



2016 ANNUAL REPORT





The Academy of Management is the preeminent professional association for management and organization scholars. Our worldwide members are professors and Ph.D. students in business schools at universities, academics in related social science and other fields, and practitioners who value knowledge creation and application. Founded in 1936, our global community today is nearly 20,000 strong, spanning more than 120 countries.

OUR VISION

To inspire and enable a better world through our scholarship and teaching about management and organizations.

OUR MISSION

To build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas.

For a more information about the Academy of Management, including our leading journals and other benefits of membership, visit www.aom.org.

est. 1936 2016

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President's Message



Anita McGahan
President,
Academy of
Management
2016-2017

In August 2016, the President's gavel passed to me from our colleague Debra L. Shapiro, whose oversight and guidance of the Academy's direction will have lasting and continued impact. This Annual Report is for the 2016 calendar year, the Academy's fiscal year. It includes meaningful information about the state and health of our association and profiles the thousands of valued members and volunteers who participate in leading and shaping the activity of our community.

The Board of Governors has taken the opportunity in 2016 to explore our strategic priorities and to develop "moonshots,"

or long-term goals, for the Academy's future. This process is helping us to address opportunities and headwinds facing the Academy and our members. This strategy process began in December 2016 and I am excited to see it unfold further in 2017.

We recognize the strength of our members' diverse voices, and as an association, we are committed to inclusion and supportive communities. Reflecting upon the year 2016, these values are being upheld through the initiatives and services that our members are helping to curate, such as AOM's [Specialized Conference Initiative](#), which is a new meeting model that connects members around the globe and throughout the year. This initiative underwent a great deal of foundational work in 2016 as we prepared for its implementation and the first conference offerings that are scheduled for 2018. The year 2016 was one of true collaboration with numerous Divisions working together with other volunteer leaders to successfully guide this longstanding aim forward. It is tremendously fulfilling to see such commitment to an initiative that benefits all members in our global Academy.

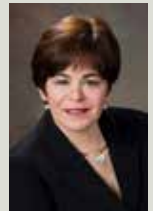
The strength of the Academy is nowhere more evident than at the Annual Meeting, held in 2016 in Anaheim, California, USA. This 76th meeting brought together more than 10,000 attendees and included individual contributions from thousands of authors, reviewers, session discussants, and program organizers.

Now in its fourth year, the popular Teaching and Learning Conference is the "conference within a conference" at the Annual Meeting, designed to support members across all domains in the practice of teaching.

Our [portfolio of journals](#) continue to be the hallmark of excellence and we worked in 2016 to enhance each journal reader's experience through digital innovations. In particular, we expanded member services to include electronic editions of all of AOM journals, enabling more interaction with dynamic, multi-media content.

To further support the vibrancy of our Academy we also made advancements in the way we build community and we have set new goals to increase the impact of management and organizational science on business and society worldwide.

On behalf of the Board of Governors and all of AOM leadership, we thank our many dedicated volunteers for their unyielding contributions in 2016 to the advancement of our Academy.



Debra L. Shapiro
President, 2015-2016

Debra L. Shapiro served as the 71st President of the Academy of Management during the 2015-2016 term. At the Annual Meeting in Anaheim, Debra delivered the 2016 Presidential Address, "Making the Academy (Full-Voice) Meaningful," available for download in the [Presidential Gallery](#).

Membership

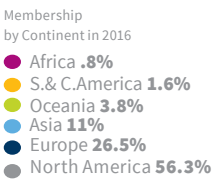
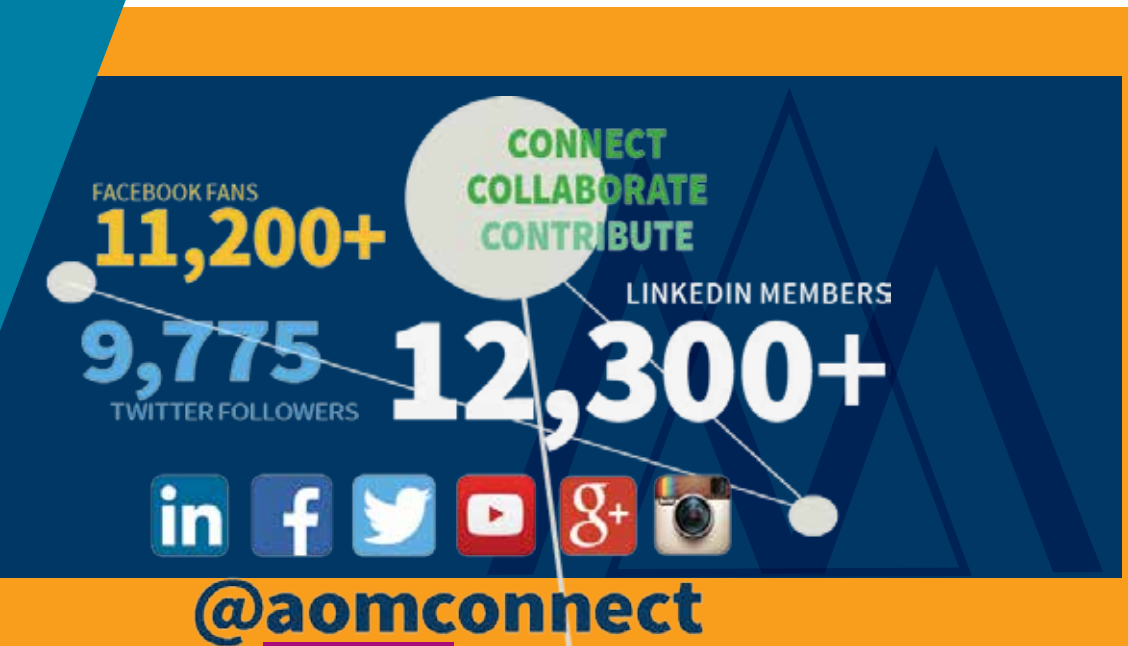
SHRINKING THE GLOBE

What does it mean to “shrink the globe,” to live in a world connected through technology and infrastructure? Where borders become transparent, and education, culture, and commerce flow? It could mean that you’re a global citizen. And a member of the Academy of Management. AOM’s membership has never been more international or diverse as it is now. Last summer, AOM membership once again recorded 20,000 members for the second time in the Academy’s history. This exciting trend of increased diversity enables new voices and new perspectives, but also underscores the need to deliver to AOM members the tools, services, information, and experiences they need to excel as scholars, researchers, and practitioners throughout their careers.

