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2022 Sponsors

Best OMT Entrepreneurship Paper

Best OMT International Paper

OMT Award Redesign

OMT Doctoral Student Consortium

OMT Global PDW

OMT Executive Committee Winter Meeting
# OMT Division Leadership

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<td>Danielle Logue</td>
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<td>Research Committee Chair</td>
<td>Massimo Maoret</td>
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<td>Membership Outreach Chair</td>
<td>Shelby Gai</td>
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<tr>
<td>Communication Chair</td>
<td>Shipeng Yan</td>
<td>The University of Hong Kong</td>
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<tr>
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<td>New York University</td>
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<tr>
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<td>Christine Moser</td>
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<td>Melodie Cartel</td>
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2022 OMT Division Chair’s Welcome Message

Dear OMTers,

Let me begin by thanking all of you for your enthusiastic participation in this year’s annual meeting, the first hybrid meeting in AOM’s history. Let me thank the reviewers, session chairs, discussants, and volunteers of all kinds who contributed ideas, time, thoughtfulness, and support vital to the success of our program at the annual meeting. Our membership has rebounded to 4129 people, with about half of our members participating in the annual meeting. It is truly the collegiality and friendliness of our members to which we owe the continued vibrancy of OMT.

I want to say a special “Thank you!” to our Program Chair Forrest Briscoe and our PDW Chair Emilio Castilla for crafting an inspiring and innovative scholarly program under unprecedented circumstances. For the first time, the professional development workshops and the scholarly sessions were offered as a mix of in-person, virtual, and hybrid formats. Forrest and Emilio – that was an amazing schedule of events that you coordinated from Friday through Tuesday! You have done an outstanding job of paving the way for hybrid conferencing.

Beyond the annual meeting, we reached out to our early-career scholars through OMT Meetups, which consist of one-to-one online conversations between established and early-career scholars (including final-year PhD candidates and Postdocs). Thank you to the over 100 senior scholars who participated; and to Shelby Gai and Richard Haans, who organized these vital exchanges.

We also continued with our OMT Podcast series, organized by our Communications Chair Shipeng Yan together with our Social Media Chairs Kevin Lee and Christine Moser. Thank you to all of them for a terrific series; and to the host Tanja Ohlson for her skillful interviewing and to Dmitrijs Kravcenko for his advisory support. Please check out the podcasts here.

We are working to launch our OMT YouTube Channel. It will feature interviews with OMTers on new work, “how to” videos on methods and writing, and other inspirational and useful content especially for junior scholars. Stay tuned.

And together with IAE Business School (Tomas Farchi & Pablo Fernandez) and EGOS, we plan to hold the delayed Latin America Workshop in November 2022.

At OMT, we are fortunate to have the support of generous sponsors who provide financial help during these difficult times. Thank you to all of them. And also, to Organization Studies and SAGE for the continued sponsorship of the Best International Paper Award.

Now, on to my report from the 2022 Annual Meeting, the first AOM conference to be held as a mix of in-person, virtual, and hybrid formats. Below you can read more about our outstanding sessions, workshops, and other initiatives. Thank you all for creating and participating in our division. It is thanks to you all that OMT continues to be The Place to Be!

- Program Chair Forrest Briscoe reports on the fabulous scholarly program.
- PDW Chair Emilio Castilla reports on this year’s exciting PDW program.
2022 OMT Division Chair’s Welcome Message

Eva Boxenbaum

- Michel Anteby and Danielle Logue provide insights from the Doctoral Student Consortium, which prepares students in the final phase of their doctoral programs for future careers. They did a tremendous job of hosting this event as a hybrid session.
- Paul Tracey and Kisha Lashley share insights about the highlights of the Junior Faculty Consortium. They also did an outstanding job in organizing this event in hybrid mode.
- Yutaka Yamauchi, Srividya Jandhyala, and Pablo Martin de Holan provide an overview of the OMT Global PDW on ‘Doing Organizational Research Around the World.’
- Membership Committee Chair Shelby Gai informs us about our innovative and social distancing off-program options.
- Mary-Hunter McDonnell, OMT’s Research Committee Chair (2019-2022), highlights the award winners for 2022.
- We are honored to have a finalist for one of two AOM-wide awards:
  - Congratulations to Amandine Ody-Brasier and Xu Li for being selected as finalist for the Carolyn B. Dexter Award 2022 after winning the OMT Best International Paper award.
- Thank you to Program Chair Forrest Briscoe and the entire Research Committee led by Mae McDonnell for their excellent work in selecting these award winners whose success is a testimony to the outstanding scholarship of the OMT community.
- A special mention to two of our members who received the 2022 George R. Terry Book Award: Julie Battilana & Tiziana Casciari, Power, for All: How It Really Works and Why It’s Everyone’s Business. Simon & Schuster.
- Our Social Media Chairs Kevin Lee and Christine Moser spread the word about OMT.
- Our Past OMT Division Chair Martin Kilduff reports on our 20th annual OMT Dissertation Proposal Workshop. This PDW will in the future be discontinued in favor of a new PDW for early-stage PhD students.
- Let me especially congratulate our 2022 OMT Distinguished Scholar Barbara Gray on her passionate and inspiring talk about pursuing impactful scholarship and embracing scholarly activism. You can watch Barbara Gray’s talk at the 2022 Annual Meeting here.
- The biennial Joanne Martin Trailblazer Award recognizes scholars who have taken a leadership role in the field of OMT by opening up new lines of thinking or inquiry. My congratulations to the 2022 award winners, Joep Cornelissen and Markus Höllerer, for their pioneering work in establishing the open access journal Organization Theory as a conceptual journal that is anchored in a European tradition of fostering intellectual diversity while aiming for a global reach and inclusiveness in ways of theorizing.
- There were many excellent papers published this year. Let me draw attention to these other outstanding articles recognized by the Committee, which were Runners-Up:
2022 OMT Division Chair’s Welcome Message

Eva Boxenbaum


- For the video of the 2022 OMT business meeting, please click [here](#).
- Thanks to all of you who participated in our virtual Social Hours, including the Asia Pacific Social Hour; and a special thanks to Mélodie Cartel for her organizing genius.
- As every year, it is also time to say farewell to some of our officers and welcome others:
  - Renate Meyer completed her five years as a member of the executive leadership team. Thank you so very much, Renate, for your outstanding contribution to OMT! You have enriched the division in so many ways with your scholarly passion, academic commitment, thoughtful insights, and good judgment. We will miss your wisdom and warmth. The standing ovation you received at the OMT Business Meeting was well deserved.
  - Many thanks to Marya Besharov, Santi Furnari, and Pablo Martin de Holan, who stepped down as Representatives-at-Large after three years of dedicated service to the OMT community.
  - Thanks so much also to Mae McDonnell for chairing the OMT Research Committee for the past three years.
- A very special thanks to Martin Kilduff, last year’s Division Chair, who has guided OMT into the hybrid era with calmness and sureness of ability. Martin has led us through a transitional year with calmness, warmth, and academic focus. Martin will, thankfully, continue to serve on the executive committee for one more year as Past Division Chair. Thank you, Martin, for your commitment to academia, for your support and wise counsel.

A very warm welcome to Wendy Smith, our incoming PDW Chair, and our new Representatives-at-Large Madeline Toubiana, Pedro Monteiro, and Shubha Patvardhan. Welcome also to our new Research Committee Chair Massimo Maoret. If you are not yet following OMT, please do so now on [Facebook](#), [Twitter](#), [LinkedIn](#), and [Instagram](#). We look very much forward to working with you!

This newsletter is also a reminder to start preparing for the 2023 Annual Meeting that will take place in Boston.

What you can do right now is:

- Sign-up to [review](#) for OMT! We need you more than ever. The 2022 [review system](#) will open in early December, so please sign up. This is YOUR division, and Program Chair Emilio Castilla needs your help.
- Thinking of organizing a PDW? Contact PDW Chair Wendy Smith.
- [Submit](#) your papers and symposium proposals to OMT!
2022 OMT Division Chair’s Welcome Message

Eva Boxenbaum

- Thinking of an OMT Café in Boston next year? Contact Shelby Gai.
- Keep on the lookout for news of our Junior Faculty Consortium, Doctoral Consortium, Global PDW, and the new PDW for early-career PhD students.

On behalf of the entire Executive Board, thank you all for continuing to make OMT The Place to Be!

Best wishes,

Eva Boxenbaum
2023 OMT Division Chair
Dear fellow OMTers,

Looking back at this year’s Academy of Management Meeting – in Seattle and virtual – let me start by saying thank you very much to everyone who worked so hard to create a successful program and meetings. The authors, organizers, reviewers, presenters, attendees, and participants all contributed to the success of a diverse, rich, and stimulating program.

OMT received 468 paper submissions and 102 symposium proposals this year, which represents an increase from last year but is still shy of pre-COVID levels, reflecting Academy-wide trends. Around 750 reviewers from 49 countries signed up with OMT to help create the program—thank you so much for your dedicated work under unusually challenging conditions. The 92% review completion rate was outstanding—and much appreciated! Reviewers also had access to new OMT Reviewer Guidelines for the first time this year.

