

<p style="text-align: center;">Agenda: OB Division Executive Committee Midyear Meeting Washington, DC Jan 25-26, 2013</p>
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A. Welcome and Brief Updates

1. Welcome to Teresa Rothausen-Vange who is taking over for Brian as the OB Treasurer
2. Linkages (see A1)
 - a. Army link to podcasts on OBWeb
Will provide links to our podcasts on a secure military website for Army leaders
 - b. Sponsor for Israel Organizational Behavior Conference (IOBC)
As we did 2 years ago, OB will sponsor IOBC. We allow use of our logo to acknowledge support
3. AOM Teaching Conference
 - a. Held Sunday with receptions Sat and Sun 6-7. 72 submissions from 16 countries
4. Membership, Submission and Reviewer Trends (see A3)
Observations:
 - Trend of increasing membership
 - Trend of decreasing ratio of reviewers per submission
5. Podcasts on itunes.
Great set of videos, thanks to Richard! -- new ones posted on the OB website

B. Division Issues

1. Award and Event Sponsorships (see B1)
 - a. Updates and Ideas
 - Last year, focus for new sponsors was publishers. This year focus was on organizations and consulting firms.
 - We have a new sponsor (Mercer Workforce Sciences Institute) for Outstanding Practical Implications for Management Award – it is a 2 year commitment with intention to continue after reviewing;
 - b. Add Sponsorship button on OBweb to list our sponsors as another way to acknowledge them.
2. Award amounts – Inconsistencies
 - Discussion about inconsistencies in award amounts.
 - **Decision:** All conference paper awards will be \$500 starting this year. Cummings award, through endowment, will remain at \$1000. LAA (currently sponsored by division) will be \$2000.
3. Award Ceremony and Events

- a. No longer a joint reception with HR on Saturday.
 - b. OB Award Ceremony/Reception - Change to Saturday 6-8 pm.
 - c. No reception Monday now due to the increasing number of school receptions and other events.
 - d. Discussion about adding another event Sunday afternoon or Monday such as an afternoon chocolate bar. EC discussed what need for members we would be trying to satisfy by adding another event. Decided to just hold Saturday evening event and Tues coffee due to tightly packed schedule of sessions.
 - e. Discussion of a Sunday “meet the exec committee” session. Last year, we held an hour session for new members only to talk to EC members. While it was worthwhile, a large percentage of time was spent on explaining the basics of the division and the field.
 - f. Coffee Tues
Lower attendance last year, likely due to room location. Coffee will follow LAA address and take place during last part of plenary time so attendance this year should be high. Discussed ways to increase member involvement and excitement about the coffee.
 - g. Plenary session (blocked time on program when no other sessions will be held) – currently LAA address Tues morning
This should increase attendance since no other OB sessions will be scheduled
Need to work with AOM about appropriate start time (9 or 9:30) depending on regular sessions times
 - Laura will review catering options once we know the conference hotel, and try to make it more special or thematic in some way.
4. New Doctoral Student Consortium
 - a. Need rep
 - Ask someone from the MCC
 - b. Support. We provided \$1300 last year but no request yet this year. We are willing to continue support.
 5. Volunteers
 - a. Chair-Elect will maintain database of people who contact EC members to volunteer
 - b. Formal way to volunteer through OBweb
 - Discussed multiple ideas. Chair elect maintains a database of those who want to volunteer and have a link on OBWeb with listing of what type of activities in OB would like to get involved. Things we could use volunteers for like attending the helping with doctoral consortium, AOM hospitality suite, AOM new member session, MCC or IC. Should we list volunteer opportunities on the web site? Should we list place for members to provide feedback on things the OB Division should be doing?

- Had several new members indicate they wanted to volunteer for division at AOM new member session. Cheri followed up, 2 people aren't attending and the rest didn't respond to the follow up.
 - **Decision:** Add a button on the OBWeb committees that indicates possible volunteer opportunities (hospitality suite, participating on the MCC site, reviewing for AOM). Those who want to volunteer should email Chair-Elect indicating their interests and if planning to attend AOM. Also include information about the new member OB PDWs (basics of OB, new member research forum).
6. Making Connections Committee (see B6)
- a. Highly effective committee. Develop great set of PDWs and other events such as junior faculty dinner.
 - b. New PDW, basics of OB
Joyce needs to schedule prior to new member research forum
 - c. Making use of volunteers.
Can provide list to MCC and MCC could have them help staff AOM hospitality suite
 - d. Size of committee
 - Size of committee is large with 20 members. At present, it works well. Discussion on how we often forward volunteers to MCC and have them figure out what to do with volunteers. Discussion that we also forward new ideas to MCC to develop. MCC currently does quite a lot.
 - **Decision:** be aware of not overburdening the MCC. No significant adjustments to the committee at this point.
7. International Committee
- Will follow up since don't have committee report as of yet. Will email EC once have report.
 - Discussed a PDW on international issues to be put together by this committee

C. Financial Report

- Division doing well financially; spending our allocation every year. But reserves are building and so need to be mindful of this.
- Expenses holding steady
- Be mindful of catering costs and needs

D. Budget Issues and Possible New Initiatives

- a. AOM is moving to use it or lose it. We have a large reserve 60k. AOM increased from \$9-11 per/member in 2012, giving us approx. 12k more a year. In past years, expenses were approx equal to allocation plus contributions so we are increasing our reserve a bit.

- We will need to spend several thousand dollars for equipment for social media committee (discussed below).
 - Discussion on how to best use a target of approx. 10-15K of the reserves. Ideas included putting some of the reserves aside to put into a scholarship fund, e.g., those who want to attend the doctoral consortium but otherwise cannot afford to do so; or a research grant program. Discussed whether to expand to faculty as well or just keep it to PhD students? When and how to implement? Need to contact AOM to see if this is possible as rules imply that it isn't.
 - Given AOM's international conferences (Africa last year, Vietnam in 2 years), discussed possibility of sponsoring a scholar from that area of the world, a year after the local conference. Again, need to contact AOM about this to determine rules.
 - **Decision:** We need more information. **Action:** *Cheri* will contact AOM, get more information and get back to EC.
- b. Book series
- Discussed possibility of developing an OB Insights Book series OB. We would need to have a committee to identify topics and authors, and a senior person with a visible name to serve as editor. Books could come from PDWs in addition to solicitations from the committee. Pros: possible money maker for OB, would help provide coherence to the field. Cons: Implementation, workload of EC already high, valued added given the number of OB books. AOM rules indicate that division can't engage in activities that bring in money. It might be possible that we arrange with the publisher to sponsor an award or event. **Action:** *Cheri* will explore.
- c. Enhancing science-practitioner links
- Discussed strategies for how to accomplish, including a book in the OB series if we go that route; establishing a regular PDW(s) on scientist-practitioner linkages (e.g., how to frame my research so it is accessible to organizations and researchers, other topics); some forum for connecting companies to potential researchers; model for solicitations on special topics.
 - Acknowledged that building these links will be slow and will need to be developed over time. Someone to champion ideas in this area will be needed.
 - **Decision:** We have 2 science-practitioner PDWs this year. Next year, PDW chair look into creating a science-practitioner PDW that would be sponsored by OB division. Continue to discuss more ways to enhance links at each meeting.
 - **Action:** This year there is a PDW on Research in Practice. *Joyce or Amy* should show up beginning or end and ask if interested in continuing to develop PDW that OB would formal sponsor.
- d. Research Mentor
- Discussed possibility of a senior member volunteers to read and give feedback on paper or proposal for those who don't have strong advisors or faculty in program. Would be difficult given how busy senior faculty are and many already mentor several students. Point was made that we have mechanisms at the conference for this, through discussion paper sessions, junior faculty consortium, and opportunities to

connect with scholars at doctoral consortium, new member research forum, and building microcommunities.

- **Decision:** No additional formal program will be added at this time.

e. Alternate Careers and Content for people not in Research I universities.

