

## OB Division Executive Committee Meeting Minutes

Sunday, August 11, 2019

2:15-4:15

Sheraton Boston Hotel - Beacon E

**Attendees:** Brad Kirkman, Cristina Gibson, Sigal Barsade, Daan van Knippenberg, Ron Piccolo, Rebecca Bennett, Sharon Hill, Shimul Melwani, Denise Loyd, Ashleigh Rosette, Keith Leavitt, Celia Moore, Andrew Knight, Uta Bindl, Laura Little, Bret Bradley, Alex Gerbasi, Jessica Methot, Eean Crawford, Laura Erskine, Darren B, Alex Newman, Nataly Lorinkova, Mandy O'Neill, Paul Bliese, Lisa Brady, Catherine Kleshinski, Lance Frazier, Hannah Wiseman, Howie Xu

### AGENDA

Welcome & Snapshot of demographics – Sigal (2:15-2:25)

***Sigal – thanked the outgoing reps-at-large; presented a thank you gift to outgoing Chair Cristina Gibson***

A. Standing Committees (2:25-2:50)

- Making Connections (Adam Stoverink)
- Global (Alex Newman)
- Volunteers (Paul Bliese)
- Communications (Nataly Lorinkova)
- Technology (Darren Bharanitharan)

B. AOM Program (2:50-3:15)

- Paper sessions and symposia (Daan Van Knippenberg and Ron Piccolo and Program team: Alex Gerbasi, Jessica Methot, Eean Crawford)
- Doctoral Consortium (Keith Leavitt & Ashleigh Rosette)
- Jr. Faculty Consortium (Denise Loyd & Laura Little)
- PDWs (Uta Bindl)
- Awards (Andrew Knight) & New Awards Format (Cristina Gibson & Brad Kirkman)

- Spotlight & OB Division Plenary (Cristina Gibson, Karen Jansen & Mandy O'Neill)

C. Treasurer/ Catering (3:15-3:25) (Bret Bradley and Laura Erskine)

D. 2018-2019 OB Division Chair & Information from AOM Division Meetings (3:25-3:35)  
(Cristina Gibson)

E. Five Year OB Division Survey Plans (3:35-3:45) (Sigal Barsade, Alex Gerbasi, Andrew Knight,  
Laura Little)

F. Dialogue with AOM Leadership (3:45-4:00pm) – Teresa Loncar, Chief Operating Officer,  
AOM

G. Additional issues/questions & Wrap up (4:00-4:15pm)

## Welcome and Introductions

### New Officers: Congratulations to all!

- Program Chair-Elect: Rebecca Bennett
- Representative-at-Large: Sharon Hill
- Representative-at-Large: Shimul Melwani
- Representative-at-Large: Celia Moore

### Welcome and thank you for joining the team this year/upcoming year!

Darren Bharanitharan – Chief Technology Officer

Lisa Brady – Student Representative

Carys Chan – Digital Officer

Lance Frazier - Program Team Member

Nataly Lorinkova – Communications Officer

Howie Xu – Student Representative

### Departing Officers: Thank you for your dedication and service!

- Past OB Division Chair: Jeff Edwards
- Representative-at-Large: Paul Bliese
- Representative-at-Large: Karen Jansen
- Representative-at-Large: Mandy O’Neill

## **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.

### 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

### 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**

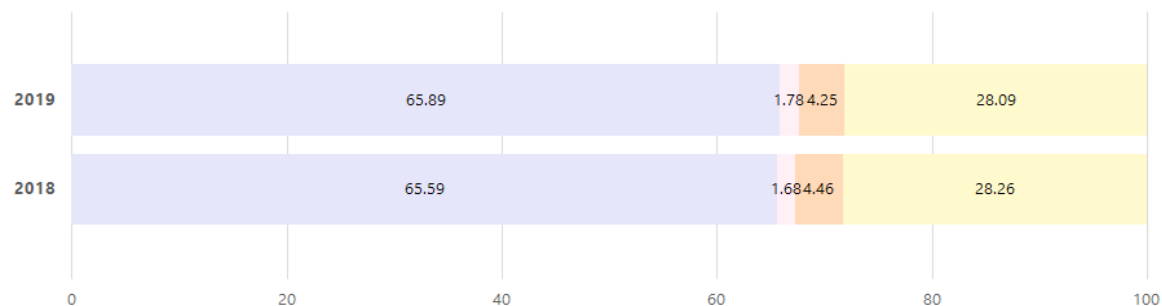
	2017	2018	2019
Total	6481	6298	6476
Academic	4252	4131	4267
Emeritus	132	106	115
Executive	307	281	275
Student	1790	1780	1819

There are 19,571 AOM members and our division is 33% of AOM:

	<b>2019</b>				
<b>Member Type</b>	OB	AOM	OB (%)	AOM (%)	OB % of AOM
<b>ACAD</b>	4267	13156	65.89%	67.22%	32.43%
<b>EMER</b>	115	400	1.78%	2.04%	28.75%
<b>EXEC</b>	275	990	4.25%	5.06%	27.78%
<b>STU</b>	1819	5025	28.09%	25.68%	36.20%
<b>Total</b>	<b>6476</b>	<b>19571</b>			<b>33.09%</b>

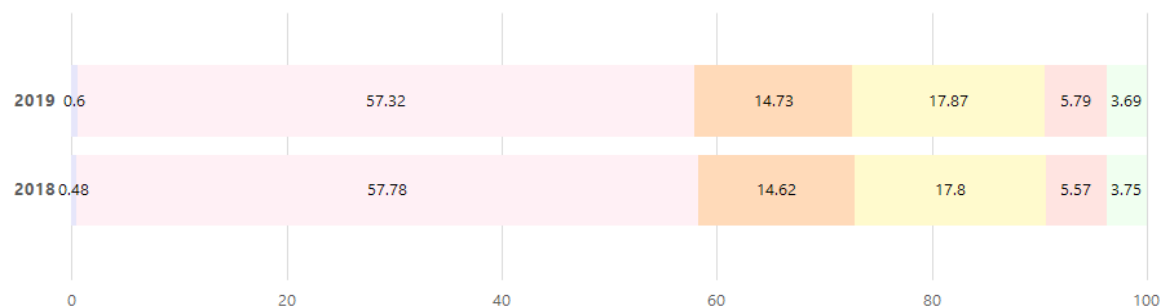
OB by Member Type

ACAD EMER EXEC STU



OB by Member's Region

Africa Americas Asia Europe N/A Oceania



## OB Division - AOM 2019 Event Registrations

	AOM2019					
	AOM Members	AOM Members Registered	Total Mbr / Mbr Registered	Division Members	Division Members Registered	Total Div / Div Registered
<b>ACAD</b>	13,825	7,037	50.90%	4,266	2,219	52.02%
<b>EMER</b>	421	87	20.67%	117	23	19.66%
<b>EXEC</b>	1,027	304	29.60%	270	71	26.30%
<b>STU</b>	5,046	3,020	59.85%	1,811	1,184	65.38%
<b>Total</b>	<b>20,319</b>	<b>10,448</b>	<b>51.42%</b>	<b>6,464</b>	<b>3,497</b>	<b>54.10%</b>

