

Minutes
OB Division Executive Committee
February 2009 Meeting

Present:

Blake Ashforth
Jason Colquitt
Jackie Coyle-Shapiro
Michelle Duffy
Carol Kulik
Carrie Leanna
Suzanne Masterson
Brian McNatt
Elizabeth Wolfe Morrison
Sandra Robinson
Maria Rotundo
Vu Tran
Amy Wrzesniewski

The original agenda items are in bold

1. Welcome and update.

- **Finances (Brian, Treasurer): Financial Reports on pages 12-16.**
 - OB Budget from years 2002-2009:
 - We can only carry over 50% of our annual allocation from AoM, but 'other revenue' can carry over for one year in full.
 - We should pencil in the carry over balance year-to-year.
 - For 5th year review, AoM will want to see that we had a budget.
 - Annual expenses across the year (page 8):
 - This will be a more useful document as we go forward as we can look at catering costs, tied to invoices, and break down the exact costs for catering.
 - Will be extremely valuable for planning our catering needs.
- *Action Item:* Brian's expertise and financial data are extremely valuable, and we will see how it goes moving forward, how often we need Brian to join us at the midyear meeting.

2. Strategic Issues

a. Upcoming 5th year review (Sandra/Blake)

- **New AoM Format**
- **Beyond AOM requirements, what do we want to learn?**

- Until 2008, review was enormous task with emphasis on evaluation, and it served as more of an auditing function; now the focus is on development, learning and improvement and serves more as guidance for the divisions.
- The new format includes four things:
 - Member survey: We have until Sept 15th to add extra items to it.
 - Health and governance checklist, which also serves as guide for short write up on strategic issues.
 - Metrics, which is a breakdown of trends in membership (such as our growth, which is about 800/year).
 - Free form report, which analyzes the results, with recommendations for future improvement; AoM then gives us feedback and we write an open letter to the membership.
- Beyond AoM requirements, what else do we want to learn?
 - Biggest strength is our diversity and size, but also our biggest challenge: how do we make it feel like a home for so many?
 - What else can we ask on the survey?
 - Analyze the data to look at trends or clusters of ‘types’ of members, and how they differ from one another, particularly trying to understand the disenfranchised (e.g., members who feel lost) and how we can better serve them.
 - Discussion on ways by which we can foster more connection to many members and serve smaller communities and group acts within the giant ‘tent’ of OB.
 - Discussion around low reviewer quality and how to improve it.
- *Action Items:*
 - Sandra will make a subcommittee for 5th year review and prepare additional survey items for the AoM deadline of Sept 15.
 - Set review as major topic for next midyear meeting.
 - Blake, Suzanne and Jason- will officially update mission statement.
 - Blake, Michelle and Sandra will revise the survey to include new questions and send it around for feedback to the EC.

b. Electronic Communications (Vu/Blake)

- **Implications for AoM’s anticipated new web platform?**
- **What do we want Vu to prioritize over the next 6 months?**
 - AoM moving to a new IT platform with ready-made applications and IT support. We don’t know much about it yet or what will be required to migrate OBWeb to the new platform.
 - New platform to be introduced in June and OB will be part of the demo, moving some small part of OBWeb over.
 - Discussion around pros and cons of moving ahead vs. putting on hold the Web initiatives while AoM is changing its platform. Concluded that the IC-sponsored community profiles initiative needs to be suspended because of the likelihood that the initiative will be obviated by AoM’s own platform

- Vu says worst case scenario if we can't migrate to AoM platform is that we can have a coexisting system that looks integrated but is separate.
- Four concerns:
 - Podcasts
 - International committee initiatives
 - Teaching subcommittee
 - Archiving listservs
- **How can we best support Vu? How can we provide redundancy and resilience to EC systems?**
 - Discussion of pros and cons of hiring technical help- decided that it's not feasible.
 - Have lots of functionality but now need to train and encourage webcommittees to upload material to the OBWeb on their own.
 - Discussion of whether OBWeb should be more of a static, one-stop location for division information such as calls, bylaws, etc., or something more dynamic such as a host for blogs, wikis, OB in the news, etc. A major concern with the latter is keeping OBWeb populated with current content.
 - Discussion of starting an OB wiki. Decided against it because of redundancy with Wikipedia and regular book OB encyclopedias, the need for a large volume of material, the need to regularly update content, concern about the integrity of content, concern about whether the division should be seen as 'the' authoritative voice, and concern about possible plagiarism in wiki entries.

Action Items:

- Blake and Vu will work with the teaching subcommittee, particularly regarding the posting of syllabi.
- Blake will talk to chair of IC regarding its initiatives.
- Blake will talk to chair of research webcommittee about wiki development and other possible initiatives.
- Vu will work with webcommittees to ensure that they are able to directly post materials to OBWeb.
- **Continue with fall “newsletter”? Changes?**
- Discussion of pros and cons of newsletter. Current fall “newsletter” is more like a “conference recap”; continue it as a recap.
- *Action Items:*
 - Include in Conference Recap discussion of PDW
 - Sandra will ask Lucy to get someone to put photos taken during AoM, post on OBWeb, and have links to the photos in the Conference Recap.

c. Committee Structure (Blake) – See Current Committees page 17

What is working, what isn't?

Are there unmet needs we should address?

Should we streamline?

- Subcommittees are organic, and have found their niches- great but it also means gaps
- Only some subcommittees active.
- All should have a web connection.

Action Items:

- Research webcommittee will become a subcommittee of SAC, given their overlapping mission. Blake will communicate this to chairs of SAC and research webcommittee.
- Blake: revisit members of these subcommittees.

d. AoM Ethics

- AoM's Taskforce on Ethics created an Ethics Education Committee, and they are asking us for ideas about how to educate our members on the new code of ethics.
- We are putting it in our CC with a link to the full code, and we found an hour in the doctoral consortium for them to present material.
 - Other ideas for inclusion discussed.

Action Items:

- Blake will include the hotlink in future welcome CCs to new members.
- Blake will discuss with the EEC what handout they'd like us to provide at the Networking and Half Way There PDWs, and will recommend to the EEC that they have AoM direct all new members to read and agree with the code of ethics.

3. Slate for Division Elections

- We need to think about diversity, especially having representation on the international front, now that Jackie and Carol are leaving the EC.

Action Item:

- Blake: Contact nominees

4. Activity Reports/Updates

a. Professional Development Workshops (Jason): See PDW report pages 18-19

- **Impact of AOM Format Change**
- 3 PDWs from SAC were among the best we received.
- Most about leadership (this year and last).
- Submissions down (about 4 or 5), which was surprising with having so many hours worth to use, and deadline moving later to match the AoM paper/symposium deadline.
- Discussion of how to get more PDW submissions?
- Discussion of whether Networking Forum will become regular PDW with listed panelists or not next year.
- Only have pre-registration if need to know attendance in advance.
 - *Action Items:*
 - Michelle: Decide for future years on whether to add names to program or not for Networking Forum
 - Jason/SAC: Advertise Networking Forum to those who register for Half Way There.
 - Michelle: Going forward, clarify feedback rule.
 - Jason: Advertise the SAC PDWs in March AoM newsletter- use blurbs from SAC (deadline is Monday).
 - Blake: Advertise and clarify in our CC the distinction between Half Way There, Networking Forum, NSDC and DC.

b. Doctoral Consortium (Michelle/Suzanne)- See DC report pages 20-22

i. New Format ii. Strategies for cohort development iii. Any issues about selection criteria

- New format to accommodate AOM changes this year and time constraints.
- JOB presence as sponsors: handout of cover, mission statement and call for special issue, logo on gift (USBs), visit by reps (Verity and Hester)
- Criterion for participation is a defended dissertation proposal or collected data (and now we'll direct others to Half Way There).
- Discussion around Editor's Panel.