- Discussion on how to add content to the program for those who are not in research I universities, i.e., those primarily in teaching universities, in more balanced teaching-research schools, who balance research and consulting, etc. One idea is to incorporate to some degree in ideas on the OB Doctoral Consortium and Junior Faculty Workshop. Another idea discussed was to add a PDW if have hours left that covers the alternative careers but in needs to be carefully crafted, such as e.g., Exploring a Range of Academic Careers in OB.
- **Decision:** DC and JFW coordinators will try to include next year for roundtable topic or other means.

E. Slate for Division Officers

1. Representatives at Large
2. Division Chair

F. Activity Reports/Updates (see F1 –F7)

1. PDWs

- a. Those submitted are good. Accept all to use our hours (AOM is moving toward use it or lose it)
- b. MCC continues to submit superb PDWs
- c. Food requests from submitters
Decision: We will follow rules we established a few years ago and provide food only for OB sponsored PDWs that are 4 or more hours. .
- d. Coordination issues
Network of leadership scholars needs more PDW hours. .

2. Program

- a. Program highlights and problems – submissions down slightly from last year
- b. New structure (with committee members) and workload
So far, it's working well
- c. Getting Reviewers
 - It is critical that we have a large pool of reviewers each year. Not only because of the large number of submissions, and the need for extra reviewers due to declines, it is also critical that we have a buffer in order for the TIM reviewer matching system to work. We discussed how to increase the number of conference submission reviewers. With new AOM rule of allowing reviewers to sign up for only 2 instead of 3 divisions, it is even more challenging. It is also increasingly difficult to get sufficient numbers of faculty and experienced reviewers to sign up. Seems to be both an issue

of making it easy to sign up and complete reviews and also to make reviewers know that their efforts are valued and appreciated.

- Strategies: (1) as soon as reviewer sign up process opens, Chair sends constant contact to membership to sign up, (2) past program chair will send an email to past year's reviewers asking them to sign up (3) program chair will include request to sign up as a reviewer in emails acknowledging submission checked-in; (4) reminder constant contact sent by Chair a couple weeks before submission; (5) targeted constant contact email sent by Chair to faculty who have not yet signed up a few days before submission deadline.

d. Getting authors to give feedback to reviewers

- A very low percentage of submitters complete the feedback to reviewer forms. It is important that we try to increase this because it will help encourage reviewers to continue reviewing in subsequent years and the information is used to help determine best reviewer awards.
- When sending accept/reject letters, Program Chair will edit letter to stress the importance of completing the rating of reviewers and mention the data is used to select reviewer awards. Program chair will provide list of submitters and then Chair will send constant contact email as a reminder.

e. Problem Submissions

- A significant percentage of submissions do not conform to the guidelines. This makes the check in process even more onerous as submitters have to be contacted to fix submissions.
- EC discussed how to improve the formatting on submissions to lower the nonconforming submission rate. This issue has been raised several times with AOM and again during our EC meeting at AOM during which two Board of Governors solicited our feedback and ideas. AOM response was that it is impossible to automate the submission process further and there is insufficient AOM staff to help us check in papers. Dilemma – Many divisions also want to have control of screening in on submissions as some divisions will, for example, accept submissions that are longer than 40 pages. A partial solution is to ask submitters to specify how they have met guidelines when they submit.

3. Doctoral Consortium

a. Wiley sponsorship

b. Size

- Based on the past two years, we anticipate about 80 participants. If we see an increase in nominations, what is the maximum number of participants we should accept?
 - **Decision:** Will try to keep to 80. If applications go up significantly beyond that, will go up to 90 participants.
 - Direct those who can't get in to appropriate PDWs such as Half-way There or research productivity PDW

c. Costs

- Total doctoral consortium costs are \$11-12k, about \$150/person, the majority of which is for meals. OB has been paying about \$7k beyond what our sponsor provides. With increasing size, the costs are higher for us.
 - **Decision:** If we increase the size or budget becomes tighter, we will ask participants to subsidize, \$25 per person. Will revisit next year based on 2013 attendance.
- d. AOM listing in PDW is confusing regarding how to register
- We need to include more information in the AoM program to help students understand that they can only attend if they have been nominated by deadline and have been accepted
- e. Streamlining faculty and participant information
- The process of collecting and compiling faculty and participant information takes a long time. Is there a way to make it easier?
- f. Thank you gifts for faculty / drink tickets
- **Decision:** Will repeat giving drink tickets to faculty participants if we can arrange with hotel only for those used. If not, we can give large OB chocolate bars or another token.
- g. Faculty participating in multiple sessions
- Discussion on pros and cons of having faculty participate in multiple sessions to provide the chance for deeper connections with students. Some faculty could attend be invited to lunch, breaks and other times over approx. ½ day to have more interaction with participants. If they stay for lunch, cost will be additional \$500 or so. Idea has merit, however, it is a challenge to get the time and forum for the deeper level interactions/conversations with faculty balanced against the other needs. In particular, participants also strongly desire a chance to connect to each other and lunch is a primary time for them to do so.
 - **Decision:** will review after this year's consortium and explore modifications that Nancy might make the following year. The Work-Life Balance session might also be an area to target for adjustments. Will change the title to: "Work-Life and Careers" for this year
- h. Creating small communities to maintain contacts
- EC discussion on suggestions on how to create small communities within the larger group and how to maintain these contacts.
 - **Decision:** This year will focus on getting the participants to create LinkedIn groups
- i. Include call for DC as well as info re Halfway There and NSDC on OBWeb
6. Junior Faculty Workshop
- a. Will be similar to last year as the structure if very effective and feedback is very good.

- b. Size
Appropriate and works, will continue with current size
 - c. Fees - \$150 per participant (since 2008). Total cost \$10-11k, and fees cover 5-6k
Discussed increasing fees. **Decision:** continue with \$150 and division picks up the remainder
 - d. List of faculty fellows not yet finalized.
7. Catering
- a. Catering and events have been going very smoothly thanks to Laura's efforts
 - b. Review of past year and needs for current year
We are on track with budget
Important: let Laura know about A/V needs and carefully think through AV needs because they are very expensive
 - c. Chocolates
Same as last year
 - d. Drink tickets
Will be determined depending on hotel
 - e. Laura has agreed to continue in the position for another 2 years. Hurray!
8. Awards
- a. Status report
 - b. Innovative Student Paper award criteria re "not being dissertation"
 - Issue is that need to differentiate between dissertation award and most innovative student award to avoid double dipping. **Decision:** make sure that the dissertation award isn't also being considered for the most innovative student award..
 - c. Selection of award committee members
 - Discussion about whether Awards coordinators select all members or appoint chair of award committee who then selects committee members. Advantages of Award coordinator is that can easily ensure that one person isn't on multiple committees and can check to ensure a range of people. Disadvantage is that a single person is selecting all members for so many committees.
 - **Decision:** For next year, for a couple of committees will try to have committee chair appoint some of members. Past roster will be provided to committee chair. When chair solicits invitations to potential committee members they need to explicitly ask if person is already on another OB award committee.
9. OB Web (**Richard**) and Social Media Committee
- a. Update
Website substantially revised a couple of years ago.
We have added many new (and wonderful) podcasts
 - b. Possible additions to OBWeb (e.g., FAQs and tips for reviewing)

- A lot of material is already available on AOM website. **Action:** We could provide a line to AOM tips for reviewing
- c. Podcasts and Equipment for podcasts
 - Richard has been using his own lab equipment. OB needs to purchase equipment. Richard will help determine what needs to be purchased. Total cost could be \$3-4k
- d. Richard will continue in the role as WebMaster! Hurray!
- e. New Structure Needed
 - Original structure was that Richard would be WebMaster. When we began adding more media requirements (e.g., podcasts, social media committee), the tasks were given to Richard. This is far too much work for one person. We need 4 additional people to take on technology-focused roles.
 - **Decision:** New Roles will include Richard as **OB Website Administrator**. We will add roles for a Social Media Chair (podcasts), OB photographer (for award photographs and other events), Meeting Technologists (to handle award ceremony slides, getting pictures of reviewers, run slide show at event), and OB videographer (for LAA). It's possible that one person could take on two roles.

