

**OB EC Mid Year Meeting
San Francisco, California
Meeting Minutes (and Notes)
October 14-15, 2016**

Participants: Mary Uhl-Bien, Jeff Edwards, Brad Kirkman, Cristina Gibson, Kim Elsbach, Lucy Gilson, Steffanie Wilk, Laura Erskine, Bret Bradley, Ron Piccolo, Jennifer Nahrgang, Sigal Barsade, Paul Bliese, Karen Jansen, Mandy O'Neill

Friday, October 14 2016

1. Welcome and Approval of Minutes from OB Exec Meeting in Anaheim (8:30-8:40 AM)
Brad and all

Minutes were unanimously approved

2. **Strategic Initiatives Updates and Brainstorming** (8:40 AM – 12:00 PM)
Kim and all

Strategic Leadership Goals of OB Division (adopted in 2015 Fall Midyear Meeting)

I. Professionals: Developing professionals. How do we advance the development of our members? How do we prepare our members for the present and future?

[see below]

II. Profession: How do we lead, shape and advocate for our profession? How do we prepare our profession/division for the present and future?

Sigal – is our profession as a whole able to put out what we know relative to other professions?; we need a place at the table; I&O Psyc is already doing this, we need to make this happen

A. Volunteer Initiative (MCC, International Comm. OB Ambassadors, Student Reps, Volunteer Exec roles)

Lucy, Jennifer and all - 8:45- 10:15 AM

- How is this initiative helping to develop/serve our members?
- How is this initiative helping to develop/serve our profession?
- New ideas or changes going forward (what to do with all our volunteers)?

-Lucy – we do a great job with getting volunteers but not such a good job of communicating and marketing information about volunteering

-people think they need to be invited to volunteer, which means we might be a bit insular using our networks and connections

-probably can use the web better

-each initiative we have could have 2-3 student volunteers assigned to them

Kim – how do we go about managing the pools; there needs to be a volunteer wrangler (Adam?); put languages you speak on your name tag to make others feel more inclusive

Mary – that might be the OB ambassador team; we need to check with Adam to see if he's ok managing this process

-we can go to the people who are running initiatives, then ask them how many of what type of how many volunteers they need, then we can go to the pool to assign volunteers

Jennifer – for the invited volunteers, we need to expand those that we ask; we keep tapping the same people; we keep getting feedback about increasing diversity of who we are, but when the call out goes for volunteers, we need to expand

Jeff – we have a spreadsheet of volunteer names based on an open call, all division members; we need an annual call, make it a regular thing, people will expect to look for this

-you could write job descriptions with tasks to be done and how much time it would take to do them for office holders; then, when you contact a volunteer, you can give them a job description to let them know what they'd be doing; let's change this from ad-hoc to something more formal, would create better matches

Kim – the OB primer is the place for this!; everyone can contribute what their roles are and what type of volunteering activities are needed

Lucy – has to be centralized so we don't step on one another's toes; figure out what roles can be one year and those that can be over multiple years; job descriptions are desperately needed

Kim – wants all office holders to write up things that need to be done; not just program chairs but also making connections, global piece, etc.

Sigal – each one of who are moving to the next step in the leadership track don't know what the next step is; we can make mistakes as we make these changes, we'll learn from experience; some quality control might fall but again this might be ok

Kim – once we have the job descriptions, we should make the survey more sophisticated;

Jeff – they'll have to self-screen to match skills to volunteering opportunity; the more we know what we expect from our volunteers (and how much time it takes), the better the match

Sigal – would the volunteer coordinator need to be high level position in the OB Division (not the making connections; the COO should do this, it's part of the role to coordinate volunteer role creating and messaging; could possibly use her hiring list of OB people to provide something to react to, rather than just try to think up names

Kim – Brad needs access to the lists from which volunteers can be drawn

Brad – Yes this is the COO's role, I can take this

Karen – part of what we're talking about is push-pull; the round table research discussions were really great, how do we expand it; can we be more bottom-up?; we should be thinking one to two years ahead;

Jennifer – there are two of these, one that's being run by the MCC; and the other one was new that replaced the making connections social (hot coffee, cool people); senior scholars were there

Kim – the round tables worked much better than the MCC socials;

Karen – we have been speaking strategically and operationally so hopefully the two go hand in hand

Laura – add junior faculty and doctoral consortium to the volunteer survey

B. Communications Initiative (Communications Officer, Tech Team, Podcasts, Social Media, Webpage)

Ron, Deirdre and all –10:30AM – 12:00 PM

- How is this initiative helping to develop/serve our members?
- How is this initiative helping to develop/serve our profession?
- New ideas or changes going forward? (Twitter?, You-tube?)