Action Items:

- Have Vu join Blake and Sandra at end of Doctoral consortium on Saturday (between 4:45-5:30) and also at end of JFW regarding OBWeb.
- Suzanne: Next year, plan editor's panel in advance and then build program around it.
- Suzanne: Next year, OB main journals only.
- Michelle/Suzanne: Use same selection criteria as prior years but also refer others to Half Way There session.
- Michelle/Suzanne: Continue to invite alumni of prior DC to the OB/HR Welcome Reception on Saturday night, via email and listserv.

iv. Differences between our related pre-conference events: AoM New Doctoral Student Consortium, OBDC, Networking Forum, Half Way There

- Will be sending out CC so people know the differences between these four.
- Networking forum was very popular last year, many at dissertation stage.
- Could open to everyone but target new members.

Action Items:

- Advertise Networking Forum for everyone but esp. encourage new members.
- Keep room at only 100.

c. Junior Faculty Workshop (Maria/Amy): See JFW report pages 23-25

i. New Format

ii. Move the JFW deadline later?

iii. *Keep the fee at \$150?*

- Discussion of changes to format this year.
- Limit to 35, must be faculty member for a year and not out more than 5.
- Offer discount to \$75 this year from regular cost of \$150 (to help defray costs since many schools are tightening travel support).
- Extra subsidy above will cost \$2625 (even at \$150 we subsidize about 60% of the real costs).
- Discussion of giftcards for JFW fellows.
- Discussion of deadline for this year.
- *Action items:*
 - Maria/Amy: Make sure editors know to show up at 2:30, not 2:00!
 - Maria/Amy: Advertise cost as \$150 but special this year, due to economy, we are subsidizing it so it's only \$75.
 - Maria/Amy: Have presenters only present once.
 - Blake and Sandra come between 6:00-6:30, with Vu.
 - Maria/Amy: June 15th to apply and get registration code, but June 20th to pay and register.
 - Amy: Next year, try to lock in faculty to present by November rather than January.

d. Program Chairs' Report (Carrie/Elizabeth): See PC Report pages 26-28

i. *Program highlights*

ii. *Changes from last year*

iii. ***Recommended changes for next year***

- Similar stats to last year but declines up (due to reaching reviewers late?).
- Used over 90% of reviewers.

Two discussion points:

- How do we enhance the quantity & quality of reviewers? This year, 30% are first time, 1/3 are students, 20% will only review qualitative papers, 42% who submit as first authors do not review, and many review for other divisions.
- Look at papers vs reviewers: 63% reviewers from US but represent only 49% of papers, Asia its 11% to 14%; Europe its 14% to 20%.

Action Items:

- Elizabeth: Look at past strategies we used to cultivate quality reviewers and incorporate some of them for next year.
- Carrie/Elizabeth: Consider and incorporate some other ideas mentioned.
- Carrie will invite all reviewers to Thank You Coffee.
- Elizabeth: Next year, include request for authors to review when their submissions are confirmed.
- Reviewer matching algorithm:
 - Big delay in reaching reviewers due to software bug and AoM staffing.
 - Discussion of changing role of program chairs now that we have algorithm, but unlikely since we still have horsetrading of symposia.

Action items:

- Carrie: Reach conference awards committee members before sign up goes out and tell them not to sign up (because it's too hard to limit them to one paper within the algorithm).
- Blake: Suggest to AoM program chair to avoid deadline near long weekend.
- Blake: Ask AoM chair to see if they are incorporating our feedback and if its being effectively handed off to each chair.

e. **Catering (Jackie): See Catering Report page 29**

- **Budget**
- **Chocolate**
- **Drink Tickets**
- **MC Events**
- Blake has banner and napkins and hotel staff can put it up.
- Last year we had 1500 small, 240 big chocolates.
- We need food for Half Way There since it runs from 11:00 to 3:00 (and we're encouraging them to go to the Networking and Research Forum that follows)

- Same coffee amounts as last year for after Distinguished Speaker and for Thank you coffee?
- Budget for Celebration?
 - Hard to predict turnout with change in AoM (more on Monday night).
- Room size for awards and celebration.

Action Items for Jackie (and one for Sandra):

- Jackie will get hotel staff (via Monique the catering liaison) to put up banner and will copy Blake as he has the banner.
- Sandra: Will ship the banner and other materials to herself after Chicago, since the 2010 AoM conference is in Canada.
- Change size, shape and or wrapper of chocolates so they appear new, and order 2000 small ones.
- For JFW: Put food on table, without servers and order small items that require no plates.
- Order a lunch for Half Way There, after we see the numbers (maybe better off with sandwiches than boxed lunch).
- Add catering to editors' panel.

Drinks Ticket Discussion:

- Discussion of hotel policy on drink tickets.
- Discussion of pros and cons of using drink tickets.

Action Items on Drink Tickets:

- Michelle/Suzanne, Maria/Amy: Hand out at DC and JFW only.
- Maria/Amy: If JFW faculty fellows plan to attend reception give tickets, otherwise not (give Starbucks card regardless).
- Jackie: Find out number of drink tickets HR will use and either match or pay proportionate amount.
- Brian: Make clear accounting for drink tickets to doctoral consortium expense or OB/HR reception expense.

f. Celebration & Awards

i. *Logistics (Blake)*

ii. *Plaques (Brian)*

iii. *Shirts (Blake?)*

- Brian is on top of plaques ordering

Action Items:

- Blake will work off of Carol's script from last year and use blurbs from Cummings and Lifetime Achievement nomination letters.
- Elizabeth: Will provide blurbs for Outstanding Publication and Outstanding Practitioner-Oriented Publication for Blake.
- All wear your blue shirt and tell Brian if you need one.
- Blake/Brian: Keep award name completely consistent across all communication and plaques.
- Sandra and Elizabeth will email Blake the names of all committee members and the details of each award winner.
- Blake: Acknowledge Lucy & Ben's contribution in CC, as well as their initiatives

g. Awards

i. OBOP and Practice (Elizabeth)

- Received 4-5 nominations from the field.
- Committee members diverse by location, career stages, past experience.
- Discussion around revising journal list.

ii. Lifetime Achievement and Cummings (Carol)

- Two new things:
 1. Dramatically moved up time line and deadlines (March 1). Gives time to put in program.
 2. Listing of committee members the last 5 years or so; give chair role to someone from the prior year's committee.
- Concerns raised by Cummings committee members: reach a wide enough audience and issues around who can apply and who wins.

Action Items:

- Blake: Next year, clarify in CC about Cummings nominations that typical winners are near or just past the time of tenure.
- Blake will check the endowment rules governing the award.
- Blake: Next year, our call should ask for not just citation count but a letter explaining why they are outstanding and other evidence of impact.

iii. Conference Awards (Sandra)

- All committee members assigned and awaiting their duty.
- Big time constraint.

Action Items:

- Sandra needs to get Newman and Dexter award deadlines asap.
- Carrie & Elizabeth will get our nominated papers to Sandra asap.

h. Standing Committees

i. Scientific Affairs Committee (Sandra)- See SAC reports pages 30-38

- PDWs look great, and terrific facilitators.
- Have to be careful that SAC's role isn't making it an elitist system (however SAC's PDWs are among the strongest and no other PDW was rejected).
- *Action Item:*
 - Sandra- encourage SAC to think beyond PDWs, maybe just have a subcommittee for PDW, and then rest of SAC can go beyond PDWs

ii. Web Subcommittees (Vu)

- SAC doing great job with PDWs, but hoping SAC could also move into other arenas, and use web to serve research needs outside of meeting.
- International committee has good ideas about the use of OBWeb
- Discussion around summary function on OB Listserv.

