



2017 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 2017

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President's Message



Mary Ann Glynn
President,
Academy of
Management
2017-2018

It gives me great pleasure to present this 2017 Annual Report to the Academy of Management (AOM) membership. In August, the President's gavel passed to me from Anita McGahan; I acknowledge her substantial leadership contributions for much of our 2017 activity. The Annual Report offers you 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 vibrant community.

In 2017, the Board of Governors, working with leaders and volunteers from across the Academy's Division & Interest Groups, Journals, task forces, committees, and other member communities, took the next step in the evolution of our strategic development by articulating a new unifying vision and set of broad goals. This strategic statement has been our guidepost for directing recent and future activities. Our mission and goals are twofold: first, to offer members an unparalleled portfolio of engagement opportunities and services, and second, to champion the impact of management and organization science on business and society worldwide.

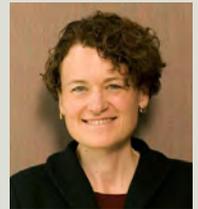
In addressing the first goal, I note that our conference offerings have been significantly developed over the past year. The [Annual Meeting](#) continues to be a key touchstone for building the vibrant AOM community. In 2017, we met in Atlanta, more than 10,000 strong, and addressed the theme, "At the Interface."

For the fifth consecutive year, a Teaching and Learning Conference (TLC@AOM) was held in conjunction with the Annual Meeting. The [Specialized Conferences Initiative](#) continued its early development stage with the goal to create meaningful and unique meeting opportunities that allow members and participants to

connect and engage throughout the year, virtually and in varied geographic locations. The first thematic conference, "Big Data and Managing in a Digital Economy," will be held in April 2018 in Surrey, UK, while the second conference, "From Start-up to Scale-up: Coping with Organizational Challenges in a Volatile Business Environment," will be held in Tel Aviv, Israel. In addition to these conferences, new ideas that reflect the creative energy of our membership are expected as the Academy experiments with new program structures, delivery modes, content features, and conference designs. Beyond our face-to-face activities, we are finding new ways to interact with one another in a digital environment through our new online member platform, [Connect@AOM](#).

In addressing our second goal of advancing the impact of management and organization science on business and society worldwide, we saw important progress made in 2017. We have improved the dynamic content and advanced discoverability for our [portfolio of journals](#) through such features as whiteboard videos, editor's comments, embedded video and author interviews, and paper commentaries. We are positioning AOM to address greater impact by seeking to broaden its reach. In 2017, we committed to and began building a foundation for a new initiative that will better enable global media and business leaders to explore our scholarship in an accessible manner.

On behalf of the Board of Governors and all of AOM leadership, I thank the countless volunteers who have dedicated time and talents in 2017 toward advancing the goals of our Academy.



Anita McGahan
President, 2016-2017
Anita McGahan served as the 72nd President of the Academy of Management during the 2016-2017 term. At the Annual Meeting in Atlanta, Anita delivered the 2017 Presidential Address, "Freedom in Scholarship: Lessons from Atlanta," available for download in the [Presidential Gallery](#).

Membership

ENGAGEMENT

The Academy of Management is the oldest and largest scholarly management association in the world. Today, nearly 20,000 scholars from more than 120 countries call the Academy their intellectual and professional home.

Academy members belong to one of four individual membership categories: Student, Academic, Executive, or Emeritus. In 2017, members who identified themselves as Academics represented approximately 68% of the total membership composition, along with 25% Students, 5% Executives, and 2% Emeritus members.

Members continue to cite the opportunity to make connections and establish valuable networks with scholars throughout the world as one of the most important benefits of membership. Among other ways, these networks are formed through participation in conferences, reading and contributing to the Academy's portfolio of publications, involvements with Divisions and Interest Groups, and engagements with Connect@AOM and other online communities. The Academy continued to enjoy a strong and growing social media presence in 2017 with 5.3 million impressions, and a 16.5% growth in audience (followers). Regardless of how they interact, the Academy provides members with countless opportunities to engage and exchange ideas with fellow scholars, Ph.D. students, and practitioners from nearly every corner of the globe.



5.3 million
SOCIAL MEDIA IMPRESSIONS

16.5%
FOLLOWER GROWTH

CONNECT COLLABORATE CONTRIBUTE

@aomconnect

AOM members belong to a global community of researchers, practitioners, teachers, students, and other professionals who share their passion for organization and management scholarship. Engaging with and meeting the evolving needs of our current as well as next generation of scholars (and practitioners) drives us to deliver the tools, services, information, and experiences our members both value and desire. In fact, we strive to have each member view their membership in the Academy as an investment in their professional future.

Enhancing member connections, networking, and collaborating outside the Annual Meeting took center stage in 2017, with the launch of the Connect@AOM platform, as well as extensive planning and preparations for AOM's 2018 Specialized Conferences.

CONNECTING WITH THE ACADEMY

In our fast-paced digital world, Academy of Management members count on the ability to interact with one another in a virtual environment. A common theme in member feedback is the need for enhanced support for networking and collaboration tools, and the desire for members to connect to one another more frequently and more meaningfully throughout the year, outside of the Annual Meeting.

Because of this growing need, the AOM is implementing a brand new online community. The Connect@AOM platform responds to the very needs members have voiced, offering a more dynamic experience through an integrated web and community engagement site.

As the primary homes where AOM members interact, Divisions and Interest Groups (DIGs) are key participants and contributors to a project of this magnitude. As a result, the implementation of Connect@AOM focuses first on the DIGs, with early adopters including the Careers (CAR), Entrepreneurship (ENT), Organizations and the Natural Environment (ONE), and Organization Development and Change (ODC) divisions. Additional Divisions and Interest Groups will transition to this new platform in phased stages.

