

OB Division Executive Committee Meeting
Sunday, August 12, 2018
2:45-4:15
Sheraton Columbus B

Agenda and Meeting Minutes

Welcome – Cristina (2:45-2:50)

A. 2014 5-Year Strategic Goals and Strategic Initiatives (2:50-3:00)

B. Standing Committees (3:00-3:25)

- Making Connections (Adam)
- Global (Jelena)
- Volunteers (Jennifer)
- Communications (Deirdre)
- Technology (Steve)

C. Program (3:25-3:50)

- Paper sessions and symposia (Sigal and Daan)
- Doctoral Consortium (Ashleigh and Karen)
- Jr. Faculty Consortium (Laura and Mandy)
- PDWs (Andrew)
- Awards (Paul)

D. Treasurer/ Catering (3:50-3:55) (Bret and Laura)

E. Dialogue with AOM Leadership on Strategic Integration (3:55-4:15)

Welcome and Introductions

New Officers: Congratulations to all!

- Program Chair-Elect: Ron Piccolo
- Representative-at-Large: Denise Loyd
- Representative-at-Large: Uta Bindl
- Representative-at-Large: Keith Leavitt

Departing Officers: Thank you for your dedication and service!

- Past Division Chair: Kim Elsbach
- Representative-at-Large: Jennifer Nahrgang
- Representative-at-Large: Steffanie Wilk

OB Division Mission and Strategy

Mission Statement

- The Organizational Behavior Division of the Academy of Management exists to advance the development of scholars and scholarship within the content domain of organizational behavior. Scholarship occurs in the practice of both research and teaching. Through scholarship, we strive to positively influence management thought and practice.

-Cristina reviewed the mission statement

-Sigal is starting the 5-year review this year (early as we are still a year away)

Strategic Priorities Identified in 2014 in the 5-year OB Division Survey and Report:

1. Enhance Community
 - Web based technologies, support micro-communities, continue to develop & maintain linkages with international members, inclusiveness of different member types
2. Enhance Professional Engagement
 - Program enhancements, strengthening science-practice, increase networking opportunities
3. Enhance the Structure and Operation of Division Committees
 - Involvement coordinator role, communications role, expanding number of Representatives at Large, Program team to assist submissions to Academy Conference and creation of student committee

-Cristina will have a review of these activities at our mid-year meeting

Strategic Leadership Goals

- Professionals: Advance the development of our members; prepare our members for the present and future
- Profession: Lead, shape and advocate for our profession; prepare our profession/division for the present and future

Snapshot of Division Membership

	2018	2017
Total	6383	6481

Academic	4207	4252
Emeritus	133	132
Executive	287	307
Student	1756	1790

A. Strategic Initiatives

Starting in 2017, the OB Division began using its Plenary Session to kick off a year-long effort to spotlight one OB topic of interest to scholars, teachers, and practitioners.

-Cristina indicated that we are getting great traction on our OB spotlight; other divisions are asking why they are not doing these

-we used the Banks et al. (2016) AMJ article on the science-practice gap to generate topics

Spotlight 2017-2018: Inequity - Kim Elsbach

Eight initiatives (summarized below) were launched by members of the OB Division. In addition to these initiatives, the OB Community page has an extensive list of resources and links for scholars, teachers, and practitioners related to the topic of inequity.

- Develop White Paper on inequity in Angel/Venture Investor responses to business pitches- **in progress**
- Interview faculty about their research related to business and social impact, related to inequity - **1 completed**
- Collect teaching materials related to Wage-Productivity Gap and related topics - **Adam Cobb to post**
- Collect editorials on wage inequity published in local papers and forward to OBweb.org - **completed**
- Edit a special issue of *Management Teaching Review* on inequity - **in progress**
- Edit a special topic forum at *AMJ* on inequity - **Jeff Pollack submitted application for special issue on Inequity to AMJ – declined; also submitted to PPsych and was declined**
- Develop research projects on Micro-Foundations of Pay Inequity – **in progress**
- Conference on Pay Inequity at University of California, Davis - **completed**

Spotlight 2018-2019: Ethics - Jeff Edwards

The plenary this year (Monday 9:45-11:15; Sheraton Chicago Ballroom VII) addresses the topic of ethics from three perspectives: (a) *what we study*, which highlights important topics and critical unanswered questions in ethics research; (b) *why we study*, which addresses the practical aspects of how ethics research can help organizations improve lives and contribute to society; and (c) *how we study*, which concerns ethical issues regarding the conduct of research itself. The distinguished panelists are:

- What we study: Ed Freeman (University of Virginia) and Linda Treviño (Pennsylvania State University)
- Why we study: Kelly Noll (Allstate Corporation) and Mark Ohlinger (Jones Lang LaSalle)
- How we study: Denise Rousseau (Carnegie Mellon University) and Kathy Lund Dean (Gustavus Adolphus College)

-Jeff commented on the 2018 spotlight, happening on Monday morning; we're not setting up initiatives at the plenary itself; we are going to use technology tools to do so

-Cristina indicated that this is one of our opportunities to be creative; the Board of Governors is pleased with this effort

B. Standing Committees (3:00-3:25)

Making Connections

Adam Stoverink

- I. **Membership Update**
 - a. 25 active members
- II. **Continuing Initiatives**
 - a. **Seven PDWs:**
 - i. The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty
 - ii. Halfway There, But Now What? Advice for Pre-Dissertation Doc Students
 - iii. OB Research Incubator
 - iv. OB Research Roundtables
 - v. Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts
 - vi. Publishing to Impact Practice: Tips from Scholars and HBR & PSJ Editors
 - vii. New to OB? Navigating the OB Division and AOM
 - b. **One networking social:**
 - i. Making Connections with OB Experts: A Networking Social
 - c. **OB Ambassadors:**
 - i. 30 Ambassadors for the 2018 meeting
 - ii. Serve as hosts at all OB social events & awards ceremony
 - iii. Represent the division in the AOM hospitality suite
 - d. **Adopt-A-Member Program**
 - i. 140 mentees; 74 mentors (as of 7/23/18)
 - 1. Compared to 2017: increase of 27% and 21%, respectively
- III. **New Initiatives for 2018**
 - a. **Division social – Chicago Architecture Cruise**
 - i. Co-organized with Global Committee
 - ii. Chartered boat; 110 passengers; 32 on waitlist (as of 7/23/18)
 - iii. Pre-event Cocktail Hour at Navy Pier Beer Garden
 - b. **Formalized a PDW rotation plan**
 - i. Each member to serve three years on two different sessions
 - c. **Extended membership term**
 - i. Six-year term (was previously five) to accommodate new rotation plan
 - d. **Formalized a leadership succession plan**
 - e. **Moved all PDW feedback forms online**
 - i. Attendees provide session feedback via phones before leaving the room
- IV. **Future Initiatives**
 - a. Draft committee by-laws
- V. **Potential Issues to Discuss**
 - a. Ideas for recruiting more mentors for the Adopt-A-Member program
 - b. Possibility of purchasing OB Division promo items for the next AOM meeting

-Adam: we struggling to get mentors for our mentees; asks for suggestions; we had 140 mentees (27% increase) but we only have 74 mentors (number is increasing, but not fast enough)

-Jennifer: we have a volunteer call; asked specifically for adopt-a-mentor; however, most volunteer responses are from doctoral students, who really aren't ready to be a member; we need a new audience to tap

-Adam: perhaps OB ambassadors could be required to be mentors

-Adam: time commitment is only one face-to-face meeting at AOM; mentees are first time AOM attendees; we want mentors to walk them through the process, how to make the most out of AOM

-Sigal: maybe we should change the name "mentoring program," which might suggest too much of a commitment

Global Committee

Jelena Zikic

The Global Committee is running 3 unique PDWs this year and in addition to this program we're also doing a social event with the MCC committee. We decided not to run one of our PDW that wasn't as attended last year but we may revive it next year.

We've also been planning to start a new workshop on writing introductions for next year.

One of the things that I'm also trying to do is increase membership on the Global Committee as some people have moved on.

Finally we should also discuss who may want to take over my position as I was asked to help for 3 years and I will be on sabbatical next year. I still may attend Academy next year but we should chat about what's next for the Global Committee.

-Cristina: we need a new chair for the global committee, as Jelena is stepping down

Volunteers

Jennifer Nahrgang

I. Student Representatives

- a. Accepted 3 new students, who have been notified of their acceptance and who they are assigned to:
 - i. PDWs - Hannah Weisman, Second Year Student, London School of Economics
 - ii. Doctoral Consortium - Catherine Kleshinski, Third Year Student, Purdue University
 - iii. Jr Faculty Consortium - Effie Savvides-Syrimis, Third Year Student, University of Cyprus

