

**OB Division Executive Committee Meeting Minutes**  
**AOM Meeting, August 10, 2008**

**Present:**

Maureen Ambrose  
Blake Ashforth  
Joan Brett  
Gilad Chen  
Jason Colquitt  
Jackie Coyle-Shapiro  
Michelle Duffy  
Lucy Gilson  
Carol Kulik  
Carrie Leana  
Suzanne Masterson  
D. Brian McNatt  
Elizabeth Morrison  
Sandra Robinson (and Jane O'Reiley)  
Maria Rotundo  
Vu Tran  
Batia Wiesenfeld  
Amy Wrzesniewski

**Absent:**

Robert Wright

**Welcome to new EC members and subcommittee representatives**

- Elizabeth Morrison joins the Division Chair Leadership track
- Suzanne Masterson (doctoral consortium track) and Amy Wrzesniewski (junior faculty workshop track) join as Representatives-at-Large
- Gilad Chen is Chair of the Scientific Affairs Committee; Lucy Gilson is Chair of the Making Connections Committee (the focus includes but is not restricted to new members); Robert Wright is Chair of the International Committee

**Update on committee activities**

• **Standing Committee Reports:**

**Scientific Affairs (Gilad)**

-two initiatives in 2007-08: developed 2 PDWs for 2008 (on P-E fit, Emotions; these were very well attended and anecdotal evidence suggests they were very successful), surveyed division members re how we can connect (although the data ultimately didn't suggest clear directions)

-for 2008-09, SAC has developed the attached PDW (pp. 6-8) to help create connections across divisions/researchers

- the major meeting is tomorrow to explore other potential initiatives [I've attached the email from Gilad re that meeting: pp. 9-10]
- the perennial question is "Are we doing enough to maintain connections year to year?"
  - SAC's mandate is open-ended: to create research connections
- (for Blake/Vu) consider connecting SAC with the research subcommittee (Ron Piccolo, chair) of our OBWeb committee
- when asked if SAC has the right number of members, Gilad responded yes. Also, it's hard to coordinate conference calls with a large global membership

**Making Connections** (Lucy) (see Attached, pp. 11-28)

- the MC focused on a core of 5-6 active members to help make things more workable
- MC had subcommittees work on the FAQs on OBWeb (answers to frequently asked questions for new members) and the research forum for the AOM meeting
  - focused the new member reception on research interests: invited new members to the forum, and asked them about their interests. These were loosely organized into topic tables. Great turnout: 100 people. Vu introduced our IT communications; Robert Wright spoke about international issues.
- MC surveyed new members: the new members want to be identifiable (so they have red stickers on their name tag)
- Lucy will approach several members about becoming the new MC chair at the end of the 2008-09 year.
- (Blake/Vu) we need to see if we can contact new members automatically when they join (link them to website FAQ and wiki), instead of our current method of periodically downloading our membership manually, looking for newcomers

**International** (Carol reporting on behalf of Robert)

- three major initiatives are under way:
  1. Community profiles: members can now enter their personal profile on OBWeb and search for people with research links to create buddies/networks
    - (Robert/Blake/Vu) we'd like to create some momentum around the profiles so that when members join, there's a critical mass to connect with. This suggests that the roll-out matters. As a start, consider pushing the initiative where we have natural cohorts (e.g., doctoral consortium, JFW). However, see the italicized note below re e-communications
  2. OB Division ambassadors: International is seeking to identify people around the world to act as reps or points of contact for regional issues, regional networking
  3. Videotaping two paper sessions so that international people who can't attend can at least download them.
    - how, then, do we create an environment where people can converse about what they've seen?

- **E-Communications** (Vu)

*-AOM appears to be adopting some of OB's website initiatives (podcasts, community profiles), and are considering making a standardized platform across AOM. This could have*

*huge implications for OBWeb since AOM is essentially duplicating what we're already actively working on (e.g., should we continue? Can we migrate our stuff to AOM?). (Blake/Vu) We need to stay on top of this.*

-our OBWeb podcasts are very popular. We have 20 episodes, @ 10-15 minutes. The ones that have been posted for awhile have been downloaded about 1,000 times on average. Michael Johnson originally seeded OBWeb, and now members are taking the initiative in submitting their own. Vu moderates the submissions from our members

- **Celebration agenda** (Carol)

- EC group picture at 6:10; wear your blue shirt
- all winners and sponsors were encouraged to come early and sit at the front
- Brian collected the checks (two to come)
- need to start promptly and move through the awards briskly
- stick to the script
- ideally, take pictures in a different room or at the back
- we're shooting for 30 minutes [which we met]
- having servers is better for large parties because it avoids lines at the table
- we had 250+ for Saturday reception; we had 100 for the new member forum; we estimate 400 for the Celebration [attendance at both the awards and reception were considerably smaller than last year]
- it's unclear what will happen with the OB/HR Welcome reception next year with the revamped AOM program; the Celebration will likely be unaffected

- **JFW/Doctoral Consortium Updates**

**JFW** (Jackie/Maria)

- 35 participants (1 no show)
- evaluations were very positive
- liked the approachability of the faculty fellows
- food was excellent
- room was too big (Jason: the PDW chair can try to get a more cozy room)
- going forward, they want more opportunities to get to know one another, beyond the research breakouts
- they want names, bios, and photos beforehand (we could have that be part of their registration), or take it off our Community Profile (make the CP posting a mandatory requirement)
- despite the notice that preregistration was required, we had 6 party crashers
- paying through the AOM system worked very well
- [AOM will likely request at least 15 m. to talk about their ethics education initiative]
- this is a good forum for Vu to give his 10 minute presentation on using OBWeb