SERVICES

Through member feedback, we know that the opportunity to strengthen existing as well as make new connections with others who share a passion for improving the world through management education is important. We understand that dynamic member interaction, and the desire for improved networking and collaboration remains an increasing need. As such, we are developing additional ways to enhance member connections outside the Annual Meeting.





AOM's [Specialized Conference Initiative](#) model of smaller, meaningful, and sustainable new meeting opportunities will allow members to connect and engage throughout the year, virtually and in varied locations, reflective of our international geographic makeup. We have also learned that for many of you, the way you access the scholarly content in our journals no longer involves reading them from cover-to-cover, but by searching and finding the articles of particular interest to you online. And we know that professional career support is important, no matter what stage of your profession you're in.

It's important to acknowledge and reconfirm that the Academy's most important resource is our members, the thousands of scholars around the globe. And we welcome all members both new to the organization and returning after a pause in membership. We all share a responsibility to help new members, brand new and returning, to navigate the Academy's services and activities. New member initiatives at the Annual Meeting and welcome efforts by Divisions and Interest Groups were launched this year to help make our large association feel small and welcoming.

NEW BENEFIT OFFERINGS

2016 ushered in a pivotal change in how member services are delivered. By focusing intently on making AOM membership benefits greater than ever, the AOM now offers additional services included with membership, such as:

- Personalized "[My Profile](#)" features to share employment background, research, and teaching interests
- Rich multi-media content from AOM's world-class journals including member-only access to digital editions, and a full-text mobile application
- Journal delivery selection that includes default electronic editions of all journal content or the option to purchase print journals for a small fee
- Member-only access to the [AOM Placement Services Job Board](#) with no added fee

In addition, as 2016 came to a close, the Academy completed the groundwork to launch a brand new online virtual community, "[Connect@AOM](#)" that will address emerging needs and member requests for enhanced networking and collaboration tools.

The membership improvements released in 2016 are just the start of making AOM membership truly representative of our mission—"to build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas." There's a classic song title that states "the best is yet to come." And for members of the Academy, this surely rings true.



Divisions & Interest Groups

COMMUNITY

Members benefit from involvement in the Academy's 25 Divisions and Interest Groups (DIGs). Divisions and Interest Groups provide disciplinary "home bases" where members connect and collaborate around specific management domains. These active communities offer a broad range of services tailored to members with interests in a particular discipline, including: educational sessions and social events at the Annual Meeting, doctoral student and junior faculty consortia, recognition programs, research tools, mentoring programs, newsletters, discussion forums, and teaching resources.



BOARD-DIVISION LEADERSHIP STRATEGY EXCHANGE

As leaders of the Academy, the Board of Governors and the Divisions and Interest Groups share a responsibility for navigating the strategic issues facing our collective association, and fostering a thriving community where members find value.

Continuing in its second year, the Board of Governors and executive officers from all of the Divisions and Interest Groups gathered together for a "Leadership Exchange" at the 2016 Annual Meeting. The session emphasizes the need for the Board of Governors and Division and Interest Group leaders to engage in open dialogue and share ideas that will help the Academy best support its members.

The BOG-DIG Leadership Strategy Exchange was held on Friday, August 5, 2016, and clearly demonstrated the collegiality among these critical leaders of the Academy's Divisions and Interest Groups. The agenda included discussion and brainstorming to address DIG member services and reviewed the progress of the Specialized Conference Initiative that is well underway. Additional topics included a plenary discussion on the AOM Trademark Policy and a review of a technology platform in development that seeks to improve communications among members and among AOM volunteer leaders.

The event resulted in a successful evening of networking and positive relationship-building.

DIVISION & INTEREST GROUP REVIEWS

Every five years, the Academy's Divisions and Interest Groups (DIGs) are reviewed, on a rotating schedule, by a group of DIG leaders and members of the Board serving on the Division and Interest Group Relations (DIGR) Committee. These periodic reviews aim to ensure the health and viability of the DIGs and to envision goals for the future. In 2016, five DIGs were reviewed including Business Policy and Strategy, Conflict Management, International Management, Management Education and Development, and Public and Non Profit. The DIGR Committee was chaired by Maureen Ambrose (*University of Central Florida*) and included chair-elect, Carrie Leana (*University of Pittsburgh*), Jackie Coyle-Shapiro (*London School of Economics*), Michael Lounsbury (*University of Alberta*), Milorad Novicevic (*University of Mississippi*), and Quinetta Roberson (*Villanova University*).

The review process is not inconsequential. Each DIG that participates in a review is required to conduct a member survey, analyze the results, and review member data to ultimately formulate a specific action plan that addresses member service priorities for the future. The DIGR committee is pleased to acknowledge positive attributes among the DIGs reviewed such as active volunteerism, high membership engagement, and financial strength. The leaders of these five Divisions did an excellent job of assessing their group's health and viability, and of visioning goals for the future. We commend these volunteers for their outstanding efforts to serve their membership and AOM.

Despite variances in size, scope, scholarly domain, and strategic approach from each respective Division, some consistent themes emerged from member feedback throughout the five reports. Across all five DIGs, there are clear indications that members are looking for enhanced service in the realm of networking and member collaboration opportunities. Common expressions of need include:

- Engagement **between annual meetings** with the potential for **small conferences** or hosting online events.
- Improving general communications via websites, particularly using a web platform to establish and support **micro-communities of practice** where members can network outside of the annual meeting.
- High interest in **mentoring programs** to serve the needs of doctoral students and junior faculty.

Importantly, these needs are likely not idiosyncratic to only the Divisions reviewed. The Academy is using these important feedback points along with other member input as key considerations for its strategic prioritization initiated in 2016.

As a reflection on the overall success and execution of the review process, the DIGR committee observed that many DIGs would benefit from a greater emphasis on strategic planning as a structured component of the review. As a result, the members of DIGR are committed to revising the instructional documents that guide DIGs through the review process, and supporting their efforts to think and plan strategically.

It is the hope of DIGR and the Board that a shared focus on strategy, at both the DIG level and across the Academy, will improve our collective efforts to serve members and the profession.

In addition to the five-year reviews, the DIGR Committee also manages the review process for name and domain changes. In 2016, the Operations Management (OM) Division transitioned to the Operations and Supply Chain Management (OSCM) Division, as the result of a proposal prepared and submitted by the OM/OSCM leadership.

