

**OB Division Executive Committee  
Midyear Meeting  
Vancouver, January 23-24, 2010  
Minutes: OB Web Posting**

**1. Welcome and Brief Updates (Sandra)**

**a. Finances (Brian) –**

- Overall finances are fine; we are spending our AoM allocation and other revenue, while maintaining our reserve balance.
- We spent more on events (e.g., doctoral consortium) in 2009 vs. 2008 largely because of how expensive Chicago catering was in 2009.
- *JOB* may not continue to sponsor doctoral consortium (\$10,000 in 2009).
  - ACTION: Sandra will be negotiating with them on which activities they may be interested in sponsorship, and at what level (see 1d. below).
  - Other potential sponsors to approach: Russell Sage; Google.
- ACTION: Maria will work with Brian and Sandra to get more precise estimates on catering for the 2010 meeting.

**b. Domain statement update (Sandra) –**

- a. We have revised our Domain Statement and we are awaiting approval from AoM. The Divisions Subcommittee of the Board of Governors met in December to discuss; Sandra is waiting to hear from Tim Judge on the outcome of that meeting.

**c. Web Czar status (Sandra) –**

- a. Vu has had to resign as Web Czar because of other commitments. We will need to hire his replacement.
- b. ACTION: Sandra will post a CC ad to recruit Vu's replacement.

**2. Strategic Issues (Sandra)**

**a. Electronic communications**

- i. Web Czar transition plan
  - Sandra has contracted with an outside vendor to make website additions and updates.
  - ACTION: EC members should notify Sandra if they have updates to OB Web.
- ii. Current status of the AOM platform/AOM Connect
  - The EC discussed ways that we can use AoM Connect to enhance communication among OB members.
  - We can publicize AoM Connect to our members and encourage its use, particularly for new members (e.g., doctoral students).
  - ACTION: Each of us responsible for organizing events or committees (PDWs; SAC; Doctoral Consortium) will create a group in AoM Connect and invite attendees/members to participate. Event/ communication organizers will be encouraged to post formal communications, solicit suggestions, etc. before the event to encourage informal communications among participants.

- There is no progress to report on changes in the AoM platform.
- iii. Issue: Listserv posting policy
  - We need to enhance the quality of the Listserv experience for our members:
    - ACTION: We will reinforce the norm that is the responsibility of the person who begins an email thread to organize and summarize responses to send to the group as a whole. Sandra will draft a CC reiterating the norm and request that users comply.
    - ACTION: Sandra will investigate ways in which Listserv users' interests can be specified with more precision. Sandra will draft a CC soliciting new members and asking existing Listserv members to revisit their settings so that they are not inundated with emails they don't read. Also, she will inquire whether the Listserv can filter for broad interest areas (e.g., research; job posting, etc.) as well as research topics (e.g., leadership; teams).
- b. 5-year review
  - i. Changes, deletions or additions?
    1. ACTION: EC members will send their revisions to Sandra.
  - ii. Suggestions for action based on results
    - Overall support from EC for Sandra's approach (in terms of breadth/specificity) to making suggestions for potential action.
    - ACTION: We will report results only if they represent at least 10% of respondents to the member survey.
- c. Involvement- tie in with 5 year review recommendations
  - i. What to do with volunteers
    - ACTION: Create a list of volunteers (details to follow).
    - Idea: Use volunteer lists to recruit award committee members.
    - Idea: Create a portal on OB Web to funnel volunteers to appropriate activities.
  - ii. Learn from HR's ambassador's program and other initiatives?
    - This may be a good idea generally but we will need to develop a workable plan for OB to pursue it.
  - iii. Web sub committees: should we resurrect them or not?
    - We will table this item until we get resolution on AoM technology changes.
  - iv. What to do with IM subcommittee currently on hiatus
    - Should we have some version of ambassador's program rather than a committee?
    - ACTION: Encourage the resurrection of this committee using AoM Connect. Sandra will contact Robert Wright (chair) and discuss the ambassador idea.
- d. Other
  - i. *JOB* Funding

- We discussed the value to *JOB* of affiliation with the OB Division and our doctoral consortium.
- ACTION: EC members should send to Sandra any ideas and contacts for other potential sponsors (examples mentioned included *OBHDP* and a new journal, *Organization Psychology Review*).
- ACTION: EC members should send Sandra any other contacts they may have who might be interested in supporting the OB Division in ways such as showcasing journal logos on materials, sponsorships of particular meals with different groups of scholars (e.g., Thank-you coffees and doctoral student dinner).