This was the Academy’s first ever hybrid conference, involving in-person, virtual, and hybrid sessions. The scholarly program and the PDW program both covered the full five conference days, and sessions were scheduled across more hours of each day to increase global accessibility. OMT was able to accept 298 papers and 76 symposia, including many that were co-sponsored with other divisions. The topics were wide-ranging and included: Diversity and Inequality, Crises and Grand Challenges, Networks, Social Activism, Categories, Stigma, Professions/Occupations, Future of Work, Novel Organizational Forms, Entrepreneurship, Learning and Behavioral Theory, Social Innovation, Corporate Governance, Identity, Digitalization, Temporality, Emotions in Institutional Theory, Communities, Paradoxes and Hybridity, and many other topics.

The table below provides an overview of the most prevalent keywords chosen by both paper submitters and reviewers for theories and methods.

<table>
<thead>
<tr>
<th>Keyword Theories</th>
<th>Papers 2022 ('21, '20)</th>
<th>Reviewers 2022 ('21, '20)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Institutional Theory</td>
<td>101 (80, 142)</td>
<td>305 (296, 417)</td>
</tr>
<tr>
<td>Behavioral Theory and Decision Making</td>
<td>52 (37, 65)</td>
<td>154 (142, 200)</td>
</tr>
<tr>
<td>Networks and Embeddedness</td>
<td>51 (40, 47)</td>
<td>129 (132, 173)</td>
</tr>
<tr>
<td>Sensemaking and Cognition</td>
<td>30 (25, 50)</td>
<td>129 (132, 188)</td>
</tr>
<tr>
<td>Practice Theory</td>
<td>23 (15, 31)</td>
<td>94 (87, 124)</td>
</tr>
</tbody>
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<table>
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<tr>
<th>Keyword Methods</th>
<th>Papers</th>
<th>Reviewers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Empirical, quantitative</td>
<td>155 (125, 178)</td>
<td>294 (263, 394)</td>
</tr>
<tr>
<td>Empirical, qualitative</td>
<td>131 (117, 212)</td>
<td>384 (349, 479)</td>
</tr>
<tr>
<td>Theoretical/Conceptual (no data)</td>
<td>91 (69, 112)</td>
<td>255 (234, 335)</td>
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The grouping of accepted papers into paper sessions is a key aspect of the program creation, and perhaps one of the most challenging ones. Adding to the challenge this year was the subdivision of paper sessions into six different session formats (in-person only, in-person live streamed, in-person hybrid interactive, virtual live-streamed, virtual interactive, and virtual hybrid interactive).
2022 OMT Program Chair’s Message

Forrest Briscoe

and virtual asynchronous, phew!) – and input from authors on their format preferences and timing. It took a team approach and much patience to tackle this daunting task.

As in previous years, we recognized our members with awards, including ABCD (Above and Beyond the Call of Duty) best reviewers, Best Published Paper, Best Paper, Best Student Paper, Best Paper on Environmental and Social Practices, Best International Paper (sponsored by Organization Studies / SAGE), Best OMT Entrepreneurship Paper (Sponsored by Innovation: Organization & Management), Best Symposium, Responsible Research (Sponsored by RRBM), and the Louis Pondy Best Dissertation Paper.

The Academy also recognized the excellence of OMT scholarship, with the 2022 Finalist for the Carolyn Dexter Award for Best International Paper presented at the Academy meetings going to: Amandine Ody-Brasier and Xu Li for: “Deviance as a Means to Build a Legitimate Career: Evidence from the EDM Industry.”

In addition to the Academy-wide paper awards, OMT scholars/members also won the George R. Terry Book Award this year.

On Monday the recipient of our Distinguished Scholar Award, Barbara Gray, gave her acceptance speech on the topic of “Pentimento Tales: Peeling Back the Paint on My Research and a Call to Action.” Barbara shared how her intellectual journey was inspired by observations of injustices and environmental conflicts (including racist real estate, a nuclear accident, and an urban alternative school) as well as by insights from a previous OMT Distinguished Scholar’s talk from 1983! She also provided a powerful call to activist research, rooted in active experimentation in conjunction with other interested stakeholders and motivated by compassion for others’ suffering and respect for their power and agency. You can view Barbara’s inspiring talk here.

At the OMT Business Meeting on Monday, Joep Cornelissen (Rotterdam School of Management) and Markus Höllerer (UNSW Sydney) together received the Joanne Martin Trailblazer Award for taking a leadership role in the field of OMT with their pioneering work to establish the open access journal Organization Theory.

Our sincere congratulations again to all the awardees!

Emilio Castilla is already working on next year’s program as Program Chair, and Wendy Smith was elected as PDW Chair—I know they will make the 2023 meeting, planned as a hybrid event in Boston, a terrific success. Please feel free to contact them if you have questions or ideas related to the OMT Program at the 2023 AOM Annual Meeting.

Thank you for all your contributions and looking forward to seeing you all and continuing to make OMT the Place to Be!

Best wishes,

Forrest Briscoe

2023 OMT Division Chair-Elect
2022 OMT PDW Chair’s Message

Emilio Castilla

The 2022 Academy Meeting in Seattle was truly energizing, as we were able to combine in-person meetings with hybrid and online activities. And as it has been a tradition now, we featured a superb, diverse, and exciting set of PDWs for OMTers at all stages of their career to meet and engage with each other and to develop our scholarly community. Thanks so much to all our members who submitted, organized, facilitated, and participated in them for their ideas, enthusiasm, time, and efforts in making OMT the place to be!

In total, we led 28 PDW sessions and co-sponsored 36 on a wide variety of topics.

Again, this year, our PDW sessions included a number of events designed to support our doctoral students and early-career scholars:

- The OMT Dissertation Proposal Workshop
- The OMT Doctoral Student Consortium
- The OMT Junior Faculty Consortium
- The OMT Global: Doing Organizational Research Around the World
- The OMT New and Returning Member Networking and Research Forum

A special thank you goes to our Representatives-at-Large for managing the many challenges of hybrid conferencing, ensuring that our Consortia were accessible both in person and virtually.

In addition, we offered a high-quality set of method-oriented workshops where both novel and established, qualitative and quantitative research tools and methods were presented and discussed, among them PDWs on social network analysis, topic modeling, experiments, and ethnography.

Topics debated in our PDWs in 2022 included social movements, stigmatization, emotions, misconduct, trust, optimal distinctiveness, social evaluation, institutional pluralism, circularity, paradox, and many more.

We also hosted a number of important events:

- OMT Distinguished Scholar Breakfast honoring Barbara Grey
- Meet EGOS@OMT
- OMT Business Meeting and Awards Ceremony
- OMT Social Hour

In addition to the official PDW program, OMT coordinated numerous Off-Program Events: OMT Cafes, OMT Eats, OMT Drinks, OMT Walks, and O-SIM-T Boats sessions invited OMTers to debate, connect, relax, and find some peace and new friends. All of these events were organized by the OMT Membership Group (OMG) led by Shelby Gai and listed on the OMT Off-Program Events Calendar.

Finally, the 2022 OMT artifact, I truly hope, will help our members to continue packing their energy, ideas, and papers, and bring them to our future OMT events. Make sure to bring it with you next year, and you may even get an extra drink ticket at one of our social events.
2022 OMT PDW Chair’s Message

Emilio Castilla

And if you did not get it this year, we may have a few available for you to pick up in person next year when we will all be meeting in Boston, in 2023.

Remember our story:

OMT is our favorite AOM Division
We are BACK to the "new normal"

Please PACK your stuff again and join us all in our future events and sessions

You now have your favorite...

OMT
BACK
PACK
😊

We look forward to having a rich program again in Boston in 2023. Wendy Smith, our new PDW Chair, is looking forward to reading your PDW submissions. Please contact her with your ideas for innovative PDWs and any questions you may have.

In my new role as Program Chair, I would also like to encourage you to submit your papers, symposium, and preferred topics for review to the OMT program. The submission system will open in late November and Wendy and I both look forward to reading your submissions. Feel free to contact me if you have any questions.

We look forward to seeing you in Boston in 2023! That would be the place for all OMTers to be in 2023, whether in person or virtually (for as long as the new normal remains normal!).

Best wishes for this academic calendar year to all of you,

Emilio J. Castilla
2023 OMT Program Chair
The 2022 OMT Doctoral Student Consortium convened 51 doctoral students from around the world selected from a strong pool of applications. 43 of them joined in person and 8 remotely for a day of presentations, round-table discussions, and informal chats with 32 faculty members (20 joining in person) from Asia, Europe, the UK, North America, and Latin America. Our faculty members generously volunteered their time and expertise to make this hybrid OMT Doctoral Student Consortium a success.

