

**Minutes**  
**OB Division Executive Committee**  
**February 2008 meeting**

**Present:**

Maureen Ambrose  
Blake Ashforth  
Joan Brett  
Jason Colquitt  
Jackie Coyle-Shapiro  
Michelle Duffy  
Carol Kulik  
Carrie Leana  
Sandra Robinson  
Maria Rotundo  
Vu Tran  
Batia Wiesenfeld

The original agenda items are in bold:

- 1. Welcome**
- 2. Strategic Issues**
  - a. Finances/Treasurer (Carol)**
    - i. Virtually all of our allocation goes to two large expenses: AOM meeting and the midyear meeting – is this the right distribution?**
    - ii. Are there strategic initiatives that are being short-changed?**
    - iii. Are there avenues for financial support that we should be pursuing more aggressively?**

Typical Expenses:

\$30 K AOM food/video (includes Celebration: \$12 K, Doctoral consortium, Saturday reception: \$6.3 K, coffee breaks, \$500 each (\$1 K with coffee reorder), \$1 K for Making Connections committee – however, it excludes the Junior Faculty Workshop, which was paid for by McKinsey)

\$ 7 K AOM miscellaneous

\$11K Midyear meeting

\$ 3 K Division maintenance

**\$51 K**

AOM allocation: \$48 K

Rollover from prior year: \$30 K (reflecting previous year's rollover plus \$11 K in gifts; we can roll over up to 50% of our allocation, i.e., \$24 K, as well as any donations [but for one year only])

Current reserve: \$30 K

Discussion:

- Rather than pursue a series of small donors, perhaps we could focus on a larger, single-source donor
- We want ongoing sponsorships
- Brian McNatt (MAcc and BS accounting, Assistant Professor at Old Dominion) is our first official treasurer

Actions:

- Carol will consult with Carrie about possibly pursuing a Sloan Foundation networking grant (approx. \$2 - \$5 K) for, perhaps, the Saturday reception with HR or the Monday Celebration.
- Carol will contact Talya Bauer (replacing Russell Cropanzano as JOM editor) about sponsoring our Making Connections coffee

## 2.Strategic Issues

### **b. Electronic Communications (Carol/Vu/Maureen)**

- **EC was a major initiative over the last year – how are we tracking? What’s working, what isn’t?**
- **How can we best support Vu? What do we want Vu to prioritize over the next 6 months?**
- **How can we provide redundancy and resilience to EC systems?**
- **Do we want/need a newsletter?**

Discussion:

- Direct posting to OBWeb is not working because people are unwilling or unable to do it. In contrast, OB listserv IS making connections (it’s member to member, whereas Constant Contact is division to member): it’s very egalitarian and inclusive; it integrates generations of researchers; and even non-OB members are signing on. However, we’re not presently capturing the listserv discussions on OBWeb
- AOM archives all divisions’ listserv discussions (for the last 2 years) and have full search capability
- Podcasts are terrific. They work well partly because members get an email directly (they don’t have to seek out the webpage)
- Our current webpage is somewhat cluttered and confusing, and lacks some of the easily recognized tags from the previous webpage (e.g., Teaching, Research). However, Vu has begun the un-cluttering
- With the demise of our newsletter, we no longer have follow-up reports for the members about our AOM activities (e.g., PDWs, Doctoral Consortium, JFW). However, such reports helped affirm these activities and keep members connected to our division

Actions:

- Vu will investigate hiring someone to help us redesign our webpage. The designer will talk to each of our committees, including the EC, for what they need
- Carol will send an email to the EC asking for our thoughts about the layout of OBWeb, the old version, and other divisions’ websites

- Vu (via a web committee) will advertise when a new podcast is available, and will educate members about the RSS function (re automatic notices of OBWeb postings)
- Vu (via a web committee or an assistant that we hire) will regularly post summaries of listserv discussions on OBWeb
- Similarly, Vu will investigate hiring a centralized person – a web assistant – to post material from our various committees as required (this person could possibly also post the listserv discussions). This person would also provide support, as needed, to our web committees
- We need to accept the reality that members don't spontaneously post stuff to OBWeb and have the party above also post other division-related material
- It's good to have newsletter-like bulletins about current affairs, but we don't need a newsletter per se. A regular Constant Contact (e.g., bi-weekly, monthly) will handle announcements that are not time-sensitive. Further, research translations, debates, OB in the news, podcasts, etc., could be announced via CC and posted on OBWeb
- Those in charge of the PDWs, Doctoral Consortium, the JFW, the regular program, and social events will write a newsletter-like summary of their AOM activities. Similarly, the chairs of the various committees will write summaries of their year's activities as well. These will be announced on CC and posted on OBWeb

## 2.Strategic Issues

### c. Making Connections

- **MC has been our theme for the last few years – how are we tracking? What's working, what isn't?**
- **Are there neglected member groups or connections opportunities we should pursue?**