Action Items:

- Carrie & Vu: Get best reviewers to upload own photos this year to web.
- Vu will advertise search function on OBWeb to view items from listserv.
- Blake: Revise CC regarding the listserv to remind submitters of obligation to summarize discussions they initiate.

iii. International Committee (Blake)

- Continued discussion around web initiatives.

Action items:

- Blake: Ask Int'l committee to send the student reporters' interviews to Vu for posting
- Blake: Will contact HR to learn how they run their ambassadors program

iv. Making Connections Committee (Blake)- See MC report page 39

- Scott DeRue will be new chair following Lucy.
- Every two months, the Division Chair sends a welcome CC to new members and forwards the spreadsheet of names to MCC (Lucy).

Action Items:

- Blake: Communicate to MCC that we'll open the Networking & Research Forum to all members, but especially target new ones.
- Blake: Continue to try to get AoM to automate the system for newcomers' welcome.
- Blake: Will encourage the MCC to remain broad.

5. Other Business

1. Conference call in July, just before AoM.

2. Exec Committee meeting in Chicago, 3:30-5:00 pm followed by dinner, on Sunday.
 - a. Blake: Will invite standing committee chairs for introductions.
 - b. Blake: Logistics for Celebration and nail down the script.
3. Next year's midyear meeting location is Vancouver.

OB DIVISION ACADEMY CATERING COSTS

Anaheim, CA -- 2008

Invoice #	Day	Time	Session Title	Items Purchased	Session Number	Estimated Attend.	Catering Costs	Actual		Total Event Costs
								Aud/Vis Costs	Total Costs	
			OB Doctoral Student Consortium							
1	Friday	6:00 - 8:00pm	OB Doctoral Student Reception	Hor'devours	10619	55	3,465.89	74.62	3,540.51	
2	Saturday	8 am - 5 pm	OB Doctoral Student Consortium	Brkfst, Lunch, & Snacks	10620	55	4,028.99		4,028.99	
3	Saturday	5:30 - 6:30pm	OB/HR Jr. Fac/Ph.D. Consort. Recept. (1)	Hor'devours	10618	200	1,077.14		1,077.14	8,646.64
			<i>JOB Sponsorship Revenue</i>							-10,000.00
			Net Cost							-1,353.37
			OB Jr. Faculty Workshop							
4	Friday	6:00 - 9:30pm	OB JFW	Dinner	10136	40	4,435.85		4,435.85	
5	Saturday	8 am - 5 pm	OB JFW	Brkfst, Lunch, & Snacks	10137	40	3,736.77		3,736.77	
3	Saturday	5:30 - 6:30pm	OB/HR Jr. Fac/Ph.D. Consort. Recept. (1)	Hor'devours	10618	200	1,077.14		1,077.14	9,249.76
			<i>Participant Revenue (\$150 * 36 participants)</i>							-5,400.00
			Net Cost							3,849.76
6	Saturday	6:30 - 7:30pm	OB/HR Member Reception (2)	Hor'devours	17446	200	1,790.97		1,790.97	1,790.97
			<i>Wiley Sponsorship Revenue (3)</i>							-5,000.00
			Net Cost							-3,209.03
7	Sunday	8:30 - 10:00am	Joint OB/HR/OMT Journal Editor's Panel (4)	Coffee	10701	200	90.51	150.00	240.51	240.51

8	Sunday	1:30 - 3:00pm	OB New Member Networking & Research	Snacks & Drinks	17410	60	687.88	687.88	687.88
9	Sunday	6:00 - 7:00pm	Leadership Reception	Hor'devours	17443	100	2,053.99	2,053.99	2,053.99
			<i>Elsevier Sponsorship Revenue</i>						-2,000.00
			Net Cost						53.99
10	Monday	1:30 - 2:30pm	OB Thank-You Coffee	Coffee, Drinks, and Snacks	16583	80	953.05	953.05	953.05
			OB Division Awards Celebration						
11	Monday	6:30 - 8:30pm	OB Division Awards Celebration & Social	Hor'devours	16467	400	11,410.73	11,410.73	
			Special Order for several OB events (5)	Chocolates		240/1500	1,344.00	1,344.00	
			Special Order for several OB events (5)	Napkins		1000 Bev	194.00	194.00	
			Special Order for several OB events (5)	Freight			342.06	342.06	
			Special Order for several OB events (5)	Hotel fee			75.00	75.00	13,365.79
12	Tuesday	10:10 - 11:10am	OB Making Connections Coffee Break	Coffee & Snacks	16582	50	1,035.87	1,035.87	1,035.87
			<i>JOM & PSU Sponsorship Revenue</i>						-1,000.00
			Net Cost						35.87
	Sunday	9:00 - 12:00	OB, OMT, BPS, HCM, PTC, CM		10024			60.78	60.78
			TOTAL COSTS				37,799.83	285.40	38,024.45
			REVENUE						-23,400.00
			NET COSTS						14,685.23

less orders already paid to vendors **\$1,955.06** **\$1,955.06**
total entries by Academy **\$35,844.77** **\$285.40** **\$36,130.17**

Note: (1) This reception is for both the OB/HR Jr. Faculty and the OB/HR Ph.D. Consortiums. Thus, the total cost (\$ 4,274.02 including 165 drink tickets) was split between OB and HR, and the OB's portion (\$2,154.27) was allocated between the two consortiums.

(2) The Total cost for the OB/HR member reception was **\$3,581.94**. This cost was split between the HR division and us.

(3) The Wiley sponsorship revenue is split between OB and HR; however, since HR kept it all in 2007, OB gets all in 2008.

(4) The total cost for the Journal Editors' Panel was \$271.53. This cost was split in three among us, HR and the OMT divisions.

(5) OB Chocolates & Napkins - costs include tax and shipping charges and receiving/holding/transfer charges at hotel

Annual Expenses for OB Division Academy Events

Event	2005	2006	2007	2008
OB Doctoral Student Consortium	\$3,796.32	\$4,990.74	\$5,473.81	\$8,646.64
OB Jr. Faculty Workshop	3,583.24	5,947.65	?	9,249.76
Midcareer PDW			633.87	
OB/HR Member Reception	9,280.37	5,396.20	6,275.55	1,790.97
OB Division Awards Celebration	9,404.03	10,965.85	12,133.80	11,410.73
Joint OB/HR/OMT Jrnl Editor's Panel				240.51
OB New Member Networking & Research				687.88
OB Thank-you Coffee		849.85	988.68	953.05
OB Making Connections Coffee Break			1,087.66	1,035.87
Leadership Reception (net of sponsorship revenue)				2,053.99
Special Order (banner, chocolates, napkins and runners)			4,397.79	1,955.06
Misc AV				60.78
Total Costs	\$26,063.96	\$28,150.29	\$30,991.16	\$38,085.24
less Revenue: sponsorship, ldrship reimburse, and participant fees				23,400.00
Net Costs				14,685.24

