

OB Division Executive Committee Midyear Meeting
Feb 3-5, 2012
New York
Minutes

A. Welcome and Brief Updates (Elizabeth)

1. IOBC 2011

- Last year, the OB division was an affiliate/sponsor of the Israeli OB conference (IOBC). Those who attended indicated the conference was great and this affiliation was good for the division.
- We agreed to continue our affiliation with IOBC. If requested, we will consider affiliation with other high quality local conferences, in accordance with the policy we established last year and posted on our website.

2. AoM Program changes effective in 2013

- Effective 2013, there will several changes in the format of the conference program pertaining to cross-divisional paper sessions, discussion paper sessions, plenary sessions, and review assignments (See A2 for details)
- We will have a conference call in the fall to decide on whether/how to use the plenary session

3. Membership Trends

- In past 5 years:
AOM membership overall increased 11%
OB Division membership increased 14%
Membership peaks each year in July

B. Division Issues (Elizabeth)

1. Award and Event Sponsorships

- a. Update
- b. New ideas?

See B1 for details

Update

- Dwindling sponsorship as publishers are cutting back. We need to think more broadly about sponsors for awards and events
- LAA is big award in need of sponsorship

- Reached out to new publishing reps; looks like we will have 2 new sponsors for awards

ACTIONS:

Elizabeth will continue to follow up with additional publishers

New Ideas

- We should be careful about corporate sponsorship because we may not want our awards to be branded by certain companies. Companies that provide support should be consistent with our mission. Need to carefully consider mutual benefits.
- Look at our membership list for practitioners and contact them
- Contact universities and schools, especially those that send people regularly to JFW or DC to see if they will be willing to provide support
- Discussed possibility of creating a general foundation fund from school support, member donations.
 - Look into how SIOP foundation operates with donated funds designated for certain activities
 - We would need to carefully consider how we use the money, such as for seed grants or scholarships for students from underdeveloped countries. Would need another committee to deal with this.

ACTIONS:

- Elizabeth will contact past sponsors and continue to follow-up with additional publishers
- Adam, Michele, and Joyce will provide list of attendees and schools from past JFW's and Elizabeth will contact some of those schools to see if they might provide additional support for the consortia
- Elizabeth will try to contact one or two companies

2. New Doctoral Student Consortium (NDSC)

- Very large, very successful consortium for AOM.

Last year we were asked to increase our contribution from \$1000-1250 and we did so.

This year, NDSC committee provided detailed information about the contributions from all divisions and expenses. Our per-member contribution is higher than most other divisions, but not the highest overall.

ACTION: We will increase our contribution to \$1300 as requested.

3. Making Connections Committee (MCC)

Overview

- Report from Mayer & DeRue, see B3 for detailed report
- Great set of PDWs
- Given overlapping work around PDW's, we combined MCC and SAC committees last year. Developed new mission statement which is now on OBweb.

- It is important that international members be on the committee.

New Members

- SAC traditionally focused on PDW's. MCC largely focused on developing PDW's that help members connect with one another as well as other activities such as junior faculty dinner. Given the overlap, they were combined but we could do more to serve new members.
- New member orientation program has been very beneficial
- AOM has a buddy program
- OB reception can be overwhelming. We could have ambassadors greet new members

ACTIONS:

- Elizabeth will CC to new members (and those less than 5 years) outlining ways to get involved at conference, such as PDWs, new member forum, social events.
- Paul will create an hour block on Sunday at conference where EC would be available to chat with new members or other members. Paul will notify Valerie about time and getting a room
- Elizabeth will ask MCC to consider pitching new PDWs such as a) something for new members and b) research forum for connecting with international scholars, c) careers around the world
- MCC to create small subcommittee to address new members. (Elizabeth)
 - Podcasts - if feasible, give select PDW chairs camera and ask them to interview a couple people at end about how they got involved and made connections within OB division. Possibly a podcast on top few things for new members to know about navigating conference
 - FAQs, revise and develop new questions geared to new members

4. Committee Structure and International Members

Presentation from Sharon (see B4)

- Sharon provided a great presentation with much important information about international members based on interviews with faculty around the world (including Taiwan, China, Brazil, Switzerland, Nigeria and many other countries). Interviewees were primarily with less senior faculty.
- Issues highlighted included a) there isn't a single international model, b) there is large variation in training for PhD students across countries including the amount and quality of coursework, c) variations in tenure system, d) different terms and languages such as for ranks for professors, e) differences in employment opportunities and norms such as postdocs, and f) differences in emphasis on various publication outlets.
- There is also a large community of OB scholars and practitioners who are non-members, which raises questions such as a) how can we reach out to them, b) how to include students whose advisor or supervisor is not an AOM member, and c) can we help local OB communities who are not connected to English-speaking OB internationalize.
- Important implications include: a) educating JFW and consortium chairs about international differences so greater attention can be paid during sessions, b) paying

attention to terminology and lingo that may differ from US terminology, c) not assuming “one best way” or that the US system is applicable in countries, d) acknowledging the cost, travel time, and time zone differences, e) considering international differences in systems in awards, and e) ensuring international members are included on committees,

Discussion and ideas for better serving our International Members

- The defunct International Committee had the goal to serve and connect international members. However, it was given little direction, specific goals, or tasks. We need to consider how to resurrect a group to deal with international issues
- Ambassadors or global reps from different countries to be contact person for international members
- We should affiliate and align with high quality international local OB conferences, like the Israeli one. Others might be Australian I/O conference, Singapore.
- Include specific international sections in JFW and consortium, such as having international members be at roundtables to discuss differences

ACTIONS:

- Create Task Force for serving International Members (Elizabeth)
 - Mission is to: Better understand needs of international community and develop ways to serve them.
 - Immediate Goal is to objectivity the needs of the international community and provide recommendations for how to address them
 - Immediate Tasks:
 - a) Gather information about the kind of information JFW and consortium chairs would need to better serve international members
 - b) Develop ideas for what kinds of PDWs would be beneficial
 - c) Develop an FAQ (get going by July)
 - d) Develop a 3-5 year agenda for future
 - Committee will report progress at AOM meeting in August
- EC members consider names for committee and send to Elizabeth

C. Activity Reports/Updates

1. PDWs ([Sharon](#))

See C1 for details of this year's PDW report

Allocation and Submissions

- We have 23 OB lead PDW's this year.
- We used 73 hours (out of 81 allocated). In past years, we used less of our allocation but have successfully added good PDWs. We will still have a little room on the program if our allocation continues at this level.
- MCC continues to submit superb PDWs.

Food/Beverages

- As per the policy we established last year, we will continue to subsidize food for Doctoral Consortium and Junior Faculty Consortium. Snacks/food will be provided for 4 plus hour OB division-sponsored PDWs. For PDWs that are not division sponsored, organizers will be told that they can pay themselves for food/beverages. We will make arrangements with hotel, and organizers will then reimburse us.

2. Program (Paul & Jackie)

See C2 for detailed report

Submission Trends

- Submissions increased 12% this year (943 papers and 161 Symposia). This is consistent with the trends in past years, with the exception of last year's San Antonio meeting where the number of submissions remained stable from the prior year.

Workload

- Continues to be very high given large volume of submissions. This year, a team of doctoral students is helping, similar to last year. During our summer conference call, we discussed having the Program Chair select of committee of division members to help with program tasks and planning and will begin partly implementing this if possible this year. Could be more fully attempted next year.

Reviewers

- Reviewer matching algorithm worked smoothly this year with the changes implemented last year
- 80% of reviewers also submitted a paper
- We need to continue to increase the reviewer pool for several reasons: matching algorithm requires a large initial pool to work effectively; we need a good pool of emergency reviewers; and the limit will be 6 (not 9) initial review assignments next year. We discussed ways to increase the reviewer pool

ACTIONS:

- The importance of reviewing will be mentioned at Junior Faculty Workshop and at the From Associate to Full and Beyond PDW. (Sharon and Michele)
- Need for reviewers (and our appreciation) to reviewers will be highlighted at Awards Ceremony. (Elizabeth)
- Cheri will ask AOM about possibility of getting list of all people, not just first author, on submitted papers (and/or program) and send them email to be a reviewer.
- CC will be sent to members with 10 plus years to attempt to increase the percentage of experienced reviewers in the pool (Elizabeth)

3. Doctoral Consortium (Joyce & Amy)

See C3 for detailed report

Size and Criteria

- Demand increases as division grows. Last year, increased number of participants from 50-60 to 80. Surveys of participants last year indicate that size of consortium is not a problem; it still feels intimate because a large portion of the program is conducted in rotating small groups with faculty.
- We decided to stay with the increased size (80), possibly up to 90
- We continue to limit to 1 applicant per department
- Continue with criteria that must have a defended dissertation proposal to attend (Half-Way There PDW is an option for many other students)
- Approximately 20 were turned down last year for not meeting criteria

Thank you for faculty

- Last year, changed and gave thank you note instead of Starbucks certificate or drink ticket. Given the time and effort volunteer faculty put into making the consortium successful, we will provide a Starbucks certificate or a drink ticket this year

Wiley-JOB Sponsorship and Lunch Speaker

- Wiley-JOB sponsors \$5000 of doctoral consortium. In exchange, per our agreement, the JOB editor discusses publishing and impact in general (without specific reference to JOB) during lunch. Last year, with the lunch servers, large size, and eating, it was difficult to hear the speaker. We discussed ways to make this more effective.