Discussion:

- See the attached report (p. 9)
- It's important to recognize our volunteers; they appeared to appreciate the personal invitation last year from the Division Chair to attend our thank-you coffee
- Most of our \$ goes to inclusive social events rather than to events that serve a narrow slice of our members

## 3. Activity Reports/Updates

### a. Final report on PDWs (Joan)

#### i. Centralized PDW registration

Discussion:

- See the attached report for the PDWs (p. 13)
- We want to monitor attendance to gauge popularity. However, we should realize that popularity of topics might wax and wane, evaluations are difficult because the organizers may have their own, and poor evaluations may reflect the topic *or* the presenters

Actions:

- Sandra's assistant will count attendance at the PDWs

- AOM is using a centralized system for registering for the Doctoral Consortium and JFW: we need to tell people the logistics in the call (they'll need a number from AOM to complete their registration) (Several PDWs also require pre-registration). We want unique registration numbers for each person so that it's harder for others to crash the party
- We'll advertise our 2 OB Division-sponsored PDWs via Constant Contact. Blake will ask SAC to make up blurbs, indicating that these were organized by SAC
- Perhaps revisit mid-career workshop idea; i.e., suggesting it to the AOM as an AOM-wide activity

### **3. Activity Reports/Updates**

#### **b. Doctoral Consortium (Jason/Michelle)**

- i. Strategies for cohort development**
- ii. Any issues about selection criteria**

#### Discussion:

- See the attached report for the Doctoral Consortium (p. 15)
- This year, more table-to-table rotations (based on last year's feedback)
- Applicants must be senior (4<sup>th</sup> year +); only one person per school
- 90 applicants last year, but we have a cap of 50-55 (we took 55 last year). Could add another faculty fellow to create an 11<sup>th</sup> breakout table. However, catering is expensive, so we have to be wary about expanding. Because of the limited slots, we've had to start making hard choices (e.g., progress on dissertation). However, we need to be vigilant that we're not rejecting good applicants.

#### Actions:

- Jason will post Doctoral Consortium materials on OBWeb
- AOM is using a centralized system for registering for the Doctoral Consortium and JFW: we need to tell people the logistics in the call (they'll need a number from AOM to complete their registration) We want unique registration numbers for each person
- For Doctoral Consortium and JFW, archive the names of participants so there's an institutional memory of who's attended
- JOB is the sponsor. Jason will ensure that JOB's materials are updated (i.e., mission statement and people). Jackie will check JOB's promo pens and the progress of the sponsor check
- In the acknowledgment letter, remind applicants/nominators about the criteria for inclusion
- Order caffeine and sodas for 3:00 break (last year they were caffeine-deprived)
- Jason will invite last year's participants to this year's Saturday reception (5:30 to 6:30)

### **3. Activity Reports/Updates**

#### **c. Junior Faculty Workshop (Jackie/Maria)**

- iii. Review of McKinsey sponsorship**
- iv. cost of workshop for participants (\$75 vs. \$150)**

Discussion:

- See the attached report for the JFW (p. 18)
- AOM is using a centralized system for registering for the Doctoral Consortium and JFW: we need to tell people the logistics in the call (they'll need a number from AOM to complete their registration) We want unique registration numbers for each person
- For Doctoral Consortium and JFW, archive the names of participants so there's an institutional memory of who's attended
- McKinsey has not yet committed to sponsoring the JFW (in whole or part). We can change our fee (currently its \$150) until the end of Feb. Assuming 40 people, we would get \$6 K in revenue. JFW will likely cost about \$10 K, although it's hard to predict year to year because of hotel differences
- This year, Jackie sought more globally diverse schools
- Currently thinking of 3 areas: research, teaching, and academic career. Also:
  - how to survive tenure process
  - issues for international faculty
  - Q&A session, where participants pre-submit questions
- Last year we set up a listserv for participants. Historically, not much has come of this practice since connections seem to be more dyadic than group-level

Actions:

- For last year's JFW, we had 43 people x \$75, but only got back about \$2000: perhaps AOM owes us money. Carol will check
- Perhaps have participants nominate their preferred topic area, and from that think about who else to invite. Stop having participants nominate preferred faculty fellows
- Consider inviting last year's participants to this year's Saturday reception
- Keep call the same, but track the number of participants and revisit the target audience issue (e.g., do we restrict it to 1-3 years, 2+ years, or what?). It'll affect the number of people who attend; the dynamics change at about 40 participants
- Signal the target audience by suggesting what the discussions will be about, but not declare hard criteria for inclusion (given the diverse career situations people face)

### 3. Activity Reports/Updates

#### *d.* Program (Sandra and Carrie)

- i. Distribution of reviewers (especially senior reviewers)**
- ii. Program highlights**

Discussion:

- See the attached report (p. 19)
- We sent a reminder to our membership given the low number of initial reviewers; the reminder brought in several hundred more
- Half the submissions were submitted the day of the deadline
- Sandra sent personal reminders to people who hadn't downloaded their papers yet; it appeared to generate action
- The profile of reviewers looks much like it did last year

- This year, people could specify the type of paper they wanted (conceptual, qualitative, quantitative, qual or quant); people who picked only conceptual or qual often got no papers because there were fewer submissions. In future, consider sending symposia papers to “conceptual only” people
- The thank-you coffee break is good for recognizing all of our volunteers; just being invited has symbolic value

Actions:

- Encourage AOM to adjust the language about the “preference” criterion so fewer use it (e.g., “what types of papers are you most comfortable reviewing?”); and the AOM needs to flag which paper submissions match which preferences (currently the program chair has to hunt through the paper to figure it out)
- Either we could adopt what TIM or BPS do (they’ve automated the process based on key decision rules), or encourage AOM to explore adopting TIM or BPS software
- We will continue to have 1 coffee focusing on our volunteers; move it to the early afternoon (we need to avoid overlapping with the HR ice cream social). We need to order more coffee than last year
- Schedule Making Connections coffee break after the Lifetime Achievement Award; consider moving the thank-you coffee to Monday; consider doing it in the hallway rather than in a dedicated room

### 3. Activity Reports/Updates

#### *e.* Catering (Batia)

- i. Discuss budget**
- ii. Discuss chocolate**
- iii. Discuss drink tickets (Saturday reception)**
- iv. Discuss MC events**

Discussion:

- Last year, we spent \$12 K on the Celebration, and \$6.3 K on Saturday welcome. Coffee sessions cost \$400 to \$600 each (but because we ordered more coffee, one may have been \$1000)
- The Making Connections group will probably do something with the Sat. reception for the new members, but it’s unresolved. It’s all in one room, with the JFW and Doc Consortium (5:30 to 6:30) starting off the first hour, and the rest joining for the second hour (6:30 to 7:30)

Actions:

- Batia will find out if the drink tickets are a set price per liquor vs. soda vs. beer vs. wine, or a flat charge per ticket
- Since JOB is sponsoring the Doc Consortium, we will give drink tickets to participants for Saturday and we could do the same for Friday; consider giving them 3 tickets to cover both nights and let them decide how best to use them; go with a buffet breakfast (rather than sit-down)
- Jackie/Maria and Jason/Michelle will invite last year’s JFW and OB Doctoral Consortium participants to the Saturday reception

- JFW: Jackie will have the faculty fellows come an hour early on Friday to socialize with one another
- Sandra's assistant will help with checking food at the events, cleaning up after the Celebration, and ushering award winners to the picture-taking (as well as counting the attendance at the PDWs)

### 3. Activity Reports/Updates

#### *f.* Celebration event

#### Discussion:

- Are we providing enough recognition for reviewers?
- The chocolates were very popular (\$0.48 for the small; \$0.90 for the large). There's no easy distribution method for getting the large bars to the reviewer; consider making them more accessible

#### Actions:

- Sandra will request pictures from reviewers (it's in the thank you letter)
- Consider thank you letters/awards to reviewers who have done multiple years. Sandra will find out if AOM has the names for the electronic years. Could do it a slide show thank you as well
- Carrie/Maureen/Blake need to forward award winners and committee members to Vu to post as the awards are announced at the Celebration and to Carol for a Constant Contact announcement
- Batia will redo the chocolates this year.
- Batia will ship Celebration materials to someone on the EC who is at the OB hotel (Hilton)

### 3. Activity Reports/Updates

#### *g.* Awards

- i. OBOP and Practice (Carrie)**
- ii. Lifetime achievement and Cummings (Maureen)**
- iii. Conference (Blake)**
- iv. Discuss location/placement of awards**

#### Actions:

- Lifetime Achievement Award: have committee rank the nominees, and roll over the top 5 year to year
- Cummings Award: have committee rank the nominees, and roll over the top 5 for as long as they're eligible
- OBOP and Practice Awards: for the latter, consider adding a practitioner-oriented person to the committee, but one who is conversant with research
- Conference awards: our Newman (dissertation) and Dexter (international) nominees need to be determined by Feb. 29<sup>th</sup>; Sandra will check how many reviews are still needed for the top-ranked papers in those categories
- Maureen will tell Carrie and Blake when she needs to know our winners by (for the plaques)

### **3. Activity Reports/Updates**

#### ***h.* Standing committees**

- i. Scientific Affairs (Blake)**
- ii. Web Committees (Maureen/Vu)** (see above)
- iii. International Committee (Carol)**
- iv. Making Connections Committee (Lucy report)** (see above)

#### Discussion:

- See the attached report for the Scientific Affairs Committee (p. 23)
- SAC should feel free to continue to organize PDWs as a safety net for the division
- International members have needs that are indeed somewhat unique (e.g., language, different P&T systems).
- Each committee needs enthusiastic leadership, otherwise they tend to flounder