ORGANIZATIONAL BEHAVIOR DIVISION
Allocation, Revenue, & Expense Trends

	2002	2003	2004	2005	2006	2007	2008	2009
REVENUE								
RESERVE BALANCE FORWARD	\$21,634.92	\$16,145.55	\$12,674.51	\$10,961.82	\$11,062.68	\$16,449.22	\$32,377.24	\$49,293.11
DIVISION ALLOCATION	34,385.00	35,231.00	38,075.00	41,324.00	45,068.00	47,327.00	49,730.00	52,412.00
TOTAL OPERATING FUNDS	\$56,019.92	\$51,376.55	\$50,749.51	\$52,285.82	\$56,130.68	\$63,776.22	\$82,107.24	\$101,705.11
OTHER REVENUE								
SPONSORSHIPS					2,500.00	14,000.00	18,000.00	
JFW FEES					3,350.00	2,625.00	5,400.00	
MISC					1,981.69	2,865.06	900.00	
TOTAL OTHER REVENUE	1,575.75	0.00	4,170.76	3,572.64	7,831.69	19,490.06	24,300.00	
TOTAL FUNDS AVAILABLE	57,595.67	51,376.55	54,920.27	55,858.46	63,962.37	83,266.28	106,407.24	
EXPENSE								
ACADEMY CONF - CATERING				26,063.96	28,150.19	30,991.16	38,085.23	
ACADEMY CONF - AWARDS							3,267.36	
ACADEMY CONF - OTHER							3,062.00	
MID-YEAR EC MEETING							11,728.59	
COMMUNICATION							1,772.34	
MISC							198.61	
TOTAL EXPENSE	(21,450.12)	(38,685.86)	(43,958.45)	(44,795.78)	(48,013.15)	(51,389.04)	(58,114.13)	

Endowment Adjustment*				500.00	500.00	1,000.00	
NET FUNDS	\$36,145.55	\$12,690.69	\$10,961.82	\$11,062.68	\$16,449.22	\$32,377.24	\$49,293.11
Academy Allocation:							
Membership							5,768
\$ per member							<u>\$9.00</u>
							51,912.00
Plus lump sum							<u>500.00</u>
TOTAL ALLOCATION							<u><u>\$52,412.00</u></u>

* The lifetime achievement award monies come from the OB Endowment fund, but are paid from the operating funds. An adjustment is then made to "replenish" the operating funds.

OB Division committees (quotes from OBWeb):

Making Connections Committee (MCC): “to help new members feel at home in our Division”

Scientific Affairs Committee (SAC): “to help our division make research-related connections among our members”

International Committee (IC): “to help the OB Division meet the needs of its international members”

Web subcommittees:

Research Subcommittee: “to create a ‘portal’ that provides information and links relevance to OB research”

Teaching Subcommittee: “to provide resources and a community for individuals interested in teaching OB”

Careers Subcommittee: “to provide resources for individuals with careers in OB”

OB in the News Subcommittee: “Celebrating OB scholars whose work gets exposure in major mainstream mass media...[And includes] a feature that discusses a major current event that has OB implications”

Celebrating People Subcommittee: “to create a ‘People Portal’ for AOM’s OB Division members that would provide useful information and other services to members and facilitate connections with and between members”

Doctoral Resources Subcommittee: “to provide web resources for OB doctoral students”

Technical Support Subcommittee: “to help members make better research connections all year round through OBWeb”

Activity Report A: Final Report on PDWs

Lead Sponsorship Summary

Received following submissions (all accepted):

Title	Organizer	Hours
Halfway There, But Now What: Advice for Pre-Dissertation Doctoral Students	Mayer (SAC)	4
Help, I'm Stuck: Organizational Behavior Research Incubator	Grant (SAC)	4
Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research	Chen (SAC)	3
The 17 th Annual Craft of Reviewing Workshop	Amat	2
Developing Proposals Together: Mentoring to Advance Leadership Research	Dansborough	2
Method Myopia Revisited: Promoting Cause and Effect in Organizational Behavior	Taylor	2
Cultural Intelligence in the Global Leadership Context	Ang	3
Leaders as Decision Makers: A Collection of Roundtable Discussions	Erskine	2
Leadership in a Changing World: Moving Toward Authentic Leadership and Its Implications	Williams	4
Recovery at Work: Explicating the Need for Research Attention	Lin	2.5
Complexity in Human Systems: Exploring How Leaders Respond and What Research Has to Say About It	Hazy	3

Entered additional division sponsored events:

Title	Organizer	Hours
OB Doctoral Consortium	Duffy	13
OB Junior Faculty Workshop	Rotundo	13
OB/HR Editor's Panel	Duffy	1.5
OB New Member Networking and Research Forum	Gilson	2
OB/HR Members Welcome Reception	Kraimer	na

Total Hours Charged: 61 (84 allocated)

Cosponsorship Summary

- . Under the new cosponsorship system, each division receives a list of sessions that have listed that division as a potential cosponsor
 - a. Each cosponsorship that is accepted costs one credit; OB was allocated 50 credits.
 - b. We received 61 cosponsorship requests; I accepted 50
 - c. Acceptance criteria included where OB fell in the potential cosponsor rankings (rejected proposals often listed OB from 7th to 13th) and how broad the appeal was (rejected proposals were often on very narrow, often tech-based topics).

Discussion Points

- d. New dynamics with the shifting PDW deadline and feedback period
- e. Room for more PDW submissions if allocation stays this high
- f. Cosponsorship system much smoother than last year's version
 - Assuming New Member Networking and Research Forum and Halfway There PDW stay on the books, a need for up front coordination with OB DC and OB JFW coordinators to avoid going after the same faculty participants
- g. Things to stress in March newsletter and AOM PDW report

Activity Report B: Doctoral Consortium

Coordinators

Michelle K. Duffy, University of Minnesota (duffy111@umn.edu)

Suzanne S. Masterson, University of Cincinnati. (suzanne.masterson@uc.edu)

Friday, August 7, 4:00 p.m.-7:30 p.m. – OB Open Space Session (Location TBA)

Faculty Participants

1. Talya Bauer, Portland State University
2. Aparna Joshi, University of Illinois
3. Jason D. Shaw, University of Minnesota
4. Bennett J. Tepper, Georgia State University
5. Mary Uhl-Bien, University of Nebraska
6. Elizabeth Umphress, Texas A&M University
7. Christina Stamper, Western Michigan University
8. Elaine Hollensbe, University of Cincinnati
9. Christopher Porter, Texas A&M University
10. David Mayer, University of Central Florida

Saturday, August 8, 8:00 a.m.-5:30 p.m. – Main OB Consortium Program (Location TBA)

8:00-8:30a.m. Breakfast and Introductions

8:30 a.m.-9:30 a.m. Getting Published

Speaker: *Jason D. Shaw* – University of Minnesota (8:30 a.m.-9:00 a.m.)

Round Tables (9:00 a.m.-9:30 a.m.)

1. *Jason D. Shaw* – University of Minnesota
2. *Bennett J. Tepper* – Georgia State University
3. *Talya Bauer* – Portland State University
4. *Aparna Joshi* – University of Illinois
5. *Amir Erez* - University of Florida
6. *David Mayer* - University of Central Florida
7. *David Allen* - University of Memphis
8. *Jill Ellingson* - Ohio State University
9. *Kyle Lewis* – University of Texas, Austin

9:30 a.m.-10:30 a.m. Effective Teaching

Speaker: *Marcus Dickson* – Wayne State University (9:30 a.m.-10:00 a.m.)

Round Tables (10:00 a.m.- 10:30 a.m.)

1. *Marcus Dickson* – Wayne State University
2. *D. Brent Smith* – Rice University
3. *Elaine Hollensbe* – University of Cincinnati
4. *Mary Uhl-Bien* – University of Nebraska
5. *Elizabeth Umphress* – Texas A&M University
6. *Adam Grant* – University of North Carolina

10:30 a.m.-10:45 a.m. Break

10:45 a.m.-11:45 a.m. Work Life Balance

Speaker: *Amy Kristof-Brown* – University of Iowa (10:45 a.m.-11:15 a.m.)

Round Tables (11:15 a.m.-11:45 a.m.)

1. *Amy Kristof-Brown* – University of Iowa
2. *Lucy Gilson* – University of Connecticut
3. *Christina Stamper* – Western Michigan University
4. *Lynn Shore* – San Diego State University
5. *Glen Kreiner* – Pennsylvania State University
6. *Christopher Porter* – Texas A&M University
7. *Karl Aquino* – University of British Columbia

11:45 a.m.-1:00 p.m. Lunch and Keynote Address

Speaker: *John M. Schaubroeck* – Michigan State University, John A. Hannah Distinguished Professor of Psychology and Management, Editor of *OBHDP* (Talk: 12:00 p.m.-12:45 p.m., Q&A: 12:45 p.m.-1:00 p.m.)