**Doctoral consortium** (Jason/Michelle)

- 90 nominations for 55 slots, with 3 cancelling; 0 no-shows

- went very smoothly; feedback was very positive (qualitative suggestions offered conflicting advice)
- reinviting last year's participants to the OB/HR reception was successful (about 7 returned)
- participants got a packet with powerpoints and faculty bios; students also took notes
- going forward, participants want photos, more time to talk to each other, and practical/experiential stuff (e.g., what to say in an elevator at AOM meetings)
- room was too big (Jason: the PDW chair can try to get a more cozy room)
- currently the DC favors advanced students (and the new member reception favors early students), leaving the middle cohort underserved. While the DC used to allow a range of years, the concerns change dramatically as one progresses through a doctoral program, making it difficult to develop a one-size fits all program. Thus, the DC now focuses on advanced students.
  - consider adding a second DC for the middle cohort. This could be a simple event (several hours), since it's essentially an experiment and our reps are busy with the main event as it is. **[See the SAC email from Gilad on pp. 9-10: SAC is considering just such an idea. Please confer with them to ensure a clear separation of the respective DCs' audiences.]**
- [AOM will likely request at least 15 m. to talk about their ethics education initiative]
- this is a good forum for Vu to give his 10 minute presentation on using OBWeb

**Summary: Action items:**

**Blake/Vu**

- consider connecting SAC with the research subcommittee (Ron Piccolo, chair) of our OBWeb committee
- we need to see if we can contact new members automatically when they join (link them to website FAQ and wiki), instead of our current method of periodically downloading our membership manually, looking for newcomers
- AOM appears to be adopting some of OB's website initiatives (podcasts, community profiles), and are considering making a standardized platform across AOM. This could have huge implications for OBWeb since AOM is essentially duplicating what we're already actively working on (e.g., should we continue? Can we migrate our stuff to AOM?). We need to stay on top of this.*

**Robert/Blake/Vu**

- we'd like to create some momentum around the profiles so that when members join, there's a critical mass to connect with. This suggests that the roll-out matters. As a start, consider pushing the initiative where we have natural cohorts (e.g., doctoral consortium, JFW)

**Vu**

- he'll have 10 minutes in the JFW and DC for giving his presentation on OBWeb.

**Robert (IC)**

- OB Division ambassadors: International is seeking to identify people around the world to act as reps or points of contact for regional issues, regional networking

-Videotaping two paper sessions so that international people who can't attend can at least download them: how do we create an environment where people can converse about what they've seen?

**Lucy (MC)**

-will approach several members about becoming the new MC chair at the end of the 2008-09 year.

**Jason (PDW)**

-JFW and DC rooms were too big: try to get more cozy rooms

**Maria/Amy (JFW)**

-consider participants' feedback re more opportunities to get to know one another, beyond the research breakouts; providing names, bios, and photos beforehand (we could have that be part of their registration), or take it off our Community Profile (make the CP posting a mandatory requirement)

**Michelle/Suzanne/Gilad (DC/SAC)**

-consider adding a second DC for the middle cohort. This could be a simple event. [See the SAC email from Gilad on pp. 9-10: SAC is considering just such an idea. Please confer with them to ensure a clear separation of the respective DCs' audiences.]

-budget 10 minutes for Vu to give his presentation on OBWeb.

**Michelle/Suzanne (DC)**

-consider participants' feedback re photos, more time to talk to each other, and practical/experiential stuff (e.g., what to say in an elevator at AOM meetings)

-budget 10 minutes for Vu to give his presentation on OBWeb.

## **Identifying Cross-Disciplinary Research Opportunities: Bridging Macro and Micro Management Topics**

### **Proposal for an OB Division SAC-Sponsored PDW at AOM 2009**

#### **Description and Purpose of the PDW**

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

The three main purposes of this PDW will be to:

- (a) discuss the challenges and opportunities posed by cross-disciplinary research;*
- (b) delineate suggestions and advice for how such research can be conducted effectively; and*
- (c) begin to stimulate cross-disciplinary research on specific areas, such as leadership, networks, innovation, and culture.*

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

#### **Logic Behind SAC's Decision to Champion this Idea**

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

## Schedule of Activities

### Summer 2008:

SAC will soon recruit an initial group of PDW facilitators. Below is a potential list of facilitators, broken into potential overlapping interest areas. The specific topic areas we have chosen were based on two factors: (1) topics likely studied by members of those divisions our membership survey indicated are interesting for us to make connections with, and (2) topics that likely lend themselves for inter-disciplinary and/or multilevel research. Our hope is to have **two facilitators for each content area** – one representing a more micro view and another representing a more macro view of the topic.

#### 1. *Cross-cultural management:*

- Chris Earley, Connecticut
- Cris Gibson, UC Irvine
- Michele Gelfand, Maryland
- Kwok Leung, City U. of Hong Kong
- Anil Gupta, Maryland
- Mary Ann Von Glinow, Florida International
- Oded Shenkar, Ohio State

#### 2. *Executive Leadership:*

- Bruce Avolio, Nebraska
- Don Hambrick, Penn State
- Duane Ireland, Texas A&M
- Mike Hitt, Texas A&M
- Tim Judge, Florida
- John Schaubroeck, Drexel

#### 3. *Innovation:*

- Mia Erez, Technion
- Christina Shalley, Georgia Tech
- Andrew Van De Ven, Minnesota
- Lori Rosenkopf, Wharton
- Sidney Winter, Wharton

#### 4. *Networks:*

- Daniel Brass, Kentucky
- Martin Kilduff, UT-Austin
- Katherine Klein, Wharton
- Ronald Burt, Chicago
- Joel Podolny, Yale
- Howard Aldrich, UNC
- Wayne Baker, Michigan
- Bruce Kogut, Columbia

#### 5. *Ethics/Corporate Social Responsibility:*

- Joshua Margolis, HBS
- Tima Bansal, Western Ontario
- Sara Rynes, Iowa
- Donna Wood, Northern Iowa
- Deborah Rupp, Illinois
- Jim Walsh, Michigan

**Fall 2008 and Spring 2009:**

After OB Exec gives its approval, SAC will work with people who have signed on as facilitators to finalize the program's structure and facilitators (10 total – 2 for each of 5 content area). SAC will recruit participants by advertising the program in relevant listserves and electronic newsletters.