Division Review Volunteer Teams:

BPS

Alfonso Gambardella
Bocconi University
Giada Di Stefano
HEC Paris
Marta Manes
Bocconi University
Matthew Bidwell
University of Pennsylvania

MED

Barbara Ritter
Coastal Carolina University
Katherine A. Karl
University of Tennessee - Chattanooga
Peter McNamara
Maynooth University
Toni Ungaretti
Johns Hopkins University

PNP

Amy E. Smith
University of Massachusetts
Deneen Hatmaker
University of Connecticut
Emanuele Vendramini
Università Cattolica del Sacro Cuore
Jill Nicholson-Crotty
Indiana University
Kira Kristal Reed
Syracuse University
Leisha Dehart-Davis
University of North Carolina
Robert Christensen
Brigham Young University

CM

Mara Olekalns
Melbourne Business School
Matthew A. Cronin
George Mason University
Peter H. Kim
University of Southern California
Yekaterina Bezrukova
University at Buffalo

IM

Alvaro Cuervo-Cazurra
Northeastern University
Aya S. Chacar
Florida International University
Elizabeth L. Rose
University of Otago
Jaideep Anand
The Ohio State University
Sea Jin Chang
NUS and KAIST



Divisions & Interest Groups

2016 MEMBERSHIP*



*membership data reported on July 1, 2016

Publications

DISSEMINATING KNOWLEDGE

The Academy of Management is committed to advancing theory, research, education, and practice in the field of management.

The Academy publishes the following journals: *Academy of Management Annals (Annals)*, *Academy of Management Discoveries (AMD)*, *Academy of Management Journal (AMJ)*, *Academy of Management Learning & Education (AMLE)*, *Academy of Management Perspectives (AMP)*, and *Academy of Management Review (AMR)*. In 2016, 314 new articles contributed to the body of organizational scholarship and management were published. Across all Academy publications in 2016, AOM saw a rise in overall activity to over 20 million hits. Specific activity ranged from over 10.5 million abstracts read, nearly half a million PDFs downloaded, and over one million searches initiated.

Publications at the Academy of Management are made possible through the dedicated hard work of our volunteers: editors, associate editors, and editorial review board members. The Journals Committee serves as a liaison between the Board of Governors and the editors. Working together, these parties ensure that the publications stay committed to fulfilling their respective missions and to distributing knowledge about management and organizations.

20 million
overall hits
across AOM publications



AMD

The mission of the *Academy of Management Discoveries (AMD)* is to promote phenomenon-driven empirical research that our theories of management and organizations neither adequately predict nor explain. Data on these poorly-understood phenomena can come from any source, including ethnographic observations, lab and field experiments, field surveys, meta-analyses, construct validation research, and replication studies. *AMD* welcomes exploratory studies at the pre-theory stage of knowledge development, where it is premature to specify hypotheses, and which generates surprising findings likely to stimulate and guide further exploration and analysis. This research must be grounded in rigorous state-of-the-art methods, present strong and persuasive evidence, and offer interesting and important implications for management theory and practice.

AMD EDITORIAL TEAM (2013-2017)

EDITOR

Andrew H. Van de Ven,
University of Minnesota

ASSOCIATE EDITORS

Soon Ang, *Nanyang Technological University, Singapore*
Africa Arino, *University of Navarra and IESE Business School*
Peter Bamberger, *Tel Aviv University*
Curtis LeBaron, *Brigham Young University*
Chet Miller, *University of Houston*
Frances J. Milliken, *New York University*





AMLE

Academy of Management Learning and Education (AMLE) is ranked among the most influential and frequently cited management and educational research journals.

AMLE's mission is to contribute to management learning and education by publishing theory, empirical research, reviews, critiques, and resources that address the processes of management teaching and the learning that results from it. Its audience includes scholars, educators, program directors, and deans at academic institutions, as well as practitioners in training and development and corporate education. In 2016, *AMLE* published a special issue that focused on "The Legitimacy and Impact of Business Schools—Key Issues and a Research Agenda," and created a new Virtual Themed Collection, "Principles for Responsible Management Education," which employs a multi-staged approach using two different sets of organizing categories to examine all of the articles published in *AMLE* since its inception. *AMLE* continues to focus on topics such as entrepreneurship, ethics, and leadership development.

AMLE EDITORIAL TEAM (2015-2017)



EDITOR
Christine Quinn Trank,
Vanderbilt University

ASSOCIATE EDITORS
Lisa A. Burke-Smalley, *University of Tennessee at Chattanooga*
Bill Foster, *University of Alberta*
Amy L. Kenworthy, *Bond University*
Tine Kohler, *University of Melbourne*
Dirk Moosmayer, *Nottingham University Business School China*

IMPACT FACTOR*: **2.426**

#68 of 193
Journals in "Management"
#18 of 236
Journals in "Education & Education Research"



AMJ

Academy of Management Journal (AMJ) is the flagship empirical journal in management, and has been indispensable reading for management scholars for more than five decades. The mission of *AMJ* is to publish empirical research that tests, extends, or builds management theory and contributes to management practice. *AMJ* articles

are regularly cited in the major business media including *The New York Times*, *The Economist*, *The Wall Street Journal*, *The Washington Post*, *Business Week*, and *Fortune*.

AMJ EDITORIAL TEAM (2014-2016)



EDITOR
Gerard (Gerry) George,
Singapore Management University

ASSOCIATE EDITORS

Amy E. Colbert, *University of Iowa*
Linus Dahlander, *ESMT European School of Management and Technology*
Scott D. Graffin, *University of Georgia*
Marc Gruber, *EPFL Ecole Polytechnique Fédérale de Lausanne*
Martine Haas, *University of Pennsylvania*
Elaine Hollensbe, *University of Cincinnati*
Jennifer Howard-Grenville, *University of Oregon*
Aparna Joshi, *Pennsylvania State University*
Carol T. Kulik, *University of South Australia*
Dovev Lavie, *Technion: Israel Institute of Technology*
Brent A. Scott, *Michigan State University*
Scott Sonenshein, *Rice University*
Riki Takeuchi, *Hong Kong University of Science & Technology*
Laszlo Tihanyi, *Texas A&M University*
Gerben S. van der Vegt, *University of Groningen*

IMPACT FACTOR*: **7.417**

#4 of 193
Journals in "Management" | #3 of 121
Journals in "Business"



ANNALS

Academy of Management Annals (Annals) is a top-recognized peer-reviewed, management journal. It is an important forum, with a mission to publish up-to-date, in-depth, and integrative reviews of research advances in management. AOM has

launched a completely new [Annals website](#), allowing for a seamless integration with the other AOM journal sites, as well as enhanced search functionality, multi-media capability, and much more. Anticipating volume 11 to be published in 2017, *Annals* is undergoing exciting changes, including a new refreshed design and format to match the other AOM journals; a change in frequency: it will now be published twice a year; and a change in publisher: *Annals* is now published by the Academy of Management.