Ron – have had two conference calls and also met at AOM in August; created a presentation for next steps for communication;

Kim – suggested that all of us take a look at the OB primer to get it up to date

Ron – is showing us the updated OB Division website; has videos of award winners but not a lot of traffic so far; if we decided to choose YouTube to market the OB Division, we could do a lot more; is asking for ideas

Kim – suggests that anyone can take the lead of on social media outreach for AOM; if anyone wants to take a leadership role, please say so

Jeff – thinking strategically and operationally, we could capture workshop themes from PDWs and have them available for doc students and junior faculty

Laura – Richard Landis did this in Boston, had a room in a hotel

Todd – in the past, the videos were more professionally done, now they're mostly web cams

Kim – when a newsletter goes out, embed one video that focuses on a topic

Ron – has a part of the webpage with podcasts

Jennifer – can we be a repository for these podcasts or videos

Ron – we have OB Division Twitter feed, but only 377 members; we have a LinkedIn page with 30 members; beyond the low numbers, what is the strategy, what do we ultimately want to do and who are we trying to communicate with?;

OB Division survey revealed that the two things OB division members answered to the question, why are you an OB Division member: (a) sharing information and (b) developing and maintaining connections

There will be some overlap between OB Division and AOM strategy; we should leverage what AOM is doing or can do to promote the broader impact; certain communication initiative will be unique to OB but others the entire AOM can benefit from

Aligning needs with assets; the what, the who, and the how

Mary – AOM is looking to the OB Division for cutting edge ideas and the LEADERSHIP to show other divisions the way; none of what AOM has done has worked all that well yet

Deidre – suggested the possibility that we use faculty members' schools to generate this type of information dissemination

Kim – this could hurt under-resourced schools

Sigal – how much do we invest in low yield communication devices?

Kim – all AOM journals now have people in charge of using digital platforms to get information out about each of the articles

Jeff – AOM already has on on-line social media portals and volunteering

Sigal – no one will go to the AOM page looking for OB Division

Kim – Scene reset – how do we want to promote our profession as a whole (let's get out of the weeds)

Mary – we have the (a) professionals and (b) the profession; we should be working on (b); that's a discussion we have NOT had a real conversation about; we don't have a governing body that makes decisions that help us; we've got a profession that changing dramatically, and we need to talk about it

Is it just translation? Does not speak to who we are and what do we want to be? What are our challenges, what are we doing to resolve them?

Discussion ensued on management's existential crisis!

Paul – can we tackle one theme per year (e.g., justice, happiness, etc.) in the OB Division? Could that create more impact? Everyone agrees.

Ron – who do we care about the most? For academics, a certain set of activities would be relevant. If practitioners, perhaps a slightly different set; we could set up a survey-based approach in which we survey academics and practitioners about the hottest topics on their mind; we could then use that information to create some content to send out

Brad – could use our article in press at AMJ on grand challenges (i.e., closing the science-practice gap)

Kim – we use this theme through the plenary, junior fac consortium, doc consortium

Jeff – let's get back to who do we want to communicate to, and what do we communicate?

3. 2016 AoM Program Reports and Suggestions (1:00 – 3:00 PM – 15 minutes for each report)

A. Program Report and Suggestions (Jeff and Cris)

Jeff – almost 1000 papers submitted; there is a matching process to connect papers to reviewers; for schedule, used tracks based on themes for Cristina's symposia and paper sessions; same theme stayed in the same rooms; great feedback from AOM members on this;

Cristina – we experimented with mentioning in the call that if you were thinking PDW but your session looked more like a panel, asked them to submit to panel; we got more panels

than usual; we had several highly rated panels; the value of the PDWs has grown, so moving some of these into the program, we create more value;

Alex Gerbasi was hired as program developer, she was amazing, she'll do it for three years;

Our acceptance rates are super high; 200 symposia submissions and about 180 got accepted; the quality of some of the submissions was not that great; it is our goal to fill the program, but we need to balance with quality;

There is also a tension between working with other divisions that rated a symposium high, and they want OB to be a part, but our reviewers rated it low