### 3. Activity Reports/Updates

#### a. PDWs (**Michelle**)

- We discussed how we might better encourage our members to create communities around topics (e.g., leadership) that could be PDW discussion roundtables, etc. This would also serve to better connect our membership to the division.
  - ACTION: Suzanne will follow-up on this and make recommendations at the August meeting.
- Should we make “Half Way There” session longer or larger?
  - Still considering this issue.
- ACTION: Continue the “Help I’m stuck” PDW as an on-going event for the Division.

#### b. Awards

- i. OBOP and Practice (**Cheri**)
    - a. ACTION: Finalists (3-5 per award) will be notified via email and announced in the minutes of the August meeting, along with award winners.
  - ii. Lifetime Achievement and Cummings (**Blake**)
    - a. ACTION: Winners will be announced but nominees will not.
  - iii. Conference (**Carrie**)
    - a. ACTION: Finalists (3-5 per award) will be notified via email and announced in the minutes of the August meeting, along with the award winners.
- Service Awards: Whether and how we should give awards to the heads of our committees.
    - ACTION: At the annual business meeting we will recognize the service of any chairs of standing committees who are completing their final year of service in the role. We will honor these individuals with a plaque and recognition at the meeting.

#### c. Program (**Elizabeth & Cheri**)

- Program highlights

- 983 total submissions; symposia submissions up 41% and paper submissions up 17% over last year.
  - We continue to have problems with the quality and quantity of reviewers.
  - Algorithm used this year with few glitches and all reviewer assignments done by 1/17.
  - Changes from last year
    - There will be “Discussion Paper Sessions” this year. AoM will provide details on the structure of this new session format.
  - Recommended changes for next year
    - Should we drop the discussant role and move to having just a chair role for our sessions?
    - ACTION: Elizabeth will organize paper sessions with co-chairs (rather than the current chair & discussant roles). This allows the same number of members to participate in the program and provides better coverage in the event of last-minute no-shows. At the same time, if there is no formal discussant, there can be more time for the actual paper presentations.
    - ACTION: Cheri (with assist from Elizabeth) will try to streamline the process of checking in manuscript next year through working with AoM for a better overall system, and considering other ways of organizing the intense work on the day following the submission deadline.
- d. Doctoral Consortium (**Suzanne & Sharon**)
- Overflow issues- selection, perceptions of fairness
  - ACTION: Suzanne and Sharon will develop an application form in order to better distinguish which candidates are the best fit for the consortium in terms of stage in their programs, progress on dissertations, job market, etc.
  - ACTION: Sharon and Suzanne will work to ensure that our selection criteria accommodate international differences in doctoral program structure.
- e. Junior Faculty Workshop (**Amy & Adam**)
- What to do with the editor’s panel?
    - ACTION: Amy and Adam have changed the Editor’s panel to a roundtable format and changed the time so as not to conflict with the doctoral consortium.
    - ACTION: Amy will check with AoM (Ming-er Chen) to ensure that the editors are exempted from the 3+3 rule for participating in the roundtables.
- f. Scientific Affairs Committee & Making Connections Committee (**Carrie**: Gilad & Scott’s combined report)
- Issue: Should we combine MC and SAC?
  - ACTION: We encourage the committees to continue to develop and maintain their separate identities in the coming year but we recognize the challenges that have been articulated and will revisit the issue after another year’s experience.
- g. Catering (**Maria**)
- Budget

- Other issues?
  - ACTION: We act as the fiscal agent for the Network of Leadership Scholars and work with them on catering and room reservations. The on-going contact person is Mary Uhl-Bein. Maria will be in touch with her.

h. Celebration event (**Sandra**)

- Logistics (Sandra)
- Plaques & Shirts
  - ACTION: Wear your blue shirts to Division events at the annual meeting!!
  - ACTION: As award winners are chosen and notified, send an email to Sandra and Brian so that they can make up the plaques. Make sure to double check the spelling on names and affiliations.