II. Volunteers for AOM

- a. Put out a call for volunteers in June 2018 for following positions.
- b. Volunteers for annual meeting in Chicago 2018:
 - i. Ambassador: OB Ambassadors are the face of the OB Division. They are charged with hosting key OB Division sessions and events at the annual meeting. As an Ambassador, you will serve as a friendly face to members (both new and old) who may be looking to make connections with others in the division.
 - ii. Adopt-A-Member Mentor Program: This program is designed to facilitate the sharing of valuable information between experienced academy members (i.e., mentors) and first-time conference attendees (i.e., mentees). As an OB Mentor, you will be matched with one or two new members with whom you will meet in

- person at the annual meeting to answer questions and provide advice and recommendations for getting the most out of the conference.
- iii. PDWs / Consortia / Socials: Volunteers are needed to help during the annual meeting with a host of logistical and administrative tasks, including PDW registration, set-up and execution of OB Division sessions, and other such tasks.
- c. Volunteers for Technology Team:
- i. OB Division Discussion Administrators – These positions will join the existing team of administrators for the community discussion platform (which has replaced the previous email listserv). Discussion administrators are primarily responsible for approval and oversight of discussion board postings, to ensure that member-generated posts conform to OB Division guidelines. We are primarily looking for individuals that reside outside of North American time zones at this time.
- d. Results of the call for volunteers (as of 7/18/18). Total of 67 volunteers
- i. 6 volunteered for OB Division Discussion Administrators
 - ii. 13 volunteered for Adopt a Member (passed on to MCC)
 - iii. 27 volunteered for Ambassador (passed on to MCC)
 - iv. 13 volunteered for PDWs/Consortia/Socials - any not used for this capacity will be asked to do Adopt a Member or hospitality room
 - v. 12 did not specify position - will be asked to do Adopt a Member or hospitality room
- e. MCC committee also working to staff hospitality room with volunteers (request from Jeff Edwards).

III. Rep-at-Large Role – Volunteers- Issue to discuss

December 2017 Exec meeting noted questions about this role and other initiative. I have tried to put together process documents related to volunteers and student reps, but do see that this role could take on additional strategic initiatives, so may be something to consider as you move forward.

Cristina: we will be working on redefining roles and making sure there is enough to do for all volunteers

Communications

Deirdre Snyder

- The AOM Connect platform for OB has launched and you should be receiving your daily digest emails. Members appear to be using the tool as an online bulletin board, although aren't generating active discussions in the way hoped. This requires an educational and cultural shift to write our posts such that they are open-ended and generate more discussion.
- All members of the OB Division were automatically signed up for the daily digests which means this is another way our messages are getting to members.
- All Executive Members can use Connect to help promote your agenda, let people know what your committee is doing, and ask for interactive input if you need it. For example, after the annual meeting, next year's PDW chair could post a discussion question about which PDW was the most useful and why, or what type of PDW they would love to see developed for next year. Making Connections could ask what kind of events people would like to see for next year. It could be a place where we try to generate conversations about the Spotlight topics. The platform is meant to provide a place for interactive dialogue between members, not just an online bulletin board.
- We continue to use Informz as our email client and I will continue to solicit content at the end of the month for emails to be distributed the first week of the next month. The months after AOM are usually quiet, but we always do a "Remembering AOM" email in September or October to capture highlights of the meeting.

-Deirdre: needs quicker feedback for "Remembering AOM" email, perhaps it could go out sooner; we need pictures from the boat tour with a blurb or two

-we could use interesting quotes from PDW experiences

-Connect has 6298 members; Connect is supposed to be engagement-oriented, but it still feels like a bulletin board; need to frame messages in a way that asks people to comment, invites discussion

-we should create a job market community specifically for those on the market

-create AOM meeting agenda earlier, and it's a bit overwhelming at this point

-Steve: there will be an opportunity to create micro-communities

-Sigal: worries that people are going to stop reading it; they'll just delete it; AOM will send out a video tutorial on how best to use Connect; all Divisions will have Connect, so you will get a message every day from every division to which you belong

-Steve: you can go into your profile in Connect and make all types of adjustments to tailor it for your preferences

-Cristina: we will have an ability to connect with individual members, instead of the whole list

Technology

Steve Charlier

Highlights/Future Plans:





- Transition to Connect@AOM community platform completed in June 2018. OBWeb.org (standalone site) and OB listserv have been decommissioned.
- OB Executive Committee community site established – movement of documentation from Google Drive to the community site is still a work in progress (as of July 8th).
- AOM has expressed interest in capitalizing on the podcast effort (led by Michael Johnson) and expanding it to the overall AOM community – still TBD.
- Steve is recruiting for his replacement in the near future; he will step down if/when he finds someone who wants to take on the role, and he'll continue on as an administrator for the site

-Steve: he will stay in the position until we move from Google Drive to the new EC community; we need to move this year's material (e.g., scripts, slides) over to the new system

-Cristina: we will need to find a replacement for Steve (booooooo!)

