

OB Division Executive Board Meeting Minutes
August 9, 2009

Introductions

Scientific Affairs Committee- Gilad Chen

- Mission is to help create research connections among our members
- Gilad, our chair, has provided a report (appended)
- Developing three PDWs was the main activity of SAC, with the idea of making connections through them, each doing so in a different way
- PDWs were well attended, lots of interest, something we will continue, not sure if continue with 3 (or more or less) but will meet tomorrow to decide
- Will also discuss additional ways to help our membership, but it is difficult to think of other ways to make connections and maybe SAC needs to think harder about whether and how to do so
- Blake: Half Way There PDW has potential to be a permanent fourth career related workshop; the 60 slots filled quickly, with many more on the wait list (pent up demand)
 - Attendees raving about it
 - Will ask David Mayer, who ran it, whether four hour is ideal- and will he want to replicate and maybe grow it
 - Expensive to serve lunch
 - Is it a good time slot?; Maybe a different forum can be considered (break into two groups, and get presenters to do it twice- smaller rooms, more Q&A, but panelists do it twice or different teams of people)
 - Lots of presenters were tag-teaming, could have done it in separate groups
 - Most participants were finishing their second or third year
- Not sure on how Help I'm Stuck PDW went, will talk to Adam
- Bridging micro-macro divide PDW - only about half of those registered showed up (had to do late in day, because panelist time schedule), and some things we'd change about it, but lots of interest in it (30-40 came)
 - We were one of three PDWs on the same issue
 - Great as one of those integrative topics
- *** Key Issue that Gilad and Lucy identified: Some overlap between Making Connections and SAC and whether it makes sense to keep separate subcommittees
- Core group of SAC and MC are active, but large number of 'volunteers' who are not contributing
 - What to do with so many volunteers?
- Get message out that the path is: New Member DC (this is AOM-sponsored, not specific to OB), then New Member Research & Networking Forum, then Half Way There, then traditional DC
- Other idea floating- through web resources, other modes of communication, more of a year round connection (but with OBWeb various issues and value added unclear, but beyond that, hard to think of connections outside the audience)

- Blake: If subcommittees need money, let us know, we have some for initiatives
- Research & Networking Forum, 60 signed up, 39 on waitlist, and 45-50 showed up.
 - Going forward, have more registered than expect to actually have to get right yield
 - Need bigger room (and don't need food)

International Committee- Blake Ashforth

- Mission: connect our international members with one another and rest of division
- 36% of our division members are from outside US
- IC's main initiatives this year included developing networking software and podcasts of AOM sessions
- But AOM has major web initiative going (which will be generic), so we are putting the IC on hiatus this year until we figure out implications of AOM's platform and what we can actually do. Also, we are conducting the 5th year review in the fall and spring: somewhere in the spring, we'll have more of a sense of what we want the IC to do
- Robert Wright at HKUST agreed to stay on as chair and would like to begin resuscitating the OB Ambassador initiative, which involves liaisons between country representatives and our division

AOM Web Initiative- Vu Tran

- AOM Connect: Group collaborating environment
 - This is the first phase of the new AOM system.
 - Only available to AOM members, which has implications since our division's websites is currently open to members and non-members
 - Platform now available - Vu attended meeting (AOM and reps of divisions/interest groups)
- It's not clear how extensive the new AOM platform will be. Initially, the thinking was that all divisions would migrate to their standardized, commercial platform and applications. This would save our division from having to continue to develop our own applications and maintaining the system. However, after consulting with the division and interest group IT reps, AOM may be moving to more of a complementary platform, where the divisions/IGs would continue to maintain their own websites. AOM and the reps will continue to discuss the degree of desirable integration. Ultimately, it may make the most sense to maintain a static website on OBWeb, and move all the dynamic stuff over to AOM
- AOM presented what they have and the technology, but issues raised by reps:
 - No clear understanding of how we should be using it
 - Lots of concern about security
 - Ownership and access of content
 - Standardization of various formats
 - Enforcement of policies (division or AOM)
 - Whether it will be used and to what extent

- Next step for AOM is to develop policy and game plan
- AOM stated it will have a meeting with division chairs

Conference ReCap- Blake Ashforth

- Send email to Sandra about conference recap (like newsletter) re division activities and specific events
- Vu will post Lifetime Achievement address and Celebration photos on web, so Sandra can embed hotlinks in the conference recap
- Be light and chatty—involve people, small town newsletter
- Add one on PDWs – also, add a specific write-up of the Half Way There PDW (since it's now one of our four career development PDWs)
- Make entries shorter
- Due in two weeks : August 28th
- Sandra will thank volunteers and outgoing exec committee (EC) members (we recognize them at the OB Awards, but the conference recap goes to more people).