ANNALS EDITORIAL TEAM (2014-2016)



CO-EDITORS
Sim B. Sitkin,
Duke University
Laurie R. Weingart,
Carnegie Mellon University

ASSOCIATE EDITORS

Forrest Briscoe, *Pennsylvania State University*
Laura B. Cardinal, *University of South Carolina*
Matthew A. Cronin, *George Mason University*
David de Cremer, *Cambridge University*
James R. Detert, *Cornell University*
Elizabeth George, *University of Auckland*

IMPACT FACTOR*: **11.115**

#1 of 193
Journals in "Management"

*2016 Journal Citation Reports

“With a journal portfolio including the leading outlets for scholarship in the field, it would be easy for AOM and its editors to rest on our laurels. But we’re not doing that. Quite the opposite in fact. In the past year our journals have begun to redefine the very nature of management scholarship, using dynamic editions, interactive graphics, and even video-based ethnographies to enhance the quality, deepen the impact, and extend the relevance of management and organizational research.”

Peter Bamberger, Chair,
2015-2016 Journals
Committee



AMP

Academy of Management Perspectives (AMP) publishes articles and symposia that address important issues concerning management and business. *AMP* articles and symposia are aimed

at the non-specialist academic reader with a secondary audience that include existing and future “thought leaders.” A distinctive aspect of *AMP* articles is a focus on evidence rather than the development of theory. Management research has expanded significantly in recent decades, making it difficult for scholars to follow advances in the multiple, specialized sub-fields. *AMP* addresses this by publishing important work that synthesizes and translates theoretical and empirical research in management’s distinct sub-fields in an authoritative evidential manner that makes these findings accessible for scholars outside that sub-field.

AMP EDITORIAL TEAM (2015-2017)



CO-EDITORS
Phillip H. Phan,
Johns Hopkins University
Mike Wright,
Imperial College Business School

ASSOCIATE EDITORS

Ruey-Lin Hsiao, *Graduate Institute of Technology*
David J. Ketchen, *Auburn University*
Peter G. Klein, *Baylor University*
David Lepak, *University of Massachusetts Amherst*
Gideon D. Markman, *Colorado State University*
Marie Louise Mors, *Copenhagen Business School*



IMPACT FACTOR*: **4.943**

#12 of 193
Journals in “Management”

#11 of 121
Journals in “Business”



AMR

Academy of Management Review (AMR), the leading global source of business and management theory, is ranked #1 in “Business” on ISI Web of Science. The mission of *AMR*

is to publish theoretical insights that advance our understanding of management and organizations, and it is consistently ranked among the top five most influential and frequently cited management and business journals. Over five million *AMR* articles have been downloaded. *AMR* is committed to supporting our authors and building their capacity to create ground breaking theoretical work. Our commitment is manifest through developmental reviews, writing workshops, outreach at international conferences, and enhanced Internet resources.



AMR EDITORIAL TEAM (2015-2017)

EDITOR
Belle Rose Ragins,
University of Wisconsin, Milwaukee

ASSOCIATE EDITORS

Gary A. Ballinger, *University of Virginia*
Jean Bartunek, *Boston College*
Kris Byron, *Georgia State University*
Joep Cornelissen, *Erasmus University*
Russell E. Johnson, *Michigan State University*
Donald Lange, *Arizona State University*
Mike Pfarrer, *University of Georgia*
Sherry M.B. Thatcher, *University of South Carolina*
Hugh Willmott, *City University London*



IMPACT FACTOR*: **9.408**

#2 of 193
journals in “Management”

#1 of 121
journals in “Business”

*2016 Journal Citation Reports

Percentage of Journal Submissions by Continent in 2016

Total Original Journal Submissions: 2,547

- South America 2%
- Oceania 4%
- Africa 6%
- Asia 20%
- Europe 28%
- North America 40%

MEDIA COVERAGE

The Academy's global impact grew throughout 2016 and continues to grow today. Journal articles written by AOM members were highlighted in print and online news outlets around the globe. In addition, Academy of Management content (print and new multimedia audio and video) have been the focus of news features on websites around the world, including those of *Business News Daily*, *Financial Times*, *Entrepreneurship.com*, *LinkedIn*, *Daily Telegraph (UK)*, *Chicago Tribune*, *Forbes*, and many others. Across industry and media landscapes, the Academy's Journal content is seen as a "go to resource" for management research.

TECHNOLOGY

The Academy of Management publications portfolio benefited from a number of innovations in 2016. The AOM is taking a more micro-targeted approach to engaging journal readership across social media channels. One change in 2016 was the creation of a cross-posting initiative to improve engagement with Facebook followers for journal-specific pages. As a result, each of AOM's six journals experienced an increase in fans in 2016.

Academy of Management Discoveries (AMD), AOM's first online-only journal, first published in June 2015, showcases everything that the use of multimedia can bring to an academic scholarly journal. *AMD* continues to pioneer scientific electronic publishing with the following innovations: whiteboard videos, editor's comments, embedded video and author interviews, and *AMD* paper commentaries. By using various audio and video enhancements, which support and transform content, *AMD* is driving the portfolio of AOM titles into the digital future.

All of the Academy of Management journals have launched Dynamic Editions. This page-turning, multimedia-enabled version of the print edition will help all AOM journals push forward with fully integrated, take anywhere/use on any device, digital versions of our print editions. Expect more exciting technology-driven publishing initiatives in the coming year.



Conferences

CONNECTING A WORLD OF MANAGEMENT SCHOLARSHIP

Conferences support the Academy of Management's mission by offering scholars a venue for connecting and exploring ideas about management and organizations.

The Annual Meeting, held each year in August, is the world's largest forum devoted to management scholarship and education. Over the course of five days, the Annual Meeting offers members many opportunities to participate and learn in regularly scheduled sessions, as well as by being a part of many informal, spontaneous conversations. Approximately half of all Academy members attend the Annual Meeting each year, and nearly 85 percent have attended at some point during their membership tenure.

In 2016, the Academy developed the groundwork for building its specialized conferences initiative, in an effort to provide new, smaller, and focused meetings to complement the Annual Meeting. The fourth Teaching and Learning Conference was also held in conjunction with the Annual Meeting in Anaheim. In addition to these initiatives, members continued to drive the development of various community conferences across the globe through the leadership of Divisions and Interest groups and AOM Journals.