Jeff – is the name of the game to drive it down to zero? No. Being accepted should mean something; we have a multi-wave acceptance (three rounds) of symposia; so, by the end, you won't have as much horse trading at the every end; the AOM program team will send out deadlines, chairs should email the team directly

Sigal – not everything we have is of the utmost quality; instead of leaving some slots open, we should go ahead and fill; reviewers are very uneven in terms of quality and content; we don't necessarily go to the bottom of the quality barrel, but we shouldn't reduce our inflow

Kim – maybe we should change the rule to 2 + 2, instead of 3 + 3

B. Doctoral Consortium Report and Suggestions (Jennifer and Lucy)

Jennifer – overall the doc consortium was very highly rated; what worked was having the two PDWs in the afternoon opened up to everyone so it wasn't restricted; participants could take a break and prep for interviews; new people had to pre-register to attend, but it was open; 122 total people attended the PDWs, 40-50 of whom were not doc consortium participants;

We set a March deadline and we continue to get applications in July, because it takes a long time sometime for people to realize they're on the market;

Lucy – we reduced the time from 2 full days to 1.5 days, and we opened up the PDWs to make it less exclusive; next time, one person will own each PDW, instead of a combo approach;

We need to communicate more directly with our doc student population

We split the responsibility between the faculty side and the student side, so it was easier to manage

Cristina – the rule of “one” from each school means that some people from certain programs (particularly those in shorter doc programs, like 3 years); if we relax it to two, you might go from 60 to 120 quickly

Jennifer – we will allow people from the same school if they are in different programs; question was raised about allowing non-OB people into the consortium over OB people

Sigal – in the past, being the “chosen one” to go to a doc program was a mark of distinction, a big deal for the job market

C. Jr. Faculty Consortium Report and Suggestions (Ron)

Ron – we had the opposite problem than the doc student side; we had a student helper who was fantastic; faculty fellows were fantastic, spent a great deal of time with the students;

Ratings of various sessions were strong, overall ratings very strong (4.65 and 4.85); the international scholars benefit especially because they might not have had the doc student consortia

Only 29 people this year (typically could be around 45 people); good for discussion purposes; overrepresented by international (Germans); German students said that they were told that they had to attend as part of their training and education; again, because the doc consortium is so restricted, that could explain why there are more global participants

Should the consortium remain two days (+ a kickoff dinner)?

Lucy – there is so much good stuff going on, it’s hard to ask people to commit three days;

Mandy – they’re getting a lot of the same content in the PDWs; maybe it should be based around faculty fellows interacting more and perhaps doing paper workshops

Jennifer – could modularize a bit more, package things together, roll in a PDW

Brad – what could the consortium offer that a PDW really cannot?

Mary – we need to figure out how to get three into the track, divides up the work better

Kim – could do Friday evening and end Saturday at noon

D. PDW Report and Suggestions (Steffanie)

Steffanie – 33 PDWs sponsored, 94 hours, 95 hours requested; 1700 people; we changed the call to make it sure they put it on the program if it's a better fit on the program; we cosponsored 48, last year 51;

Rule of 3 problem is a huge issue, we have people who are Editors (although there is an exception for Editors), they are in multiple roles, is there a way to get AOM to not count certain things?; AOM offers pre-registration, then they send an email to have them follow procedures, but they either didn't get the email or they forgot; something in the process is not working; clicking the button is not enough (should include a message that more clearly states next steps such as receiving another email)

People think all of the extras (good, flip charts, microphones) are free!; people try to negotiate; they get an email stating this is what you get; they then put requests that we often have to say no to

Need a rule that every PDW that needs food must pre-register!; the MCC's DO get food for their session; any non-MCC that needs food (or other extras), you've got to do the pre-registration stuff; we could include language around charging more for these extras and meeting certain deadlines;

Lucy- could put this information in the call

Mary – figure out the answer and get it to the program team, they will fix it (maybe not next year but the following)

Sigal – all PDWs should have microphones and flipcharts, perhaps not food

Steffanie – Should we not be as restrictive in our calls, maybe go back and reject some; is it a committee?; do we accept them all because we're filling hours?; PDWs are not reviewed, so it's hard to monitor the quality issue;

Paul – he already sent the call in, so we might not be able to make the change

E. Awards Report and Suggestions- just talk about conference awards here – more discussion about other OB Awards on Saturday Afternoon

Kim – will discuss Saturday

F. Catering Report and Suggestions (Laura)

Laura – ordered a lot of food for AOM this past year; maybe we CAN change the email that comes from AOM to make sure to explicitly state the next steps

