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"I had three incredibly insightful and energizing OMT Meetups with three fantastic scholars. Shout out to OMT for the organization -- you have outdone yourself!"
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<td>Santi Furnari</td>
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<td>Research Committee Chair</td>
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<td>Costas Andriopoulos</td>
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2022 Division Chair’s Welcome Message

Welcome to the OMT Newsletter!

I look forward to seeing many of you in person at the Academy of Management meeting in Seattle, scheduled for August 5-9, 2022. There are many hybrid sessions planned as live streamed, with the opportunity for these sessions to include virtual attendees.

With the help of all contributors and the voluntary reviewers (many thanks to all of you!), our fabulous Chairs – Emilio Castilla for PDWs and social events, and Forrest Briscoe for Symposia and Paper sessions – have put together an excellent program, making OMT once again The Place to Be!

Beyond the AoM Program, OMT has been active in offering support in these difficult times, especially for PhD Students and junior faculty. Due to their tremendous success, we have continued with our OMT Meetups – a series of one-to-one online conversations between senior and junior scholars (including final-year PhD Candidates and Post-docs). Thank you to Kevin Lee, Shelby Gai and Richard Haans, for organizing these meetups. We are very grateful to the many senior scholars who signed up – thank you so much!

A key goal for OMT is also to develop and sustain quality connections among scholars from underrepresented areas and OMT and AOM in general. The postponed paper development workshop organized by IAE Business School in Argentina in collaboration with OMT and EGOS was scheduled for May 26-27, 2022. The purpose of the workshop was to connect and integrate scholars from Latin America. Many thanks to Pablo Martin de Holan for taking the lead on this for OMT.

The OMT Executive Board met virtually in February and voted to select Professor Barbara Gray of Penn State as our Distinguished Scholar for 2022 in recognition of her outstanding scholarship on collaboration. Please plan to join us for Barbara’s talk at 8.30 am on Monday morning Seattle time in the convention center Tahoma 1; or follow online.

The rest of this newsletter is designed to help you plan the OMT part of your AoM Meeting:

- Program Chair Forrest Briscoe reports on what promises to be a superb scholarly Program
- PDW Chair Emilio Castilla previews the PDW Program, including our Consortia and Global PDW.
- Research Committee Chair Mae McDonnell announces this year’s OMT paper and symposium award winners.
- 2022 Division Chair Martin Kilduff provides a preview and call for nominations for the OMT Dissertation Proposal Workshop. The Workshop – where established OMT scholars provide wisdom and expertise to help doctoral students developing their dissertation proposals – is a classic by now and will take place virtually. Deadline for applying is June 1.
2022 OMT Division Chair’s Welcome Message

Martin Kilduff

- At the AoM Meeting, don’t forget to join us for:
  - The Distinguished Scholar Address to congratulate Barbara Gray and hear his words of wisdom tentatively set for Monday, August 8th
  - The Junior Faculty Consortium
  - Our Doctoral Student Consortium
  - The OMT Dissertation Proposal Workshop
  - The New and Returning Member Networking & Research Forum tentatively set for Friday, August 5th

- Like in the previous years, we will also have the pleasure of co-hosting with EGOS the virtual MeetEGOS@OMT reception tentatively set for Friday, August 5th

Finally, our activities would not be possible without the generous financial support of all of our sponsors. We keep a detail of all of our sponsors online and updated all the time, and I encourage you to have your organization join in supporting OMT.

On behalf of the entire Division board, thank you for continuing to make OMT The Place to Be!

Best wishes,

Martin Kilduff

2022 OMT Division Chair
Dear OMT Community,

This year’s Seattle Hybrid AOM conference promises to be a unique experience for everyone. First off, our very sincere thank you to all of you who submitted to OMT and all those who participated in this year’s review process. It was terrific to see the strong response from the OMT community to the calls for reviewers: 750 reviewers from 49 countries stepped up and devoted their time, work, and energy to helping OMT create another exciting program for this year. I would like to especially thank our emergency reviewers who stepped up on short notice. Thank you all so much!

Scholarly Program

This year we have 298 papers and 76 symposia on a wide range of topics including 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.

Like the entire program this year, 80% of our OMT sessions will take place in-person (and a subset of those will be livestreamed for viewing or interaction), with another 20% occurring virtually. Our paper sessions and symposia are also scheduled from Saturday to Tuesday this year.

We have the following Showcase Symposia this year:

• So Much Work to Do: New Approaches to Studying Work Tasks
• The Contestation and Appropriation of Public Space
• Creating a Better World via Cross-Sectoral Collaborations
• An Occupational Lens on Social Inequality
• Best Practices for Research on Unsettling and Unconventional Populations
• Data Workers in Organizations: What they do, how they do, and why they do it!
• Going Down the Drain: The Rise of Negative Evaluations and The Fall of Organizations
• Social Structure of the Future: Early Moments, Interstitial Spaces and Possible Histories

Must-dos

• Meet EGOS@OMT (Fri 4:30 - 6:00 pm, in-person) Come to meet longtime and newer OMTers and connect with our friends from EGOS.
• OMT Distinguished Scholar Breakfast (Mon 8.30 – 10.00 am, in-person and livestreamed) Words of Wisdom from Barbara Gray
• OMT Business Meeting (Mon 6:30 - 7:30 pm, in-person and livestreamed) Come and find out what the OMT division is up to and receive the 2022 OMT artifact. Then slide over to the OMT Social Hour (Mon 7:30 – 9:30 pm, in-person) to continue the conversation in Seattle.
2022 OMT Program Chair's Message

Forrest Briscoe

- OMT Virtual Social Hour (Mon 7 – 8 am) Regardless of your location, you will have an opportunity to meet virtually with members and friends of the OMT community.