#### Actions:

- Carol will give \$1,000 to each of our various committees to use as they see fit
- Each committee liaison will ask their committee for a summary (roughly 3 paragraphs) of their activities for the August meeting. The summaries will be included in the minutes
- Blake will ask SAC to consider new initiatives, in addition to the PDWs they're currently planning for 2009
- SIOP does an exemplary job of linking researchers with practitioners. Blake will ask SAC to consider what we can learn from them and our members about forging links

### **4. Other business**

#### Discussion:

- We had a low response rate regarding our proposed bylaw changes, but all said Yes
- Carol will email instructions about reimbursement for the midyear meeting
- The EC meeting at AOM meeting has been used for standing committees reports; Carol will arrange a conference call in July to resolve issues and free up time; dinner will follow our meeting at the AOM on Sunday night
- Next year's meeting will also be at Gainey Ranch in Scottsdale/Phoenix



## **Meeting Connections 2007 Overview (Lucy Gilson)**

### **Committee Formation**

In March 2007 the OB Making Meeting Connections Committee was formed with the charge to help new members feel at home in the OB Division.

A call went out to all members of the OB Division on March 26<sup>th</sup> – see below;

“Ever feel like you'd like to be more connected to other members of the OB Division-and help the Division, too? We have the volunteer opportunity for you!! We're looking for members for our "Making Meeting Connections" committee. This committee is responsible for identifying and implementing activities that help OB Division members "make connections" during and around the annual meeting. The committee will focus on how to engage both new and existing members, how to make it easier to meet others with similar interests, how to make people feel at home in a division our size. This is a great way to get more "connected" yourself-and help others do so as well. Contact the Committee Chair, Lucy Gilson (lucy.gilson@business.uconn.edu) for more information or to volunteer.”

### **Committee Membership**

Following this initial call, a very large number of individuals express interest in the committee and a final sixty four (64) individuals volunteered to be a part of this endeavor.

The size of the response and numbers of individuals willing to get involved signified to me, that this call resonated with a large number of the division's membership. Further, those who responded were from a range of institutions, counties, and academic positions;

- 28% International members
- 22 different US states represented
- 20% Graduate students
- Full range or type or academic institutions and faculty titles (Adjunct – Full Professors)

At the AoM conference an additional 40 people signed up expressing and interest in joining the committee. I have not yet done anything with this list as a committee of 60 is daunting 100+ is even more so!

### **Sub Committees**

Following a series of e-mail messages between all committee members it was decided that those of us who were attending SIOP in April would meet face-to-face to decide on some directions for the larger committee. Fifteen of us met in NYC and decided to break our larger committee into sub committees with specific areas of focus.

1. Communications Committee
  - a. This committee was responsible for sending our letters to new members. We had originally thought about postcards or letters in the mail but the cost of postage made this prohibitive so we went with e-mail. See samples in Appendix 1 & 2.
  - b. New addition to this committee is a letter to the OB web page welcoming new members that will be automatically sent when anyone joins the committee – also on joining this letter will direct them to the wiki (see point 5d below) – I am working with Vu Tran on this.
2. Making Meeting Connections Committee Tables – Chaired by Kristin Byron

- a. This sub-committee was tasked with manning tables at all AoM OB social events and supplying committee members to the International and new member coffee hour - with the goal that at every event there were “friendly faces” to meet and greet new members. Over 30 committee members served in these roles.
3. OB Making Connections PDW – Chaired by Rob Litchfield
    - a. This committee was set up to plan an informational and social session prior to the beginning of the main AoM conference where new members could meet existing members as well as one another and learn about AoM and the OB Division. About 100 people signed up (via a meeting doodle on the wiki) to attend this event and about 75 actually attended as well as over 20 committee members who manned tables and served as hosts. Food and refreshments were provided.
  4. Technology sub-committee – Chaired by Christine Jackson
    - a. This committee set up a wiki where we could share information on the events our committee was planning for AoM and allow new members to post questions and learn about AoM, the OB Division, and the Making Meeting Connections Committee. The initial letter we sent out to new members can be found in Appendix 2. Christine tracked the hits and it was pretty good.
  5. Looking forward sub-committee
    - a. This committee is currently working on plans for this year’s AoM and coming up with ideas that we could not do last year given the time constraints we had.
    - b. Current plan is to link new member wiki to OB Division web page. Then, when a member joins the division the automatically get sent the welcome and link.
    - c. Conference call set up for early February to talk plans and ideas.

Miscellaneous

- Gifts and Stickers – Making Connection “connectors” (gifts left from a prior OB event) were placed on tables at receptions and handed out to new members.
- OB chocolates were also available and a big hit!
- OB Making Connection stickers were originally made to be worn by the committee to call us out to new members but ended up being handed out to the OB Division membership in general and were surprisingly well received!
- Other stuff – we are in the process of ordering 2 table runners to have at OB receptions that say OB Making Connections Committee, OB new member committee, or OB meeting connections.....??
- We are open to suggestions!?

