

# CURRICULUM VITAE

LISA E. COHEN

Desautels Faculty of Management, McGill University  
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## EDUCATION

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- Ph.D. Walter A. Haas School of Business, University of California, Berkeley  
Business Administration (Organizational Behavior/Industrial Relations), 1997  
Dissertation Title: Deus Ex Machina: A Study of How Jobs are Designed  
Dissertation Committee: John Freeman (chair), Sara Beckman, Kim Voss
- MBA Fuqua School of Business, Duke University, 1992
- BA Kalamazoo College, Sociology, 1983

## TENURE-LINE ACADEMIC APPOINTMENTS

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- 2014- Associate Professor, Organizational Behavior, Desautels Faculty of Management, McGill University (OB Area Coordinator AY 2015, 2016, 2018)
- 2020- Director of Equity, Diversity and Inclusion
- 2010-2014 Assistant Professor, Organizational Behavior, Desautels Faculty of Management, McGill University
- 2006-2010 Assistant Professor, Organizational Behavior, London Business School

## FULL-TIME LECTURER APPOINTMENTS

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- 2005-2006 School of Management, Yale University
- 2004-2005 Graduate School of Management, University of California, Irvine

## FULL-TIME POST-DOCTORAL NON-ACADEMIC EMPLOYMENT

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- 1999-2004 Principal Consultant, Terranova Consulting Group/Right Management Consultants

## REFEREED PUBLICATIONS

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- Cohen, Lisa E. and Sara Mahabadi. Forthcoming. "In the midst of hiring: Pathways to anticipated and accidental job evolution during hiring." *Organization Science*.
- Spataro, Sandra and Lisa E. Cohen. 2020. "Glossing over: How magazine fact checkers use conditional self-presentation to straddle glamour and dreariness in their work." *Journal of Organizational Psychology*, 20 (1): 82-103.
- Ferguson, Amanda J., Lisa E. Cohen, M. Diane Burton, and Christine M. Beckman. 2016. "Misfit and milestones: Structural elaboration and capability reinforcement in the evolution of entrepreneurial top management teams." *Academy of Management Journal*, 59: 1430-1450.
- Cohen, Lisa E. 2016. "Jobs as Gordian Knots: A new perspective linking individuals, tasks, organizations and institutions." *Research in the Sociology of Organizations*, 47: 25-59.

## CURRICULUM VITAE

### LISA E. COHEN

- Cohen, Lisa E. 2013. "Cohen, Lisa E., and Joseph P. Broschak. 2013. "Whose jobs are these? The impact of the proportion of female managers on the number of new management jobs filled by women versus men." *Administrative Science Quarterly*, 58: 509-541.
- Cohen, Lisa E. 2013. "Assembling jobs: A model of how tasks are bundled into and across jobs." *Organization Science*, 24: 432-454.
- Haveman, Heather A., Joseph P. Broschak, and **Lisa E. Cohen**. 2009. "Good times, bad times: The impact of organizational dynamics on the careers of male and female managers." *Research in the Sociology of Work*, 18: 119-148.
- Zatzick, Christopher, Marta M. Elvira, and **Lisa E. Cohen**. 2003. "When is more better? The effects of racial composition on turnover." *Organization Science*, 14:483-496.
- Elvira, Marta M. and **Lisa E. Cohen**. 2001. "Location matters: A cross-level analysis of the effects of organizational sex composition on turnover." *Academy of Management Journal*, 44: 591-605.
- Cohen, Lisa E.**, Joseph P. Broschak, and Heather A. Haveman. 1998. "And then there were more? The effect of organizational sex composition on hiring and promotion." *American Sociological Review*, 63: 711-727. (Reprinted in Wood, John C. (Ed.) 2011. *Rosabeth Moss Kanter*. Taylor & Francis: Abingdon.)
- Haveman, Heather A., and **Lisa E. Cohen**. 1994. "The ecological dynamics of careers: The impact of organizational founding, dissolution, and merger on job mobility." *American Journal of Sociology*, 100: 104-152.