## A. STANDING COMMITTEES

### Making Connections

Adam Stoverink

*Adam – reviewed the following*

- 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. **Two Social Events:**
    - i. Making Connections with OB Experts: A Networking Social
    - ii. Boston Harbor Sunset Cruise (co-organized with Global Committee)
  - c. **OB Ambassadors:**
    - i. Serve as hosts at all OB social events & awards ceremony
  - d. **Welcome-A-Member Program**
    - i. Formerly Adopt-A-Member
      - 1. Name change to more accurately reflect the purpose
      - 2. We hope this will also increase recruitment of experienced members
        - a. “adopt” seemed like such a commitment!
- III. **New Initiatives**
  - a. Off-program events
    - i. OB Cafes, OB Eats, OB Drinks, OB Moves, OB Serves, OB Events
  - b. Special Events google calendar
    - i. Includes off-program events as well as key division events (awards ceremony/social, plenary, lifetime achievement, MCC social)
- IV. **Future Initiatives**
  - a. Draft committee by-laws
- V. **Potential Issues to Discuss**
  - a. Swag for next year?

## Global Committee

Alex Newman

### *Alex – Reviewed the following*

This year the Global Committee is running four internationally-themed PDWs this year and coordinating a social event with the MCC committee. The four PDWs are as follows:

1. Can We Do It, Yes We Can: Strategies for Non-US Scholars to Succeed in the US Jobs Market (Friday)
2. Publishing in Top International Journals – Why and How? (Friday)
3. The Art of Writing and Publishing for Non-English Writers (Saturday)
4. Thinking of a Position Outside the US? “Dos and Don’ts” of International Business Schools (Saturday)

We are in the process of appointing new members to the global committee and a few members have stepped down.

In order to enhance the global reach of the OB division we are undertaking a number of outreach activities at regional conferences and meetings. Alex Newman will act as track chair for the OB Division for the AoM specialized regional conference on Responsible Leadership in Slovenia on October this year. Out of the five division that will participate in the division the OB Track received the most paper, panel and PDW submissions. Out of 140 submissions around 75 papers were accepted for presentation. The division will also run 5 PDWs and one panel session. Alex Newman and Jelena Zikic from the global committee will run a special PDW focusing on publishing strategies for early career researchers in OB.

In June Alex ran a PDW at the Asia Academy of Management in Bali on publishing strategies for PHD students and early career researchers.

We are looking to members of the executive committee and global committee to run similar outreach activities in 2020 and 2021 in various locations (Asia, Europe, Africa, Oceania and South America). Suggestions as to appropriate events would be welcome.



## Volunteers

Paul Bliese

***Paul – Reviewed the following***

### I. **Student Representatives**

- a. Accepted 2 new students, who have been notified of their acceptance and who they are assigned to:
  - i. Lisa Brady, Third Year Student, University of Alabama ([llbrady@crimson.ua.edu](mailto:llbrady@crimson.ua.edu)) assigned to work with Jr. Faculty Consortium
  - ii. Howie Xu, Second Year Student, University of Illinois, Chicago ([hxu62@uic.edu](mailto:hxu62@uic.edu)) assigned to work with Volunteers/ 5 Year Review

### II. **Volunteers for AOM**

- a. Put out a call for volunteers in April 2019 for following positions. This year, Darren Bharanitharan set up a google survey for volunteers and 120 members volunteered via the survey.
- b. The survey specifically asked for volunteers for the 2019 Boston Meeting for the roles of:
  - 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.
  - iv. Session Surveys: The OB Division is conducting a five-year review and will be conducting short surveys of paper sessions and symposia in 2019. Volunteers would attend approximately three sessions and administer and collect short surveys from attendees.
- c. The Google Survey also asked for volunteers on an on-going basis
  - 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.

- ii. Ad Hoc General Volunteering Opportunities: These are opportunities that can arise throughout the year and involve helping with the structure and administrative functions of the OB Division and the Executive Committee. You may be contacted AFTER the AOM meeting for volunteering opportunities.

### III. **Managing Volunteers for 2019 Meeting and Ad Hoc in 2019/2020**

- a. Darren Bharanitharan set up a spreadsheet in google docs to manage and track volunteers
  - i. <https://docs.google.com/spreadsheets/d/1sFAQW-46GM8M7NgNBH1K5DHzxA9HYdnAZIEODGseWy4/edit?usp=sharing>
- b. This link could was shared with OB committee members who could then
  - i. Reach out and contact volunteers
  - ii. Track on the spreadsheet which volunteers had been contacted

- IV. **Going forward:** Recommend using the google surveys and google docs to recruit and track volunteers. If we had needed more volunteers we could have made another request, but we obtained the 120 with just one notification to OB members.
  - a.

### V. **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.

## Communications Committee

Nataly Lorinkova

***Nataly – reviewed the following; suggested that people send her information to go out in advance, don't wait!***

The communications committee and its officer's main goal is to manage all communication needs for the OB divisions. To accomplish this goal, I work off a communications calendar schedule, which is coordinated with the entire OB exec team. Once a month I solicit input from the OB exec team about news and announcements that need to be shared with our members in the upcoming month. Based on the exec team input and the standing communications calendar, I compose mailings and publish those through the Informz system. Here is list of the mailings sent since November 2018:

### DECEMBER

1. Call for reviewers and submissions
2. Call for awards

### JANUARY

1. Final call for reviewers

### FEBRUARY

1. Thank you for signing up to review
2. Doctoral consortium nominations

### MARCH

1. AOM Hotels
2. Short reminder about Doctoral Consortium deadline of March 16
3. Highlighting new members: Eean, Alex N., Nataly & Darren

### APRIL

1. OB Division Awards (announcing Lifetime Achievement Award, Cummings Scholarly Achievement, Mentorship)
2. Junior Faculty Workshop
3. OB Division Call for Volunteers

### MAY

1. OB Division Election Winners

### JUNE

1. AOM Award Winners 2019 combined with AOM annual meeting Program Highlights.

### JULY

1. AOM 2019 Program Highlights

## Technology

Darren B. Karunanithi

*Darren – reviewed the following*

*Sigal – indicates that AOM connect has decreased communication; once the listservs went away, there is less contact*