ACTIONS:

- We would like to revise the schedule to provide a time for JOB editor to speak for 15 minutes during the regular program instead of lunch, if acceptable to JOB editor.
- Joyce will also follow-up regarding the thumbdrives Wiley provides, need 90.

Ethics Training

- Will be continued as required by AOM. AOM provides speakers and determine content.

4. Junior Faculty Workshop (Michele & Deanne)

See C4 for a detailed report

Format

- Will be very similar to last year
- Roundtable discussions with editors will be extended

Size

- Has been limited to 40 in past. There are 2 back-up faculty. If all faculty confirm shortly before conference, will add 4 people from waitlist
- We've been turning away 5-10 per year. As division grows, we may need to reconsider format and size

Cost

- Participants will continue to be asked to pay \$150. Remaining costs will be subsidized by division

5. Awards (Adam)

Committees

- All 10 committees have been established
- 64 committee members in total; approximately 25% are international

Lifetime Achievement Award

- Committee just established
- 2 candidates were rolled over from last year; 3 new were nominated this year
- Policy is to have at least 6 nominees, ideally 8
- Decided that candidates must be living, as the address is an important component . Awards would only be granted posthumously if a candidate passes away after being selected as the winner Discussed issues pertaining to encouraging people to nominate for award

ACTIONS:

- Immediate: Extend deadline for nominations. Elizabeth will send out CC announcing and encouraging nominations
- Future: Committee will conference call this summer to develop proposal for LAA committee structure and nomination process

6. Catering (Laura)

See C6 for detailed report

Review of past year

- Went very smoothly with very minor issues
- Breakfast not sufficient for JFW and DC

Budget

- Catering costs will be about 10% higher at Boston hotels
- AV costs are higher

Drink tickets

- Continue to be a hassle, obtaining them, dealing with the hotel, keeping track and distributing them
- Last year we decided to give them to award winners and others who served division during reception but few showed up or located us to get a ticket. We had many extra tickets

Chocolates

- We had about half left over

ACTIONS:

- Brian confirmed with have sufficient budget to cover increase in food costs and sufficient food at events
- Purchase fewer drink tickets initially. Tickets will be given to award winners during ceremony. If DC organizers decide to go with drink tickets instead of Starbucks, will give drink tickets ahead of time. If we have too few, more can easily be purchased on site.
- Buy fewer chocolates, and higher quality if possible.
- If anyone requests flipchart, we will order from Staples and have delivered to hotel to avoid \$65 hotel charge.

7. Celebration event (**Elizabeth**)

Will follow last year format

8. OB Web (**Richard**) and Listserve

Website

- Massively revamped 2 years ago, much more streamlined
- Brought more in line with standard AOM template
- 30,000 visits per year – most popular is podcasts by far, followed by information about OB and mission statement, followed by how to join listserve

Listserve

- In past prohibited people from soliciting for participation in surveys/research
- Allowed soliciting this past year provided that is solely for research purposes
- Seems to have worked well and we're received no complaints

Logo

- Committee was very successful. Solicited numerous potential logos, narrowed down and then had membership vote on our new logo

Online outreach taskforce

- Purpose was to provide content for website
- EC provided multiple names for committee members
- Difficulty in getting people to serve, but especially in getting people to provide content for our website

Podcasts

- Michael Johnson has provided podcasts "Under New Management" These are high quality, very popular and visited frequently on our website
- Given the increasing popularity of podcasts, we discussed many options for including more podcasts on our website

DECISIONS:

- Create new Social Media Committee, with 3-4 members of doctoral students
- Richard will manage committee
- Committee members will interview people at AOM

- Committee members will be tasked with contacting prominent people such as the LAA winner, best publication winners, Cummings award winner, people whose research have been featured in the media and conduct short interviews of these people. Other possibilities would be interviews of members who can provide key tips navigating the conference for new members, key tips for international members, and the like

ACTIONS:

- Richard will provide list of technical (and interview) qualifications needed for committee members
- Elizabeth will send CC requesting volunteers
- Laura will work on room for interviews at AOM and equipment (in consultation with Richard)

D. Financial Report (Brian by phone)

- Division is in good shape financially
- AOM increased division allocations in 2012 from \$9 to \$11 per member which increases our AOM provided funds (coupled with our increase in membership)
- Sponsorship money has been dwindling the past 4 years (\$24000 to \$13000)
- Net funds have remained steady over the past 3 years
- Costs have remained fairly consistent over the past 3 years
- Largest expenses are conference activities, social events/award ceremony, and consortium
- Difficult to determine actual catering costs at conference ahead of time; hotel provides estimates of costs and actual costs are typically less but sometimes more
- We now have access, through AOM, to detailed accounts from hotel for actual costs so can double check orders against charges

ACTION: Laura will follow up on this for last year

E. Slate for Division Officers (Elizabeth and group)

1. Representatives at Large (2 positions)
2. Division Chair

For each of the three positions, at least one person on slate was nominated through membership.

ACTIONS:

- Elizabeth will send follow up email to self-nominated and member nominated if nominator listed
- Next year in CC for nominations (Cheri). Ask people to provide a brief justification, for why nominating and why good for position. While nominees can be anonymous, encourage to provide contact info in case questions. Encourage checking with nominee first to determine if would be willing to serve in this role.

A2. Changes to AOM Program, Effective Next Year (2013)

Dear Colleagues:

First, we want to thank all of you who provided feedback to us regarding our ideas for changes to the structure of the Academy's annual program. It was wonderful to receive thoughtful suggestions and comments.

Second, we want to update you on these ideas, based on our synthesis of them and on a discussion of this synthesis at the December Board of Governors meeting.

Here are the proposals we took to the Board and the decisions that were made at the meeting:

1. PROPOSAL: Rename the All-Academy Theme Program the "Academy Theme Program." Instead of having a separate submission track, the new Academy Theme Program will be comprised of theme-related sessions that are organized by the divisions and interest groups.

DECISION: Board members thought that this proposal would sacrifice an important feature of the AAT program, namely, that it is the only part of the program that is cross-divisional. So we decided on a hybrid model in which we will (a) retain the current AAT program format, and (b) invite each division and interest group to supply one theme-related session (either symposium or workshop) that they would like to include in the AAT program. The total number of sessions for the AAT program will still be in the range of 40–50. The Academy Program Chair will recruit an AAT chair who will then assemble the rest of his/her committee: this committee will then solicit and review AAT session proposals submitted directly to the committee, and will combine these sessions with the ones provided by the divisions and interest groups (D/IGs).

2. PROPOSAL: Eliminate the Cross Divisional Paper sessions and return those papers to the divisions and interest groups.

DECISION: Proposal accepted.

3. PROPOSAL: Restructure the Discussion Paper sessions by giving the responsibility for organizing these sessions back to the divisions and interest groups. Reschedule these sessions to Sunday afternoon.

DECISION: Proposal accepted. The D/IG program chairs are responsible for putting the discussion papers into sessions and finding appropriate discussion leaders. The Academy staff is responsible for scheduling the sessions.

4. PROPOSAL: Reduce the maximum number of review assignment per reviewer from nine to six.

DECISION: Good to proceed.

5. PROPOSAL: Enhance the feeling of division-level "community" by offering each division and interest group program time for a plenary session.

DECISION: Each D/IG will be offered the opportunity to hold a plenary. The D/IGs that accept the offer will receive a dedicated time slot for the plenary (i.e. we will not program any of the D/IG's other sessions in parallel) -- the total number of sessions for these D/IGs will increase by one. Please note the time slot for the plenary may not be used for any other type of session. We will develop a schedule of plenary sessions that minimizes competition in the same time-slot for D/IGs who share members.