Please be sure to join us, and continue to make “OMT, the Place to Be!”

Best regards,
Forrest Briscoe
OMT Program Chair
Hello members of our OMT community,

I hope this message finds you well and looking forward to our OMT events this coming summer. This year OMT features an amazing set of 28 division-sponsored PDWs, covering a wide range of new topics and also continuing interests of our community. OMT also offers many opportunities for all of us to meet, engage, and get to know each other including our Social Events. Please check them out and join us when you can.

Here is a glimpse of this year’s program.

This year, we have a number of developmental workshops specifically designed to support our doctoral students and early-career scholars, the future of our OMT community! The OMT Doctoral Student Consortium and the OMT Junior Faculty Consortium will take place on Friday, August 5 (both hybrid live-streamed interactive) and feature a list of dedicated and diverse mentors to help scholarly development. These Consortia also include Roundtables to help you develop your skills. As usual, both events are by invitation after a competitive application process. Please note that the application deadline for both is May 15, 2022.

The OMT Dissertation Proposal Workshop – where established OMT scholars provide wisdom and expertise to help doctoral students developing their dissertation proposals – is a classic by now, and will take place on Saturday, August 6 (virtual only), organized by Martin Kilduff. Deadline for applying is June 1, 2022.

The OMT Global Consortium: Doing Organizational Research Around the World will be held hybrid live-streamed interactively this year. This format will ensure scholars from all over the world can participate. As well, it will increase the peer-to-peer activities, the depth of the feedback to each participant, and give participants the chance to exchange with experienced scholars in small groups, including international senior faculty members and editors of top management journals. The objective of the workshop is to facilitate networking and discussion around the unique challenges and opportunities of planning, implementing, and publishing high quality organizational research using international settings. Applications are due May 15, 2022.

If you are new at OMT or have not been participating for some time, please join us at the OMT New and Returning Member Networking and Research Forum (Friday, August 5). We have established this forum to welcome you to our division and make you feel ‘at home’ in our community. Join us and meet leading scholars, long-standing OMT members, and other new members, share your interests with us, and discuss your research. Anyone is welcome always!

This year too, there is a great set of method-oriented workshops where research tools and approaches (and their challenges) are presented and discussed among attendants. For instance, we offer a workshop on Experiments in Institutional Theory and Strategy Research; one on Computational Approaches to Studying Organizations and Markets; and one on A Multi-Level Approach to the Study of Reputation. Please also check the one on Doing Organizational Research in Developing Country Contexts. A few PDWs will focus on qualitative research: Behind the Scenes of Highly Cited Organizational Ethnographies and Qualitative Research with Archival Data. One PDW this year should also be relevant for OMT scholars, Narrative & Evidence: Situating Research in Prior Literature to Establish a Coherent Contribution.
For those of you interested in the study and practice of social networks, there are three OMT workshops that you may want to sign up for, **Introduction to Social Network Analysis**, **Teaching Social Networks**, and **At the Frontiers of Organizational Network Research**. Look for more forthcoming details on how to participate.

In addition, as it has been the case, many OMT PDWs will pay close attention to specific research areas and topics; see for instance:

- **Grand Challenges and the Rhetoric of Collective Action**
- **How History Affects Management and Organizations**
- **Culture & Technology: Building Bridges Across Innovation & Entrepreneurship Research Contexts**
- **Stigma versus Stigmatization: Differentiating Stigma from its Processes**
- **Reversing the Arrow: Examining How Entrepreneurialism Shapes Society**
- **Discourse-Based Inquiry: Rhetorical, Narrative, and Dialogic Research Design in Multiple Disciplines**
- **Using Sport Data to Advance Management Theory**

A few workshops focus on core and vibrant OMT themes such as:

- **Trust between Individuals and Organizations**
- **Classics of Organization and Management Theory: Approaches to the Study of Work**
- **Past, Present, and Future of a Behavioral Theory of the Firm**
- **Social Movements, Stakeholders, and Non-Market Strategy**
- **Decolonizing Management and Organization Studies**

This year, I would personally like to highlight two important themes to be covered in two of our OMT PDWs. The **Classics of Management and Organization Theory** PDW this year aims to explore the different approaches to studying (the future of) work and employment. And the **Professional Organization Research PDW** will examine and discuss current organizational efforts to improve diversity and inclusion, particularly in today’s professional settings.

Please note that that this year our division PDWs will continue to follow multiple formats, including in-person face-to-face, hybrid live-streamed (with a few interactive), and live synchronous sessions held during this year’s conference days. Only a very small set will instead be conducted asynchronously. The session format of the PDW should be indicated clearly in their listing in the online program.