C. Program (3:25-3:50)
Symposia and Paper Sessions
 Sigal Barsade and Daan vanKnippenberg

- We accepted 445 out of 1054 papers (42%).
- Moved OB social scheduling earlier so that people can still go out for dinner.
- Scheduled all OB spotlights in the same room over the two days – purchased OB spotlight sign to use for subsequent year plenary’s and rooms
- Work done by Alex and Jess was excellent! Process went smoothly.

Total Number of Reviewers Signed up	1749
Total Number of OB Reviewers Given Assignments	1569
Total Number of Review Assignments	Papers: 3483 Symposia: 765
Review Assignments By Status	 active: 68 (1.6%)  decline: 155 (3.65%)  complete: 3888 (91.53%)  new: 137 (3.23%)
Average Number of Submissions (Review Assignments) Per Reviewer	2.71
Average Number of Reviewers (Review Assignments) Per Submission	3.34
Finalized OB Submissions (By Type)	1057 - Paper 40 - PDW Workshop 218 - Symposium
Total Number of OB Finalized Submissions	1315

	Avg. Word Count for OB	Avg. Overall Recom.	Avg. Usefulness	Avg. Tone
Avg. Word Count for OB	1			
Avg. Overall Recom.	-0.201739515	1		
Avg. Usefulness	0.443810208	-0.001106252	1	
Avg. Tone	0.341415546	0.117069276	0.828002925	1

Sigal commented on:

Suggestions to pass on:

1. PDWs can’t be scheduled during really weird hours (e.g. Saturday evening during the OB social).

Sigal will work on this

2. PDW chair needs to check with exec committee as to their PDWs so that they don’t get scheduled out.

To discuss at midyear retreat

1. Policy on providing pedagogical help (e.g. flip charts, etc...) when requested from participants
2. General discussion about how to increase quality of reviews

Sigal: we have a problem with our reviews; the process is not fair; the noise is much bigger than the signal in the noise because of who the reviewers are; we ran ICCs to help with that; when low, we went in to look to see the differences; we've done all we can quantitatively; maybe a conversation for the mid-year meeting

Cristina: has shared these concerns with AOM; Anita McGahan got complaints about horrible reviews for AOM; in the meeting, they brainstormed possible solutions about increasing review quality

One idea was to create a short tutorial video to help people understand how to review

You have to rate your reviewers before you see the acceptance/reject decision

Board of Governors is very willing to work with us

Jeff: was asked at the OB doc consortium was asked a person could learn how to write a review; perhaps this information can be put in the body of the invite letter

Have some example reviews that people can see to get a better idea

Sigal: AMD might have something like this already; we need a bundle of resources to share with doc students

Karen: why not make this part of the OB doc consortium

Paul: we could change the way the review form is written

3. Procedure for judging reviews for best reviewers – which we haven't done the past two years – and if so, how?

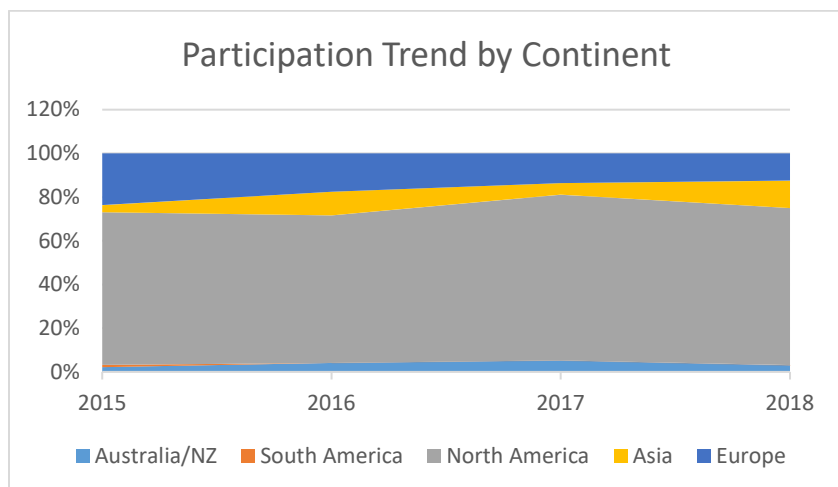
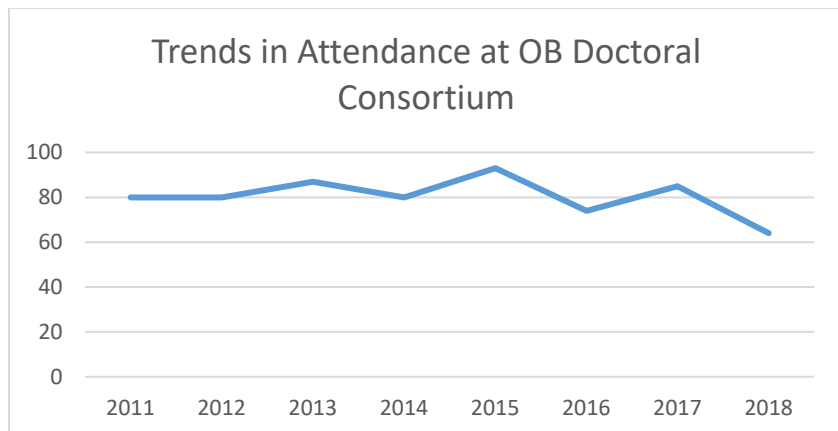
Doctoral Consortium

