

OB Division Executive Committee
Mid-Year Meeting
November 2-3, 2018
Newport Beach, CA
Agenda

Accommodations: Balboa Bay Resort : <http://www.balboabayresort.com/>

Friday, Nov. 2, 2018 (9 AM – 5:00 PM)

Catered Breakfast – 8:30 – 9am

Attendees: Cristina Gibson, Adam Stoverink, Uta Bindl, Alex Newman, Laura Little, Jessica Methot, Denise Loyd, Sigal Barsade, Bret Bradley, Karen Jansen, Alex Gerbasi, Daan van Knippenberg, Laura Erskine, Mandy O'Neill, Paul Bliese, Brad Kirkman

By phone: Andrew Knight

1. Welcome and Approval of Minutes from OB Exec Meeting in Chicago (9-9:15 AM)

Cristina; Brad and all

- Cristina kicked off the meeting
- We all received a “goodie-bag” including the all-important kids’ sunscreen
- Introductions of all attendees

2. Strategic Priorities (9:15 AM – 10:45AM)

Brainstorming: what can we celebrate and what still needs work?

Cristina and all; Executive Summary of OB Division Survey and Report appended to this agenda. Full report: <http://obweb.org/index.php/about-the-ob-division/five-year-report/>

-Cristina guided the group through the strategic priorities from the 2009-2014 five-year division review

1. Priority #1 – Enhance Community

- OB Connect – getting used to receiving these emails; changes have reduced overload; not all documents are available
- We got a win for piloting OB Connect at AOM; we need think more about our social media presence (e.g., student reps are increasing our Twitter presence); we have a PhD student committee for social media
- should AOM start thinking about Division apps? (like the AOM meeting apps)

-we could add questions about social media to our survey to gauge needs; we need to break the data down by categories to see what the various needs are

-we probably need to expand to Facebook and LinkedIn

-the Division is so big, people do not always know how to get involved; we need to increase the “micro” ways that people can get involved; do we always need to create content for the entire membership? Does it make sense to break them down by content OR something else (junior faculty, doc students, etc.)? It could be a closed group that people with shared interests can interact; there is not a doctoral student one; these are essentially “micro communities”

-can we be the institutional knowledge for all of these groups? We need get a list of all of the important groups; we need to be careful not to co-opt something that already exists; need to balance content area with inclusiveness (Cristina: MCC should be in charge of this)

-we can use the ideas submitted for AOM caucuses (especially the recurring ones like the POS one) to think about micro communities

-we need to make sure we have a leader for each of the micro communities; monitor them to make sure they're being used (but not control them!); we can recruit when participation dwindles; Oscar should be on the MCC committee

-are there three or four high level micro communities that we can support and get the word out; then other communities could be promoted through these?

-Global Community – Alex helps global members create PDWs but that's all they really do; we could do more and be more active (following HR Division's lead of hosting an international meeting, recent ones were Sydney and Beijing); we have not done international events or sub-conferences; some people cannot make the AOM meetings because of distance or expense, so how do we take it to them?; one possibility is to do something on-line (RM does this)

-there is still a lot of provincialism whereby North American academics equate scholarship with North American scholarship; it's not so much the meetings we do or do not have in non-N.A. contexts; it's more of the reaction of journal reviewers (e.g., “you used a European sample so we can't generalize”); we need to be the world's association for management research, not the N.A. association

-we need to remember that we are ambassadors of AOM and the OB Division; when we attend and present at non-N.A. conferences, we need to spread the word

-the main thing we can do is to have an international conference

-Alex said he is willing to run a doc consortium at IACMR

-we need to ensure there are non-N.A. representatives on the Executive Committee

-AOM should be willing to put up \$\$\$ for these; they do have money for small conferences, and the lag time between submitting a proposal and getting a decision is now around a year

-let's find out if we can put additional diversity questions (e.g., race/ethnicity) on our 5-year survey to make sure have a more accurate count of representation (Kerry Ignatz owns these data, Brad sent a note)

-on the inclusiveness issue, we need to make sure to clearly state what we mean by inclusiveness (e.g., status of institution, gender, sexual orientation, race/ethnicity, disabilities, region, etc.)