The informal kick-off to the consortium saw a group of 30 students and faculty gather for drinks and food, in what was likely the first live OMT AOM event in years! We are glad to report that despite years of isolation, peoples’ social skills, though a bit rusty, were on full display. The next day, the formal proceedings opened with a keynote by Mary Tripsas on why our jobs are “the best ever” but also the many challenges that come with them. She insisted on the importance of enjoying the ride, namely, the process of conducting research and teaching, since those are the main parts of our job under our control. This was followed by a mini-panel of recently hired assistant professors – Daisy Chung, Pedro Montero and Njoke Thomas – sharing insights on the job market. A second panel followed: editors from four major journals in our field offered guidance on doing research and getting it published. The editors’ panel was chaired by Sally Maitlis and included presentations by Christine Beckman, Editor in Chief, Administrative Science Quarterly; Matthew Grimes, Associate Editor, Academy of Management Journal; Brayden King, Senior Editor, Organization Science; and Renate Meyer, Co-Editor-in-Chief, Organization Studies.

Interspersed with these panels, a set of roundtables both in person and online allowed participants to discuss topics that were generated by doctoral participants. A first set of research roundtables covered the following topics: How to work or collaborate across audiences? How to deal with manuscript rejections? How to develop a strong research identity? How to find potential co-authors? How to go from a dissertation to a research program? When is a paper ready for submission? How to think about one’s real-world impact? How to frame inductive qualitative research? How to write strong theoretical introductions? What’s next after getting a faculty job? A second set of teaching roundtables included: How to develop synergies between teaching and research? How to teach when not fitting the ‘professor’ stereotype? How to compare undergraduate vs. MBA teaching? When to teach focused versus broad courses? How to incorporate a critical view on business in courses? Teaching real-life vs online classes? Teaching in the US/UK when coming from abroad? How to create inclusive teaching environments?

Finally, each faculty member was assigned one or two doctoral students for in-depth conversations about their current work in progress. These asynchronous, one-on-one mentorship encounters provided opportunities for detailed feedback and close dialogue.

The following faculty agreed to participate as mentors, speakers, and/or panelists. Even if a few saw their flights canceled, were prevented from entering the US because of visa-issues, got quarantined because of Covid, or needed to care of loved ones, we wish to thank them all for their valuable contributions to the event.

- Beth Bechky, UC Davis
The co-organizers of the 2022 OMT Doctoral Student Consortium

Michel Anteby
Representative-at-Large

Danielle Logue
Representative-at-Large
2022 OMT Junior Faculty Consortium

This year’s OMT Junior Faculty Consortium (JFC) took place on Friday, August 5 with 46 junior faculty participants and 27 senior faculty mentors from around the world. For the first time in its history the JFC was a hybrid event, with 12 participants and 10 mentors joining online.

We had lively discussions and a productive exchange of ideas on topics ranging from research and publishing strategies to career management and societal impact. In addition to roundtable discussions where junior faculty received focused feedback on specific research projects, we held two full-group panel discussions:

- Publishing: Building a productive and impactful research program, with Stine Grodal, Paula Jarzabkowski, and Scott Sonenshein.
- Tenure: Networking and navigating throughout your career, with Brett Gilbert, Davide Ravasi, and Violina Rindova.

Participants were highly engaged throughout all the sessions, and we received many positive comments afterwards. Below are just two examples:

“The JFC was an amazing opportunity to meet top scholars as well as peers in a similar career stage.”
“I enjoyed myself immensely and found [the] feedback on my paper to be incredibly insightful.”

A successful JFC is due to the efforts and contributions of all involved. We would like to especially thank the dedicated senior faculty mentors who shared their time and wisdom with this year’s participants:

Faculty Mentors (in person)

- John Amis, University of Edinburgh
- Shaz Ansari, Cambridge University
- Joel Gehman, George Washington University
- Brett Gilbert, American University
- Stine Grodal, Northeastern University
- Katalin Takacs Haynes, University of Delaware
- Paula Jarzabkowski, University of Queensland
- Josh Keller, University of New South Wales
- Sally Mahtlis, Oxford University
- Vilmos Misangyi, Penn State University
- Davide Ravasi, University College London
- Juliane Reinecke, King’s College London
- Violina Rindova, University of Southern California
- Scott Sonenshein, Rice University
- Tal Simons, Erasmus University
2022 OMT Junior Faculty Consortium

Paul Tracey and Kisha Lashley

- Bala Vissa, INSEAD
- April Wright, University of Warwick

Faculty Mentors (online)

- Christina Ahmadjian, Hitotsubashi University
- Amanda Cowen, University of Virginia
- Elena Dalpiaz, Imperial College
- Adelaide King, University of Virginia
- Jaco Lok, Macquarie University
- Toyah Miller, George Mason University
- Yuri Mishina, Imperial College
- Srikanth Paruchuri, Texas A&M
- Jasjit Singh, INSEAD
- Silviya Svejenova, Copenhagen Business School

We are looking forward to the 2023 Junior Faculty Consortium, and we encourage early career faculty members to apply. Details on the application process will be available in Spring 2023.

Paul Tracey
Representative-at-Large

Kisha Lashley
Representative-at-Large
The 2022 OMT Global Consortium was a hybrid session with participants joining in person and online. We received 26 submissions and 25 scholars from 10 countries participated in round table discussions, informal chats, and mentorship meetings with 26 mentors from around the world. The senior mentors who volunteered their time and expertise came from institutions in Asia, Europe, North America, and South America, and had research experience in all continents. This year we had the official support from various regional organizations, including the Africa Academy of Management, Asia Academy of Management, Iberoamerican Academy of Management, and Japanese Academic Association for Organizational Science.

The consortium kicked off with three panels:

**Data from global contexts** with Chuck Eesley, Maria Jose Murcia, and Rajiv Kozhikode. The panelists addressed the advantages and challenges of leveraging data from global contexts. Topics included sourcing data from non-traditional sources, ensuring data quality, accessing data through collaborations, and finding resources for data access.

**New contexts and theory** with Baniyelme Zoogah, Dahlia Mani, Eric Quintane, and Yujin Jeong. The discussion was around how organizational theory should be adapted or developed to take into account different context. Panelists discussed issues such as whether new contexts call for new theory and how to deal with theoretical constructs that don’t translate well into new contexts.

**Publishing global research** with Chris Yenkey, Jordan Siegel, Sun Hyun Park, and Vibha Gaba. The panelists provided insights into how authors should prepare their work on global contexts for publication in mainstream management journals. A very engaged discussion included issues of how to convince reviewers of data quality, introducing reviewers and editors to an unfamiliar context, and how the framing of the paper can help.

The second part of the consortium consisted of one-on-one mentoring sessions between the participants and senior mentors. Each participant was matched with a mentor, who read and provided feedback on the project or paper submitted. Like the rest of the program, this was also hybrid, with some meetings face-to-face and others online. These meetings provided opportunities for detailed feedback and close dialogue.

Overall, there was a strong desire for participants to connect with each other and with the senior mentors, whether face-to-face or online. The faculty mentors were generous in sharing their time and expertise.

We had an excellent set of accomplished and dedicated faculty panelists, many of whom have participated in this consortium for multiple years. We wish to thank and recognize each of the faculty participants for their valuable contributions. The following faculty served as panel participants, mentors, and speakers:

- Andy Spicer, University of Southern Carolina
- Baniyelme Zoogah, Xavier University
- Christina Ahmadijan, Hitotsubashi U
2022 OMT Global PDW

Yutaka Yamauchi, Srividya Jandhyala, and Pablo Martin de Holan

- Christopher Yenkey, U South Carolina
- Chuck Eesley, Stanford
- Dalhia Mani, Indian Institute of Management Bangalore
- Daniel Hjorth, Copenhagen Business School
- Eric Quintane, ESMT Berlin
- Gregoire Croidieu, EM Lyon Business School
- Hitoshi Mitsuhashi, Waseda University
- Jochem Kroezen, Cambridge
- Jordan Siegel, U Michigan
- Maria Jose Murcia, IAE Business School
- Mukta Kulkarni, Indian Institute of Management Bangalore
- Pablo Fernandez, IAE Business School
- Rajiv Kozhikode, Simon Fraser U
- Robin Holt, Copenhagen Business School
- Ruth V. Aguilera, Northeastern University
- Shige Makino, Kyoto University
- Sun Hyun Park, Seoul National University
- Suresh Bhagavatula, IIMB
- Takahiro Endo, University of Victoria
- Tao Wang, Kyoto University
- Vibha Gaba, INSEAD
- Yujin Jeong, American U

Yutaka Yamauchi
Representative-at-Large

Srividya Jandhyala
Representative-at-Large

Pablo Martin de Holan
Representative-at-Large (until August 2022)
Hello amazing OMT community!

After a truly jam-packed hybrid AOM, there is no doubt that you can’t spell community without OMT. We had a spectacular array of OMT Off-Program events ranging from baseball games to dim sum, and paradox book launches to sunset boat cruises. Despite the wide spectrum of events, the common theme of building community—both within the OMT division as well as across different divisions—was readily apparent. We are a division that values its members and is always eager to find new ways to engage, enrich, and embolden.

As we head into the 2022-2023 academic year, the goal is to build upon our successes while finding new avenues to better serve our members. To that end, the fifth round of OMT Meetups is underway, and we are pleased to share that over 160 junior scholars have signed up. In total, the initiative has facilitated almost 1500 meetups between senior and junior scholars around the world.

