

Organization and Management Theory

A Division of the Academy of Management

Newsletter Post-conference 2025

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2025 Sponsors

General



Best OMT Entrepreneurship Paper



Best OMT International Paper



OMT Doctoral Student Consortium



OMT Junior Faculty Consortium



Meet EGOS@OMT Social | Meet OMT@EGOS Social



OMT Executive Committee Winter Meeting



Louis Pondy Best Dissertation Award



Best Social Networks and Organizations Paper



Distinguished Scholar Award



School of Business

THE GEORGE WASHINGTON UNIVERSITY

Best Paper on Environmental and Social Practices



Best Symposium Award



Joanne Martin Trailblazer Award



OMT Division Leadership

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Division Program Chair	Silviya Svejenova	Copenhagen Business School
Division Program Chair-Elect	Jo-Ellen Pozner	Santa Clara University
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Division Research Chair	Yonghoon Lee	Texas A&M University
Division Best Paper Award Chair	Ann Langley	HEC Montréal
Division Chair	Wendy Smith	University of Delaware

OMT Division Chair's Welcome Message

Wendy Smith



Wendy Smith

OMT,

Why did I run for the OMT 5-year Division Chair role? People often ask me that question, tinged with a hint of dismay. After all, we academics tend to roll our eyes when asked to take on extra service and leadership. The question they are really asking me is why take the time away from my scholarship and writing to engage in service activities.

However, I think about it differently. As someone who studies paradox theory, I don't think of this as research OR leadership; knowledge creation OR community building. Instead, I see the interdependent relationship, the way that leadership and community building lead enable us to generate and disseminate more insightful and valuable research.

Here's a couple of episodes from my experiences at AOM this year that remind me of how our work to build community ensures better research.

- A junior scholar at AOM's Junior Faculty Consortium told me that she had an incredible conversation with a senior scholar during OMT's yearlong Mentor MeetUPs. The senior scholar made a connection with yet another scholar, with whom she was now launching a new research project.
- I met a PhD student at OMT's social. She told me that she was only at the social there because she had joined one of our OMT off program events earlier that day, met some people, and they came to the social together (I thought it was just for the drink tickets I was holding, but I was wrong). At the social, she met someone whose research she had just read, and together they were planning to submit a symposium to OMT next year.
- I also saw a number of OMT sessions, bringing people together to address climate change, polarization, threats to democracy; while also exploring the richness of craft industries, the value of inclusion and the need for networking.

So that's why I do it. Because together we are all better than any of us alone!

And I'm so grateful to the amazing people that help build this community – the OMT 5-year officers, 3-year reps and committee chairs – as well as our extensive group of volunteers who continue to help us build community and advance scholarship. THANK YOU all!

GOALS:

I have two main goals that I'm working on this year.

- **Inclusive programming** – OMT is known for creating programming both on and off the AOM program that is robust and inclusive, making sure that we serve our extensive, diverse community. My goal this year is to explore how we can continue to do even better, ensuring that you can all find space within OMT to

OMT Division Chair's Welcome Message

Wendy Smith

connect. Please do reach out to me if you have ideas to advance our programming.

- **Expanding our finances** – The AOM divisions depend on membership dues to fund our events at AOM and during the year. But costs have increased more than dues. Increased funding will allow us to expand our programming – offering more opportunities during the year to sponsor small conferences, providing scholarships for people to attend our consortium, supporting small gatherings in Philadelphia. To do so, we rely on our sponsors. We are so grateful to all of our current sponsors. Again, please reach out if you know of schools, centers, foundations, journals, etc that want to sponsor OMT.

I hope you'll take a moment to read through this newsletter – where you'll find more information about our events and programming, awards, sponsors and volunteer opportunities.

And if I don't see you before, I hope I'll get a chance to connect with many of you next year in my own hometown of Philadelphia for AOM 2026.

Please feel free to reach out during the year.

Wendy

2025-26 OMT Division Chair

smithw@udel.edu

OMT Program Chair's Message

Joel Gehman



Joel Gehman

Dear OMT:

Wow! This summer's conference in Copenhagen was one for the record books – and brought to life the power of organizing and the vibrancy of our OMT community. Together we celebrated the depth, breadth and proactive engagement of our 4,455 members (our highest total ever).

Here are some highlights from the 2025 annual meeting. I hope these inspire you to join us in 2026!

Collectively we received more than 900 submissions to the scholarly program, including:

- **659 papers. An all-time record.** +42.3% from last year (n=463) and +1.3% from Vancouver (2015, n=651), our previous record. There was an academy-wide 50% acceptance rate.
- **206 symposia. An all-time record.** +50.4% from last year (n=137), and +45.1% from Boston (2019, n=142), our previous record. There was an academy-wide 75% acceptance rate.
- **44 posters.** A new category this year. We had a 100% acceptance rate. This rate varied by division.