-would it increase inclusiveness to remove people's affiliation from their name tag for AOM? It would be an interesting experiment, but we would need to ask for AOM permission; we could approach Quinetta Roberson about AOM theme (inclusiveness); could we put research interest areas instead?

2. Priority #2 – Enhance Professional Engagement

-we seem desperate to have practitioners engage with us, but we never seem to ask them if they want to engage with us

-Spotlight plenary has been a step toward this

-We might not have a panel this year, it could be a keynote speaker of practice

-there is a bridging the research-practice gap PDW every year

-for best practitioner-oriented division awards, ask practitioners to serve on award committees

-we could sessions on how to get your research out to the wider practitioner audience (e.g., the press)

-get 20-40 practitioners in a room with the same number of academics and do a "speed dating" event

3. Priority #3 – Enhance the Structure and Operation of Division Communities

3. 5-year Survey (11:00-noon)

Sigal

-the goal is meant to be a strategic review; AOM is asking for 10 pages or less; you can have an Appendix

PDWs

-this year we had more requests for PDWs than we had time allotted (Andrew said it was him alone that made decisions on what to keep and what note); it would be nice to have more information about what is needed, wanted, how to balance across sessions, maybe have a theme that cuts across?

-this would enhance professional engagement

-working on rough draft of some questions to go out in five-year review survey (used a handout dated October 31, 2018; will send out a Google doc);

-we could use students to do random selection post symposia surveys; you would not have to get all symposia surveyed; Paul B. "volunteered" to organize a set of volunteers for this

-could add an open-ended question: "What is the best session you attended? What made it the best (i.e., why?)"

-we need to make sure we create questions that really tap what we're interested in (i.e., accuracy)

AOM Connect

-a question is: has AOM Connect actually improved connections? Or, has it alienated people?

-we can get data about click-throughs

-we can ask them in the survey, how do they prefer to get information? (include social media outlets)

OB Mission

-we need to assume people know what we're talking about

Adding Demographics

-remove age; add race/ethnicity; add career stage

Rookie Job Market

-are we losing a body of knowledge to social psychologists?

-within the past 20 years, we have moved from Jan/Feb interviews with offers in Feb to exploding offers in September

-do our members care about this shifting timeline? Is it a problem? We need data on this; we should be able to get rid of exploding offers by enforcing dates through AOM (or you can't interview); but, the problem is that the timeline is different for non-N.A. schools; maybe we should have a caucus/PDW on this issue (might be too late?)

-we worked on refining these questions

4. Brainstorming for increasing engagement in OB Division Awards/Social and Plenary 1:30-3:30 PM

Brad, Laura E., Mandy

-Issues with awards/social:

- awards in boxes
- boring
- lack of audience involvement
- location/ballroom = bad
- too many presenters (have an MC)
- booking issues
- add suspense – video
- toast the award winner
- start later
- VIP session

-Ideas for improving awards/social:

- dinner for awardees
- business meeting?
- why LAA separate
- awardees early for photos
- photo booth
- ambassadors give away tickets
- tickets to people who attend awards
- write script earlier
- link survey to drink ticket
- awards in boxes
- drinks before
- less formal
- special, small quiet award reception (VIP)
- musicians
- ice breaker

5. Voting for OB Division ballot 3:45-5:00pm

Karen

- discussion of 5-year track and 3-year track candidates
- need ongoing records of all past office holders to help keep up

SUMMARY OF ACTION STEPS FROM DAY 1

1. Cristina follow up with Quinetta about name tags
2. Paul to create/implement on-site quick quality survey for traditional conference sessions
3. Alex N to organize doctoral workshop for IACMR 2020 (China)
4. Cristina, Brad, Laura, and Bret conference call to organize and implement changes to OB awards/social (based on suggestions)
5. Adam to compile micro community list and opst on Connect
6. Paul/Adam to identify volunteers to establish micro-communities for PhD students/Associates/Fulls (similar to Oscar's group for Assistants); for Paul this ties back to #2 above
7. Sigal and committee to revise/implement survey and report