76TH ANNUAL MEETING

The 76th Annual Meeting of the Academy of Management took place in Anaheim, California, USA from August 5-9, 2016. This Academy meeting hosted 10,360 members, exhibitors, and guests.

Mary Ann Glynn, Program Chair, and Carol T. Kulik, Professional Development Workshop Chair, along with the entire Academy community, welcomed attendees and encouraged participation through face-to-face interaction, the sharing of research experiences, exchanging of teaching resources, and through the creation and renewal of friendships.

The theme invited members to think expansively and creatively about processes of “Making Organizations Meaningful.”

The theme raised questions that AOM members of various Divisions, Interest Groups and committees tackled from many different perspectives. The entire program comprised eight session types with more than 2,000 sessions taking place over the five-day conference in four meeting facilities accommodating 10,685 program participants.



Academy of Management
Annual Meeting
August 5-9, 2015 | Anaheim, California, USA

PROGRAM CHAIR
ALL-ACADEMY THEME
COMMITTEE CHAIR
Mary Ann Glynn,
Boston College

PROFESSIONAL
DEVELOPMENT
WORKSHOPS CHAIR
Carol T. Kulik,
*University of South
Australia*

PROCEEDINGS EDITOR
John Humphreys,
Texas A&M University



FUTURE ANNUAL MEETINGS

Take a look at where our Annual Meeting is heading:

- 2017 ATLANTA, GEORGIA | AUGUST 4-8
- 2018 CHICAGO, ILLINOIS | AUGUST 10-14
- 2019 BOSTON, MASSACHUSETTS | AUGUST 9-13
- 2020 VANCOUVER, BC, CANADA | AUGUST 7-11
- 2021 PHILADELPHIA, PENNSYLVANIA | JULY 30 - AUGUST 3
- 2022 SEATTLE, WASHINGTON | AUGUST 5-9
- 2023 BOSTON, MASSACHUSETTS | AUGUST 4-8
- 2024 CHICAGO, ILLINOIS | AUGUST 9-13

AOM ANNUAL MEETING BY THE NUMBERS

ATTENDEES:

10,360

PROGRAM PARTICIPANTS:

10,685

REVIEWERS:

6,222

> COUNTRIES REPRESENTED: 88

PAPER SUBMISSIONS:

6,644

SYMPOSIUM SUBMISSIONS:

964

PDW SUBMISSIONS:

500

384 > PROFESSIONAL DEVELOPMENT WORKSHOPS

37 > CAUCUSES

NEW MEMBERS REGISTERED* **1,152**



*Represents new members registered between September 2015-August 2016



2016 TLC@AOM CO-CHAIRS:
Benjamin Blackford,
Northwest Missouri State University
Linda Klonsky,
Chicago School of Professional Psychology

2016 TLC@AOM COMMITTEE:
Susan Fox-Wolfgramm,
Hawaii Pacific University
Brett Paul Matherne,
Georgia State University
Gemma George,
GGeorge Consulting/University of Redlands
Rob Koonce,
Creighton University
Michael Brian Cohen,
Deakin University
Rebecca Thacker,
Ohio University

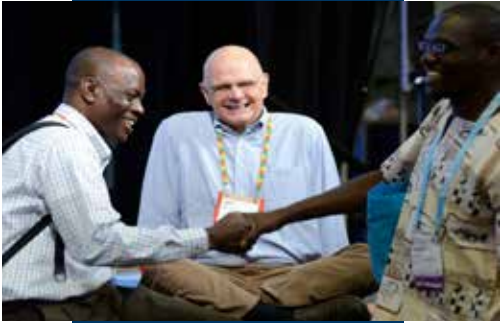


TEACHING & LEARNING CONFERENCE (TLC@AOM)

Starting out 2016 with an entirely new committee and structure, the TLC committee focused on providing innovative session formats and building its governance structure. The goal of TLC is to support members across all DIGs in the practice of teaching. The conference engages AOM members as teachers, increases the visibility of teaching both within and outside of the Academy, and positions the Academy as a global leader in management teaching in addition to its current leadership role in management and organization research.

Each year, attendance for the Teaching and Learning Conference continues to grow. The year 2016 saw yet another increase in registration numbers, with 506 attendees registering for TLC@AOM. All 25 Divisions and Interest Groups were represented.





SPECIALIZED CONFERENCES INITIATIVE

Newly launched in 2015 with support from the Board of Governors and Division and Interest Group Leaders, the Specialized Conferences Committee initiated its first call for new Academy of Management conference proposals. This multi-year experiment aims to develop a portfolio of smaller, meaningful, and sustainable new meeting opportunities that complement our large Annual Meeting.

Specialized Conferences offer several new conference models that allow members to connect and engage throughout the year, virtually and in varied locations that are reflective of the geographic dispersion of our international membership.

The 2016 focus for this initiative was to lay the groundwork for supporting these new conference models. This entailed:

- Establishing a new Board of Governors-driven structure, the Specialized Conferences Committee (SCC), to oversee operational and policy details involved in implementing the program. Over the course of 2016, SCC developed criteria for proposal solicitation and selection, assessed and recommended top proposals, and is establishing processes for evaluating performance and quality of the selected new conferences.

- This multi-year experiment allows for continuous learning so the Academy can refine our new models as we build toward a portfolio of new conferences.
- Those proposals received in 2016 and accepted were identified as having the greatest potential for collaborative development of a new cross-divisional/thematic conference model.

In 2016, the planning teams are transitioning from the “proposal stage” to “implementation” of the Academy’s first specialized conferences, which are scheduled to occur in 2018. However, the call for specialized conference proposals remains active, with a rolling review cycle that accommodates proposal reviews as they are received. Enthusiasm and engagement with this initiative from a wide range of AOM members and volunteer leaders remains high.

SPECIALIZED CONFERENCES COMMITTEE:

2015-16 COMMITTEE MEMBERS
Lynn Shore (chair),
Colorado State University
Stacy Blake-Beard,
Simmons College
Mary Ann Glynn,
Boston College
Christopher Tucci,
EPFL-Ecole Polytechnique
Fédérale Lausanne

The Board is grateful to the dedicated volunteers who contributed to the development of the Specialized Conferences Initiative, including those who served on the Small Conferences Task Force, the Trademark Task Force, and the AOM Africa Conference Committee. Special thanks also to leadership from numerous Division and Interest Groups for their efforts to model AOM community conferences in light of new Trademark Guidelines. Many others also contributed valuable feedback and insights to help shape the strategy for the Specialized Conference Initiative.