5. **Other business?**

We discussed at length how to better accommodate the challenges that come with the size of the division. These challenges include:

1. How do we make the “big tent” more welcoming and involving for our members?
  2. How do we nurture and maintain the intellectual component of governance?
- ACTIONS: In order to free up one of the Reps at Large for other governance responsibilities and address issues of member involvement, we will create a position of “Event Coordinator” which will be modeled on our existing positions of Treasurer and Web Czar. This will be a volunteer position filled by a person who will work with the EC and handle tasks associated with catering, event logistics, etc. for the annual meeting. The role will require attendance at the annual meeting and, at least for the first year, attending the mid-year meeting as well.
    - Sandra will draft a position description to post on CC and circulate to the EC for comment.
    - All EC members will send Sandra names of possible candidates to serve in this role.
    - The division could subsidize part of the costs associated with the Event Coordinator’s attendance at the annual meeting if the individual cannot cover the full costs.
    - We will discuss via email possible roles for the EC member currently assigned catering duties.

**4 (a): PDW Report  
 Michelle Duffy**

**Lead Sponsorship Summary:** Received the following **15** submissions:

Title	Organizer	Hours
Halfway There, But Now What: Advice for Pre-Dissertation Doctoral Students (2 <sup>nd</sup> Annual)	Mayer/Zapata/ Masterson (SAC)	4
Help, I'm Stuck: Organizational Behavior Research Incubator	Dragoni/Grant/Smith(SAC)	2.5
From Junior to Full: Advice on Advancing to Full Professor	Chen /Porter (SAC)	2
OB Teaching Incubator *	Litchfield (SAC)	2
OB New Member Networking and Research Forum*	DeRue/Nahragang/Sluss (SAC + MCC)	4
The Future of Job Design	Grant/Fried/Parker (SAC)	3
The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty	Bergeron	4
The 18th Annual Craft of Reviewing Workshop	Gower	2
Advancing Leadership Research: A Mentoring Session with Passion and Compassion	Dansborough	2
Research in practice: A view from the trenches	Dekas	2
Appreciating Strengths: Strengths and AI: a practical approach and theoretical model for flourishing	Elsner	8
Being A Leader and the Effective Exercise of Leadership: An Ontological Model	Takacs Haynes	3
Business School Centers: Best Practices and Lessons Learned	Sablynski	4
Passion and Compassion in Management Education: Building Lifetime Relationships with Students	Karakas	2
Making and Managing Connections to Colleagues, Employees, and Students through online Social Networks.	Landers/Schmidt	2

\*OB teaching incubator and new member PDW are designed to be integrated such that one flows into the next.

**Entered additional division sponsored events:**

OB Doctoral Consortium	Masterson/Parker	13
OB Junior Faculty Workshop	Wrzesniewski/Grant	13
OB-HR Reception	Kraimer	na

**Total Hours Submitted: 68 Total Hours Allocated: 86 Total Hours Charged: TBD**

**Co-sponsorship Summary:**

**Total Hours Allotted: 52 Total Hours Requested: 58 PDWS request our cosponsorship Total Hours Charged: TBD (I can't accept them until the primary division accepts)**

- a. Under the new 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 50 credits.
- c. Acceptance criteria will follow last year's guidelines including where OB fell in the potential cosponsor rankings (i.e., 2009 rejected proposals often listed OB from 7th to 13th) and how broad the appeal was (rejected proposals were often on very narrow, often tech-based topics).