We would like to express our sincerest appreciation to the 200 senior scholars who volunteered to be a part of the OMT Meetups Initiative. Most notably, we want to spotlight 22 scholars who have taken part in every single meetup since we started back in Summer 2020:

- Rodrigo Canales
- Lisa Cohen
- Diego M. Coraiola
- Fariborz Damanpour
- Jerry Davis
- Ravi Dharwadkar
- Robert Eberhart
- Joel Gehman
- Martin Kilduff
- Aneil Mishra
- Mark Mizruchi
- Christine Moser
- Seemantini Pathak
- Markus Perkmann
- Davide Ravasi
- Suhaib Riaz
- Mark Sharfman
- Sara Soderstrom
- Steve Taylor
- JP Vergne
- Eric Zhao
- Tammar Zilber

We plan to continue recognizing the numerous senior scholars who have done so much to help our early-career scholars. We are also delighted that we have more new senior scholars joining in with every round. Your support is invaluable - this couldn’t happen without you!

Richard Haans and I are currently exploring new avenues for meetups next year. Stay tuned for exciting developments in the upcoming months!

As always, we are looking for volunteers to help organize OMT events and other social activities throughout the year. Please contact me directly if you would like to be part of the amazing OMT membership group team!

Shelby Gai
Membership Outreach Chair
Nominees for the 2022 OMT Awards were identified by Program Chair Forrest Briscoe based on the ratings of OMT reviewers. Then, subgroups of Research Committee members read each award-nominated paper or symposium in one of the eight award categories and voted on their picks for the most outstanding work submitted to this year’s AOM meeting.

Congratulations to all the award-winning authors and to those whose paper and symposia were nominated! The names of all winners and finalists are listed below. The formal presentation of the OMT Division’s awards took place at the OMT Business Meeting at the AOM Meeting 2022 in Seattle.

**OMT Division Best Paper Award**

**Winner**
- William Reuben Hurst (U. of Michigan), Saerom Lee (U. of Pennsylvania) and Justin Frake (U. of Michigan). The Hidden Cost of Flat Hierarchies for Applicant Pool Diversity: Evidence from Experiments.

**Runner Up**
- Christopher Lam (U. of California at Irvine). The Elephant in the Room: How Workers Infer and Disclose Political Beliefs in the Workplace.

**Also Nominated**
- Dinuka Herath (U. of Huddersfield), Davide Secchi (U. of Southern Denmark) and Fabian Homberg (LUISS Guido Carli U.). Disorganization At Work: What Is It, How Does It Work and Why Does It Matter?
- Kun Yao (U. of Illinois) and Nate Xu (U. of Illinois). Backstages and the Spread of Organizational Misconduct.

**Louis Pondy Best Dissertation Paper Award**

**Winner**

**Runner Up**
- Vanessa Conzon (Boston College). Managers' Responses to Gender Equality Policies: Gendered Constraints in Role Performances.

**Also Nominated**
- Sheldon Dunn (U. of Hawai‘i). Placing Value Creation at the Core of Strategy.
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

Best Entrepreneurship Paper Award

Winner

- Jean-François Soulière (HEC Montréal), Jade Y. Lo (Drexel U.) and Eunice Yunjin Rhee (Seattle U.). Coherence Within and Across Categories: The Dynamic Viability of Product Categories on Kickstarter.

Runner Up


Also Nominated

- Mir Dost (Sohar U. Oman), Davoud Nikbin (Sohar U. Oman) and Naveed Akhtar Qureshi (Sukkur IBA U. Pakistan). Frugal Innovation and Firm Performance.

OMT Responsible Research Award

Winner


Runner Up


Also Nominated

- Fangwen Lin (National U. of Singapore), Yishu Cai (City U. of Hong Kong), Lori Yue (Columbia U.) and Shipeng Yan (U. of Hong Kong). Breaking Silence or Not: Evidence of Corporate Polarized Voices in Hong Kong Protests.

Best Student Paper Award

Winner


Runner Up
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell


Also Nominated

- Danyang Chen (National U. of Singapore). The Activation of Social Networks: Evidence from Corporate Political and Family Connections.

Best Symposium Award

Winner


Runner Up


Also Nominated

- Laura Fey (U. of Edinburgh) and John Amis (U. of Edinburgh). The Contestation and Appropriation of Public Space.

Best Paper on Environmental and Social Practices

Winner

- Leroy Gonsalves (Boston U.), Alexandra Kalev (Tel Aviv U.), Frank Dobbin (Harvard U.), Kwan Woo Kim (Harvard U.) and Gal Deutsch (Tel Aviv U.). How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity.

Runner Up

- Tae-Ung Choi (Northwestern U.) and Minjae Kim (Rice U.). Does Police Transparency “Work”? Evidence from the Seattle Police Department.

Also Nominated

- Sandra Portocarrero (Columbia U.) and James T. Carter (Columbia U.). A Qualitative Study of The Role of Race and Organizational Contexts on Status Beliefs.
- Joelle Evans (Bayes Business School), Thierry Amslem (IE Business School) and Celine Flipo (IESEG School of Management). Stretching the Occupation: How Minority Employees Reconfigure Competencies, Tasks and Networks.
Best International Paper Award

Winner

- Amandine Ody-Brasier (Yale School of Management) and Xu Li (Copenhagen Business School). Deviance as a Means to Build a Legitimate Career: Evidence from the EDM Community.

Runner Up


Also Nominated

- George Kuk (Nottingham Trent U.), Stephanie Giamporcaro (Nottingham Trent U.) and Rui Zhao (Nottingham Trent U.). Interstitial Spaces, Practices, and Boundaries: How Street Arts Transform a World Heritage Site.
- Hee-Chan Song (Chulalongkorn U.). Paradox from a Buddhist Perspective.
- Carolin Johanna Waldner (Heinrich-Heine U. of Dusseldorf), Stephanie Schrage (Hamburg U. of Technology) and Andreas Rasche (Copenhagen Business School). Fading In and Fading Out: The Temporary Nature of Asymmetric Paradoxical Knots within Organizations.

Question: How do I become a member of the OMT Research Committee?

Answer: Volunteer!

Approximately fifty OMT division members annually volunteer their time as part of the Research Committee. Volunteers are placed in one of eight sub-committees and are asked to read and rank the three to six papers or symposia that have been nominated. The committee’s work is done in a very compressed time frame, usually between the end of February and mid-March. Each year, new members are added to the Research Committee, as long-serving members who have provided five years of valuable service to the division cycle off. If you want to be a part of selecting which papers and symposia win awards, please volunteer. The requirements are that you are an OMT member and an active reviewer for the OMT division, and that you can commit to being available during the time we review papers for awards. If you are interested in joining, please contact our new OMT Research Committee Chair, Massimo Maoret (IESE), via email (mmaoret@iese.edu).

2022 OMT Research Committee Members

My sincere, heart-felt thanks go out to all OMT members who volunteered to be part of the 2022 OMT Research Committee. I would like to especially acknowledge the heroic service of our seven members who received the Research Committee Service Award this year for
2022 OMT Research Committee Chair’s Message

Mary-Hunter McDonnell

serving the committee for five years: Abhinav Gupta, Ningzi Li, Aruna Ranganathan, Danqing Wang, Yoonjin Choi, Sunasir Dutta, and Sun-Hyun Park.

As you can see below, the Research Committee represents broadly and diversly represents OMT’s membership. Please consider joining the committee next year as a volunteer!

- Abhinav Gupta, University of Washington
- Alessandro Piazza, Rice University
- Amanda Sharkey, University of Chicago
- Aruna Ranganathan, UC Berkeley
- Arvind Karunakaran, McGill University
- Balazs Kovacs, Yale School of Management
- Brittany Bond, Cornell ILR School
- Chenjian Zhang, Bath
- Danqing Wang, HKUST
- Dennis Jancsary, WU Vienna
- Diego Coraiola, University of Victoria
- Elisa Operti, ESSEC
- Elizabeth Lim, Georgia State University
- Eugene Paik, University of Mississippi
- Georg Reischauer, WU Vienna
- Ivana Katic, Yale School of Management
- Jade Lo, Drexel
- Jane Bjorn Vedel, Copenhagen Business School
- Johan Chu, Kellogg, Northwestern Univ.
- John-Paul Ferguson, McGill University
- Jon Bundy, Arizona State University
- Julien Jourdan, HEC Paris
- Kaisa Snellman, INSEAD
- Kate Odziemkowska, University of Toronto
- Kisha Lashley, UVA
- Kunyuan Qiao, Cornell University
- Lindsey Cameron, Wharton
- Mark de Rond, Cambridge
- Massimo Maoret, IESE
- Minjae Kim, Rice University
- MK Chin, University of Indiana
- Nathan Wilmers, MIT
- Ningzi Li, Chicago
- Ozgcan Kocak, Emory
- Pavel Zhelyazkov, HKUST
- Pedro Monteiro, Copenhagen Business School
- Sam Garg, HKUST
- Shipeng Yan, University of Hong Kong
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- Sunasir Dutta, University of Minnesota
- Sun-Hyun Park, Seoul National University
- Ting Yao, University of Wisconsin - Madison
- Tiona Zuzul, HBS
- Tristan Botelho, Yale School of Management
- Vanessa Pouthier, Melbourne
- Voni Deeds Pamphile, George Washington University
- Wei Shen, Arizona State University
- Yonghoon Lee, HKUST
- Yoonjin Choi, London Business School

Mary-Hunter McDonnell
2022 OMT Research Committee Chair
To start with, we would like to say a big thank you to all OMT members who are active on our social media channels. Without you, there would be nothing to report! It was so great to see so many of you in-person again in Seattle after three years of purely online meetings. Over the past year, we have continued building our social media presence addressed at three aims:

1. the broad dissemination of information regarding key events, deadlines, and topics of interest to current and potential members;
2. support and enhancement of division goals and strategies, such as the expansion of global reach and the facilitation and celebration of diversity and inclusivity within the OMT Community; and
3. community building and engagement with members year-round, beyond the scope of the AOM Annual Meeting.

