Annual Meeting

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Philadelphia, PA

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Put William Penn founded Philadelphia in 1683, he envisioned a place where people of all religions and creeds would be welcomed. As such, he named his new city based on the Greek words for “love” or “friendship” (philos) and “brotherhood” (adelphos). The City of Brotherly Love was born, and more than 300 years later, the Academy is proud to embrace his ideals for this year’s Annual Meeting in Philadelphia, Pennsylvania.

As we explore “The Power of Words” at this year’s conference, we are thrilled to welcome nearly 10,000 members from all over the world, continuing Penn’s vision of a global and cultural hub. We couldn’t ask for a better backdrop for this year’s Annual Meeting.
The 2014 Mobile Meeting App

Full Access to the Meeting at Your Finger Tips!
Use your mobile device to access information about the Annual Meeting! This year’s mobile app brings convenience and portability to your meeting experience. Download the meeting mobile app to create a personalized meeting experience.

The 2014 Mobile Meeting App is sponsored by:

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All-Academy Reception

Please join us for the All-Academy Reception on Sunday, August 3rd from 6 PM to 8 PM in the Grand Ballroom AB in the Pennsylvania Convention Center. It is sure to be an evening of FUN connecting with colleagues.

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Don’t delay! The first 200 attendees to enter the Exhibit Hall will receive an AOM Swag Bag, sponsored by the 2014 Annual Meeting Exhibitors.
F. W. Taylor was an American inventor and engineer that applied his engineering and scientific knowledge to management and developed a theory called scientific management theory. His two most important books on his theory are Shop Management (1903) and The Principles of Scientific Management (1911).

Born to a prominent Philadelphia family, Taylor came from a long line of intellectual and historical figures. His father, Franklin Taylor, was a Princeton educated lawyer, while his mother, Emily Taylor, was an ardent abolitionist and social rights activist, working closely with noted humanitarian Lucretia Mott. Taylor's ancestor, Edward Winslow, one of the original Mayflower Pilgrims, served for many years as the Governor of the Plymouth colony.

Initially, Taylor chose to forgo his family's academic background in favor of work in a metal works factory, first as a machinist, then as foreman. Shocked at the factory's inefficiency and its workers purposely working slowly, Taylor proposed solutions that he believed would solve both problems. By studying the time it took each worker to complete a step, and by rearranging the necessary equipment, Taylor believed he could discover what an average worker could produce in optimum conditions.

More than a century later, Taylor’s contributions to management can be seen throughout the world. In short, F. W. Taylor changed the face of business forever, and is considered by many to be America’s first management consultant. “Without Taylor, in fact, the whole twentieth-century management advisory industry might never have developed as it did. Fittingly enough, he eventually became America’s first true management consultant.” Quote from The Next Big Idea by Carol Kennedy.

Philadelphia “First” Fun Facts

- First city to guarantee religious freedom, beginning in 1682.
- First zoo in America: Philadelphia Zoo, chartered in 1859 and opened in 1874.
- First July 4th event: 1776.
- First botanical garden: Bartram’s Garden, opened 1728.
- First and oldest hospital in America: Pennsylvania Hospital, opened 1751.
- First library: The Library Company of Philadelphia, founded by Benjamin Franklin in 1731; its current location, 1314 Locust Street, is open to the public.
- First U. S. Mint: established in 1792 on Seventh Street, near Arch Street, it was the first property acquired by the federal government.
74th ANNUAL MEETING PROGRAM AND SESSION STATISTICS

TOTAL # OF SCHEDULED SESSIONS: 1969
(INCLUDES 11 NOT SHOWN ON ONLINE OR PRINTED PROGRAM)

DIVISION “TRADITIONAL” PAPER SESSIONS: 766
DISCUSSION PAPER SESSIONS: 59
SYMPOSIA: 296
(INCLUDES 38 ALL-ACADEMY THEME)