PLACEMENT SERVICES

Throughout 2017, the Academy's Placement Services continued to provide member-only access to our online job board and Annual Meeting Career Center, without an additional fee. Additionally, the Academy began the process of evaluating our career services platform and operations, including refining the services and technology platform to better meet both future member and employer needs. The new career services platform is expected to be operational by the close of 2018.



KEY CONNECT@AOM BENEFITS:

- Upgrading existing listserv technology to a more dynamic and interactive member discussion board
- A centralized—and searchable—library to share files, documents, and other valuable multimedia resources
- A community calendar to capture important dates, deadlines, and events of interest to members

Membership by Continent in 2017



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 collaborate in directing the activities of the organization to best address both member needs and the emerging issues and opportunities for the field. Overall, these groups seek to foster a thriving community where members find value.

Recurring from recent years, the Board of Governors and executive officers from all of the Divisions and Interest Groups gathered together for a "Strategic Leadership Exchange" at the 2017 Annual Meeting. The session emphasized 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 Thursday, August 3, 2017, and clearly demonstrated the collegiality among these critical leaders of the Academy's Divisions and Interest Groups. The agenda included: highlights on the AOM's Strategy; related brainstorming to address DIG support and new opportunities; an update on financial policies; a demo and introduction to the member engagement platform, Connect@AOM; and open discussion and opportunity to share questions on the latest from AOM's Specialized Conference Initiative.

DIVISION & INTEREST GROUP REVIEWS

Every five years, the Academy's Divisions and Interest Groups are reviewed, on a rotating schedule, by a group of Division and Interest Group 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 Divisions and Interest Groups and to envision goals for the future.

In 2017, five Divisions were reviewed and each was commended for outstanding efforts to serve their membership and the Academy as a whole. The DIGR Committee was chaired by Carrie Leana (*University of Pittsburgh*) and included Maureen Ambrose (*University of Central Florida*), Jackie Coyle-Shapiro (*London School of Economics*), Chair-elect, Alison Konrad (*University of Western Ontario*), Mary Ann Glynn (*Boston College*), Alvaro Cuervo-Cazzurra (*Northeastern University*), Alfonso Gambardella (*Bocconi University*), and Mara Olekalns (*University of Melbourne*). Highlights from the reviews included:

ENTREPRENEURSHIP DIVISION

As one of the fastest growing Divisions in the Academy, Entrepreneurship (ENT) is a vibrant community of members and represents a topic of broad interest across many different social science disciplines. Many initiatives deliver value to members in innovative forms, including frequent and high-quality communications; forging connections between global members with an aim to support research collaborations; and developing online resources, such as webinars to address the varying interests of members. Such dynamic service to members is made possible through an active and robust sponsorship program.

HEALTH CARE MANAGEMENT DIVISION

The Health Care Management (HCM) Division reports a strong sense of community and high levels of overall member satisfaction. Daily member e-mails during the Annual Meeting are a highlight of improved communications and demonstrate a creative approach to establishing a friendly and personal atmosphere among members. The Division's 2016 plenary session at the Annual Meeting featured speakers with close ties to other Divisions, representing an innovative effort to bridge and link HCM scholars with other management domains.

MANAGEMENT CONSULTING DIVISION

Thoughtful consideration of the needs of both academics and practitioners is a key strength of the Management Consulting (MC) Division, which has long been the primary home for a large percentage of practitioner members in the Academy. Balancing the interests of research-oriented members and more practice-oriented members is an inherent challenge, as well as an opportunity. Bridging theory and practice represents a key area of delivering value to members, and MC has unique potential for fostering interactions between academics and practitioners, as both groups benefit from exposure to each other.

ORGANIZATIONS AND THE NATURAL ENVIRONMENT DIVISION

Organizations and the Natural Environment (ONE) members are highly satisfied with the Division and its Annual Meeting program, as evidenced by an engaged membership base and steady growth in submissions. Recent member data shows an increase in non-North American members, and the report identifies members' interests in opportunities for connecting outside of the Annual Meeting, indicating the potential for future growth and collaboration between members.

OPERATIONS AND SUPPLY CHAIN MANAGEMENT DIVISION

Operations and Supply Chain Management (OSCM) has a stable membership base and strong engagement through Annual Meeting attendance and reviewer participation. The Division recently executed some important steps in a proactive effort to strengthen the Division's activity, visibility, and performance. For example, changing the Division name in late 2016 from *Operations Management (OM)* to be inclusive of "Supply Chain" reflects a proactive effort toward adapting to changes in the field and positioning the Division to continue serving members in the future.





Divisions & Interest Groups

2017 MEMBERSHIP*



Publications

DISSEMINATING KNOWLEDGE

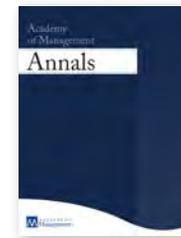
The Academy of Management is committed to advancing theory, research, education, and practice in the field of management. AOM publications encompass six journals, all emphasizing a scholarly aspect while contributing broadly to our objectives.

The Academy publishes the following journals: *Academy of Management 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 2017, 484 new articles contributing to the body of organizational scholarship and management were published. Across all Academy publications in 2017, AOM saw a rise in overall activity to 21 million “hits.” Specific activity ranged from over 11.2 million abstracts read, more than half a million PDFs downloaded, and nearly one and a half million searches initiated.

Publications at the Academy of Management are made possible through the dedicated work of our volunteers: editors, associate editors, and editorial review board members. By working together, these parties ensure that the publications stay committed to fulfilling their respective visions and to distributing our knowledge base about organizational and management practices.