**Spring and Summer 2009:**

TBD

**AOM 2009:**

The PDW session will be broken into three sub-segments:

1. **~1 hour:** Facilitators will first be asked to address the issues of WHY and HOW to conduct effective cross-disciplinary research. Specifically, we will ask facilitators to offer their thoughts of (a) how cross-disciplinary research could help inform specific research areas, and (b) how such research can be conducted effectively.
2. **~2 hours:** In the second segment of the PDW, participants will break into smaller round tables, in which one macro scholar and one micro scholar with relevant expertise in a particular research topic will facilitate more specific discussion about how research which integrates macro and micro perspectives can be conducted and help advance the topic. Participants will be encouraged to offer their perspectives and ideas as well. The desired outcome of this segment would be the development of some specific cross-disciplinary research ideas that could then lead to actual studies.
3. **~1 hour:** Finally, the PDW will conclude with a facilitator from each roundtable sharing some “lesson learned” from their experience. Here, the two questions addressed in the first segment will be re-visited, to see what was learned through the roundtable discussions.



Dear OB Division SAC:

Thank you again for contributing to a productive meeting at academy this past Monday. I wanted to summarize what we have discussed, and in so doing lay out our plan for the coming year. In general, we agreed to work on 3 initiatives:

1. Brent Smith and I will work on coordinating the attached PDW for the 2009 AOM meeting. Tasks will include (a) narrowing down the list of PDW facilitators (ideally one OB-centered and one non-OB-centered scholar for each topic), (b) contacting the facilitators and try to “lock in” their participation, and (c) submitting the PDW for the 2009 meeting.
2. Dave Mayer will coordinate another PDW, directed at 2<sup>nd</sup> or 3<sup>rd</sup> year PhD students. The PDW will focus on issues that our current doctoral consortium (directed at more advanced students) or new student member consortium cover (e.g., preparing for one’s dissertation). The PDW will also make a concerted effort to cover unique issues faced by international students. Dave will contact everyone to solicit help, and further coordinate the process within the month. We agreed that the main goals will be to (a) develop a PDW proposal (similar to the attached proposal) by mid-October, (b) identify speakers for the PDW (and gain their commitment to participate) by mid-November, and (c) submit the PDW to the conference on time.
3. Adam Grant will coordinate yet another PDW, which will focus on helping members move from initial research ideas and/or data into concrete research papers (along the lines of the cognition in the rough workshops). Adam will contact everyone to solicit help, and further coordinate the process within the month. We agreed that the main goals will be to (a) develop a PDW proposal (similar to the attached proposal) by mid-October, (b) identify speakers for the PDW (and gain their commitment to participate) by mid-November, and (c) submit the PDW to the conference on time.

Clearly, all three PDWs above will help us meet the goal of “making research connections” – connections with scholars within and outside the OB division, and with fellow students. However, we also discussed the need to help facilitate connections beyond specific PDWs. In this regard, we agreed that Dave will connect with Ron Piccolo to find out whether/how our initiatives and those Ron (on web connections?) may be integrated somehow. More generally, it would be most helpful if we ALL consider the need to enhance, energize, and sustain research connection BEYOND the respective PDWs we will be working on, as we develop and implement them.

I welcome any other thoughts, comments, or suggestions you may have at this point.

Thanks again!

Gilad

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**Gilad Chen**

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## Meeting Connections 2008 Overview

### Committee Membership

Last year the committee had 64 members which was great for name recognition, but hard to get much done! This year there has been a key small group who has been highly involved (see names below). We held an initial conference call and decided to focus our attention on a pre-conference research and networking forum, adding a list of answers to frequently asked questions to the web page, and having a welcome table at the making connections coffee break on Tuesday at AoM.

Scott DeRue  
Rob Litchfield  
Marieke Schilpzand  
Liu-Qin Yang  
Christine Jackson  
Bruce Hoag  
Kris Byron

### New Member Survey

To try and get a better understanding of what new members would like to see from our committee we developed a short web survey. The survey was sent out in March to individuals who had joined the OB Division in 2007 and 2008 (N= 350). We had 54 respondents for a response rate of 15%.

Full results are attached (Appendix 1), but a summary of some of the highlights include:

- 63% of responses from new students (54 total responses)
- 66% are likely or highly likely to attend pre-conf session – mostly to get advice on networking, info on the OB division, and info on how best to navigate the AOM conference
- 82% are likely or highly likely to attend a coffee break – mostly to make connections
- 89% want people to know they are new, and most are willing to wear a button/sticker

### Frequently Asked Questions

Marieke, Lin-Qin, and Bruce headed up this effort and put together a comprehensive list of questions and answers. After getting the go ahead from the EC the list (see appendix 2 below) was posted to the web page and a message was sent out to all members who had joined in 2007 or 2008 telling them about the link. Thanks to Vu Tran and Christine Jackson for working on the web side and to Sanjee Perera for getting out the e-mails using the OB distribution set up.

### Research & Networking Forum

This is the biggest event the committee has undertaken headed up by Scott and Rob. In reviewing last years pre-conference event we realized it lacked a focus so we decided to link research and networking. To this end we sent out invitations to new members to attend this event (Thank you Sanjee) and asked if they were interested in attending to

sign up and tell us their areas of research interest (Thank you Vu). We have had 131 responses. Based on these we invited well-known people and experts in various OB topics to “anchor” tables (see list below). The plan for the event is to welcome new members to the Division, have a presentation by Vu on OB Web and one by Robert on the International committee followed by attendee’s breaking into tables based on research interests for informal networking.