Thanks for your continued support  
Lucy

## **Appendix 1: Initial Welcome Letter sent to all new members**

Welcome to the OB Division of the Academy of Management - as a new member (yes, since our division is over 50 years old we consider anyone who has been a member for less than 3 years new!) we would like to personally invite you to some of our sponsored events.

You already know that you can find out about the latest research and theory from management scholars at the 2007 Academy of Management Annual Meeting. You may also be looking forward to doing a little sightseeing. As you start to get ready for this year's Meetings in Philadelphia, the "Making Connections Committee" would like to invite you to a number of fun and social events that the OB Division has planned.

The theme of the OB Division is Making Connections, and our committee was formed to help new members feel at home in a Division of 5,360 members - meet new colleagues, share ideas with others, and even make new friends...in a phrase, to make connections.

First, the OB/HR Member Welcome Reception will be held Saturday, August 4 from 6:30-7:30 PM (Convention Center Room 113 Foyer). Our committee will have a table outside of the reception area so we can welcome and introduce you to other new and 'old' members.

On Sunday, August 5, from 1:00-3:00 PM (after the consortiums have finished) we will host a round table meeting in the Convention Center (Room 110 A&B) that is designed to be an informal opportunity for you to learn more about the division, AoM events, meet the committee members and OB Division Officers, and join in some round table discussions.

There will be a "Making Connections Coffee Break" for new and international members on Monday, August 6 between 4:00-5:30 PM, in the Marriott, Independence Ballroom III.

And finally, our big event, the OB Division Awards, Celebration, and Social Hour – Monday August 6 from 6:30-8:30 PM. Awards presentation in Marriott, Grand Ballroom H, Social hour in Grand Ballroom G. Again, we will have a table out front to welcome you and we hope that you will come and introduce yourselves and be a part of our celebration of the accomplishments of OB Division members over the last year.

Over the next month, we will be sending out more information on the OB Division and our Committee. If you have any questions, please do not hesitate to contact us. We hope to see you at some or all of these events. Again, on behalf of the Making Connections Committee *WELCOME* to the OB Division of the Academy of Management.

Lucy Gilson  
University of Connecticut

## **Appendix 2: Follow up Letter sent to all new members introducing wiki and round table**

Dear OB Division New Members,

The Academy Meetings are fast approaching and the New Member Committee has put together a slate of fun, informative, and tasty events for you!

In particular, we would like to invite you all to our Round Table Meeting Sunday August 5, 1:00-3:00 PM, Pennsylvania Convention Center, Room 110 A&B

Please visit our “wiki”<sup>1</sup> to find out about what we have planned.

We look forward to meeting you in August.

Lucy Gilson  
OB Division New Member Committee Chair

<sup>1</sup> A wiki is an interactive website or similar online resource which allows users to add and edit content collectively. Here is a link to wikipedia that has information on what a "wiki" is (for the interested reader). <http://en.wikipedia.org/wiki/Wiki>

**2008 OB PDW Report Submitted by Joan Brett**

**Division sponsored:**

Junior Faculty Consortium

Doctoral Consortium

Person Environment Fit Research Incubator

The Experience, Management, and Implications of Emotions at Work

**Member Submissions:**

Selection criteria: centrality to OB, uniqueness of offering; interactive

14 submitted, 11 accepts, 2 rejects, 1 withdrew

16 submitted, 13 accepts, 2 rejects, 1 withdrew\* (use to report to AOM?)

**Accepted: 11 sessions**

Evolutionary Psychology, Behavioral Genetics, and Leadership

Studying Complex Interdependent Work: A Methodological Toolkit

Tools and Methods for Studying Temporal Aspects of Organizational Behavior

Advancing Leadership Research: Developing Research Proposals and Mentoring Relationships

How to Improve Your Chances of Publishing in a Top-Tiered Journal

The Questions We Ask Regarding Meso-Modeling

The 16th Annual Craft of Reviewing Workshop

Dare We Ask More Questions about Employee Participation?

The Influence of Romance of Leadership in Daily Work Contexts

Confronting Risk: Examining its Acceptability, Short Sightedness, Blind Sightedness, and Prevention.