21 million
overall hits
across AOM publications



ACADEMY OF MANAGEMENT ANNALS

The mission of *Academy of Management Annals* is to publish up-to-date, in-depth, and integrative reviews of research advances in management. Often called “reviews with an attitude,” *Annals* papers summarize and/or challenge established assumptions and concepts, pinpoint problems and factual errors, inspire discussions, and illuminate possible avenues for further study. Reviews published in *Annals* move above and beyond descriptions of the field—they motivate conceptual integration and set agendas for future research. In 2017, *Annals* saw a volume published in two issues for the first time (Volume 11) and revealed a newly designed format to better align with the portfolio of AOM Journals.

ANNALS EDITORIAL TEAM (2017-2019)

COEDITORS



Kimberly D. Elsbach,
University of California, Davis
Daan van Knippenberg, *Drexel University*



ASSOCIATE EDITORS

Marya Besharov, *Cornell University*
Matthew A. Cronin, *George Mason University*
J. P. Eggers, *New York University*
Teppo Felin, *University of Oxford*
Charles Galunic, *INSEAD*
Elizabeth George, *University of Auckland*
Sharon Parker, *University of Western Australia*
Madan Pillutla, *London Business School*



IMPACT FACTOR*: **9.281**
5-YEAR IMPACT FACTOR: **17.129**

#1 of 209
Journals in the category of “Management.”

#1 out of 140
Journals in category of “Business.”

*2017 Journal Citation Reports



ACADEMY OF MANAGEMENT DISCOVERIES

The mission of *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, and replication studies. *AMD* welcomes exploratory studies at the pre-theory stage of knowledge development, where it is premature to specify hypotheses. 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. In 2017, *AMD*'s editorial team conducted numerous paper development workshops with the goal to educate and celebrate the value of "discovery-oriented" research around the globe and began exploring a new content style application called "Research Notes."

AMD EDITORIAL TEAM (2017-2020)



EDITOR
Peter A. Bamberger,
Tel Aviv University

ASSOCIATE EDITORS

Marlys Christianson, *Rotman School of Management*
Paul Ingram, *Columbia Business School*
Jennifer S. Mueller, *University of San Diego*
Sandra Robinson, *University of British Columbia*
Junqi (Jason) Shi, *Sun Yat-sen University*
Christopher L. Tucci, *Ecole, Polytechnique Fédérale de Lausanne*
Gail Whiteman, *Lancaster University, UK*



ACADEMY OF MANAGEMENT LEARNING & EDUCATION

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

examines pressing issues in the fields of management learning and education by presenting theory, models, research, critiques, dialogues, and retrospectives that address the learning process and the practice of management education. Additionally, *AMLE* publishes work that addresses important issues in the institutional environment and administration of business schools and their stakeholders. The journal's emphasis is on the study of management learning and education in all types of settings—schools and universities, as well as businesses and public and nonprofit organizations. In 2017, *AMLE* published a special section that focused on "Ethics in Management Research," and prepared for the future publication of a special issue on "Strategic Management Education." *AMLE* continues to focus on such topics as entrepreneurship, ethics, and leadership development.



AMLE EDITORIAL TEAM (2017-2019)

EDITOR
William (Bill) M. Foster,
University of Alberta—Augustana

ASSOCIATE EDITORS

Steve Charlier, *Georgia Southern University*
Patricia (Trish) Corner, *University of British Columbia*
Gabrielle Durepos, *Mount Saint Vincent University*
Megan Gerhardt, *Miami University*
Danna Greenberg, *Babson College*
Paul Hibbert, *University of St. Andrews*
Tomas Karlsson, *Chalmers University of Technology*
Russ Vince, *University of Bath*



IMPACT FACTOR: **2.866**
5-YEAR IMPACT FACTOR: **4.235**
#62 of 209
Journals in "Management"
#18 of 238
Journals in "Education & Educational Research"

*2017 Journal Citation Reports



ACADEMY OF MANAGEMENT PERSPECTIVES

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 subfields. *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 subfield. Research suitable for publication in *AMP* includes: (a) reviews of what we already know; (b) integration of diverse theories and empirical findings that inform in a new and interesting way; (c) forward-looking expositions that integrate and articulate existing theory and findings with new and provocative ideas; and (d) integration of theory and research in management with related advances in other non-management sciences and disciplines.

AMP EDITORIAL TEAM (2015-2017)



COEDITORS
Phillip H. Phan,
Johns Hopkins University



Mike Wright,
Imperial College London

ASSOCIATE EDITORS

David J. Ketchen, *Auburn University*
Susanna Khavul, *San José State University*
Peter G. Klein, *Baylor University*
Gideon D. Markman, *Colorado State University*
Mary Louise Mors, *Copenhagen Business School*
Geoffrey Wood, *Essex Business School*



IMPACT FACTOR: **4.686**
5-YEAR IMPACT FACTOR: **7.341**
#18 of 140
Journals in the category of "Business."
#21 of 209
Journals in the category of "Management."



ACADEMY OF MANAGEMENT JOURNAL

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. *AMJ* articles test, extend, or build theory and contribute to management practice using a variety of empirical methods (e.g., quantitative, qualitative, field, laboratory, meta-analytic, and combination). *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*. The mission of *AMJ* is to publish empirical

research that tests, extends, or builds management theory and contributes to management practice. All empirical methods including, but not limited to, qualitative, quantitative, field, laboratory, meta-analytic, and mixed methods are welcome. To be published in *AMJ*, the research must make strong empirical and theoretical contributions, and the manuscript should highlight the relevance of those contributions to management practice. Authors should strive to produce original, insightful, interesting, important, and theoretically bold research that demonstrates a significant “value-added” contribution to the field’s understanding of an issue or topic. In 2017, *AMJ* enacted several outreach initiatives to broaden the *Journal’s* reach. These included paper and idea development workshops held in the UK, Canada, and Hong Kong; a special issue on “New Ways of Seeing”; and promotional efforts to accompany each.