Finally, please make sure not to miss our major OMT events:

- **Meet EGOS @ OMT** (Friday, August 5: 4:30 - 6:00 pm, in-person) to start off the conference
2022 OMT PDW Chair's Message

Emilio Castilla

- **OMT Distinguished Scholar Breakfast** (Monday, August 8: 8.30 – 10.30 am, in-person and livestreamed) to hear words of wisdom from our Distinguished Scholar, Professor Barbara L. Gray

- **OMT Business Meeting** (Monday, August 8: 6:30 - 7:30 pm, in-person and livestreamed) to learn what OMT is up to, see what prizes were awarded, and receive your OMT Artifact.

- **OMT Virtual Social Hour** (Monday, August 8: 7 – 8 am) to partake in the virtual OMT fun!

Please come and join us at one or all of these events. (Just be sure to pre-register for those sessions which may require it for logistical reasons.) Even if you are not (yet) a member of OMT—you are all welcome.

We look forward to welcoming you to OMT, the place to be in 2022 in person, virtually, or both!

Emilio J. Castilla

MIT Sloan School of Management

OMT PDW Chair
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

Mae McDonnell (Wharton), Chair of the Research Committee announces the 2022 research award winners and acknowledges research committee members.

2022 OMT Award Winners

I am delighted to report that the OMT Research Committee completed the process of selecting winners for all the OMT paper and symposium awards that will be presented at the 2021 Academy of Management (AOM) Annual Meeting.

Nominees 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 conference.

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 will take place at the OMT Business Meeting in the Fall. We hope you will join us at the business meeting to celebrate the winners!

The OMT Business Meeting and Social Hour is also the perfect time to find out more about the OMT Research Committee, which is staffed by a dedicated group of OMT volunteers. Be a part of recognizing the excellence of OMT scholarship. Join the OMT Research Committee!

OMT Division Best Paper Award

Winner

- William Reuben Hurst hursre@umich.edu (U. of Michigan), Saerom Lee saeroms@wharton.upenn.edu (U. of Pennsylvania) and Justin Frake jfrake@umich.edu (U. of Michigan). The Hidden Cost of Flat Hierarchies for Applicant Pool Diversity: Evidence from Experiments

Runner Up

- Christopher Lam cjlam1@uci.edu (U. of California at Irvine) The Elephant in the Room: How Workers Infer and Disclose Political Beliefs in the Workplace

Also Nominated

- Dinuka Herath d.herath@hud.ac.uk (U. of Huddersfield), Davide Secchi secchi@sdu.dk (U. of Southern Denmark) and Fabian Homberg fhomberg@luiss.it (LUISS Guido Carli U.) Disorganization At Work: What Is It, How Does It Work and Why Does It Matter?
- Ryann Elizabeth Manning Ryann.Manning@Rotman.Utonto.ca (U. of Toronto) Constructing Proximity for Distanced Moral Action during an Ebola Outbreak
- Kun Yao fionyao@illinois.edu (U. of Illinois) and Nate Xu mxu36@illinois.edu (U. of Illinois) Backstages and the spread of organizational misconduct

Louis Pondy Best Dissertation Paper Award
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

Winner

• Ryann Elizabeth Manning  Ryann.Manning@Rotman.Utonto.ca  (U. of Toronto)  Constructing Proximity for Distanced Moral Action during an Ebola Outbreak

Runner Up

• Vanessa Conzon  conzon@bc.edu  (Boston College)  Managers’ Responses to Gender Equality Policies: Gendered Constraints in Role Performances

Also Nominated

• Sheldon Dunn  dunnst@hawaii.edu  (U. of Hawai’i)  Placing Value Creation at the Core of Strategy

• Yi Zhao  yz579@stanford.edu  (Stanford U.)  The Influence of Community Social Capital on Impact Investors’ Selection of Investment Targets

Best Entrepreneurship Paper Award

Winner

• Jean-François Soublière  jf.soubliere@gmail.com  (HEC Montréal), Jade Y. Lo  jadelo1229@gmail.com  (Drexel U.) and Eunice Yunjin Rhee  rhee@seattleu.edu  (Seattle U.).  Coherence Within and Across Categories: The Dynamic Viability of Product Categories on Kickstarter

Runner Up

• Soomin Sophie Cho  soomincho0216@gmail.com  (Columbia U.)  The Effects of Cultural Diversity on Entrepreneurial Strategy: Emotional and Cognitive Perspectives

Also Nominated

• Mir Dost  pandrani_md@yahoo.com  (Sohar U. Oman), Davoud Nikbin  davoud.nikbin@gmail.com  (Sohar U. Oman) and Naveed Akhtar Qureshi  naveed@iba-suk.edu.pk  (Sukkur IBA U. Pakistan)  Frugal Innovation and Firm Performance

• Heli Helanummi-Cole  H.M.Helanummi-Cole@soton.ac.uk  (U. of Southampton), Kaisa Henttonen  kaisa.henttonen@uef.fi  (U. of Eastern Finland) and Ville-Veikko Piispanen  ville-veikko.piispanen@uef.fi  (U. of Eastern Finland)  Cultural entrepreneurship in social innovation: Co-creation in circular economy ventures

• Yoojeong Shin  yoojeong.shin@kenan-flagler.unc.edu  (U. of North Carolina)  How Social Enterprises Present Their Identities in Entrepreneurial Narratives

