An OCIS podcast / featuring interviews with junior, mid-level, and senior scholars about research and practice of relevant to OCIS. | Regional activities. |
| (PDW) mentor – mentee to help authors to publish at the top journals. | Collaboration networks. | Lot appreciate workshops between AOM (outside of North America, ideally) and OCIS focused topics. Also helps to internationalize as well as building new connections. |
| Relational meeting (on anything to keep the community in touch beyond annual meeting) / any form of engagement of PhD students. | Encourage conversation in the online community. | More international PDWs / connect with more divisions around contemporary technology both in the AOM and beyond. |
| More engagement with senior scholars. We here social but I mean something more | Help with researchers that are not so familiar with the | Local meetings and conferences for senior and junior members. Overall, it's been great. |

| | | |
|---|--|---|
| organized about introduction on issues & topics. | established members of the division. | |
| Meeting for junior faculty through a informed request connect system. | Facilitate more OCIS networking events (e.g., the poster presentation / reception would have more people if having / offering rewards for students). | International conference / research initiates PDW on “AI in management” in Vancouver / initiatives on AI @ Harvard as a pre-AOM in Vancouver. |
| As a senior person, I’d welcome more opportunities to mentor junior people beyond the doc & junior faculty workshops (maybe year-long matches on a session @ annual meeting for drop-in mentoring). | Create opportunities for those with research interests in particular areas to meet & explore a topic (like birds of a feature). | |
| | More PDW / more opportunities to interact with other members (use online means). | |
| | It is different to know how to contribute/participate. A means to volunteer for small tasks & contributions would help. | |
| | Interdisciplinary / collaboration and paper workshops. | |
| | Implement Noshir’s team formation tool to help people to build team research / Database of OCIS member publications. | |

Communication/visibility:

- some presence on twitter
- An OCIS podcast
- wechat channel
- Post member new publication on twitter
- Foster and showcase research done by individuals from OCIS with members of other divisions

BRAINSTORM OF IDEAS

| Integrating junior members of the community | Fostering collaboration | Internationalization and localization |
|---|---------------------------------|--|
| Senior slam (coffee hour or session where junior faculty and doctoral students meet OCIS senior scholars who are in attendance) | Paper-a-thon | Regional webinars |
| Junior faculty and doctoral student off-venue social gathering | Techstars start-up weekend | Online AMA (bi-monthly, quarterly) |
| | Within-division interest groups | |