As a testament to the continued success of our strategy, here are a few highlights:

- As of late September 2022, our Twitter account has 5,359 followers: an increase of around 10 percent (550 followers) from the prior year. This has been our flagship account. We are especially proud to share that the OMT Division continues to have the largest Twitter following of any Academy division by approximately two-fold.
- Our Facebook account has 2,336 followers: an increase of around 5 percent (125 followers). As in the past, our Facebook account has mirrored our Twitter account in its strategy, allowing us to reach out to our members in another way.
- Our Instagram account is expertly led by Giada Baldessarelli and has 184 followers: an increase of around 21 percent (39 followers). The account has expanded to mirror the others in content, while building on the unique benefits of using visuals.
- Our LinkedIn account has 747 followers: a substantial gain of around 65% (485 followers) over the past year since we began using this platform. We started this account noticing that many of our members have LinkedIn accounts but not necessarily follow other social media; and that this might be an underexplored pathway to cultivating a sense of community and expanding our reach.

In the coming period, we will build on this strong basis and explore new ways to engage with OMT members. We have been using the moment of disruption and transition (as posed by the COVID pandemic and the subsequent return to in person events) to reflect on and revisit our social media strategy, including our approach to our nascent YouTube channel. Please do stay tuned – follow us on Twitter, Facebook, Instagram, and LinkedIn for the latest updates!

Kevin W. Lee
Social Media Chair

Christine Moser
Social Media Chair
This year, the annual OMT Dissertation Proposal Workshop offered the opportunity for students at the pre-proposal stage to draw on the wisdom and expertise of a group of established OMT scholars to develop a defensible dissertation proposal. The workshop was held online for the convenience of students and faculty. This format provided flexibility in scheduling while retaining the opportunity for individual, in-depth developmental feedback from mentors and peers with similar research interests.

Classes and preliminary exams usually have clear structures and guidelines, but we often get little sense of how to turn our vague good ideas into dissertation proposals that will intrigue potential committee members, pass a defense, and grow into a high-quality dissertation. This workshop aimed to address this gap by improving the focus and framing of research questions, identifying and addressing methodological issues, and constructively critiquing conceptual foundations. As well as these important content issues, discussions also addressed process issues like managing the dissertation committee and completing the dissertation.

The Dissertation Proposal Workshop was aimed at students who had completed preliminaries and had selected a dissertation topic but had not yet defended their dissertation proposal.

This year, students had the opportunity to interact with an outstanding group of mentors who offered individual feedback in small groups on students’ individual proposal ideas. The mentors who volunteered their time this year were:

- Peer Fiss, USC-Marshall School of Business
- Markus Höllerer, UNSW Sydney Business School
- Martin Kilduff, UCL School of Management
- Nelson Phillips, Imperial College Business School
- Marc-David Seidel, University of British Columbia
- Wendy Smith, University of Delaware
- Mark de Rond, University of Cambridge
- Tiziana Casciaro, University of Toronto
- Eva Boxenbaum, Copenhagen Business School
- Renate Meyer, WU Vienna University of Economics and Business

Thank you to everyone involved!

Martin Kilduff
2023 OMT Past Division Chair
Interview with OMT Distinguished Scholar Award Winner

Ryann Manning (U. of Toronto), Winner of the OMT Louis Pondy Best Dissertation Award, interviewing Barbara Gray (Pennsylvania State University), Winner of the OMT Distinguished Scholar Award.

Here is the [linkage] to the video of this interview.
Interview with Responsible Research Paper Award Winner

Kristen Raney (Arizona State University) interviewing Harsh Ketkar (Bocconi U.), Seth Carnahan (Washington U. in St. Louis), and Brad Greenwood (George Mason U.), Winners of the OMT Responsible Research Award, for “Adaptable Tools and Women’s Job Performance in Male-Dominated Fields: Evidence from Robotic Surgery.”

Here is the [linkage](#) to the video of this interview.
Interview with Louis Pondy Award Winner

Joanna LI (Indiana University Bloomington) interviewing Ryann Elizabeth Manning (U. of Toronto), Winner of the OMT Louis Pondy Best Dissertation Paper Award, for “Constructing Proximity for Distanced Moral Action during an Ebola Outbreak.”

Here is the [linkage](#) to the video of this interview.
Interview with Best International Paper Award Winner

Yejee Lee (Indiana University Bloomington) interviewing Amandine Ody-Brasier (Yale School of Management) and Xu Li (Copenhagen Business School), Winners of the OMT Best International Paper Award, for “Deviance as a Means to Build a Legitimate Career: Evidence from the EDM Community.”

**Yejee Lee (YL):** Congratulations on winning the award! Could you briefly tell us what your paper is about?

**Amandine Ody-Brasier (AO):** Thank you very much, Yejee. In this paper, we try to understand the circumstances under which engaging in illegal behavior can actually help someone progress in their careers. The common wisdom is that laws exist to restrain behaviors that may create negative externalities for the community. So it is puzzling that breaking the law could trigger some form of community support and facilitate access to important community resources. Yet, we know it happens in various settings.

We study responses to illegal remixing in electronic dance music—a community where there is no informal norm about this practice. We find that EDM community members, who respect the value of artistic freedom, dispute the unwelcome intrusion of legal authorities in their work. Concretely, they do so by giving DJs who release illegal remixes (i.e., bootlegs) more opportunities to “play gigs” than DJs who release original music or even official remixes. However, this is more so the case when the illegal act is construed as a sincere commitment to core community-specific values. In other words, is the individual breaking the law in order to place these values above the law, at their own risk?

**YL:** Your paper deals with a fascinating idea of how the community, if informally, may reward illegal but not illegitimate behaviors. What motivated the paper, and how did it evolve?

**AO:** We know from prior research that in legitimate occupations, actors are expected to follow multiple sets of rules—some formal (i.e., law-based), and some informal (i.e., occupation-based). These do not always fully overlap. We have some great work on situations where the law is looser than the occupation’s norms; this work shows how community enforcement emerges to fill a legal void. For instance, with regard to intellectual property (IP), chefs who replicate others’ recipes (e.g., DiStefano et al., 2015) or comedians who borrow their peers’ jokes (Reilly, 2018)—behaviors that are not illegal but that are viewed as theft in the community—are informally punished by their peers. We were interested in the reverse situation, which is when a behavior is not subject to local norms of appropriateness but there are laws about the behavior. For example, in the music community, behaviors defined as theft by law (e.g., borrowing or sharing music files without permission) are not necessarily viewed as such by EDM community members. So the EDM context provides a nice opportunity to investigate this research question.

**YL:** Could you tell us if you have met any challenges in developing the paper, either theoretically or empirically?

**Xu Li (XL):** The biggest challenge for us, which is also the most fun part, is to thoroughly educate ourselves about the EDM community. This includes us spending significant amount of time learning about the fascinating history and artistry of EDM from various sources with the help of industry experts, and more importantly, observing and gaining insights on community dynamics and the values and beliefs held by community members through extensive field trips and conversations with community members. On the positive side, we had a legitimate excuse to go clubbing and met lots of inspiring and creative people.

**YL:** I found your EDM artist dataset very intriguing. Could you tell us more about how you chose your data and sample?

**XL:** Both of us have always been interested in creative industries and had studied other similar industries in our research. The DJ data was first brought to the attention of Xu, who was living in Berlin (which many consider as the capital of EDM) at the time, by his good friend Claudio Martay who’s a talented up-and-coming DJ himself. When Amandine later visited Xu in Berlin, we had the opportunities to meet Claudio and a few other DJs and visited several top EDM clubs in Berlin. These early meetings and club trips made us highly intrigued about the EDM scene in general, and especially curious about how in such a competitive...
Interview with Best International Paper Award Winner

community where quality is difficult to assess, up-and-coming DJs manage to stand out and advance their careers. Following more conversations with industry experts and field trips, we then officially started the project and expanded the data collection effort. It has been a super interesting and rewarding journey so far.

YL: You further add depth to the paper through interviews. Could you tell us more about the interview process? For instance, what were the most interesting or unexpected findings?