*Darren – AOM might be able to get the numbers for how many people are accessing AOM connect from the AOM system office*

*Sigal – let's give this another year to see if communication goes up; how do we get more interactive communication with our members?*

*Most members of the executive committee are scrolling through the AOM connect emails*

*Eean – there is an archive of all emails sent going back several decades*

*Keith has a colleague that might be able to use cartoons/art to increase interest*

*Nataly – has the analytic tools to see when the optimal time is to send messages out*

*Sigal – let's discuss at mid-year meeting in November*

### Highlights/Future Plans:

1. Updated the members' profile on the new AOM-OB website
2. Assigned new volunteers for Social Media Committee chair, Meeting Technologist, and other social media platforms
3. Created an Instagram Page for AOM-OB division - aom\_ob\_division

[https://www.instagram.com/aom\\_ob\\_division/](https://www.instagram.com/aom_ob_division/)

4. Created a centralized volunteer recruitment form for AOM-OB activities

<https://forms.gle/dXVLtbMjssmLtZxM7>

5. Created marketing slides for AOM-OB Division members



**AOM-ORGANIZATIONAL BEHAVIOR DIVISION**

ORGANIZATIONAL BEHAVIOR

<https://connect.aom.org/ob/home>

[www.linkedin.com/groups/12004522](http://www.linkedin.com/groups/12004522)

[aom\\_ob\\_division](https://www.instagram.com/aom_ob_division)

[OBsocial](https://www.facebook.com/OBsocial)

[@AOM\\_OB](https://twitter.com/AOM_OB)

**BENEFITS OF FOLLOWING US:**

- Increase the size of your social networks
- Get informed with latest updates (i.e., be the first to sign up)
- Be known to the AOM OB division
- Opportunities to broadcast your research and increase your citation, H-index factors

### Action Plans for August 2019-August 2020

1. Restart the AOM-OB Podcast activities
2. Attract more proactive volunteers for social media activities
3. Assign a new and/or one more moderator (student) for OB community forum\*
4. Revise and implement new policies for OB Community forum\*
  - a. Recommendations
    - i. Approve PhD program advertisement (with scholarship) from universities
    - ii. Approve all the scholarship ads related to student. *\*subject to discussion*

## PROGRAM

### Symposia and Paper Sessions

Daan van Knippenberg & Ron Piccolo – and Program Team: Eean Crawford,  
Alexandra Gerbasi, Jessica Methot

*Daan – suggests that we might create new stable roles (e.g., like we did with the COO role) for continuity of institutional memory*

*Alex – likens these roles to civil servants who know how things get done; other divisions are impressed by what OB is doing; asked about a role for supporting reps-at-large, particularly with PDWs*





*Sigal – let’s discuss and nail this down at mid-year meeting*

*Ron – symposia acceptance rates have moved way down in the last few years; paper acceptance rates remained about the same (44%)*

*Sigal – we experimented with 2 reviews this year*

*Alex – there is a lot more heterogeneity in the reviews; we can now rate reviewers using a spreadsheet, you don’t have to click on every single reviewer to provide feedback*

- We accepted 428 out of 993 papers (43%).
- Moved OB social scheduling earlier so that people can still go out for dinner.

Total Number of Reviewers Signed up	1346
Total Number of OB Reviewers Given Assignments	1257
Total Number of Review Assignments	Papers: 2289 Symposia: 642
Review Assignments By Status	 <b>active: 56 (1.91%)</b>  <b>decline: 35 (1.19%)</b>  <b>complete: 2726 (93.01%)</b>  <b>new: 114(3.89%)</b>
Average Number of Submissions (Review Assignments) Per Reviewer	2.33

Average Number of Reviewers (Review Assignments) Per Submission	2.4
Finalized OB Submissions (By Type)	993 - Paper 49 - PDW Workshop 263 - Symposium
Total Number of OB Finalized Submissions	1270

	<i>Avg. Word Count for OB</i>	<i>Avg. Overall Recom.</i>	<i>Avg. Usefulness</i>	<i>Avg. Tone</i>
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

Average review lengths (in number of characters) by year and submission type

Year	Type	Characters
2018	Paper	2561.020
2019	Paper	2374.055
2018	Symposium	2138.500
2019	Symposium	2144.625

Two-way ANOVA tests on review length by year and submission type shows no statistically significant difference in review length between 2018 and 2019. Regardless of year, papers on average receive longer reviews than symposia. The marginally statistically significant difference ( $p < .10$ ) is only 326 more characters on average for papers, however. That is about the number of characters of this paragraph.

Suggestions to pass on:

1. PDWs can't be scheduled during really weird hours (e.g. Saturday evening during the OB social).
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. Allocation of papers and symposia to the program.
  - a. We think that the fundamental way we make decisions about TUA allocation should change. Traditionally it has been decided by what percentage of papers the program chair wanted to accept, so 50% of papers (for example) that were submitted, rather than what percentage of the program do we want to have as papers and what percent do we want to be symposia.
  - b. Historically, the split has been about 63% papers and 37% symposia. We suggest the TUAs be split along these lines, rather than the percentage of papers to be accepted.

2. Reverting back to 3 reviewers (from 2 in 2019) to increase reliability and decrease dependence on emergency reviewers late in the cycle
3. General discussion about how to increase quality of reviews.
4. Procedure for judging reviews for best reviewers – we have rated poor reviewers, including those who volunteer and do not complete their reviews (in the active and new categories)



## Doctoral Consortium

### Ashleigh Shelby Rosette and Keith Leavitt

***Ashleigh – went from 60 to 99 attendees!; crafting the right job portion was very well attended; collaborative spirit in the room; a lot of interaction with faculty and one another***

***-biggest issue was registration; there has to be something on the website that says that you cannot register for this, the selections are made in advance***