OMT Responsible Research Award

Winner

• Harsh Ketkar  harsh.ketkar@unibocconi.it  (Bocconi U.), Seth Carnahan  sethcarnahan@gmail.com  (Washington U. in St. Louis) and Brad Greenwood  brad.n.greenwood@gmail.com  (George Mason U.)  Adaptable Tools and Women’s Job Performance in Male-Dominated Fields: Evidence from Robotic Surgery

Runner Up
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

- Tristan Botelho Tristan.botelho@gmail.com (Yale U.) and Katherine DeCelles katy.decelles@rotman.utoronto.ca (U. of Toronto) Platforms and Prejudice: The Cycle of Racial Disparities on a Labor Platform

Also Nominated

- Anne-Laure Fayard annelaure.fayard@novasbe.pt (NOVA School of Business and Economics) and Anne-Claire Pache pache@essec.fr (ESSEC Business School) Common grounding: How to nurture cross-sector collaborations for social innovation
- Fangwen Lin fangwen.lin@u.nus.edu (National U. of Singapore), Yishu Cai yishu.cai@my.cityu.edu.hk (City U. of Hong Kong), Lori Yue gy2103@columbia.edu (Columbia U.) and Shipeng Yan shpyan@hku.hk (U. of Hong Kong) Breaking Silence or Not: Evidence of Corporate Polarized Voices in Hong Kong Protests

Best Student Paper Award

Winner

- Reuben Hurst hursre@umich.edu (U. of Michigan) Combating Sociopolitical Stigma with Countervailing Claims: Evidence from Charlottesville

Runner Up

- Seungho (Andy) Back andy.back@rotman.utoronto.ca (U. of Toronto) Strategic Broadcasting of Network Ties: Leveraging (random) encounters as an attention-seeking tool

Also Nominated

- Danyang Chen danyang.chen@u.nus.edu (National U. of Singapore) The activation of social networks: evidence from corporate political and family connections
- Janet Xu jjxu@fas.harvard.edu (Harvard U.) Combating Sociopolitical Contagion with Countervailing Claims: Evidence from Charlottesville

Best Symposium Award

Winner

- Nathan Wilmers wilmers@mit.edu (MIT), Callen Anthony canthony@stern.nyu.edu (New York U.), Jillian Chown jillian.chown@kellogg.northwestern.edu (Northwestern U.), Theodore DeWitt theodore.dewitt@umb.edu (U. of Massachusetts Boston) So Much Work to Do: New Approaches to Studying Work Tasks

Runner Up

- Andrea Wessendorf aw773@jbs.cam.ac.uk (U. of Cambridge) An Occupational Lens on Social Inequality

Also Nominated

- Jiyeon Kang juk905@psu.edu (Pennsylvania State U.) and Georg Wernickewernicke@hec.fr (HEC Paris) Changes in the Boardroom: The Present and the Future
- Laura Fey s1718854@ed.ac.uk (U. of Edinburgh) and John Amis john.amis@ed.ac.uk (U. of Edinburgh) The Contestation and Appropriation of Public Space

Best Paper on Environmental and Social Practices
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

Winner

- Leroy Gonsalves lgons@bu.edu (Boston U.), Alexandra Kalev akalev@tauex.tau.ac.il (Tel Aviv U.), Frank Dobbin frank_dobbin@harvard.edu (Harvard U.), Kwan Woo Kim kwanwookim@fas.harvard.edu (Harvard U.) and Gal Deutsch galdeutsch@mail.tau.ac.il (Tel Aviv U.) How to Stop the Clock: The Effects of Tenure Clock Extensions on Faculty Diversity

Runner Up

- Tae-Ung Choi taeung.choi@kellogg.northwestern.edu (Northwestern U.) and Minjae Kim minjaekim@rice.edu (Rice U.) Does Police Transparency “Work”? Evidence from the Seattle Police Department

Also Nominated

- Yusaka Takeda ytakeda@hbs.edu (Harvard U.) and Letian Zhang letian.lt.zhang@gmail.com (Harvard U.) When Do Organizations Advance Workplace Diversity? Non-Business Case of Innovation Adoption
- Sandra Portocarrero svp2118@columbia.edu (Columbia U.) and James T. Carter james.carter@columbia.edu (Columbia U.) A Qualitative Study of The Role of Race and Organizational Contexts on Status Beliefs
- Joelle Evans joelle.evans@city.ac.uk (Bayes Business School), Thierry Amslem Thierry.amslem@ie.edu (IE Business School) and Celine Flipo c.flipo@ieseg.fr (IESEG School of Management) Stretching the occupation: How minority employees reconfigure competencies, tasks and networks

Best International Paper Award

Winner

- Amandine Ody-Brasier amandine.ody-brasier@yale.edu (Yale School of Management) and Xu Li xl.si@cbs.dk (Copenhagen Business School). Deviance as a Means to Build a Legitimate Career: Evidence from the EDM Community

Runner Up

- Max Braun max.braun@fu-berlin.de (Freie U. Berlin) and Claas Jess claas-jess@gmx.de (Freie U. Berlin). Impression management in corporate communication to camouflage financial misrepresentation