AMJ EDITORIAL TEAM (2017-2019)



EDITOR

Jason D. Shaw,
Nanyang Technological University

Gokhan Ertug, *Singapore Management University*
Pursey Heugens, *Erasmus University*
Lisa M. Leslie, *New York University*
Sucheta Nadkarni, *University of Cambridge*
Anthony J. Nyberg, *University of South Carolina*
Srikanth Paruchuri, *Pennsylvania State University*
Jill Perry Smith, *Emory University*
Jessica B. Rodell, *University of Georgia*
Zeki Simsek, *Clemson University*
Wendy Smith, *University of Delaware*
H. Kevin Steensma, *University of Washington, Seattle*
Subrahmaniam Tangirala, *University of Maryland*
Eero Vaara, *Aalto University*
Balagopal Vissa, *INSEAD*

DEPUTY EDITORS

Pratima Bansal, *University of Western Ontario*
Marc Gruber, *Ecole Polytechnique Fédérale de Lausanne*

ASSOCIATE EDITORS

Markus Baer, *Washington University in St. Louis*
Prithviraj Chattopadhyay, *University of Auckland*
Brian L. Connelly, *Auburn University*
Katherine (Katy) DeCelles, *University of Toronto*



ACADEMY OF MANAGEMENT REVIEW

Academy of Management Review (AMR), the leading global source of business and management theory is ranked #1 on ISI Web of Science. The mission of *AMR* is to publish theoretical insights that advance our understanding of management and organizations. Submissions to *AMR* must

extend theory in ways that develop testable knowledge-based claims. To do this, researchers can develop new management and organization theory, significantly challenge or clarify existing theory, synthesize recent advances and ideas into fresh, if not entirely new theory, or initiate a search for new theory by identifying and delineating a novel theoretical problem. The contributions of *AMR* articles often are grounded in “normal science disciplines” of economics, psychology, sociology, or social psychology, as well as nontraditional perspectives, such as the humanities. It is consistently ranked among the top five most influential and frequently cited management and business journals. There have been over seven million clicks to *AMR* content. *AMR* is committed to supporting our authors and building their capacity to create groundbreaking theoretical work. Our commitment is manifest through developmental reviews, writing workshops, outreach at international conferences, and enhanced Internet resources.

AMR EDITORIAL TEAM (2017-2019)



EDITOR

Jay Barney,
The University of Utah

Heather A. Haveman, *University of California, Berkeley*
Peter H. Kim, *University of Southern California*
Joseph T. Mahoney, *University of Illinois University*
Elizabeth “Beta” Mannix, *Cornell University*
Robert E. Ployhart, *University of South Carolina*
Subi Rangan, *INSEAD*
Heli Wang, *Singapore Management University*
Udo Zander, *Stockholm School of Economics*

ASSOCIATE EDITORS

Allan Afuah, *University of Michigan*
Sharon Alvarez, *University of Pittsburgh*
Jean M. Bartunek, *Boston College*
Joel A.C. Baum, *University of Toronto*
Cristina B. Gibson, *University of Western Australia*



IMPACT FACTOR: **6.700**

5-YEAR IMPACT FACTOR: **11.254**

#4 out of 209

Journals in category of “Management.”

#7 out of 140

Journals in category of “Business.”

*2017 Journal Citation Reports



IMPACT FACTOR: **8.855**

5-YEAR IMPACT FACTOR: **13.277**

#2 of 209

Journals in the category of “Management.”

#2 of 140

Journals in the category of “Business.”

Percentage of Journal Submissions by Continent in 2017
Total Original Journal Submissions: 2,811

- South America 2%
- Oceania 5%
- Africa 3%
- Asia 20%
- Europe 27%
- North America 43%

MEDIA COVERAGE

The Academy of Management’s global impact grew throughout 2017 as print and online news outlets around the globe highlighted dozens of AOM journal articles and content produced by AOM members. These have included *Business Insider*, *Fast Company*, *Financial Times*, *Forbes, Inc.*, the *Globe and Mail*, *Huffington Post*, *Newsweek*, *New York Times*, *Psychology Today*, *Quartz*, the *Wall Street Journal*, and many others. Across industry and media landscapes, AOM journal content is the go-to resource for management research.

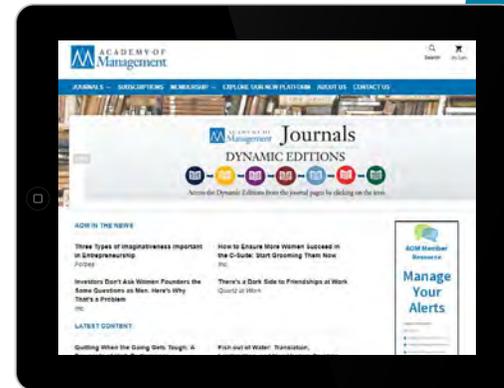
This year, the Academy developed a plan that assessed its approach and proposed ways to expand external awareness for AOM’s content. As a result, a media outreach activation due to commence in 2018 will position AOM for greater impact by seeking to broaden its reach. The initiative directly engages with global media and business leaders to explore our scholarship in an accessible manner.

ACCESS

In 2017, AOM initiated a major upgrade to its journal content platform by selecting a new provider to host its content—articles, media, and more. This transition set in motion project plans for an enhanced and integrated member experience with cutting-edge multimedia functionality and advanced discoverability for member research.

Also in 2017, new resource web-pages were added to aom.org providing additional information and ways to engage across the portfolio of AOM journals. AOM implemented a Green Open Access Policy in 2017, as well.