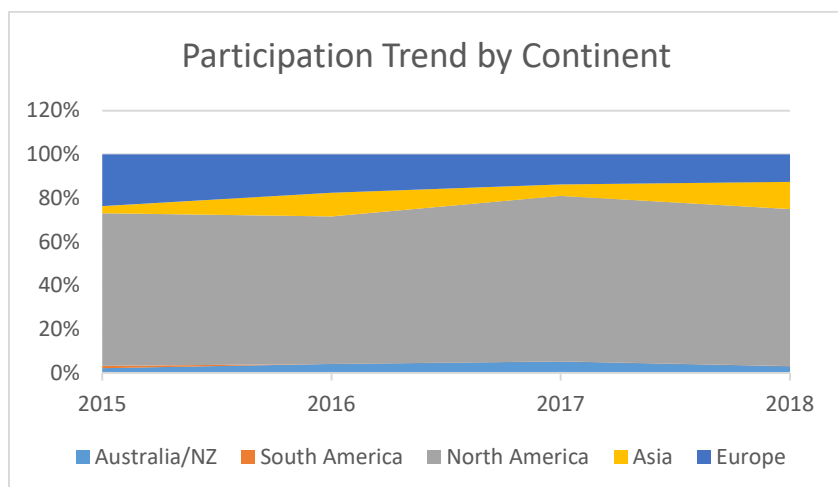
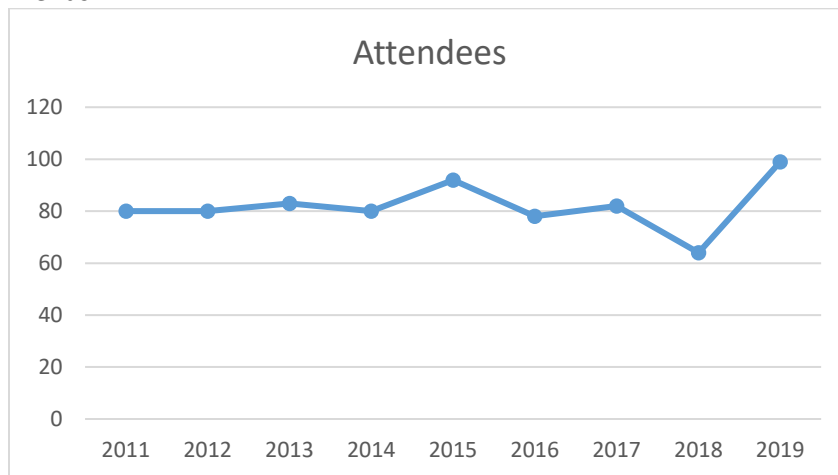
***-food was excellent, thanks Laura!***

Applicants and attendants

Attendance

- 98 participants representing 12 different countries
- 5 faculty speakers / 36 round table hosts, 19% representing schools outside US

Trends



2019: 73% North America; 11% Europe; 9% Asia; 5% Australia/NZ; 1% South America/Africa

### Improvements

- Generated a list of contact info for over 100 PhD program directors; emailed individually requesting help identifying and nominating students
- Over 120 total qualified applicants; session was capped at 100 (99 accepted) using sorting criteria of dissertation proposal defense before consortium (but not deadline) date and application completeness.
- Approach increased attendance by almost 45% compared to 2018 (consolidation of list serve in to digest likely led some people to miss call for applications in previous year)
- Minimal conflicts with panelists being “double-booked;” current PDW chair did an outstanding job of identifying and sorting early.

### Issues

- Confusion about registration (AOM suggested not using a password) allowed those who did not apply to register for (capped) consortium; required emailing those who registered but were not accepted asking them to unregister themselves. Need to consider how to register attendees with minimal confusion, while also avoiding registration by those who did not apply (instructions were clear, but a better firewall is needed).
- Volunteers were identified and contacted early; however, Saturday morning volunteers remained elusive (due to sessions and other issues). Should consider asking division volunteers to identify potential time slots and total time they are willing to commit?
- We oversubscribed roundtable hosts, which should make any last minute drops less impactful.

## **Junior Faculty Consortium Denise Loyd and Laura Little**

***Denise – one concern is that this is a large expense for a relatively small group (41 junior and 11 senior faculty)***

***Alex – what percent was international? (Answer = 40%)***

***Sigal – maybe we can get a bit more continuity for this?***

***Mandy – one person doing one thing for multiple years?***

***Sigal – let's discuss at mid-year meeting in November***

***Laura – maybe the money could be better spent elsewhere?***

***Karen – we need to be clear about what we're trying to do; maybe shorter, more focused sessions?***

***Sigal – but we might lose the community aspect of this event***

***Alex – can we use the data collection from Andrew evals to use a data-driven approach to determine what seems to be the most well-received***

### **Junior Faculty Workshop Update**

Planning for the JFW began with asking Faculty Fellows to participate. Senior faculty were very willing to help. There was a concerted effort to recruit more international Faculty Fellows, and 3 of the 11 fellows are from outside of the United States (hailing from France, London, and Australia). We also made a concerted effort to advertise the workshop to junior scholars worldwide, and this year almost 40% of attendees are from schools outside of the US. Following Laura's lead from last year, I also asked the Faculty Fellows 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, and on Connect and on the listserve/Connect of the Conflict Management and Gender and Diversity in Organizations divisions.

This process generated just under 50 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 43 junior faculty and paired them with 11 Faculty Fellows. One junior faculty members subsequently declined because of a conflict with another session and one, quite recently, declined because they were no longer attending Academy. I did not replace these vacancies due to the late notice. A faculty fellow also declined, but found a suitable replacement. In total, we will have 41 junior faculty and 11 Faculty Fellows attend.

The 2019 JFW agenda will be similar to the 2018 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.

The planning of the JFW has gone fairly smoothly. Recruiting Faculty Fellows 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. However, fewer junior scholar applied than I hoped.

**Key questions and issues going forward:**

1. Should we revamp the Junior Faculty Workshop? Is it achieving the goals hoped for? Is cost too high? Is the number of attendees too low?
  - a. *Cost is an issue.* The offsite dinner 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 (~ \$5000). Is this the best utilization of this money? Could the money be helpful elsewhere (e.g., Spotlight)?
  - b. *Communication is an issue.* Despite using all the mechanisms we have to communicate, many faculty do not hear about the JFW until it's too late to apply.
2. Should the JFW track be revamped (the answer may depend on the future of the JFW and Spotlight)?
  - a. In recent years, the first-year person in the track generally runs the JFW. The second-year provides guidance regarding the JFW and tries to help others on the board where needed (e.g., helping with PDW decisions, helping with 5-year review). The third-year role has varied. This past year it was heavily focused on helping with Spotlight. Although this has worked okay, it puts a lot of pressure on the first year to get up-to-speed quickly.
  - b. SOLUTION 1: The second-year takes the lead in the JFW with help from the first-year. The third-year remains on Spotlight.
  - c. SOLUTION 2: The newly elected board member entering the track shadows the first year at the JFW and then takes the lead role in JFW when they are the first year. The second-year helps with awards/PDW or some other track. The third-year remains on Spotlight.
  - d. If Spotlight does not continue, the third-year could float or help with data collection efforts, etc.