1:00 p.m.-1:15 p.m. Break

1:15 p.m.-2:15 p.m. Landing the Right Academic Job

Speaker: *Mel Fugate* – Southern Methodist University (1:15 p.m.-1:45 p.m.)

Round Tables (1:45 p.m.-2:15 p.m.)

1. *Mel Fugate* – Southern Methodist University
2. *Stefan Thau* – London Business School
3. *Hui Lao* – University of Maryland
4. *Ray Sparrowe* – Washington University in St. Louis
5. *Cindy Zapata-Phelan* – Georgia Institute of Technology
6. *Scott Siebert* – University of Iowa
7. *Paul Tesluk* – University of Maryland

2:15 p.m.-2:30 p.m. Break/Room Change

2:30 p.m.-3:30 p.m. Editors Panel (Location TBA)

1. Duane Ireland, *Academy of Management Journal*
2. Jeffrey LePine, *Academy of Management Review*
3. Gary Bruton, *Academy of Management Learning and Education*
4. Kay Devine, *Academy of Management Perspectives*
5. Quinetta Roberson, *Journal of Applied Psychology*
6. Mike Burk., *Personnel, Psychology*
7. Talya Bauer, *Journal of Management*

3:35 p.m.-4:45 p.m. Ethics in Publishing Workshop

1. James Davis, University of Notre Dame
2. Susan R. Madsen, Utah Valley University

4:45 p.m.-5:30 p.m. Concluding Comments

1. Blake Ashforth- OB Division Chair
2. Sandra Robinson- OB Division Chair Elect

Feedback Forms

5:30 p.m.-7:00 p.m. Reception

Junior Faculty Workshop Report

Maria Rotundo

The Junior Faculty Workshop is scheduled to take place on Friday evening August 7th (5pm to 9:30pm) and Saturday, August 8th (8am to 5pm) followed by the joint HR/OB reception from 5:30-7pm. A draft of the schedule is included below with a list of faculty presenters. Please understand that this schedule is a draft and the timing of the events may be modified slightly between now and the actual workshop (or whenever the deadline is after which point changes cannot be made). The schedule takes into consideration the new format of the AOM conference and the need to incorporate the editor panel on Saturday. The participants' time commitment for the workshop begins Friday evening around 5:00pm and ends Saturday around 5pm. The faculty presenters' time commitment for the workshop begins Friday evening around 6pm and ends around 2:10pm on Saturday because they do not need to attend the editor panel session or the network/feedback session on Saturday.

Participant Networking. Last year feedback from the workshop participants indicated a desire for more time to “get to know one another and network”. Hence, the schedule includes an icebreaker on Friday evening from 5-6pm that is scheduled for the participants only. *Does anyone know of any good icebreakers?* Additional time for networking is also scheduled at the end of the day on Saturday from 4-5pm. Last year we discussed the idea of inviting the 2008 workshop participants to the 2009 joint OB/HR reception on Saturday evening. *Do we want to proceed with this idea? Do we want to invite the faculty presenters as well?*

Welcome Reception/Introductions. The faculty presenters will join the participants on Friday around 6pm for a reception and introductions. Blake and Sandra will join us at this time as well. The dinner/workshop will follow.

Faculty Presentation Topics. The topics that will be covered in the faculty presentations include Conducting High Impact Research, Having Impact as a Teacher and Mentor, and Surviving the Tenure Process. We have room for only three topics this year given the condensed timeline. The timeline in previous years allowed for a fourth topic, which was Balancing Work/Life. Since Balancing Work/Life is an important topic that is equally applicable to research, teaching, mentoring, and tenure, all faculty presenters will be asked to cover Work/Life balance in their presentations (regardless of which of the three topics they present).

Editor Panel. Together with the OB Doctoral Consortium and the HR Junior Faculty Workshop, it was decided that the editor panel session would be joint among the three workshops and would take place on Saturday afternoon from 2:30-4pm for the OB/HR Junior Faculty Workshop participants and from 2:30-3:30pm for the OB Doctoral Consortium participants. All three groups will be located in the same room for the editor panel. The organizers of the three workshops discussed quite a few different possible combinations for the editor panel session and even considered options in which it ran for two and three hours (similar to how it was run in previous years under the original AOM schedule). However, due to the shortened AOM schedule and given other constraints each organizer faced with their respective workshop commitments, we settled on the current arrangement of 1-1.5 hours. Moving forward, the workshop organizers may want to discuss the editor panel session early enough in the planning so that they can fit other workshop

commitments around an agreed upon time for the editor panel. Or, the organizers may decide to run it in an entirely different format altogether.

Total number of participants, cost, selection criteria. The total number of participants has varied over the years, as has the cost of the workshop. The workshop fee was \$150 in 2008 and \$75 in 2007 (can someone verify the cost in 2007 because I have files that indicate \$75 and \$150). Enrolment was 35 in 2008 and 45 in 2007. The selection criteria have been discussed over the years. Last year we decided that the target audience should be participants who have at least one year of experience as assistant professors and a maximum of five years out. *Should we keep these criteria or modify? Should we limit enrolment to 35 participants?*

I think this is it for the report. I look forward to discussing these and other details with the group at the mid-year meeting.

Maria

<p style="text-align: center;">DRAFT Junior Faculty Workshop 2009 Academy of Management, Chicago August 7-8</p>

Organisers:

Maria Rotundo, University of Toronto, rotundo@rotman.utoronto.ca
Amy Wrzesniewski, Yale University, amy.wrzesniewski@yale.edu

Faculty Presenters

Max Bazerman, Harvard University
Robin Ely, Harvard University
Katherine Klein, University of Pennsylvania
Brad Kirkman, Texas A&M University
Don Moore, Carnegie Mellon University
Katherine Phillips, Northwestern University
Madan Pillutla, London Business School
Anat Rafaeli, Technion-Israel Institute of Technology
Kathleen Sutcliffe, University of Michigan
Jing Zhou, Rice University

Friday, August 8, 5:00-9:30pm (Room details)

5:00-6:30pm

Icebreaker, reception, introductions

- Participants will arrive at 5pm and participate in an icebreaker until 6pm and then join the reception/introductions.

- Faculty presenters will arrive at 6pm for a welcome reception and introductions.

6:30-7:30pm

Dinner

7:30-9:30pm

Conducting High Impact Research

Faculty Presentations (4 Presenters) (7:30-9:00pm)

Max Bazerman, Katherine Klein, Madan Pillutla, Kathleen Sutcliffe

Panel Question & Answer OR Round Table (9-9:30pm)

Saturday, August 9th 8:00am-5:00pm (Room details)

8:00-8:30am

Breakfast

8:30-9:30am

Research Group Discussion I

9:30-10:45am

Having Impact as a Teacher and Mentor

Faculty Presentations (3 Presenters)

Robin Ely, Don Moore, Jing Zhou

Panel Question & Answer

10:45-11:00am

Break

11:00-noon

Research Group Discussion II

12-12:45pm

Lunch

12:45-2:10pm

Surviving the Tenure Process

Faculty Presentations (3 Presenters)

Brad Kirkman, Katherine Phillips, Anat Rafaeli

Round Table discussion

(1:45-2:10pm)