Ashleigh Rosette and Karen Jansen

Attendance

- 64 participants representing 13 different countries (69% US schools)
- 47 faculty speakers / round table hosts, 18 representing schools outside US

Trends



Issues

- Participation down this year – need to revisit channels for announcement and deadline timing given uncertain attendance (can students be solicited after Academy acceptances?)
- Tried something “out of the box” this year – didn’t require pre-registration, but still a closed event (except for Acing the Job Talk PDW). Will report on how it went on Sunday.
- We oversubscribed roundtable hosts, which made last minute drops less impactful.
- We had quite the scheduling challenge linking the two-day, multi-session event, and several “conflicts” for panelists that weren’t really conflicts. Would be helpful to discuss this with pre-conference program chair and AOM to find the best solution.

Karen: we submit three different PDW requests for the three OB doc events; but the requests weren't linked, so they changed the location to a different hotel;

Jeff: can we submit as just one, single event?

Alex: talk to Gabe, we can fix this!

Alex: there is a box that can be checked to link the sessions together to get the same venue for each day/session

Karen: we did not use the cumbersome registration system this year

Junior Faculty Consortium

Mandy O'Neill and Laura Little

Planning for the JFW began in November with budget approval and asking Faculty Fellows to participate. I found senior faculty to be very willing to help, although it was a bit difficult to find international Faculty Fellows. Following Mandy's lead from last year, I asked the Faculty Fellows, my network, and the OB division board for junior faculty nominations. I sent these individuals personal emails asking them to apply. We also posted information about the JFW on OB monthly emails.

This process generated 60 total JFW applicants. To apply, junior faculty were asked to submit their vita and a 500 word abstract of a working paper. Participants were selected based on their research fit with the Faculty Fellows and other workshop participants, their research pipeline, and the strength of their project summary submission. We accepted 40 junior faculty and paired them with 12 Faculty Fellows. One junior faculty member declined his seat because of a conflict with another PDW and one, quite recently, declined his seat for family reasons. I did not ask another junior faculty to fill the spot because we also had a faculty fellow who had a conflict and would have limited time during the paper session. In total, we will have 38 junior faculty and 12 Faculty Fellows attend.

The 2018 JFW agenda will be similar to the 2017 agenda; we will begin on Friday night with an offsite dinner and networking event at Prime and Provisions. On Saturday morning, we will have a paper session and a Faculty Fellows panel.

Key Questions and Issues Going Forward

1. The planning of the JFW has gone fairly smoothly. Recruiting both Faculty Fellows and junior faculty was not very difficult. I heard from quite the people that they had conflicts in their schedule and could not attend; however, I think this is to be expected. Two faculty fellows will have to go back and forth between two different PDW's, but we are making it work.
2. Cost is an issue. The offsite dinner in Chicago is very expensive, and although junior faculty pay \$150.00 each to defer these cost, it still costs the OB division quite a lot of money ($\sim \$10,000 - (38 \times \$150) = \$4300$). In general, junior faculty seem to be quite excited about attending, and I have not heard a single complaint about the cost.
3. Since the program has become available (well past the application deadline), I have heard from about 15 to 20 additional junior faculty asking if they could attend. I encouraged these junior faculty members to apply again next year as well as to attend some of the other PDW's offered at AOM. Next year, we may need to find another means of communicating with the members to reduce the number of people who miss the announcement.