Awards Agenda- Blake Ashforth

- Try to arrive by 6:10 for EC photo
- Wear blue shirt
- Chicago 6 for awards; Sheraton giving us Chicago 7 for the reception for free, but not available until 6pm [they were able to get it set up in time for reception, although it required some of the EC to help out during the awards segment]
- Plaques sent to wrong hotel—they are sending replacements to be on time.
- Wiley will be giving us \$4200 (\$2100 for HR and \$2100 for OB directly) instead of \$5000 for the OB/HR reception
- Vu will be taking the pictures [because Chicago 7 was not available, we took the pictures in the far corner of Chicago 6]
- Outgoing subcommittee chairs: Ben Tepper and Lucy Wilson will get awards
- Outgoing EC members also will receive plaques
- Hard to judge social hour attendance—way down last year and this year we have lots of competition. Revisit after the fact now that we have the new schedule [the attendance for both the awards and reception was actually quite strong. Having a centrally located ballroom, adjacent to other parties which started after ours, likely helped]

Doctoral Consortium Update- Michelle Duffy

- Went well, tried new things, lots of positive verbal feedback mostly 4-5 on evaluations
- About 1/3 were not on job market, but were supposed to be when evaluated for attending (maybe a chunk lied)
 - Students upset to not be on the same page

- We got some feedback that the schedule was packed. Compared to the old AOM conference format, we had 3 less hrs and 1 hr was now devoted to ethics. Although it would be nice to add more time, it's good to start with the Friday evening reception and if we start too early in the day it will be tough on travel schedules
- Ethics panel
 - Ethics got middle ratings, mixed opinion (we were the last of the 13 times they presented it)
 - Maybe should be all Academy that anyone can attend

Junior Faculty Workshop Update- Maria Rotundo

- Seemed to go well, feedback suggests they felt very comfortable, and faculty created safe and positive environment, faculty presenters were excellent (talked about their personal stories)
- Tried icebreaker beforehand- talk to someone you didn't know for few minutes- said they could have gone longer than 30 minutes
- We used research groups again (participants sent in research summaries and then were grouped according to their research interests with faculty fellows). The format was very favourably received and participants asked if they could receive all the research summaries.
- Roundtables good for editor's session but not the panel itself (15 minutes per table, one table per journal)

Professional Development Workshops Update- Jason Colquitt

- Last minute phone calls for extra equipment- said yes to both
- Good to have existing policy about what to do
- The lead sponsor is supposed to make decision to pick up tab on PDW, and ask the co-sponsors for financial help if it needs it

Scientific Affairs Committee Report: Gilad Chen

- We developed 3 SAC-sponsored PDWs for the 2009 AOM conference. All three have been very well received thus far, as indicated by registration numbers. Specifically:
 - The “*Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students*” PDW has 60 registered participants and 57 on the waitlist.
 - The “*Help, I’m Stuck: Organizational Behavior Research Incubator*” PDW has 39 registered participants.
 - The “*Bridging Across the Micro-Macro Divide: Enhancing Cross-Disciplinary Management Research*” has 75 registered participants and 18 on the waitlist.
- Ron Piccolo, who originally headed the Research Web Committee, has joined the SAC. We have agreed that this committee will become a part of the SAC.
- We have started discussing ideas for next year’s initiatives via email exchanges. We would very much like to continue sponsoring PDWs, but will also work on non-PDWs initiatives. We will be meeting at academy to solidify these ideas and plan further. Depending on what initiatives we decide to pursue, we may invite additional members for the SAC.