- **Leadership & Power:** Bob Liden, Mary Uhl-Bien
- **Creativity & Innovation:** Christina Shalley, Lucy Gilson
- **Inter- and Intra-Group Dynamics:** Aleks Ellis, Stephen Humphrey
- **Diversity & Cross-Cultural Management:** Jeffrey Sanchez-Burks
- **Identity:** David Sluss
- **Motivation:** Kris Byron, Don Vandewalle
- **Organizational Citizenship and Prosocial Behavior:** Mark Bolino, Matt Bowler
- **Relational & Social Processes (e.g., trust, justice):** Deborah Rupp

#### Coffee Break

Kris headed up this initiative and has organized for eight (8) members (see list below) of the larger connections committee (last years volunteers and people who signed up to help at AoM last year) to staff a table at the Tuesday coffee break. Kris has ordered a table cover that says Making Connection Committee that we will keep with the rest of the OB table covering so we can bring it out in future years (please note who ever takes these back to store to make sure this is added to the list).

The goal for this event is to have some friendly faces with blue stickers on their name tags (we have tried to stress the blue stickers in all our communications with new members and in the FAQs) to welcome any new members or members who show up at the coffee break and realize that they do not know anyone.

Lisa Stickney  
Isabel Metz  
Robert Scully  
Shung Jae Shin  
Marion Fortin  
Suzanne S. Masterson  
Roni Reiter-Palmon  
Elizabeth George

Thanks for your continued support  
Lucy

## Appendix 1: Results from new member survey

Please indicate what type of AOM membership you currently have.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Academic / Faculty	13	24.1	24.5	24.5
	Executive	6	11.1	11.3	35.8
	Student	34	63.0	64.2	100.0
	Total	53	98.1	100.0	
Missing	System	1	1.9		
Total		54	100.0		

How likely would you be to attend a pre-conference session for new members to the OB division?  
(please note this session would not conflict with Doctoral Consortia or PDW's)

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Highly unlikely	4	7.4	7.4	7.4
	Unlikely	4	7.4	7.4	14.8
	Neutral	10	18.5	18.5	33.3
	Likely	18	33.3	33.3	66.7
	Highly likely	18	33.3	33.3	100.0
Total		54	100.0	100.0	

Type of information wanted / needed at pre-conference session:

- 72% = Advice on networking and making connections in the OB division
- 69% = General information on the OB division
- 69% = Advice on navigating the AOM conference
- 56% = Information on how to get involved in the OB division
- 35% = General information on the AOM (not specific to the OB division)

**How likely would you be to attend a "coffee break" during the conference that was designed for making connections in the OB division? The "coffee break" would be designed to provide a space for both new an...**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Highly unlikely	3	5.6	5.6	5.6
Unlikely	3	5.6	5.6	11.1
Neutral	4	7.4	7.4	18.5
Likely	22	40.7	40.7	59.3
Highly likely	22	40.7	40.7	100.0
Total	54	100.0	100.0	

What do you hope to get out of an informal session like the "coffee break"?

- Network
- New connections that are interested in the same topics I am
- Contacts in the field of OB.
- To feel more at home, to feel included and not just a 'spare part', to meet likeminded people with similar intellectual and academic interests (speed networking might be a good idea)
- Meet some new people and learn more about the division from more seasoned members.
- I would take the opportunity to meet new people.
- Latest research findings under OB. / 2. Networking. / 3. Similar research being done.
- getting to know people
- get to know people who may have research domains similar to mine; understand more about publishing papers in top journals; networking;
- Just meeting people.
- I would like to have opportunities to meet other members of the division, especially those with similar research interests.
- Contacts with 'old' and new OB members that I would be able to draw on in my work and with whom I could have fruitful discussions
- Exposure to other faces. Getting my face exposed.
- Getting to know recent Ph.D.s from other schools meet people, interesting conversation
- Meeting other new people would be great.
- To make some connections with others who share the same research interests; meet other doctoral students
- Networking with other researchers/practitioners and making connections for future research
- Just the opporutnity to informally network.
- Building/strengthening relationships for research collaboration
- It might be nice to briefly meet some members to be able to put a few more faces with the names.
- Making connections, networking.
- Identify others with similar interests, which may lead to research/publishing projects and opportunities
- Meet more people, make connections
- As this is my first time attending AOM, I would like to meet other individuals in the OB area and have an opportunity with network with individuals with similiary interests.
- Exchange of ideas and research interest in OB area
- To meet people who have similar research interests.
- Exchange as much business cards as possible
- Details of whether there are many other practitioner OB Div. members.

**Do you want other OB members to know that you are new to the division?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	48	88.9	88.9	88.9
No	6	11.1	11.1	100.0
Total	54	100.0	100.0	

**If yes, would you be willing to wear a small sticker or badge indicating that you are a new member?**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Yes	40	74.1	85.1	85.1
No	7	13.0	14.9	100.0
Total	47	87.0	100.0	
Missing System	7	13.0		
Total	54	100.0		

**What would you like to see at information tables placed at OB social events?**

- ... no clue, honestly. I don't really know what the purpose of the OB division is.
- summary of research domains of members; / - job positions at universities; / - search for co-researchers; /
- Members area of expertise
- all the materials that maybe in the OB website but also other relevant info, such as timetable for OB events during the conference.
- Available services / Mission/Purpose of OB division / Resources / If applicable, information on OB and AOM leadership
- Big signs with short simple explanations to what is at the table
- Brochures that indicate ways to get involved.
- different journals, different universities, different research topics
- I would like to know a little bit more about the key areas for future research identified by members of the division.
- I would like to see anything that would help me get a better sense of what the OB division is.
- information about the events, about the conference, etc.
- Information for students - particularly on what OB Faculty and Executive members are doing - would be great.
- Information on what is current. The direction that the academic conversation seems to be going in key areas of concern.
- job openings/conf calls/fund calls; / other related (smaller/regional) conferences; /
- Networking opportunities; most recent publications from well-known authors; veterans of OB division to talk with;
- Not sure. Maybe information about instruments intended to measure OB constructs.
- Publication information. Current topics of interest in the OB field.
- Research and publishing; forums, connections, and communities of interest; member locator services
- Round tables, actually, not sure, what kind of information do you have?
- same info/orientation guidance as noted above
- Smiling faces behind them, keen to say hello and just pass the time of day, to take an interest in you and your work and what you enjoyed about the conference so far - someone who can then say,