Also Nominated

- George Kuk George.kuk@ntu.ac.uk (Nottingham Trent U.), Stephanie Giamporcaro stephanie.giamporcaro@ntu.ac.uk (Nottingham Trent U.) and Rui Zhao rui.zhao@ntu.ac.uk (Nottingham Trent U.). Interstitial Spaces, Practices, and Boundaries: How Street Arts Transform a World Heritage Site
- Hee-Chan Song hheechan.song@sasin.edu (Chulalongkorn U.) Paradox from a Buddhist Perspective
- Carolin Johanna Waldner carolin.waldner@hhu.de (Heinrich-Heine U. of Dusseldorf), Stephanie Schrage stephanie.schrage@tuhh.de (Hamburg U. of Technology) and Andreas Rasche ara.ikl@cbs.dk (Copenhagen Business School). Fading In and Fading Out: The Temporary Nature of Asymmetric Paradoxical Knots within Organizations
2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

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 on 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 near the end of February and the beginning of March. Each year some new members are added to the Research Committee as long-serving members who have provided five years of valuable service to the division begin to 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 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 you can contact Mae McDonnell (Wharton) via email (marymcd@wharton.upenn.edu).

2022 OMT Research Committee Members

My sincere, heart-felt thanks go out to the all of the 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 will be given the Research Committee Service Award this year for 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 a broad sample of OMT’s membership. Please consider joining the committee next year as a volunteer!

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<td>Abhinav Gupta</td>
<td>University of Washington</td>
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<td>Alessandro Piazza</td>
<td>Rice University</td>
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<td>Ivana Katic</td>
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<td>Jade Lo</td>
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<td>Jane Bjorn Vedel</td>
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## 2022 OMT Research Committee Chair's Message

Mary-Hunter McDonnell

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<thead>
<tr>
<th>Name</th>
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<tr>
<td>Johan Chu</td>
<td>Kellogg, Northwestern Univ.</td>
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<td>John-Paul Ferguson</td>
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<td>Jon Bundy</td>
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<td>Julien Jourdan</td>
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<td>Kaisa Snellman</td>
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<td>Kate Odziemkowska</td>
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<td>Kisha Lashley</td>
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<td>Lindsey Cameron</td>
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<td>Sam Garg</td>
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<td>Tristan Botelho</td>
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<td>Voni Deeds Pamphile</td>
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<td>Yonghoon Lee</td>
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<td>Yoonjin Choi</td>
<td>London Business School</td>
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Call for Nominations: 2022 OMT Dissertation Proposal Workshop

What It Is:

The OMT Division will again hold its Dissertation Proposal Workshop as part of the Academy's Annual Meeting. This workshop will be in a virtual form this year, with meetings organized on zoom. The Dissertation Proposal Workshop is a chance 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.

Classes and preliminary exams usually have clear structures and guideline. 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. The current workshop addresses this gap by helping participants improve the focus and framing of research questions, identify and address methodological issues, and constructively critique conceptual foundations. The conversations may also address process issues like managing your dissertation committee and completing the dissertation. The workshop consists of small discussions between faculty panelists and doctoral students working on dissertation proposals in the panelist's area of expertise.

Who Should Attend:

The Dissertation Proposal Workshop is aimed at students who have completed preliminaries and have selected a dissertation topic but have not yet defended their dissertation proposal. If you have a 50-page proposal with data, well-defined hypotheses, and a committee, you are probably too advanced. On the other hand, if you have not narrowed your ideas beyond a broad theoretical or phenomenological space, you are probably too early.

How to Apply:

Doctoral students interested in participating in the workshop should have a faculty member send a short nominating email to Martin Kilduff: m.kilduff@ucl.ac.uk. In addition, nominees should provide a maximum 5-page abstract outlining a research area, methodological approach, and potential contributions, according to the guidelines below, under Nomination Instructions.

These abstracts will form the basis of discussions during the workshop and will be shared with the group at the participant's table. The deadline for nominations is June 1, 2022 by 5pm EST. Attendance is strictly limited so early application is advised.

Nomination Instructions:

Doctoral students interested in participating in the workshop should provide the following information in their email to Martin Kilduff m.kilduff@ucl.ac.uk:

- Their full name and email address;
- The name of their affiliated school and university;
2022 OMT Dissertation Proposal Workshop

Martin Kilduff

- A confirmation that they are (or will become) a member of the OMT division; and
- A maximum 5-page abstract outlining research area, methodological approach, and potential contributions. These abstracts will form the basis of discussions during the workshop and will be shared with the group;
- A short supporting email by a faculty member.

More information

When: meetings on zoom between faculty and students will be arranged during August 2022.

Associated with Organization and Management Theory (OMT)

OMT Dissertation Proposal Workshop FAQ

Q: Wait, I’m confused. There are so many different offerings at the Academy conference. Is this one for me at my stage in my doctoral program?

A: The Dissertation Proposal Workshop is aimed at doctoral students who have completed preliminaries and have selected a dissertation topic but have not yet defended their dissertation proposal. If you have a 50-page proposal with data, well-defined hypotheses, and a committee, you are probably too advanced. On the other hand, if you have not narrowed your ideas beyond a broad theoretical or phenomenological space, you are probably too early.

Q: What goes on during the Workshop?