We could not have handled all these submissions without the participation of our members. This year we were helped by **1,207 reviewers, an all-time record.** +40.5% from last year (n=859), and +0.6% from Chicago (2018, n=1,200), our previous record.

This year we were able to distribute 23 travel awards of ~\$500 each. The funding for these awards consisted of \$8,500 from AOM, plus ~\$3,000 from the Carlsberg Foundation. We received 96 applications and selected recipients who were members of OMT with a priority for students; those based global south; attendees of DSC, GRC, JFC, NYFY; and those attending AOM for the first time.

On Monday morning, we heard from our [Distinguished Scholar](#): Renate Meyer, *Sponsored by the University of Delaware and George Washington University*

On Monday night at the OMT Business Meeting we recognized the following award winners:

- [Distinguished Educator Award](#): Royston Greenwood
- [Ned Smith Rising Star Award](#): Madeline Toubiana
- [Best Published Paper Award](#): Emilio Marti, Thomas B. Lawrence and Christopher W.J. Steele (2024). Constructing Envelopes: How Institutional Custodians Can Tame Disruptive Algorithms. *Academy of Management Journal*, 67, 1273-1301.
- [Louis Pondy Best Dissertation Paper Award](#): Cultural Brokers as Appreciators or Appropriators? Identity and Market Evaluations, Susie Choe; *Sponsored by IESE Business School*

OMT Program Chair's Message

Joel Gehman

- [Best Paper Award](#): "What Are We Even Doing Here?" Nurses' Experiences of Moral Injury during the Pandemic, Madeleine Rauch
- [Responsible Research Paper Award](#): Do Startups Engage in More Misconduct than Incumbent Firms? An Exploratory Study, Salem Alsanousi & Dana Kanze; *Sponsored by Skoll Centre, University of Oxford, Säid Business School*
- [Best International Paper Award](#): How Organizations Acting Resiliently Draw on and Make Place, Stefanie Beninger, Bernadette Bullinger & Leila Rakib Ortega; *Sponsored by Organization Studies*
- [Best Paper on Environmental and Social Practices](#): CrossFit in the Crosshairs: A Community-Embedded Theory of Firm Responsiveness to Social Issues, Enrico Forti, Joost Rietveld & Alessandro Piazza; *Sponsored by UNSW Centre for Social Impact*
- [Best Entrepreneurship Paper](#): Scandal as a Catalyst: Evolving Media Framings of Sexual Harassment and Actions in VC, Greta Hsu & Elizabeth Pontikes; *Sponsored by Macquarie University*
- [Best Social Networks and Organizations Paper](#): Not All Brokerage Yields Benefits: Brokerage Subtypes and Performance in Scientific Networks, Christopher Liu, Waverly Ding, Young-Kyu Kim & Beril Yalcinkaya; *Sponsored by Links Center for Social Network Analysis*
- [Best Student Paper](#): Standing with a Rising or a Preexisting Star: Impacts of Star Collaborators on Attention Received, Yue Zhong
- [Best Symposium](#): How Can Business Schools Retain Their Relevance and Rethink Their Value Add in a World Of AI? Organized by Michael Jacobides and Peter Zemsky; *Sponsored by Cornell University ILR School*

Additionally, we recognized the ABCD (Above and Beyond the Call of Duty) Reviewer Award winners.

Alberto	Nucciarelli	U. of Trento
Amna	Chaudhry	Copenhagen Business School
Baifu	Chen	Rice U.
Benedetto	Lepori	U. della Svizzera italiana
Bryan	Spencer	U. of Alberta
Christian	Huber	Copenhagen Business School
Chunhu	Jeon	Morgan State U.
Cristian	Trejos	U. della Svizzera italiana
Debora	Anspach	HEC Montreal
Eduardo	Meléndez	U. of Oklahoma
Elisabeth	Yang	Yale U.
Everlyne	Misati	George Washington U.
Farhan	Iqbal	Indiana U.
François	Neville	McMaster U.