2:30-4:00pm

Editor Panel

4:00- 5:00pm

Network and Feedback

5:30-7:00pm

Evening Reception for OB and HR Doctoral and Junior Faculty Consortia

**Activity Report D: Program
OB Mid-year Meeting
Report on 2009 Program
Carrie Leana & Elizabeth Morrison**

1. Submissions

- Papers: 712 (up 8% from 2008)
- Symposia 107 (same as 2008)
- OB Reviewers registered: 1315 (down 8% from 2008)

Current state of affairs (Feb 4):

- Review Assignments By Status:

	2-4-09	2-4-08	Difference
Decline	107 (4.1%)	60 (2.5%)	up 64%
Active	1326 (51%)	1207 (51%)	same
Complete	611 (23.5%)	665 (28%)	down 16%
New	561 (21.4%)	443 (19%)	up 13%

- OB Reviewers used to date: 1178: 90% (1047 used in 2008: 74%)
- Average Number of Assignments Per Reviewer: 2.21 (2.27 in 2008)
- Average Number of Assignments Per Submission: 3.18 (3.11 in 2008)

2. Reviewer Characteristics

- 70% are repeat OB reviewers (same as 2008)
- 65% are not students (66% not students in 2008)
- 56% offered to be emergency reviewers (57% in 2008)
- 58% are submitters (48% were submitters in 2008)
- 37% outside U.S.
- Paper type preference:
 - Conceptual papers only 9% (8% in 2008)
 - Qualitative papers only 11% (10% in 2008)
 - Quantitative papers only 38% (40% in 2008)
 - Qualitative or quantitative 43% (41% in 2008)

3. Submission and Reviewer Keyword Frequencies

Behavior

Submissions	Reviewers	Keyword
54	189	Aggression/Anti-social behavior/Deviance
137	291	Individual Performance
79	314	Motivation Theories
106	384	Organizational citizenship behavior/Prosocial behavior
48	182	Self-regulation/Proactive behavior
40	193	Turnover/Absenteeism

Cognition and Affect

Submissions	Reviewers	Keyword
102	287	Affect/Emotion/Mood
96	207	Cognitive processes/Perception/Attribution
66	232	Creativity/Innovation
63	238	Decision making
25	158	Social comparison/Social construction/Social information processing
67	226	Stress/Burnout/Well-being

Groups/Social/Interpersonal

Submissions	Reviewers	Keyword
61	302	Climate/Culture
43	164	Communication
22	183	Conflict/Negotiation
72	310	Group/Team Development
25	112	Group/Team Dysfunction
31	154	Intergroup relations
102	220	Interpersonal/Relational processes
36	196	Power/Politics/Control
45	197	Social networks/Social capital
13	73	Socialization
39	121	Trust

Individual and Social Differences

Submissions	Reviewers	Keyword
37	159	Big Five Personality
55	238	Cross-cultural/international
46	170	Demography/Diversity
33	193	Emotional intelligence/Emotional competence
96	172	Other individual differences/Personality
47	230	Self-concept/Self-efficacy

Job and Organizational Attachment

Submissions Reviewers Keyword

90	296	Attitudes/Satisfaction
43	279	Commitment
52	167	Engagement/Involvement/Empowerment
52	236	Identity/Identification
40	149	Learning/Expertise/Knowledge management
26	220	Person-organization fit/Person-job fit

Leadership

Submissions Reviewers Keyword

42	244	Leader-member exchange (LMX)
61	356	Transformational leadership/Charismatic leadership
118	372	Leadership (other theories)

Multi-level Dynamics

Submissions Reviewers Keyword

70	159	Processes that operate at more than one level of analysis
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Organizational Justice

Submissions Reviewers Keyword

25	181	Ethics
62	283	Justice/Fairness
39	229	Psychological contracts/employment relationships
47	150	Social exchange

Work Arrangements

Submissions Reviewers Keyword

29	107	Careers/Occupations
20	123	Non-traditional work arrangements (e.g., contingent work, telework)
28	236	Work/Life Balance issues

Other

Submissions Reviewers Keyword

25	77	Change/Time
13	58	Service/customer service

Angel Reviewer

Submissions Reviewers Keyword

33	181	Willing to review papers that don't fit conventional keywords or hard to classify
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Activity Report E: Catering

Catering Report OB Midyear Meeting 2009

Joint HR/OB reception (Sat 5.30-7pm)

Drinks tickets?

Leadership Reception – organiser for 2009?

OB does the ordering but paid for by leadership

Napkins and Chocolates

There are large dinner napkins leftover from 2008 so Batia suggested that I only re-order the small dinner napkins (same amount for 2009)

Chocolates:

2008 – 1500 of the deluxe Belgian squares (1 5/8”) = \$750

240 3oz Belgian Bars = \$565

Same number for 2009? Change size and shape?

Doctoral Consortium

Buffet style dinner versus hor d'ourves?

Coffee Events

Too little coffee for the reception after distinguished speaker and too much coffee at the

Thank you coffee on Monday afternoon

New member networking (Sunday 1.30-3pm) \$687 (cookies)

Thank you coffee (Monday 1.30-2.30pm) - \$953 (cookies, brownies and banana nut bread)

Making connections coffee (Tuesday 10.10-11.10) - \$1035 (breakfast breads, bagels and cookies)

OB Division Awards and Celebrations

Hor d'ourves \$11,400 – same for 2009?

List of executive that can order on site if needed

Activity Report H(i): Scientific Affairs Committee Report

SAC Update for EC

- The SAC currently includes the following members:
 - Gilad Chen, U. of Maryland (Chair)
 - Lisa Dragoni, Cornell U.
 - Mel Fugate, Southern Methodist U.
 - Adam Grant, UNC
 - Suzanne Masterson, U. of Cincinnati
 - Dave Mayer, U. of Central Florida
 - Isabelle Metz, U. of Melbourne
 - Brent Smith, Rice/London Business School
- We met during the 2008 academy conference, to plan for the coming year. We decided to focus on concentrating SAC efforts on PDWs for the 2009 academy meeting. Although we discussed the idea of working on non-conference venues through which our committee can help OB division members make more research connections, no clear actions have been agreed on in this regard. We seemed to conclude that it would be quite difficult (though not impossible) to facilitate research connections outside the conference – PDWs seem to be the best way we can think of for doing this, at least for now.
- As per our meeting, we have recently submitted the attached 3 SAC-sponsored PDWs for the 2009 academy meeting. We believe and hope that these PDWs help address the conclusions reached based on the 2008 SAC members survey.
- We will have a conference call for members of the SAC this semester (before May), in which we will discuss possible new initiatives for the SAC. We would welcome any ideas or thoughts from the EC as to additional ways the SAC can serve the OB division and its members.

Gilad Chen

PDW AOM 2009

Submission # 10460

Primary Sponsor: OB Division (Presented by the Scientific Affairs Committee)

Potential Secondary Sponsors: Human Resources; Careers; Organization Development and Change; Conflict Management

Title: “Help, I’m Stuck”: Organizational Behavior Research Incubator

Organizers: Adam M. Grant, Suzanne Masterson, and David M. Mayer

Abstract: We all have research projects that get stuck. When we encounter specific theoretical and empirical problems, we benefit greatly from the advice of colleagues. However, we often lack access to colleagues with relevant expertise, feel reluctant to burden experts with requests for help, or are unsure about what type of expertise is even needed to move forward. This PDW is designed to stimulate connections between OB scholars who are working on similar topics, interested in new perspectives to assist in solving tricky problems in their research, or seeking out advice on where to take a stream of research. We will bring together OB division members to exchange advice and feedback on a particular research project in the idea generation, data collection, data analysis, writing, or early revision stages.

Overview

The three main purposes of this PDW will be to:

Identify solutions to theoretical and empirical problems in ongoing research;

Ignite connections between scholars for giving and receiving feedback; and

©Inspire dialogue about ongoing research projects around common topics of interest.