## Professional Development Workshops

### Uta Bindl

***Uta – two new developments: (a) submissions went up this year; and (b) we did a pilot to see when the best time was to run the PDWs so as not to conflict with other meetings or having overlapping content in some PDWs***

There were a total of 47 PDW submissions that, together, requested 125 hours of PDW time. The OB Division was granted 96 hours of PDW time for 2019. We accepted 36 PDW submissions and used 95 of 96 available PDW hours. The 11 submissions that we rejected (overall acceptance rate was 76%) were either redundant with accepted sessions, did not provide value commensurate with the number of hours they requested on the program or did not, in comparison with similar types of PDWs, speak to a wide enough audience of our members. To enable more PDWs to take place, I also asked PDW organizers of to-be-accepted PDWs (where I thought this is feasible) to slightly reduce the overall time for their PDW (in all cases, organizers were very positive and facilitated this change).

In selecting the PDW submissions for our program, I focused on a balanced selection of PDWs across the following broad areas/topics: OB-related research (e.g., *investigating affect in interpersonal relationships; OB research roundtables*), OB-related teaching (e.g., *designing experiential teaching; using POS insights for teaching*), Careers/Personal Development in OB (e.g., *OB doctoral/junior faculty consortia; improving publishing skills; mentoring graduate students*). We also encouraged and selected, where possible, PDWs who clearly focused on our OB spotlight of Inclusion (note, the AOM theme was quite similar, this year; examples are *exploring layers of inclusivity through PRW; non-US scholars getting jobs in the US; fostering work-life inclusive business schools*). Below is an overview of our PDWs, by topic:

#### PDW Topic

Category	% of Hours	% of Sessions	% of Sessions focusing on OB spotlight of 'Inclusion'
Careers/Personal Development	48.4%	44.4%	13.9%
Research	41.1%	44.4%	2.8%
Teaching	10.5%	11.1%	2.8%

#### Key Questions and Issues Going Forward

1. Maintaining our additional input in the PDW scheduling process, next year: This year, we requested a pilot for the OB Division to have greater influence into when each of our sponsored PDWs would take place. This is due to previous scheduling conflicts (such as OB-sponsored PDWs overlapping with the OB Division Awards Ceremony and Social,

PDWs taking place in the late evening with negative implications for attendance in these PDWs). We were able to largely avoid these issues by drafting our 'ideal' schedule and the AOM program team (Angela) adapting our plan almost entirely. – However, Angela has now left AOM, and it will be important for the new PDW chair to re-establish connections with the AOM program team so this process can be used again, next year. – A broader question is whether this process will be extended to other AOM divisions, too? In my view, this additional input from the PDW chair is beneficial both to the division at stake, to members of the division, and to the AOM program team.

2. Ensuring a more formal evaluation system for the PDWs. This year, we had quite a large numbers of submission (vis-à-vis available slots) for the PDW program (in comparison to previous years, where we had only slightly more submissions than slots available, and or less submission that slots available). Assuming this increased demand is a positive trend that will apply also for next year, it would be helpful to collect insights into a) how well attended, and b) how successful PDWs are, so that when these same PDWs apply for next year, we have more systematic insights as to whether to re-invite these PDW sessions, or give others a chance, instead. Similarly, I recommend that the PDW chair liaises with another member of the OB committee to have an independent review process for those PDWs that are marginal cases (I did this, and it was really helpful – a big shout-out to Laura, for her kind help with this!).
3. Advertising and encouraging PDW submissions on our OB Highlight (we had some, great submissions, although slightly unclear as to whether more OB highlight or AOM theme), however, more submissions on our spotlight would be good, as well as on teaching-related PDWs (to be able to cater to all members in a more balanced way). For instance, it might be worth having more targeted messages (e.g., social media) on these topics/inviting submissions, beyond our core 'PDW submissions invite'.
4. Question from Sigal: As PDWs become more booked and part of the schedule can AOM create a system like the program system to minimize cross-bookings of people?

## Awards Andrew Knight

*Andrew – discussed the following*

*Sigal – we will not have to discuss this at the mid-year meeting, let's follow Uta's advice below*

*Uta – we need to have the process start earlier (not after mid-year meeting), let's start this in October*

### Issues to Raise at Executive Committee Meeting

- This role is fairly cumbersome in the amount of back-and-forth emailing that is required. It seems like there could be an opportunity to further decentralize the process by empowering the Award Committee Chairs even further. In particular, could we allow Committee Chairs to compose the committees themselves. We would need to provide a central pool of possible committee members and have some way to indicate whether a someone is already serving on another committee. This is the main hurdle to doing this.
- The same information is currently being sent through several different media (e.g., email, word documents), which creates the likelihood of discrepant information across different files and roles. Further, much of this is flowing through the Awards Chair, which is unnecessarily cumbersome. Are there opportunities to use distributed / cloud software to allow people to input information directly, rather than emailing it to the Award Chair? For example, Award winners could send the confirmation information through an online survey rather than in an email. Everyone on the Exec Committee who needs that. information could be given access to the output.

### Issues for discussion from last year (2018)– which are not completely resolved :

- 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. 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.
  - c. Best Paper Journals. Currently, a committee reviews the contents of: Academy of Management Journal, Academy of Management Review, AOM Discoveries, AOM

Perspectives, Administrative Science Quarterly, Journal of Applied Psychology, Journal of Management, Journal of Organizational Behavior, OBHDP and Organization Science. Taking into account load on the committee, and whether to take only peer reviewed journals, we need to discuss whether to add Annals and ROB. P. Psych and Journal of Vocational Behavior were dropped in 2018 midyear meeting.

- B. Question from Sigal: Should and do we let nominees know they were nominated?

## **Award Winners**

### 2019 “Outstanding Publication in OB” Award

*Sponsored by the Journal of Managerial Psychology*

This award recognizes the publication that represents the most significant contribution to the advancement of the field of organizational behavior.

The 2019 recipient of the Outstanding Publication in OB Award is: Aruna Ranganathan (Stanford).

Ranganathan, A. (2018). The artisan and his audience: Identification with work and price setting in a handicraft cluster in Southern India. *Administrative Science Quarterly*, 63: 637-667.

Thank you to the award committee: Jennifer Chatman (Chair), Raina Brands, Drew Carton, Tiziana Casciaro, Michael Christian, Samantha Conroy, Jeff LePine, Sean Martin, Shimul Melwani, Celia Moore, Margaret Ormiston

### 2019 “Outstanding Practitioner-Oriented Publication in OB” Award

*Sponsored by Google’s People Innovation Lab*

This award recognizes the publication that provides the most significant contribution to the practice of management in the field of Organizational Behavior.

The 2019 recipient of the Outstanding Practitioner-Oriented Publication in OB Award is: Jennifer Petriglieri (INSEAD)

Petriglieri, J. (2018). Talent management and the dual-career couple. *Harvard Business Review*, May-June: 106-113.