A1. Links to Other Organizations

ARMY

The materials will be displayed here <http://msaf.army.mil/LeadOn.aspx> (military id required).

As part of the project my research team is identifying free/open-source internet materials that Army leaders can use to develop themselves. We are categorizing these materials according to the Army's leadership model and displaying links to these materials so leaders can engage in the development of leadership skills to address targeted developmental needs. We would like to review your materials, provide brief (1 or 2 sentence) summaries of the materials, and finally link Army leaders to your materials. We have already obtained information to link to podcasts created by the Center of Creative Leadership and Manager Tools. Can we have permission to link to some of your podcasts? What is unique and engaging about your podcasts is that they provide a link between research and practical application. I think they could be very helpful for developing leaders.

Co-Sponsor IOBC

Following the success of the first Israel Organizational Behavior Conference (IOBC) -- held at Tel Aviv University's Leon Recanati Graduate School of Business Administration in December, 2011 and co-sponsored by the OB Division of the AOM -- my colleagues and I here in Israel have decided to hold a second conference to be held at Tel Aviv University in early January 2014. Indeed, our hope is to hold such a topic-specific conference every two years. While the first conference focused on relationships in organizations (and featured Linn van Dyne and Adam Grant as keynote speakers), we are planning to focus on teams and team-based structures as the theme for this second conference. The first conference drew approximately 150 participants from around the world including Sim Sitkin, Ben Tepper, Elizabeth Morrison, Gilad Chen and Neil Ashkenazy. We expect the second conference to draw a similar number of participants. Indeed, our intent is to keep the numbers under 200 in order to facilitate intensive feedback from, and interactions with leading scholars in the field, as well as a more intimate conference climate. John Hollenbeck has already agreed to serve as one of the invited speakers, and Amy Edmondson has tentatively agreed to serve as the other. As with the first IOBC, the remaining presentations will be selected by an international scientific committee in the context of a competitive, double-blind review process.

Once again, I would like to invite the OB Division to co-sponsor our conference as I believe that such topic-specific conferences play an important role in furthering research in our field. Moreover, I think that such regional conferences have the potential to play a huge role in promoting our division and building among young researchers and graduate students -- particularly those lacking the resources to attend our major, international conferences -- a stronger sense of professional identity. As was the case in 2011, we ask for nothing more than the right to place the Division logo on our conference-related promotional material and to highlight the Division's role in making this conference happen. We have no interest in any kind of financial or material support whatsoever.

As we are hoping to publish our call for papers by the end of this month, it would be great if we could get confirmation of the Division's backing in the next 3-4 weeks.

Please let me know if you have any questions.

A3. Submission and Review Trends

Submission and Reviewer Trends

Year		# OB Members	# OB Submits	Reviewers Signed up	Reviewers/ Submits	Reviewers Used
2008	Anaheim	5768	764	1441	1.89	1087
2009	Chicago	5941	818	1334	1.63	1178
2010	Montreal	6165	978	1372	1.40	1211
2011	San Antonio	6246	985	1409	1.43	1249
2012	Boston	6210	1104	1501	1.36	1312
2013	Orlando	6021*	1048	1408	1.33	1222**

*prior year number of members are from August; membership increases during the summer

Note: For 2013, numbers based on time sent to Tim system. By submission deadline (Jan 15) we had about 1300 reviewers signed up (AOM had about 5200) and were below target. Additional reviewers were obtained through a series of targeted emails and asking authors to sign up as reviewers in “paper checked in” email. Other divisions indicated similar efforts.

** 2013 reviewers used is based on initial assignments. Will increase as reassignments and emergency reviewers are used.

Comparison to AOM

Year		# OB Submits	# AOM Submits	OB/AOM Submits	# OB reviewers	# AOM reviewers	OB/AOM reviewers
2008	Anaheim	764	5751	13%	1441	5182	28%
2009	Chicago	818	6402	13%	1334	5467	24%
2010	Montreal	978	6896	14%	1372	5433	25%
2011	San Antonio	985	6418	15%	1409	5720	25%
2012	Boston	1104	7541	15%	1501	5981	25%
2013	Orlando	1048			1408	5790	24%

B1. Award and Event Sponsorship
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Activity	Amount	Sponsor	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)	
Most Innovative Student Paper	\$500 in books	Sage Publications, Inc.	
Best Paper with International Implications	\$500	Emerald Group on behalf of the Leadership and Organization Development Journal	
Outstanding Practical-Implications for Management	\$1,000	OB Division	Mercer Workforce Sciences Inst will sponsor '13 & '14 for \$500
Best Symposium	\$500	Cambridge	
Outstanding Publication in Organizational Behavior	\$1,000	Emerald Group Publishing; Journal of Managerial Psychology	
Outstanding Practitioner Oriented Publication in Organizational Behavior	\$500	Management Education Research Institute (Graduate Management Admission Council)	
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	
Events			
Making Connections Coffee Break	\$1,000	Journal of Management	
Saturday Reception	\$5,000	OB Division: John Wiley \$5K '10; \$4K '09; \$5K previously	
Doctoral Consortium	\$5,000	Wiley-Blackwell on behalf of JOB: \$10K before 2010	
Leadership Reception	\$2,000	Elsevier	

B6. Making Connections Committee Jennifer Nahrgang and Ron Piccolo

2013 Professional Development Workshops (PDWs)

- Halfway There: Cindy Zapata, Ned Wellman, Maribeth Kuenzi
- OB Research Incubator: Ron Piccolo, Steven Whiting
- New Member Networking Forum: David Sluss, Bart de Jong
- How to Find and Build a Microcommunity: Maia Young, Lisa Leslie
- Essentials of the OB Division: Jennifer Nahrgang, Crystal Farh, Shannon Taylor
- OB Teaching Incubator: Michael Johnson, Robert Litchfield, Jen Leigh
- Productivity Process: Jaron Harvey, John Sumanth

Related Events

- Junior Faculty Informal Dinner: Jennifer Nahrgang

The MCC committee has expanded to include 20 members, which help to organize the PDWs listed above. As you can see in the list above, we have integrated the OB Teaching Incubator and The Productivity Process into the MCC committee. These 2 PDWs have been offered at AOM for the past several years and have both been very successful PDWs. Integrating them into the MCC committee allows us to meet our mission of fostering high-quality connections for OB division members and hopefully helps to synthesize PDW scheduling.

This year we also added a new PDW “Essentials of the OB Division” at the request of the OB Executive Committee. The purpose of this PDW is to enable new members of the OB division to ask questions of top OB scholars about the AOM conference, the OB division, and the field of OB. The PDW will have a panel of scholars ranging from an OB Executive Committee Member, International Scholar, Junior Scholar, and PhD Candidate to help answer a variety of questions.

“From Associate to Full and Beyond” PDW will be offered every other year as attendance has been modest.

We will also expand the Junior Faculty Informal Dinner to a second cohort of junior faculty.

MCC Committee Members: Steve Blader (NYU), Rosalind Chow (Carnegie Mellon University), Bart de Jong (VU University Amsterdam), Crystal Farh (Michigan State University), Jaron Harvey (University of Wyoming), Michael Johnson (University of Washington), Maribeth Kuenzi (Southern Methodist University), Jen Leigh (Nazareth College), Lisa Leslie (University of Minnesota), Robert Litchfield (Washington & Jefferson College), Jennifer Nahrgang (Arizona State University), Ron Piccolo (Rollins College), Christopher Porter (Indiana University), David Sluss (Georgia Tech University), John Sumanth (Southern Methodist University), Shannon Taylor (University of Central Florida), Ned Wellman (University of Michigan), Steve Whiting (Indiana University), Maia Young (UCLA), Cindy Zapata (Georgia Tech University).