OMT Program Chair's Message

Joel Gehman

Gianlorenzo	Meggio	Aarhus U.
Gislene	Haubrich	Stockholm School of Economics
Hatim A.	Rahman	Northwestern U.
Hendrike	Werwigk	U. of Passau
Isabelle	Solal	ESSEC Business School
Jade	Lo	Drexel U.
Javid	Nafari	McMaster U.
Jennifer	Sloan	U. of Alberta
Jonathan	Bundy	Arizona State U.
Julia	Borgers	Radboud U. Nijmegen
Julian	Faid	U. of Alberta
Jusang	Lee	U. della Svizzera italiana
Katrin	Muehlfeld	U. of Trier
Kim	Claes	Cornell U.
Konstantin	Hondros	Helmut Schmidt U.
Konstantin	Scheuermann	U. College London
Madhushree	Agarwal	MDI Gurgaon
Magdalena	Winkler	WU Vienna U.
Mathieu	Bouchard	U. of Ottawa
Mislav	Radic	Bocconi U.
Moritz J	Kleinaltenkamp	NEOMA Business School
Owen	Parker	U. of Texas at Arlington
Paul	Merritt	Cornell U.
Richard	DeJordy	Rochester Institute of Technology
Rongrong	Zhang	CUHK, Shenzhen
Ruvaredu	Mbonjani	Vrije Universiteit Amsterdam
Saija	Katila	Aalto U.
Shuang	Xie	U. della Svizzera italiana
Stefanie	Habersang	Leuphana U. of Lüneburg
Stephan	Leixnering	WU Vienna U.
Sukanya	Roy	U. of Michigan
Valerio	Iannucci	Boston U.
Vontrese	Pamphile	George Washington U.
Zorina	Chen	U. of Pennsylvania

THANK YOU!

- OMT Research Committee – led by Massimo Maoret – for reviewing papers for awards
- OMT Best Paper Award Committee – led by Renate Meyer

OMT Program Chair's Message

Joel Gehman

- All our reviewers... and especially the 'emergency' reviewers that turned around reviews in less than 2 days

Next Steps

As we start looking toward next year in Philadelphia, here are some opportunities for you to participate.

- **Submit a paper or PDW to OMT** - Connect with Silviya Svejenova and Jo-Ellen Pozner if you have questions.
- **Sign up to review for OMT** - We will need 900-1000 reviewers. Connect with Silviya Svejenova if you have questions.
- **Join the research committee** - Volunteer part of the process of choosing awards. Email Yonghoon Lee at Texas A&M University for more information.
- **NOMINATE for OMT Awards** - [Distinguished Scholar](#) and [Joanne Martin Trailblazer](#). Nominations open early January. Email me with any questions.
- **NOMINATE for our four elected officer roles** - Division Program Chair-Elect, Rep-At-Large North America, Rep-At-Large Europe and Australia; Rep-At-Large Latin America, Asia and Africa. Nominations open early January. Email me with any questions.
- **Sponsor our awards and events** - Email me if your school/organization is interested in sponsoring OMT

Thank you all for making **OMT THE PLACE TO BE.**

Joel Gehman

OMT 2025-2026 Division-Chair Elect

OMT PDW Chair's Message

Silviya Svejnova



Silviya Svejnova

🎉 What an incredible year for OMT PDWs at AOM in Copenhagen! 🎉



As 2025 OMT PDW Chair, I invited innovative, inclusive, impactful, and inspired (by Copenhagen) proposals. Our program was entitled OMT Engage - connecting with local context, addressing important questions, and strengthening professionally and socially our community!

Here's what engagement looked like on the final AOM program:

- ◊ 3 days x 3 stunning venues: Bella Center Copenhagen, Copenhagen Business School, and Designmuseum Danmark (and on water)
- ◊ 62 PDWs with OMT as the lead division - a record! (up from 40 in 2024)
- ◊ 178 PDWs co-sponsored with other divisions as the lead (vs. 120 in 2024)
- ◊ 240 PDWs total with OMT involvement - 50% more than last year!
- ◊ Buzzing with excitement OMT Social, OMT Distinguished Scholar breakfast, and Meet EGOS@OMT events

👏 A huge thanks to everyone who submitted, organized, participated, attended, and brought energy and ideas!

🌟 Special kudos to:

- Emily Block, Mia Raynard, Katie Stephenson, Andrea Prado, and Erica Salvaj – for organizing outstanding OMT Junior Faculty, Doctoral Student, and Global Research Consortia
- Stefano Magistretti, Francois Neville, Nevena Radoynovska, and Hongwei Xu – for a great OMT Mid-Career PDW, which is becoming a tradition
- Emilio J Castilla and Forrest Briscoe – for an amazing “Navigating the First Years of the PhD” PDW
- Christine Moser – for the creative work on revitalizing TeachOMT
- Anupama Kondayya, Christine Moser, and Ilaria Orlandi – for a fabulous OMT MeetUp
- Erica Salvaj and Tor Hernes – for their innovative PDW on kayaking as a leadership laboratory, which brought OMT PDW program onto the water for the first time

OMT PDW Chair's Message

Silviya Svejenova



Deep gratitude to our generous sponsors:

- USC Marshall School of Business – OMT Doctoral Student Consortium
- Organization Studies and Organization Theory – OMT Doctoral Student & Junior Faculty Consortia
- Carlsberg Foundation (grant CF25-0693) – for the rent of a beautiful space at Design Museum Denmark, travel grants for early career participants, catering support, and student assistance for OMT Engage
- Copenhagen Business School – for hosting our OMT consortia, various PDWs, socials (including Meet EGOS@OMT) so generously
- CBS Leadership Centre – for supporting PDW cultural and social events on Collective Leadership and Creative Leadership (Leading with Danish Design)



A heartfelt thank you to Eva Boxenbaum, CBS AOM 2025 Lead, whose vision and impressive work enabled our engagement with Danish society, and to the entire CBS AOM 2025 team.