We switched this year and had the coffee before the awards sessions

Much better to have the high top tables in the back of the plenary sessions

Every year there is some confusion about when breaks are going to happen, when meals will be served, need to check with Laura on these issues

G. Treasurer Report and Suggestions (Bret)

Bret – budget: last year primary goal was to get ideas from everyone as to how to spend more money on members; four new initiatives (student reps stipend, international committee got a budget, expanding the executive committee, Carry over from last five years (49, 60, 79, 75, 63 as of Jan 1 2016); AOM has not posted conference expenses yet, so not sure about these numbers (Laura estimates 53K for food and A/V)

Endowment = 24K

Allocation from AOM = 71K

Carryover rule says you can't hoard too much \$\$\$, you need to spend on your members

We will have more people at this meeting next year as we continue to expand

To automatically get reimbursed, you need to make a special request

Good healthy positive changes at AOM finance team, they have one contact person at AOM to facilitate everything; new ideas and new vision; putting financial processes from this Millennium

Plaques and awards, the global award last year cost a fortune to ship plaques for those in non-U.S. countries (plaques are 60 dollars, shipping was more than twice that)

Lucy – if you cannot attend the conference, ask them if someone from their school can deliver it to them

Jeff – If there is someone accepting an award from a special presenter, they should be asked to send someone to accept it for them

In the past, we used a request for funds form; but now, we have Expense Watch, an on-line platform; you must have (a) scanned receipts and (b) a mail-to address

Mary – international committee needs a meeting room for their group (costs money); so does MCC; thanks to Bret!

H. Technology Report and Suggestions (Steve – to call in?)

Ron – positing of videos of award winners on YouTube; Chad Hartnell is our LinkedIn administrator; using Google Drive is working ok so far; Steve has video equipment that was purchased by AOM

Laura – will the venue allow US to record some sessions? We can test it out this year but still let the venue capture it too, then we'll know about whether we can do this ourselves next year

4. Other Routine Business : 3:15 -5:00 PM

A. IDEAS FOR 2017 PLENARY- Mary and All

Some discussion about the topic and format

Karen – what about a spotlight idea for a special topic

Mary – if plenary means “all” how does spotlight fit?; and how do we move our field forward using the “topic” as the vehicle;

Jeff – research-practice tension; we could lay topics on top of that

Need topics that are controversial/provocative

Launch at plenary, follow up at mini-conferences, on-line material

Use topic to model the profession

Topic helps to illustrate how our research matters to the profession

Possible spotlight topics:

-Identity in organizations

-Ethics

-Diversity

-Deviance/Dark Triad

What is the way forward with this? Lots of discussion...

Can use the plenary to launch the discussion about spotlight topics; big questions, too, like managers not knowing some of these basic issues

Follow-ups:

- a. translate research
- b. come at questions from different angles
- c. ask provocative questions

Saturday morning – 9:10AM – we continued this discussion from yesterday

Jeff – created a list of possible topics for kicking off the plenary:

- business ethics as an oxymoron
- moral disengagement
- inequity for all in organizations
- have and have not in organizations
- inequality for all
- downfall of diversity, slow progress
- divisiveness of diversity in organizations
- negatives of positivity in organizations

We can create a site where people can post stuff; does not have to be administered

Lucy – how do we carry forward after kicking this off at AOM 2017?; who is populating this, who is gatekeeping this?; how do we do this strategically?; how do we make sure this is sustainable?

We do need some folks to “own” these things, just to get them off the ground; someone can be in charge, not gatekeepers, but ownership; making sure calls go out properly, etc.

Jeff – members want more communication, use this as a vehicle; the topic is a sub-heading, the point of this is a long term strategic initiative to get our work maximally read and impactful; to make sure there is follow up from plenary, we need to book end it at the next conference that complements the plenary;

Kim – professionals and profession – no one reads OB or gets OB; we are doing this to make a topic more accessible to practitioners; volunteer group collect teaching materials; AOM mini-conferences;

As a result of the kick-off plenary, the following would result: teaching materials, communications, co-creation of research, mini-conference (micro communities), public policy, partner with other divisions

Get with communications folks in our group (Ron, Dierdre) and find out what they can reasonably handle; at least commit to that; someone has to deal with these curated materials