Thank you to the award committee: Herminia Ibarra (Chair), Chris Barnes, Matt Cronin, Jessica Kennedy, Suzanne Peterson, Kathleen Sutcliffe

### 2019 “Best Paper” Award

*Sponsored by SAGE Publications on behalf of Group & Organization Management*

This award recognizes the empirical and/or conceptual paper submitted to the Academy of Management meeting that offers the most significant contribution to the field of OB.



The 2019 recipient of the Best Paper Award is: Taryn Stanko (Cal Poly), Patricia Dahm (Cal Poly), Brooke Lahneman (Montana State University), and Jonathon Richter (University of Oregon).

“Navigating an identity playground: An exploration of work identity and routines in a virtual world.”

Thank you to the award committee: Leigh Tost (Chair), Rellie Derfler-Rozin, John Sumanth, Robert Vandenberg, Ashley Hardin, Kyle Emich

2019 “Best Symposium” Award

*Sponsored by the OB Division*

This award recognizes the symposium on the program that best exemplifies interesting, important, and high-impact research.

The 2019 recipients of the Best Symposium Award are: Jorge Walter (George Washington University) and Daniel Levin (Rutgers).

“The role of memory and cognition (vs. activity and behavior) in social networks.”

Thank you to the award committee: Amy Colbert (Chair), Laura Guillen, Jin Nam Choi, Nicholas Hays, Madeline Ong, Abbie Shipp

2019 “Best Paper with International Implications” Award

*Sponsored by the Oxford Centre for Corporate Reputation (Oxford University)*

This award recognizes the paper whose theme and content best reflects an awareness of business and management across national boundaries.

The 2019 recipients of the Outstanding International Implications Paper Award are: David Dwertmann (Rutgers) and Florian Kunze (University of Konstanz).

“More than meets the eye: The critical role of migrant status for social identity effects”

Thank you to the award committee: Jochen Menges (Chair), Lars Alkærsig, Tsedal Neeley, Burak Oc, Steffen Giessner, Dejun Kong

2019 “Outstanding Practical Implications for Management Paper” Award

*Sponsored by Mercer Workforce Sciences Institute*

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

The 2019 recipients of the Outstanding Practical Implications Paper Award are: Mayowa Babalola (United Arab Emirates University), Shuang Ren (Deakin University), Patrick Raymond James M. Garcia (Macquarie University), Kubilay Gok (Winona State University), Liang Guo (Shandong University at Weihai).

“Stronger together: Understanding how to prevent, reduce, or eliminate abusive supervision at work.”

Thank you to the award committee: Lawrence Houston III (Chair), Ethan Burriss, In-Sue Oh, Lauren Eskreis-Winkler, Elijah Wee, Dave Lebel

2019 “Best Dissertation-Based Paper” Award

*Sponsored by Wiley-Blackwell on behalf of the Journal of Organizational Behavior*

This award recognizes the empirical and/or conceptual paper based on the author or first author’s dissertation, which offers the most significant contribution to the field of OB.

The 2019 recipient of the Best Dissertation-Based Paper Award is: Karim Ginena (University of Virginia).

“Exploring right-vs-right ethical dilemmas: How firefighters experience and manage loyalty tensions.”

Thank you to the award committee: Matt Pearsall (Chair), Ethan Bernstein, Aparna Joshi, Margaret Luciano, Lynn McFarland, Chad Murphy, Colleen Stuart

2019 “Most Innovative Student Paper” Award

*Sponsored by Sage Publications*

This award recognizes an empirical or conceptual paper led by a student that builds or tests theory in an unusually creative manner, investigates a novel organizational phenomenon, or uses a path-breaking design to illuminate an important problem.

The 2019 recipients of the Most Innovative Student Paper Award are: Salvatore Affinito (University of North Carolina), Michael Christian (University of North Carolina), Matthew Pearsall (University of North Carolina), Leah Morgan (University of North Carolina), Erin Long (University of Georgia), and Cheryl Jones (University of North Carolina).

“Daily interactions with cynical coworkers affect employee energy and behavior.”

Thank you to the award committee: Jennifer Carson-Marr (Chair), Justin Berg, Emily Bianchi, Anthony Klotz, Rachel Ruttan, Bradford Baker

Lifetime Achievement Award (LAA)

**Lifetime Achievement Award**

*Sponsored by Annual Review of Organizational Psychology and Organizational Behavior*

The OB Division’s Lifetime Achievement Award recognizes senior scholars who have contributed to our discipline throughout their careers.

The 2019 recipient of the Lifetime Achievement Award is Max Bazerman. Max is the Jesse Isidor Straus Professor of Business Administration at the Harvard Business School.

2019 nominees: Lotte Bailyn, Max Bazerman, Joel Brockner, Jennifer Chatman, Gerald Ferris, Robert Folger, Michael Frese, Ruth Kanfer, Robert Liden, Jone Pearce

Thank you to the Committee for the LAA: Kevin Corley (Chair), Joyce Bono, Sim Sitkin, Ben Tepper, and Amy Wrzesniewski.

For the Cummings Award

**Cummings Scholarly Achievement Award**

*Sponsored by the Centre for Workplace Excellence, University of South Australia*

The 2019 recipient of the Cummings Scholarly Achievement Award is Scott DeRue. Scott is the Edward J. Frey Dean of the Stephen M. Ross School of Business at the University of Michigan. He is also the Stephen M. Ross Professor of Business.

2019 nominees: Scott DeRue, Lance Ferris, Lindred Greer, Peter Harms, Roxanne Helm-Stevens, Maryam Kouchaki, Lisa Leslie

Thank you to the Committee: Russell Johnson (Chair), Blake Ashforth, Talya Bauer, Gary Latham, Ron Piccolo, and Sabine Sonnentag.

Mentorship Award Winner:

**Mentorship Award**

*Sponsored by the Antwerp Management School*

The OB Division Mentorship Award recognizes a scholar who has excelled at mentoring others in achieving their career objectives through moral, social, and intellectual support.

The 2019 recipient of the Mentorship Award is Katherine Phillips. Katherine is the Reuben Mark Professor of Organizational Character and Director of the Sanford C. Bernstein & Co. Center for Leadership and Ethics at the Columbia Business School.

2019 Nominees: Peter Bamberger, Cristina Gibson, Francesca Gino, Alicia Grandey, ETTY Jehn, Katherine Phillips, Jianmin Sun, Paul Tesluk

Thank you to the Mentorship Award committee: Hannes Leroy (chair), Lisa Dragoni, John Hollenbeck, John Mathieu, Elizabeth Morrison, and Sharon Parker.

**New Awards Format**  
**Cristina Gibson & Brad Kirkman**

\*Format changed from everyone on exec committee getting up and saying something to having Brad Kirkman serve as MC. This was done to keep the process moving more smoothly and efficiently.

