Abstract

Over 1,000 sessions at the 2023 Academy of Management Annual Meeting focused on research impact. Yet, these discussions and, to some extent, research impact itself seem reserved for ‘senior’ scholars. For instance, where impact is an important personal goal for many junior scholars, they are often excluded from conversations with decision makers and they lack training in the means to connect research to practical insights. Junior scholars often encounter environments where impact is considered a secondary outcome – compared to broadening existing theory. The session aims to promote voice among junior academics on research impact. Specifically, this PDW addresses three key topics, (1) the conceptualization of research impact; (2) challenges and opportunities in generating research impact; and (3) the means and tools for early career scholars to conduct impactful research. After a brief introduction, these topics will be addressed in a plenary session, where participant responses will be gathered through presenter software. The inputs will inform themes, which will then be covered in roundtable discussions, with discussion outputs consolidated by the organizers as an essay.

Organizer: Julian Jonathan Markus - WU Vienna
Organizer: Bradley J. Hastings - U. of New South Wales
Presenter: Jean M. Bartunek - Boston College
Presenter: Sylvia Grewatsch - Brock U.
Presenter: Nicholas Poggioli - Appalachian State U.
Presenter: Diana Lauer - WU Vienna
Presenter: Martin Sehner - WU Vienna

13:00-13:05 Welcome and introduction (5 minutes):
“What is holding junior scholars back in creating impactful research?” Julian Jonathan Markus - WU Vienna.

13:05-13:20 Insights from the expert (15 minutes)
A short presentation to establish a shared and holistic understanding of the concept of research impact. Jean M. Bartunek - Boston College.

13:20-13:45 Experience from the field (20 minutes)
Three short presentations on lived experiences regarding barriers and challenges which junior scholars face in creating impactful research:
1. Presenter: Diana Lauer (early-stage PhD) - WU Vienna
2. Presenter: Martin Sehner (late-stage PhD)- WU Vienna
3. Presenter: Nicholas Poggioli (junior faculty) - Appalachian State U.
13:45-14:00 **Open space forum** (15 minutes)

Participants will be invited to share their experiences with research impact, where we are looking to map out key challenges and barriers at the early stages of the career. Questions will be presented during the session revolving around:

- What is holding early career researchers back from developing and having research impact?

14:00-14:30 **Round table discussions** (30 minutes)

Participants will be invited to split up into smaller groups with the presenters to discuss experiences and next steps revolving around:

- How can the collectively defined barriers be overcome?

If you have a specific idea which you would like to discuss you can submit this before the session as a brief paragraph in response to these questions. Please submit this to Julian J. Markus (julian.jonathan.markus@wu.ac.at). Spontaneous suggestions will also be sought during the session.

14:30-15:00 **Plenary discussion, Impact scholar community, and closing** (10 minutes)

What opportunities have we created and how do we take it from here? Sylvia Grewatsch - Brock U.