How can we mine all responses to our listservs

We probably do need to have someone oversee our curated materials

Kim says she will take the lead on the plenary this AOM and next

Let's agree on a topic before our break: group discusses options

1. Inequality for all
2. Diversity
3. Unethical businesses practices

Cristina – it hits both practitioners and academics; any mini-conference needs to bring in practitioners into the conference; we would ideally need some companies to sign on to partner with us to answer these big questions; after the plenary, we should leave time for networking and some planning (need 18-24 months of planning before any mini-conference can take place);

Ron – our committee's charge is to go with the idea of a topic and how we communication the Division's insights and research; we could also approach topical institutions (e.g., National Diversity Council)

Brad – we could contact the signatories from our AMJ paper to invite practitioners to our conference

Sigal – using our research, teaching, and interactions with organizations Venn diagram, this is a vehicle by which we make our big strategic statement; will AOM pony up 15K for a mini-conference? The answer is that they have the money to do this

We might consider erring initially toward openness, in a Wiki way; even if it's garbage sometimes;

Steffanie – should we differentiate ourselves from I&O Psychologists?; multiple people said it's probably not necessary; we can get volunteers who want some service activities; should we make the overall theme across a number of years, inequality?; or keep it general;

response is to keep it more general, not lock into an overarching multi-year theme; it doesn't all have to happen right away

Bret – should we have a mini-conference every three years? AOM has a formal initiative for specialized conferences!; they are seeking calls for these conferences;

Karen – it is possible that we have a mini-conference every year; we can provide different ideas about what micro-communities can do, a laundry list or road map of options

Mary – we need to find “pockets of energy” to make sure we enable leadership from others to get all this done, we can't do it all ourselves, this is a ton of work!; the hit rate is low, after the plenary, energy will dissipate, people are busy, only about 10% are going to be the drivers

As we set up our communication, are we setting up around a question for practice, a group of scholars, who? Answer is: everybody. So, we need a great, real world question

Paul – we can look at last year's program, identify the theme, contact those folks that had presentations on this, get them to create a video to put on our website

Jennifer – we could contact them and ask if they had thought about a mini-conference or a special issue of a journal

Mandy – can we create a centralized place for materials people are seeking out (POS does a good job of this)?

B. New Role Transitions for Reps at Large – **All**

C. Sponsorships – Kim and Mary

Saturday, October 15, 2016

1. New Strategic initiatives to develop/serve our members and profession?

All - 8:30 – 10:00 AM

Group discussion about OB logos, mission statement, website

We need to improve these communication tools

Kim – introduced these initiatives:

- Program innovations (collaboration across Divisions to reduce redundancy of topics)
- International Committee initiatives (Non-North American member outreach)
- Diversity initiatives

Kim – two strategic initiatives that came up yesterday:

1. Teaching OB – some in the field don't even teach OB, they teach more discipline-based (like social psychology)

Ron – AACSB has evaluative standards for what students should learn; some of our resources show examples of this; make it easy for people to integrate AACSB language into their assessments

Mandy – some universities don't have people in charge of AACSB, so OB could be a support system for these smaller schools; maybe we can change the focus of the JFW to be more relevant to pressing issues, challenges in our field; can we re-fashion the JFW for today's issues; it might require active recruiting, rather than just waiting on applications

Kim – need an OB teaching link on our website

Steffanie – need a sub-link to AACSB stuff; we need a repository of everyone's stuff

Sigal – ok with withdrawing the existential crisis for now; one way to break the cycle is partly teaching; get social psychologists to get access to our stuff; can we do a one-day workshop on "what is OB" for I&O and/or social psychologists; how to teach AND do research in OB; we need to get serious people in there as role models; just brainstorming, but we can advertise it in ways that are non-threatening but can appeal to these different disciplines

Ron – lots and lots of clinical and instructor faculty in our schools, and it's growing; we need to make sure that these faculty use and teach our stuff; will lead an effort to change our repository that resembles APA, will make recommendations for how we populate this stuff; everything's out there, we need a way to get it all together; we are very North American focused still; make we provide support for non-N.A. members

Kim – there is an OBTC conference

Jennifer – has attended one of these conferences, and she did not know anyone there; Mike Johnson might be interested in curating the teaching stuff; we need to make sure we know who is responsible for all of this; maybe it needs to be a track?