## Spotlight and OB Division Plenary Cristina Gibson, Karen Jansen & Mandy O’Neill

***Cristina – discussed the following; Pepperdine was able to sponsor this***

***Mandy – Cristina really went above and beyond to secure the keynote speaker***

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.

### **Spotlight 2019-2020: Inclusion – Cristina Gibson**

2019-2020 OB Division Spotlight is about Inclusion in Organizations. The first session on the main program of events, the plenary intends to kick-off the conference and inspire you to think big thoughts!

This year, we welcome keynote speaker Britta Wilson, Vice President of Inclusion Strategies at Pixar! Britta will share wisdom from years of experience in building inclusion. We also have an exciting line-up of executives from other companies engaged in creative inclusion practices, such as Uber and Vodafone and wonderful Spotlight Academic Ambassadors from universities such as Stanford, Harvard, and Wharton who will engage you in conversations about inclusion research.

### **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:

- ② What we study: Ed Freeman (University of Virginia) and Linda Treviño (Pennsylvania State University)
- ② Why we study: Kelly Noll (Allstate Corporation) and Mark Ohringer (Jones Lang LaSalle)
- ② How we study: Denise Rousseau (Carnegie Mellon University) and Kathy Lund Dean (Gustavus Adolphus College)

### **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

## B. CATERING/TREASURER

Catering/Logistics Finance

Laura Erskine

**Laura – there are issues with catering; Laura has been doing catering for 10 years; without telling anyone, AOM decided to change the entire process**

**We have attempted to manage some of the costs, but things are ridiculously expensive**

**We used to control our own budget, but AOM took this responsibility away**

**They are using hard numbers (\$55 for moderate reception, \$75 for a better reception) but ability to drill down and adjust things**

**Sigal – why are they doing this?**

**Cristina – smaller divisions needed help, they don't have a Laura; so, they asked for very standard packages to make it easier; AOM is making MAJOR changes of governance in terms of the type of input division chairs and staff have for the Board of Governors**

**Laura – the biggest changes: OBDC was 25% more expensive; OB reception was slightly less (price started at 55 and moved to 48); MCC social was more expensive; plenary coffee is more expensive (but Pepperdine is covering); A/V costs are cheaper here**

**Sigal – why are total costs higher this year than last year?**

**Laura – total costs simply went up on certain things**

	Session	New Catering System	Sheraton Catering Estimate (menu on website)	Adjusted Catering Estimate
10218	Productivity Process	\$3,000.00	\$3,037.50	\$3,172.50
10696	OB Social	\$27,485.63	\$16,968.75	\$19,625.00
10703	Plenary	\$2,758.59	\$3,207.50	\$2,281.25
10705	Research Social	\$4,079.38	\$3,841.25	\$4,000.00
10707	LAA Coffee	\$2,106.56	\$1,937.50	\$1,687.50
10938	Halfway There	\$2,400.00	\$1,822.50	\$2,366.25
14452-3	OB Doctoral Consortia	\$28,147.69	\$22,110.63	\$23,237.50
14510	Acing the Job Talk	\$2,109.38	\$2,306.25	\$2,109.38
17688	Publishing for Non-English Writers	\$525.00	\$521.25	\$450.00
17315	Hoping for a Position Outside the US	\$750.00	\$768.75	\$700.00

11333	Publishing in Top International Journals	\$337.50	\$305.00	\$281.25
18904	Junior Faculty Workshop	\$4,664.53	\$3,042.50	\$4,031.25
	Grand Total	\$78,364.25	\$59,869.38	\$63,941.88

**Issues:**

- **New catering system and process caused major havoc**

*Last years numbers and original 2018 estimates - note major differences in similar events:*

<b>Event</b>	<b>2016 Order</b>	<b>2017 Order</b>	<b>2018 Estimated</b>
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
<b>Total</b>	<b>\$53,131.96</b>	<b>\$56,211.97</b>	<b>\$55,347.92</b>

### **Treasurer Report – Summer 2019 – Bret Bradley**

***Bret – for the last four years, we’ve spent more than we’ve brought in (sources include AOM allocation and sponsorships for awards)***

While we are still in good shape financially, we continue to spend more money than we bring in

- Table 1 shows annual trends across financial categories
  - Our current problem is seen in the shrinking “Year End” amount
  - We must trim more expenses now
- Table 2 shows that we spent more than we brought in the last 4 years
  - The yellow highlights show years we spent more than we brought in
  - We overspent the most (see ratio column) in 2018
- Finance and accounting processes are still being updated at AOM, but many have stabilized

## **Table 1 – Financial Summary**

OB Division, Academy of Management

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Year	Endowment (yr. end)	Balance Forward	Allocation	Revenues	Total Operating Amount	Expenses	Year End
2019		18,773	74,097				
2018	25,159	44,765	75,164	19,060	138,989	120,216	18,773
2017	25,159	45,986	71,494	24,900	142,380	97,615	44,765
2016	24,666	63,568	69,305	17,650	150,523	104,537	45,986
2015	24,182	79,627	69,305	14,466	163,398	99,831	63,567
2014	23,708	74,130	69,217	19,860	163,207	83,579	79,628
2013	28,571	60,582	68,810	24,123	153,515	79,385	74,130
2012	32,469	49,480	69,206	15,650	134,336	73,754	60,582
2011	33,189	46,069	55,985	18,760	120,814	71,333	49,481
2010	33,459	49,179	53,969	12,750	115,898	70,828	45,070

**Table 2 – RATIO of Expenses to New Money**

OB Division, Academy of Management

Year	Allocation	Revenues	New Money	Expenses	Ratio EXP/NM
2018	75,164.00	19,060.00	94,224.00	120,216.00	1.28
2017	71,494.00	24,900.00	96,394.00	97,615.00	1.01
2016	69,305.00	17,650.00	86,955.00	104,537.00	1.20
2015	69,305.00	14,466.00	83,771.00	99,831.00	1.19
2014	69,217.00	19,860.00	89,077.00	83,579.00	0.94
2013	68,810.00	24,123.00	92,933.00	79,385.00	0.85
2012	69,206.00	15,650.00	84,856.00	73,754.00	0.87
2011	55,985.00	18,760.00	74,745.00	71,333.00	0.95
2010	53,969.00	12,750.00	66,719.00	70,828.00	1.06

**2018-2019 OB DIVISION CHAIR & INFORMATION FROM AOM DIVISION  
MEETINGS  
Cristina Gibson**

-Report back from AOM leadership meeting.