XL: Neither of us considers ourselves qualitative researchers, but as in most of our research projects, we always aspire to get deeper understandings of the empirical contexts studied through extensive field observations and conversations with industry experts. For us, these interviews and field trips help us to truly grasp what happens within the empirical contexts, thus better identify the mechanisms that drive different outcomes. For this paper, in addition to our club visits, we were able to interview 21 industry experts, including DJs, producers, bookers and agents from 13 cities across the world. The most unexpected finding, although not directly related to findings of the paper, is that many DJs we spoke to also have successful corporate careers outside of the music industry on the side. In fact, a couple of them, who are very successful in the EDM scene, are also top managers in reputable tech companies. It is fascinating for us to see these artists effortlessly straddling different career paths, which on the other hand also suggests, as many DJs commented themselves, that within the highly competitive EDM community, it is difficult for anyone to simply make a living out of DJing.

YL: Would you like to share any advice or suggestions for young OMT scholars who aim to contribute to the field like you?

XL: Good research takes time. Make sure to study research questions or empirical contexts that you are truly passionate about, and be patient and open-minded throughout the process. And of course it is the best when you get to work with a coauthor who shares your passion and curiosity.
Interview with Best Entrepreneurship Paper Award

Rodrigo Valadao (NEOMA Business School) interviewing Jean-François Soublière (HEC Montréal), Jade Y. Lo (Drexel U.) and Eunice Yunjin Rhee (Seattle U.), Winners of the OMT Best Entrepreneurship Paper Award, for “Coherence Within and Across Categories: The Dynamic Viability of Product Categories on Kickstarter.”

Here is the [linkage](#) to the video of this interview.

Rodrigo Valadao (Rodrigo): Hi, everyone! My name is Rodrigo Valadao, from NEOMA Business School. I'm here today with Jean-François Soublière, from HEC Montréal, Jade Lo from Drexel University, and Eunice Rhee from Seattle University, to talk about their paper: "Coherence Within and Across Categories," which won the 2022 Best OMT entrepreneurship paper award, which is amazing. Congratulations to the three of you for this exciting achievement. And thanks for being available for this conversation. I believe that everyone from the OMT division, myself included, would love to learn more about the story of this paper. So, tell me, how did this project start?

Jean-François: Thanks a lot, Rodrigo. This started as an extension of my dissertation work, where I studied the Kickstarter crowdfunding platform. In my dissertation, I looked at the number of campaigns, but I hadn't really dug into the content of those campaigns. I realized that was something I really wanted to explore, and I started playing with topic models. I've also met Jade at a conference, and we've been talking since. Their recent piece, with both Jade and Eunice, really spoke to me as a way to make sense of the data, and try to explore things that I wanted to do with the Kickstarter dataset. So, I got in touch with Jade, and then later on, she got in touch with Eunice, and we started working together.

Jade Y. Lo (Jade): Yeah, it was really a pleasant start. And, of course, an even more pleasant cooperation process.

Rodrigo: Great! And how was this collaborative process among the three of you? Can you tell us a little bit about your experience working with each other? Was this the first time that you were working together on a project?

Jean-François: Yeah! And actually, Eunice and I just met recently. We hadn't had the chance to meet before. We saw each other over the summer in Seattle. Well, that was the first time we had met in person. [Laughing]. I remember... I started working on data quite a while ago, and I worked on it alone for a bit. I just wanted to make sure that there was something that could be turned into a paper. So, I spent a lot of time working on the data. And as soon as I had some kind of results, then I remember sharing a graph with Jade. It was really tiny, and it didn't mean much. But I was really excited to have something, plotting some data and getting a sense that there could be something there. And we started writing. And it's been really, really interesting working with Jade and Eunice because I think they know each other very well. So, whenever I would prepare something, I would send them something, and they would work instantly on it. I would go to sleep, and the next day, they would send me back the paper with comments and suggestions everywhere. And their comments were always very much in-line. It has been a real pleasure working with Jade and Eunice on this project.

Eunice Yunjin Rhee (Eunice): Yeah. That was a very fun project to work on, because JF has a great in-depth knowledge about the data and knows the methods very well. And Jade and I have this paper in AMR about category viability, and we were excited that we could bring that idea to the world with more data. We can really show how categories become viable with inter- and intra-category dynamics. So it's been a very fun and exciting project to work on together.

Jade: Yeah. And since this question is about the collaboration process, I will also comment on that a bit more. So, in terms of the process, both JF and Eunice mentioned this being fun and very smooth. And I was also pleasantly surprised by how efficiently we worked as a team. And frankly speaking, as you can imagine with any sort of collaboration, authors do not always agree with each other. But still, I feel that even when we did have some disagreements, we always came to a solution that all
Interview with Best Entrepreneurship Paper Award

three of us were happy with. And I feel that those discussions were, actually, moments that helped to push the paper forward. I just really, really appreciate this process.

Rodrigo: That's great. So, from all these positive answers, I would just expect to see a second, a third, and a fourth paper coming after this one from the three of you, right?

Jade: Yeah!

Jean-François: We wrote this paper very quickly. Like Jade said, I'm really impressed by how efficient we've been working together. Once we started writing, it took us just a few months to get everything complete, from beginning to end, and get some friendly reviews, and ensured that we felt confident about the work. It was really fast.

Rodrigo: That's great. Which just reinforces the point of how amazing it was to get this recognition from OMT, right? And talking about this process, did you have any specific aha moments as you were analyzing the data and trying to write down your ideas?

Jean-François: I'm not sure if it's an aha moment, but at some point, I had spent months downloading the data and making sure it was good, months cleaning it. I had spent months figuring out how to compute the measures and optimizing the computation because it was just so time-consuming. And for me, it was the most satisfying thing to finally see those measures shown on paper and on the figure. And for me, that's when I felt that there was something there, and that we could test something interesting with the paper. And at the same time, it was exciting because I felt like I could start working with others and sharing with Jade more actively. That was a big moment for me.

Jade: Following up on what JF just said, actually seeing what he presented in the data was also a big aha moment for me. Because, as Eunice also mentioned, Eunice, Peer Fiss, Mark Kennedy, and myself have an AMR paper, which of course is a conceptual paper. So, we had some ideas about how categories relate to each other in a broader meaning system, and how entrepreneurs or other actors could navigate that meaning system, kind of moving in and out between categories and within categories. But all of those were pretty much just ideas. And so, when I saw JF's data, I was like: "Oh, wow!", this is what we've been thinking about and what we've been looking for. But, you know, like, trying to create a paper that has really rigorous ideas that fit what we had in mind, that's something that you can dream about, but I wasn't even sure if that was ever going to happen. That was an aha moment for me.

Eunice: If I can quickly add on, we have this graph that shows how categories evolve. We have this 3D plot where we can see how categories change over time, in terms of both heterogeneity and distinctiveness. So, it is super cool to see how these metrics coevolve. And that's the aha moment for me, to see how it actually works.

Rodrigo: What I am hearing is that you all agree that when you crafted the theoretical artifacts, that was the aha moment of the paper, right, for you all, which makes a lot of sense. And I think I want to go back a little bit to what you were just mentioning, Jade: How do you see this paper connecting to existing conversations?

Jade: To me, of course, the main literature that we were trying to engage is the category studies, but also, the more recent exciting work done in cultural entrepreneurship. We feel that this work engages those conversations. For example, in the category literature, people now are really emphasizing the internal dynamics of a given product category. Of course, pretty much everybody acknowledges the fact that any category is embedded in a broader meaning system; they're all connected with each other. But very few papers actually explore and seriously unpack this idea. So we thought that we are really among the first ones to take a relational view on categories. And for the cultural entrepreneurship literature, and JF can speak more to this, it's also a contribution because we show how the entrepreneurial efforts not only change what's happening within a product category, but also what's happening across different categories.

Jean-François: There are a few things I'm excited about. We already know that entrepreneurs use narrative, they use stories to explain what their product is about, and why they should deserve the support of their audiences. But one thing that we're
Interview with Best Entrepreneurship Paper Award

doing is that we have some time-varying measures. So, the idea is that the way that you appeal to the crowd and to your investors, does change over time. It's not something that is fixed in time, like: "Oh, use claim A. It's going to have a positive effect." No. The way that entrepreneurs craft their campaigns evolves over time, and we're able to capture that and look at shifts within a category: "Are people making similar claims? Or are they expanding their toolkit, making new types of claims, and finding new ways to appeal to the crowd?". And we're not only doing that within a category, but as Jade said, we're also figuring out: "Well, how is that different from what's happening in other categories, and how does that ultimately affect the viability of a product category?". So, it's both what's happening within a category, but also what the category is not about: What are we excluding from the category, or what are we importing in it, and how does that affect entrepreneurs’ ability to draw the support of their audiences.

Rodrigo: Along the same line, how do you see this paper opening a door for novel kinds of conversations in this literature? Can you talk a little bit about this? Anyone?

Jean-François: Do you want to go, Jade?