TOTAL SCHOLARLY: 1121
PDW’S: 449
(INCLUDES 42 Teaching & Learning Conference and 8 All-Academy Theme)
CAUCUSES: 30
MEETINGS: 276
(INCLUDES 76 ‘IN CONJUNCTION WITH’ MEETINGS)
SOCIALS: 74
PLENARIES: 19

Create A Customized Annual Meeting Program
(for registered attendees only)
- Access the Online Program.
- Enter an email address in the “CREATE MY PROGRAM” section at the upper left of the menu.
- Search sessions by division, location, date/time, etc. using the left menu bar.
- Click the “ADD” button next to session(s) to add to customized program.
- Email it by clicking “VIEW” in the upper left corner. Select “Print * or * Send Email”.
- Include the “iCal Format” to add sessions to personal calendar (outlook friendly) from email.
- Update your customized program anytime you like.

Join the Tweet Up!
Meet fellow AOM members involved in social media at this informal social gathering aimed at putting faces to avatars, changing online connections to personal connections, and making new ones. The Academy’s social media and marketing staff will be on hand to answer any questions you may have about our website, as well as the Academy’s social media plans, now and in the future. RSVP is not required, but kindly requested by email to Connect@aom.org. Don’t forget to use the meeting hashtag: #AOM2014.

Annual Meeting Blog
The Academy of Management is in need of guest contributors for this year’s Annual Meeting blog. The AOM Annual Meeting blog is a great way to share your experiences from this year’s Annual Meeting, as well as document session insights and open a dialogue about the conference findings. Create your guest profile and start blogging today!
It’s Time for the 74th Annual Academy Meeting!

Greetings to everyone! I hope this newsletter finds a large number of you preparing to travel to Philadelphia, PA to attend the 74th annual meeting of our Academy of Management. For me, this is always an exciting time of the year as we study the program to identify the different sessions we want to attend given our teaching and research interests. Additionally, of course, scheduling visits with friends and colleagues that we may see only once per year when attending the Academy meeting is also enjoyable and invigorating.

In addition to all of the sessions in which you’ll choose to participate in light of your interests, please allow me to extend a warm invitation to everyone who will be in Philadelphia to attend the General Session meeting that will start formally at 9:00 A.M. on Sunday morning, August 3rd. Coffee and pastries will be available from 8:30-9:00 A.M. Debra Shapiro, our Vice-President and Program Chair and the originator of our theme for this year (The Power of Words), will start the meeting by welcoming all attendees and by recognizing and extending our appreciation to this year’s sponsors. Debra will then speak to us to offer her reflections about the importance of this year’s theme and to describe the nature of the program that will be offered in Philadelphia. Following this will be a set of presentations to honor this year’s recipients of significant awards given by our Academy. The George R. Terry Book Award and the Career Achievements Awards (Distinguished Educator, Distinguished Scholar Practitioner, Distinguished Service, and Scholarly Contributions to Management) constitute the set of recognitions for excellence that will be awarded this year.

Following the presentations of the Academy-wide awards, it will be my honor to deliver the presidential address. Titled Our Academy, Our Future, I am excited to have the opportunity to speak with you about what I believe are important issues. Without going into detail, I am pleased to say that the speech will begin by highlighting the fact that each of us is a management scholar and that all types of scholarship with which we are engaged are important and vital to our careers, to our profession, and to our Academy. We’ll then turn our attention to the fact that as scholars live today in a time of intense scrutiny and increasing expectations. After identifying reasons I think we join the Academy and value our membership, the discussion will turn to the value our Academy creates and the position that for a number of reasons, our Academy matters. Closing the speech will be considerations of challenges I believe we face as an Academy trying to fulfill its promise and actions we may wish to undertake to deal with those challenges.

I truly am pleased to have the privilege of developing and sharing these ideas with you. Of course, I very sincerely hope that the observations to be made during the speech will be of interest to you and to some of our future dialogues and conversations that may take place within the Academy to which all of us are deeply committed.

The very best of wishes to each of you. I hope our paths will cross while in Philadelphia. Safe travels to all and I’ll see you in a few weeks!