A: The Dissertation Proposal Workshop is a chance 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. It aims to help you improve the focus and framing of research questions, identifying and addressing methodological issues, and/or constructively critiquing conceptual foundations. As well as these important content issues, discussions may also address process issues like managing your dissertation committee and completing the dissertation. The workshop is built around you getting individual developmental feedback from mentors and peers with similar research interests.

Q: So who are the faculty mentors for this year?

A: Peer Fiss, University of Southern California; Markus Höllerer, UNSW Sydney Business School; Martin Kilduff, UCL School of Management; Renate Meyer, WU Vienna; Nelson Phillips, University of California, Santa Barbara; 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.

Q: This sounds good. How much does it cost?
2022 OMT Dissertation Proposal Workshop

A: There is no fee for attending the workshop, although you will need to be registered for the Academy of Management Meetings to attend.

Q: So when will the workshop take place?

A: During the AoM Virtual Annual Meeting; precise dates and times to be confirmed.

Q: OK, so what do I need to do to get in on this?

A: You submit your application by June 1 following the nomination instructions listed above.
Call for Nominations

Nomination Deadline: May 15, 2022

We are pleased to announce that the Organization and Management Theory (OMT) division will once again hold its Doctoral Student Consortium as part of the Academy of Management (AOM) Annual Meeting. This year the consortium is scheduled on Friday August 5th, 2022. The current plan is to hold the consortium in a hybrid format to allow those who cannot travel to Seattle to still participate. The goal of this consortium is to orient doctoral students who are broadly interested in organizations and management as they enter the final phase of their doctoral programs. It helps prepare them for the job market and plan future careers. We aim to help students make the most of their doctoral programs, advance and publish their research, find academic jobs, manage their early career and, perhaps most importantly, establish professional networks with colleagues who share research interest.

The consortium will include a combination of the following (all on August 5th, 2022):

1. Live panels/presentations (recorded for who cannot attend live), followed by breakout room discussions;
2. Live roundtable discussions around research and teaching via breakout rooms;
3. Randomly assigned café or drink chat sessions.

Close to 30 faculty members have confirmed their participation in this event. Many have been editors for leading journals and won prestigious research and teaching awards. They represent a range of career levels and geographies and will provide diverse perspectives. Faculty mentors include:

- Beth Bechky, New York University
- Christine Beckman, USC Price
- Raina Brands, London Business School
- Ebony Bridwell-Mitchell, Harvard University
- Lindsey Cameron, Wharton
- Daisy Chung, Cass Business School
- Lisa Cohen, McGill University
- Joep Cornelissen, Rotterdam School of Mgt
- Pablo Fernandez, IAE Business School
- Patrick Haack, HEC Lausanne
- Greta Hsu, UC Davis
- Nan Jia, USC Marshall
- Heeyon Kim, Cornell
- Brayden King, Northwestern
- Sharon Koppman, UC Irvine
- Ko Kuwabara, INSEAD Singapore
- Sally Maitlis, University of Oxford
- Namrata Malhotra, Imperial College
- Dalhia Mani, IIM Bangalore
- Sanaz Mobasseri, Boston University
- Kamal Munir, University of Cambridge
- Susan Perkins, University of Illinois, Chicago
- Andrea Prado, INCAE, Costa Rica/Nicaragua
- Paolo Quattrone, Manchester
- Adina Sterling, Stanford GSB
- András Tilcsik, University of Toronto
- Mary Tripsas, UC Santa Barbara
- Jean-Phillipe Vergne, UCL
- Filippo Carlo Wezel, USI Lugano
- Shipeng Yan, University of Hong Kong
- Mark Zbaracki, Ivey Business School
- Tammar Zilber, Hebrew U. of Jerusalem
The consortium is designed to allow for high levels of faculty-student interaction. In order to maintain a high faculty/student ratio, space for this consortium remains limited. Interested students must be nominated by their schools and must be OMT members (either already or by joining now).

Doctoral programs should limit their nominations to one applicant. Universities with multiple departments seeking to send students should coordinate their nominations. Preference will be given to those students who have progressed to the dissertation stage and are either on, or considering being on, the job market in the coming year.

Several waivers of the AOM conference’s registration fees and stipends are available to support students who are interested in applying but lack budget/resources from their schools or otherwise. The nomination deadline again is May 15, 2022.

Nomination Instructions

Nominations should be submitted by the department representative who nominates the student via the following online form only (no email nominations, please): https://bostonu.qualtrics.com/jfe/form/SV_3mb9XGJh3CCnpQ2

As specified in the online form, nominations should include basic information about the nominated student (name, e-mail address and university affiliation) as well as: (1) a confirmation that the student is (or will become) a member of the OMT division; and (2) a confirmation that the student will complete doctoral coursework and comprehensive exams (or equivalent) by August 1, 2022.

In addition, the following three supporting documents should be uploaded via the online form:

1. A brief letter from a faculty member providing a general appraisal of the nominee, including an assessment of the nominee’s progress toward a dissertation defense, expected defense date, and subject of dissertation;
2. The nominee’s CV (including contact information, research and teaching interests, publications, and/or working papers);
3. A 3-5 pages summary of a research project on which the nominee would like to receive feedback.

Additional information about the OMT Doctoral Consortium will be available on the OMT website closer to the date of the event.

