

2015 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 over 20,000 strong, spanning 115 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.

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President's Message



Debra L. Shapiro
President,
Academy of
Management
2015-2016

In light of the many strides that have occurred during 2015, I am delighted to present this 2015 Annual Report to members of the Academy of Management. In August, the President's gavel passed to me from our colleague, Paul Adler, under whose term much of our 2015 activity occurred.

This report aims to provide a brief 'snapshot' of the 2015 calendar year, with meaningful information about the state of our Association during this time period, the health of which is a testimony to the participation and dedicated efforts of our valued members and volunteers, especially those who are willing to take on leadership roles that are needed to keep our Association vibrant and strong.

With countless members who are engaged in scholarly pursuits (e.g., teaching, researching, applying research-guided insights to aid management and organizations) all over the globe, it remains of paramount importance that AOM members be able to connect and collaborate with management and organization scholars. Actions taken to strengthen members' ability to connect with each other and/or share and locate scholarly resources include the technological enhancements highlighted on the [AOM website](#).

Divisions and interest groups (DIGs) representing 25 management disciplines drove several innovations to enhance and enrich the member experience in 2015. Across the DIGs, specialized [teaching resources](#) were collected and curated, new [volunteer opportunities](#) were created, and [awards](#) were presented to recognize outstanding contributions through teaching, scholarship, and service, and more. Leaders of these important communities also engaged with the Board to help guide the development of several Academy-wide strategic initiatives at the inaugural Board of Governors and Division & Interest Group Leadership Exchange in August 2015.

The first issue of our newest journal, [Academy of Management Discoveries \(AMD\)](#), was published in June 2015. This innovative, new online journal complements our AOM publications portfolio by providing a unique outlet for exploratory empirical research of management and organizational phenomena that our theories do not yet adequately explain.

We continue to explore opportunities to develop, promote and leverage the high quality content that appears in each of our [six journals](#) (*AMD*, *AMLE*, *AMJ*, *AMP*, *ANNALS*, *AMR*). In addition to experimenting with new digital enhancements and

innovations this year (the details of which can be found on page 21), a variety of developmental programs for authors and reviewers have been implemented and new governance mechanisms for capturing and sharing strategic learnings across the portfolio are now in place.

In August 2015, we organized our 75th *Academy of Management Annual Meeting* in Vancouver. This historic event called together more than 11,000 attendees and included individual contributions from thousands of authors, reviewers, session discussants, and program organizers. Also in Vancouver, the third annual [Academy of Management Teaching & Learning Conference](#) was held in conjunction with the annual meeting to provide focused opportunities for members from all divisions and interest groups to gather and connect around common needs and issues related to teaching and learning. Known as the TLC@AOM, this popular conference continues to experience exponential growth as members seek to learn new teaching methodologies, assessment of learning techniques, and effective online instruction practices through highly interactive developmental sessions and workshops.

Our multi-year effort to develop and enable a long-term vision for a portfolio of smaller, regionally diverse and unique new meeting offerings for our members culminated in the formal launch of the [AOM Specialized Conferences Initiative](#). In December 2015, we kicked off this Initiative with a call to members for proposals outlining their ideas for new thematic, experiential, virtual and professional development conferences. Outcomes of this initial call for proposals and the continued work of the Specialized Conferences Committee following the launch have produced exciting results, which will be presented to the membership soon.

During 2015 we also initiated several important strategic objectives through the work of committees and new task forces. Results from the work of these groups to explore critical policy issues related to the protection of our trademark and open access publishing possibilities will be shared with members in 2016.

In summary, the many achievements of 2015 – consisting of new technologies, a new AOM Journal (*AMD*), a continually growing TLC, new Initiatives associated with an upcoming larger conference-portfolio, and new policies needed to protect the AOM trademark and to enable open access publishing possibilities—help AOM members connect and collaborate with each other more than ever. Thank YOU for enabling these many improvements to occur!



Paul S. Adler
President, 2014-2015

Paul S. Adler served as the 70th President of the Academy of Management during the 2014-2015 term. At the Annual Meeting in Vancouver, Paul delivered the 2015 Presidential Address, "Our Teaching Mission," available for download in the [Academy of Management Presidential Gallery](#).