***Cristina – had a meeting on Thursday night with the Board of Governors (this occurs annually); the leadership team wants to know our ideas about how to re-structure and think completely differently about what we do***

***-Maybe we don't have elected vs. appointed members (as just one idea); the appointed members often carry the load but are not that visible; the chair role could be extended to six years with the final year being served as a consultant***

***-Division Chairs need to have the time to think more strategically, as opposed to getting bogged down in the details and weeds***

***-there is a new division & interest group strategy (DISC?) task force to re-think everything we do***

***-creating new groups that cut across divisions (e.g., treasurers, COOs, catering, etc.)***

***-how can the B of G better serve the divisions***

Summary of 2018-2019 Activities

The primary role of the Division Chair is to liaison with and support each of the other members of the Executive Committee, the Board of Governors, other Division Chairs, and the AOM Operating Staff. I won't document all of these activities, rather just provide a few highlights on focal initiatives:

- Revised role documents for Executive Committee
- Recruited and appointed new Chief Communications Officer, Chief Technology Officer, and Meeting Specialist
- Developed more inclusive approach and shifted focus to activities at the Mid-Year Meeting
- Created follow-up and accountability process for year-long activities
- Revised election system, appointment process and onboarding of Representatives at Large and Program Chair (leadership track)
- Created and chaired committees for revitalizing Awards/Social and Plenary
- Obtained \$10,000 sponsorship from Pepperdine for the OB Division

- Secured talent and implemented plans for Awards/Social e.g., more efficient awards ceremony, local musicians
- Secured speaker and implemented plans for the Plenary e.g., visible key note speaker, light breakfast, round table discussions facilitated by over 20 “Spotlight Ambassadors” including practitioners, developed and distributed promotional post cards, developed printed flyer with agenda and bios, etc.
- Promoted Spotlight
- Collaborated with other Division Chairs in efforts to overhaul catering and related expenses at annual meeting

### C. FIVE YEAR OB DIVISION SURVEY PLANS

**Sigal Barsade, Alex Gerbasi, Andrew Knight, Laura Little**

***Sigal – we did some things differently; we were going to launch on Wednesday after AOM, but now we are going to launch on the following Monday***

***Whole set of questions that are Academy-focused; another set for OB Division-focused; a section on demographics to ensure inclusiveness (race was left open-ended due to international audience)***

***Andrew – on the ground part of the survey; we are handing out a piece of paper at all PDWs and a selection of paper sessions to assess them; please commit to taking the surveys to any session you are involved in on Monday or Tuesday, have people fill them out, and then return them to the collection box***

***Sigal – Jackie Coyle-Shapiro said biggest headache was getting the required third of the division to respond (need about 2700-2800 surveys); can you send surveys out to your personal network to get the response rate up?***

***Denise – can only OB members complete the survey? Sigal – YES; we will put a box on the survey that asks about membership and if they are not members, instruct them to click out***

The Five Year Survey committee began OB survey planning early so that instead of launching in October of 2019, we are launching on Wednesday, August 14<sup>th</sup>, the day after AOM. In addition to asking all the mandatory division questions that are asked yearly, we asked OB strategy related questions from the 2014 survey. We cleared out some questions that were no longer relevant. We also added new questions, including gaining more demographics to better understand our membership and address issues of inclusion. To do so, we added a more detailed question about career stage that had not been asked prior, and an optional section regarding gender, sexual orientation and race. To address concerns about the increasingly early nature of the assistant professor job market, as well as exploding offers, we also added questions about this issue.

Based on discussions at the mid-year meeting, we also added a very data intensive effort to get ratings of actual sessions. Andrew Knight headed this effort, with support of the committee, as well as one of student representatives, Howie Xu, and our wonderful OB Division volunteers. We are targeting about 40 PDWs and 112 symposia. Sessions will have a one-page paper-pencil survey placed on chairs that will be dropped off and picked up by volunteers. This data will be entered and analyzed as more specific and discrete data about how participant attendance and satisfaction with various types of sessions. We are also doing this for PDWs, hoping to cover an even higher percentage of sessions. Please see the one page session questionnaire attached.

Very critically – the biggest challenge of the five-year survey administration is getting enough people to respond – we need at least 30% of membership (which would be **1,943 people**) and for the last survey, it was a struggle to get that (last time they got 1710). Rather than offering a reward (as it was not successful in the past), we are going to access social influence. We are asking that each member of the executive committee send the survey link to as many colleagues as they can – but at least 10, with a note encouraging them to complete the survey, and send it out to 10 more people (sort of like the old chain letters, but without any threats...)

## D. DIALOGUE WITH AOM LEADERSHIP– Teresa Loncar, Chief Operating Officer, AOM

*Teresa – we’re trying to create a mutually beneficial relationship with the OB Division; we have not been very good with our one-on-one relationships with each Division*

*We are trying to help the OB Division become more strategic*

*OB sponsorship is coming up for renewal; we have the opportunity to increase funding*

*Sigal – thank you to AOM for the assistance on our five-year review; opens the floor for questions to Teresa*

*Alex – we have made in roads on specialized conferences internationally*

*Teresa – truly local conferences that emerge more organically; Mexico City is coming up; we’re doing a specialized conference in Copenhagen in 2022 to get a preview for the full conference in 2025*

*Ron – do we have to have the conference on a weekend? We’re one of the only major conferences that does this*

*Teresa – we are already booked out 10 years!*

*Sigal – major issue with increasing expenses every year; why can’t we get leverage?*

*Teresa – we were able to lock in 2017 and 2018 prices for catering; they are passing on labor costs; the Chicago coffee story; the system is broken; maybe we don’t fund appropriately; AOM could take on some costs; we are at a tipping point and maybe this model is just outdated*

*Cristina – there are ideas being bounced around, AOM is listening; we just need to arrive at the model that makes the most sense; we haven’t arrived at that yet*

*Teresa – specialized conferences are operating at break-even*

*Eean – 2026 conference in Philly is currently being publicized as scheduled Monday – Friday; Teresa – this is a mistake, we will correct*

*Teresa – please send her ideas to make things better!*

From Last year: Issues Shared with AOM Leadership in 2018

1. Catering costs and prioritization of DIG budgets – NOT RESOLVED
2. Requests for EC representatives' time; these should be coordinated across divisions and sent out by a deadline (e.g., March?) – NOT COMPLETELY RESOLVED
3. Improving the conference submission review process – either by having some type of quality control, or reviewers being reviewed – NOT RESOLVED
4. Registration waivers and guest passes for distinguished guests (e.g., industry executives and Lifetime Achievement winners) – SOMEWHAT RESOLVED

## **E. ADDITIONAL POINTS & WRAP UP**

### **Sigal Barsade**

*Sigal – mid-year meeting instructions/invites will go out soon*

*Sigal – THANK YOU!*