If you have questions or concerns, feel free to contact the OMT Doctoral Consortium co-organizers:

Michel Anteby, Boston University, manteby@bu.edu

Danielle Logue, University of Technology Sydney, danielle.logue@uts.edu.au

We look forward to seeing you in-person and virtually at AOM!

Michel & Danielle

OMT Representatives-at-Large
Call for Nominations

Nomination Deadline: May 15, 2022

We are pleased to announce that the Organization and Management Theory (OMT) division will once again hold its Junior Faculty Consortium as part of the Academy of Management (AOM) Annual Meeting. This year the consortium is tentatively scheduled on Friday August 5th, 2022. The current plan is to hold the consortium in a hybrid format: while we hope participants will be able to attend in person, we intend to offer a virtual option so that those who cannot travel to Seattle can take part in the JFC.

If you have started a faculty position in the last few years, this consortium is for you! The consortium will provide an intimate forum for interacting with senior colleagues and peers about how to prosper in your academic career.

It will include a combination of feedback sessions, panels, and facilitated discussions focused on four key topics (all on August 5th, 2022):

1. Developing your research for publication with the help of seasoned scholars in your area.
2. Strategies for impact and growth as a researcher and teacher.
3. Navigating the early years of building a successful faculty career in diverse institutional settings. We will also explore the implications that the COVID-19 pandemic may have for all of these issues.
4. Preparing for promotion and tenure (e.g., building relationships with letter writers, managing relationships with colleagues, creating a research narrative).

Close to 30 faculty mentors have confirmed their participation in this event. Many have been editors for leading journals and won prestigious research and teaching awards. They represent a range of career levels and geographies and will provide diverse perspectives. The roster includes:

- Christina Ahmadijain, Hitotsubashi University
- John Amis, University of Edinburgh
- Shaz Ansari, University of Cambridge
- Amanda Cowen, University of Virginia
- Elena Dalpiaz, Imperial College
- Joel Gehman, George Washington University
- Brett Gilbert, American University
- Stine Grodal, Northeastern University
- Paula Jarzabkowski, University of Queensland
- Josh Keller, University of New South Wales
- Adelaide King, University of Virginia
- Jaco Lok, Macquarie University
- Sally Maitlis, University of Oxford
- Toyah Miller, George Mason University
- Vilmos Misangyi, Penn State University
- Yuri Mishina, Imperial College London
- Srikanth Paruchuri, Texas A&M University
- Davide Ravasi, University College London
- Juliane Reinecke, King’s College London
2022 OMT Junior Faculty Consortium

Violina Rindova, University of Southern California
Tal Simons, Erasmus University
Jasjit Singh, INSEAD Singapore
Scott Sonenshein, Rice University
Siliya Svejenova, Copenhagen Business School
Katalin Takacs Haynes, University of Delaware
Balagopal Vissa, INSEAD Singapore
April Wright, University of Warwick

Application Instructions

If you hold a faculty position as an Assistant Professor or comparable rank and your research focuses on OMT related topics, we encourage you to apply to the JFC. We also invite deans, department chairs, former participants, and other faculty to encourage their junior colleagues to apply.

The consortium is designed to allow for high levels of interaction. In order to maintain a high mentor/participant ratio, space for this consortium remains limited. Interested participants must be OMT members (either already or by joining now).

Applications are due by May 15 and require submission of the following information:

1. Your name, email address, title, institutional affiliation
2. Your curriculum vitae
3. An extended abstract of a working paper on which you wish to receive feedback (5 pages maximum)
4. An indication of three faculty mentors who are of most interest to you

Several waivers of the AOM conference’s registration fees and stipends are available to support participants who are interested in applying but lack budget/resources from their schools or otherwise. The nomination deadline again is May 15, 2022.

Please submit your application online via the following link:

https://commercevirginia.co1.qualtrics.com/jfe/form/SV_dmkooh2GiArIMK

If you have any questions, please contact the organizers, Paul Tracey (p.tracey@jbs.cam.ac.uk) and Kisha Lashley (lashley@virginia.edu).

We look forward to seeing you in-person and virtually at AOM!

Paul Tracey and Kisha Lashley

OMT Representatives-at-Large

Organizers:
Paul Tracey, University of Cambridge and University of Melbourne, p.tracey@jbs.cam.ac.uk
Kisha Lashley, kl4uk@virginia.edu
Hello Awesome OMT Community!

2022 seems to promise a light at the end of a long two-year covid tunnel. As we eagerly look forward to a hybrid AOM in Seattle, the OMT Membership Group (OMG) intends to restart our Off-Program OMT Events. For all of you who have missed the cheerful chats during a casual café, the delicious food shared during a group meal, the reinvigorating run as the sun peaks over the horizon, and other creative off-program gatherings, we hope you will reach out to help organize these OMG events!

In the meantime, we are just about the launch the 4th round of OMT Meetups. Meetups give junior scholars a chance to chat with senior scholars about what their research as well as seek advice on the publication process and how to craft a clear research identity. At the same time, many of the best Meetups involve chatting about something else entirely! Since we first launched OMT Meetups back in the Spring of 2020, we have had over 1000 meetups. Here’s to many more to come!

As always, we are looking for volunteers to help organize OMT Cafe's and other social activities during the conference this year. Please contact me directly if you would like to be part of the amazing OMG team!