Membership

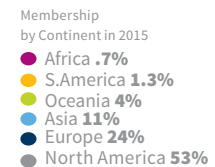
ACCESS

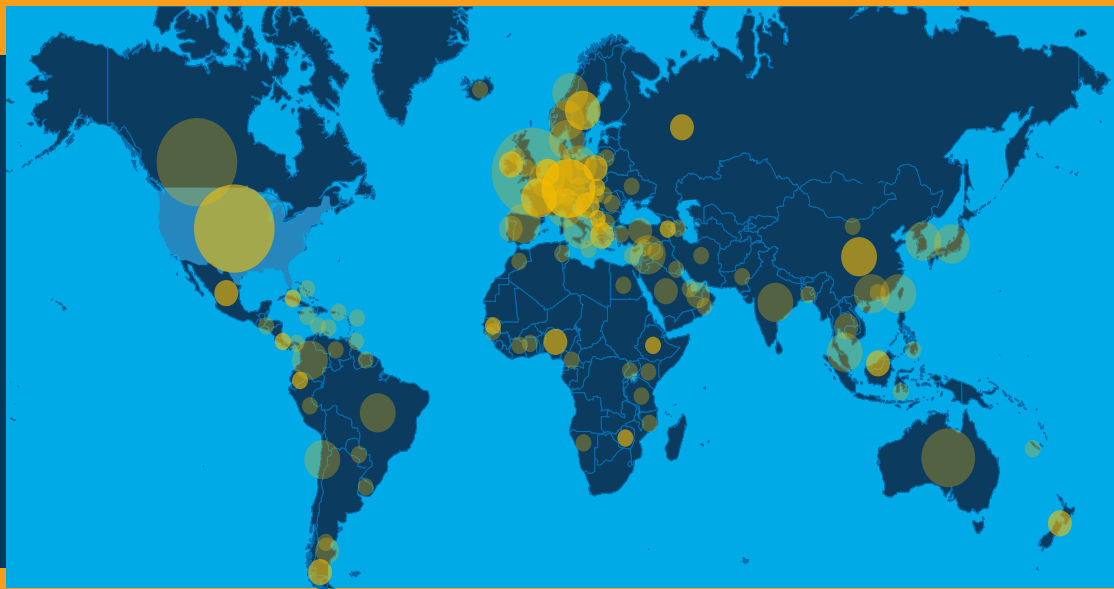
As the oldest and largest scholarly management association in the world, the Academy of Management is the intellectual and professional home to about 20,000 members from over 115 countries in every corner of the globe.

AOM's membership community has never been more international, more diverse, or as large as it is now. The 75th Annual Meeting – held August 7 – 11, 2015 in Vancouver, British Columbia, Canada - was the first time there were more attendees from outside of the US than from the US. This year also marked the first time that Academy membership exceeded 20,000 members in its 80-year history.

Membership is a global community of scholars, researchers and practitioners. It is the opportunity to make connections and establish valuable professional networks. Membership includes the Annual Meeting, the journals and the Divisions and Interest Groups. But it's the high level of research and writing and the spirit of collaboration in furthering the scholarship of those management domains that strengthens the Academy's community and makes its distinct work possible.

Never has there been a better time to be involved - thank you for your commitment to our membership community.





CONNECTING WITH THE ACADEMY

Academy members continue to drive communication with the adoption of newer and greater technologies. There are more ways to connect with fellow members than ever before.

The Academy has a large presence on all the big “mass-market” social media sites. LinkedIn is the busiest with over 14,000 members – up by 1,000 over the last year. Facebook brings nearly 7,800 fans and Twitter, 7,500 followers, the latter up by an astonishing 30% since 2014.

Online video is now increasingly being adopted. The Entrepreneurship Division hosted two popular live-streaming events that combined YouTube, Twitter and Google Hangouts. Several Divisions recorded events from the Annual Meeting in Vancouver. These and others are featured on the Academy’s website.

Most divisions and interest groups also have their own email newsletters in addition to the Academy’s 52 active Listservs communities which cover a wide range of topics.

PLACEMENT SERVICES

The Placement Committee provides Academy members and all management scholars with career development services and access to targeted employment opportunities, as well as assisting a range of institutions and organizations worldwide in filling their position openings.

Throughout the year, Placement Services enables career connections via its online portal relaunched in 2015. At the new jobs.aom.org, jobseekers search postings, set customized position alerts, and create searchable candidate profiles viewed by hundreds of prospective employers. In 2015, nearly 1,050 openings were posted and nearly 2,000 members utilized the Placement Committee’s services.

At the Annual Meeting in 2015, Placement Services hosted interactive training and development workshops and connected over 150 universities and other employers with Academy members seeking employment during its five day on-site “career fair.”

FACEBOOK FANS
6,500+

CONNECT COLLABORATE CONTRIBUTE

LINKEDIN MEMBERS
14,000+

Nearly **7,500** TWITTER FOLLOWERS

@aomconnect



Divisions & Interest Groups

COMMUNITY

Members benefit from involvement in the Academy's 25 divisions and interest groups. 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 consortiums, 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 may find value.

To deliver on this promise, the Board of Governors organized a new event at the annual meeting, inviting executive officers from all of the Divisions and Interest Groups to gather together for a "Strategy Exchange." Our profession and the institutions in which we work are experiencing ever-faster change, and with that change comes the necessity to adapt member service to new needs. This collaborative leadership session was proposed and developed with the understanding that the future direction and success of our Academy relies on the combined effort of the Board of Governors and Division and Interest Group leadership to engage in open dialogue, and to explore Academy-wide solutions for better meeting our shared needs.

The inaugural BOG-DIG Strategy Exchange was held on Friday, August 7, 2015, with attendance by more than 70 Academy leaders representing the Board and all 25 Divisions and Interest Groups. The agenda included discussion and brainstorming on how to meet AOM members' desire for small, specialized conferences (as additional venues outside the Annual Meeting), how the Board's proposed "Specialized Conferences Initiative" addresses those needs, and how Division and Interest Group collaboration can support the initiative. Additional discussion surfaced ideas for improving communications between and among DIG leaders, the Board, and headquarters.

The event resulted in a successful evening of networking and positive relationship-building among Academy leaders. All participants enthusiastically supported the idea to repeat this event at future annual meetings, and to encourage continued dialogue and collaboration between the Board and the Division and Interest Group leadership.