To my Dream Team at Organize! by Department of Organization: Line Fensteen Nielsen, Katrine Drachmann Høier, and Nanna Guldager Møller—a big thank you for your unwavering support across venues, always with a smile! And to Marianne Aarø-Hansen, for making it possible.



OMT Engage was such a wonderful learning and social experience thanks to YOU ALL!

A great honor this year was introducing Professor Renate Meyer as the OMT Distinguished Scholar, celebrating her remarkable achievements, deep influence on our field, and inspiring academic journey. Her bridge-building across geographies, disciplines, institutions, and generations - combined with her intellectual rigor, creativity, and generous collegiality - offers a powerful message of collaboration in polarized times.



Another particularly meaningful and magical part of my role was imagining and realizing the OMT Artifact. My choice was a gift to the future: 250 beech trees planted on behalf of OMT in the Margrete Forest (a regenerative forest with a strong commitment to biodiversity, named after Denmark's first queen, who sought unity across Nordic borders) on the heart-shaped Danish island of Orø. The trees celebrate AOM's first meeting outside North America and convey a message of caring for people, places, and the planet across OMT generations.

Looking ahead to 2026, I hope you will continue sending us innovative and inspiring PDW proposals (as well as your papers and symposia proposals). If you have PDW ideas for Philadelphia, please feel free to reach out to Jo-Ellen Pozner, our wonderful PDW Chair for 2026, to share them. I look forward to staying in touch on the 2026 Program in Philadelphia. Please send us your papers, posters, and symposium

OMT PDW Chair's Message

Silviya Svejenova

proposals, and don't forget to sign up as reviewers so that together we keep a thriving OMT - the place to be!

Silviya Svejenova
2025 PDW Chair & 2026 Program Chair

List of OMT PDWs (beyond the six directly sponsored by the OMT division – OMT Doctoral Student Consortium, OMT Junior Faculty Consortium, OMT Global Research Consortium, Navigating the First Years of the PhD, Navigating the Mid-career Stage, and TeachOMT):

1. 10 years in! Assessing opportunities and challenges in the big tent of stigma and organizations
2. A temporal perspective on disruptive innovation
3. Agency in organization theory: exploring the human, more-than-human, and other-than-human
4. Behind the scenes of highly cited organizational ethnographies: managing a research pipeline
5. Can a paradox approach bridge polarization? Balancing rationality, emotions, and actions
6. Crafting better worlds: organization theory, aesthetics, and leadership in crisis
7. Crisis-driven transformation in organizations
8. Engaging with morals and values in occupations, organizations, and markets
9. Entrepreneurship ideology & political discourse
10. Expertise in and around organizations: who are the experts?
11. Exploring the impact of videocracy on organizations, work and their management
12. Hidden value of resources: insights from exaptation for innovation, strategy & organizational change
13. History & management and organizations
14. How can an organizing risk perspective advance organization and management theory?
15. Human capital in entrepreneurial firms: key insights and new directions
16. Interdisciplinary approaches to tackling grand challenges: reflections on dilemmas and positionings
17. Introduction to social network analysis
18. Is network advantage (still) not the same for everyone?
19. Is social media a threat to democracy? Examining political, market and technological lenses
20. It's not just you! Let's have an honest conversation about failure
21. Language and management: a panoramic view of theorization and methodology
22. Leading in the unknown: experimenting with design practice and pragmatist philosophy
23. Leading the boat: discussing leadership, teamwork, resilience & purpose through the lens of kayaking
24. Leveraging systems theories, methods and approaches in early-career management scholarship
25. Movements and markets