Each of AOM’s journals have been able to leverage the electronic publishing innovations first pioneered by *Academy of Management Discoveries (AMD)*, including such features as whiteboard videos, editor’s comments, embedded video and author interviews, and paper commentaries. The Academy of Management’s publications have continued to add multimedia to the digital versions of our print editions through its Dynamic Editions, and a new portfolio opening menu page ties all the journals and archives together with easy access.



JOURNALS COMMITTEE
2016-2017 COMMITTEE MEMBERS

- Laura B. Cardinal (chair),
University of South Carolina
- Mary Ann Glynn,
Boston College
- Aparna Joshi,
Pennsylvania State University
- Anita M. McGahan,
University of Toronto

COMMITTEE ON
PUBLISHING PORTFOLIO
2016-2017 COMMITTEE MEMBERS

- Maureen Ambrose,
University of Central Florida
- Jackie Coyle-Shapiro,
London School of Economics
- Mary Ann Glynn,
Boston College
- R. Duane Ireland,
Texas A&M University
- Carol Kulik (chair)
University of South Australia

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. During five days of activities and events, 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.

In 2017, the Academy continued to explore new, smaller, and focused meeting opportunities through the AOM Specialized Conferences Initiative and organized the fifth Teaching and Learning Conference (TLC@AOM) in Atlanta. In addition to these events and initiatives, members continued to drive the development of various community activities across the globe through their Divisions and Interest Groups.



77TH ANNUAL MEETING

The 77th Annual Meeting of the Academy of Management took place in Atlanta, Georgia, August 4–8, 2017. The meeting theme, “At the Interface,” encouraged attendees to reflect on the many ways that interfaces separate and connect people and organizations—and to consider the consequences of those separations and interconnections.

Thousands of AOM members and volunteers contributed to the development of the 77th Annual Meeting program. The Call for Submissions for the 2017 meeting elicited 6,324 paper submissions, 1,004 unique symposium submissions, and 477 professional development workshop proposals. Approximately 7,048 volunteer reviewers worked to evaluate these submissions, and volunteer

leaders from across the Academy produced a full program that included 2,177 sessions and events over the five-day conference. The Friday and Saturday program was dedicated to a total of 396 professional development workshops. The Sunday program hosted several important Academy-wide activities, including the Presidential Address & Awards Ceremony. Among the Sunday schedule, the All-Academy Theme (AAT) program highlighted the scholarly discourse on “At the Interface” with more than 40 sessions from various Academy communities. The AAT program also included several special sessions that resulted from a call to invite discussions related to travel restrictions into the United States.



Academy of Management
Annual Meeting
 August 4-8, 2017 | Atlanta, Georgia, USA

FUTURE ANNUAL MEETINGS

Take a look at where our Annual Meeting is heading:

- 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

PROGRAM CHAIR ALL-ACADEMY THEME COMMITTEE CHAIR
 Carol T. Kulik,
University of South Australia

PROFESSIONAL DEVELOPMENT WORKSHOPS CHAIR
 Jacqueline A-M. Coyle-Shapiro,
London School of Economics

PROCEEDINGS EDITOR
 Guclu Atinc,
Texas A&M-Commerce

AOM ANNUAL MEETING BY THE NUMBERS

ATTENDEES:

10,207

PROGRAM PARTICIPANTS:

10,751

REVIEWERS:

7,048

> COUNTRIES REPRESENTED: 88

PAPER SUBMISSIONS:

6,324

SYMPOSIUM SUBMISSIONS:

1,004

PDW SUBMISSIONS:

477

396

> PROFESSIONAL DEVELOPMENT WORKSHOPS

28

> CAUCUSES

NEW MEMBERS REGISTERED*

3,237



*Represents new members registered between September 2016-August 2017



Co-Chair: Ben Blackford, *Northwest Missouri State University*
 Co-Chair: Brett Paul Matherne, *Georgia State University*

TLC@AOM Committee
 Michael Brian Cohen, *Deakin University*
 Rebecca Thacker, *Ohio University*
 Rob Koonce, *Creighton University*
 Stefan Krummacker, *Queen Mary University of London*
 Douglas Johnson
 Hanora O'Sullivan, *Marymount University*
 Scott R. Gallagher, *James Madison University*
 Gamze Koseoglu, *University of Melbourne*
 Sarika Pruthi, *San Jose State University*



TEACHING & LEARNING CONFERENCE (TLC@AOM)

The Academy of Management Teaching and Learning Conference, TLC@ AOM, is an Academy-wide conference organized in response to the growing teaching-related needs of AOM members around the globe. 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 education research.

The 2017 TLC@AOM was held on Sunday, August 6, 2017, in Atlanta, Georgia. This interactive one-day conference included 459 registered attendees, with nearly half of all participants coming from outside of the U.S. and involved representation from across all 25 of the Academy's Division and Interest Groups.

For the first time, a well-received hands-on session for leveraging technology platforms for pedagogical approaches was introduced. Also new in Atlanta, the organizing committee experimented with varying length sessions, a specific networking session, and a technology-based session feedback mechanism. A plenary session, "Confessions of an Award-Winning Teacher," from Ken Brown, rounded out an exciting 2017 program.



SPECIALIZED CONFERENCES INITIATIVE

Through the AOM Specialized Conferences Initiative, the Academy continues to uphold its commitment to exploring diverse new meeting possibilities, experimenting with new modes of meeting delivery, and identifying novel approaches for collaborating and showcasing member research.

In 2017, this initiative gained significant traction as the first new specialized conferences proposed by member-driven teams were advanced into production: “Big Data and Managing in a Digital Economy” (Surrey, United Kingdom) and “From Start-up to Scale-up: Coping with Organizational Challenges in a Volatile Business Environment” (Tel Aviv, Israel). These exciting new programs were developed with the leadership and support of dedicated volunteers, host institutions, and several AOM Divisions, including: International Management (IM), Entrepreneurship (ENT), Human Resources (HR), Management Consulting (MC), Organizational Behavior (OB), Organizational Communication and Information Systems (OCIS), Organizational Management and Theory (OMT), Organizations and the Natural Environment (ONE), Social Issues in Management (SIM), Strategic Management (STR), and Technology and Innovation Management (TIM).