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 2015, six 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 Quinetta Roberson (*Villanova University*) and included chair-elect, Maureen Ambrose (*University of Central Florida*), Hetty Van Emmerik (*Maastricht Univ. School of Business*), Kyle Lewis (*University of California – Santa Barbara*) and Wendy Boswell (*Texas A&M University*). Highlights from the reviews included:

Gender and Diversity in Organizations Division

Gender and Diversity in Organizations (GDO) is an interdisciplinary division with diverse leadership, whose members are highly satisfied and engaged. With a strong sense of service-orientation, GDO supports innovative activities to build community at the annual meeting as well as opportunities to connect with members year-round. A strong set of member recommendations look to the future growth of the division, including the formation of an international committee and expanded efforts to recruit new student members via an "Early Career Research Committee" and participation with the PhD Project conference.

Human Resources Division

The Human Resources (HR) division has experienced success in the use of small conferences, including an international meeting in Beijing, China, and a teaching focused conference, to address members' interests and needs. A mid-level doctoral student consortium and the innovative HR Ambassadors program target students and international members respectively with programs that contribute to high levels of member satisfaction. Frequent and effective communications – including a strong social media presence – reflect a highly engaged community.

Management History Division

The Management History (MH) division is notable for its high levels of member satisfaction and active involvement. Although MH is not the primary division for the majority of its members, its small size facilitates valuable opportunities for interaction and member collaboration. Plans to develop a forum to support and encourage more intellectual discussions about historical research between scholars from different divisions will leverage MH's unique interdisciplinary nature and create opportunity for further collaborations with members' "home" divisions.

Organization and Management Theory Division

Organization and Management Theory (OMT) division members value the high quality scholarship produced within OMT, and appreciate the opportunity to network with like-minded colleagues. Innovative activities that reach members outside of the annual meeting, including paper development workshops which serve scholars in locations around the world, demonstrate a commitment to internationalization which appears to have increased the number of OMT members from outside of the U.S.

Organizational Behavior Division

As the largest division in the Academy, the Organizational Behavior (OB) division represents an important base of member identification, with steady increase in membership from outside of the US over the five year review period. Although the division's size presents challenges to building community, a large and committed core of members consider OB to be their divisional home. A proactive approach to expanding volunteer opportunities, increasing connections between members and exploring creative program innovations reflect the OB leaders' commitment to continuous improvement of member services.

Social Issues in Management Division

There is a steady membership base in the Social Issues in Management (SIM) division, driven in part by the social impact of the topics/themes included in the division's mission. Indicative of SIM's strong climate of support and responsiveness to members' needs, efforts are underway to increase involvement of, and services for, mid-career members, including mentoring opportunities and online programming.



Divisions & Interest Groups

2015 MEMBERSHIP*



MANAGEMENT SPIRITUALITY & RELIGION 641

HUMAN RESOURCES 3,561

INTERNATIONAL MANAGEMENT 2,663

ORGANIZATIONS & THE NATURAL ENVIRONMENT 757

SOCIAL ISSUES IN MANAGEMENT 1,718

ORGANIZATIONAL BEHAVIOR 6,255

CAREERS 799

OPERATIONS MANAGEMENT 647

CONFLICT MANAGEMENT 1,281

GENDER & DIVERSITY IN ORGANIZATIONS

ORGANIZATION & MANAGEMENT THEORY 3,963

TECHNOLOGY & INNOVATION MANAGEMENT 2,688

MANAGEMENT & ORGANIZATION COGNITION 1,266

ORGANIZATION DEVELOPMENT & CHANGE 2,303

CRITICAL MANAGEMENT STUDIES 772

MANAGEMENT HISTORY 384

ORGANIZATIONAL COMMUNICATION & INFORMATION SYSTEMS 893

MANAGEMENT CONSULTING 1,204

BUSINESS POLICY & STRATEGY 5,092

RESEARCH METHODS 2,309

STRATEGIZING ACTIVITIES & PRACTICES 617

PUBLIC & NONPROFIT 885

HEALTH CARE MANAGEMENT 380

ENTREPRENEURSHIP 3,135

MANAGEMENT EDUCATION & DEVELOPMENT 1,845

Publications

DISSEMINATING KNOWLEDGE

The Academy of Management is committed to advancing theory, research, education and practice in the field of management. The AOM publications portfolio includes six journals, each of which broadly contributes to this objective while emphasizing a particular scholarly aspect of it.

The Academy publishes six journals: *Academy of Management Annals (Annals)*, *Academy of Management Journal (AMJ)*, *Academy of Management Learning & Education (AMLE)*, *Academy of Management Perspectives (AMP)*, *Academy of Management Review (AMR)* and *Academy of Management Discoveries (AMD)*. In 2015, 171 new articles contributing to the body of management and organization scholarship were published. Article ‘hits’ across all of our publications now approach a total of 15 million.

Academy publications are made possible through the dedicated hard work of volunteer 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 Academy’s publications remain committed to fulfilling their respective visions and to contributing to our knowledge about management and organizational practices.

nearly
15million
article downloads
across all AOM publications



AMD

The mission of the *Academy of Management Discoveries (AMD)* is to promote exploratory empirical research of management and organizational phenomena that our theories do not adequately explain. *AMD* welcomes studies at the pre-theory stage of knowledge development, where it is premature to specify hypotheses, as well as discoveries from meta-analytic, replication, and construct validity research. 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 Principles:

- *AMD* strives to reflect the voice of the authors, not that of the reviewers or editors.
- As a policy, *AMD* editors strive to make a publication decision after one round of the double blind review process.
- *AMD* invites readers to interact with authors and our scientific community by writing commentaries about journal articles that advance scholarly knowledge on the topic.
- *AMD* aims to be a pioneer in advancing scholarship and social science through the multimedia affordances of online publication which transcend paper-based publications.