- 'Oh, you should meet and talk to xxx - let me introduce you!' (and then for them to introduce you). / Information about airport transfer or local transport (how to get back to the hotel from the event for example), flight information. / Current research of other members. / Collaboration opportunities (for research projects or journal paper writing). /
- What is the role of the OB Division for a) advancing research, b) influencing practice. / / Details of other affiliate OB societies and associations? / / The global message of OB?

**What can the Making Connections committee do to help you feel at home in the OB division?**

- A booklet/pamphlet that I could read before the conference - something like, "What to expect at the AOM Meeting - would be really helpful.
- Be really outgoing and friendly and keen to include everyone, get to know people as individuals, build trust between members, integrate people with others, to initiate conversations between people who may be otherwise too shy to introduce themselves.
- Facebook group to join
- Following through with the efforts already underway.
- help me navigate through the conference ^ help me meet people
- Help to introduce us and create opportunities for meeting new people.
- i'd like to be able to connect with other 'executive' that is practitioner members. i'm not an academic and don't want to be overwhelmed by academics. would be nice to find the other non-academics in the group.
- I'm approaching 50 years in age, just started my PhD, trying to make a transition from managing a family business into academia (so limited work experience) ... hope to have others realize that people at our age can still make value contributions to management research;
- I'm not exactly sure. I joined the division and AOM because I am interested in having an easy pipeline to research on organizations. I am a law professor and will use that research in my own work. This puts me in a somewhat anomalous position (i.e., I can't really contribute to OB research itself), but I value collaboration.
- I am not able to attend the conference this year so I hope you'll take that into consideration when looking at my answers. (For example, that's why I put "Highly unlikely" to attend a pre-conference gathering)
- I hope to see and use something similar to the kind of network many professionals use on "linkedin.com"
- I like the emails, not sure what else would help.
- I think providing a venue for people to meet is a good idea.
- I think some type of networking function where new members get a chance to meet and talk with more established scholars would be extremely beneficial.
- I think the hardest part as a new person is navigating all the informal niches that have been developed over the years. If there was anyway of helping students/new members understand where their interests were shared within the very large (5,000 person) membership it would be really helpful.
- Maybe creating small groups so that we can get to know a few people well. (As opposed to wandering in the masses at a coffee break.) Another option is to hold booths according to research interests, and old and new members can meet and great at those booths.
- Not sure--I'm relatively new to the OB division, so I don't have a clear sense of the climate
- One thing I would not want is to have to be singled out
- Provide opportunities to talk in small groups
- Provide some of the information stated above, even if not attending Anaheim Conference. / / Please note some of this information may be on the Web site. I have not had time to review the site.
- Providing the opportunity to network
- Simply provide a very succinct and interesting information pack on what, how and why the OB division is active, does and contributes.



- so far I have enjoyed the stream of emails from the ob division trying to get members involved and I am looking forward to being involved
- That is hard to say - it would also depend on me and how willing I am to make new connections, I think.
- this and info indicated above are a good start; thanks.
- This survey and the ideas in it seem like a great start!
- this survey helps
- This will be my first year at the meeting, so really, any guidance would be appreciated.

## Appendix 2: FAQ and answers

### Making Connections Committee Frequently Asked Questions

#### 1. What is the OB Division and how does it fit into AoM?

The Organizational Behavior (OB) Division is the largest division within the Academy of Management with over 5,500 members. The Division's specific domain is the study of individuals and groups within an organizational context, and the study of internal processes and practices as they affect individuals and groups. Major topics include: individual characteristics such as beliefs, values and personality; individual processes such as perception, motivation, decision making, judgment, commitment and control; group characteristics such as size, composition and structural properties; group processes such as decision making and leadership; organizational processes and practices such as goal setting, appraisal, feedback, rewards, and behavioral aspects of task design; and the influence of all of these on such individual, group, and organizational outcomes as performance, turnover, absenteeism, and stress.

#### 2. Why is joining the OB Division of AOM good for my career?

The OB Division is the largest and most diverse division of AoM. As a member you will have the opportunity to meet a large number of people who share your interest in the OB field. Further, the Division has a vast array of resources (see answers to several questions below) that will help you throughout your career. The Division's listserv will give you the opportunity to get answers to your research related questions and learn from division members.

#### 3. Where do I find information about the OB Division?

You will be able to find everything about the OB Division including the link to the Making Connections Committee (MCC) page at OB's home page  
<http://www.obweb.org/>

#### 4. I'm a new member of the OB Division. How can I meet other members?

Members of the OB Division can be found in several ways:

- Plan to attend the next AoM annual conference (see <http://meeting.aomonline.org/2008/> for current details). During the annual conference, OB Division paper sessions, Professional Development Workshops, receptions, and doctoral consortia are all good places to meet OB Division members.
- at OBweb.org site
- Search the AoM website. Click the button People & Communities. Scroll down and click on Divisions & Interest Groups. Scroll down to Organizational Behavior. Then click on Current Statistics. Sign in, and then click on Search. There are too many members to simply get a list, but you can specify a state or a country, and the database will reveal those members in the OB Division that are close to you geographically.
- Subscribe to a listserv or interest group. Go to the AoM homepage and click on Listservs.