In addition to these developments, the Board of Governors’ Specialized Conferences Committee (BOG-SCC) launched a call for new conference ideas that welcomed submissions for innovative and thought-provoking events in 2019 and beyond. Responses from proposal teams in more than 20 countries were received by the committee, building a pipeline of promising new international conference endeavors. With this activity in motion, the early vision of the AOM Specialized Conferences Initiative is quickly becoming a reality: to develop a portfolio of meaningful and sustainable offerings that will allow members to connect and engage throughout the year, virtually and in varied locations that reflect the geographic dispersion of our global membership.



SPECIALIZED CONFERENCES 2016-2017 COMMITTEE:

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Mary Ann Glynn, *Boston College*
David Patient, *Universidade
Católica Portuguesa*
Lynn Shore, *Colorado State
University*
Chris Tucci, *Ecole Polytechnique
Fédérale Lausanne*

Leadership & Volunteerism

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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Chicago, Illinois
April 20-22, 2017

Atlanta, Georgia
August 3-8, 2017

Chicago, Illinois
December 7-9, 2017

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.

2017 CAREER ACHIEVEMENT AWARDS COMMITTEE:
Prashant Bordia (chair), *The Australian National University*
Trish Reay, *University of Alberta*
Carlo Salvato, *Bocconi University*
Mara Olekalns, *Melbourne Business School*
Lois Tetrick, *George Mason University*

PROFESSIONAL AWARDS

CAREER ACHIEVEMENT AWARDS

Distinguished Educator Award

Michael A. Hitt, *Texas A&M University, Texas Christian 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

R. Duane Ireland, *Texas A&M University*



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

Susan J. Ashford, *University of Michigan*



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.

Distinguished Scholar-Practitioner Award

Ronald J. Burke, *York University*



The Distinguished Scholar-Practitioner Award is presented annually to a candidate who demonstrates long-term, significant contributions in one or more of the following areas: successful application of theory or research in practice and/or contribution to knowledge through extraction of learning from practice; authorship of scholarly works, which have substantively affected the practice of management; and integration of research and practice that is respected by peers (both practitioner and academic).

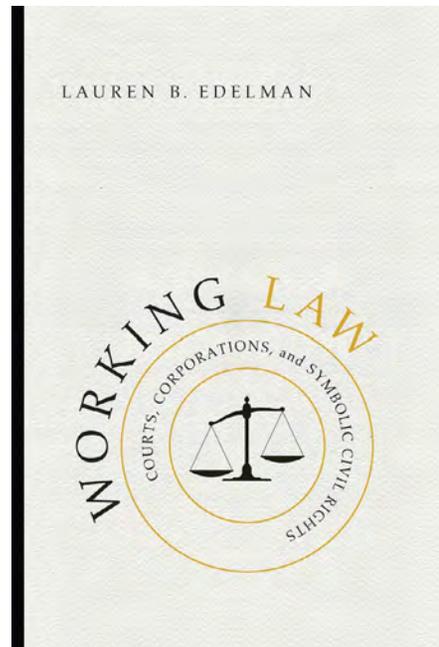
PROFESSIONAL AWARDS

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.

Working Law: Courts, Corporations, and Symbolic Civil Rights

Lauren B. Edelman

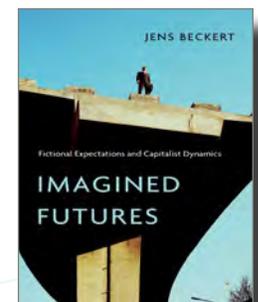
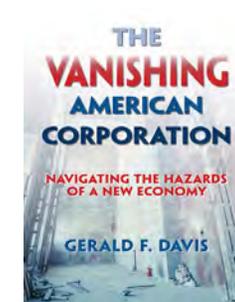
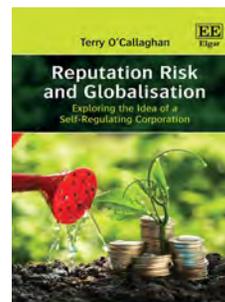


AWARD FINALISTS:

- **Reputation Risk and Globalisation**
(Terry O'Callaghan, *The University of South Australia*)
- **The Conversational Firm**
(Catherine J. Turco, *MIT*)
- **The Vanishing American Corporation**
(Gerald F. Davis, *University of Michigan*)
- **Imagined Futures. Fictional Expectations and Capitalist Dynamics**
(Jens Beckert, *Max-Planck-Institut für Gesellschaftsforschung*)

2017 GEORGE R. TERRY BOOK AWARD COMMITTEE:

Tor H. Hernes (chair), *Copenhagen Business School*
Blake E. Ashforth, *Arizona State University*
Sonja Opper, *Lund University*
Patricia H. Thornton, *Texas A&M University*
Daniel Wadhvani, *University of the Pacific*



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 2016 Award

Some Things Can Never Be Unseen: The Role of Context in Psychological Injury at War

Mark de Rond, *University of Cambridge*
Jaco Lok, *University of New South Wales*



AWARD FINALISTS:

- **Management's Science-Practice Gap: A Grand Challenge for All Stakeholders**
(George C. Banks, *University of North Carolina at Charlotte*, Jeffrey M. Pollack, *North Carolina State University*, Jaime E. Bochantin, *University of North Carolina at Charlotte*, Bradley L. Kirkman, *North Carolina State University*, Christopher E. Whelpley, *Virginia Commonwealth University*, Ernest H. O'Boyle, *University of Iowa*)
- **Scaffolding: A Process of Transforming Patterns of Inequality in Small-scale Societies**
(Johanna Mair, *Hertie School of Governance*, Miriam Wolf, *Hertie School of Governance*, Christian Seelos, *Katholieke Universiteit Leuven*)
- **Whatever It Takes to Win: Rivalry Increases Unethical Behavior**
(Gavin J. Kilduff, *New York University*, Adam D. Galinsky, *Columbia University*, Edoardo Gallo, *University of Cambridge and Queens' College*, J. James Reade, *University of Reading*)

AWARD COMMITTEE:

Tima Bansal (chair), *Ivey Business School, University of Western Ontario*, Joyce Bono, *University of Florida*, Jason A. Colquitt, *University of Georgia*, Kevin Corley, *Arizona State University*, Gokhan Ertug, *Singapore Management University*, Bala Vissa, *INSEAD*



Academy of Management Review Best Article of 2016 Award

How Firms Shape Income Inequality: Stakeholder Power, Executive Decision Making, and the Structuring of Employment Relationships

J. Adam Cobb, *University of Pennsylvania*



AWARD FINALISTS:

- **On the Forgetting of Corporate Irresponsibility**
(Sébastien Mena, *City University London*, Jukka Rintamäki, *Aalto University*, Peter Fleming, *City University London*, André Spicer, *City University London*)
- **Organizing Risk: Discourse, Power, and 'Riskification'**
(Cynthia Hardy, *University of Melbourne and Cardiff University*, Steve Maguire, *McGill University*)
- **Why Would Corporations Behave in Socially Responsible Ways? An Institutional Theory of Corporate Social Responsibility**
(John L. Campbell, *Dartmouth College and Copenhagen Business School*)

AWARD COMMITTEE:

Mary Benner, *University of Minnesota*, Erik Dane, *Rice University*, Gary Johns, *Concordia University*, Martin Kilduff (chair), *University College London*, Warren Nilsson, *University of Cape Town*



JOURNAL AWARDS



Academy of Management Perspectives Best Article of 2016 Award



Can an Economy Survive Without Corporations? Technology and Robust Organizational Alternatives

Gerald F. Davis, *University of Michigan*

AWARD FINALISTS:

- *Institutions, Entrepreneurship and Economic Growth: What Do We Know and What Do We Still Need to Know?*
(Christian Bjørnskov, *Aarhus University*, Nicolai J. Foss, *Bocconi University*)
- *The Natural Environmental Strategies of International Firms: Old Controversies and New Evidence on Performance and Disclosure*
(J. Alberto Aragón-Correa, *University of Surrey*, Alfred Marcus, *University of Minnesota*, Nuria Hurtado-Torres, *University of Granada*)

AWARD COMMITTEE:

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



Academy of Management Learning & Education Best Article of 2016 Award



Restating the Case: How Revisiting the Development of the Case Method Can Help Us Think Differently About the Future of the Business School

Todd Bridgman, *Victoria University of Wellington*
Stephen Cummings, *Victoria University of Wellington*
Colm McLaughlin, *University College Dublin*

AWARD FINALISTS:

- *Discursivity and Media constructions of the Intern: Implications for Pedagogy and Practice* (Cara-Lynn Scheuer, *Coastal Carolina University*, Alfred J. Mills, *Saint Mary's University*)
- *Usefulness of Uselessness: A Case for Negative Capability in Management* (Suneetha Saggurthi, *XLRI-Xavier School of Management*, Munish Thakur, *XLRI-Xavier School of Management*)

AWARD COMMITTEE:

William Foster, *University of Alberta*, Mark Learmonth, *Durham University*, Roy Suddaby (chair), *University of Victoria*



Academy of Management Perspectives Decade Award (2007-2017)

Why Does Affect Matter in Organizations?

Sigal G. Barsade, *The University of Pennsylvania*
Donald E. Gibson, *Fairfield University*



2017 ANNUAL MEETING PROGRAM AWARDS

Carolyn Dexter Award for Best International Paper



Hakuna Matata or When Cultures Collide: Navigating Institutional Abundance in Rural Africa

Laura Claus,
University of Cambridge

CAROLYN DEXTER AWARD FINALISTS:

- **Business Group Affiliation and FDI Spillovers**
(Alexander Eapen, *The Australian National University*, Jihye Yeo, *The Australian National University*, Rejie George, *Indian Institute of Management, Bangalore*)
- **Expatriates' Cultural Intelligence, Embeddedness and Knowledge Sharing: A Multilevel Analysis**
(Sebastian Stoermer, *University of Goettingen*, Samuel Davies, *University of Goettingen*, Fabian Froese, *University of Goettingen*)
- **How Does CSR Orientation (In)Congruence in Supply Chain Affect Relationship Performance?**
(Xingping Jia, *Shanghai Jiao Tong University*, Yi Liu, *Shanghai Jiao Tong University*)
- **The Opportunity not Taken: Entrepreneurship as an Occupational Identity in Contexts of Poverty**
(Angelique Slade Shantz, *York University*, Geoffrey Kistruck, *York University*, Charlene Zietsma, *York University*)
- **Timing practices and material markers in coordinating collective market patterns**
(Rebecca Bednarek, *Birkbeck University of London*, Laure Cabantous, *Cass Business School, City University London*)

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*Center for Social
Entrepreneurship*,
Leonhard Dobusch,
Universitat Innsbruck,
Giovanni Battista Dagnino,
University of Catania

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



The Organizational Design of Spatial Proximity and its Influence on Organizational Learning

Sunkee Lee,
Carnegie Mellon University



The Paradox of Recognizing Responsibility: Social Ratings, Philanthropy, and the Market for Virtue