Jade: [Laughing]. Well, yeah. What JF explained for the previous question, I thought that was actually a very pretty novel direction. To me, especially in cultural sociology, the culture as a toolkit idea has been prevalent for a while, but I feel that in the category studies per se, people have not really thought about categories as cultural toolkits. From that particular perspective, I think there is some qualitative work that's looking at cultural toolkits, you know, how categories supply different cultural tools for entrepreneurs to draw on. But I haven't really seen large-scale, encompassing studies like ours that explore how these different categories, product categories, enable entrepreneurs to develop plans, narratives, and put together different identities. So, from that perspective, categories are constraining, but they also are enabling. And I feel that, that is kind of a novel direction for not only categories studies, but also in broader entrepreneurship studies.

Jean-François: So, just to add. I think it's true that we need to think about categories in terms of the different kinds of tools they provide, all the different means that they provide for entrepreneurs to not only conform but also to stand out. And we need to think about the potential trade-offs implied in the way that the tools are used. And that also drives our predictions, whether we have a U-shaped or an inverted U-shaped relationship. So, thinking of categories not just as labels, but really looking at the different means that they provide, that's something that I'm excited about.

And also the idea that what happens at point A will also change, so what's viable at a certain point in time will change. Categories are very dynamic spaces, so looking at time is very important. And another thing that we're also doing is that we're not just looking at one specific category nut many categories, so it can help us think differently about how entrepreneurs or other actors compete. They're competing in a specific market, but they are also competing against other markets. What happens in another category can spill over, and it can have profound repercussions that can affect you. So, as an entrepreneur, if you're not thinking about adjacent markets, then you might miss a key piece of information that will affect your ability to really stand out.

Eunice: Most category studies, especially the ones that focus on dynamics, study one specific category at a time. They follow that category, and then see how it emerges, or how it declines. But, one big implication of our study is that if you only focus on one category, you are missing a lot of important information. So, we hope to see future studies, especially on category dynamics, thinking about how different categories are influencing each other, and how your specific category is being influenced by others, so that we can see that kind of coevolution of categories. I think that's one of the most exciting paths.

Rodrigo: Yeah. Well, I can tell you that's something that popped out for me, this relational approach to categories and this dynamic perspective. Entrepreneurs are not just telling stories in isolation, and the people who are evaluating those stories are listening to many stories at the same time. It makes sense that the categories start to evolve and the way one goes, is going to affect others, right? And is not going to be static. So, that's really great.
Interview with Best Entrepreneurship Paper Award

It's hard to control your ideas once you put them out there. But if you had this power, what would you like people to remember this paper for?

Jean-François: Well, there are a few things. For me, this paper showcases how crowdfunding can be an exciting place to study the collective and temporal dynamics of entrepreneurship. For those who are interested in crowdfunding, I hope it will inspire them to look at more dynamic and collective outcomes. And for categories research, and cultural entrepreneurship research, I think one key takeaway is that categories are always in the making, and what happens over time, what the category means at a certain point in time will eventually change. There are a lot of interesting theoretical ideas that you can explore when you start thinking about how categories are changing dynamically, and compared to other categories.

Eunice: Yeah, I agree. What stands out to me is the notion that categories are always in the making. That captures the dynamic aspect of the idea, as well as the temporal aspect. So, thinking about how categories are not static, it's always in the making, whether it's being influenced by other categories or how it influences the entire category system or adjacent categories. That's what people can start thinking when approaching category studies.

Jade: Right. I fully agree with what JF and Eunice have said. Related to this, in the paper, we have this sentence where we said: “What matters is not only what the category is about, but also what it is not about.” So, if categories are always in the making, then, during that process, both what the category is about and what it is not about are changing. And when I think of what our message has been during this interview, we hope that this paper can help us think about future research, to think more along the line of the broader relational and temporal view of categories. That's my own biggest takeaway from this project.

Rodrigo: That's great. These were the key questions that I had and wanted to learn about. And that I think people would be happy to hear you explain your process and tell the story behind how this paper unfolded. But now, I just want to open the floor and see if there is anything that you'd like to tell people about your work, or to let the folks know about what you're doing.

Jean-François: There is one general trend that I see in my work. I'm always happy to advocate and claim that we need to think harder about the collective and temporal dynamics that underpin entrepreneurship. And we see that in crowdfunding because it's very obvious, but it happens in all other fields too. We need to look at how markets are constructed, how entrepreneurs are building, and how audiences are reacting to that. I think our paper is one good example of the value of looking at these cultural and temporal dynamics. And I see much more that needs to be done in that specific aspect.

Jade: Pretty much along the line idea, I would also like to see more. Generally, how the propositions that we advance in this paper might work or not work in other contexts. I'm pretty confident that our basic takeaway, which is the temporal and relational aspects among categories, would probably hold in most of the cultural meaning systems.

Eunice: I hope this study sparks more ideas, especially in different settings, because, as JF mentioned, Kickstarter is a unique context. And we would like to see how this holds up, or doesn't work. Are there any contingencies that constrain the temporal dynamics that work here? Or the extent to which categories influence each other? So, I think there are a lot more exciting studies to come.

Rodrigo: Perfect. Well, thank you very much. I think this is a wrap. And congratulations again on the award, and I hope to see many more collaborations among the three of you coming up soon!
Interview with Best Student Paper Award Winner

Huaxi GAO (Peking Univ) interviewing Reuben Hurst (U. of Michigan), Winner of the OMT Best Student Paper Award, for “Combating Sociopolitical Stigma with Countervailing Claims: Evidence from Charlottesville.”

Here is the link to the video of this interview.
Interview with Best Symposium Award Winner

Fangwen LIN (National University of Singapore) interviewing Nathan Wilmers (MIT), Callen Anthony (New York U.), Jillian Chow (Northwestern U.), Theodore DeWitt (U. of Massachusetts Boston), Winners of the OMT Best Symposium Award, for “So Much Work to Do: New Approaches to Studying Work Tasks.”

Fangwen Lin (FL): First, can you briefly tell us what the symposium meant for you? What motivated you to organize or join the symposium and submit the manuscript to the OMT division?

Jillian Chown (JC): Since my doctoral studies, I’ve been excited about how experts did their jobs and how they bundled tasks together. Inspired by literature on professions, by Abbott and others, I knew tasks that experts are doing could lead to broader social outcomes and competition between different occupations. These were exciting ideas to understand what happens inside organizations and open up questions about the antecedents and the consequences of task allocation. When talking to Nate, I realized we share a deep interest in understanding work tasks and the outcomes of how tasks are bundled together. It seems like an exciting opportunity for a symposium to bring these different perspectives together, with Callen and Teddy, and with Lisa, whose work I love. OMT is a natural home for this Symposium, because the division is trying to understand how organizations function, which fits with our symposium about tasks and work as the building blocks inside organizations.

Nathan Wilmers (NW): Yes, the Symposium emerged naturally from our shared interest in tasks. I had a conversation with Jillian around two years ago about her Organization Science piece, where she used task data to examine professional jurisdictions among doctors, and another conversation with Callen a few months later. Callen is using totally different kinds of ethnographic data but dealing with some similar issues. And then, a few months after I talked to Teddy, I learned he was doing a task project with O*NET data. After one-off conversations with these junior scholars, our conversations naturally converged around puzzles of how to bring tasks to organizational research. We all agreed on not just presenting individual papers, but rather presenting at a higher-level discussion, to cover different approaches used to study tasks and integrate that with organizational theory.

In terms of OMT, although work tasks are at the core of organizations, the focus of organizational theory is not really on tasks but on surrounding topics like social relationships, organizational routines, and organizational structures. These forces often lead to unintended consequences and are more interesting in a sense, so they are a big focus of research. So, our Symposium was kind of a back-to-basics idea: questions like what tasks are being done, how tasks are being allocated, and how this affects inequality. These may be a bit humble and understated, but they are central to organizations and therefore to a lot of questions that OMT scholars grapple with.

FL: The datasets used in all the papers are fabulous, such as investment bank pitchbook, Brazilian public health system, O*NET occupational information, and Glassdoor job descriptions. Based on these unique datasets, are there any specific theoretical aspects that the team aims to contribute to, or any key messages to practitioners?

JC: Thinking about how I teach in my MBA class, in practice we assume the implementation of tasks could be super rational and uncomplicated, but when you're trying to design an organization, you have all these tasks, you group them into buckets, and you coordinate them into place, you realize it's messy. So, one of the practical takeaways is that it really matters how managers are deciding who does what task. As I mentioned earlier, the antecedents of work and tasks, including how they're crafted and how they're put together, really matter. Coming out of that, Nate's work shows well how redistributing tasks among people may shape their earnings and pay gaps. It is thus equally important for managers to think about consequences of tasks, including not only organizational performance but also employee career trajectories and even other societal outcomes.
Interview with Best Symposium Award Winner

NW: For the contribution question, one reason why tasks are neglected in organizational theory is that people think they're hard to measure. We're more used to thinking of job title or occupation, which are tracked by human resource information systems or picked up in government surveys. However, part of our thought behind this symposium is to show the existence of a bunch of novel and underused sources of data on work tasks. For example, the administrative data that Jillian used and a certain way of collecting ethnographic data that Callen is committed to. For both quantitative and qualitative scholars, one message to convey is that there are great options of data sources and approaches which helps you to think about work and tasks differently.