**Discussion Points**

- 1. PDW Deadline same as all others this year. We have until 2-15 to get the program done and work out details.
- 2. Room for more PDW submissions if allocation stays this high
- 3. Can I ask a PDW to reduce the # of hours they request? One struck me as high. Is this necessary given how many hours we have?
- 4. New Doctoral Consortium?
- 5. Same issue from last year: Assuming New Member Networking and Research Forum and Halfway There PDW stay on the books, a need for up front coordination with OB DC and OB JFW coordinators to avoid going after the same faculty participants. This year (2010), we also have some PDWs like "research in practice: a view from the trenches" and "the productivity process" that could compete so I asked the coordinators work together to some extent.
- 6. SAC and MCC continue to submit superb PDWs.
- 7. SAC tried to do some more creative PDWs this year that tied together and involved food. How to encourage this type of thinking but yet manage it? (Logistical issues).

<p><b>4 b (i): Awards for Outstanding Paper in OB and Outstanding Practitioner Paper Cheri Ostroff</b></p>
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Outstanding Publication in OB Award

Neal Ashkanasy, University of Queensland  
Berrin Erdogan, Portland State University  
Remus Ilies, Michigan State University  
Angelo Kinicki, Arizona State University  
Brad Kirkman, Texas A&M University  
Amy Kristof-Brown, University of Iowa  
Avi Kluger, Hebrew University Jerusalem  
Hui Liao, University of Maryland  
Dan Newman, University of Illinois  
Annelies van Vianen, University of Amsterdam

Step 1: Review journals and nominate papers – April 1  
Step 2: Committee evaluates papers – June 1  
Step 3: Final decision – June 15

Outstanding Practitioner-Oriented Paper Award

Nate Bennett, Georgia Tech  
David Bowen, Thunderbird  
Michael Frese, University of Leuphana  
Michael Gross, Colorado State University  
Deb Kidder, University of Hartford  
David Waldman, Arizona State University

Step 1: Review journals and nominate papers – April 1  
Step 2: Committee evaluates papers – June 1  
Step 3: Final decision – June 15

<p><b>4 b (ii): Cummings and Lifetime Achievement Awards Blake Ashforth</b></p>
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Cummings Scholarly Achievement Award Committee

Bob Liden (chair)  
Elizabeth George  
Remus Ilies  
Anat Rafaeli  
Debra Shapiro

-starting in 2010, because the award is for “scholarly achievement during the early- to mid-career stage,” we expanded the criterion from 6 years post-PhD to 12 years

Deadline for nominations: December 15, 2009  
Deadline for determining winner: March 1, 2010

Lifetime Achievement Award Committee

Dan Brass (chair)  
Janet Dukerich  
Gary Johns  
Phil Podsakoff  
David Turnipseed (representing the award’s sponsor)

Deadline for nominations: December 15, 2009  
Deadline for determining winner: March 1, 2010

**4 b (iii): Conference Awards  
 Carrie Leana**

Committee Member	Affiliation
<b>Best Paper Award</b>	
Emily T. Amanatullah	U. of Texas at Austin
Heather C. Vough	McGill U.
Michael Abelson	Texas A&M U.
Daniel L. Morrell	Middle Tennessee State U.
Naomi B. Rothman	U. of Illinois, Urbana-Champaign
Mark Mortensen	Massachusetts Institute of Technology
Christian Kiewitz	Dayton
<b>Best International Paper Award</b>	
Stefan Krummaker	Leibniz U. Hannover
Vivien Lim	National University of Singapore
Elizabeth C. Ravlin	U. of South Carolina
Yen-Chun Chen	I-Shou U.
Marco Van-Geldereren	Massey U. New Zealand
<b>Best Paper with Practical Implications</b>	
Elaine C. Hollensbe	U. of Cincinnati
Michele L. Swift	Oregon State U.
Kimberly Wells	U.S. Office of Personnel Management
Patrick S. Malone	American U.
David L. Turnipseed	U. of South Alabama (McKinsey)
<b>Making Connections Award</b>	
Michael B. Hargis	U. of Central Arkansas
Patricia Faison Hewlin	Georgetown U.
Paula Marie O'Kane	U. of Ulster
William N. Ruud	Shippensburg U.
<b>Best Paper Based on Dissertation</b>	
Kathleen O'Connor	Cornell U.
Chester A. Schriesheim	U. of Miami
Pamela Tierney	Portland State U.
Amy Edmondson	Harvard