Leadership & Volunteerism **THE POWER OF COMMUNITY**

The Academy of Management has a long-standing and rich tradition of volunteerism. Today, this tradition continues as thousands of members contribute their time and talents toward advancing the Academy's initiatives. Despite increasing pressures and demands on members' time and attention, a healthy and vibrant volunteer community emerges each year to facilitate the work of the Academy's Divisions and Interest Groups, committees and task forces, online and extended communities, meetings, and publications. Volunteer members are truly the lifeblood of the Academy, governing, leading, and managing initiatives that connect thousands of management scholars across the globe.

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April 14-16, 2016

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August 3-6, 2016

Atlanta, Georgia
December 9-10, 2016

Awards & Recognition

UPHOLDING STANDARDS OF EXCELLENCE

The Academy of Management's awards and recognition program promotes and rewards professional accomplishments, distinguished service, and exceptional contributions to the field of management. Outstanding scholarly achievements that advance research, learning, teaching, and the practice of management are recognized each year during the Annual Meeting. Awards are presented at the Academy level for the most outstanding journal articles, authored books, best meeting papers, and impact on management and organizational scholarship over the course of an individual's career. Divisions, Interest Groups, Journals, and committees also present a broad range of awards at the community level, recognizing excellence in both service and scholarship. Over 50 unique recognition programs are managed by volunteer leadership committees across the Academy.

PROFESSIONAL AWARDS

CAREER ACHIEVEMENT AWARDS

Distinguished Educator Award

Arthur G. Bedeian, *Louisiana State University*



The Distinguished Educator Award is presented annually to an individual who has excelled in developing doctoral students, teaching effectively in the classroom, fostering pedagogical innovations, or disseminating new teaching methods and designs.

Distinguished Service Award

Thomas W. Lee, *University of Washington*



The Distinguished Service Award is presented annually to an individual who has demonstrated excellence in developing or enhancing a field of study, founding or creatively editing a journal, or helping to build institutions through creative or unusually effective service.

Distinguished Scholarly Contributions to Management Award

Denise M. Rousseau, *Carnegie Mellon University*



The Distinguished Scholarly Contributions to Management Award is granted annually for significant contributions that have advanced the field of management and organizational knowledge and practice.

2016 CAREER ACHIEVEMENT AWARDS COMMITTEE:
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Maureen Ambrose, *University of Central Florida*
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Mark Gavin, *West Virginia University*

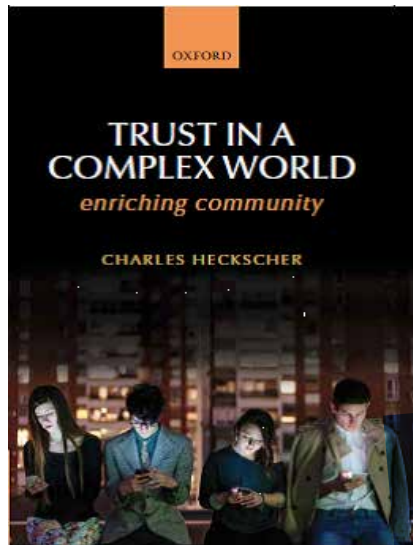
PROFESSIONAL AWARDS

George R. Terry Book Award

The George R. Terry Book Award is granted annually to the book judged to have made the most outstanding contribution to the advancement of management knowledge. Books recognized for this award have been published during the previous two years and have made a significant impact on management theory, conceptualization, research, or practice. This year, the committee considered more than 55 submissions for the Terry Book Award.

Trust in a Complex World: Enriching Community

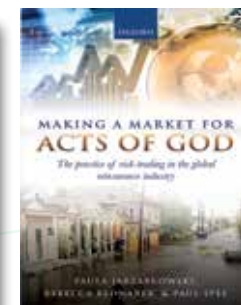
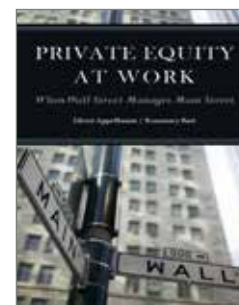
Charles Heckscher



AWARD FINALISTS:

- **Private Equity at Work: When Wall Street Manages Main Street**
(Eileen Appelbaum, *Center for Economic and Policy Research* and Rosemary Batt, *Cornell University*)
- **Hyper-Organization: Global Organizational Expansion**
(Patricia Bromley, *Stanford University* and John W. Meyer, *Stanford University*)
- **Making a Market for Acts of God: The Practice of Risk Trading in the Global Reinsurance Industry**
(Paula Jarzabkowski, *City University London*, Rebecca Bednarek, *University of London, Birkbeck*, and Paul Spee, *The University of Queensland*)

2016 GEORGE R. TERRY BOOK AWARD COMMITTEE:
Renate Meyer (chair), *WU Vienna*
Ruth V. Aguilera, *Northeastern University*
W.E. Douglas Creed, *University of Rhode Island*
Tor Hernes, *Copenhagen Business School*
Tammar B. Zilber, *Hebrew University of Jerusalem*



JOURNAL AWARDS

Annually, the Academy of Management presents awards to scholars in recognition of the most outstanding articles published in several of the Academy's journals the previous year. Periodic awards are also presented in recognition of an articles' lasting impact over a given period of time. These articles promote new discourse and inspire original thought advancing the field of management.



Academy of Management Journal Best Article of 2015 Award

Professional Image Maintenance: How Women Navigate Pregnancy in the Workplace

Laura M. Little, *University of Georgia*

Virginia Smith Major, *The Connection, Inc.*

Amanda S. Hinojosa, *University of Houston-Clear Lake*

Debra L. Nelson, *Oklahoma State University*



AWARD FINALISTS:

- **Values Against Violence: Institutional Change in Societies Dominated by Organized Crime**
(Antonino Vaccaro, *IESE Business School*, Guido Palazzo, *Université de Lausanne*)
- **Decoding the Adaptability-Rigidity Puzzle: Evidence from Pharmaceutical Incumbents' Pursuit of Gene Therapy and Monoclonal Antibodies**
(Rahul Kapoor, *University of Pennsylvania*, Thomas Klueter, *IESE Business School*)

AWARD COMMITTEE:

Susan J. Ashford (chair), *University of Michigan*, Gwendolyn K. Lee, *University of Florida*, John P. Hausknecht, *Cornell University*, Paul Tracey, *University of Cambridge*, Richard L. Priem, *Texas Christian University*