C. Financial Report
Brian McNatt

ORGANIZATIONAL BEHAVIOR DIVISION
Allocation, Revenue, & Expense Trends

	2006	2007	2008	2009	2010	2011	2012	2013
REVENUE						**		
RESERVE BALANCE FORWARD	\$11,062.68	\$16,449.22	\$32,377.24	\$49,293.11	\$49,179.48	\$48,956.76	\$49,480.89	\$60,582.73
DIVISION ALLOCATION	45,068.00	47,327.00	49,730.00	52,412.00	53,969.00	55,985.00	69,206.00	68,810.00
TOTAL OPERATING FUNDS	\$56,130.68	\$63,776.22	\$82,107.24	\$101,705.11	\$103,148.48	\$104,941.76	\$118,686.89	\$129,392.73
OTHER REVENUE								
SPONSORHIPS	2,500.00	14,000.00	18,000.00	14,100.00	10,810.06	7,000.00	8,000.00	
JFW / PDW FEES	3,350.00	2,625.00	5,400.00	2,850.00	5,400.00	6,300.00	5,850.00	
MISC	1,981.69	2,865.06	900.00					
TOTAL OTHER REVENUE	7,831.69	19,490.06	24,300.00	16,950.00	16,210.06	13,300.00	13,850.00	
TOTAL FUNDS AVAILABLE	63,962.37	83,266.28	106,407.24	118,655.11	119,358.54	118,241.76	132,536.89	
EXPENSE								
ACADEMY CONF - CATERING	28,150.19	30,991.16	38,085.23	48,287.05	47,218.93	49,222.47	48,871.56	
ACADEMY CONF - AWARDS			3,267.36	3,250.84	7,460.60	5,794.50	7,773.87	
ACADEMY CONF - OTHER			3,062.00	2,456.15	2,695.47	2,935.40	3,908.56	
MID-YEAR EC MEETING			11,728.59	14,681.68	13,143.78	9,499.00	11,525.56	
COMMUNICATION			1,772.34	1,049.91	883.00	1,309.50	874.61	
MISC			198.61	750.00	0.00	0.00	0.00	
TOTAL EXPENSE	(48,013.15)	(51,389.04)	(58,114.13)	(70,475.63)	(71,401.78)	(68,760.87)	(72,954.16)	
Endowment Adjustment*	500.00	500.00	1,000.00	1,000.00	1,000.00		1,000.00	

NET FUNDS	\$16,449.22	\$32,377.24	\$49,293.11	\$49,179.48	\$48,956.76	\$49,480.89	\$60,582.73
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ENDOWMENT FUND BALANCE	\$33,554	\$34,458	\$34,128	\$33,459	\$33,189	\$32,833	\$31,833
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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 amounts are different than these Finan. Statements. 2011 end bal. is same.

Academy Allocation:

Membership	5,768	5,941	6,165	6,246	6,210
\$ per member	\$9.00	\$9.00	\$9.00	\$11.00	\$11.00
	51,912.00	53,469.00	55,485.00	68,706.00	68,310.00
Plus lump sum	500.00	500.00	500.00	500.00	500.00
TOTAL ALLOCATION	\$52,412.00	\$53,969.00	\$55,985.00	\$69,206.00	\$68,810.00

2012 REVENUE AND EXPENSE DETAIL

Event / Description	2008	2009	2010	2011	2012
REVENUE					
Reserve Balance Forward	32,377.24	49,293.11	49,179.48	48,956.76	49,480.89
Academy Allocation	49,730.00	52,412.00	53,969.00	55,985.00	69,206.00
	82,107.24	101,705.11	103,148.48	104,941.76	118,686.89
Other Revenue					
Academy Conference Sponsorships					
JOB: Doctoral Consortium	10,000.00	10,000.00	5,000.00	5,000.00	5,000.00
Elsevier: Leadership Reception	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00
Univ. of Neb: 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				1,000.00
Jr. Faculty Workshop Reg. Fees	5,400.00	2,850.00	5,400.00	6,300.00	5,400.00
OB Teaching Incub.participant fees					450.00
Misc	900.00				
Total Other Revenue	24,300.00	16,950.00	16,210.06	13,300.00	13,850.00
TOTAL FUNDS AVAILABLE	106,407.24	118,655.11	119,358.54	118,241.76	132,536.89
EXPENSES					
Academy Conference	<i>Anaheim, CA</i>	<i>Chicago, IL</i>	<i>Montreal, Quebec</i>	<i>San Antonio, TX</i>	<i>Boston, MA</i>
Catering					
Jr. Faculty Workshop	8,172.62	10,187.16	8,342.12	9,244.28	9,230.15
Doct. Student Consortium	4,028.99	7,177.17	5,651.12	6,207.13	6,669.14
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	15,899.29
Jr. Faculty Workshop	1,077.14				
Leadership Reception	2,053.99	1,954.15	3,310.06	1,830.00	1,735.00
OB Award Celebration	11,410.73	11,379.87	13,585.85	17,258.00	12,143.30
OB/HR Member Reception	1,790.97	3,422.78	3,800.00	3,818.44	5,381.54
Doct. Student Consortium	4,543.03	4,391.86	3,864.27	4,423.72	4,372.84
Hor'deavors	20,875.86	21,148.66	24,560.18	27,330.16	23,632.68
OB/HR/OMT Jrnl Editor's Panel	90.51	602.81			
Making Connections Brk	1,035.87	1,691.44	702.25	793.00	1,241.17

(B)

OB Division Mid-Year Meeting, Jan 25-26 2013

OB Thank-you coffee	953.05	640.56	428.37		
New Member Network	687.88	571.91	533.18		
OB/HR/CM Half-way PDW				1,323.90	1,356.05
OB PDWs				2,257.00	3,523.74
Snacks	2,767.31	3,506.72	1,663.80	4,373.90	6,120.96
OB Lifetime Achievement session		90.00	193.20	235.00	122.50
Doct. Student Consortium	74.62	280.00	192.50	385.00	38.50
OB Sessions / PDWs			854.51	760.00	844.75
Making Connections Brk					895.00
OB Award Celebration	60.78	90.00			
Jr. Faculty Workshop		90.00			665.00
OB/HR/OMT Jrnl Editor's Panel	150.00				
AV	285.40	550.00	1,240.21	1,380.00	2,565.75
Chocolates & OB Napkins	1,880.06	1,086.63	1,161.84	647.00	652.88
Shipping & Storage	75.00		178.13	40.00	
Misc	1,955.06	1,086.63	1,339.97	687.00	652.88
Total Catering	38,085.24	48,287.05	47,218.93	49,222.47	48,871.56
Awards					
Award Checks	2,500.00	2,500.00	6,500.00	4,500.00	6,500.00
Plaques	767.36	750.84	960.60	1,294.50	1,273.87
Total Awards	3,267.36	3,250.84	7,460.60	5,794.50	7,773.87
Other					
Exec Committee Dinner	1,700.00	1,012.37	1,017.10	1,140.28	1,262.31
Faculty Gifts: JFW, DSC	110.00	135.00	347.58		336.47
Acad Conf. Gifts (from OB Pres.)	113.85	113.85		100.61	100.70
New Doct. Studnt Consort Pledge	1,000.00	1,000.00	1,000.00	1,250.00	1,300.00
Exec. Comm. OB Polo Shirts	217.08	194.93	199.62	444.51	109.08
Student worker -- Acad. Program					800.00
Materials: JFW, DSC			131.17		
OB Award Celebration Marketing	75.00				
Make Connect Comm. Banner	177.00				
Awards adjustment	-132.32				

(B)