5. What events does the OB Division sponsor during AoM?

The OB Division usually sponsors various Professional Development Workshops, paper sessions, symposia, a doctoral consortium, a junior faculty consortium, and a few other pre-conference workshops such as this year's "OB Division New Member Networking and Research Forum."

The social events that the OB Division sponsors this year include the following:

- OB/HR Welcome Reception - Saturday, August 9, 6:30 - 7:30 p.m.
- OB Division Awards and Celebration - Monday, August 11, 6:30 - 8:30 p.m.
- OB Division Lifetime Achievement Award Invited Address - Tuesday, August 12, 9:00 - 10:10 a.m.
- Making Connections Coffee Break - Tuesday, August 12, 10:10 - 11:10 a.m.

6. How do I get involved in the OB Division?

- One of the easiest ways to get involved is to volunteer as a reviewer for the annual conference. Once you are signed up as a member, you will receive a request in the fall to register as a reviewer for the annual conference.
- The OB web ([www.obweb.org](http://www.obweb.org)) has several committees that are always looking for volunteers. Just select the committee that interests you and follow the directions regarding how to join it.
  - Look for volunteer opportunities on the AoM website. Click on People and Communities, click Volunteer opportunities, click View Current Volunteer Opportunities, select divisions, and see if there are any volunteer opportunities.

- You can also email the OB Division officers directly. To find the officers go to either the OB web page or the AoM website and click the button People & Communities. Scroll down and click on Divisions & Interest Groups. Scroll down to Organizational Behavior. Then click on Officers. Use the details provided to contact any of the officers and ask them how you can help.
  - OB officers all wear royal blue shirts at the OB Division receptions so they are easily visible and happy to meet all new members – the making connections committee members will all wear blue stickers and they too will be happy to meet you and help where possible.
7. How could I start research projects with other OB Division members?/ I would like a co-author for some research I'm doing. How can I find someone who shares my interests?

- Join the OB Division listserv. You can ask for help and pose questions. From the responses you get you can identify possible co-authors.
- Identify authors with whom you would like to do research and who you think would be appropriate. Then use the AoM search tool (Click on Directories on the AoM home page) to see if that person is a member of AoM and/or the OB Division.

8. What should I do if I attend an OB reception where I don't know anyone?

Strangely enough, you are likely to see others who don't know anyone usually standing off by themselves. This year, many new members will wear red OB stickers on their name badges. Go up to them, introduce yourself, and ask them what brings them to the event and or conference. Concentrate on asking questions. If you are doing most of the talking, ask more questions.

All members of the Making Connections Committee will be wearing blue stickers and will be more than happy to talk to you and introduce you to others. In addition, the OB Division officers will all be wearing blue t-shirts and they too will be happy to talk to you and introduce you to others. So, please come into the reception and make some connections.

9. If I have questions about the OB Division or AoM in general who should I contact prior to the meetings?

- Please feel free to contact any of the Division Officers as they are here to help you and want you to get the most out of the OB Division and your conference experience.

- Also, on the new member wiki ([http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee\\_members](http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee_members)) you will see a list of OB members who have volunteered to help new members make connections. Please feel free to e-mail any of us from the Making Connections Committee.

10. How do I meet other PhD students in the OB Division?

- At the annual conference, you could attend the OB Division Doctoral consortium or the New Doctoral Student Consortium or Professional Development Workshops geared at students.
- Go to [www.aonline.org](http://www.aonline.org) and click the button People & Communities. Scroll down and click on Divisions & Interest Groups. Scroll down to Organizational Behavior. Then click on Current Statistics. Sign in, and then click on Search. Under Activities, find the Affiliation menu, and select Student Member. You will also have to select some other filter, such as State or Country, because there are too many names to list all of them.
- You could pose a question on the AoM Student Web:  
<http://group.aonline.org/students/>

11. How could I get in contact with other AOM members that are new to the OB Division?

On the AoM website you can find members that have joined AoM within the last month. If you click on Directories, at the top of the page, select the link to Who Has Joined This Month.

12. How do I locate other OB Division members that I want to meet at the conference?

Once you have registered at the conference, sign into the Annual Online Meeting Program. Scroll down to the Search box. Type in the name of the person you want to find and click Search. You will be able to identify the time and location of the sessions in which that person is participating.

13. What are the main academic conversations in the OB Division?/ How can I hear the views of other members in the Division?

- Subscribe to the listserv and/or newsfeed at:  
<http://www.obweb.org/modules.php?op=modload&name=Sections&file=index&req=viewarticle&artid=32&page=1>

- Attending the AoM annual conference is important to find out what other members are researching and talking about.

14. How do I find out what is happening in the OB Division (leadership, executive committee)?

Visit the OB website ([www.obweb.org](http://www.obweb.org))

**Making Connections Committee Specific Questions**

1. How does the Making Connection Committee work in the OB Division?

The Making Connections Committee is one of many subcommittees of the OB Division. The primary goal is to help new members feel at home in our Division of more than 5,500 members, meet new colleagues, share ideas, and even make some friend – in a phrase, to make connections!

2. What can the Making Connections Committee do for me?

The Making Connections Committee can help you meet other members in the OB Division, both new and 'seasoned.' We aim to make being a new member to the OB Division less daunting and more fun and rewarding. The New Member Forum that we sponsor can help you identify those members who have similar research interests and meet potential future co-authors.

3. How could I build future research collaboration at AoM, particularly through the Making Connection Committee?

The Making Connections Committee can help introduce you to colleagues with similar research interests. Also, via the New Member Forum that we sponsor, you can identify those members who have similar research interests and meet potential future co-authors.

4. What is the New Member Forum?

This is an event sponsored by the OB Division's Making Connections Committee. It is aimed at members who have joined in the last three years, and is an opportunity for you to meet other new as well as "old" members, and to talk informally about your shared research interests.

5. How could I register for the New Member Forum?

Visit the following webpage for the invitation and to sign up for the event.

