
MED Management Education & Development

Academy of Management MED December 2016 Newsletter

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Message from MED Chair	Peter McNamara, Maynooth University Ireland

MED values you and your contributions to advance professional scholarship and research in management education and development. AOM 2017 in Atlanta, Georgia offers opportunities to improve as teachers and share research affecting teaching and learning practice.

Here are quick links for further information and to make your MED submissions:
Please do feel free to contact me or any of the MED Officers with ideas that you think can develop the mission of our division!

Peter

It is time to share your work with MED! The submissions website is open - [Submission Information – including PDWs](#). Also note MED Awards to indicate in your papers after checking out the [MED 2017 Call for Scholarly Program Submissions](#). MED greatly appreciates the collegiality of submitters who sign up to review – [here](#).

Paul and Kim

Paul Hibbert, University of St. Andrews, 2017 Program Chair
Kim Gower, University of Mary Washington, 2017 PDWs Chair

[Doctoral Student Member Interview](#)

Doctoral students and early career researchers, make MED your AOM home! Here is the experience of Michele Medina, one of our doctoral student members.

Author's note: As the deadline for paper submission [to the Annual Meeting approaches](#), we strongly encourage doctoral students and junior researchers to [submit their papers to the MED division](#). With over 1800 members, about 192 of whom are students, MED is one of the friendliest divisions, and the one which best fosters synergies between research and teaching by encouraging scholarship in management education. In addition to submitting a paper and receiving high quality reviews, students and early-career scholars who become involved with MED may attend a number of PDWs and social activities that can assist them in navigating the world of academia.

To learn more about the student experience at the Annual Meeting MED's division activities, we interviewed [Michele Medina \(University of North Texas\)](#). Michele is a 4th year PhD student studying OB. Anaheim 2016 was Michele's second Academy meeting, where she presented a MED paper on "The Role of Socialization and Core Self-Evaluations in University Organizational Identification."



Can you tell us a little about you and your research?

I grew up in Texas and Louisiana, and completed my bachelor's at Louisiana State University. After I graduated, I worked for the Walt Disney World Resort in Florida and then went back to pursue my education getting an MBA and then, realizing that I love research and teaching, I decided to pursue my PhD. I began at UNT in 2013.

My research focuses on how people behave in organizations, including both the negative and positive, as well as how organizations can change this behavior, which is where my interest in the MED division comes into play. My dissertation focuses on bystanders of coworker bullying, while some of my other research focuses on authenticity, identity, and justice.

What motivated you to submit a paper to the MED Division this year?

We decided that the MED Division would provide us with the best outlet to present our research. We were exploring the relationships with incoming freshmen as these students went through the socialization process to develop organizational identity. I wanted to empirically test a model that I developed in one of my seminar classes, and was able to collect the data from incoming freshman alongside my colleagues (Danielle Cooper and S. Michael Sexton). Since my seminar was in the spring, we collected the data in the fall, and then submitted the paper in January to the MED Division.

Academy might be overwhelming for newcomers. Did you find it at all like that?

Yes, it can definitely be overwhelming! There are just so many things to do, socials to attend, and people to meet! In these socials, there are refreshments, and open networking. The benefit of

coming to these socials is that participants are able to meet one another in a relaxing environment, and can casually discuss their research with others in that area. At my first Academy, I went to the AOM Welcome Session that provided some good tips how to not get lost. Also, I recommend the MED New Member Welcome Reception, which usually takes place the evening before the conference starts. Also, getting involved in one of the divisions such as MED can help make the huge conference seem much smaller and more intimate. This has really helped me navigate everything. MED distributes a printed flyer at the conference and on their website which is particularly useful for MED members to not miss the MED conference events.

Overall, what were the highlights of your MED experience at the 2016 meeting in Anaheim?

I really enjoy the Professional Development Workshops (PDWs) that are held every year. MED has an excellent PDW, the "Management Education and Learning Writers Workshop". Here, you submit a paper you are working on and receive thorough feedback from seasoned researchers. There is always something for everybody to do – whether you want to brush up on some stats, meet new coauthors, or just enjoy some refreshments, there's always something!

And one of my favorite things was to reconnect with some of my coauthors who I haven't seen in a while. We're working on a paper together, and to actually be able to have a meeting face-to-face was great. The location was great, as was the program in general.

How did you balance your AOM meeting activities among the different divisions that interest you?

I do a lot of planning ahead of time. Once the program came out, I confirmed when my presentations were. Then, I looked to see what other sessions there were that interested me. AOM has many tools to make the process easier. I added these sessions to the 'customize your program' option that AOM has online and downloaded the AOM app to keep track of what I was doing during the conference. This helped me plan out what sessions I really wanted to attend and made sure I didn't miss anything that was on my list.

Are you preparing a submission for 2017?

I'm planning to submit three papers again this year before the deadline on January 10th, with at least one going to the MED division.

What would you say to those students who are thinking of submitting their work this year?

Do it! You never know what can happen, and even if your paper isn't accepted, you'll likely get good reviews that can help you strengthen the paper. If it's accepted, then you get to present it at AOM next year! It's really a win-win situation for submitters.

Have you ever signed up as a peer reviewer for MED or any other division? If you have, how was your experience?

I [signed up as a reviewer](#) for the MED and OB divisions. I actually won an award for Outstanding Reviewer in the MED division this year. This was my first time to review for the MED division and the process was great – very smooth and easy to understand. I learned a good deal about what others were doing in the area, and how my research fits in with others. I try to get them done as soon as possible, not just for my sake, but also to help the division chair get the information he/she needs to build the program.

Attending the annual meeting might be expensive for some students. Have you any advice on how to fund it and keep costs low?

First, check with your department to see if there is any travel funding available. For students, check with the graduate school to see if there are any travel awards available that you could apply. Other options include sharing a room with somebody, driving to the conference if possible, and bringing some snacks or breakfast items to keep food costs down.

Do you have any advice for those of us who will be attending the meeting for the first time in 2017?

Do things – go to sessions, PDWs, social events, etc. Don't stay in your room – this is the chance to meet with others who have similar interests as you, and you'll be surprised who you will meet! It may seem a little weird at first, but you'll get used to it. By the end of the conference, you'll find some familiar faces. Attending AOM is a worthwhile endeavor to create long-lasting connections and is a fixture in my own academic calendar!

Is there anything else that you would like to share in regards to the meeting or your membership to AOM and the MED division?

AOM is great! Yes, it's a huge conference, but getting in with one or more divisions and spending time to meet the people and network with them will make it feel so much smaller. Also, for doctoral students, I'd strongly encourage them to attend an AOM meeting before they are on the job market. The conference itself is huge, and with the added pressure of interviewing makes it that much more stressful. The best way to get to attend is to submit a paper to MED! Plus, socials are good for food and networking. Another thing I really like about MED is having the chance to see what people are doing their research in, and seeing how my line of research can complement it. After the conference, I always come home with at least a couple of new research ideas.

Michele

[Michele Medina](#) (University of North Texas)

*If you haven't joined MED yet, consider joining today. If you are not a member of AOM yet, go to <http://aom.org/join/> and **add MED** to your divisions and interest groups. If you are already a member complete the [Division Change Request Form](#) and submit it to membership@aom.org*

See you in Atlanta!

Sabine

Sabine Hoidn, University of St. Gallen
Membership Chair

MED 2017 Officers – look for more collaboration opportunities for the 2017 AOM meeting in Atlanta in the next newsletter. MED officers are always available to you:

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