OB Division Mid-Year Meeting, Jan 25-26 2013

Total Other Academy Expenses	3,260.61	2,456.15	2,695.47	2,935.40	3,908.56	
Total Academy Conference Expenses	44,613.21	53,994.04	57,375.00	57,952.37	60,553.99	
Mid-Year EC Meetings		<i>Mesa, AZ</i>	<i>Vancouver, BC</i>	<i>Pittsburg, PA</i>	<i>New York, NY</i>	
Airfare	3,570.93	4,427.49	5,104.52	2,344.34	2,965.03	
Parking	29.25	224.25	148.00	73.50	157.00	
Shuttle	421.50	1,018.69	521.34	824.86	409.91	
Meals	71.35	29.51	24.31	74.72	196.62	
Travel	4,093.03	5,699.94	5,798.17	3,317.42	3,728.56	(A)
Accommodations	5,123.31	5,345.28	3,409.25	2,949.13	4,821.00	
Restaurant Meals	1,135.53	2,238.19	1,484.21	1,890.04	2,515.65	
Catering	759.49	866.60	2,452.15	862.41	460.35	
Meeting Meals & Snacks	1,895.02	3,104.79	3,936.36	2,752.45	2,976.00	
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	0.00	
Total Mid-Year EC Meeting Expenses	11,728.59	14,681.68	13,143.78	9,499.00	11,525.56	14, 354.37(A)
Communication / Social Media						
Constant contact annual subscription	812.81	765.00	765.00	930.50	765.00	
Conference call	414.41	284.91				
Transport video equip. to Conf.					109.61	
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	874.61	
Miscellaneous						
Sponsorship of 2010 IO/OB Conf.		750.00				
TOTAL EXPENSES	58,114.14	70,475.63	71,401.78	68,760.87	72,954.16	75, 782.97(A)

(A) \$2,828.81 more to be added for cancelled check still to re-issued

(B) Above statement does not include sponsorships to award recipients when sponsor sent us the money and we cut the check.

Annual Catering Costs for OB Academy Events

Event	2006	2007	2008	2009	2010	2011	2012
OB Doctoral Student Consortium & Reception	\$4,990.74	\$5,473.81	\$8,646.64	\$11,849.03	\$9,707.89	\$11,015.85	\$11,678.55
Half-way There Consortium/PDW				4,630.71	4,421.53	1,323.90	1,429.50
OB Jr. Faculty Workshop	5,947.65	?	9,249.76	10,277.16	8,342.13	9,244.28	10,395.08
OB/HR Member Reception	5,396.20	6,275.55	1,790.97	3,422.78	3,800.00	3,818.44	5,381.54
OB Division Awards Celebration	10,965.85	12,133.80	11,410.73	11,469.87	13,585.85	17,258.00	12,801.02
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	1,308.40
Leadership Reception			2,053.99	1,954.15	3,310.06	1,830.00	1,735.00
PDWs		633.87				2,257.00	3,714.60
Special Items & Shipping (banner, chocolates, napkins)		4,397.79	1,955.06	1,086.63	1,339.97	687.00	652.88
Misc AV			60.78	90.00	1,047.71	995.00	1,862.25
Total Costs	\$28,150.29	\$30,991.16	\$38,085.24	\$48,287.06	\$47,218.94	\$49,222.47	\$50,958.82
less hotel catering adjustment							-\$2,087.26
							\$48,871.56
less Revenue: sponsorship, ldrship reimburse, and participant fees			23,400.00 *	16,950.00	16,060.06	13,150.00	-13,400.00
Net Costs			14,685.24	31,337.06	31,158.88	36,072.47	35,471.56

* 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 & AV COSTS
Boston, MA -- 2012

Day	Time	Session Title	Items Purchased	Session Number	Estimated Attend.	Estimated Catering Costs	Aud/Vis Costs	Actual Catering Costs	Aud/Vis Costs	Total Costs	Total Event Costs
		OB Doctoral Student Consortium									11,678.55
Friday	4:00 - 7:00pm	OB Doctoral Student Reception	Hor'devours	16416	90	5,142.68	444.05	4,609.69	0.00	4,609.69	
Saturday	8 am - 5:30 pm	OB Doctoral Student Consortium	Cntl Brkfst & Lunch	18274	100	7,059.90	485.25	7,030.36	38.50	7,068.86	
		JOB Sponsorship Revenue									-5,000.00
		Net Cost									6,678.55
		OB Jr. Faculty Workshop									10,395.08
Friday	5:00 - 9:30pm	OB JFW	Dinner	18275	55	5,998.46	256.80	5,200.70	332.50	5,533.20	
Saturday	8 am - 5 pm	OB JFW	Cntl Brkfst & Lunch	18276	55	4,524.39	256.80	4,529.38	332.50	4,861.88	
		Participant Revenue (\$150 * 36 participants)									-5,400.00
		Net Cost									4,995.08
Saturday	5:30 - 7:00pm	OB/HR Member Welcome Reception	Hor'devours	18367	250	7,310.67		7,881.54		7,881.54	-2,500.00
		HR portion (\$2,500) (1)	Drink Ticks (OB)			7,310.67		7,881.54		7,881.54	
		OB Cost									5,381.54
		Wiley Sponsorship (2)									0.00
		Net Cost									5,381.54
Sunday	5:00 - 6:00pm	Leadership Reception	Hor'devours	19527	100	1,903.96		1,735.00		1,735.00	1,735.00
		Elsevier Sponsorship									-2,000.00
		Net Cost									-265.00
		OB Division Awards Celebration									13,453.90
Monday	6:30 - 8:30pm	OB Division Awards Celebration & Social	Hor'devours	18463	300	13,805.35		12,801.02		12,801.02	
		Chocolates for several OB events	Chocolates					652.88		652.88	
		Extra hotel package holding fees								0.00	
Tuesday	10:00am-11:00	OB Making Connections Coffee Break	Coffee & Snacks	18461	75	1,273.73		1,308.40	895.00	2,203.40	2,203.40
		JOM Sponsorship (none in '09 - '11)									-1,000.00
		Net Cost									1,203.40
Saturday	8:00 am-12:00	PDW: OB/HR Half-way There	Snacks & Drinks	12036	125	1,545.72		1,429.50	134.75	1,429.50	5,988.85
Saturday	5:45 pm-7:45	PDW: Microcommunity	Hor'devours Snacks &	17898	50	1,432.94		1,230.74	710.00	1,230.74	
Saturday	2:30 pm-4:30	PDW: New member Rsch Forum	Drinks Snacks & Drinks	15638	70	1,087.98		1,054.36		1,054.36	
Friday	8:00 am-12:00	PDW: Productivity Process	A / V	12795	150	1,545.72		1,429.50		1,429.50	
Monday		PDW: Human Centered Design Methods	A / V	14874						134.75	
		Session: 40 years of LMX research		11467						710.00	
Tuesday	9:00 - 10:10 am	Lifetime Achievement Award Address	A / V	184.62					122.50	122.50	122.50
		TOTAL UNADJUSTED COSTS				52,631.50	1,442.90	48,393.07	2,565.75		50,958.82
								-2,087.26			-2,087.26

OB Division Mid-Year Meeting, Jan 25-26 2013

		Boston Park Plaza tax credit TOTAL						46,305.81	2,565.75		48,871.56
		COSTS									-13,400.00
		REVENUE: sponsorship and participant fees									35,471.56

OB DIVISION ACADEMY CATERING COST EXPLANATIONS

(2) No Wiley Sponsorship in '11 or '12 (\$5K previously)

(A) Unplanned A/V needs at conference

OB DIVISION ACADEMY CATERING & AV COSTS

Boston, MA -- 2012

F1: PDW Report
Joyce E. Bono

Lead Sponsorship Summary: 25 submissions total (0 accepted – that will happen next week)