R. Duane Ireland, PhD
President, Academy of Management
2013 - 2014
ANNUAL MEETING SESSION HIGHLIGHTS

Monday, August 4th, 9:45am - 11:15am, Sheraton Philadelphia Downtown Hotel, Horizons Rooftop Ballroom
Thought leaders in business policy and strategy come together to provide insight on emerging ideas and research questions, as well as current trends in the balance between theoretical/disciplinary views, methodologies, and phenomena in business policy and strategy research. Q&A with the audience to follow.

CM: Just Like A Woman? How Gender Shapes Negotiation Processes
Tuesday, August 5th, 9:45am - 11:15am, Pennsylvania Convention Center Room 109 A
This session brings together papers that explore when and how women may improve their negotiation outcomes. Areas of focus include the (dis)advantages of small talk; how gender differences in power attribution affect outcomes; how reputation and advocacy interact with gender to affect negotiators' creativity; and, high vs. low context culture as a moderator of the gender-outcome relationship.

CMS: Critical Perspectives on Authentic Leadership
Sunday, August 3rd, 2:45pm - 4:15pm, Pennsylvania Convention Center Room 121 B
This Symposium showcases the critical perspectives currently being applied to the term 'authentic leadership,' and provides a meeting point for scholars engaged in the different authentic leadership ‘criticalities.’

ENT: Social Ontology: Implications for Entrepreneurship Theory, Research and Practice
Saturday, August 2nd, 12:30pm - 2:30pm, Sheraton Philadelphia Downtown Hotel in Salon 10
This workshop offers an introduction to, and structured discussion about, the emerging field of social ontology with the individuals who are at the “sharp end” of this work, framed by the editors of the journals that shape, support, and promote theory development in the field of entrepreneurship.

GDO: The Power of Words: A Conversation with Chief Diversity Officers
Monday, August 4th, 3:00 - 4:30 pm, Loews Hotel, Regency Ballroom B
A panel of Chief Diversity Officers (CDO) from four Fortune 100 companies will share their views related to The Power of Words. Discussions include the power that the “Best company for X” lists have in influencing Diversity & Inclusion, and the effect these lists have on the expectations of applicants and employees.

HCM: Health Care Management Emerging Scholars Consortium
Friday, August 1st, 8:30am - 4:30pm, Pennsylvania Convention Center in Room 121 C
This consortium provides opportunities for doctoral candidates and junior faculty in health care research to interact with colleagues.

HR: Experiential HR - A Potluck for Reviving and Expanding your Teaching Repertoire
Saturday, August 3rd, 3:45pm - 6:15pm, Philadelphia Marriott Downtown, Rooms 407,408,409
Using a roundtable or “potluck” format, attendees can choose among a variety of HR topics and learn about successful experiential exercises, with 12 table sessions led by faculty from around the world. Presenters will introduce, facilitate, and discuss the implications and modifications for different audiences and/or classroom settings.
**IM: Frontiers of IM: Developing Interdisciplinary Theories of the Multinational Corporation**

**MNC Interdisciplinary Theories**

**Monday, August 4th, 11:30am - 1:00pm, Pennsylvania Convention Center in Room 104A**

The symposium’s goal is to develop more comprehensive theories that have greater explanatory and predictive power, as well as examine the need for a new research language to facilitate the conduct of interdisciplinary inquiry and more effectively communicate its findings and their significance. Guest speakers have both a disciplinary and management background.

**MED: Instructor Traits & Behaviors: Student Behaviors & Evaluation**

**Monday, August 4th, 4:45pm - 6:15pm, Loews Philadelphia Hotel Parlor 1**

Gain insight into how different instructor leadership approaches yield different learning outcomes, and learn how instructor’s attitudes and commitment to teaching are associated with student satisfaction.