Thank you once again for your thoughtful and helpful comments. We believe these changes will further enhance the quality of our annual meeting program.

Sincerely,
Duane and Paul

B1. Award and Event Sponsorship
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2011 OB DIVISION SPONSORSHIPS

Activity	Amount	Sponsor	Contact	Notes
Awards				
Best Paper	\$1,000	OB Division		
Best Dissertation-Based Paper	\$500	Wiley-Blackwell on behalf of the Journal of Organizational Behavior (Neal Ashkanasy, editor)	Hester Tilbury	agreed to sponsor again in 2012 (\$500)
Most Innovative Student Paper	\$500 in books	Sage Publications, Inc.	Lisa Cuevas Shaw, Senior Executive Editor	
Best Paper with International Implications	\$500	Emerald Group on behalf of the Leadership and Organization Development Journal	Ruth Young	
Outstanding Practical-Implications for Management	\$1,000	McKinsey & Company : funds not received in '10, but received in '11	David Turnipseed, AOM Practice Theme Committee	
Best Symposium	\$500	OB Division		
Outstanding Publication in Organizational Behavior	\$1,000	Emerald Group Publishing; Journal of Managerial Psychology	Nancy Rolph, Managing Editor	
Outstanding Practitioner Oriented Publication in Organizational Behavior	\$500	Management Education Research Institute (Graduate Management Admission Council)	Rachel Edgington, Market Research & Analysis	
Cummings Scholarly Achievement Award	\$1,000	OB Division Endowment		
Lifetime Achievement Award	\$3,000	OB Division in '11 & '10 McKinsey & Co. in '09. Elsevier in '08 and prior		IDEAS FOR SPONSORS??
Events				
Making Connections Coffee Break	\$1,000	NO CURRENT SPONSOR: JOM and Portland State University in '08 and prior		
HR/OB Member Welcome Reception	\$5,000	NO CURRENT SPONSOR: John Wiley & Sons \$5K '10; \$4K '09; \$5K previously		
Doctoral Consortium	\$5,000	Wiley-Blackwell on behalf of JOB: \$10K before 2010	Hester Tilbury	agreed to sponsor again in 2012 (\$5000)
Leadership Reception	\$2,000	Elsevier	Vicki Wetherell Publishing Editor-Social Sciences	
Leadership Reception	amount over \$2,000	Inst for Innov. Ldrshp - Univ. of Neb.	Mary Uhl-Bien	

Potential New Sponsors

Wiley-Blackwell for BJM & IJMR		they will plan to discuss at December Meeting; I sent her a follow up email with suggestions; email follow-up on 1/4/12 indicated that it is still under discussion	
Stanford University Press		see 11/22 email. Willing to provide a lifetime 40% discount on books or to take part in a book raffle	Discuss at mid-year meeting
Cambridge University Press		sent proposal (11/14), which she passed along to marketing team; email received on 1/9/12 indicated that she is pretty they will be able to sponsor an award (\$500-\$1000)	Discuss at mid-year meeting
Ivey Publishing		Interested; sent some info; email on Oct 31 indicated that they were not interested in allocating additional resources to AOM (although they would be interested in supporting another conference or activity)	
Pearson		will consider once she knows budget	email them with additional info. in March
Oxford University Press		sponsors award for OMT and wants to stick with them	
Graziadio Business Report		sent follow up info; have not heard back	
Berrett-Koehler		not interested at this time	
Taylor & Frances		no response	
McGraw Hill		no response	
Tilde University Press		no response	
Palgrave Macmillan		no response	
Routledge			

B2. Supporting the New Doctoral Student Consortium

January 27, 2012

Elizabeth Wolfe Morrison
New York University
Stern School of Business
Division Chair for Organizational Behavior

RE: AOM 2012 New Doctoral Student Consortium

Dear Professor Morrison:

My name is Matt Zingoni, and I am writing on behalf of the New Doctoral Student Consortium (NDSC) to be held at the Academy of Management's 2012 Conference in Boston. The NDSC serves as an informative and socialization mechanism for first-time AOM Meeting attendees.

The consortium addresses many of the challenges facing students in the early stages of their doctoral programs by having seasoned academics and experienced doctoral candidates lead sessions. Sessions from the 2011 Consortium in San Antonio included:

- | | |
|---------------------------------|--|
| • Getting Started in Academia | • Editor's View of the Publication Process |
| • Developing a Research Agenda | • Job Market Trends and Future Outlooks |
| • Research and Scholarship Tips | • Interactive Sessions with AOM Divisions |

We would like to extend a special invitation to your division, Organizational Behavior, to become a sponsorship partner with AOM's 2012 NDSC. According to our records, the OB Division was a key contributor to the 2011 Consortium, helping to make it a resounding success. We thank you for that support, and hope that your division will continue its support with a contribution of US\$1,300. Sponsoring divisions will have their contributions acknowledged during the Consortium program, on the AOM and NDSC websites, and on AOM Annual Meeting and NDSC printed materials. Your division's contribution is undoubtedly money well spent, as doctoral students represent the future of the Academy.

If you have any questions regarding the New Doctoral Student Consortium or this pledge request, please do not hesitate to contact me at mzingoni@syr.edu or 401-345-1076. Thanks in advance for your generosity.

Sincerely yours,

Matt Zingoni
New Doctoral Student Consortium Finance Committee
Doctoral Student, Syracuse University

<p>B3. Making Connections (MCC) Committee David Mayer and Scott DeRue</p>

Following the last two year's combined SAC-MCC effort, we have continued to collaborate on committee planning and activities. In fact, we recently merged the two committees and now have a single Making Connections Committee. For AOM 2012, as a single committee we have organized the following five PDWs and other events (the official proposals submitted to AOM are attached):

Professional Development Workshops (PDWs)

- **Halfway There PDW:** Cindy Zapata, , Maribeth Kuenzi, Ned Wellman
- **Help I'm Stuck PDW:** Ron Piccolo, Steve Whiting
- **Moving From Associate to Full...and Beyond PDW:** Christopher Porter, Mark Bolino
- **New Member Networking Forum:** David Sluss, Jennifer Nahrgang
- **Organizing Micro-Communities in the OB Division:** Dave Mayer, Maia Young, Rosalind Chow
- **The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty**

Related Events

- **Junior Faculty Informal Dinner:** Jennifer Nahrgang

Collectively, these PDWs and related events will help serve a diverse set of our division's membership, including new members, graduate students that "fall" between the new PhD student and doctoral student consortia, and mid-career scholars that fall outside the junior faculty consortium. Thus, we hope that this set of PDWs can help our members to make connections in new and exciting ways.

B4. OB International Community
Sharon Parker

**AOM and International OB
Community – some informal
reflections**

Sharon

Variation

- Training of PhD students
 - Entry (from 4 yrs in some to 6 years in others; GMAT/ exams vs no exam)
 - Length of time in training
 - Amount & quality of course work
 - Exposure to more than one supervisor rare for many
- Employment
 - Some get tenure immediately with no pubs to no tenure track positions at all
 - Post-docs more common than US
 - Several countries hire those they trained as PhDs eg Australia
 - Quality research pubs key for most, although not always in English
 - Funding often extremely important
- General trend in many countries towards more US-oriented system but challenges (eg broader funding models)

Variation → meeting needs of diverse members

- Acknowledging diversity in PDWs etc/ language
- Encouraging equifinality (vs 'one best way')
- Expanded PDW offerings & approaches
 - For many, PDWs are 'substitute coursework' & collaborative relationships are 'substitute supervisors'
- Recognise diversity in awards (eg OB Lifetime achievement award) & criteria for things eg OBDC
- Internationalization of exec committees important

Large pool of non-members with needs

- "Supervisor dependence" means we miss students with 'traditional' supervisors
- Can we proactively reach out to these students?
- OB communities not always connected into English-speaking OB
- Can we help those communities internationalize? (Germany vs Romania vs Brazil)
- Need to break down 'international'
 - eg English speaking vs not; established OB community vs not; US trained vs not; developing vs developed

Geographic challenges to greater international participation

- Travel
 - Cost
 - Time
 - Jetlag
- Time zone (“in the zone”)
 - playing catch up in on-line; challenges of meeting times; different class schedules etc (eg AOM in midst of teaching- can miss one but not two)
- Can technology help us?
- More AOM activities in other countries?

Our small efforts matter

Dear Professor Sharon,

Thank you too for giving me opportunity to do little for you. You have done much for me in the past 10 years. I implore you to please not hesitate to ask me for any request anytime. I am always willing.