	Name	title	hrs	New or Repeat	Food Requested
1	Daniels	Workplace Incivility Research Incubator	3.0	NEW	X
2	Shipp	How Should I Study Time? A Temporal Tutorial and Workshop	4.0	NEW	X
3	Marques	Making the World a Better Place: Planting a Social Seed in Capitalist Minds	2.0	All Academy Theme	
4	Holt	Thriving in Capitalism: Channeling Emotional Intelligence into Economic Success	2.0	All Academy Theme	
5	Creary	Past, Present, and Future Investigation of Positive Relationships at Work	3.0	Repeat	
6	Sharif	LMX Research Incubator	3.0	NEW	
7	Uhl-Bien	OB Research and Theory: Surfacing Problems and Proposing Solutions	3.0	NEW	
8	Litchfield	OB Teaching Incubator	2.0	Repeat	X
9	Lavine	Infusing Vitality: Using Positive Organizational Scholarship in Teaching OB and Management Topics	2.0	Repeat	
10	Harvey	The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty	4.0	Repeat	X snacks
11	Vogelgesang	Congratulations, You Got a Revise and Resubmit! Now What?	2.0	Repeat	
12	Stimmler	Research in Practice: Connecting Theory and Work Through Academic / Practitioner Collaborations	2.0	Repeat	
13	Leslie	How to Build and Find a Microcommunity	2.0	Repeat	X
14	Dasborough	A Mentoring Session to Promote High Quality Leadership Research	2.0	Repeat	
15	de Jong	OB New Member Networking and Research Forum	2.0	Repeat	
16	Zapata	Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (5th Annual)	4.0	repeat	X ? snack noon to 4
18	Dragoni	Getting Great Field Data: Strategies for Successfully Partnering with Organizations to Collect Data	2.0	NEW	X
19	Lyddy	Eastern Mindfulness at Work: The Cutting Edge of Scholarship	3.0	NEW	
20	Nahrgang	Essentials of the OB Division	2.0	Repeat	
21	Munro-Smith	Design Thinking in Management: Using Wicked Problems for a Deeper, Shared Understanding of OB	2.0	NEW	
22	Whiting	Organizational Behavior Research Incubator	2.0	Repeat	

23	de Janasz	Increasing awareness of the brand that is you: Disseminating and promoting your research globally	2.0	NEW	
25	Colbert/Rothbard	OB Doctoral Consortium (Fri) Reservation	3.0	Repeat	X
26	Colbert/Rothbard	OB Doctoral Consortium (Sat) Reservation	9.5	Repeat	X
27	Williams/DenHertog	OB Junior Faculty Workshop (Fri) Reservation	4.5	Repeat	X
28	Williams/DenHertog	OB Junior Faculty Workshop (Sat) Reservation	8.0	Repeat	X

Total Hours Submitted: 80 Total Hours Allocated: 86 Total Hours Charged: TBD

Co-sponsorship Summary:

Total Cosponsorships Allotted: 46

Total Cosponsorships Requested: about 60, but other divisions still checking in

Total Cosponsorships Charged: TBD

- a. Under the co-sponsorship system, each division receives a list of sessions that have listed that division as a potential cosponsor
- b. Each co-sponsorship that is accepted costs one credit; OB was allocated 46 credits.
- c. 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

1. Since we have the hours, I suggest accepting all.
2. MCC continue to submit superb PDWs and we have a number of very popular repeats.
3. Only one that is new requested food. I recommend turning them down (or letting them know they have to pay?)
4. We have four sessions that have had food in the past, OK?
5. There will be the usual coordination issues once we accept sessions.

F2: Program Jackie Coyle-Shapiro & Mary Uhl-Bien

I. Submissions

- 895 papers, down about 5% from 2012 (943)
- 153 symposia, down about 2.5% from 2012 (159)
- Total submissions 1048, down about 5% from 2012 (1091)

II. Reviewers (max number of review assignments changed from 9 to 6 in 2013)

- 1384 reviewers (down 116 from the 1500 in 2012 but comparable to 1380 reviewers in 2011) from 55 countries
- Too early to track how many declined, active, and complete
- 31% are new reviewers (compared to 43% in 2012) which is comparable to previous years where it has been typically around 30%
- 38% are students, (exact same as 2012)
- 44.5% are non-US, a slight increase from last year when it was 43% (2012) and 37% in (2011)
- 91% also submitted compared to 80% in 2012 compared to 70% in 2011
- 668 agreed to act as emergency reviewer (48%)
- 40% agreed to serve as Chair and 42% agreed to serve as facilitator

III. Reviewer Matching Process

- **Info to follow**

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 sessions and Division Roundtable papers discontinued)**
 - Divisional Paper (DivP) Sessions
 - Organized and scheduled by Program Chairs
 - Recommended that 50% of accepted papers be assigned to these of which 10% not counted towards TUA allocation will go to the **New Discussion paper sessions**
 - Discussion paper (DiscP) Sessions
 - Organized by Program Chairs and scheduled by AOM (Sunday 11.30-6pm)
 - Recommended that 10% of accepted papers be assigned to these
 - No change to Symposia sessions

C. All-Academy Themed Sessions (Sunday)

- Division can nominate 3 of accepted sessions (paper, symposia or PDWs) for the All Academy Theme program

D. Plenary session – each division gets one. Have requested Tuesday 9am (LAA).

IV. Highlights and Lowlights of the checking in process

- Team effort (3 PhD students of which 1 will be involved in 2014). Worked very well in terms of managing workload and dealing with submitters. Time difference a real PLUS in checking in.
- Of the 900 paper submissions, there were 290 that did not conform to submission requirements and this created significant additional work (particularly with a minority of submitters who were highly non responsive to e-mails). Issues ranged from 53 pages to no abstract/5 digit submission number. The referencing style (single spacing) was also an issue as well as references in 8-10 pitch fonts! Strictly adhered to the 40 page limit.
- Although abstracts in the uploaded papers were symbol free, on the system and particularly from Chinese, Taiwanese, Slovakian and Singaporean, peculiar symbols appear in place of “ or ‘ in both the abstract and title. Will speak to Gabe about this as it required going in and editing the title and abstract before checking in the paper.

V. Issues to consider

- * Reducing the workload of the checking in process (particularly nonconformance). How much could be automated by the system?

<p style="text-align: center;">F3. OB Doctoral Consortium Amy Colbert and Nancy Rothbard</p>
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1. The Agenda (see attached)

- a. The basic agenda is similar to previous years based on positive feedback.
- b. We are trying a slightly different approach to the work-life session. Nancy will begin with a review of the evidence on work-life management (with a focus on issues that are relevant to a variety of life situations). We've also selected our presenters and panel members to represent unmarried, married with a partner outside of academia, and dual-career academics.
- c. We do not yet know who will be staffing the ethics workshop sponsored by AoM.
- d. We have staffed for the number of participants we had last year (around 80) with 10-12 roundtable hosts per session.
- e. Like last year, we have left 1.5 hours for lunch and a break this year, assuming a served lunch. We would like to avoid a lunch speaker. We got positive comments about having time for informal discussions over lunch last year. This year, we plan to try to create some small communities of students with similar research interests, and lunch time conversations are necessary for this goal. If Neal Ashkanasy would like to speak briefly as the editor of the *Journal of Organizational Behavior*, we would like to include this as a separate 15-minute agenda item. This worked well last year. (see discussion item #1)

2. Call for Nominations (see attached)

- a. Our next step is to put out the call for nominations. Last year, we were concerned about rising numbers of participants, but a slightly revised nomination process resulted in about 80 students – about the same number as in 2011. Our goal for this year is to maintain that number. To achieve this goal, we have maintained the following restrictions in the call for nominations:
 - a. Limit of 1 student per program maximum. No limit per university because it is hard for universities to coordinate across programs and there are rare universities (maybe 10) who nominate students from multiple departments.
 - b. We follow last year's call in terms of mentioning "halfway there" and "new doctoral student" consortia as alternatives for students who are not in the final stages of their program. We've also added a reference to doctoral consortia offered by "related" divisions (e.g., HR).
- b. If we do get more nominations than last year, what is the maximum number of students that we should take (especially considering budget constraints)? (see discussion item #2)