Shelby Gai
Michigan State University
Doing Organizational Research Around the World: Opportunities and Challenges

Call for Papers

Where: AOM 2022

When (Application deadline): May 15, 2022 – LIMITED SEATS

How? Submit a 4000-word research proposal by email (aomomtglobal@gmail.com)

The Organization & Management Theory Division is hosting the “Global PDW” for the fifth consecutive year at the 2022 Annual Meeting of the Academy of Management. The objective of the workshop is (1) to expand the organization and management theory scholarship from global perspectives, with questions, issues and practices based on alternative cultural and historical backgrounds; (2) to obtain high quality and specific feedback on research, based in international settings, from experienced mentors; and (3) to discuss common challenges and opportunities of planning, implementing, and publishing high quality organizational research using international settings.

This PDW is sponsored by OMT and supported from regional organizations in a spirit of global collaborations: Africa Academy of Management, Asia Academy of Management, Iberoamerican Academy of Management, and Japanese Academic Association for Organizational Science.

Our panelists and mentors are scholars that have successfully conducted organizational research using data from around the world including “non-traditional” / international locales. The participants will also get a chance to get feedback on their own research in small group setting, to exchange with peers, and to interact with mentors and receive feedback from them either individually or in very small groups.

This PDW is interactive. While many participants are likely to be attending in-person, we may also consider hybrid options to facilitate participation of those who are unable to travel.

The panelists for the workshop this year include:

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<td>Andrew Spicer</td>
<td>University of South Carolina</td>
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<td>Anna Kim</td>
<td>McGill University</td>
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<td>Baniyelme Zoogah</td>
<td>Xavier University</td>
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<td>Christina L. Ahmadjian</td>
<td>Hitotsubashi University</td>
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<td>Christopher B. Yenkey</td>
<td>University of South Carolina</td>
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<td>Chuck Eric Eesley</td>
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<td>Dalhia Mani</td>
<td>Indian Institute of Management Bangalore</td>
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<td>Daniel Hjorth</td>
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<td>Gregoire Croidieu</td>
<td>EMLYON Business School</td>
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<td>Hitoshi Mitsuhashi</td>
<td>Waseda University</td>
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<td>Jochem Kroezen</td>
<td>University of Cambridge</td>
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<td>Jordan Siegel</td>
<td>University of Michigan</td>
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Submission Guidelines: If you have research that uses a setting outside North America, and your research focuses on organization and management theory related topics, we encourage you to apply. If you are intrigued by the challenges, joys, and tribulations of conducting research in “non-traditional” locales, we encourage you to apply. If you are based in an international and/or non-traditional location, we encourage you to apply.

To facilitate close personal engagement and feedback from the mentors, space for this consortium is limited and participation is by invitation only.

To be considered for the PDW, please submit a research proposal of an unpublished study based in an international / “non-traditional” setting. The research proposal should not exceed 4,000 words (including tables, figures, and references). It should have a clear description that summarizes the research question, findings, and theoretical and substantive contribution.

Please email your abstract by May 15, 2022.

We look forward to meeting you in Seattle!

Yutaka Yamauchi and Srividya Jandhyala

OMT Global Reps-at-Large
Dear OMTers,

In these challenging times, it is all the more important to take a moment and celebrate the achievements of our members. In this spirit, I am very pleased to announce to you the winners of this year’s OMT Distinguished Scholar and Trailblazer awards.

Professor Barbara Gray has been chosen as the 2022 OMT Distinguished Scholar. This award recognizes a scholar whose contributions have been central to the intellectual development of the field of organization studies. As individuals, each Distinguished Scholar embodies a career of scholarly achievement and has had a significant impact on OMT scholarship. Barbara Gray’s outstanding contributions and excellent scholarly records make her a more than worthy recipient. Apart from her amazing scholarly achievements, which includes three books and more than 100 publications, she is also bringing her knowledge into society with impact. She is an interdisciplinary scholar with expertise in multiparty negotiations, framing of conflicts, social class dynamics, and sustainability, and engages actively in her areas of expertise. Barbara is a role model for scholars who strives for outstanding intellectual contributions that are highly impactful and meaningful for broader society. She has inspired and touched many OMT scholars on her path with her sharpness, warmth, and intellectual engagement in organizations and management. Barbara Gray will be recognized for this award at the OMT Distinguished Scholar Address at the AoM Annual Meeting in Seattle, on Monday August 8. We hope to see you all there.

We are very happy to announce that the winners of the 2022 Joanne Martin Trailblazer Award are Joep Cornelissen (Rotterdam School of Management, Erasmus University) and Markus Höllerer (UNSW Business School, Sydney). This biannual award recognizes scholars who have taken a leadership role in the field of OMT by opening up new lines of thinking or inquiry. A Trailblazer is a boundary-spanner and a conversation starter, someone who extends and builds the OMT community by shepherding new ideas and new scholarship, often in unconventional ways. With this award, we recognize the award winners’ establishment in 2020 of 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. Their pioneering work is inspiring many scholars to broaden their understanding of theory and theorizing, and to follow on this trail. The Award will be announced during the OMT Business Meeting at the AoM Conference in Seattle on August 8. Please come and join us there!

More information on other important events will be announced in the Newsletter which will be released shortly.

Eva Boxenbaum
OMT Division Chair-Elect