OMT PDW Chair's Message

Silviya Svejenova

26. Navigating and leveraging field site access: strategies and challenges in field research
27. Navigating the intersections of organization theory (ot) and science and technology studies (sts)
28. Navigating the nationalist tide: patriotism and strategic imperatives for organizations
29. New ways of seeing: non-verbal and multimodal approaches to the future
30. Organizational purpose and values: new and emerging voices
31. Past, present, and future of a behavioral theory of the firm: reimagining context in decision-making
32. Performativity and management theory: new perspectives and applications
33. Philosophy, ethics and management
34. Practice-driven institutionalism: new practice emergence
35. Process-relational perspective in research & teaching: practical application for a world in becoming
36. Prospective, prescriptive, and pragmatist theorizing and methodology
37. Publishing organizational network research: developing ideas and draft papers for publication
38. Queer eye for academics: skills for navigating academic life
39. Race to extremes? Unpacking ethical questions and dilemmas in grand challenge research
40. Researching collective leadership: controversies and contexts
41. Revisiting inhabited institutions: advances, challenges, and frontiers in theory and methodology
42. Space and place in organization and management research: topics, methods and conceptual perspectives
43. Stakeholders' role in changing organizational fields: the case of rapidly evolving universities
44. Staying with the trouble: conducting ethnographic research on grand challenges
45. Studying institutional fields qualitatively for advancing knowledge on grand challenges
46. Studying ranking and ratings in the age of multiple evaluators: common challenges and solutions
47. Teaching social innovation: integrating teaching and research for societal impact
48. Teaching social networks
49. Testing causal mechanisms of the decision-making process in corporate governance
50. The algorithmic apprentice: ai-powered research methods
51. The future of sociology in management scholarship
52. The institutional impact of ai
53. Theorizing paths in management research: opportunities and challenges of a revitalized concept
54. Toward digital kill or renaissance - what's next for organizational learning theories?
55. Trust between individuals and organizations
56. Using sports data to advance management theory

OMT Past Division Chair's Message

Emilio Castilla



Emilio Castilla

As the past Chair of the OMT Division, I continue to be inspired by the energy and curiosity of our doctoral students. I still remember my own first AOM conference and how overwhelming yet exciting it felt to discover the OMT community for the first time. That memory has guided my commitment to initiatives that help new scholars feel welcomed, supported, and connected from the very beginning. The “Navigating the First Years of Your PhD” PDW was created precisely with that goal in mind—to give early-stage PhD students a space to learn, share ideas, and begin to see themselves as part of OMT.

At AOM 2025 in Copenhagen, the OMT Executive Committee held the third edition of “Navigating the First Years of Your PhD,” our recurring PDW. This professional development workshop offers doctoral students in their first or second year an opportunity to meet international peers at the same career stage and to discuss their emerging research ideas with OMT’s leadership.

Building on the successful launches of the PDW in 2023 and 2024, this third edition welcomed 50 early-stage PhD students from around the world. With a slightly expanded schedule, participants explored—together with peers and experienced scholars—how OMT scholarship and the OMT Division can help them transform their initial ideas into rigorous and impactful research. Through the OMT Meet Up initiative, they were also invited to meet one-on-one with scholars who share their research interests and who could help them navigate the early stages of their doctoral journey. Participants shared their own experiences as new doctoral students and began to build meaningful international networks.

Participants expressed high satisfaction with the experience and especially valued the opportunity to connect with both peers and established scholars within their research domains. Many also found the session helpful in coping with the often-overwhelming experience of attending the AOM Annual Meeting for the first time.

A big applause goes to members of OMT’s Executive Committee who contributed generously as co-hosts, mentors, and roundtable facilitators to the success of this event: Forrest Briscoe, Wendy Smith, Joel Gehman, Silviya Svejenova, Eva Boxenbaum, Emily Block, Mia Raynard, Andrea Prado, Jade Lo, Danqing Wang, Ilaria Orlandi, Kevin Lee, Christine Moser, Yonghoon Lee, and Paul Gouvard.

And two very special thanks. First, to Ilaria Orlandi for her time, support, and kindness in helping me prepare all the materials and assignments needed ahead of the PDW in Copenhagen. And second, a big shout-out to Forrest Briscoe, our Past (Past!) Division Chair, for running the session live in Copenhagen on my behalf after I had to cancel my trip to AOM this summer due to a family loss.

Emilio J. Castilla

Past OMT Division Chair | Author of [The Meritocracy Paradox: Where Talent Management Strategies Go Wrong and How to Fix Them](#)

OMT Past Division Chair's Message

Emilio Castilla

P.S. The participants of the third edition of “Navigating the First Years of Your PhD” truly represented a dynamic community of scholars working on a wide range of topics related to organizations, leadership, and inequality. The information summarized below is based on a survey I conducted prior to the event, which provided valuable insights into the main areas of research and the challenges these early-career scholars face in their work.