AMD EDITORIAL TEAM (2013-2017)

EDITOR

Andrew H. Van de Ven,
University of Minnesota

ASSOCIATE EDITORS

Soon Ang, *Nanyang Technological University, Singapore*
Africa Arino, *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) continues to examine 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. *AMLE's* audience includes scholars, educators, program directors and deans at academic institutions, as well as practitioners in training and development and corporate education. In 2015, *AMLE* published a special issue focused on "Learning Patterns and Approaches to Family-Business Education Around the World," developed special collections featured in the Essays, Dialogues and Interviews (EDI) and Book and Resource Reviews sections; and curated themed collections for the *AMLE* website on topics such as leadership development, entrepreneurship, and ethics.

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*
Robert S. Rubin, *DePaul University*
Siri Terjesen, *American University*

IMPACT FACTOR*: **2.121**

#38 of 172
journals in "Management"
#18 of 216
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. *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 outlets and downloads of *AMJ* articles now exceed three million. Successful new initiatives, including a "From the Editors" series have been instituted, containing articles written by editors and co-authored with a senior executive, thought leader, or scholar from a different field to explore new content areas and grand challenges with the goal of expanding the scope, appeal, and relevance of the work presented in the journal. *AMJ* is also one of the first AOM journals to incorporate audio and video clips supporting its content in the digital form, allowing authors to express in their own voice on issues that are not in the paper, or to highlight salient issues of interest such as the method, context, or counter-intuitive findings in a discussion format.

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*

ASSOCIATE EDITORS

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*
Daan Van Knippenberg, *Erasmus University*
Heli Wang, *Singapore Management University*

IMPACT FACTOR*: **6.448**

#3 of 185
journals in
"Management" | #2 of 115
journals in
"Business"



ANNALS

Academy of Management Annals (Annals) published its ninth volume in 2015. *Annals* has established itself as the top recognized

Management Journal and an important forum, providing up-to-date, in-depth examinations of the latest advances in various management fields. As of volume nine, the AOM *Annals* changed its submission and review process from invited articles to using a peer-review process. Authors submit proposals that are subject to review by two reviewers and an editor.

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, *Hong Kong University of Science & Technology*

IMPACT FACTOR*: **7.769**

#1 of 185
journals in "Management"

“The portfolio of AOM journals continues to evolve in terms of both the nature of the work published and modes of delivery in order to remain a timely, relevant and influential source of high-quality, cutting-edge research.”

Pamela S. Barr
Chair, 2014-2015
Journals Committee



INCOMING EDITORS (2015-2017)



INCOMING CO-EDITOR, *AMP*
Phillip H. Phan,
Johns Hopkins University



INCOMING CO-EDITOR, *AMP*
Mike Wright,
Imperial College Business School



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 subfields. The *Academy of Management Perspectives* 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.

AMP EDITORIAL TEAM (2012-2015)



CO-EDITORS
Timothy M. Devinney, *University of Technology, Sydney*
Donald Siegel, *University at Albany, SUNY*

ASSOCIATE EDITORS

Peter Klein, *Baylor University*
Dean McFarlin, *Duquesne University*
Karl Moore, *McGill University*
Craig Pearce, *Creative Learning Partners*



IMPACT FACTOR*: 2.826

#23 of 172
journals in “Management”
#14 of 110
journals in “Business”



AMR

Academy of Management Review (AMR), the leading global source of business and management theory is ranked #1 and #2 on ISI Web of Science. Driven by theoretically

rigorous and intellectually provocative content, *AMR* is consistently ranked among the top five most influential and frequently cited management and business journals. Over three 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*



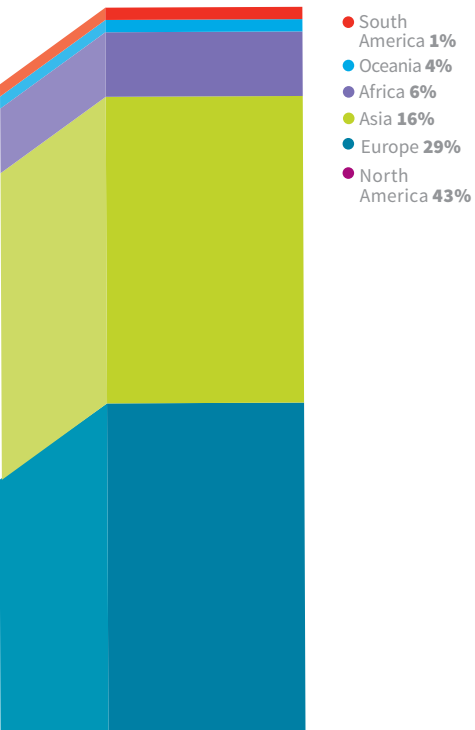
IMPACT FACTOR*: 7.475

#2 of 185
journals in “Management”
#1 of 115
journals in “Business”

*2014 Journal Citation Reports

Percentage of Journal Submissions by Continent in 2015

Total Original Journal Submissions: 2,381



- South America 1%
- Oceania 4%
- Africa 6%
- Asia 16%
- Europe 29%
- North America 43%

MEDIA COVERAGE

The Academy’s global impact continued to grow throughout 2015. Numerous Academy members’ studies and journal articles 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.