**Deadlines:**

**Receive reviews: February 12, 2010**

**Receive top scoring papers/symposia from Program Chair: February 16, 2010**

**Send papers finalists to committees: February 16, 2010**

**Receive committee rankings for Best International and Dissertation papers: February 23, 2010**

**Receive committee rankings for other awards: March 3, 2010**

**Submit nominations for Dexter and Newman Awards: February 26, 2010**

<b>4 (c): Program</b> <b>Elizabeth Morrison and Cheri Ostroff</b>
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## **I. Submissions**

- 832 papers (up 17% from last yr., compared with an 8% increase from 08 to 09)
- 151 symposia (up 41% from last yr., compared with a 0% increase from 09 to 09)

## **II. Reviewers**

- 1323 total reviewers (up just slightly from last year)
- 1171 reviewers used (88%), as of 1/22
- Average number of assignments per reviewer = 2.54
- Many OB reviewers are also reviewing for other divisions
- Too early to track how many declined, active, and complete
  
- 404 (31%) are new reviewers
- 461 (35%) are students
- 523 (40%) are non-US (from 55 countries)
- 971 (73%) also submitted

## **III. Matching Process**

- 17 Divisions used the matching algorithm this year
- Program ran with only a few glitches, and we were able to get all reviewer assignments done on 1/17

## **IV. New to the Program**

- Divisional Presentation Paper (DPP) Sessions
  - Organized and scheduled by Program Chairs
  - Recommended that 45% of accepted papers be assigned to these
- Divisional Roundtable Paper (DRP) Sessions
  - Organized and scheduled by Program Chairs
  - Recommended that 40% of accepted papers be assigned to these
- Cross-Divisional Roundtable Paper (CDRP) Sessions
  - Organized and scheduled by the CDRP Committee
  - Program Chairs identify up to 5% of accepted papers for these sessions
  - Program Chairs provide names of scholars who could be good facilitators
- Discussion Paper Sessions

- Organized and scheduled by the Discussion Paper Committee
- For papers that are weak, but promising and that might benefit from developmental feedback
- Program chairs identify up to 10% of accepted papers for these sessions
- Program chairs provide names of scholars who could serve as coaches

#### **IV. Issues to Discuss**

- Whether to use discussants for paper sessions (many divisions are not using discussants, but are instead having sessions chairs serve as discussion facilitator, and Anne Tsui seems to be advocating this)
- How to grow our reviewer pool, but also get more mid-career and senior scholars in the pool (especially those with experience reviewing for our leading journals).
- Dealing with the growing submission rate. Is our current approach to dealing with the Program Chair role sustainable? Do we want to consider using Associate Editors like some divisions? Does it make sense to divide the job between Program Chair and Program Chair Elect in the way that we do?

**4 (d): OB Doctoral Consortium  
Suzanne Masterson & Sharon Parker**

1. We have 45 faculty lined up to participate in the OBDC this year (the proposed schedule is presented below). We made a few adjustments, based on feedback from last year:
  - a. Moved “Open Space” session to day 2, with only 1 time through
  - b. Took away lunch/keynote speaker, and we plan to use that time to allow the students to interact more
  - c. Have an icebreaker (still tbd) to open the session, in order to get students interacting from the very beginning
  - d. Focus of topics (as communicated to all faculty participants) is for students in their last year of study who are currently on the market, and we are going to work to ensure that the students accepted are all at the same point in their programs
  - e. Changed from joint editor’s panel (with OBJFC and HRJFC) to editors manning roundtables at publishing and research session, to allow more interaction and discussion
  - f. Still waiting final confirmation of ethics session by AoM (tentatively built into schedule; otherwise, will substitute something else)
  