ABOUT THEIR RESEARCH INTERESTS

Leadership & Upper Echelons:

"Leadership theory," "Strategic leadership," "CEO activism," "Upper echelons theory"

Organizational Theory & Behavior:

"Org design," "Org behavior," "Org identity," "Org culture," "Org learning"

Entrepreneurship & New Ventures:

"Entrepreneurship," "Immigrant entrepreneurship," "New ventures," "Framing in entrepreneurship"

Technology, AI & Innovation:

"AI," "Tech change," "Digital transformation," "Open innovation," "AI governance," "Technology & work"

Social Evaluation, Status & Legitimacy:

"Status," "Social evaluation," "Legitimacy," "Social approval"

Social Issues & Inequality:

"Gender," "Diversity," "Marginalized perspectives," "Social exclusion," "Labor market inequality"

Corporate Governance & Boards:

"Corporate governance," "Boards of directors," "Stakeholder governance"

Institutional Theory & Logics:

"Institutional logics," "Institutional change," "Practice theory"








Communication & Sensemaking:

"Executive communication," "Sensemaking," "Framing"

Methods & Methodological Interests:

"Qualitative methods," "Ethnography," "Netnography," "Process studies"

THEIR KEY CHALLENGES

-  1. Finding and defining a research focus
-  2. Managing time, multiple projects, and life balance
-  3. Building support networks and mentorship
-  4. Navigating and integrating literature & theoretical contributions
-  5. Data collection and methodological challenges
-  6. Writing, communicating, and publishing
-  7. Motivation, uncertainty, and emotional stress

OMT Social Media Report

Giada Baldessarelli



Giada Baldessarelli

Dear OMTers,

I hope you are having a great fall.

First, I want to thank all of you for engaging with us on our social media platforms. You are the reason we keep sharing such great content ★

As in the past, we have dedicated ourselves to growing our social media presence with three key objectives in mind: (1) to disseminate information about important events, deadlines, and topics of interest to both current and prospective members of our community; (2) to support and enhance our division's goals and strategies, specifically the expansion of our global reach to promote greater diversity and inclusivity within the OMT community; and finally (3) to facilitate year-round engagement and community building with all our members, not just during the AOM Annual Meeting.

Here are some highlights that showcase the ongoing success of our efforts:

- Our LinkedIn account remains our flagship social media platform and continues to attract new followers. As of November 2025, we have 4,600 followers, which is 700 more than last year.
- As of November 2025, our Instagram account (@aom__omt) has about 320 followers. Its visual content, especially celebratory posts and OMT events, enhances our outreach efforts and adds a unique touch to our social media presence.
- Our Facebook page has more than 2,000 followers, a figure that has remained mostly stable in recent years.
- Our X account has been X-ed (thank you, Wendy, for this clever expression). It still exists, but we have decided to focus our efforts on Bluesky (@aom-omt.bsky.social); follow us there as we grow our social media presence through this channel as well.
- Finally, our YouTube channel (@AOM_OMT) acts as a repository for our recordings, including addresses by distinguished scholars and post-doc info sessions.

During the upcoming year, our team will continue to strive to build on and expand the solid foundation we have established thus far.

Again, thank you for your support and for being part of our incredible community.

Please stay in touch and follow us on LinkedIn, Instagram, Facebook, and Bluesky for updates and celebrations 🚀

Giada Baldessarelli
Social Media Chair

OMT Doctoral Student Consortium (DSC) Report

Pedro Monteiro and Katie Stephenson



Pedro Monteiro



Katie Stephenson

Each year, the OMT Doctoral Student Consortium (DSC) brings together the next generation of scholars to connect, learn, and grow under the guidance of leading faculty. The 2025 Academy of Management Meeting in Copenhagen showed once again that OMT is the place for *doctoral candidates* to be! Over 60 doctoral candidates from across the globe met together at the Copenhagen Business School to engage with journal editors, meet with inspiring faculty, discuss research, explore career trajectories, and of course eat pizza along the beautiful Nyhavn Canal.

We extend much gratitude to the faculty mentors and journal editors. It is you who truly make OMT the place to be. Thank you, Beth Bechky, Lindsey Cameron, Jean Clarke, Charlotte Cloutier, Kevin Curran, Silvia Dorado, Nilanjana Dutt, Aleksos Gotsopoulos, Bryan Hudson, Gorgi Krlev, Esther Leibel, Namrata Malhotra, Ninna Meier, Pedro Monteiro, Christine Moser, Amit Nigam, Tim Pollock, Trish Reay, Eunice Rhee, Jörgen Sandberg, Roy Suddaby, Jean-Philippe Vergne, Lauren Waardenburg, Milo Wang, Anne ter Wal, Mathias Wenzel, Filippo Carlo Wezel, Tammar Zilber.

We look forward to another great DSC in Philadelphia in the summer of 2026. Keep an eye open for the call for nominations!