Karen – there is teaching (undergrad, MBAs) and then there is the PhD students/doctoral programs; what is our common body of knowledge?; let's make sure what we do is Agile, can be flexible for the future, an Agile communication system

Cristina – we could tie these resources back to our domain statement (need to re-do the website); we could keep it as the JFW but have a sub-title of “defining OB”

Mary – we cannot rely on one person for all of this, it’s going to take a lot of work!

Jeff – how do manage the balance of psychology and OB research and what we do; how is it evaluated?; audience should be plural (transitioning from I&O to bus school, already in b schools but need to think about their portfolio, doc students trying to figure out their direction)

Kim – maybe this should all just be done with a series of PDWs (a lot of people agree); let’s get rid of the JFW altogether; let’s be the innovators and say that PDWs should replace the JFW

Sigal – there is a difference between topical PDWs and a more intensive one about the existential crisis

Jennifer – could have more provocative panel discussions (invasion of the social psychologists)

Jeff – the bar graph he created underscores the interest in some of these PDW ideas

Kim – let’s keep talking about all of this, but the real decision to make is do we get rid of the JFW?

Ron – again, PDWs cover a lot of the JFW content already and also the doc consortium; global attendees still come because they don’t have as much access to doc consortium

We can kill it OR we can shorten it and differentiate it

Cristina – we should keep it, but differentiate it

Mary – we could kill it and divert the money to another initiative

Mandy – the cohort experience would be lost without the JFW; PDWs are too large for making these solid connections

Jennifer – we could keep the JFW but somebody else could put it together; doesn’t have to be the rep-at-large

Kim – maybe we can shorten it and do something differently; we need to ALLOW post-docs for the first time, we should not exclude them

Karen – we could focus on from “job market to year 3”; focused on those that are in these first three years; we don’t charge for the doc consortium, but we do for the JFW, why???

Jeff – we shorten to a half-day; 100 dollars; open it to post-docs; actively recruit and promote; look for non-redundancies between previous PDWs and the JFC; make it like a recognition thing; sell it to faculty such that they recommend junior faculty

Make sure we create a clear “Who should attend?” recruitment message

VOTE: Unanimous in favor of Jeff’s proposal

Cristina – we could target global scholars to make them “spotlight” ambassadors, something they could put on their CVs

Kim – we have tables set up before and after the plenary reflecting different aspects of the spotlight topic

Mary – need to have a theme group in a 3-hour block around the spotlight topic; PDWs are turning into symposia with PowerPoints; we need to stop this!

Cristina – we revised the submission guidelines to clarify the distinction between PDWs and symposia

Kim – bring any ideas you have and we can play around with these

2. Making OB relevant and accessible to practitioners

Jennifer – we discussed this in the spotlight topic and plenary

2. Continuation of Strategic Initiatives Discussion from morning or yesterday – 10:15 AM – 12 :00 PM

A. Volunteer Initiative

B. Communications Initiative

C. New Initiatives

Assignment of Strategic Initiatives to Division Chair Track?

3. Develop Slate for Division Officers (1:00- 3:00PM)

A. Representatives at Large

Laura – we need 10 names to be safe;

We are discussing each candidate

Brad and Laura do not vote

Rankings are complete, we have a list of people to approach

B. Division Chair

We are discussing each candidate

Brad and Laura do not vote

Rankings are complete, we have a list of people to approach

C. JFW and Jr Fac Consort Chairs (non-elected roles)

D. Other volunteer roles?

4. AWARDS ISSUES (3:15-5:00 PM)

A. LAA - Past Winners

-Mary handles this and there is a committee she assembles

B. Cummings Award - Past Winners (Mary takes nominees until 1/15/17):

-Mary handles this and there is a committee she assembles

C. Mentorship Award – past winners

-Mary handles this and there is a committee she assembles

D. Lyman Porter Award (there is no description on the website of what this award is about)

-Jeff will ask Terry Mitchell who was involved the last time this was given

G. Making Connections Award – We haven't given this award in several years.

This award recognizes the symposium submitted to the Academy of Management meeting that best creates bridges across boundaries between individuals or groups (e.g., between practitioners and academics, international and domestic scholars, academic disciplines, junior and senior scholars).

-Karen will check on the status of this and process

Next year's meeting:

Jeff – wants to get a feel for next year's mid-year meeting venue

Sigal – requested that Jeff update his analysis of topical areas being published in (OB, hybrid, psychology); Jeff agreed

Karen – we need a list of action items from this meeting

Kim – will summarize her notes and send a document out

Ron – is sharing documents about strategic communications