<http://www.obweb.org/modules.php?op=modload&name=News&file=article&sid=144>

6. What other events besides the Forum does the Committee organize or participate in?

The Division and Committee also sponsor a "Making Connections" Coffee Break on - Tuesday, August 12, 10:10 - 11:10 a.m. Stop by and introduce yourself!

7. How can I recognize the Making Connections Committee members?

You can easily recognize us by looking for people who wear a bright OB blue sticker at the AoM annual meeting.

8. Where can I find the Making Connections Committee members?

- You can find a name list of MCC members online at [http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee\\_members](http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee_members).
- Or, you can come to our pre-conference Forum or meet us at the OB Coffee Break on Tuesday. Don't forget we will be wearing blue stickers at all OB events.

9. How can I contact the Making Connections Committee members?

You can email any of our MCC members/officers by using their contact information at [http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee\\_members](http://web.ics.purdue.edu/idc/tltres/obccwiki/index.php?title=Committee_members).

10. How can I become a member of the Making Connection Committee?

That's easy! You will become one of our next year MCC members as long as you email our committee chair Lucy Gilson at [lgilson@business.uconn.edu](mailto:lgilson@business.uconn.edu), or simply show up at our Forum or stop by the Coffee Break on Tuesday to tell us about your enthusiasm to become part of MCC.

11. How can I submit my member profile?

On the AoM website, you can click on the Membership tab. Then click on Update Your Contact Info and Profile.

**Academy of Management (AoM) Specific Questions**

1. Why is joining AoM good for my career?

- The Academy of Management is the largest organization of its kind for academics in the world and is recognized as being preeminent in promoting excellence in management research and teaching. The organization is so prestigious that academics vie for the limited opportunities to present papers at its annual conference and publish in its journals.
- The yearly AoM conference is a great place to meet scholars and practitioners in specific fields of management relevant to you. Through either presenting research or participating in a workshop you will be able to meet and network with scholars and/or practitioners in your field of interest. Therefore, AoM can help you get to expand your professional network, which will help your career.
- Its journals, *Academy of Management Review*, *Academy of Management Journal*, *Academy of Management Learning & Education*, and *Academy of Management Perspectives* are all included in the cost of membership and are of great help in keeping you updated about what is happening academically and in practice in this field.
- Also, when joining AoM you can choose 2 or more divisions or scholarly interest areas to further help you develop your professional network and learn more about the topics and problems in your areas of interest.

2. What can I expect at the AoM annual conference meeting?

- The annual AoM conference is the place where thousands of academics and practitioners from around the world come together to discuss their research, network, look for jobs, and generally find out what is going on in our field.
- Given the journal cycle time – anywhere from 1 year to 3 to have a paper appear in print – the AoM annual meeting will give you the unique experience to see an array of work in progress and find out what people are currently working on in your area of interest.
- The conference provides numerous opportunities to get to know new people, re-visit acquaintances, strengthen friendships, and to be challenged to become a more committed researcher and teacher of management.
- The AoM annual conference is the one time of the year when almost all management faculty and students are in one place so if there are people you want to meet and talk to this is the time to do it in both professional and informal (social) sessions.

3. What are the different types of sessions at AoM?

**Professional Development Workshop - PDW**

PDW stands for Professional Development Workshop. PDWs are a platform for colleagues to share knowledge and expertise and foster the development of workshop participants. It is also an opportunity to develop innovative and creative workshops that will benefit Academy members. PDWs are scheduled from Friday at 1 p.m. to Sunday at noon. These workshops consist of various types of sessions including Doctoral Consortia and Junior Faculty Consortia that are organized by the Academy's Divisions, Interest Groups and Theme Committees.

In PDWs, different formats can be used; for example, one or more than one speakers present and a couple of panelists lead audience's discussion, or one or more speakers with expertise on that topic present and then open to questions from the audience.

### **Refereed Scholarly Sessions**

These sessions start on Monday morning, and end on Wednesday afternoon. They include two major types of sessions: Paper and Symposium.

1) Paper sessions, based upon papers submitted to individual divisions:

- **Interactive Paper (IP) Sessions** - IP sessions are grouped papers that are presented in a manner that encourages more discussion and interaction among authors and attendees than is possible during a traditional paper presentation format. Authors are invited to post their papers on the Interactive Paper web page designed to allow interested attendees to download them and read them before the session.
- **Division Paper (DP) Sessions including Visual Paper** - Division Paper sessions consist of submissions that contain common themes that reflect the interests and domains of their divisions. DPs can include Session Chairs/Facilitators or Discussants.

2) Symposium submissions, submitted to one, two or three divisions, take two forms as well:

- **Panel Symposium** - a group of panelists-engaged in an interactive discussion, but without titles associated with any panelists' participation.
- **Presenter Symposium** - involves a series of authored papers on a pre-set theme. Symposia are NOT blind review, but are judged on overall quality, interest to Academy members, relevance to the division or interest group to which they are submitted, innovation and contribution, and relevance to the meeting theme. Symposia can be singly or jointly sponsored by up to three divisions or interest groups.

### **Caucuses**



Caucuses are round-table discussions which offer a convenient, informal way for Academy members who share a topical interest or a professional concern to find one another and to develop a sense of community.

4. What are the best receptions at AoM to meet new people a) for social reasons, b) for research reasons?

All receptions afford opportunities to socialize and to develop relationships for research collaboration – the OB Division receptions tend to be the best attended which means the most people, but can also be the most daunting – hence the Making Connections Committee and our pre-conference forum to help new members meet people.

The “OB Division New Member Networking and Research Forum”, “OB/HR Reception” on Saturday night, and the general reception “All Academy Reception” hosted by AoM are also good opportunities to meet people for social reasons as are those receptions sponsored by universities or companies.