Sigal: the junior faculty consortium lives, Mandy did a great job of reviving it (it's off life support)

Professional Development Workshops

Andrew Knight

There were a total of 40 PDW submissions that, together, requested 110.5 hours of PDW time. The OB Division was granted 97 hours of PDW time for 2018. We accepted 36 PDW submissions and used all 97 of our PDW hours. The four submissions that we rejected were either redundant with accepted sessions (in our division or in other divisions) or did not provide value commensurate with the number of hours they requested on the program.

I did a rough content coding of the PDW submissions that we selected, focusing on two attributes—the general topic of PDW and the intended audience of the PDW. I coded PDW topic as one of the following: career development (e.g., doctoral consortium, getting a non-US job), research (e.g., studying discrete emotions), teaching (e.g., using experiential methods in the classroom), research methods (e.g., network analysis), and personal development (e.g., mindfulness for managing stress). I also included an "Other" category for those sessions that did not fit any of these. I coded intended audience as one of the following: doctoral student, junior faculty, mid-career faculty, or All (i.e., intended for any career stage).

PDW Topic

Category	% of Hours	% of Sessions
Career Development	38.7%	36.1%
Research	32.5%	36.1%
Teaching	12.4%	13.9%
Research Methods	8.2%	5.6%
Personal Development	6.2%	5.6%
Other	2.1%	2.8%

PDW Audience

Category	% of Hours	% of Sessions
All	61.3%	63.9%
Doctoral	18.6%	16.7%
Junior Faculty	18.0%	16.7%
Mid-Career Faculty	2.1%	2.8%

Key Questions and Issues Going Forward

1. Scheduling PDW sessions remains a challenge for two reasons. First, there is the challenge of conflicts across the program as many people are involved in several sessions. This is an annual challenge and one for which there are likely not easy solutions other than further limiting the number of PDWs with which a member can be involved. The second scheduling challenge is the conflict of PDW sessions with OB

Division events. The current scheduling model allows PDW sessions to be scheduled into the evening. This results in conflicts with our OB Divisional Meeting and Awards Ceremony.

Going forward, I would recommend two options. Under the first option, the PDW Chair would take on a more directive role in shaping the actual schedule of the program, slotting less interesting or impactful PDWs into the evening time slots. Under the second option, the PDW Chair would not use all of our allocated hours and direct the AOM program staff to avoid scheduling any OB Division PDWs during the evening hours.

2. Requests for sharing costs of catering PDWs across divisions

Andrew: what is it that we're trying to accomplish? Make decisions based on what AOM is trying to achieve

We should have a blackout so these do not conflict with OB-sponsored sessions

Alex: we can ask for more control; let's take this to AOM to see if they will relinquish control;

Mandy: Andrew did a great job of checking in on the PDWs!

Jeff: if we know the high-demand topics, we can plan better

Andrew: connect the PDW call to the spotlight topic every year!

Awards

Paul Bliese and Kim Elsbach

Awards Presented in 2018

2018 “Outstanding Publication in OB” Award

Brands, R. A., & Fernandez-Mateo, I. (2017). Leaning Out: How Negative Recruitment Experiences Shape Women’s Decisions to Compete for Executive Roles. *Administrative Science Quarterly*, 62, 405-442.

2018 “Outstanding Practitioner-Oriented Publication in OB” Award

Kray, L. J. & Kennedy, J. A. (2017). Changing the Narrative: Women as Negotiators—and Leaders. *California Management Review*, 60, 70-87.

2018 “Best Paper” Award

The 2018 recipient of the Best Paper Award is: **Johnathan Cromwell** (University of San Francisco) for his paper:

“Further Unpacking Creativity with a Problem-Space Theory of Creativity and Constraint”

2018 “Best Symposium” Award

The 2018 recipients of the Best Symposium Award are: **Rachel Lise Ruttan** (Washington University in St. Louis) and **Katrina Fincher** (Columbia Business School) for their symposium:

“She Said “Me, Too,” He said “Not Me:” A Situationist Perspective on Sexual Harassment.”

2018 “Best Paper with International Implications” Award

The 2018 recipients of the Outstanding International Implications Paper Award are: **Lars Alkærsig** (Technical University of Denmark), **Julia Kensbock** (Maastricht University), and **Carina Lomberg** (Technical University of Denmark) for their paper:

“The Burnout Epidemic—How Burnout Spreads Across Organizations”

2018 “Outstanding Practical Implications for Management Paper” Award

This award recognizes the paper with the best practical implications for management.