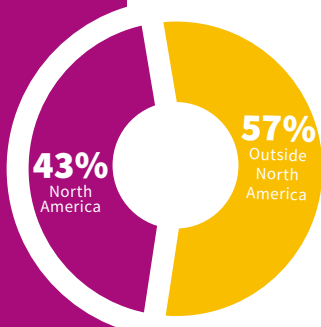
Academy of Management Discoveries, the AOM’s newest, online journal, continues to publish innovative and thought-provoking content garnering a large media following. All AOM content continues to be at the forefront of professional business and management information and is consistently proven a valuable resource for global media coverage.

TECHNOLOGY

The Academy of Management publications portfolio saw a number of innovations in 2015. *Academy of Management Discoveries* (AMD), AOM’s first online-only journal, published its first issue in June 2015. Not only has AMD filled an important place in our portfolio, it showcases everything that the use of multimedia can bring to an academic scholarly journal. By using various audio and video enhancements, which support and transform content, AMD is driving the portfolio of AOM titles into the digital future!

AMD was not the only AOM publication to break important technological ground in 2015. *Academy of Management Journal* (AMJ) launched the first-ever AMJ Dynamic/Digital edition. 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 2016 and beyond.



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. 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 2015, the Academy continued to explore opportunities to provide new, smaller and focused, meetings to complement the Annual Meeting. The third Teaching and Learning Conference was also held in conjunction with the Annual Meeting in Vancouver. In addition to these initiatives, members continued to drive the development of various community activities and events across the globe through their divisions and interest groups.



75TH ANNUAL MEETING

The 75th Annual Meeting of the Academy of Management took place in Vancouver, British Columbia, Canada, August 7-11. This special anniversary year for the Academy meeting was host to 11,068 members, representing just over half of the Academy's total membership.

Anita M. McGahan, Program Chair, and Mary Ann Glynn, 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, Opening Governance, invited members to consider opportunities to improve the effectiveness and creativity of organizations by restructuring systems at the highest organizational levels. The Opening Governance theme also pointed to fundamental questions about how various types of organization forms compete to govern valuable resources, such as “How can organizations work more effectively with governmental agencies and foundations to create value?”

Opening Governance encouraged members to think broadly and creatively about the ways in which organizations take action to address the most important management problems and opportunities of our time. The theme raised questions that AOM members of various divisions, interest groups and committees tackled from many different perspectives. With over 2,200 sessions on the program, Academy members answered the call for submissions and were engaged in paper sessions, caucuses, symposia, and workshops in Vancouver.



Academy of Management
Annual Meeting
August 7-11, 2015 | Vancouver, British Columbia

PROGRAM CHAIR
ALL-ACADEMY THEME
COMMITTEE CHAIR
Anita M. McGahan,
University of Toronto

PROFESSIONAL
DEVELOPMENT
WORKSHOPS CHAIR
Mary Ann Glynn,
Boston College

PROCEEDINGS EDITOR
John Humphreys,
Texas A&M University

FUTURE ANNUAL MEETINGS

Take a look at where our Annual Meeting is headed...

- 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:

11,068

INDIVIDUAL PARTICIPANTS:

10,633

REVIEWERS:

6,571

> COUNTRIES REPRESENTED: 84

PAPER SUBMISSIONS:

7,045

SYMPOSIUM SUBMISSIONS:

442

PDW SUBMISSIONS:

567

418 > PROFESSIONAL DEVELOPMENT WORKSHOPS

41 > CAUCUSES

55 > DOCTORAL CONSORTIA



NEW MEMBERS WELCOMED

1,644



2015 TLC@AOM CO-CHAIRS:
 Elena Antonacopoulou, *University of Liverpool*
 Kenneth G. Brown, *University of Iowa*
 Claudia Ferrante, *United States Air Force Academy*
 Christina A. Hannah,
University of Maryland University College
 James C. Spee, *University of Redlands*
 Toni Ungaretti, *Johns Hopkins University*

2015 TLC@AOM COMMITTEE:
 Benjamin Blackford,
Northwest Missouri State University
 Susan Fox-Wolfgang,
Hawaii Pacific University
 Brett Paul Matherne,
Georgia State University
 Linda Klonsky,
Chicago School of Professional Psychology



Academy of Management
Teaching & Learning Conference
 August 3, 2014 | Philadelphia, Pennsylvania

TEACHING & LEARNING CONFERENCE (TLC@AOM)

Begun as a ‘Strategic Doing’ initiative with support from the Board of Governors and brought to life by dedicated volunteers, the 75th Annual Meeting also hosted the 3rd Annual TLC@AOM Conference. Offered initially as a three year trial, this Academy-wide conference was organized in response to the growing teaching related-needs of AOM members around the globe. The goal of TLC is to support members across all divisions 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 education research.

Growth of this conference since its start in 2013 has been exceptional, from its development through a small committee and only 150 attendees. The founding committee members successfully handed the reins to an enthusiastic team of volunteers, who are keen to continue establishing stronger roots for TLC@AOM, as well as continuing to build growth for the 2016 conference and future meetings. In its third successful year the TLC@AOM program has nearly tripled to 440 attendees. Member participation is approximately 47 percent of global attendance and all 25 divisions and interest groups are represented.