**MH: Historic Turns in Organization and Management**

**Saturday, August 2nd, 2:45pm - 4:45pm, Loews Philadelphia Hotel in Commonwealth C**

This workshop will consider the prospects for more critical, cultural, and qualitative historical research in organization theory, as well as consider whether generalist journals in OMT should reconsider their standard article format in order to facilitate a wider range of historical research.

**MC: The Power of Effective Global Consulting: Words of Global Consulting Challenges and Success**

**Friday, August 1st, 11:15 am-1:15 pm, Pennsylvania convention center Room 120A**

This session involves the words and learnings of global consulting by speaking with AOM members about their consulting experiences on a global scale.

**MOC: Identity Work on the Fringes: Creating and Maintaining Identity Legitimacy**

**Tuesday, August 5th, 8:00am – 9:30am, Loews Philadelphia Hotel Congress Room A**

This symposium showcases recent research on identities seeking to gain legitimacy in a wide variety of contexts. The authors define “fringe identities,” explore new findings and theories, and compare and contrast the challenges of “fringe identities.” A discussion forum will follow.

**OB: OB Lifetime Achievement Address and Hot Coffee, Cool People Reception**

**Monday August 4th, 9:45am - 11:15am, Philadelphia Marriott Downtown in Grand Ballroom Salon E**

OB Lifetime Achievement Award winner Victor Vroom will present his reflections on his distinguished contributions to the field of organizational behavior. Immediately following is our Hot Coffee, Cool People reception, complete with food, fun and the ever-popular photo booth in Grand Ballroom Salon C & D.

**OCIS: Leveraging Crowdsourcing Communities for Learning and Innovation**

**Tuesday, August 5th, 8:00am - 9:30am, Pennsylvania Convention Center Room 104B**

This session discusses novel forms of collaboration in online crowdsourcing, addressing relevant theoretical and empirical questions, diverse types of settings, including Mechanical Turk, and a citizen science online community.

**ODC: ODC Distinguished Speaker - Gareth Morgan**

**Monday, August 4th 3:00pm - 4:30pm, Pennsylvania Convention Centre Room 114, Auditorium Lecture Hall**

Gareth Morgan, Distinguished Research Professor at Schulich School of Business, York University, Canada, will be discussing the role played by core assumptions, evocative metaphor, and detailed concepts in shaping our understanding of organizations, as well as exploring the relationship between words and actions, along with the tendency of academic research to downplay the dynamics of context.
OM: Elinor Ostrom’s Commons Theory meets the Academy: Exploring Complementarities and Overlaps  
Saturday, August 2nd, 12:30pm - 2:30pm, Philadelphia Marriott Downtown in Grand Ballroom Salon L  
This session brings together scholars who share interest in Elinor Ostrom’s theory of polycentric governance, and will investigate the reasons why commons theory has remained disconnected from contemporaneous debates in the academy, as well as how commons theory complement and overlap with other theories in management. We also examine the extent that commons theory can improve the predictability of existing research frameworks.

OMT: OMT Distinguished Scholar Breakfast - Royston Greenwood  
Monday, August 4th, 8:00am - 9:30am, Pennsylvania Convention Center Room 126B  
Meet old friends and make new ones over breakfast as we celebrate this year’s distinguished scholar, Dr. Royston Greenwood from the University of Alberta. Dr. Greenwood will provide an engaging talk that exemplifies the best of OMT.

ONE: The Future of Corporate Environmental Sustainability: Insights from Scholars and Executives  
Tuesday, August 5th, 9:45am - 11:15am, Philadelphia Convention Center Room 114  
This session will feature leading ONE and AOM scholars Magali Delmas (UCLA), Glen Dowell (Cornell), and Jorge Rivera (George Washington), along with David Stangis, VP of Public Affairs & Corporate Responsibility at Campbell Soup and Dawn Rittenhouse, Director of Sustainable Development at DuPont Company, as they discuss and debate the future of corporate environmental sustainability. Program Chair Jonathan Doh (Villanova) will moderate.