At the same time, like Oliver Twist, I look up to you for assistance on academic matters and resources. Please keep assisting me.

Thanks most sincerely

Emmanuel

**C1. PDW Report
Sharon K. Parker**

Lead Sponsorship Summary: 25 submissions total (23 accepted)

Title	Organizer	Hours	Issues
Past, Present, and Future Investigation of Positive Relationships at Work	Mannen	3	None
Teaching to Make a Difference: Using a Positive Organizational Scholarship Perspective in Teaching	Dutton	2	None
Less Communication and More Conversation: Using conversation to facilitate organizational change	Turner	2	None
Where Millennials, Awareness, and the Informal Economy Meet: An Evolutionary Perspective	Marques	2	None
Innovations in Team Innovation: The 'Science of Teams' and the 'Science in Teams'	Joshi	3	None
Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations	Kurkoski	2	None
A research incubator for exploring tensions and paradoxes in creativity and innovation management	Miron-Spektor	2.5	None
Innovative Idea Management	Schroeder	3.5	Food
Elevating Leadership Research: An Informal Mentoring Session with Global Scholars	Dasborough	2	None
OB Teaching Incubator	Litchfield	2	Food
Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students	Zapata	4	Don't request but should?
The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty	Harvey	4	Food
Challenges of Coaching Research: Application of Leadership Theory to the Coach-Coachee Relationship	Hattori	2	None
From Associate to Full and Beyond	Porter	2	none
Innovative Human-Centered Design Methods for 21st Century Organizational Challenges	Jordan	4	Food
OB Research Incubator	Piccolo	2	None
OB New Member Networking and Research Forum	Sluss	2	Food

Title	Organizer	Hours	Issues
Management, Design and Decision Making: Bringing Scholars to a Deeper, Shared Understanding of OB	Munro-Smith	2	-
Organizational Behavior Doctoral Consortium (Fri) - Invitation Only	Bono/Parker	3	Food 2 Wireless mikes x 2; flip charts
Organizational Behavior Doctoral Consortium (Sat) - Invitation Only	Bono/Parker	9.5	Food Wireless mic x 2; flip charts
OB Junior Faculty Workshop (Fri) – Invitation Only	Roberts/ Parker	4.5	Food 1 x wireless mic Schedules 5- 9.30pm (3 hours day)?
OB Junior Faculty Workshop (Sat) – Invitation Only	Roberts/ Parker	8	Food wireless mic
How to Find and Build a Microcommunity	Mayer	2	none
TOTAL		73	

Total Hours Submitted: 73

Total Hours Allocated: 81

Total Hours Charged: TBD

Co-sponsorship Summary:

Total Cosponsorships Allotted: 43

Total Cosponsorships Requested: 92

Total Cosponsorships Charged: TBD (I can't accept them until the primary division accepts)

- Under the co-sponsorship system, each division receives a list of sessions that have listed that division as a potential cosponsor
- Each co-sponsorship that is accepted costs one credit; OB was allocated 43 credits.
- Acceptance criteria will follow last year's guidelines including where OB fell in the potential cosponsor rankings and how broad the appeal was.

Discussion Points

- PDW deadline is Feb 9th
- Room for a few more PDW submissions if allocation stays this high.
- SAC and MCC continue to submit superb PDWs.
- What do we do about requires for food? Do we cover these? Some 4 hours ones haven't requested food – should it be provided anyway?
- There are likely to be coordination issues once acceptances are made, given high number of individuals appearing in multiple PDWs; sponsors should be prepared for a flurry of emails on this in late February/early March

<p style="text-align: center;">C2: Program Paul Tesluk & Jackie Coyle-Shapiro</p>

I. Submissions

- 943 papers (up 11% from last yr., compared with a 2% increase from 10 to 11)
- 161 symposia (up 15% from compared with a 10% decrease from 10 to 11)
- Total submissions (1126) up (about 12%) over last year

II. Reviewers

- 1500 total reviewers (up about 120 from last year)
- 1272 reviewers used (85%), as of 1/20
- Average number of assignments per reviewer = 2.6
- Too early to track how many declined, active, and complete
- 43% are new reviewers, up from last year and prior years (typically about 30%)
- 38% are students, similar to last year
- 43% are non-US, larger than last year (when it was 37%)
- 80% also submitted, larger than last year (70%)

III. Reviewer Matching Process

- Almost all divisions used the matching algorithm this year
- Given size of OB, BJ divided the submissions in half and ran the program on each half, as last year. Worked first time through, but later found 8 symposia that did not receive reviewer assignments. *Note* good idea in the future to manually check that all submissions receive reviewers.

IV. Program Components

- A. Professional Development Program (Friday & Saturday; largely the same as in past years)**
- B. Scholarly Program (Monday and Tuesday; largely the same as in past years; Cross-divisional and Discussion sessions new since 2010)**
 - Divisional Presentation Paper (DPP) Sessions
 - Organized and scheduled by Program Chairs
 - Recommended that 50% of accepted papers be assigned to these
 - Divisional Roundtable Paper (DRP) Sessions
 - Organized and scheduled by Program Chairs
 - Recommended that 45% of accepted papers be assigned to these
 - Cross-Divisional Roundtable Paper (CDRP) Sessions
 - Organized and scheduled by the CDRP Committee
 - Program Chairs identify up to 5% of accepted papers for these sessions
 - Program Chairs provide names of scholars who could be good facilitators

C. All-Academy Themed Sessions (Sunday; new this year, replaces the Discussion Paper Sessions that were not well attended)

- PDWs and Symposia
- Not submitted to OB Division but to program committee directly

IV. Issues to Discuss

- With an overall trend of increasing submissions and large volume, how much can routinely be done by a well-trained team of PhD and undergraduate students?
- Is there a way to confirm to potential reviewers their reviewer assignments BEFORE sending out reviews so that those who don't want to/can't review can change their status – could save a lot of time post sending of assignments

<p style="text-align: center;">C3. Doctoral Consortium Joyce Bono and Amy Colbert</p>

1. We made very few changes from last year in overall format because the reviews were generally positive. The main “complaint” from participants was not enough time for getting to know each other, so we’ve left a bit more time over lunch (which was rushed last year). We also changed from roundtables to a panel discussion for work-life balance. There were some folks who felt they were mismatched with the work-family issues of their faculty table host, so this year we have panel, including Ellen Kossek who will talk about her published work on work-life balance styles. We have a good mix of faculty who have been with us in the past and many new additions as well. All the roundtable hosts in the editorial panel are editors or associate editors at top OB journals. All the teaching panelists are award winning teachers, or have been recognized in some way for their teaching expertise. We have staffed for the number of participants we had last year (around 80).
2. We have left 1.5 hours for lunch and a break this year, assuming a served lunch which left less time for moving around. But, we are unsure if we will be having a lunch time speaker or not. It is our preference not to have a talk over lunch if possible as this is a great time for student participants to interact with each other and with faculty who are able to join us (**see discussion item #1**).
3. Our next step is to put out the call for nominations. Amy and I had extensive discussion on how to manage the rising numbers and have a fair process for selecting participants. The revised nomination form is included at the end of this document; the required materials remain unchanged (CV, nomination from program, endorsement from advisor). Our goal is to have around 80 students as we did last year. It went very well with the larger group and there were no complaints. Additionally, none of the half dozen students who we informally surveyed about group size thought the group was too large.
 - a. Limit of 1 students per program maximum. No limit per university because it is actually hard for universities to coordinate across programs and there are rare universities (maybe 10) who nominate students from multiple departments. (**see discussion point #2**)
 - b. Goal is to have 80 students or fewer.
 - c. We follow last year’s call in terms of mentioning “halfway there” and “new doctoral student” consortiums as alternatives for students who are NOT at this stage in the program. We’ve also added a reference to doctoral consortiums offered by “related” divisions (e.g., HR). We contacted last year’s HR doctoral consortium coordinator, and they have room for growth.
4. Room and Material Needs:
 - a. Will need 2 flipcharts on Friday from 4 – 7 and Saturday from 8 – 5:30
 - b. Will need at least 12 roundtables in the room; would be nice to have a room that could accommodate 14 or 15 (just in case our numbers really grow), and to leave a table or two for materials and faculty who arrive during a session.
 - c. We’ll plan to bring laptops for presentations
 - d. We need TWO portable microphones in addition to the wired mic up front (**see discussion point #3**)