Ben Lewis,
Brigham Young University

WILLIAM H. NEWMAN AWARD FINALISTS:

- **The Fractured Struggle for Home Based Women Worker Rights in Pakistan**
(Ghazal Zulfiqar, *Lahore University of Management Sciences*)
- **What is the value of "Big Data" for firms? An investigation in the US movie industry**
(Sandra Barbosu, *University of Toronto*)
- **A Blue Ocean Strategy for "Blue Ocean Strategy": on Performativity of Strategic Management**
(Guillaume Carton, *Institut Supérieur de Gestion*)

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FINANCIAL OVERVIEW

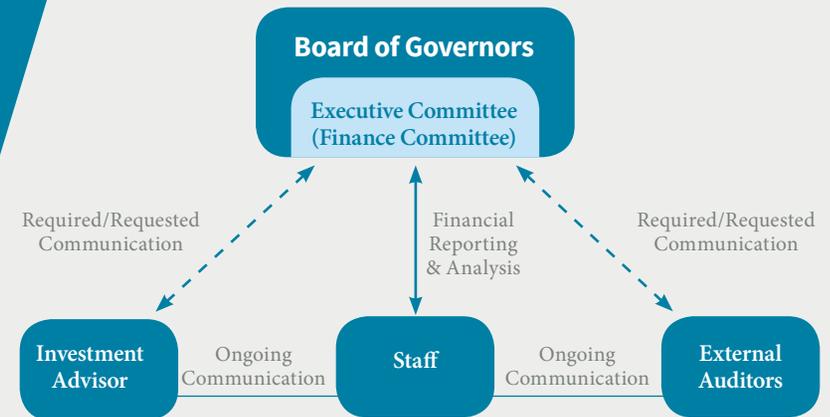
The Academy of Management's financial performance is stewarded by our Board of Governors, with the Executive Committee directly responsible for ongoing fiscal affairs, budget, and investment oversight. The Executive Committee includes two subcommittees—a Finance Subcommittee, comprised of the Vice President-Elect 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, 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, conferences, and publishing services. Expenses are functionally categorized as program and services and general administrative costs.

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. Positive or net neutral operating surplus is regarded as indicative of self-sustaining operations, and we have continuously been able to maintain annual operating surplus.

Our financial statements do not record extensive volunteer contributions from our members and involved universities.

Simplified Financial Governance Map



OPERATING REVENUE

In 2017, the Academy’s operating revenue was approximately \$11.5 million, with membership dues, annual conference, and publishing services contributing approximately 28%, 21%, and 47%, 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. Conferences 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.

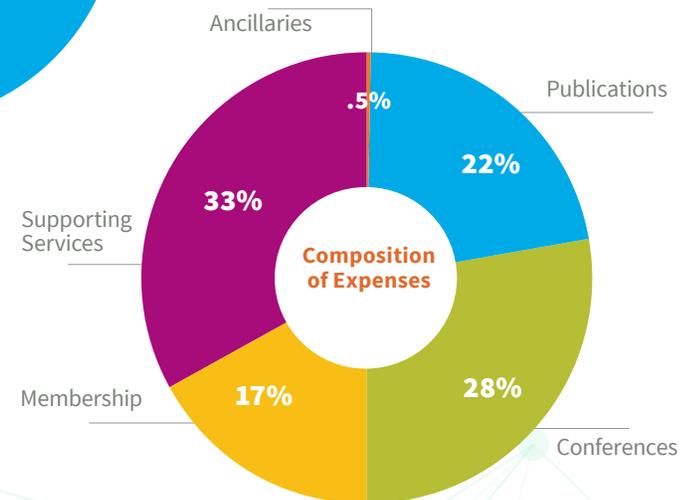
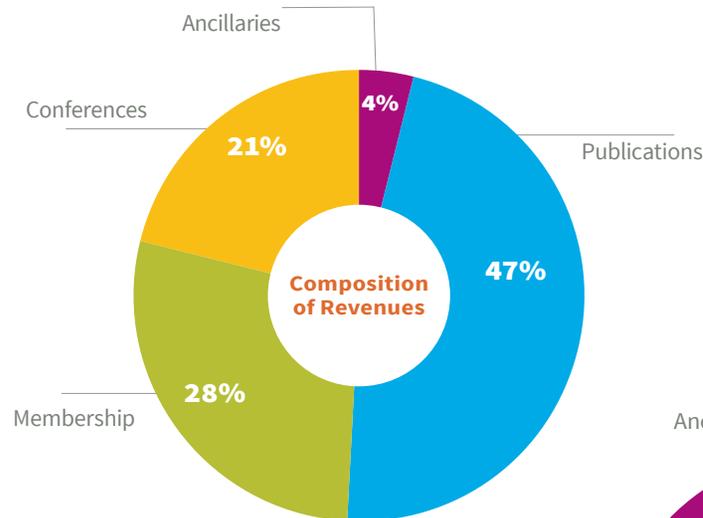
Operating revenue is impacted by changes in member counts or classes, conferences registration, and changes in publishing income.

OPERATING EXPENSES

In 2017, the Academy’s operating expenses were approximately \$9.6 million, with programs and services and support costs contributing approximately 70% and 33% respectively. Operating expenses are annually impacted by conference venues 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 conferences, 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 and reviewed annually. 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. Investment portfolio return fluctuates with prevailing global macroeconomic and market trends.



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

Revenue Collected

Publications	5.4
Membership	3.2
Conferences	2.4
Ancillaries	0.5
Total revenue collected	\$11.5

Expenses Paid

Program Services	6.5
Supporting Services	3.1
Total expenses paid	\$9.6

Changes in net assets before investment income	1.8
Changes in Investment Assets	4.2
Change in total assets	\$ 6.6



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