Thus, this PDW will attempt to build connections between researchers through a focus on existing research problems and projects. The PDW will be open to researchers who are stuck in a particular study as well as stuck on where to take a broad stream of research.

Interest: As members of the Scientific Affairs Committee, we found this idea appealing because it is directly relevant to achieving the OB division’s goal of “Making Connections.” By encouraging participants to discuss their current research problems and projects, we will bring together scholars with diverse areas of expertise in a forum that allows for the exchange of actionable, personally relevant advice, feedback, and ideas. In addition, the PDW will help OB division members to expand their existing networks for exchanging feedback on present and future research projects. We expect that this PDW might be particularly appealing to OB division members who are at smaller schools, teaching-focused schools, and international institutions, as well as to junior faculty members and doctoral students.

Format: In preparation for the PDW, we will ask participants to submit a short summary of a research idea or problem on which they are seeking advice, help, or feedback. Similar to

the Cognition in the Rough PDW, we will encourage participants to focus on research projects that are still in progress and would benefit from an outside perspective. The summaries submitted by participants will be 1-2 pages, and we will use them to divide participants into groups run by facilitators.

The PDW will last 4 hours, and each participant will spend 2 hours in two different groups, with approximately 4 members in each. For the first round, groups will be formed based on problem types (e.g., enriching theory, choosing a research method and design, improving a measure, finding a good research site). For the second round, groups will be formed based on theoretical connections between research interests and topics. We will assign facilitators based on their expertise in relevant problem types and literatures.

Each group will have a facilitator who will be responsible for guiding the discussion in constructive directions and managing time so that all participants have the opportunity to seek advice. Participants will have 30 minutes each to discuss their ideas. We will recommend that each participant spend the first 5-10 minutes summarizing their problem, and devote the remaining 20-25 minutes obtaining feedback from the rest of the group. We will conclude with a discussion of the general skills and strategies that experienced participants use in getting “unstuck” that apply across different situations and literatures.

We believe that this structure will enable participants to receive advice that is both relevant and novel from colleagues with different perspectives and areas of expertise. We hope to recruit approximately 40 participants for this PDW. This will allow us to divide participants into 10 groups of 4 members and mix up the groups for each of the two segments of the PDW. We will provide all participants with preparation questions before the PDW so that their goals are clear, and we will also distribute summaries of their problem statements to group members in advance.

In terms of participants, we will primarily target junior faculty members and advanced doctoral students, as we believe they are in the strongest position to benefit from research connections around sticky problems. We will also solicit interest from OB division members who are at smaller institutions (and thus are unlikely to have a large pool of OB colleagues) and international institutions (who may be in the strongest positions to benefit from expanding their networks).

The following facilitators have agreed to participate at this point:

- Jane Dutton
- Jeff Edwards
- Sally Maitlis
- Amy Colbert
- Linn Van Dyne
- Don VandeWalle
- Sabine Sonnentag
- Jeff Thompson
- Ethan Burris
- Mark Bolino

I have received signed statements from all intended participants agreeing to participate for the entire workshop, AND that these participants are not in violation of the Rule of Three +

PDW AOM 2009

Submission # 10427

Primary Sponsor: OB Division (Presented by the Scientific Affairs Committee)

Potential Secondary Sponsors: Business Policy & Strategy, International Management, Human Resources, Managerial and Organization Cognition.

Title: Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research

Organizers: Gilad Chen and D. Brent Smith

Abstract: Interest in multilevel management research has been on the rise, as indicated by special issues published in both the Academy of Management Journal (Hitt, Beamish, Jackson, & Mathieu, 2007) and the Academy of Management Review (Klein, Tosi, & Cannella, 1999). Multilevel research is particularly valuable when it can bridge between macro and micro perspectives of common management topics. Yet, conducting multilevel research is quite challenging, particularly when such research seeks to bridge across distinct disciplinary perspectives (e.g., psychology, economics, and sociology). Accordingly, the purpose of this PDW is twofold. First, we aim to develop better understanding of the challenges and opportunities inherent in conducting multilevel, cross-disciplinary research. Second, we seek to delineate suggestions and advice for how such research can be conducted effectively. We focus particularly on two sub-areas of management that beg more cross-level and cross-disciplinary integration: *leadership* and *cross-cultural management*. Towards these goals, leading management scholars from both macro and micro areas of management will share their thoughts of benefits and challenges involved in conducting multilevel and cross-disciplinary research, and then facilitate round table discussions with participants about conducting such research on the specific topics of leadership and cross-cultural management.

Overview

The Cross-Disciplinary Research PDW is designed to stimulate greater connections between OB scholars and scholars from other management areas, in particular between researchers in the more micro areas of management (e.g., OB, MOC, and HR) and those in the more macro areas of management (e.g., BPS, IM). Toward this end, we will bring together leading experts from these areas of management, who share interest in common research topics.

The three main purposes of this PDW will be to:

- discuss the challenges and opportunities posed by cross-disciplinary research;*
- delineate suggestions and advice for how such research can be conducted effectively; and*
- begin to stimulate cross-disciplinary research on two specific areas: leadership and cross-cultural management.*

Thus, this PDW will attempt to build general knowledge pertaining to conducting cross-disciplinary research, but also to help guide such research in specific areas.

Interest: A recently conducted survey of the OB division survey conducted by the Scientific Affairs Committee (SAC) found that PDWs can serve as an important avenue for making connections with other scholars. The survey also identified several specific divisions with

which members of the OB division are interested in making research connections. However, one barrier for making such connections is the fact most OB scholars conduct micro and meso research, whereas researchers from other divisions (e.g., BPS, IM, Organization and Management Theory) conduct more macro research. Accordingly, among the possibilities considered by the Scientific Affairs Committee, the Cross-Disciplinary Research PDW was appealing because in our collective estimation it is well suited for fulfilling the OB Division's goal of "Making Connections." Unlike sessions that are focused on specific topical areas (e.g., deviant behavior, justice, health and well-being), or on topics from purely an OB-centric view, the Cross-Disciplinary Research PDW will bring together leading scholars whose expertise span different management areas, who otherwise might not have an opportunity to connect. In addition, the PDW will provide a forum through which participants who have little to no experience with conducting interdisciplinary work can connect with established researchers. Clearly, it is also likely that other divisions would be willing to co-sponsor this PDW (e.g., Business Policy and Strategy, International Management, Human Resources, Managerial and Organization Cognition).

Format: The PDW session will last a total of 3 hours, broken into three sub-segments:

~1 hour: Facilitators will first be asked to address the issues of WHY and HOW to conduct effective cross-disciplinary research. Specifically, we will ask facilitators to offer their thoughts of (a) how cross-disciplinary research could help inform specific research areas, and (b) how such research can be conducted effectively. To make this segment more interactive, we will also open the floor for questions and input from PDW participants.

~1.5 hour: In the second segment of the PDW, participants will break into smaller round tables, in which both macro and micro scholars with relevant expertise in a particular research topic will facilitate more specific discussion about how research which integrates macro and micro perspectives can be conducted and help advance the topic. One table will focus on leadership, and the other on cross-cultural management. Participants will be encouraged to offer their perspectives and ideas as well. The desired outcome of this segment would be the development of some specific cross-disciplinary research ideas that could then lead to actual studies.

~30 min: Finally, the PDW will conclude with a facilitator from each roundtable sharing some "lesson learned" from their experience. Here, the two questions addressed in the first segment will be re-visited, to see what was learned through the roundtable discussions.

We believe that this structure will enable thorough discussion and active participation, in a manner most conducive to the development of thoughtful advice for how best to conduct multilevel and cross-disciplinary research in general, as well as such research on leadership and cross-cultural management.