Katie Stephenson & Pedro Monteiro

Co-organizers of the 2025 OMT Doctoral Student Consortium



OMT Junior Faculty Consortium Report

Mia Raynard and Emily Block



Mia Raynard



Emily Block

The 2025 OMT Junior Faculty Consortium (JFC) was an energizing and inspiring day of mentoring, exchange, and community. Held in person at Copenhagen Business School during the Academy of Management Conference, this year's JFC brought together over 60 exceptional early-career faculty members and a distinguished group of senior scholars from across the globe.

Participants came from more than 50 institutions and 15 countries, representing a wide range of research interests and methodological approaches. The event began with a welcome reception on Thursday, July 24, followed by a full day of panels, roundtable mentoring, and peer conversations on Friday, July 25.

Our programming included two engaging panels:

- **Crafting Your Career for Impact**, with panelists Angelique Slade Shantz, Chris Yenkey, Davide Ravasi, Jerry Davis, and Marya Besharov.
- **Resilience in Academia: Navigating Setbacks and the Unexpected**, with panelists Tina Dacin, Mike Lounsbury, Johanna Mair, Christine Beckman, and Thomas Roulet.

In addition to the panels, participants took part in two small-group mentoring sessions where they received advice and guidance from senior faculty mentors. Throughout the day, discussions ranged from research strategy and work-life balance to institutional navigation and finding one's scholarly voice.

As always, the JFC would not be possible without the generous contributions of our mentors. We extend our sincere thanks to the following senior scholars:

- **Abhinav Gupta** – University of Washington
- **Adam Kleinbaum** – Dartmouth
- **Angelique Slade Shantz** – University of Alberta
- **Anne-Claire Pache** – ESSEC Business School
- **Chris Yenkey** – University of South Carolina
- **Christine Beckman** – UC Santa Barbara
- **Davide Ravasi** – University College London
- **Fabrizio Ferraro** – ESADE
- **Gino Cattani** – NYU
- **Jerry Davis** – University of Michigan
- **Johanna Mair** – Hertie School of Governance
- **John Amis** – University of Edinburgh
- **Marya Besharov** – University of Oxford
- **Mike Lounsbury** – University of Alberta
- **Paolo Quattrone** – University of Manchester

OMT Junior Faculty Consortium Report

Mia Raynard and Emily Block

- **Renate Meyer** – WU Vienna
- **Rose (Xiaowei) Luo** – INSEAD
- **Ruth Aguilera** – Northeastern University
- **Santi Furnari** – Bayes Business School
- **Sekou Bermiss** – University of North Carolina
- **Siobhan O'Mahony** – Boston University
- **Tal Simons** – Erasmus University
- **Thomas Roulet** – University of Cambridge
- **Tina Dacin** – Queen's University
- **Vern Glaser** – University of Alberta
- **Yanbo Wang** – HKUST

We would also like to extend our heartfelt thanks to **Organization Studies** and **Organization Theory**, whose generous sponsorship helped make this event possible. Their continued support enables us to keep the consortium accessible and inclusive.

Finally, we would like to extend our gratitude to this year's participants: your questions, experiences, and openness made this year's consortium a vibrant and meaningful gathering.

We're already looking forward to the 2026 OMT JFC, and we encourage all eligible early-career faculty to apply in the spring.

Emily Block and Mia Raynard
The 2025 OMT JFC Organizing Team



OMT Membership Group Report (Conference)

Ilaria Orlandi



Ilaria Orlandi

Dear OMTers,

Wow!! What a memorable AOM we had in Copenhagen! 😊 Once again, OMT was *the* place to be. A huge thank you to everyone who joined or hosted the ****fun**** across all our OMT and off-program events full of contagious energy (as always)! #OMTFun

This year's fantastic lineup included **OMT Drinks**, OMT Cafés, OMT **Game Night**, OMT **Boat Tour**, OMT **Distillery Visit**, and our **Cross-Divisional Mixers and Runs!!** New connections were made, old friendships rekindled, and plenty of food (for thought) was shared and savored. What more could we ask for?

Feeling inspired to host your own off-program activity next year, lend a hand, or simply learn more about the OMT off-program event and the OMTFun website? Don't hesitate to reach out anytime! I'd love to hear from you! 😊

Wishing you a wonderful fall and a fantastic close to 2025. Can't wait to reconnect in **Philly next year!**

Ilaria Orlandi
Division Membership Chair

OMT Membership Group Report (Year-Round)

Anupama Kondayya



Anupama Kondayya

Dear cOMmuniTy Members,

With embers still glowing from energizing interactions and conversations in Copenhagen, we look back at another wonderful Annual Meeting to realize the power of presence, of conversation and of connection. OMT's year-round events and activities aim to lay the groundwork for as well as build on meaningful interaction at the Meeting, and work through the distance through the year to sustain conversations and connection.