The 2018 recipients of the Outstanding Practical Implications Paper Award are: **Ayelet Fishbach** (University of Chicago) and **Lauren Eskreis-Winkler** (Wharton) for their paper:

“Hidden Failures”

2018 “Best Dissertation-Based Paper” Award

The 2018 recipient of the Best Dissertation-Based Paper Award is: **Stefan Berger** (University of St.Gallen) for his paper:

“Multiple Teams, Multiple Roles, Multiple Consequences: Are Polychronics the Better Multiteamers?”

2018 “Most Innovative Student Paper” Award

The 2018 recipients of the Most Innovative Student Paper Award are: **Ruixue Zhang** (Hong Kong University of Science and Technology) and **Anran Li** (Hong Kong University of Science and Technology) for their paper:

“The Double-Edged Sword Effect of Team Proactive Personality on Team Performance”

From Kim:

Lifetime Achievement Award (LAA)

We had four nominees this year: Joel Brockner, Michael Frese, Rob Folger, Teresa Amabile

Teresa Amabile was nominated by multiple people and was eventually chosen as the winner.

The Committee for the LAA was the following: Don Ferrin (Chair), Kevin Corley, Batia Weisenfeld, Frank Flynn, Gerardo Okhuysen; unfortunately, due to personal relationships with one or more of the nominees, Batia and Frank were excluded from the committee, and Don, Kevin and Gerardo made the decision.

For the Cummings Award

The nominees were: Dolly Chugh, Lance Ferris, Mike Christian, Russell Johnson

Russell Johnson was the winner.

The Committee was: Mo Wang (Chair), Marylene Gagne, Madan Pilutla, Stephen Gilliland, Beth Bechky

Mentorship Award Winner:

Maurice Schweitzer (sponsored by the Antwerp Management School)

Issues for discussion:

- A. Composition of award committees
 - a. In previous years, the OB representative in charge of awards has (i) identified and contacted committee chairs and (ii) identified and contracted all members. I'm not certain this is ideal. I propose that we discuss having the OB rep identify chairs and select ½ of the committee members and that the chair select the remaining ½.
 - b. Mentor committee and best practitioner paper committee – should sponsors be on the committees?
 - c. It is currently up to the Chair to decide if committee members should be excluded based on personal relationships, but we may want to talk about formal rules about this in the future.

- B. Best Paper Journals. Currently, a committee reviews the contents of: *Academy of Management Journal*, *Academy of Management Review*, *Administrative Sciences Quarterly*, *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Vocational Behavior*, *Organizational Behavior and Human Decision Processes*, *Organization Science*, *Personnel Psychology*, and *Academy of Management Annals*. Annals was added in the Fall 2017 Meeting. Questions – (1) should we remove some journals? (2) should we add Journals – e.g., *Academy of Management Discoveries*?

- C. Sponsorship of the Division Social - tradition is by the Lifetime Achievement Award Winner's university; didn't happen this year

D. Catering/Logistics Finance

Laura Erskine - Catering & Logistics

Event	2016 Order	2017 Order	2018 Estimated
OB Doctoral Student Consortium & Reception	\$12,171.12	\$17,013.27	\$15,229.25
OB Jr. Faculty Workshop	\$8,297.55	\$2,543.54	\$3,473.50
OB Division Awards Celebration	\$16,995.42	\$19,816.53	\$18,622.59
PDW Total	\$5,872.80	\$7,480.83	\$8,229.79
Research Networking Reception	\$2,844.68	\$3,689.18	\$2,001.23
OB Executive Meeting	\$458.00	\$-	
Plenary Coffee	\$1,176.41	\$2,014.74	\$2,284.01
Plenary	\$3,432.25	\$967.03	\$1,395.07
LAA Coffee	\$926.22	\$1,890.50	\$2,714.33
LAA Presentation	\$957.50	\$796.33	\$1,398.14
Total	\$53,131.96	\$56,211.97	\$55,347.92

Issues:

- The cost of coffee is dramatically increasing
- Sessions co-sponsored by OB are asking for food and AV (also mentioned in PDW report)
- No swag this year, thoughts for next year?
- Budgets for MCC, GC

Finances
Bret Bradley

We are in good shape financially, and expenses were lower in 2017 than prior two years

- Table 1 shows annual trends across finance areas
 - One area of potential threat is the shrinking “year end” amount
 - But, AOM has given all divisions an extra \$4,000 in annual allocation, which will help us keep some amount of a financial cushion
- Table 2 shows that we spent about the same as we brought in for the year of 2017
 - This is a change over prior two years when we spent more than we brought in
 - The yellow highlights show years we spent more than we brought in
 - The less expensive mid-year meeting explains a lot of this change
- The AOM finance staff has stabilized
- Many of the new initiatives, such as the online system for reimbursements, are getting established and we are benefitting from improved efficiency