SPECIALIZED CONFERENCES INITIATIVE

The Academy of Management is committed to exploring diverse new meeting possibilities, experimenting with alternate modes of meeting delivery, and identifying novel approaches for collaborating and showcasing member research. To meet this objective, the Board of Governors, along with volunteers from across the Academy's leadership communities, collaboratively developed the *Specialized Conferences Initiative (AOM-SCI)*.

The AOM-SCI aims to develop a portfolio of offerings that will 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. Over the course of several meetings, the Board formally evaluated the requirements for this new initiative and charted a path for supporting this vision that include:d:

- Development of a portfolio of meaningful and sustainable meeting opportunities, small enough to support deep dialogue and engagement.
- Establishment of a new governance framework, the Specialized Conferences Committee, to oversee operational and policy details involved in implementing the program. The Specialized Conferences

Committee will develop criteria for proposal solicitation and selection, assess and select conference proposals, evaluate and monitor performance and quality of new conferences and report learnings to the Board.

- A multi-year experiment that is expected to evolve and adjust as new learnings are incorporated across the portfolio. To start, a base building period will build the operational and governance capacity to launch the initiative. The period that follows will focus on experimentation and learning, where several new conference models are developed, tested, and evaluated in preparation for an expansion period envisioned to produce a growing portfolio of activity serving different membership populations in new and interesting ways across the globe.

With support from the Board of Governors and Division and Interest Group Leaders, the Specialized Conferences Committee launched the first call for new Academy of Management conference proposals in 2015.

SPECIALIZED CONFERENCES COMMITTEE:

2014-15 COMMITTEE MEMBERS

- Christopher Tucci (chair),**
*EPFL-Ecole Polytechnique
Fédérale Lausanne*
- Ann Buchholtz,**
Rutgers University
- Mary Ann Glynn,**
Boston College
- Debra L. Shapiro,**
University of Maryland
- Lynn Shore,**
Colorado State University

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 Teaching & Learning Conference Committee, and the AOM Africa Conference Committee. Special thanks also to leadership from the Human Resources Division, Research Methods Division, Management Consulting Division, Diversity & Inclusion Theme Committee, and others, whose valuable feedback and insights helped shape the strategy for innovative and impactful new meeting opportunities.

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 activities and 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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2014-2015



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BOARD OF GOVERNORS MEETINGS

Anaheim, California
April 23-25, 2015

Vancouver, British Columbia
August 6-8, 2015

Anaheim, California
December 3-5, 2015

Awards & Recognition

PINNACLES 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

Larry J. Williams, University of North Dakota

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



Distinguished Service Award

Anne Tsui, University of Notre Dame

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

Danny Miller, HEC Montreal & University of Alberta

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



Distinguished Scholar-Practitioner Award

David Jamieson, University of St. Thomas

The Distinguished Scholar-Practitioner Award recognizes excellence in successful application of theory or research in practice, contribution to knowledge through extraction of learning from practice, authorship of scholarly works which have substantively affected the practice of management, and the overall integration of their work in research and practice.



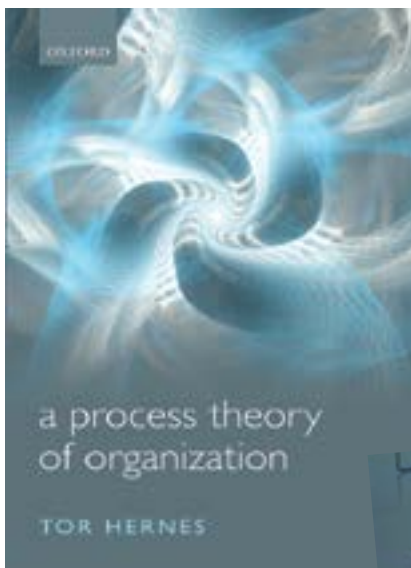
PROFESSIONAL AWARDS

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 over 50 submissions for the Terry Book Award.

A Process Theory of Organization

Tor Hernes, *Copenhagen Business School*



AWARD FINALISTS:

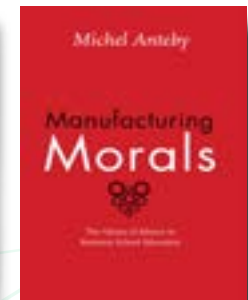
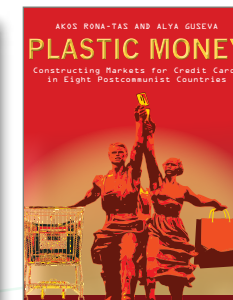
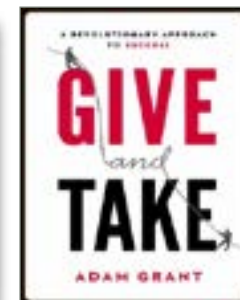
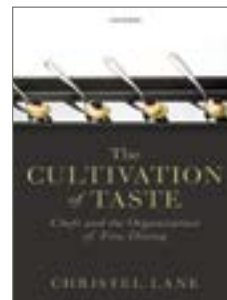
- ***The Cultivation of Taste: Chefs and the Organization of Fine Dining***
(Christel Lane, *University of Cambridge*)
- ***Give and Take: A Revolutionary Approach to Success***
(Adam Grant, *University of Pennsylvania*)
- ***Manufacturing Morals***
(Michel Anteby, *Boston University*)
- ***Plastic Money: Constructing Markers for Credit Cards in Eight Postcommunist Countries***
(Akos Rona-Tas, *University of California*,
Alevtina Guseva, *Boston University*)