2. Our next step is to put out the call for nominations. We have talked about creating an application/nomination form this year. It would have standard information that must be completed, in order to ensure that students are at the same point in their programs. This should reduce gaming and increase fairness of selection process, since we won’t have to “guess” as much in terms of where they are in the programs from what students choose (or choose not) to submit.
  - a. On the market, working on dissertation (proposal defended), but final dissertation not yet defended (information confirmed through series of question on nomination form) – need to be very clear about decision rule, and make sure it is appropriate for and clear to both US and international students
  - b. Letter from dissertation advisor or program advisor (still needed, or have advisor fill out nomination form, with area for statement/comments?)
  - c. One page bio from nominee (dissertation abstract, research and teaching interests, publications, and contact information)
  - d. Limit of 2 students per program maximum (4 per university)
  - e. Goal is to have 60 or less students; prefer to keep around 50
  - f. Will follow last year’s call in terms of mentioning “halfway there” and “new doctoral student” consortiums as alternatives for students who are NOT at this stage in the program
  
3. AoM issues:
  - a. Will need ~8 flipcharts on Saturday from 2:30-4:00
  - b. Will need at least 10 roundtables in the room; would be nice to have 11 or 12, so can have a dedicated table or two for materials, name tents, etc.

- c. Will need speaker table in front of room, for teaching panel on Friday night
- d. I'll plan to bring my laptop for presentations
- e. Food needs:
  - 1. Heavy hors d'oeuvres and beverages for Friday evening (4-7 pm).
  - 2. Would like both warm appetizers and cold appetizers. Last year, was mostly warm appetizers, and they went fast. Having cold appetizers (like chips/pretzels, cheese/crackers, fruit/veggies) might stretch out the warm appetizers, perhaps be cheaper than warm, and be filling.
  - 3. Soda and wine/beer?
    - ii. Continental breakfast for Saturday morning (8-8:30 am)
    - iii. Coffee break for Saturday morning (10-10:15 am)
    - iv. Lunch buffet for Saturday (11:45 am-1 pm)
    - v. Soda/cookie break for Saturday afternoon (3:45-5 pm)
- f. Drink tickets
  - i. 2 each for student participants (~120 max)
  - ii. At least 1 each for faculty participants (~50) – would be nice to have 2 for each, if possible
- g. OB Chocolates for the tables

### 3. JOB/Wiley Sponsorship

- a. In past few years, JOB has given participants thumb drives. If this is the plan again for this year, I'm wondering if we can get them in advance and load participant bios and other information on them, as opposed to taking big packets to the participants in Montreal. Any thoughts on pros/cons?
  - i. On a related note, students wanted bios ahead of time last year; we might investigate a way to do this

**4 (e): Junior Faculty Workshop**  
**Amy Wrzesniewski and Adam Grant**

The Junior Faculty Workshop is scheduled to take place on Friday evening August 6<sup>th</sup> (5pm to 9:30pm) and Saturday, August 7<sup>th</sup> (8am to 5pm) followed by the joint HR/OB reception from 5:30-7pm. A draft of the schedule is included below with a list of faculty presenters. Please understand that this schedule is a draft and the timing of the events may be modified slightly between now and the actual workshop (or whenever the deadline is after which point changes cannot be made). The biggest change to this year's schedule is the shift in the editors' session, which is no longer joint with the doctoral student consortium and which now has a roundtable format. The participants' time commitment for the workshop begins Friday evening around 5pm and ends Saturday around 5pm. The faculty presenters' time commitment for the workshop begins Friday evening around 6pm and ends around 2:10pm on Saturday because they do not need to attend the editor session or the network/feedback session on Saturday. As you'll see, the schedule hews closely to last year's plan because it worked so well in 2009.

Participant Networking. Last year's success with implementing more time for workshop participants to get to know each other was clear. Thus, the schedule includes an icebreaker on Friday evening from 5-6pm that is scheduled for the participants only and will likely take the same form as last time. Additional time for networking is also scheduled at the end of the day on Saturday from 4-5pm.

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

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

Editor Panel. Together with the OB Doctoral Consortium and the HR Junior Faculty Workshop, it was decided that we would divide and conquer going forward. That is, the JFW would have its own editor session, planned as a roundtable format for participants to gather with the editor (or AE) from the journal of their choice for half of the 90 minute period, followed by an opportunity to switch.