- e. Food needs:
 - a. Heavy hors d'oeuvres and beverages for Friday evening (4-7 pm).
 - i. Would like both warm appetizers and cold appetizers. Last year, was mostly warm appetizers, and they went fast. Having cold appetizers (like chips/pretzels, cheese/crackers, fruit/veggies) might stretch out the warm appetizers, perhaps be cheaper than warm, and be filling.
 - ii. Soda and wine/beer?
 - b. Continental breakfast for Saturday morning (8-8:30 am) (**see discussion point #4**)
 - c. Coffee break for Saturday morning (10-10:15 am)
 - d. Served lunch for Saturday (11:45 am-1 pm)
 - e. Soda/cookie break for Saturday afternoon (3:45-5 pm)
- f. Drink tickets (**see discussion point #5**)
 - (i) 1 each for student participants (~120 max) - optional
 - (ii) At least 1 each for faculty participants (~50) – would be nice to have 2 for each, if possible – essential

5. JOB/Wiley Sponsorship

- a. In past few years, JOB has given participants thumb drives. If this is the plan again for this year, like last year, we will get them in advance and load participant bios and other information on them. This is an EXCELLENT benefit for students and a nice marketing tool for JOB. (**discussion point #6**)

Discussion points:

1. Ok to take 80 students, but limit to 1 per program (as it used to be) to prevent out of control growth?
2. We need wireless mics – 2 if possible. This was a big problem last year, because folks couldn't hear comments from participants.
3. We seriously ran out of food on Saturday morning last year and except for the served lunch, food was generally stingy. We'd like to be a little more generous with food. The served lunch was great and saved money, I think.
4. We MUST have a gift for our faculty participants. There were comments last year about our "thank you" instead of a drink. We need to do both. If \$\$ are a concern (here and for more food) then we recommend asking participants to pay a small fee (\$25.00).
5. Is it OK for us to contact Wiley about the thumb drives (who)?

ORGANIZATIONAL BEHAVIOR DOCTORAL CONSORTIUM
2012 Academy of Management Meetings in Boston, Massachusetts
August 3 & 4, 2012

Coordinators

Joyce E. Bono, University of Florida (joyce.bono@ufl.edu)

Amy E. Colbert, University of Iowa (amy-colbert@uiowa.edu)

Friday, August 3, 4:00 p.m.-7:00 p.m.

Ice breaker/Introductions (4:00-5:30 p.m.)

Session 1: Crafting the Right Academic Job: from Job Search to Transition (5:30 – 7p.m.)

Amy Wrzesniewski, Yale University (lead speaker + stay for round table)

Murray Barrick, Texas A&M University (lead speaker)

Round Tables:

Greg Stewart, University of Iowa

Sharon Parker, University of Western Australia

Yair Berson, University of Haifa

Lynn Shore, San Diego State University

Jason Shaw, University of Minnesota

Kevin Lowe, UNC-Greensboro

Micki Kacmar, U. of Alabama

Mark Bolino, U. of Oklahoma

Maria Kraimer, U. of Iowa (*maybe/possible conflict with PDW*)

Mary Uhl-Bien, University of Nebraska-Lincoln (*maybe/possible conflict with PDW*)

Saturday, August 4, 8:00 a.m.-5:30 p.m.

Continental Breakfast (8:00-8:30 a.m.)

Session 2: Research and Publishing (8:30-10:00 a.m.)

Jason Colquitt, U. of Georgia, *Academy of Management Journal* (lead speaker)

Fred Morgeson, Michigan State University, *Personnel Psychology* (lead speaker + round table)

Round Tables:

Mo Wang (JAP)

Quinetta Roberson (JAP)

Ray Sparrowe (AMJ)

Ben Tepper (AMJ)

Kevin Corley (AMJ)

Suzanne Masterson (JOB)

Karl Aquino (JOM)

Michelle Duffy (JOM)

Craig Wallace (JOM)

Xiao-Ping Chen (OBHDP)

Doug Brown (OBHDP)

Jose Cortina (Org Research Methods)

Linn Van Dyne (OBHDP)

Stuart Bunderson (Org Science, *maybe/possible conflict with PDW*)

Break (10:00-10:15 a.m.)

Session 3. Effective Teaching & Supervision (10:15-11:45 a.m.)

Ron Piccolo, Rollins College (lead speaker + roundtable)

Marcie LePine, Arizona State University (online teaching)

Suzanne Peterson, Arizona State University

Mike Crant, University of Notre Dame

Ashleigh Rosette, Duke University (online teaching)

Michael Wesson, Texas A&M

Tim Baldwin, Indiana University

Abbie Shipp, Texas A & M

Amir Erez, University of Florida

Christine Shalley, Georgia Tech

Elaine Hollensbe, University of Cincinnati (maybe, call on if needed)

Lunch (11:45 a.m.-1:15 p.m.)

Session 4: Work-Life Balance Panel (1:15-2:15 p.m.)

Kenneth G. Brown, University of Iowa (lead speaker + panel)

Amy Kristof-Brown, University of Iowa (lead speaker + panel)

Panel:

Scott DeRue, University of Michigan

Brent Scott, Michigan State University

Ellen Kossek, Michigan State University (work-life boundary management styles)

Break 2:15 – 2:45

Special Topics (2:45-3:45 p.m.)

Ronit Kark, Bar-Ilan University (international research collaborations)

Steffanie Wilk, Ohio State University

Elizabeth Umphress, Texas A&M

Berrin Erdogan, Portland State

Karen Jansen, University of Virginia

Theresa Glomb, University of Minnesota

Deidra Schleicher, Purdue University

Bart Jong, VU U. Amsterdam

Marie Mitchell, U. of Georgia

Michael Frese, National University of Singapore

Amir Erez, University of Florida (if needed)

Jackie Coyle-Shapiro, London School of Economics (if available)

Break (3:45-4:00 p.m.)

Ethics Workshop by AoM (4:00-5:00 p.m.)

Matthew Allen, Babson College to provide names

Concluding Comments/Evaluations (5:00-5:30 p.m.)

Elizabeth W. Morrison, New York University, OB Division Chair

Cheri Ostroff, Incoming OB Division Chair

Saturday, August 4, 6:00 p.m.-7:00 p.m. Joint HR/OB Welcome reception

AoM ORGANIZATIONAL BEHAVIOR DOCTORAL CONSORTIUM

AUGUST 3-4, 2011

The 2012 OB Doctoral Consortium will be held on August 3 and 4 as part of pre-conference program at the Academy of Management meeting in Boston.

The consortium includes an interesting and energetic mix of presentations, discussions, and interactive sessions designed to launch doctoral students into their academic careers. The consortium will begin on Friday afternoon, and will continue throughout the day on Saturday. The program will include faculty presentations and roundtable sessions on topics such as crafting the right academic job, succeeding at research and publishing, preparing for effective teaching, and managing work-life balance, as well as other related topics.

NEW!!! OB is the biggest division in the academy and in the past few years, we have received more applications that we can accommodate. To keep the faculty-participant ratio to an optimal size, the number of participants will be limited. ***In 2012, we will be accepting only 1 student per program.***

Applicants must meet the following criteria.

1. Be nominated by the program/dept. Only one application per program will be accepted (e.g., one from management, one from industrial relations, and/or one from I/O Psychology)
2. Endorsed by the advisor.
3. *Preference is given to those who have made the most progress toward completing their Ph.D. program but have not yet defended their dissertation.* This consortium is for advanced OB students, who will be applying for jobs in the fall of 2012 (to start fall 2013).

The deadline for receipt of nominations and supporting materials is Friday, May 18, 2012; 5 PM Eastern Standard Time (New York City).

Schools are encouraged to nominate students in their final year of studies who are working on their dissertation research and entering the job market (e.g., in the US, students would typically be entering their fifth year having defended their dissertation proposal; International students would be writing up their findings and defending their thesis in the near future). For students not at this stage, there is an Academy-sponsored, all-day doctoral consortium for new students (the New Doctoral Student Consortium) as well as a new 4-hour “halfway there” doctoral consortium sponsored by the OB Division for students at earlier stages in their programs. There are also consortia offered by related divisions, such as the HR division. Please note that the consortium is not open to those who have already completed their Ph.D. degree; new faculty will find the Junior Faculty Consortium more appropriate for their interests.

The consortium begins on Friday, August 3rd at 4:00 p.m. and will continue with a full day (8:00 a.m.-5:30 p.m.) on Saturday, August 4th. Participants are expected to attend all of the consortium sessions.