2015 GEORGE R. TERRY BOOK AWARD COMMITTEE:

Michael Lounsbury (chair), *University of Alberta*
Peer C. Fiss, *University of Southern California*
Charles Galunic, *INSEAD*
Sally Maitlis, *Saïd Business School*
Renate Meyer, *WU Vienna*

2015 CAREER ACHIEVEMENT AWARDS COMMITTEE:

Stella M. Nkomo (chair), *University of Pretoria*
Herman Aguinis, *Indiana University*
Irene M. Duhaime, *Georgia State University*
John Hollenbeck, *Michigan State University*
Eero Vaara, *Aalto University School of Business*



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 2014 Award

On Melting Summits: The Limitations of Field-Configuring Events as Catalysts of Change in Transnational Climate Policy

Elke Schüßler, *Freie Universitaet Berlin*
Charles Deming Rüling, *University of Geneva*
Bettina Wittneben, *University of Oxford*



AWARD FINALISTS:

- *Let's Dance! Elastic Coordination in Creative Group Work: A Qualitative Study of Modern Dancers* (Spencer Harrison, *Boston College*, Elizabeth Rouse, *Boston University*)
- *Hybrid Vigor: Securing Venture Capital by Spanning Categories in Nanotechnology* (Tyler Wry, *The University of Pennsylvania*, Michael Lounsbury, *University of Alberta*, P. Devereaux Jennings, *University of Alberta*)

AWARD COMMITTEE:

John R. Hollenbeck (chair), *Michigan State University*, Jennifer M. George, *Rice University*, Cynthia Hardy, *University of Melbourne*, Justin Jansen, *Erasmus University Rotterdam*, Ravi Dharwadkar, *Syracuse University*



Academy of Management Review Best Article of 2014 Award

Interstitial Spaces: Microinteraction Settings and the Genesis of New Practices Between Intitucional Fields

Santi Furnari, *City University London*



AWARD FINALISTS:

- *Creative Synthesis: Exploring the Process of Extraordinary Group Creativity* (Sarah Harvey, *University College London*)
- *Feeling Misidentified: The Consequences of Internal Identity Asymmetries for Individuals at Work* (Alyson Meister, *University of Melbourne*, Karen A. Jehn, *University of Melbourne*, Sherry M. B. Thatcher, *University of South Carolina*)

AWARD COMMITTEE:

Amy Hillman (chair), *Arizona State University*, Karen Lee Ashcroft, *University of Colorado at Boulder*, Cheri L. Ostroff, *University of South Australia*, Christine Shropshire, *Arizona State University*, Michael L. Tushman, *Harvard University*



Academy of Management Review Decade Award (2005-2015)

Social Capital, Networks, and Knowledge Transfer

Andrew C. Inkpen, *Arizona State University*
Eric W. K. Tsang, *University of Texas at Dallas*



JOURNAL AWARDS



Academy of Management Learning & Education Most Outstanding Article of 2014 Award



Institutional Logic of Business Bubbles: Lessons from the Dubai Business School Mania

Kimmo Alajoutsijärvi, *University of Jyväskylä*
Katariina Juusola, *University of Jyväskylä*
Juha-Antti Lamberg, *University of Jyväskylä*

AWARD FINALISTS:

- *More Than Meets the Eye: A Guide to Interpreting the Descriptive Statistics and Correlation Matrices Reported in Management Research* (Arthur G. Bedeian, *Louisiana State University*)
- *Scholarly Impact: A Pluralist Conceptualization* (Herman Aguinis, *Indiana University*, Debra L. Shapiro, *University of Maryland*, Elena P. Antonacopoulou, *University of Liverpool*, Thomas G. Cummings, *University of Southern California*)

AWARD COMMITTEE:

Nancy DiTomaso (chair), *Rutgers Business School*, Anthony F. Buono, *Bentley University*, Siri Terjesen, *Norwegian School of Economics*



Academy of Management Perspectives Best Article of 2014 Award

Narcissism: An Integrative Synthesis and Dominance Complementarity Model

Emily Grijalva, *University of Illinois*
Peter Harms, *University of Alabama*



AWARD FINALISTS:

- *When Theory Doesn't Meet Practice: Do Firms Really Stage Their Investments* (Robert Ragazzino, *University of Tennessee*, Caterina Moscheri, *IE Business School*)
- *The Aging of the World's Population and its Effects on Global Business* (Masud Chand, *Simon Fraser University*, Rosalie Tung, *Simon Fraser University*)
- *The Organizational Drivertrain: A Road to Integration of Dynamic Capabilities Research* (Giada Di Stefano, *HEC Paris*, Margaret Peteraf, *Dartmouth College*, Gianmario Verona, *Bocconi University*)
- *Why Corporate Governance Deserves Serious and Creative Thought* (William H. Starbuck, *Simon Fraser University*)
- *The Foundations of Enterprise Performance: Dynamic and Ordinary Capabilities in (Economic) Theory of Firms* (David J. Teece, *UC Berkeley*)

AWARD COMMITTEE:

Hugh O'Neill (chair), *University of North Carolina*, Janet H. Marler, *SUNY-University at Albany*, Michael Nippa, *Free University of Bozen - Bolzano*



Academy of Management Perspectives Impact Award (2010 - 2014)

Social Entrepreneurship: Why We Don't Need a New Theory and How We Move Forward From Here

Peter A. Dacin, *Queen's University*
M. Tina Dacin, *Queen's University*
Margaret Matear, *Queen's University*