Questions We (Don't) Ask: Human Physiology and Management

**Co sponsors of 28 sessions from 12 divisions at 14.5 hours**

**(All divisions supported us in kind)**

BPS 10281, 10108 - 1 hour

CM 10139, 10264, 10032, 10352 - 2 hours

GDO 10155, 10358 -1 hour

HCM 10040 -.5

HR 10134, 10298 - 1 hour

IMD 10306, 10184 - 1 hour

ITC 10278 - .5 hour

MOC 10096, 10197 - 1 hour

ODC 10023, 10189, 10217 - 1.5 hours

OMT 10079 - 1 hour

PTC 10344, 10224, 10020 - 1.5

RM 10069, 10107, 10114, 10207, 10238 - 2.5 hour

**2008 OB Division Doctoral Consortium  
Academy of Management**

**Organizers:**

Jason Colquitt, University of Florida, [jason.colquitt@cba.ufl.edu](mailto:jason.colquitt@cba.ufl.edu)

Michelle Duffy, University of Minnesota, [duffy111@umn.edu](mailto:duffy111@umn.edu)

**Friday August 3, 6:00 - 8:00**

6:00 – 8:00 p.m.      Room TBA

**Welcome Reception and Introductions**

Consortium Coordinators, Jason Colquitt and Michelle Duffy

Carol Kulik, OB Division Chair

Blake Ashforth, OB Division Chair –Elect

**Making Connections - Dissertation Discussion**

Participant breakout groups

**Saturday August 4, 8:00 - 5:15**

8:00 – 8:30 a.m.      Room TBA  
Light Breakfast and Welcome

**Morning table discussants:**

Jason Colquitt, University of Florida, ([jason.colquitt@cba.ufl.edu](mailto:jason.colquitt@cba.ufl.edu))

Michelle Duffy, University of Minnesota ([duffy111@umn.edu](mailto:duffy111@umn.edu))

Mel Fugate, Southern Methodist University, ([mfugate@mail.cox.smu.edu](mailto:mfugate@mail.cox.smu.edu))

Christine Jackson, Purdue University ([jackson2@exchange.purdue.edu](mailto:jackson2@exchange.purdue.edu))

Suzanne Masterson, University of Cincinnati ([masterss@ucmail.uc.edu](mailto:masterss@ucmail.uc.edu))

Ronald Piccolo, University of Central Florida ([rpiccolo@bus.ucf.edu](mailto:rpiccolo@bus.ucf.edu))

Kevin Rockmann, George Mason University ([krockman@gmu.edu](mailto:krockman@gmu.edu))

Deborah Rupp, University of Illinois ([derupp@s.psych.uiuc.edu](mailto:derupp@s.psych.uiuc.edu))

Jason Shaw, University of Minnesota ([jshaw@csom.umn.edu](mailto:jshaw@csom.umn.edu))

Elizabeth Umphress, Texas A&M University ([eumphress@mays.tamu.edu](mailto:eumphress@mays.tamu.edu))

8:30 – 10:00 a.m.      **Landing an Academic Job**

Faculty Presentations                      (8:30 – 9:10 a.m.)

Suzanne Masterson, University of Cincinnati  
([masterss@ucmail.uc.edu](mailto:masterss@ucmail.uc.edu))

Mel Fugate, Southern Methodist University  
([mfugate@mail.cox.smu.edu](mailto:mfugate@mail.cox.smu.edu))

Panel Q & A                                      (9:10 – 9:30 a.m.)

Round Table Discussions                      (9:30 – 10:00 a.m.)

10:00 – 10:20 a.m. *Break*

10:20 – Noon

**Getting Published**

Faculty Presentations (10:20 – 11:00 a.m.)

- Jason Shaw, University of Minnesota, ([jshaw@csom.umn.edu](mailto:jshaw@csom.umn.edu))
- Deborah Rupp, University of Illinois, ([derupp@s.psych.uiuc.edu](mailto:derupp@s.psych.uiuc.edu))

Panel Q & A (11:00 – 11:20)

Round Table Discussions (11:20 – Noon)

Noon – 1:30 pm *Lunch* (OB Division-Sponsored)

**Afternoon table discussants**

Karl Aquino, University of British Columbia ([karl.aquino@sauder.ubc.ca](mailto:karl.aquino@sauder.ubc.ca))

Jennifer Berdhal, University of Toronto ([jennifer.berdahl@utoronto.ca](mailto:jennifer.berdahl@utoronto.ca))

Jason Colquitt, University of Florida, ([jason.colquitt@cba.ufl.edu](mailto:jason.colquitt@cba.ufl.edu))

Marcus Dickson, Wayne State University ([marcus.dickson@wayne.edu](mailto:marcus.dickson@wayne.edu))

Michelle Duffy, University of Minnesota ([duffy111@umn.edu](mailto:duffy111@umn.edu))

Jeff Greenhaus, Drexel University ([jeffrey.h.greenhaus@drexel.edu](mailto:jeffrey.h.greenhaus@drexel.edu))

M. Audrey Korsgaard, University of South Carolina, ([korsgaard@moore.sc.edu](mailto:korsgaard@moore.sc.edu))

Ben Tepper, Georgia State University ([mgtbit@langate.gsu.edu](mailto:mgtbit@langate.gsu.edu))

Stefan Thau, London Business School ([sthau@london.edu](mailto:sthau@london.edu))

1:30 – 3:00 p.m.