Academy of Management Review Best Article of 2015 Award

Positive Institutional Work: Exploring Institutional Work Through the Lens of Positive Organizational Scholarship

Warren Nilsson, *University of Cape Town*



AWARD FINALISTS:

- **Lying for Who We Are: An Identity-Based Model of Workplace Dishonesty**
(Keith Leavitt, *Oregon State University*, David M. Sluss, *Georgia Institute of Technology*)
- **Event System Theory: An Event-Oriented Approach to the Organizational Sciences**
(Frederick P. Morgeson, *Michigan State University*, Terence R. Mitchell, *University of Washington*, Dong Liu, *Georgia Institute of Technology*)

AWARD COMMITTEE:

Roy Suddaby (chair), *University of Victoria*, Babis Mainemelis, *ALBA Graduate Business School*, Kris Byron, *Georgia State University*, Alfonso Gambardella, *Bocconi University*, Glen Kreiner, *Pennsylvania State University*, Jill Perry-Smith, *Emory University*, Kelly See, *University of Colorado Denver*, Sherry Thatcher, *University of South Carolina*, Marco Tortoriello, *Bocconi University*, Amy Wrzesniewski, *Yale University*



Academy of Management Review Decade Award (2006-2016)

The Essential Impact of Context on Organizational Behavior

Gary Johns, *Concordia University*



JOURNAL AWARDS



Academy of Management Learning & Education Most Outstanding Article of 2015 Award



Aesthetics of Power: Why Teaching about Power Is Easier than Learning for Power, and What Business Schools Can Do About It

Ian Sutherland, *La Trobe University*
Jonathan R. Gosling, *Centre for Leadership Studies*
Jasna Jelinek, *William & Mary School of Business*

AWARD FINALISTS:

- *Against Evidence-based Management, for Management Learning* (Kevin Morrell, *Warwick Business School*, Mark Learmonth, *Durham University*)
- *Managing Employees with Mental Health Issues: Identification of Conceptual and Procedural Knowledge for Development within Management Education Curricula* (Angela Martin, *University of Tasmania*, Megan Woods, *University of Tasmania*, Sarah Dawkins, *University of Tasmania*)

AWARD COMMITTEE:

Kevin Carlson (chair), *Virginia Tech*, Myrtle P. Bell, *University of Texas Arlington*, and Russ Vince, *University of Bath*



Academy of Management Perspectives Best Article of 2015 Award

Making Strategic Human Capital Relevant: A Time-sensitive Opportunity

David Kruscynski, *Brigham Young University*
Dave Ulrich, *University of Michigan*



AWARD FINALISTS:

- *State-owned Enterprises Around the WORLD as Hybrid Organizations* (Garry D. Bruton, *Texas Christian University*, Mike W. Peng, *University of Texas Dallas*, David Ahlstrom, *Chinese University of Hong Kong*, Ciprian Stan, *University of Texas Dallas*, Kehan Xu, *University of Wollongong*)
- *New Varieties of State Capitalism: Strategic and Governance Implications* (Aldo Musacchio, *Brandeis University*, Sergio G. Lazzarini, *Inspere Institute*, Ruth V. Aguilera, *Northeastern University*)

AWARD COMMITTEE:

Hugh O'Neill (chair), *University of North Carolina*



Academy of Management Perspectives Decade Award (2006-2016)

In the Eye of the Beholder: Cross Cultural

Lessons in Leadership from Project GLOBE

Mansour Javidan, *Thunderbird School of Global Management*
Peter W. Dorfman, *New Mexico State University*
Mary Sully de Luque, *Thunderbird School of Global Management*
Robert J. House (Deceased), *University of Pennsylvania*



2016 ANNUAL MEETING PROGRAM AWARDS

Carolyn Dexter Award for Best International Paper Field-Level Legitimization of Corporate Tax Minimization

Mattia Anesa, *University of Queensland*

Nicole Gillespie, *University of Queensland*

A. Paul Spee, *University of Queensland*

Kerrie Sadiq, *Queensland University of Technology*



CAROLYN DEXTER AWARD FINALISTS:

• **A Comprehensive and Multi-Purpose Global Research Performance Information System**

(Olga Ryazanova, *Maynooth University*, Peter McNamara, *Maynooth University*, Herman Aguinis, *George Washington University*)

• **Cultural Uncertainty as Moderator of the Organizational Formalization Puzzle**

(Ronald Fischer, *Victoria University of Wellington*, Maria Cristina Ferreira, *Salgado De Oliveira University*, Kubilay Gok, *Winona State University*, Nathalie Van Meurs, *Middlesex University*, Ding-Yu Jiang, *National Chung Cheng University*, Johnny Fountaine, *Ghent University*, Charles Harb, *American University of Beirut*, Jan Ciecuch, *University of Zurich*, Mustapha Achoui, *Arab Open University*, Ma. Socorro D. Mendoza, *Rutgers University*, Arif Hassan, *International Islamic University Malaysia*, Andrew Mogaji, *Benue State University*, Donna Achmadi, *Victoria University of Wellington*)

• **Germanic vs Turkic Negotiators' Ethical Propensity and Formal Contracts: The Moderating Role of Trust**

(Abraham Stefanidis, *St. John's University*, Moshe Banai, *City University of New York / Baruch College*, Ana Shetach, *Max Stern Emek Yezreel College*, Ursula Schinzel, *United Business Institutes Yale University*, Svetlana Shakirova, *Almaty Management University*, Herbert Goelzner, *Salzburg University of Applied Sciences*, Ahmet Erkus, *Bahcesehir University*, Mehmet Ferhat Özbek, *University of Gumushane*)

• **Paradoxes of Change**

(George I. Kassinis, *University of Cyprus*, Alexia Panayiotou, *University of Cyprus*)

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Brett R. Smith,
Miami University
Giovanni Battista Dagnino,
University of Catania
Jakob Kapeller,
Universität Linz
Leonhard Dobusch,
Freie Universitaet Berlin

William H. Newman Award for Best Paper Based on a Dissertation



The Artisan and His Audience: Identification with Work and Price-Setting in Southern India

Aruna Ranganathan,
Stanford University

WILLIAM H. NEWMAN AWARD FINALISTS:

• **College for All, Degrees for Few: For-Profit Colleges and Socioeconomic Inequality**

(Dafna Gelbgiser, *Cornell University*)

• **Corporate Establishments' Hierarchical and Geographic Position and Their Environmental Impacts**