Building Sustainable Organizations: The Human Factor

Jeffrey Pfeffer,
Stanford University



ANNUAL MEETING PROGRAM AWARDS

2015 Carolyn Dexter Award for Best International Paper

The Impact of Storytelling on Innovation: a Multi Case Study

Nadine Kammerlander, *WHU - Otto von Beisheim School*

Cinzia Dessi, *University of Cagliari*

Michela Floris, *University of Cagliari*

Miriam Bird, *University of St. Gallen*



CAROLYN DEXTER AWARD FINALISTS:

■ **Understanding Translation Work in the Multi-organizational Translation of Ideas**

(Catherine Cassell, *Leeds University*, Bill Lee, *University of Sheffield*)

■ **Bottling Location and the Global Wine Supply Chain: Dollar, Water and Carbon Trade-offs**

(Mohsen Varsei, *University of South Australia*, Katherine Christ, *University of South Australia*, Roger Burritt, *Macquarie University*)

■ **Gray Matters in the Growth of Markets**

(Valentina Assenova, *Yale University*, Olav Sorenson, *Yale University*)

■ **The Role of Worker-Priests in Industrial Relations: An Analysis of the French Case**

(Francois Grima, *University Paris East Creteil*, Lionel Prud'homme)

■ **Employment Authenticity / As-sehah: A Comparative Islam and Roman Catholic Theology of the Workplace**

(Charles Thomas Tackney, *Copenhagen Business School*, Imran Shah)

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

2015 William H. Newman Award for Best Paper Based on a Dissertation



Back to the Beginning: Rediscovering Inexperience Helps Experts Give Advice

Ting Zhang,
Harvard Business School

WILLIAM H. NEWMAN AWARD FINALISTS:

■ **Prospective Sensemaking: Strategy-making in a Pioneering Firm**

(Shubha Patvardham, *University of Delaware*)

■ **Scientists as Free Riders: Strategies for Managing Innovation in the Dutch East India Company**

(Matthew Sargent, *University of California, Berkeley*)

■ **Market Competition and Vertical Contracting: Evidence from the Trade of Coffee Beans**

(Octavio Jose Martinez, *University of Toronto*)

■ **Does Executive Coaching Really Develop Management Skills? An Experimental Study Among Executives**

(Lucy Van Hove, *ULB - Solvay Brussels School*)

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Guoli Chen, *INSEAD*
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Carlo Salvato, *Bocconi University*
Tammar B. Zilber, *Hebrew University of Jerusalem*



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 along with a third officer that 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, with significant in-kind benefit realized from our extensive volunteer network and contributions of involved universities. 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.

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 and incremental licensing arrangements. We do not attempt to value the in-kind benefits as 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 2015, the Academy's operating revenue exceeded \$11 million, with membership dues, annual conference, and publishing services, contributing approximately 28%, 22%, 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. 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 any changes in publishing income. Operating revenue has generally grown in the low single digits.

OPERATING EXPENSES

In 2015, the Academy's operating expenses exceeded \$8 million, with programs and services and general and administrative costs contributing approximately 76% and 24%, 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.

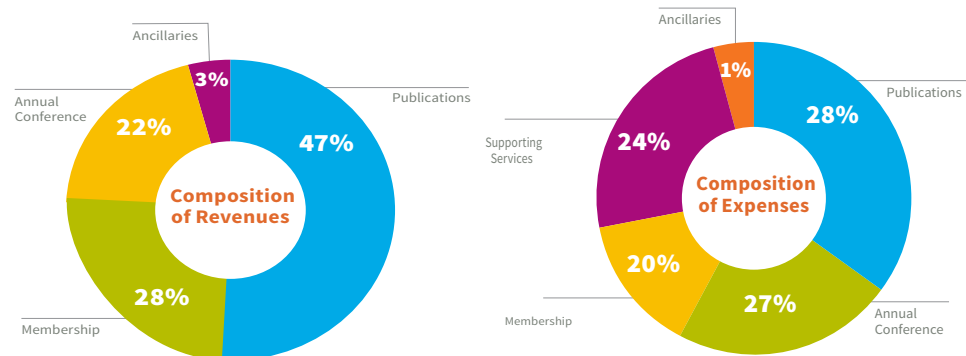
INVESTMENTS AND RESERVES

Our investment portfolio is governed by an Investment Policy Statement, adopted by the Board of Governors in 2012. This policy specifies the Academy's investment risk profile, asset allocation parameters, and appropriate market benchmarks to use to measure and assess performance. It also segments the portfolio into three distinct segments: operating reserve, capital reserve, and strategic funds. Each of these portfolios has specifically designated objectives, targets, and investment criteria based upon association best practices and directly informed by external advisement. Strategic funds represent the majority of our holdings, which are used to support our Spending Policy; the Strategic Policy, in turn, provides a formal framework for reviewing and implementing developmental ideas of strategic importance.

Overall, our investment mix is moderate to conservative when compared to like organizations and includes, but is not limited to, holdings in separately managed accounts, direct 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	\$5.4
Membership	3.2
Annual conference	2.4
Ancillaries	0.4
Total revenue collected	\$11.4
Expenses Paid	
Program Services	\$ 6.5
Supporting Services	2.0
Total expenses paid	\$ 8.5
Changes in net assets before investment income	3.0
Changes in Investment Assets	(0.5)
Change in total assets	\$ 2.5





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