Total number of participants, cost, selection criteria. The total number of participants has varied over the years, as has the cost of the workshop. The workshop fee was \$75 in 2009 and \$150 in 2008. Enrollment was 38 (one no-show) in 2009, and 35 in 2008. The selection criteria have been discussed over the years. Last year we decided that the target audience should be participants who have at least one year of experience as assistant professors and a maximum of five years out.

At this point, we have 8 people lined up firm out of the 10 that we need. I am waiting on answers from folks who are checking on other aspects of their schedules but are planning to participate. I anticipate that within a week I should know the firm line up. I look forward to discussing these and other details with the group at the mid-year meeting.

**DRAFT**  
**Junior Faculty Workshop 2010**  
**Academy of Management, Montreal**  
**August 6-7**

**Organizers:**

Amy Wrzesniewski, Yale University, amy.wrzesniewski@yale.edu  
Adam Grant, University of Pennsylvania, grantad@wharton.upenn.edu

**Faculty Presenters**

Art Brief, University of Utah  
Joel Brockner, Columbia University  
Kim Elsbach, University of California, Davis  
Frank Flynn, Stanford University  
Anat Rafaeli, Technion-Israel Institute of Technology  
Denise Rousseau, Carnegie Mellon University  
Barry Staw, University of California, Berkeley  
Linda Trevino, Pennsylvania State University  
Plus 2 others TBA

**Friday, August 6, 5:00-9:30pm (Room details)**

5:00-6:30pm      *Welcome, introductions, icebreaker?*

- Participants arrive at 5pm and participate in an icebreaker until 6pm and then join the reception/introductions.
- Faculty presenters can arrive at 6pm for a welcome reception and introductions.

6:30-7:30pm      *Dinner*

7:30-9:30pm      *Conducting High Impact Research*

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

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

**Saturday, August 7<sup>th</sup> 8:00am-5:00pm (Room details)**

8:00-8:30am      *Breakfast*

*OB Division Mid-Year Meeting*

*January 22-24, 2010*

*Posting for OB Web*

8:30-9:30am	<i>Research Group Discussion I</i>
9:30-10:45am	<i>Having Impact as a Teacher and Mentor</i>
	Faculty Presentations (3 Presenters)
	Panel Question & Answer
10:45-11:00am	<i>Break</i>
11:00-noon	<i>Research Group Discussion II</i>
12-12:45pm	<i>Lunch</i>
12:45-2:10pm	<i>Surviving the Tenure Process</i>
	Faculty Presentations (3 Presenters)
	Round Table discussion (1:45-2:10pm)
2:30-4:00pm	<i>Editor Roundtables (with rotation halfway through)</i>
4:00- 5:00pm	<i>Network and Feedback</i>
5:30-7:00pm	<i>Evening Reception for OB and HR Doctoral and Junior Faculty Consortia</i>

**4 (f): Scientific Affairs and Making Connections Committees**  
**Gilad Chen and Scott DeRue**  
**(Carrie Leana)**

Email from Gilad and Scott:

After discussions we had with the OB EC and our committees back in the AOM conference last August, and following AOM, we have decided to combine our committees' efforts for this coming year, and produce jointly a set of 5 PDWs (see attached). The main reason for working together on these PDWs is that we have found that there is a relatively large overlap in the PDWs our committees organize for the AOM conference, stemming from overlapping aspects of our committees' purposes and missions. Thus, we felt that, at least for this year, we would be better off merging our efforts, rather than working as separate committees.

As you will see in the attached PDW proposals, collectively, these will hopefully help serve a diverse set of our division's membership, including new members, graduate students that "fall" between the new PhD student and doctoral student consortia, mid-career scholars that fall outside the junior faculty consortium, and both teaching-focused and research-focused members. Thus, we hope that this set of PDWs can help our members to make connections in new and exciting ways.

The question of whether our committees should remain separate or merge is of course up to the EC to decide. However, having experienced what it is like to work together this fall, we would like to offer the following thoughts, which hopefully would be informative to the EC.