PNP: PNP Social, Sponsored by Cardiff University’s College of Arts, Humanities and Social Sciences  
Sunday, August 3rd, 6:30pm - 8:30pm, Philadelphia School of Circus Arts  
Join us for the PNP Social at the Philadelphia Circus School, featuring the drama and excitement of ambient aerialist performances. The event is sponsored by Cardiff University’s College of Arts, Humanities and Social Sciences, ranked (by the Times Higher Global Survey) as one of the world’s top 100 social science institutions for research and teaching.

SAP: Distinguished Keynote Address: Kathleen Eisenhardt  
Monday, August 4th, 9:45am - 11:15am, Sheraton Philadelphia Downtown Hotel Liberty Ballroom A  
We are honored to have Kathleen Eisenhardt (Stanford) deliver the 2014 Distinguished Keynote address on strategizing activities and practices research domain. Immediately following, session panelists Sarah Kaplan and Ann Langley will reflect on how their work has been influenced by Dr. Eisenhardt’s work.

SIM: Entrepreneurs and the Creation of Sustainable Economies  
Friday, August 1st, 10:00am - 12:00pm, Loews Philadelphia Hotel Washington Room B  
White Dog Cafe founder Judy Wicks will share stories about her efforts to increase the sustainability of her restaurant’s food and energy use. Participants will have the chance to discuss the implications Judy’s efforts have on scholarly research, teachers of business courses, and practice by entrepreneurs interested in extending their sustainability efforts beyond the boundaries of their organizations.

TIM: TIM Plenary Session: Creating Capacity for Innovation  
Monday, August 4th, 11:30am – 1:00pm, Pennsylvania Convention Center Room 114  
This session explores how government and public private partnerships create the capacity for innovation. Starting with the local example of the Philadelphia Naval Yard, this session will feature local, state, and federal programs and initiatives that aim to build capacity that enables private sector firms to realize their potential.
Member Spotlight

Gemma George
Academy Member Since 2007
Chair, Membership Committee

“Ever since I attended my first meeting about 6 years ago I have found the Annual Meeting to be exciting and even invigorating. It gives me a chance to recharge my intellectual batteries as I renew acquaintances, learn about emerging research from junior and senior faculty, discuss and explore new opportunities for collaborations with like-minded colleagues. And being a mentor for the Adopt-a-Member Program has been one of the joys of my life. As a mentor I get the opportunity to inform new members about the value AOM brings and share how their membership could enhance every area of their career, whether they are involved in academia or engaged in corporate consulting activities. I share information about how to navigate the annual meeting and maximize the many opportunities presented to new members, particularly those who can think outside the box. It is exciting for me to be able to assist new academics in finding a path that is uniquely theirs by viewing and utilizing their membership in the Academy as an intellectual filling station.

I look forward to meeting up with old friends this year in Philadelphia, and am always excited to make new friends along the way! That’s the beauty of the Annual Meeting, forging relationships that last a lifetime!”

Volunteer Opportunities

Are you looking for the right Volunteer Opportunity to participate in the Academy? Volunteers are needed now for the following positions. Find the one that is right for you!

CONFLICT MANAGEMENT DIVISION
Conflict Management Division seeks candidates to fill the position of Web Manager for the division. The Web Manager acts as primary contact person for the division officers and the membership by overseeing the division’s website and listserv, managing the SharePoint WebBox, posting newsletters, calls for papers and other items of interest along with updating links to CM related sites. A working knowledge of HTML and Web Content Management Systems (CMS) would be helpful though it is not necessarily essential. The Academy uses Joomla CMS for most Division websites. The Academy will install and configure Joomla providing all server side and some content support. Previous web managers utilized IT support staff from their institution to manage design and content. The division can provide some funds to support this assistance if needed. The term for this position is generally three years. Please contact the CM Division Chair, Bill Bottom if you are interested in the position, know others who might be, or have questions about the work.