The Organizational Behavior Doctoral Consortium (OBDC) is designed for students who are in the final year of their doctoral program (i.e., students who are currently on the job market and who have made significant progress on their dissertation/thesis research). We strongly encourage students who are at an earlier stage in their doctoral studies to consider the New Doctoral Student Consortium (for students just beginning or completing their first year) or the Organizational Behavior Division's "Halfway There" Doctoral Consortium (for students completing coursework and just starting their dissertation/thesis research). Students in related fields, such as HR are encouraged to consider doctoral consortia in those areas as well. Priority for OB doctoral consortium will be given to students who have made the most progress toward completing their Ph.D. program but have not yet defended their dissertation.

Nominee Information

Student Name: _____

Email: _____

Telephone: _____

Address: _____

University/Program/Dept: _____

Dissertation Title: _____

Dissertation Chair: _____

Nomination Requirements: A completed nomination will include three documents:

1. The completed, two page nomination form.
2. The nominee's one page CV/bio.
3. The nominee's one page dissertation summary (title and abstract is fine).

The completed nomination should be submitted by the nominating department/school, **via email**, to:
Joyce Bono, joyce.bono@ufl.edu

Application deadline: **Friday, May 18, 2012**

This page must be completed by the student's advisor or program chair.

Student name: _____

Please report on the student's progress:

Completed coursework?

No _____ Yes _____ NA _____ Date (if yes) _____

Passed comprehensive exam?

No _____ Yes _____ NA _____ Date (if yes) _____

Defended dissertation/thesis proposal?

No _____ Yes _____ NA _____ Date (if yes) _____

Anticipated date for proposal defense (if no) _____

Collected dissertation/thesis data?

No _____ Yes _____ Date (if yes) _____

On the job market this year (2012-13, seeking job starting in 2013)?

No _____ Yes _____

Likely date for final dissertation defense? _____

Please provide a short paragraph in support of this student's nomination for the OBDC:

Nominator Name: _____

Email: _____

Phone: _____

<p style="text-align: center;">C4. Junior Faculty Workshop Michele Williams and Deanne Den Hartog</p>

The Junior Faculty Workshop is scheduled to take place on Friday evening August 3rd (5pm to 9:30pm) and Saturday, August 4th (8am to 5:30pm) followed by the joint HR/OB reception from 6:00-7:30pm. A draft of the schedule is included below with a list of Faculty Fellows. Please understand that this schedule is a draft and the timing of the events may be modified slightly between now and the actual workshop.

The participants' time commitment for the workshop begins Friday evening around 5pm and ends Saturday around 5:30pm. The Faculty Fellows' time commitment for the workshop begins Friday evening around 6pm and ends around 2:10pm on Saturday (they do not need to attend the editor session or the network/feedback session on Saturday).

As you'll see, the schedule closely aligns with last year's plan because it worked so well in 2011. The most significant changes are (1) expanding time for the round table discussions with the editors and (2) including time for participants to reflect on and articulate their "research identity."

Participant Networking. The JFW will begin with an icebreaker on Friday from 5-6pm for the participants only. Additional time for networking is also scheduled at the end of the day on Saturday from 4:30-5:30pm.

Welcome Reception/Introductions. The Faculty Fellows will join the participants on Friday around 6pm for a reception and introductions. Elizabeth and Cheri will join us at this time as well, and the dinner/workshop will follow.

Faculty Fellow Numbers. We have twelve faculty fellows lined up this year instead of ten. This is in anticipation of last minute conflicts such as those that have arose for one to two fellows in each of the past two years.

Faculty Panel. Last year, we eliminated the formal presentations in favor of a panel format, which worked well. This worked well. The three panels covered three topics: Conducting High Impact Research, Having Impact as a Teacher and Mentor, and Surviving the Tenure Process and Work-Life Balance. We will have the same three panels this year. Faculty Fellows will each be provided with a lead off question to start the panel. The questions are based on last year's panel discussion and were developed through a survey of last year's participants. We recommend surveys of participants every 2-3 years to keep these questions current.

Editor Round Tables. We have lined up associate editors from *AMJ*, *AMR*, *ASQ*, *JOB*, *JOM*, *OBHDP*, and *Organization Science* to host round table discussions. Over a 2 hour period, participants will have the chance to meet with an editor from three different journals. 2 editors will jump start each round table session by serving as a mini-panel and providing insight on a pre-selected question.

Total Number of Participants, Cost, and Selection criteria. We will seek 40 participants at \$150 each. The workshop fee was \$150 in 2011, \$150 in 2010, \$75 in 2009 and \$150 in 2008. Enrollment was 41 in 2011, 38 in 2010 and 2009, and 35 in 2008. The selection criteria have been discussed over the years. The target audience is participants with at least one year of experience as assistant professors and a maximum of five years out, aiming for a mix of domestic and international scholars.

Discussion Point: Can we increase size, given how much the division has grown?

<p style="text-align: center;">DRAFT Junior Faculty Workshop 2012</p>

Organizers:

Michele Williams, Cornell University
Deanne Den Hartog, Amsterdam Business School

Faculty Fellows:

Deborah Ancona, Massachusetts Institute of Technology
Sigal Barsade, University of Pennsylvania
Gilad Chen, University of Maryland
Kim Elsbach, University of California-Davis
Robin Ely, Harvard University
Miriam Erez, Technion
Herminia Ibarra, INSEAD
Karen Jehn, Melbourne Business School
Barbara Lawrence, University of California-Los Angeles
Sim Sitkin, Duke University
Sabine Sonnentag, University of Konstanz
Barry Staw, University of California-Berkeley

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

5:00-6:30pm	<i>Welcome, Introductions, Icebreaker</i> <ul style="list-style-type: none">• Participants arrive at 5pm, participate in an icebreaker until 6pm, and then join the reception/introductions.• Faculty Fellows arrive at 6pm for a reception and introductions.
6:30-7:30pm	<i>Dinner (and research identity)</i>
7:30-9:30pm	<i>Conducting High Impact Research</i> Panel Q&A with 4 Faculty Fellows (7:30-8:45pm) Round Table Discussions (8:45-9:30pm)

Saturday, August 6, 8:00am-5:00pm (Room details)

8:00-8:30am	<i>Breakfast</i>
8:30-9:30am	<i>Research Group Discussion I (and research identity)</i>
9:30-10:45am	<i>Having Impact as a Teacher and Mentor</i>
	Panel Q&A with 3 Faculty Fellows (9:30-10:15am)
	Round Table Discussions (10:15-10:45am)
10:45-11:00am	<i>Break</i>
11:00am-12pm	<i>Research Group Discussion II (and research identity)</i>
12:00-12:45pm	<i>Lunch</i>
12:45-2:10pm	<i>Surviving the Tenure Process and Work-Life Balance</i>
	Panel Q&A with 3 Faculty Fellows (12:45-1:30pm)
	Round Table Discussions (1:30-2:10pm)
2:10-2:30pm	<i>Break</i>
2:30-4:30pm	<i>Editor Roundtables</i>
	Rotations at 3pm and 3:30pm
4:30- 5:30pm	<i>Networking and Feedback</i>
6:00-7:30pm	<i>Evening Reception for OB and HR Doctoral and Junior Faculty Consortia</i>

C6. Catering
Laura Erskine

The catering activities will be take place Friday, August 3 through Tuesday, August 7. Based upon the 2011 Conference, the main events that involve catering and/or audio/visual needs include:

- Junior Faculty Workshop (dinner, breakfast, AM break, lunch, PM break)
- OB Doctoral Consortium (apps, flip charts, breakfast, AM break, lunch, PM break)
- The Productivity Process (breakfast, flip charts)
- OB Teaching Incubator / Networking and Research Forum (PM break)
- Halfway There But Now What (PM break)
- Second Life (Internet Access)
- Creativity Research PDW (flipcharts)
- OB/HR Joint Reception (apps, cash bar)
- Network of Leadership Scholars (apps, cash bar)
- OB Reception (apps, cash bar)
- Lifetime Achievement Award (lavaliere microphone)
- Making Connections Coffee (AM break)
- Any new events that are added in 2012

Topics to discuss at the mid-year meeting include:

- Review last year's events and discuss what to keep/change/lose in terms of catering and audio/visual needs
- Catering budget – no increase from 2010 to 2011 at mid-year meeting but had to be increased 5% during ordering process
- Chocolates
- Napkins, banner?
- Drink tickets