Saturday, Nov.2 (9:00 AM – 5:00 PM)

Catered Breakfast – 8:30 - 9:00 AM

1. Small group discussions of best practices and improvements (9:00-10:30 AM)

A. Governance, roles, responsibilities (Sigal, Cristina, Brad)

-we screened applications for communications officer and Chief Technology Officer; in the next week, we hope to have people locked in next week

-both Steve and Deirdre are willing to help with the transition

B. Program (Ron, Daan, Laura E, Jessica, Alex G.)

Actions (continued from Day 1)

8. Prioritize plenary and lifetime award session scheduling
9. Timing of highest quality symposia/papers on schedule (this would require some serious work)
10. Quality of reviews – change the review form!
 - a. 1 key thing you liked about the paper
 - b. 1 major developmental need about the paper

We have to consult with AOM because it is one form used throughout

Vote to put together a proposal to send to AOM governance: 16-0 in favor

C. Pre-conference (Uta, Denise, Keith, Laura L., Ashleigh)

11. Keith find and send an email to PhD coordinators to increase apps to the doctoral consortium
12. Need to make junior faculty consortium more international; Laura L will survey to nominate for junior faculty outside the U.S.
13. Need to make sure we do not have conflicting PDWs; group should let Uta know as soon as possible; waiting for word from AOM as to whether we can create our own scheduling spreadsheet (let's also get rid of PDWs that occur during dinner time)
14. Laura will help Uta with review of PDWs

D. Technology/Communications/Connections (Steve, Adam, Deirdre, Bret, Alex N.)

15. All – post questions and information on Connect
16. MCC could organize a volunteering activity; could tie into the micro volunteer group (Jessica Rodell); Alex N. to post a list of charitable organizations
17. Adam to send list of potential activities for input from Executive Committee

E. Awards (Andrew, Paul)

18. Award committees will move to a 2-year appointment rather than 1-year; Andrew suggested new technology person could be helpful in using some software to keep track of all of the volunteers (institutional memory); there might be AOM software that already exists that we can use; Brad to work with new CTO to get this going (even a spreadsheet to start would work, with all names and all roles); there is also a database employee that works for AOM; discussion of what journals to add to/remove from our list of those included in selection group for Best Paper in OB (remove P Psyc and JBV, add in AMP and AMD)

F. Spotlight (Karen, Mandy)

19. Discussed ideas for plenary; ONE IDEA is to keep big ballroom in central spot; just a place for the keynote speaker; all round tables; at the back, high tables with coffee/Danish; after the speech, we would have a high level HR person at each round table responsible for diversity and inclusion; could guide small group

discussion; generate research ideas, address science-practice gap; possibly have spotlight ambassadors; discussed possible keynote speakers

Other ideas: video of transformational leader; montage of inspirational speakers

20. List of speakers to be generated by Cristina/Karen/Mandy for plenary and sent around

Executive Summary of OB Division 2014 Survey and Report

Health Checklist

Based on a review, the strengths of the Division are: strength in size and diversity, high quality program and workshops, committed volunteers and membership that seeks more involvement and a strong resource base for investing in the future. The areas for improvement are: membership, governance and program and activities.

Key progress following the 2009 Review

We review the progress made in the goals identified by the prior strategic review:

1. Continue to build a sense of community
2. Increase identification and involvement of members
3. Create greater linkages to our international members
4. Improve a sense of inclusiveness of different member types
5. Further bridge the gap between research and practice.

Strengths of the OB Division (What members say they like)

The primary themes are as follows (in order of frequency of comments):

1. Perceptions of a strong sense of community and good opportunities for networking
2. Quality of the OB program at Academy Meeting
3. Relevance of topics and caliber of research
4. Opportunity to stay informed of the latest research in the field of OB
5. Perceptions that the OB Listserv is very informative and helpful.

Opportunities for development (What members say could be improved)

The primary themes identified are as follows:

1. Size limiting sense of community
2. Difficulty in navigating to get involved
3. OB Program at Annual Meeting
4. U.S Centric Division
5. Inclusion Barriers.

Looking forward from 2014 – Priorities for 2015-2019

The following are the priorities for the Division:

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