(Juyoung Lee, *Brown University*)

• **Fostering Voluntary Contributions to a Public Good: A Large-Scale Field Experiment at Wikipedia**

(Jana Gallus, *Harvard University*)

• **Making History: Archives, Historiography, and Their Silences**

(Arun Kumar, *University of York*)

• **Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation**

(Jeffrey P. Thomas, *New York University*)

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Queen's University
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*Rotterdam School of
Management*
Elizabeth George,
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University of Cambridge



Finances

FINANCIAL OVERVIEW

The Academy of Management's financial performance is stewarded by our Board of Governors, with the Executive Committee directly responsible for ongoing fiscal affairs, budget, and investment oversight. The Executive Committee includes two subcommittees—a Finance Subcommittee, comprised of the Vice President-Elect and Vice President with a third officer who assists the Executive Committee in navigating through financial issues, and an Audit Subcommittee, comprised of the President and Past President that oversees the annual audit process. Throughout the year and during quarterly meetings, the Board and Executive Committee review our financial disposition through detailed, unaudited quantitative and qualitative financial reports prepared by the Academy's staff. In April of each year, the Board and Executive Committee review and approve the Academy's fully audited financial statements, conducted and completed by an independent auditing firm.

Our annual financial performance is the product of various revenue streams and expenses. The Academy's revenue is generated from three primary sources: membership dues, annual conference and ancillaries, and publishing services. Expenses are functionally categorized as program and services and general administrative costs. We also incur significant in-kind benefits that are contributed from our extensive volunteer network and involved universities.

A key performance indicator used to monitor the Academy's performance is operating surplus, defined as the difference between operating revenues and expenses excluding the impact of investments. We do not attempt to value the in-kind benefits mentioned above. Positive or net neutral operating surplus is regarded as indicative of self-sustaining operations, and we generally generate an annual operating surplus.

MEMBER VALUE CYCLE

The financial health of the Academy of Management is reinforced through continued leadership support and intellectual contributions from our membership. By submitting cutting-edge research to AOM journals, members contribute to both the advancement of the field and the advancement of their scholarly association. Revenues attained through the success of AOM journals are cycled back to sustain and create value for the membership in the form of enhanced member services and innovative new initiatives.

A strong culture of volunteerism and ongoing engagement through our Academy publications, conferences, and other programs provide the foundation for an enriched member experience. These contributions support our strategic initiatives and drive the ongoing development and commitment to providing new and interesting outlets for member research.

OPERATING REVENUE

In 2016, the Academy's operating revenue was approximately \$11.5 million, with membership dues, annual conference, and publishing services contributing approximately 28%, 22%, and 48% respectively. The remaining revenue is generated through contributions received by Divisions and Interest Groups. Membership dues are based upon the number of paid members within the Academy during the fiscal year. Annual conference revenue includes registration fees, as well as sponsorships, exhibit sales, and placement services. Publishing revenue is based upon library subscriptions, licensing arrangements, permissions, and advertising.

Operating revenue is impacted by prevailing global macroeconomic conditions, changes in member counts or classes, annual conference registration, and changes in publishing income.

OPERATING EXPENSES

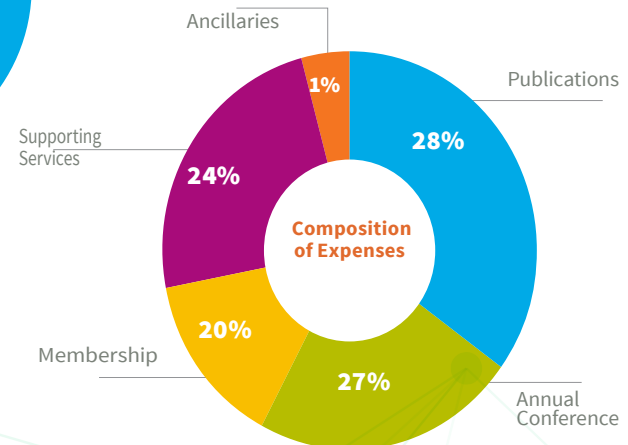
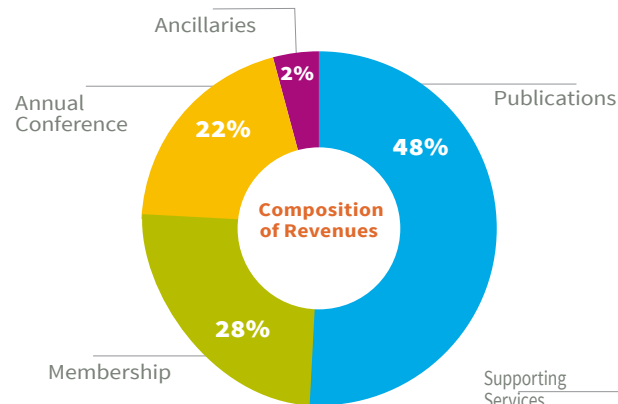
In 2016, the Academy's operating expenses were approximately \$9.9 million, with programs and services and general and administrative costs contributing approximately 65% and 35% respectively. Operating expenses are annually impacted by conference venue and ancillary costs, publishing production and delivery, and any changes in general operating overhead. Programs and services expenses are related to the direct and indirect costs necessary to support the annual conference, as well as ongoing member and Division services, including academic program submissions support, information technology systems and platforms, direct venue expenses, and member communications. General and administrative costs typically include staff overhead, employee benefits, rental space, and other indirect costs, such as required external advisory services and insurance.

INVESTMENTS AND RESERVES

Our investment portfolio is governed by an Investment Policy Statement, adopted by the Board of Governors in 2016. This policy specifies the Academy's investment risk profile, asset allocation parameters, and appropriate market benchmarks to use to measure and assess performance. The purpose of investments is to provide financial stability and to fund AOM's strategic initiatives. Use of investments is determined by the Board of Governors. Overall, our investment mix is moderate when compared to like organizations and includes, but is not limited to, holdings in equity and fixed income, and select alternative investments.

Statement of Revenue Collected, Expenses Paid, and Changes in Net Assets—Modified Cash Basis

Revenue Collected	
Publications	5.5
Membership	3.2
Annual conference	2.5
Ancillaries	0.3
Total revenue collected	\$11.5
Expenses Paid	
Program Services	6.4
Supporting Services	3.5
Total expenses paid	\$9.9
Changes in net assets before investment income	
	1.6
Changes in Investment Assets	
	1.5
Change in total assets	\$ 3.1





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