Facilitators and Participants: We have been able to gain tentative commitments from five leading management scholars: *Tim Judge* (micro perspective on leadership), *Don Hambrick* (macro perspective on leadership), *Mia Erez* (micro perspective on cross-cultural management), *Brad Kirkman* (meso perspective on cross-cultural management), and *Anil Gupta* (macro perspective on cross-cultural management). All five scholars are not only leaders in their respective fields, but they also share a passion towards conducting cross-

level and cross-disciplinary research.

After the PDW is approved by the OB Executive Committee, we will work with the facilitators to finalize the structure and process for the session. We will recruit participants by advertising the PDW in relevant list-servs and electronic newsletters.

Presenter Permission: I have received signed statements from all intended participants agreeing to participate for the entire workshop, AND stating that they are not in violation of the Rule of Three + Three.

PDW AOM 2009

Submission # 11715

Primary Sponsor: OB Division (Presented by the Scientific Affairs Committee)

Potential Secondary Sponsors: Human Resources; Careers; Organization Development and Change; Conflict Management

Title: **Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students**

Organizers: David M. Mayer

Abstract: A wonderful aspect of the Academy of Management (AoM) Conference is that there are many developmental opportunities for doctoral students. For example, the New Doctoral Consortium helps students beginning their first or second year of a doctoral program to begin getting socialized to the field. In addition, the Organizational Behavior (OB) division sponsors a Senior Student Doctoral Consortium for doctoral students on the job market (typically before their fifth year). The purpose of this PDW is to fill the gap between the New Doctoral Consortium and the Senior Student OB Doctoral Consortium by providing information relevant to mid-career doctoral students beginning their 3rd or 4th year in their doctoral program, who completed their classwork and are about to begin the dissertation stage. We will bring together knowledgeable OB division members to provide advice on topics important to third and fourth year doctoral students such as (1) *helping with one's dissertation* (e.g., choosing a topic, picking an advisor, putting together a committee, strategies for success), (2) *developing a stream of research* (e.g., finding your passion, moving papers along), and (3) *understanding the "on the job market" process* (e.g., what your CV should look like, how the AoM placement system works, developing good research and teaching statements)

Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students

Overview and Purpose

The purpose of this PDW is to provide career advice to doctoral students about to start the dissertation stage (typically, those entering the 3rd or 4th year of their doctoral program).

Background

The goal of the Scientific Affairs Committee is to *help make research connections*. A part of that goal involves getting young scholars to take part in OB sponsored events early in their careers and to identify as an OB division member. In an effort to get young scholars involved with the OB division, we propose this PDW aimed at doctoral students about to start their 3rd or 4th year of their doctoral program.

An important question the Scientific Affairs Committee struggled with is the following: What is the benefit of having a mid-career doctoral student PDW? Indeed, the Academy of Management sponsors a New Doctoral Consortium, and the OB division sponsors a Senior Student Doctoral Consortium (for students typically on the job market) and a New Mentor Networking and Research Forum.

We contacted organizers of these other three activities and our suspicions were confirmed such that there were significant gaps between what is covered in these activities and the issues that 3rd and 4th year doctoral students wrestle with.

We also contacted over 20 doctoral students and asked them about whether a PDW for 3rd and 4th year students would be useful and if so, what topics would be particularly relevant. We content analyzed these responses and compared the list to the topics in the other consortia and the New Mentor Networking and Research Forum. There were a few issues highly relevant for 3rd and 4th year students that were not covered in the other consortia (or were covered too late to be useful in the Senior Student OB Doctoral Consortium). These topics include the following:

- Assistance with Launching the Dissertation Process
- Developing a Stream of Research
- Understanding the “Job Market” Process and Preparing for it

Format

The PDW will last 4 hours. Below is a potential timeline for the PDW.

Part 1: Welcome and Introduction (15 Minutes)

We will welcome participants to the PDW and briefly introduce the presenters. Participants will have an opportunity to meet everyone seated at their table. We will also pass out a sheet for participants to jot down questions that will be answered at the end of each segment and at the end of the PDW.

Part 2: Assistance with Launching the Dissertation Process (45 minutes)

Two speakers will speak for 15 minutes each providing advice about navigating the dissertation process. They will focus on issues such as choosing a topic, picking an advisor, putting together a committee, developing strategies for success, avoiding procrastination, etc. Following the two presentations, we will allow participants to ask the presenters questions for 15 minutes.

Part 3: Developing a Stream of Research (45 minutes)

Two speakers will speak for 15 minutes each providing advice about how to develop a stream of research. They will focus on issues such as finding one’s passion, moving papers along, developing one’s research identity, etc. In addition, presenters will discuss how one’s dissertation can often be used to launch one’s program of research as a junior faculty. Following the two presentations, we will allow participants to ask the presenters questions for 15 minutes.

Part 4: Break (15 minutes)

Part 5: Understanding the “Job Market” Process and Preparing for it (45 minutes)

Two speakers will speak for 15 minutes each providing advice about understanding the job market process and how to prepare for it. They will focus on issues such as what one’s CV should look like, how the AoM placement system works, developing good research and teaching statements, etc. Following the three presentations, we will allow participants to ask the presenters questions for 15 minutes.

Part 6: General Questions for All Presenters Roundtable (60 minutes)

All of the presenters will sit in front of the participants and they will answer any and all questions related to the topics discussed or anything else relevant to 3rd and 4th year doctoral students. This segment will allow students to ask a variety of questions and will allow all

presenters to chime in with advice for the participants.

Part 7: Wrap-Up and Evaluations (15 minutes)

During the final 15 minutes we will thank all of the participants and presenters and ask participants to fill out an evaluation form.

Participants and Presenters

We will invite 40 doctoral students about to begin their 3rd or 4th year to be a part of the PDW. The approach for determining who to admit to the PDW will be first come first serve. Six faculty members have agreed to be presenters in this PDW. We sought to include a set of presenters at different stages in their careers and from U.S. and international universities to provide a broad range of insights.

The following presenters have agreed to participate at this point:

- Scott DeRue (University of Michigan)
- Carol Kulik (University of South Australia)
- Daniel Newman (University of Illinois)
- Randall Peterson (London Business School)
- Paul Tesluk (University of Maryland)
- Jonathan Ziegert (Drexel University)

The following presenters have agreed to participate in the general questions roundtable depending on the scheduling of the PDW:

- Jim Detert(Cornell University)
- Amy Wrzesniewski (Yale University)

Signed Statements Regarding Rule of 3 + 3

I have received signed statements from all intended participants agreeing to participate for the entire workshop, AND that these participants are not in violation of the Rule of Three + Three.

Activity Report H(iv): Making Connections Committee Report

The Making Connections Committee (MCC) - Mid-year Report 2009

The Making Connections Committee (MCC) Forum at AoM 2008 was a big success thanks to the work of Scott DeRue and Robert Litchfield, the attendance of over 100 new members, and about a dozen OB members who served as table facilitators.

We are now in the process of planning for this years event – we are working on scheduling issues as in prior years we have “flown under the radar” and not registered as a PDW thus not competing for space or having to list our presenters ahead of time. We are still not sure if this will be possible this year. That said, our plan is to have a similar event – round table discussion focused on research topics of interest where new members can meet one another as well as some established OB researchers. Scott, Rob and I are working on this at the moment and when things get more formalized we will branch out and involve more committee members.

The committee now sends out a welcome letter through Blake and Constant Contact every couple of months to new OB members. A spreadsheet of new members is then sent to me so I can target them directly regarding the Forum once we have finalized plans.

The next area that we should consider is how to make our web page more interactive and friendly – through word of mouth we have been told that the FAQ are useful, but this vehicle could still be better utilized.

At this stage, we are open to suggestions for other new member events or programs.

Thank you all for your continued support and hard work.

Respectfully,
Lucy Gilson