In keeping with this spirit, the 7th round of the OMT Meetups initiated in April-May 2025 saw 98 Meetups between junior and senior scholars being assigned. Many junior and senior scholars continued conversations at Copenhagen and through the In-Person OMT Meetups initiative co-organized by the amazing Ilaria Orlandi, our Membership Chair (Conference). We are extremely grateful to all the scholars who supported the last round and this initiative over the years. I am also deeply thankful to the previous Membership Chair (year-round) Christine Moser for the legacy and learning and for helping make Round 7 a success as I stepped into her role.

The effort will continue with the 8th round of OMT Meetups in the offing, and we are looking forward to many members signing up as mentors and mentees again or afresh, and to another round of conversations that spark ideas and connection. You are what keeps year-round conversations going at OMT! Do keep an eye out for the sign-up calls!

In line with the goal of addressing specific career stages, our fantastic Rep-At-Large Pedro Monteiro co-organized and moderated an online information session for post-docs, with active participation and engagement from the cOMmuniTy and some great insights being shared by panelists Alice Mascena (EADA Business School, Spain), Elena Bruni (LUISS, Italy), Federica de Stefano (Said Business School, UK) and Tima Bansal (Ivey Business School, Canada). While we work towards the next round of this initiative, you can [watch the recording of the last session](#) on our YouTube channel.

We also continue to find ways collaborate with other divisions to facilitate the development of scholars and scholarship through meaningful webinars, the details of some of which will be announced soon. If you have ideas and want to co-organize online events that could help members and the cOMmuniTy, do write to me at akondayya@iimcal.ac.in!

Anupama Kondayya
OMT Membership Chair (year-round)

OMT Global Research Consortium Report

Andrea Prado and Erica Salvaj



Andrea Prado



Erica Salvaj

The 2025 AOM OMT Global Research Consortium was held on Saturday, July 26 at the Annual Academy of Management Conference in Copenhagen, Denmark. This consortium is a forum for organizational scholars studying **under-represented non-western settings** to showcase their work and obtain access to feedback, tools, and networks.

This year, the half-day consortium, attracted over 40+ applicants, and featured **28 participants and 17 mentors**. In line with the philosophy of our programme, our participants' research focused on at least 14 different geographical contexts including Mexico, Brazil, Costa Rica, Tanzania, Turkey, Uganda, Japan, Kenya, Vietnam, China, and India, among others. Our mentors' research experience too spanned a range of countries including Brazil, India, China, Korea, Indonesia, Singapore, and Ghana.

The consortium started with opening remarks by Joel Gehman, OMT Division Program Chair. This was followed by showcase presentations by some of our mentors and a panel discussion featuring editors from reputed journals. The heart of the event was two roundtable sessions, where our selected applicants received feedback on their proposal from assigned mentors.

In the **showcase presentations**, Israr Qureshi (Queen's University Belfast), Santiago Mingo (Pontificia Universidad Católica de Chile), Anca Metiu (ESSEC, France), and Arielle Newman (Syracuse University) presented their favorite global research projects and discussed the joys and challenges of undertaking research in different geographical contexts such as Asia, Latin America, and Africa.

In the **editorial panel discussion**, representatives of prominent journals like Organization Studies, AMJ, **Business and Society**, AMLE, **shared their thoughts on** how authors should prepare their work on global contexts for publication in mainstream management journals. This session featured Shaz Ansari (**Cambridge University**), **Sinziana Dorobantu (New York University)**, **Diego Caraiola (University of Pablo Martin De Holan (HEC Paris))**.

In the two **research roundtable sessions**, participants received developmental advice on specific research projects. Each mentee was paired with at least two mentors who read and provided feedback on the research proposal. Overall, the following faculty served as speakers, panel participants, and mentors:

1. Jordan Siegel (University of Michigan)
2. Anca Metiu (ESSEC Business School)
3. Yujin Jeong (American University)
4. Andrew Spicer (University of South Carolina)
5. Shaz Ansari (Cambridge Judge Business School)
6. Leena Kinger Hans (Indian School of Business Hyderabad)
7. Diego Coraiola (Gustavson School of Business, University of Victoria)
8. Sinziana Dorobantu (New York University)
9. Pablo Fernandez (IAE Business School)

OMT Global Research Consortium Report

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10. Israr Qureshi (Queens University Belfast)
11. Gokhan Ertug (Singapore Management University)
12. Pablo Martin De Holan (HEC Paris)
13. Santiago Mingo (Pontifica Universidad Católica de Chile)
14. Pooyan Khashabi (ESSEC Business School)
15. Minyoung Kim (Fisher College of Business, Ohio State University)
16. Frank Wijen (University of Leuven)
17. John-Paul Ferguson (McGill University)

Andrea M. Prado and Erica Salvaj

Co-organizers of the OMT Global Research Consortium