Table 1 – Financial Summary

Year	Endowment (yr. end)	Balance Forward (prior yr. end)	Allocation	Revenues	Total Operating Amount	Expenses	Year End
2018		19,865	75164				
2017		45,986	71,494	24,900	117,480	(97,615.00)	19,865
2016	24,666	63,568	69,305	17,650	132,873	(104,537.00)	45,986
2015	24,182	79,627	69,305	14,466	148,932	(99,831.00)	63,568
2014	23,708	74,130	69,217	19,860	143,347	(83,579.00)	79,627
2013	28,571	60,582	68,810	24,123	129,392	(79,385.00)	74,130
2012	32,469	49,480	69,206	15,650	118,686	(73,754.00)	60,582
2011	33,189	46,069	55,985	18,760	102,054	(71,333.00)	49,480
2010	33,459	49,179	53,969	12,750	103,148	(70,828.00)	45,069
2009	33,459	49,239	52,415	20,950	101,705	(74,475.00)	49,179

Table 2 - RATIO of New Money to Expenses

Year	Allocation	Revenues	New Money	(Expenses)	Ratio NM/EXP
2017	71,494	24900	96,394	97,615	0.99
2016	69,305	17,650	86,955	104,537	0.83
2015	69,305	14,466	83,771	99,831	0.84
2014	69,217	19,860	89,077	83,579	1.07
2013	68,810	24,123	92,933	79,385	1.17
2012	69,206	15,650	84,856	73,754	1.15
2011	55,985	18,760	74,745	71,333	1.05
2010	53,969	12,750	66,719	70,828	0.94
2009	52,415	20,950	73,365	74,475	0.99

Issues Shared with AoM Leadership

1. Catering costs and prioritization of DIG budgets
2. Requests for EC representatives' time; these should be coordinated across divisions and sent out by a deadline (e.g., March?)
3. Improving the conference submission review process – either by having some type of quality control, or reviewers being reviewed
4. Registration waivers and guest passes for distinguished guests (e.g., industry executives and Lifetime Achievement winners)

Therese Loncar and Marko Vukosavovic

-how can we help the OB Division to be more strategic (started with Coyle-Shapiro and Uhl-Bien)

-we want to continue the conversation about this

-COO and events volunteers have been good breakthroughs, but where are we falling short on the volunteer front?

-we want to use OB as a testing ground for other divisions

-catering continues to be an issue

-what could Big Academy do? (e.g., an all-Academy coffee break) so that the divisions don't have to carry the load

-ask the group if there's anything they want to ask???

Sigal: scheduling PDWs; how much can we do with Program Developer? Therese: headquarters has retained control because of the larger time blocks (they're also variable), so it's harder to decentralize this

Jeff: suggests that if we can't control the per-unit cost, can we control the quantity? Most of what we see gets wasted; can we get a handle on what's left behind (Therese says that we already do this); Laura says that by the time those folks get in their to count, the staff has removed it;

Ron: two years ago we talked about tracking the movement of conference attendees; Therese responds that we're not there yet; some members have been creating nodal maps; Marko can help us with analyzing the mobile app

Marko: there should be a mechanism to let divisions know what AOM is doing to help control costs, make things more efficient; discussing at the meeting is too late; we need to create test cases to create efficiencies; there is a transparency issue here

Therese: you guys said last year you really want to understand various things; we need to have these conversations earlier; can work more closely with Brad (COO) on various things

Jeff: volunteers to use his position this year to work more closely with AOM

Sigal: we haven't even talked about the stuff that makes the intellectual exercise better (e.g., microphones, flipcharts);

Therese: we should think more about sponsorships, external funding

Marko: the key thing is not to be a consumer, but a decision maker; (20 flipcharts costs \$10,000.00); 10,000 people have 10,000 different preferences; you are not going to save money by suggesting one little thing; need a process; each of the 25 divisions need to be engaged in the decision making process (and they are not); we have inertia, we do things like we've always done them; when we don't have structure, we don't have anything

Sigal: maybe the divisions can all come together?

Discussion Topics for Mid-Year Retreat

1. Deciding on a date and venue for the midyear retreat

Cristina will send a Doodle poll

2. Reviewing 5-year Member survey past questions and brainstorming any new questions
3. Roles and responsibilities for Representatives at Large (especially in third year)
 - a. Suggestion: two of the third year reps available to work on the 'new' spotlight; and then one rep at large available to continue work on seeing through the 'old' spotlight, including harnessing the volunteers for this purpose
4. Objectives, resources, and roles for Spotlight