**Effective Teaching**

Faculty Presentations (1:30-2:10 PM)

- Marcus Dickson, Wayne State University ([marcus.dickson@wayne.edu](mailto:marcus.dickson@wayne.edu))
- Brian Dineen, University of Kentucky ([brdine2@email.uky.edu](mailto:brdine2@email.uky.edu))

Panel Q & A (2:10 – 2:30 p.m.)

Round Table Discussions (2:30 – 3:00 p.m.)

3:00 – 3:20 p.m.

*Break*

3:20 – 5:00 p.m.

**Work-Life Balance Issues**

Faculty Presentations (3:20 – 4:00 p.m.)

- M. Audrey Korsgaard, University of South Carolina, ([korsgaard@moore.sc.edu](mailto:korsgaard@moore.sc.edu))
- Jeff Greenhaus, Drexel University ([jeffrey.h.greenhaus@drexel.edu](mailto:jeffrey.h.greenhaus@drexel.edu))

Panel Q & A (4:15 – 5:00 pm)

Round Table Discussions (4:30 – 5:00 pm)

5:30 - 6:30 pm

Room TBA

**Reception** with OB doctoral consortia students, OB Junior Faculty, HR Junior Faculty and HR doctoral consortia students)



**Sunday August 5**

**8:30 - 9:50** Room TBA

Joint Consortia Academy Sponsored Editors Panel

Academy of Management Perspective (Peter Cappeli, Wharton University,  
[cappelli@wharton.upenn.edu](mailto:cappelli@wharton.upenn.edu))

Academy of Management Journal (Duane Ireland, Texas A&M University,  
[direland@mays.tamu.edu](mailto:direland@mays.tamu.edu))

Academy of Management Learning & Education (James Bailey, George  
Washington University, [jbailey@gwu.edu](mailto:jbailey@gwu.edu))

Academy of Management Review (Martin Kilduff, University of Texas,  
[mjkilduff@gmail.com](mailto:mjkilduff@gmail.com))

**(Micro Panel Sponsored by Human Resources Division)**

**(Macro Panel Sponsored by Organizational and Management Theory Division)**

## Junior Faculty Workshop (Jackie/Maria)

### *1. Review of McKinsey sponsorship & Cost of workshop for participants (\$75 vs. \$150)*

Awaiting to hear whether McKinsey sponsorship.

### *2. Discuss Faculty Fellows (research bias; international distribution; alternative models of success, fellow:participant ratio); Strategies for reducing “research bias”*

I think the list of Faculty Fellows is diverse in terms of international, balanced schools. Fellow: participant ratio should be about 1:4.

#### Junior Faculty Fellows

Lynn Shore, San Diego State University

Rob Moorman, Creighton University

Daniel Turban, University of Missouri-Columbia

Bard Kuvaas, Norwegian School of Management

John Cordery, University of Western Australia

Kyle Lewis, University of Texas, Austin

Kurt Dirks, Washington University in St. Louis

Chris Stamper, University of Western Michigan

Larry Farh, The Hong Kong University of Science and Technology

Sally Maitlis, University of British Columbia

Maria Rotundo, Rotman School of Management, University of Toronto

Jacqueline Coyle-Shapiro, London School of Economics & Political Science

Plan to cover three areas (similar to last year): Research, Teaching and academic career and have 1 international member contributing to each to provide a different perspective.

Also, we'll have one presentation on “how to survive the tenure process”. Would like to have a specific Q and A session to address concerns/issues that participants might have.

**OB Mid-year Meeting Notes 2008**  
**Program Chairs**  
**Sandra Robinson/Carrie Leana**

**1. Submissions**

- Papers: 657 (up 15% from 2007)
- Symposia 109 (same as 2007)
- OB Reviewers registered: 1424 (up 4% from 2007)

*Current state of affairs (Feb 4):*

- Review Assignments By Status:
  - **decline:** [60](#) (2.5%)
  - **active:** [1207](#) (51%)
  - **complete:** [665](#) (28%)
  - **new:** [443](#) (19%)
- OB Reviewers used so far: 1047 (1108 in 2007)
- Average Number of Assignments Per Reviewer: 2.27 (2.09 in 2007)
- Average Number of Assignments Per Submission: 3.11 (3.42 in 2007)

**2. Nature of reviewers**

- 70% are repeat OB reviewers (68% repeats in 2007)
- 66% are not students (65% not students in 2007)
- 57% offered to be emergency reviewers (62% in 2007)
- 48% are submitters (41% were submitters in 2007)
- Paper type preference (new in 2008):
  - Conceptual papers only 8%
  - Qualitative only 10%
  - Quantitative Papers 40%
  - Qualitative or quantitative 41%

### **3. Showcase and All-Academy Symposia nominations**

- 6 All-Academy symposia nominated
- 20 Showcase symposia nominated
- We need to notify program chairs of other divisions in advance that we split the program responsibilities in OB. Sandra received all the initial inquiries (and sometimes multiple times) regarding co-sponsoring of symposia from other divisions

### **4. Other submission process info:**

- Half submissions were in and processed before the submission deadline
- Sent additional reviewer request after submissions in, yielding several hundred additional volunteers
- Challenge to use everyone: especially if preference for conceptual or qualitative papers only (see note 6)

### **5. Should we consider an improved matching system for future years?**

Current system calls up those with 1-3 matching key words with the paper, but we have to manually search for ranking of key words.