As for meeting people for research reasons, you can attend receptions hosted by certain AoM divisions such as the HR Division reception or RM Division reception, or receptions on certain research topics such as a leadership reception. Also, the “Making Connections coffee break” that follows the Lifetime Achievement Award Address is a good opportunity to meet people. This coffee break is designed especially to give folks an opportunity to discuss the Address.

5. How can I get to know big names in the field at AoM, particularly through Making Connection Committee?

- Anyone within the Academy is at liberty to talk to and contact anyone else. Names, affiliations, and e-mail addresses are listed in its directory (use the “Search Member Directory” option from the AoM home page: [www.aonline.org](http://www.aonline.org)).
- At the annual meeting, you could attend consortia, workshops, symposia or paper sections in which big names in our field are involved and ask them questions that relate to their research; or you could go to receptions on certain topics (e.g., the leadership reception) to meet these experts. Pre-conference events are usually designed to maximize interaction more than the formal main conference events.
- In addition, the Making Connections Committee organizes a pre-conference Networking Forum and members will be at several social activities to foster connections between “new” and “old” members. Attending these or stopping by the table at the coffee break on Tuesday is a good idea.

6. How do I get my name and face exposed at AoM?

- The easiest way is to volunteer to work at the annual conference.
- There are other volunteer opportunities available, including as reviewers of papers and symposia, serving as a chair or discussant of paper sessions and Professional Development Workshops (PDWs) . <more than this, the OB Division has a number of “communities” (see OBWeb) that are always eager to take on a willing volunteer>
- Attending various consortia, PDWs, symposia, paper sessions, receptions and Making Connections Committee events and talking with people will increase your exposure at AoM.
- The best way, however, is to present your research.

7. How do I meet other student members of AOM?

- You can realize this goal by attending the various PDWs, symposia, paper sections, receptions, or Making Connections Committee (MCC) events (we have quite a few students in MCC).
- You increase your chance of meeting other student members by attending sessions designed for students. There are doctoral workshops available in the weekend before the paper sessions begin (e.g., New Doctoral Student Consortium).
- Within the OB Division, students can be found on the AoM website. Go to [www.aomonline.org](http://www.aomonline.org) and click the button People & Communities. Scroll down and click on Divisions & Interest Groups. Scroll down to Organizational Behavior. Then click on Current Statistics. Sign in, and then click on Search. Under Activities, find the Affiliation menu, and select Student Member. You will also have to select some other filter because there are too many names to list all of them.
- Also, the AoM has an outlet especially for students: AoM Student Web. Here you can connect with other PhD students:  
<http://group.aomonline.org/students/>

8. How do I meet other practitioner members?

You could find them on the AoM website. Go to [www.aomonline.org](http://www.aomonline.org) and click the button People & Communities. Scroll down and click on Divisions & Interest Groups.

Scroll down to Organizational Behavior. Then click on Current Statistics. Sign in, and then click on Search. Under Activities, find the Affiliation menu, and select Executive Member. You will also have to select some other filter, such as State or Country, because there are too many names to list all of them.

9. Where can I find additional information about AoM?

By visiting the AoM website at [www.aomonline.org](http://www.aomonline.org).

10. What are the affiliates of AoM?

Affiliates of AoM can be found on the AoM homepage by clicking on Affiliates and Associated Societies. Currently the Academy has five U.S. domestic affiliates: the [Eastern](#), [Midwest](#), [Southwest](#), and [Western](#) Academies of Management, and the [Southern Management Association](#), as well as two internationally based affiliates: the [Asia](#) and [Iberoamerican](#) Academies of Management.

Associated societies broadly agree to cooperate with the Academy in some manner on an area of common interest. Currently, associated organizations include the: [Administrative Sciences Association of Canada](#), [Australian and New Zealand Academy of Management](#), [Brazilian Academy of Management](#), [British Academy of Management](#), [European Academy of Management](#), [European Group for Organizational Studies](#), [International Association for Chinese Management Research](#), and [Academia de Ciencias Administrativas \(ACACIA\)](#), our counterparts in Mexico.

11. How could I find a job via AoM resources?

There are a few things you could do.

- You may purchase the job placement service on the AoM website, under “Career Center.” Here you can build your profile and upload your resume/curriculum vita in the placement center and contact potential employers listed in the placement center.
- You can schedule job interviews during the annual conference.
- Also, you could try to meet faculty informally at business schools, or practitioners from companies that interest you,-for example after their presentations in a symposium, or at a reception.

12. How could I get information on publishing in AoM journals?

- Almost all student consortiums have a “Meet the Editors” panel, and there are several Professional Development Workshops every year that deal specifically with publishing and reviewing.

- For journals you are interested in, examine the table of contents and papers already published in that journal. Also visit the journal websites to learn about the types of articles they seek and their style guidelines.

13. I've been assigned a new course to teach. Where can I find information to help me create a new syllabus?

- Start by posting a question to the OB Division listserv – this is one of the best resource tools that our Division has to offer – most faculty are more than willing to share but you have to ask!
- On the OB Web website ([www.OBweb.org](http://www.OBweb.org)), click on Syllabus Bank under the Member Services section of the Home Page.
- Also, the OB website has a link to teaching resources.
- AoM has a specific interest group, the Organizational Behavior Teaching Society, <OBTS is not an interest group of AOM. OBTS is a standalone society, although AOM does include the OBTS listserv as an affiliate> which deals with teaching related issues in OB. You can subscribe to this listserv by visiting the AoM website ([www.aomonline.org](http://www.aomonline.org)), clicking on People and Communities, clicking Listservs and selecting the OBTS-L. This online discussion lists members engaged in free and vital interaction about learning and teaching, asks questions of a community of colleagues, and shares resources and tips related to teaching.
- By joining the Management Education and Development Listserv.

WE HOPE THESE ANSWERS HELP  
GOOD LUCK, WE HOPE TO SEE YOU AT AoM