MEMBERSHIP COMMITTEE
The AOM Membership Committee is seeking volunteers to help us carry out several important initiatives, such as the Adopt-a-Member Program, New Member Orientation, and the Hospitality Suite for First-time Attendees. Our success depends on willing and eager volunteers who have a passion for contributing to the future of the AOM! As a member of this committee, you will be influencing the future of the Academy by helping us to gauge ever-changing member needs and developing new ways to meet them. This is a great opportunity to get involved in a way that is fun and rewarding! Contact Gemma George for further information or to volunteer.

INTERNATIONAL THEME COMMITTEE
The International Theme Committee (ITC) is calling for expressions of interest (EOI) for Chair, Emerald Best International Symposium Award, which is an All-Academy award given to the symposium that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the ITC, which sponsors this Award with Emerald Publishing. The Chair enters into the ITC five-year governance rotation. Please send a copy of your CV and a one page EOI summarising your (1) international academic activities and endeavours, and (2) statement of how you would work in the leadership role as the Chair of the Emerald Best International Symposium Award, to: Professor Adela McMurray, Co-Chair International Theme Committee.
Now accepting submissions!

Academy of Management Perspectives
Call for Nominations - Editor(s) of AMP
Academy of Management Publications

The goal of the Academy’s Board of Governors is to ensure an inclusive selection process and generate a viable list of qualified potential editors. We ask for your recommendation for individual(s) who you deem capable and inclined to accept one of these positions of opportunity and responsibility.

Nominees do not need to be current or previous associate editors of Academy of Management publications. We will contact all nominees to confirm acceptance of the recommendation to be considered for one of the editorships.

The person selected for AMP will become editor-elect on July 1, 2015, and editor on January 1, 2016. The term of office as editor is three years.

In general, qualifications for an editor of an Academy publication include the following:

- Significant scholarly contributions in management, including publications associated with the mission of the journal.
- Extensive experience and an excellent reputation as a reviewer, an editorial board member, or an editor of a management-related journal.
- Demonstrated leadership skills, capacity to handle a demanding workload and meet deadlines, and an ability to work constructively with authors, reviewers, and the Academy’s Board of Governors and staff members.
- A doctoral degree in a management-related discipline.
- A member of the Academy of Management.
- Nominees may recommend a potential co-editor with the demonstrated top tier criteria listed above, who can augment and diversify the knowledge base required of the Perspectives editor.

The Journals Committee (a committee of the Academy of Management Board of Governors) will review the nominations and will request complete applications from those that best fit the criteria.

Nominations, including self-nominations, will be accepted until October 1, 2014.

Submissions should be sent by email and are to include:

- The nominee’s name, full address, telephone number, and email address.
- A letter describing the nominee’s qualifications and experience relevant to the selection criteria.
- The nominee’s current curriculum vitae.

Questions about the specific operation of AMP may be addressed to the current editors. Statistics to substantiate the editor’s workload are available from Susan Zaid.
As that sounds, a study in the current issue of the Academy of Management Journal suggests as much. According to the report, an interviewer who seems eager to sell you on a job has an increased likelihood of missing some important things about you and whether the position and you are right for each other.
Annual Report
In case you missed it...

Earlier this year, the Academy of Management introduced a new annual report to members. The purpose of this new initiative is to provide an annual ‘snapshot’ of the Academy of Management—sharing transparent and meaningful information with members about the health of the association, its programs, and the achievements made by members and volunteer leaders throughout the year.

We invite our global colleagues to learn more about the initiatives and activities driven by members of the Academy of Management by downloading the 2013 Annual Report today!

Annals Volume 8
Download Volume 8 Today!

Volume 8 of Academy of Management Annals is now available! This exciting edition comprises 12 new, in-depth articles by some of the most preeminent scholars in the management field. An electronic version of Annals Volume 8 is available free to AOM members for pre-publication viewing.

Log in Now!

Members may purchase Volume 8 as a handsome hardcopy edition at a discounted rate. Please visit the Website for ordering information.

#AOM2014
Special thanks to Pace University and the Lubin School of Business for hosting our offices. The Academy of Management is located on the Briarcliff Manor, New York, Campus of Pace University.