Alternatives:

- TIM (and now BPS) use a much more advanced system they designed which downloads the papers and reviewers, a software program analyzes them for match and then the chair oversees them (making some modifications where fit didn't work), and does the assignments manually. It can take into account whether some key words are scarce.
- OMT uses UCINET (network analysis) which creates groups of papers and reviewers, not individual matches.
- Only worth it for better fit, because our more manual approach is not that daunting.
- Would be nice to have comparison data across divisions with different systems regarding declines, non-completes, or reviewers satisfaction with fit.

## 6. New addition this year is reviewer's specifying type of paper they can review.

- Clearly this makes for a better fit and better reviews given that 10% want only conceptual papers and 8% want only qualitative papers.
- Would be useful if authors could also specify the type of paper they are submitted so it can be matched electronically or chair can readily judge its category.
- Quite a few of the reviewers not used are those who can only review conceptual or qualitative papers: there are not enough such submission

## 7. Key word development

- Numerous positive comments that they liked the specificity of our key words compared to other divisions.
- But constant work in progress. Tinkered with key words again this year, in some cases collapsing some categories (e.g. leadership theories), in others dividing up larger one (e.g. group development vs. dysfunction).
- Papers into each key word ranged from a low of 16 (2%) to a high of 119 (16%).
- Some of the 'too large categories' this year, because they are so general/higher level of abstraction: Individual performance (108), leadership (theories other than lmx or transformational) (119), and interpersonal relationships/processes (115).
- Some that are perhaps too small to warrant their own category (5% or less of submissions). They reflect three things:
  - A decline of 'traditional topics': turnover/absenteeism, social comparison/SIP/social construction, power/politics, communication, intergroup relations
  - Topics covered well in other divisions: ethics, conflict/negotiations, careers/occupations
  - My attempts to break down 'too large' categories from last year, such as Big 5, emotional intelligence, group dysfunction, and our attempts at newish categories that fit into "other": change/time, service/customer service, non-traditional work arrangements, work/life balance

## **8. Division Sponsored Time Slots**

We have these:

1. Lifetime Achievement Winner's address, Tuesday 9-10:10am
2. Awards/Social Hour: Monday 6:30-830pm (adjoining rooms)
3. Coffee Hour(s)

This year's coffee hours?

- Past year we had two:
  1. Making Connections Coffee Break Monday 4-530  
(replacing prior 'Welcome Internationals' with broader theme)
  2. Thank you Coffee Break Tuesday 330-430

## **Scientific Affairs Committee (report from Ben Tepper)**

1. We added a couple of new members: Suzanne Masterson and Lisa Dragoni. I'm pleased to say that we have a good sized group of highly engaged members.
2. We've organized two PDW's for the 2008 AOM, one on PE-Fit and one on emotions. The facilitators for each PDW are in place and we're now recruiting participants. Something to perhaps discuss with Carol Kulik --> we might want to advertise these PDWs in an upcoming OB Newsletter.
3. We've developed and administered a survey of the OB membership that should give us some insights into ways that we can help division members make research connections. We've got several hundred responses so far and a reminder will be going out shortly. Given the importance of this exercise (the results may very well guide our activities over the next several years), we may form a sub-committee to analyze the results and prepare a detailed report.
4. We've begun floating ideas for PDW's that would run at the 2009 AOM. The particularly promising one's would focus on the interface between OB and Strategy, but it's premature to say much more than that. We will have a virtual meeting sometime in the next six to eight weeks to further flesh out these ideas.

Those are the highlights. If you need more detail for the meeting, I'd be happy to flesh out these items -- just let me know.

Best regards, Ben

Blake Ashforth:

- Gilad Chen will become the new chair in August.
- SAC needs a web presence, like our other committees. Carol suggested starting with their mission, current membership, and results of the OB Division member survey.

Current membership:

Lehmen Benson, U. of Arizona

Gilad Chen, U. of Maryland

Lisa Dragoni, Cornell U.

Mel Fugate, Southern Methodist U.

Suzanne Masterson, U. of Cincinnati

Dave Mayer, U. of Central Florida

Isabelle Metz, U. of Melbourne

Chris Shalley, Georgia Tech

Brent Smith, London Business School

Ben Tepper, Georgia State U.

David Turnipseed, U. of South Alabama