3. AoM Program

- a. The AoM program listed the OB Doctoral Consortium as "Invitation Only" and included this description: Pre-registration is required; visit <https://secure.aomonline.org/PDWReg>. Contact organizers for approval code. Must also register for OBDC (Sat).
- b. Joyce got a lot of emails in June/July (after the nomination deadline) from students who wanted to register and were asking for the approval code. We also had several students show up at the consortium because they had seen it in the program. Can we include more

- description in the program to help students understand that this is only for students who have been nominated by May 17 and who have been accepted? (**see discussion item #3**)
4. Collecting and Distributing Participant and Faculty Information
 - a. Students submit a one-page vita and a one-page dissertation abstract. Faculty submit a short bio. Speakers may submit presentation materials. All files are submitted via email.
 - b. In the past, these materials have been loaded onto USB drives by Wiley and distributed to participants at the time of the consortium. Last year, not all of the files were loaded on the drives, so we shared files with participants via Dropbox after the consortium.
 - c. Some participants said that they would like to get this information prior to the consortium so that they would know about the faculty and could identify other students with similar interests.
 - d. The current process of collecting and distributing files is somewhat cumbersome.
 - e. Suggestions for how to streamline this process? We should keep in mind that the USB drives that are donated by Wiley are a good promotion tool for them. (**see discussion item #4**)
 5. Room and Material Needs:
 - a. Two flipcharts on Friday from 4 – 7 and Saturday from 8 – 5:30. Having sticky paper on the flipcharts (or tape available) would be useful so that insights can be posted around the room.
 - b. 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). We also need **3 rectangular tables** for check-in, materials, and faculty panelists.
 - c. Projector and screen (We'll plan to bring laptops for presentations.)
 - d. A wired microphone for the main speakers and two portable microphones for audience participation
 - 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 great. The food lasted well into the session.
 - ii. Soda and wine/beer?
 - b. Continental breakfast for Saturday morning (8-8:30 am)
 - 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 (3:45-4 pm)
 - f. Drink tickets for faculty participants (~60) (**see discussion point #5**)
 6. Possible Changes Going Forward
 - a. Faculty Fellows – Students appreciate meeting multiple faculty members over the course of the consortium, but they do not have a chance to get to know any single faculty member in depth. The Junior Faculty Consortium uses faculty fellows who stay throughout the consortium so that participants have a chance to connect more deeply with them. We (Nancy and Amy) have discussed the possibility of using a hybrid of this approach in the doctoral consortium – perhaps having the same faculty members

- participate as roundtable hosts for two sessions and stay for lunch. Pros and cons? (**see discussion point #6**)
- b. Creating and Maintaining Community – Students have indicated a desire to meet other students with similar interests and to maintain those ties beyond the consortium. Currently this happens informally with some success. How could we facilitate this? Could technology be used to create virtual groups or a single space for future communication? (**see discussion point #7**)

Discussion points:

1. Based on the past two years, we expect about 80 participants. If we see an increase in nominations, what is the maximum number of participants we should accept?
2. Can we include more information in the AoM program to help students understand that they can only attend if they have been nominated by May 17 and have been accepted?
3. Any suggestions on how to streamline the process of collecting and distributing faculty and participant information?
4. Are drink tickets our best “Thank You” for faculty participants?
5. Pros and cons of having faculty fellows who participate in multiple sessions and provide the chance for deeper connections with students?
6. Any suggestions on how to create small communities within the larger group and how to maintain these contacts?

ORGANIZATIONAL BEHAVIOR DOCTORAL CONSORTIUM
2013 Academy of Management Meetings in Lake Buena Vista, Florida
August 9 & 10, 2013

Coordinators

Amy Colbert, U. of Iowa (amy-colbert@uiowa.edu)
Nancy Rothbard, U. of Pennsylvania (nrothbard@wharton.upenn.edu)

Friday, August 9, 4:00 p.m.-7:00 p.m.

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

Session 1: Crafting the Right Academic Job: from Job Search to Transition (5:30 – 7:00 p.m.)

Amy Wrzesniewski, Yale U., speaker
Murray Barrick, Texas A&M U., speaker

Round Table Hosts

Amy Wrzesniewski, Yale U.
Greg Stewart, U. of Iowa
Kevin Lowe, UNC-Greensboro
Markus Groth, UNSW
Ethan Burris, U. of Texas

Murray Barrick, Texas A&M U.
Mark Bolino, U. of Oklahoma
Micki Kacmar, U. of Alabama
Cristina Gibson, U. of Western Australia
Michelle Duffy, U. of Minnesota

Saturday, August 10, 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*, speaker
Frederick Morgeson, Michigan State U., *Personnel Psychology*, speaker

Round Table Hosts

Jason Colquitt, U. of Georgia
Mo Wang, U. of Florida
Karl Aquino, U. of British Columbia
Stuart Bunderson, Washington U.
Xiao-Ping Chen, U. of Washington
Gilad Chen, U. of Maryland

Frederick Morgeson, Michigan State U.
Linn Van Dyne, Michigan State U.
Jose Cortina, George Mason U.
Ingrid Fulmer, Rutgers U.
Suzanne Masterson, U. of Cincinnati
Ray Sparrowe, Washington U.

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

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

Ron Piccolo, Rollins College, speaker

Round Table Hosts:

Chris Quinn Trank, Vanderbilt U.

Amir Erez, U. of Florida

Ashleigh Rosette, Duke U.

Christina Shalley, Georgia Tech

Elaine Hollensbe, U. of Cincinnati

Marcie LePine, Arizona State U.

Megan Gerhardt, Miami U. of Ohio

Michael Wesson, Texas A&M

Mike Crant, U. of Notre Dame

Ron Piccolo, Rollins College

Suzanne Peterson, Arizona State U.

Tim Baldwin, Indiana U.

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

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

Nancy Rothbard, U. of Pennsylvania, speaker

Kenneth G. Brown, U. of Iowa, speaker

Amy Kristof-Brown, U. of Iowa, speaker

Panelists:

Dan Caprar, UNSW

Theresa Glomb, U. of Minnesota

Session 5: Brief Comments on Journal Impact: 2:15 – 2:30 p.m.

Neal Ashkanasy, U. of Queensland, Editor Journal of Organizational Behavior (Have not confirmed this with Neal yet)

Break: 2:30 – 2:45 p.m.

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

Bart de Jong, VU U. Amsterdam

John Bingham, Brigham Young U.

Berrin Erdogan, Portland State

Deidra Schleicher, Purdue U.

Lisa Dragoni, Cornell U.

Marie Mitchell, U. of Georgia

Dan Bachrach, U. of Alabama

Abbie Shipp, Texas Christian U.

Ronit Kark, Bar-Ilan U.

Steffanie Wilk, Ohio State U.

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

Ethics Workshop: Presented by Academy of Management (4:00-5:00 p.m.)

Not sure who is staffing this yet

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

Cheri Ostroff, U. of Maryland, OB Division Chair

Paul Tesluk, U. at Buffalo, Incoming OB Division Chair

AoM ORGANIZATIONAL BEHAVIOR DOCTORAL CONSORTIUM

August 9-10, 2013

The 2013 OB Doctoral Consortium for doctoral students in the final stages of their programs will be held on August 9 and 10 as part of the pre-conference program at the Academy of Management meeting in Orlando.

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. (Participants must attend both days.) 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 issues, as well as other related topics.

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, ***we will accept only 1 student per program.***

Applicants must meet the following criteria.

1. Be nominated by the program/department. 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 2013 to start faculty positions in 2014.

The deadline for receipt of nominations and supporting materials is Friday, May 17, 2013; 5 p.m. 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 this 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 9 at 4:00 p.m. and will continue with a full day (8:00 a.m.-5:30 p.m.) on Saturday, August 10. Participants are expected to attend all of the consortium sessions.

Organizational Behavior Doctoral Consortium Nomination Instructions

The Organizational Behavior Doctoral Consortium 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 who have not yet defended their dissertations.