Sat. Aug. 7 3:15-4:45pm	Standard	Networking & Research Forum	Coffee, juice, soft drinks, cookies
Sat. Aug. 7 9-1pm	Standard	Half-Way There	Boxed lunch, soft drinks
Sat. Aug. 7 5:30-6:30pm	1 wired handheld microphone	OB/HRM Joint Reception	Hor d'oerves; cash bar; Costs split with HR
Sun. Aug. 8 5-6pm	None	Network of Leadership Scholars	Hor d'oeuvres; cash bar
Mon. Aug. 9 10-11am	None	Thank you Coffee	Coffee, cookies, pastries
Mon. Aug. 9 6:30-8:30pm	1 wired handheld mic; 1 XGA LCD projector, 1 7-8' screen; 1 projector stand w/power cord VGA switcher	OB Reception	Hor d'oeuvres; cash bar; servers
Tues. Aug. 10 9-10am	Standard	Lifetime Achievement Award	No catering
Tues. Aug. 10 10:10-11:10am	None	Making Connections Coffee	Coffee, cookies, pastries

D. Financial Report
Brian McNatt

ORGANIZATIONAL BEHAVIOR DIVISION
Allocation, Revenue, & Expense Trends

	2004	2005	2006	2007	2008	2009	2010	2011	2012
REVENUE	**								
RESERVE BALANCE FORWARD	\$12,674.51	\$10,961.82	\$11,062.68	\$16,449.22	\$32,377.24	\$49,293.11	\$49,179.48	\$48,956.76	\$49,480.89
DIVISION ALLOCATION	38,075.00	41,324.00	45,068.00	47,327.00	49,730.00	52,412.00	53,969.00	55,985.00	69,206.00
TOTAL OPERATING FUNDS	\$50,749.51	\$52,285.82	\$56,130.68	\$63,776.22	\$82,107.24	\$101,705.11	\$103,148.48	\$104,941.76	\$118,686.89
OTHER REVENUE									
SPONSORHIPS			2,500.00	14,000.00	18,000.00	14,100.00	10,810.06	7,000.00	
JFW FEES			3,350.00	2,625.00	5,400.00	2,850.00	5,400.00	6,300.00	
MISC			1,981.69	2,865.06	900.00				
TOTAL OTHER REVENUE	4,170.76	3,572.64	7,831.69	19,490.06	24,300.00	16,950.00	16,210.06	13,300.00	
TOTAL FUNDS AVAILABLE	54,920.27	55,858.46	63,962.37	83,266.28	106,407.24	118,655.11	119,358.54	118,241.76	
EXPENSE									
ACADEMY CONF - CATERING		26,063.96	28,150.19	30,991.16	38,085.23	48,287.05	47,218.93	49,222.47	
ACADEMY CONF - AWARDS					3,267.36	3,250.84	7,460.60	5,794.50	
ACADEMY CONF - OTHER					3,062.00	2,456.15	2,695.47	2,935.40	
MID-YEAR EC MEETING					11,728.59	14,681.68	13,143.78	9,499.00	
COMMUNICATION					1,772.34	1,049.91	883.00	1,309.50	
MISC					198.61	750.00	0.00		
TOTAL EXPENSE	(43,958.45)	(44,795.78)	(48,013.15)	(51,389.04)	(58,114.13)	(70,475.63)	(71,401.78)	(68,760.87)	
Endowment Adjustment*			500.00	500.00	1,000.00	1,000.00	1,000.00		
NET FUNDS	\$10,961.82	\$11,062.68	\$16,449.22	\$32,377.24	\$49,293.11	\$49,179.48	\$48,956.76	\$49,480.89	

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ENDOWMENT FUND BALANCE	\$33,554	\$34,458	\$34,128	\$33,459	\$33,189	\$32,833
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* The lifetime achievement award check comes from the OB Endowment fund. In those years when it is initially paid from the operating funds an adjustment is made to "replenish" the operating acct.

** The Academy posted \$2,886.98 of 2011 transactions in 2010. Thus, their '10 & '11 balances and transactions mounts are different than these Finan. Statements. 2011 end bal. is same.

Academy Allocation:

Membership	5,768	5,941	6,165	6,246
\$ per member	\$9.00	\$9.00	\$9.00	\$11.00
	51,912.00	53,469.00	55,485.00	68,706.00
Plus lump sum	500.00	500.00	500.00	500.00
TOTAL ALLOCATION	\$52,412.00	\$53,969.00	\$55,985.00	\$69,206.00

2011 REVENUE AND EXPENSE DETAIL

Event / Description	2008	2009	2010	2011
REVENUE				
Reserve Balance Forward	32,377.24	49,293.11	49,179.48	48,956.76
Academy Allocation	49,730.00	52,412.00	53,969.00	55,985.00
	82,107.24	101,705.11	103,148.48	104,941.76
Other Revenue				
Academy Conference Sponsorships				
JOB: Doctoral Consortium	10,000.00	10,000.00	5,000.00	5,000.00
Elsevier: Leadership Reception	2,000.00	2,000.00	2,000.00	2,000.00
Univ. of Nebraska: Ldrshp Reception			1,310.06	
Wiley: OB/HR Reception	5,000.00	2,100.00	2,500.00	
JOM & PSU: Connect Coffee Break	1,000.00			
Jr. Faculty Workshop Registration Fees	5,400.00	2,850.00	5,400.00	6,300.00
Misc	900.00			
Total Other Revenue	24,300.00	16,950.00	16,210.06	13,300.00
TOTAL FUNDS AVAILABLE	106,407.24	118,655.11	119,358.54	118,241.76
EXPENSES				
Academy Conference				
Catering				
Jr. Faculty Workshop	3,736.77	5,017.47	4,106.10	4,762.88
Ph.D Student Consortium	4,028.99	7,177.17	5,651.12	6,207.13
Jr. Faculty Workshop	4,435.85	5,169.69	4,236.02	4,481.40
OB/HR/CM Half-way Workshop		4,630.71	4,421.53	
Meals	12,201.61	21,995.04	18,414.77	15,451.41
Jr. Faculty Workshop	1,077.14			
Leadership Reception	2,053.99	1,954.15	3,310.06	1,830.00
OB Award Celebration	11,410.73	11,379.87	13,585.85	17,258.00
OB/HR Member Reception	1,790.97	3,422.78	3,800.00	3,818.44
Ph.D Student Consortium	3,465.89	4,391.86	3,864.27	4,423.72
Ph.D Student Consortium	1,077.14			
Hor'devours	20,875.85	21,148.66	24,560.18	27,330.16
OB/HR/OMT Jrnl Editor's Panel	90.51	602.81		
Making Connections Brk	1,035.87	1,691.44	702.25	793.00
OB Thank-you coffee	953.05	640.56	428.37	
New Member Network	687.88	571.91	533.18	
OB/HR/CM Half-way Workshop				1,323.90
OB Symposiums				2,257.00
Snacks	2,767.31	3,506.72	1,663.80	4,373.90
OB Lifetime Achievement session		90.00	193.20	235.00
Ph.D Student Consortium	74.62	280.00	192.50	385.00
OB Sessions			854.51	760.00
OB Award Celebration	60.78	90.00		
Jr. Faculty Workshop		90.00		
OB/HR/OMT Jrnl Editor's Panel	150.00			
AV	285.40	550.00	1,240.21	1,380.00

OB Division Mid-Year Meeting, Feb 3-5 2012

Chocolates & OB Napkins	1,880.06	1,086.63	1,161.84	647.00
Shipping & Storage	75.00		178.13	40.00
Misc	1,955.06	1,086.63	1,339.97	687.00
Total Catering	38,085.23	48,287.05	47,218.93	49,222.47
Awards				
Award Checks	2,500.00	2,500.00	6,500.00	4,500.00
Plaques	767.36	750.84	960.60	1,294.50
Total Awards	3,267.36	3,250.84	7,460.60	5,794.50
Other				
Exec Committee Dinner	1,700.00	1,012.37	1,017.10	1,140.28
Faculty Gifts: JFW, DSC	110.00	135.00	347.58	
Academy Conf. Gifts (from OB Pres.)	113.85	113.85		100.61
Materials: JFW, DSC			131.17	
New Doct. Studnt Consort Pledge	1,000.00	1,000.00	1,000.00	1,250.00
Exec. Comm. OB Polo Shirts	217.08	194.93	199.62	444.51
OB Award Celebration Marketing	75.00			
Make Connect Comm. Banner	177.00			
Awards adjustment	-132.32			
Total Other Academy Expenses	3,260.61	2,456.15	2,695.47	2,935.40
Total Academy Conference Expenses	44,613.20	53,994.04	57,375.00	57,952.37
Mid-Year EC Meetings		<i>Mesa, AZ</i>	<i>Vancouver, BC</i>	<i>Pittsburg, PA</i>
Airfare	3,570.93	4,427.49	5,104.52	2,344.34
Parking	29.25	224.25	148.00	73.50
Shuttle	421.50	1,018.69	521.34	824.86
Meals	71.35	29.51	24.31	74.72
Travel	4,093.03	5,699.94	5,798.17	3,317.42
Accomodations	5,123.31	5,345.28	3,409.25	2,949.13
Restaurant Meals	1,135.53	2,238.19	1,484.21	1,890.04
Catering	759.49	866.60	2,452.15	862.41
Meeting Meals & Snacks	1,895.02	3,104.79	3,936.36	2,752.45
Audio / Visual	60.00	32.39		32.00
Meeting Room	557.23	499.28		448.00
Other Costs	617.23	531.67	0.00	480.00
Total Mid-Year EC Meeting Expenses	11,728.59	14,681.68	13,143.78	9,499.00
Communication				
Constant contact annual subscription	812.81	765.00	765.00	930.50