JC: Yeah, there's ample space to make important contributions using different methods. For qualitative scholars, historical archival scholars, ethnographic scholars, or those doing big data, all could join the dialogue, because all toolkits are welcomed in this research area.

FL: As tasks mean very minute pieces of work and usually require granular data to measure and test. Will this pose a challenge in the paper developing or reviewing process?

JC: Good question. Here is a tradeoff: as you conduct qualitative research to understand work tasks, the sample is much narrower than that from a big dataset, but big data doesn't necessarily allow for in-depth understanding of the work people are doing. However, the hospital data allows me to balance in between. Because in the healthcare system, physicians' work is built in a paper service system or cataloged in electronic health records, which allows for in-depth recording. As I can see granular tasks on a remarkably big scale, it affords a lot of interesting ideas coming out of it. Challenges also exist. One push-back regularly seen from reviewers is that healthcare is a weird industry and differs across the world. My study with Carlos Inoue from UIUC, exploring the Brazilian healthcare system, has received questions like to what extent the system is the same as that in the US. A related pushback is about generalizability, which is fair, because doctors in Canadian hospitals may be different from investment bankers in a New York firm or factory workers in an auto plant. How far I can extrapolate the ideas that I'm developing in this specific context to other spaces becomes a question. While the data can afford a lot of things, the special setting might limit it. These are always these kinds of trade-offs that we deal with in our research. But what we were trying to do in the Symposium, with Callen's ethnographic work, Teddy's O*NET data, Nate's job titles and my work in the healthcare system, is to capture and show the breadth of different options, with challenges but also big opportunities.

NW: Yeah, totally. Even just thinking about my work, using data on employees of labor unions, we did a separate survey to validate those data, but it remained a really quirky, niche set of jobs to study. In a more recent project, I used a broader dataset, the Burning Glass job postings, which cover a variety of jobs and industries. But again, questions pop up like what's written in a job posting may not describe what people are doing day to day and there is a huge leap. Data in task research raises such problems more than other areas of organizational research, but there's always a sharp tradeoff between super contextualized data versus data that is going to be less reliable and less granular. As researchers, we always need to move back and forth before figuring out the best path.

FL: Any future agenda or avenue for task studies? Any suggestions for early career researchers if they are planning to conduct task-related studies?

NW: The talks that we had at the Symposium open some future research possibilities. Some of the data that Jillian is using in the healthcare system, which I imagine PhD students could get a hold of and it's all publicly available. Labor union data from my ASQ paper was also posted on my website. There's a PhD student at McGill, Alyson Gounden Rock, who is using those data in a similar setup to study gender equality. Teddy's data is also publicly available. Although Callen's work is ethnographic, anybody who is doing fieldwork in an organization and wants to get a more granular sense of what employees in the company are doing could follow her careful attention to tasks. Data constraint is not because tasks wouldn't be valuable either for firms
Interview with Best Symposium Award Winner

or for researchers. It's just because work tasks are something less on people's radar than they should be, so there are still a lot of exciting opportunities here.

JC: Totally agree. The other advice is to pay attention to the neighboring literature. There are interesting conversations going on in labor economics, organizational behavior, strategy and sociology. The most exciting ideas may come from crossing the boundaries and bringing in new combinations of these literatures. Integrating the focus on tasks with other more established concepts might help PhD students to develop cool projects that will get published well, get more attention and get people excited.

FL: Finally, congratulations again on winning the best symposium award! Thanks for sharing these wonderful insights and thanks for taking time to do this interview!
Interview with Best Paper Award Winner

Wenjie LIU (Erasmus University) interviewing William Reuben Hurst (U. of Michigan), Saerom Lee (U. of Pennsylvania) and Justin Frake (U. of Michigan), Winners of the OMT Division Best Paper Award, for “The Hidden Cost of Flat Hierarchies for Applicant Pool Diversity: Evidence from Experiments.”

Here is the [linkage](#) to the video of this interview.
Interview with Best Published Paper Award Winner

Georg Reischauer (WU Vienna) interviewing Janina Klein, VU Amsterdam, and John M. Amis (University of Edinburgh), Winners of the OMT Best Published Paper Award, for "The Dynamics of Framing: Image, Emotion and the European Migration Crisis."

GR: Huge compliments for receiving OMT’s Best Published Paper Award! Can you briefly elaborate on what your paper is about?

Thanks much Georg - we are both very grateful for and humbled by this award! Focusing on the European migration crisis in 2015, our paper explores how and why the framing of societal issues changes over time and provides novel theoretical insights into the ways media organizations shape our understanding of major societal problems. By investigating how the photograph of Alan Kurdi lying dead on a beach in Turkey radically transformed the framing of the European migration crisis in the UK media, we develop novel theory about two important aspects of framing. First, we develop the concept of an emotional array that is central to understanding how frame composition changes over time. Second, we expose the distinct mechanisms by which framing change takes place.

GR: Your paper develops new theory on the dynamics of framing and the role of emotions in media organizations. What motivated this study?

It stemmed from our joint concern about the European migration crisis in 2015 and particularly the number of people dying in the Mediterranean. When the picture of Alan Kurdi, washed up on a beach in Turkey, was published, it fundamentally changed the debate in the UK, with the framing of the crisis shifting from 'how do we control these economic migrants who are coming to take our jobs and school places?' to 'what can we do to help these poor people?'. We were fascinated by how quickly this shift took place. This allowed us a theoretical entry point from which we were able to uncover why that picture in particular was so impactful. In so doing, we were able to further our understanding of how emotions influence the framing of societal issues, and the pivotal role images play in this context.

GR: Your data encompasses archival data and interviews in combination with an iconic photograph. What are your key lessons learned from working with multimodal data?

Working with multimodal data is a rather complex process and it was the first time for both of us to conduct a study involving this combination of different sources of data. One of the key lessons learned for us is that it is crucial to have a clear idea what insights can be generated through the different types of data, to choose an approach to data analysis that fits each data source and to then integrate the insights generated from the various data sources to address the research question. In our case this resulted in five different stages of data analysis, and we then drew on the findings from all data collectively to build our model. This was an iterative process and the guidance of our editor, Eero Vaara, in helping us develop this was key. We were also fortunate to get some useful direction from our reviewers, too.

GR: What challenges did you face during the analysis and writing process more broadly and regarding capturing a complex phenomenon such as emotions in framing processes? Could you share how you tackled them?

One of the key challenges we faced was indeed capturing the role emotions played in the change process and uncovering how emotions changed. While it was clear that emotions played a pivotal role as they came out strongly in all three data sources, we initially struggled to analyse them. We tackled this issue by developing what we term an emotional array, the emotional characteristics of frames, composed of a set of emotions, a level of intensity at which each individual emotion was expressed, and a distinctive corresponding language. By analysing each component of the emotional array separately – rather than solely focusing on which emotions were prevalent – we were able to capture a much more granular change that took place, particularly
Interview with Best Published Paper Award Winner

the different levels of intensity at which emotions were expressed before and after the image was published. We engaged in a novel form of emotional “magnitude coding” to assess the intensity at which emotions were expressed.

GR: Your work showcases that images with sufficiently powerful emotions can initiate changes and also provides evidence for a gradual temporal diminishing of image effect, which in turn trigger changes. What are the main implications of these findings for managers of media organizations and other organizations

One of the main implications of our findings for managers in organizations is that iconic photographs can rapidly shift the framing of societal issues such that individuals – the general public, customers, or other stakeholders – might adopt the new framing. Importantly, the mechanisms that drive change differ across organizations such that the emotional impact an iconic photograph can have tends to be longer-lasting in organizations whose ideology aligns with the new framing. In organizations with a non-receptive ideology, we observed a more instrumental and shorter-lived effect with organizations moving back to their original preferred framing. However, changes in emotional arrays, i.e. the range of emotions associated with a particular frame, the intensity at which these emotions are expressed, and the language that is acceptable to communicate emotions, can remain changed even when framing priorities have shifted. These are important insights for managers seeking to realize change and those involved in policy making, as they pertain to both the timing of their activities and the ways in which they should be positioned. More specifically, the window of opportunity for action and change may be longer than previously assumed, and it may be possible to re-establish a frame’s prominence through subsequent events.

GR: Thank you so much for your insights! What further insights would you like to share with the OMT community for studying pressing social issues from an OMT perspective?

Studying pressing social issues from an OMT perspective provides unique opportunities to generate novel theory. Our starting point was a concern for the plight of millions of people fleeing their home countries and a tragic but fascinating image that drew worldwide attention. Our initial instinct was to look at the case from an institutional logics perspective. With the feedback from our reviewers and editor we quickly changed to framing theory – a much more useful theoretical entry point that enabled us to not only capture the nuances of our case in a finer grained way but to also develop novel theoretical insights. Based on this experience, we encourage fellow scholars to study pressing social issues while remaining flexible and open about the theoretical angle they take.