Nomination Requirements: A completed nomination will include four documents:

1. Nominee information (one-page form)
2. The nominee's one page vita/bio in PDF format (longer documents may be rejected). Please name the file with your last name followed by vita (e.g., Colbert Vita.pdf).
3. The nominee's one page dissertation summary in PDF format (title and abstract is fine; longer summaries may be rejected). Please name the file with your last name followed by dissertation (e.g., Colbert Dissertation.pdf).
4. Advisor/program chair endorsement (one page form)

The completed nomination should be submitted by the nominating department/school, **via email**, to:
Professor Amy Colbert, amy-colbert@uiowa.edu

Application deadline: **Friday, May 17, 2013 (5 p.m. Eastern Standard Time)**

F4. Junior Faculty Workshop 2013 **Deanne Den Hartog and Scott DeRue**

The Junior Faculty Workshop is scheduled to take place on Friday evening August 9th (5pm to 9:00pm) and Saturday, August 10th (8am to 5:00pm) followed by the new overall OB reception. A draft of the schedule is included below with a list of Faculty Fellows and editors as far as they have now accepted our invitation. Please understand that this schedule is a draft and the timing of the events may be modified slightly between now and the actual workshop, several names may also need to be added yet to the list of participants.

The junior faculty participants' time commitment for the workshop begins Friday evening around 5pm and ends Saturday around 5:00pm. The Faculty Fellows' time commitment for the workshop begins Friday evening around 5:30pm and ends around 2:00pm on Saturday (they do not need to attend the journal editor session or the network/feedback session on Saturday afternoon). The schedule aligns with last year's plan because it worked so well in 2011 and 2012. The most significant changes are (1) expanding general discussions with the editors (not only round tables), stopping a bit earlier as international attendees especially were exhausted by the end of both days and generally having a bit more time for general questions based on last year's feedback.

Participant Networking. The JFW starts with a short icebreaker on Friday evening from 5 pm for the participants only. Additional time for networking is scheduled during at the end of the day on Saturday.

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

Faculty Fellow Numbers. We are trying to get 9 faculty fellows lined up this year. The higher number last year meant that some Fellows had very few junior faculty to work with and it has proved hard to find faculty fellows this year as quite a few invited fellows could not come this year. We may need to have a backup plan in case last minute conflicts of schedule arrive (while this was not an issue last year, it has been in the past).

Faculty Panel. Last year, we followed on with the panel format of the year before, which worked well. The three panels followed up by round tables that 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 similar panels this year and we will allow some more time for general questions. Faculty Fellows will each be provided with a lead off question to start the panel. The starter questions are based on last year's panel discussion and were developed through a survey of the 2011 participants. If this format is kept, 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*, *JAP*, *JOM*, *Organization Science*, and *Personnel Psychology* to host round table discussions. Over a 2 hour period, we start off with a general panel and then participants will have the chance to meet with an editor from several different journals, we will do this in rounds ensuring all participants get to interact with multiple editors.

Total Number of Participants, Cost, and Selection criteria. We will seek 35-40 participants at \$150 each. The workshop fee has been \$150 since 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.

DRAFT
Junior Faculty Workshop 2013
Academy of Management, Orlando
August 9 and 10

Organizers:

Deanne Den Hartog, University of Amsterdam
Scott DeRue, University of Michigan

Confirmed Faculty Fellows:

Robin Ely, Harvard University
Sabine Sonnentag, University of Konstanz
Cristina Gibson, University of Western Australia
Keith Murnighan, North Western University
Sue Ashford, University of Michigan
Blake Ashforth, Arizona State University
(invitations still outstanding)

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

- | | |
|-------------|---|
| 5:00-6:00pm | <i>Welcome, Introductions, Icebreaker</i> <ul style="list-style-type: none">• Participants arrive at 5pm, participate in a first meeting until 5:30pm, and then join the reception/introductions.• Faculty Fellows arrive at 5:30pm for a reception and introductions. |
| 6:00-7:00pm | <i>Dinner (and research identity)</i> |
| 7:00-9:00pm | <i>Conducting High Impact Research</i>

Panel Q&A with 4 Faculty Fellows (7:00-8:30pm)

Round Table Discussions (8:30-9:00pm) |

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</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</i>
12:00-12:40pm	<i>Lunch</i>
12:40-2:00pm	<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)
2:00-2:20pm	<i>Break</i>
2:20-4:20pm	<i>Editor Roundtables</i>
	Rotations at 3pm and 3:30pm
4:20- 5:00pm	<i>Networking and Feedback</i>
6:00-8:00pm	<i>Evening Reception for OB Doctoral and Junior Faculty Consortia</i>

F5. Catering Report Laura Erskine
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The catering activities for the OB Division at the 2013 AOM conference will be taking place beginning on Friday, August 9 and ending on Tuesday, August 13. Based upon the 2012 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)
- OB-sponsored PDWs
 - The Productivity Process (breakfast, flip charts)
 - OB Teaching Incubator / Networking and Research Forum (PM break)
 - Halfway There But Now What (PM break)
 - Build a Microcommunity (apps)
- 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 2013

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
- Chocolates
- Drink tickets
- End of my three-year term

F7. Award Committees Elizabeth Morrison and Michele Williams

LAA

- Tom Bateman (confirmed)
- Herminia Ibarra (confirmed)
- Blake Ashforth (confirmed)
- Jone Pearce (confirmed)
- Dan Cable (confirmed)

Cummings

- Adam Grant (confirmed)
- Sim Sitkin (confirmed)
- Linn Van Dyne (confirmed)
- Kathy Phillips (confirmed)
- Peter Bamberger (confirmed)

Most Innovative Student Paper (new Sage award):

- Peter Bamberger (confirmed)
- Corinne Bendersky (confirmed)
- B.A. de Jong (confirmed)
- Scott Sonenshein (confirmed)
- Katherine Phillips (confirmed)
- Amy Wrzesniewski (confirmed)

Outstanding Practical Implications for Management:

- Andrew Knight (confirmed)
- Steven McShane (confirmed)
- Angela Carter (confirmed)
- Chris Porath (confirmed)
- Jody Hoffer Gittell (confirmed)

Best Symposium:

- Suzanne Chan-Serafin (confirmed)
- Lance Ferris (confirmed)
- Laura Little (confirmed)
- Marlys Christianson (confirmed)
- Dora Lau (confirmed)
- Niro Sivanathan

Best Paper w/International Implications:

- Tsedal Neeley (confirmed)
- Miha Skerlavaj (confirmed)
- Wendelien Van Eerde (confirmed)

- Stefan Thau (confirmed)
- Rico Lam
- Karen Niven

Best Competitive Paper:

- Simon de Jong (confirmed)
- Chao Chen (confirmed)
- Amy Edmondson (confirmed)
- Dave Mayer (confirmed)
- Roger Mayer (confirmed)
- Melissa Thomas-Hunt (confirmed)
- Jonathan Cummings (confirmed)

Best Dissertation-Based Paper:

- Don Moore (confirmed)
- Kathy Sutcliffe (confirmed)
- Christina Shalley (confirmed)
- Mark Bolino (confirmed)
- Gary Ballinger (confirmed)
- Nicole Gillespie (confirmed)

OPOB:

- Gilad Chen (confirmed)
- Neal Ashkanasy (confirmed)
- Hui Liao (confirmed)
- Joe Labianca (confirmed)
- Michelle Duguid (confirmed)
- Daan van Knippenberg (confirmed)
- Michele Gelfand (confirmed)
- Abbie Shipp (confirmed)
- Robert Lount (confirmed)
- Prashant Bordia (confirmed)
- Michelle Duffy (confirmed)

OPOP:

- Heidi Gardener (confirmed)
- David Turnipseed (confirmed)
- Rocio Bonet (confirmed)
- Stuart Sidie (confirmed)
- Rob Briner (confirmed)
- Tim Vogus (confirmed)