

Using Debates on Hot Topics in OB to Engage Students and Develop Critical Thinking

2018 Academy of Management Meeting

2:45 to 5:15 on Friday, August 10

Sheraton Grand (Room TBD)

Icebreaker at Tables: Perfect Pancakes or Wonderful Waffles

<http://www.debate.org/opinions/pancakes-yes-or-waffles-no>

Mock Debate Topics

1. **Employee Values.** NFL Commissioner Roger Goodell announced a new policy of issuing fines for players who protest social injustice by kneeling during the national anthem.
<https://www.msn.com/en-in/health/wellness/nfl-owners-reignite-debate-over-anthem-protests/vp-AAxlj8h>; <http://www.chicagotribune.com/sports/football/ct-nfl-players-social-activism-division-20171129-story.html>

For Accommodating the Players' Social Protests

Against Accommodating the Players' Social Protests

1. **Rewards & Motivation.** With trophies given out like candy to youth in sports, have they lost their meaning? See the discussion
<https://www.nytimes.com/roomfordebate/2016/10/06/should-every-young-athlete-get-a-trophy>.

For Participation Trophies

Against Participation Trophies

2. **Leadership.** For many years, it seemed as if the share of women at the top of corporate America would slowly increase over time. The number of women leading companies in the Fortune 500 had grown to 6.4 percent last year, a record high, from 2.6 percent a decade earlier. The number of female chief executives declined 25 percent, according to Fortune's 2018 list. There are now 24 women, down from 32. <https://www.nytimes.com/2018/05/23/upshot/why-the-number-of-female-chief-executives-is-falling.html?hp&action=click&pgtype=Homepage&clickSource=story-heading&module=second-column-region®ion=top-news&WT.nav=top-news>

For Gender Quotas in Senior Leadership

Against Gender Quotas in Senior Leadership

3. **Privacy.** The number of people fired over social media posts is rising and many employers look closely at a job candidate's online presence before making a decision. Managers and employees have to figure out how workers should represent themselves and their employers online
<https://www.wsj.com/articles/should-companies-monitor-their-employees-social-media-1399648685>; <https://www.nytimes.com/roomfordebate/2013/04/02/should-social-media-activity-cost-you-your-job>

For Consequences at Work for Private Posts

Against Consequences at Work for Private Posts

4. **Negotiations.** Through pay-negotiation workshops and partnerships with more than 100 companies, the city of Boston is trying to help female workers match the salaries of male counterparts. <https://www.nytimes.com/2018/05/26/business/gender-pay-gap-boston.html?rref=collection%2Fissuecollection%2Ftodays-new-york-times&action=click&contentCollection=todayspaper®ion=rank&module=package&version=higlights&contentPlacement=13&pgtype=collection>

For Negotiated Salary Raises

Against Negotiated Salary Raises

5. **Fairness.** The average CEO of a public company in the U.S. made 164 times what his typical employee earned last year, according to an analysis of CEO pay packages by the Associated Press and compensation consultancy Equilar. Intro video (54 seconds): <https://www.cbsnews.com/video/ceos-of-publicly-traded-companies-made-164-times-more-than-their-average-workers/?ftag=CNM-00-10aac3a>; <https://www.nytimes.com/2018/05/25/business/highest-paid-ceos-2017.html?rref=collection%2Fissuecollection%2Ftodays-new-york-times&action=click&contentCollection=todayspaper®ion=rank&module=package&version=higlights&contentPlacement=12&pgtype=collection>

For Restrictions on CEO Pay

Against Restrictions on CEO Pay

6. **Job Design.** Humans are Underrated a. <http://fortune.com/2015/07/23/humans-are-underrated/>; <https://www.wsj.com/articles/the-worlds-largest-hedge-fund-is-building-an-algorithmic-model-of-its-founders-brain-1482423694>.

For Computers Doing my Future Job

Against Computers Doing my Future Job

7. **Goal Setting.** Ordóñez, L. D., Schweitzer, M. E., Galinsky, A. D., & Bazerman, M. H. (2009). Goals gone wild: The systematic side effects of overprescribing goal setting. *The Academy of Management Perspectives*, 23(1), 6-16; Locke, E. A., & Latham, G. P. (2002). Building a practically useful theory of goal setting and task motivation: A 35-year odyssey. *American Psychologist*, 57(9), 705-717.

For Goal Setting to Motivate Employees

Against Goal Setting to Motivate Employees

8. **Organizational Culture.** <https://www.nytimes.com/2017/02/22/technology/uber-workplace-culture.html>; <https://www.nytimes.com/2017/04/01/opinion/sunday/jerks-and-the-start-ups-they-ruin.html>

For Uber's Bro' Culture

Against Uber's Bro' Culture

9. **Diversity.** Google's Ideological Echo Chamber; Women in the Workplace 2016 report (McKinsey & Lean In)

For Individual Differences Driving Effective Leadership

Against Individual Differences Driving Effective Leadership

10. **Sexual Harassment.** <https://www.nytimes.com/2017/12/20/opinion/metoo-damon-too-far>;
<http://time.com/time-person-of-the-year-2017-silence-breakers/>

For #MeToo

Against #MeToo (i.e. #TooFar)