- There are obviously both overlapping and unique areas in the missions of the MC and SAC. The overlap seems to be much higher when it comes to conference-related initiatives. If we choose to initiate new activities outside the conference, the overlap may be smaller. However, as you know, historically, we have found it easier to target our initiatives towards the conference, relative to out-of-conference activities (a good exception is the membership needs survey the SAC has done a few years ago). Clearly, though, it would be helpful to re-think whether the missions of the two committees are too similar (suggesting they should be combined), or sufficiently different to remain separate.
- One additional issue pertaining to this question is the fact that we, as a division, highly value offering plenty of opportunities for our members to get involved. As such, keeping the committees separate may help allow more members to have opportunities to serve and eventually take on leadership roles within the division.
- Thus, we see both pros and cons for keeping the committees separate. On the one hand, keeping the committees separate can offer more opportunities for members to serve, and can potentially offer more services to our division and its membership. On the other hand, the similarities of the two committees' missions make it difficult to identify unique ways to serve the division, as well as the potential for "stepping on each others' toes" (e.g., offering similar PDWs, etc.).

**4 (g): Catering Report  
Maria Rotundo**

The catering activities for the OB Division at the 2010 AOM conference will be taking place beginning on Friday, August 6 and ending on Tuesday, August 10. Based upon the 2009 Conference, the main events that involve catering and/or audio/visual needs include:

- Junior Faculty Workshop
- Doctoral Consortium
- Networking and Research Forum
- Halfway There But Now What
- OB/HR Joint Reception
- Network of Leadership Scholars
- OB Thank You Coffee
- OB Reception
- Lifetime Achievement Award
- Making Connections Coffee
- Any new events that are added in 2010

A draft plan of the events and related catering or audio/visual needs is included below based upon the 2009 Conference. I will work with the relevant persons to modify the dates/ times/ catering needs of the events to fit the 2010 Conference schedule and budget. Also need to confirm the names of the contact persons for Halfway There, OB/HR Joint Reception, and Network of Leadership Scholars

<b>Date/Time 2009</b>	<b>AV 2009</b>	<b>Title 2009</b>	<b>Catering 2009</b>
Fri. Aug. 6 6:30pm	None	Junior Faculty Workshop	Dinner
Sat. Aug. 7 8 a.m.	None	Junior Faculty Workshop	Breakfast
Sat. Aug. 7 10:45am	None	Junior Faculty Workshop	Break AM (coffee, juice, soft drinks)
Sat. Aug. 7 Noon	None	Junior Faculty Workshop	Lunch
Sat. Aug. 7 2:30pm	None	Junior Faculty Workshop	Break PM? (coffee, chocolates)
Fri. Aug. 6 4pm	8 Flip charts & markers on easels	Doctoral Consortium	Hor d'oeuvres
Sat. Aug. 7 8am	None	Doctoral Consortium	Breakfast
Sat. Aug. 7 10:30am	None	Doctoral Consortium	Break AM
Sat. Aug. 7 11:45am	None	Doctoral Consortium	Lunch
Sat. Aug. 7 2:30pm	None	Doctoral Consortium	Break PM
Sat. Aug. 7 3-5pm	None	Networking & Research Forum?	Coffee, juice, soft drinks, cookies
Sat. Aug. 7 11-3pm (12:25pm)	None	Half-Way There	Boxed lunch or buffet lunch
Sat. Aug. 7 5:30-7pm	None	OB/HRM Joint Reception	Hor d'oeuvres; cash bar; drinks tickets for HR/OB; Costs split with HR
Sun. Aug. 8 8-9pm	None	Network of Leadership Scholars	Hor d'oeuvres; cash bar; OB orders and gets reimbursed
Mon. Aug. 9 1:30-2:30pm	None	Thank you Coffee	Coffee, soft drinks, cookies
Mon. Aug. 9 6:30-8:30pm (7:15/7:30pm)	1 wired handheld microphone; 1 XGA LCD projector, 1 7-8' screen; 1 projector stand with power cord VGA switcher	OB Reception	Hor d'oeuvres; cash bar; servers
Tues. Aug. 10 9-10am	1 wire handheld microphone	Lifetime Achievement Award	No catering
Tues. Aug. 10 10-11am	None	Making Connections Coffee	Coffee, muffins/ donuts/ danish