OB Division Mid-Year Meeting, Feb 3-5 2012

Conference call	414.41	284.91		
New OB logo design				379.00
OB Website domain fee (9-year)			118.00	
OB Web (Podcast)	545.12			
Total Communication	1,772.34	1,049.91	883.00	1,309.50
Miscellaneous				
Sponsorship of 2010 IO/OB Conf.		750.00		
TOTAL EXPENSES	58,114.13	70,475.63	71,401.78	68,760.87

Annual Catering Costs for OB Academy Events

Event	2005	2006	2007	2008	2009	2010	2011
OB Doctoral Student Consortium & Reception	\$3,796.32	\$4,990.74	\$5,473.81	\$8,646.64	\$11,849.03	\$9,707.89	\$11,015.85
Half-way There Consortium					4,630.71	4,421.53	1,323.90
OB Jr. Faculty Workshop	3,583.24	5,947.65	?	9,249.76	10,277.16	8,342.13	9,244.28
Symposiums			633.87				2,257.00
OB/HR Member Reception	9,280.37	5,396.20	6,275.55	1,790.97	3,422.78	3,800.00	3,818.44
OB Division Awards Celebration	9,404.03	10,965.85	12,133.80	11,410.73	11,469.87	13,585.85	17,945.00
Joint OB/HR/OMT Jrnl Editor's Panel				240.51	602.82		
OB New Member Networking & Research				687.88	571.91	533.18	
OB Thank-you Coffee		849.85	988.68	953.05	640.56	428.37	
OB Making Connections Coffee Break			1,087.66	1,035.87	1,691.44	702.25	793.00
Leadership Reception				2,053.99	1,954.15	3,310.06	1,830.00
Special Items & Shipping (banner, chocolates, napkins)			4,397.79	1,955.06	1,086.63	1,339.97	
Misc AV				60.78	90.00	1,047.71	995.00
Total Costs	\$26,063.96	\$28,150.29	\$30,991.16	\$38,085.24	\$48,287.06	\$47,218.94	\$49,222.47
less Revenue: sponsorship, ldrship reimburse, and participant fees				23,400.00 *	16,950.00	16,060.06	13,150.00
Net Costs				14,685.24	31,337.06	31,158.88	36,072.47

* Note: In 2008 OB received all Wiley sponsorship for OB/HR reception, so 2008 revenue reflects \$2,500 that would not be recurring.

OB DIVISION ACADEMY CATERING COSTS

San Antonio, TX -- 2011

Day	Time	Session Title	Items Purchased	Estimated Attend.	Estimated		Catering Costs	A/V Costs	Actual		Total Event Costs	Diff between Est & Act
									Caterin g Costs	A/V Costs	Total Costs	
		OB Doctoral Student Consortium										
Fri	4:00 - 7:00pm	OB Doctoral Student Reception	Hor'devours	80		5,321.35			4,423.72		4,423.72	
Sat	8 am - 5:30 pm	OB Doctoral Student Consortium	Cntl Brkfst, Lunch, Snacks	80		6,641.79	278.42		6,207.13	385.00	6,592.13	11,015.85
		<i>JOB Sponsorship Revenue</i>										-5,000.00
		Net Cost										6,015.85
		OB Jr. Faculty Workshop										
Fri	5:00 - 9:30pm	OB JFW	Dinner	52		5,206.59			4,762.88		4,762.88	
Sat	8 am - 5 pm	OB JFW	Cntl Brkfst, Lunch, Snacks	52		4,062.90			4,481.40		4,481.40	9,244.28
		<i>Participant Revenue (\$150 * 41 participants)</i>										-6,150.00
		Net Cost										3,094.28
Fri	12:15-4:15pm	OB/HR/CAR/CM Half-way There Workshop (1)	Snacks & Drinks	150		1,253.17			1,323.90		1,323.90	1,323.90
Sat	5:30 - 7:00pm	OB/HR Member Welcome Reception (2)	Hor'devours	300		5,936.06			4,884.57		4,884.57	
			Drink Ticks (OB)	50		428.72			428.72		428.72	
			Drink Ticks (HR)	150		1,286.15			1,286.15		1,286.15	
		<i>HR portion (30% of food)</i>				7,650.93			6,599.44		6,599.44	-2,781.00
		OB Cost										3,818.44
		<i>Wiley Sponsorship (none in '11; \$5K previously)</i>										0.00
		Net Cost										3,818.44
Sun	5:00 - 6:00pm	Leadership Reception	Hor'devours	100		1,978.69			1,830.00		1,830.00	1,830.00

OB Division Mid-Year Meeting, Feb 3-5 2012

		Elsevier Sponsorship									-2,000.00	
		Net Cost									-170.00	
		OB Division Awards Celebration										
Mon	6:30 - 8:30pm	OB Division Awards Celebration & Social	Hor'devours	250	14,114.64		17,258.00		17,258.00			
		Chocolates for several OB events	Chocolates				647.00		647.00			
		Extra hotel package holding fees					40.00		40.00		17,945.00	
Tues	10:10 - 11:10am	OB Making Connections Coffee Break	Coffee & Snacks	100	857.43		793.00		793.00		793.00	
		JOM / PSU Sponsorship (none in '09 - '11)									0.00	
		Net Cost									793.00	
Fri	8:00 - 12:00pm	Symposium: The Productivity Process	Coffee & Snacks	150	1,187.21	320.05	1,098.00	635.00	1,733.00			
Sat		Symposium: Understanding Scholarly Impact						125.00	125.00			
Sat	1:00 - 3:00 pm	Symposium: OB Teaching Incubator	Coffee & Snacks	125	1,253.17		1,159.00		1,159.00		3,017.00	
Tues	9:00 - 10:10 am	Lifetime Achievement Award Adress	A / V	100		259.50		235.00	235.00		235.00	
		TOTAL COSTS			49,527.87	857.97	47,842.47	1,380.00	49,222.47		49,222.47	
		REVENUE: sponsorship and participant fees									-13,150.00	
		NET COSTS									36,072.47	

OB DIVISION ACADEMY CATERING COST EXPLANATIONS

(1) As the major sponsor of this event, we paid entire bill.

(2) In previous years OB/HR event expenses were split 50/50. In '10 we paid 75% and in '11 we paid 70%

(A) We ordered more Hor'devours on site to make sure we had enough food

(B) We paid \$315 extra to get a wireless microphone

NDSC CONTRIBUTIONS

Division	Membership	Actual 2011 pledge	2012 pledge request	cost/ member	increase
Management Education & Development	1794	4750	4750	2.65	
Managerial & Organizational Cognition	1126	500	550	0.49	
Research Methods	2293	1000	1050	0.46	
Organizational Comm. & Info. Systems	856	325	375	0.44	
Conflict Management	782	175	225	0.29	
Management History	400	50	100	0.25	
Organization Development & Change	2442	500	550	0.23	
Organizational Behavior	5912	1250	1300	0.22	4%
Gender and Diversity in Organizations	1139	175	225	0.2	
Health Care Management	788	100	150	0.19	
Technology & Innovation Management	2362	300	350	0.15	
Organization & Management Theory	3788	475	525	0.14	
Business Policy & Strategy	4872	600	650	0.13	
Human Resources	3432	350	400	0.12	
Social Issues in Management	1511	100	150	0.1	
Careers	656	0	50	0.08	
Operations Management	624	0	50	0.08	
Mgmt - Spirituality & Religion	657	0	50	0.08	
Critical Management Studies	704	0	50	0.07	
Organizations & the Natural Environment	726	0	50	0.07	
Public & Nonprofit Division	814	0	50	0.06	
International Management	2754	100	150	0.05	
Entrepreneurship	2552	0	100	0.04	
Management Consulting	1273	0	50	0.04	
		10,350	11,950		16%