#### EDITED BOOKS/BOOK CHAPTERS/COMMENTARIES

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- Cohen, Lisa E. and Christine M. Beckman. 2021. "Women's History Month Virtual Special Issue: Documenting Novel Mechanisms of Gender Inequality: A Decade of Exemplary Research on Gender." *Administrative Science Quarterly*: [https://journals.sagepub.com/topic/collections-asq/asq-1-asq\\_virtual-special\\_issue\\_on\\_womens\\_history\\_month/asq](https://journals.sagepub.com/topic/collections-asq/asq-1-asq_virtual-special_issue_on_womens_history_month/asq)
- Cohen, Lisa E. 2020. "Bringing Moonlighting in to the Study of Workers, Jobs, and Careers." *Advances in Strategic Management*, 41: 215-218.
- Cohen, Lisa E. 2020. "The Dis-similar Effects of Similarity." *Advances in Strategic Management*, 41: 361-363.
- Burton, M. Diane, Lisa E. Cohen and Michael Lounsbury. 2016. "Bringing jobs back in: Towards a new multi-level approach to the study of work and organizations." *Research in the Sociology of Organizations*, 47: 1-22.
- Cohen, Lisa E., M. Diane Burton, Michael Lounsbury (Eds.). 2016. The Structure of Work in Organizations. *Research in the Sociology of Organizations*, 47.
- Lacey, Rodney, and Lisa E. Cohen. 2016. "Using Qualitative Comparative Analysis (QCA) as descriptive numerical Method in support of Narrative Methods." In Kimberly D. Elsbach and Roderick M. Kramer (Eds.) *Handbook of Innovative Qualitative Research Methods: Pathways to Cool Ideas and Interesting Papers*: 362-370.

## CURRICULUM VITAE

### LISA E. COHEN

Banks, Cristina G., and Lisa Cohen. 2004. "Wage and hour litigation: I-O psychology's new frontier." In F.J. Landy (Ed.), *Employment Discrimination Litigation*. Jossey-Bass/Pfeiffer.

Cohen, Lisa E., and Barry M. Staw. 1998. "Fun's over. Fact checkers are here': A Case study of institutionalized dissent in the magazine publishing industry." *Advances in Qualitative Organizational Research*, 1: 100-135.

#### REFEREED CONFERENCE PROCEEDINGS

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Emmanuelle Vaast, Hani Safadi, and Lisa E. Cohen. 2015. "The distributed construction of an occupational community with social media." International Conference on Information Systems (ICIS), Fort Worth, Texas.

Cohen, Lisa E, and Heather A. Haveman. 2013. "Going against the grain: The effects of adopting unusual job structures at startup." *Administrative Sciences Association of Canada Organization Theory Division Conference Proceedings*. (Best Paper Award.)

Cohen, Lisa E. 2012. "Embedding disruption: A multi-level model of change in organizational job structures." *Academy of Management Best Paper Proceedings*. (Nominated for OMT Best International Paper.)

Cohen, Lisa E, and Heather A. Haveman. 2011. "The role of geography in the imprinting of job structures in new American wineries: California dreams versus local access." *Administrative Sciences Association of Canada Organization Theory Division Conference Proceedings*. (Honorable Mention for Best Paper award.)

#### WORKING PAPERS (MANUSCRIPTS AVAILABLE)

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Hollister, Matissa, Lisa E. Cohen, and Joseph B Broschak. "The mixed consequences of mixed-gender jobs."

Cohen, Lisa E. and Heather A. Haveman. "Starting off on the wrong foot? Newly founded firms, TMT structures, and the unusualness penalty."

#### REFEREED CONFERENCE PRESENTATIONS (SINCE 2005)

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Cohen, Lisa E. and Sara Mahabadi. 2019. "At the crossroads: A study of the intersection of hiring and job design in entrepreneurial organizations." EGOs, Edinburgh; Wharton People and Organizations Conference, Philadelphia.

Cohen, Lisa E. and Marc-David Seidel. 2019. "Bringing the outside in and the inside out: How hiring bridges startups and the ecosystem." Academy of Management, Boston.

Cohen, Lisa E. and Marc-David Seidel. 2018. "Bringing the outside in and the inside out: How hiring bridges startups and the ecosystem." Insead/Doriot Entrepreneurship Conference, Fontainebleau, France; Wharton People and Organizations Conference, Philadelphia.

Hollister, Matissa, Lisa E. Cohen, and Joseph B Broschak. 2018. "Not her job: The effects of gender on job death." EGOs, Tallinn.

Cohen, Lisa E. 2017. "At the crossroads: A study of the intersection of hiring and job design in entrepreneurial organizations." Insead/Doriot Entrepreneurship Conference, Fontainebleau, France.

## CURRICULUM VITAE

### LISA E. COHEN

- Cohen, Lisa E. 2016. "At the crossroads: A study of the intersection of hiring and job design in entrepreneurial organizations." EGOs, Naples.
- Cohen, Lisa E. and Heather A. Haveman. 2015 "Starting off on the wrong foot? The effects of adopting unusual top management team structures." Insead/Doriot Entrepreneurship Conference, Fontainebleau, France.
- Cohen, Lisa E. 2014. "Beyond warm bodies: A Study of the unintended consequences of hiring processes in entrepreneurial organizations." Wharton People and Organizations Conference, Philadelphia.
- Cohen, Lisa E. and Heather A. Haveman. 2014. "Starting off on the wrong foot: The effects of adopting unusual job structures." Academy of Management, Philadelphia.
- Cohen, Lisa E. and Heather A. Haveman. 2013. "Keeping it weird: The effects of adopting unusual job structures at startup." Wharton People and Organizations Conference, Philadelphia.
- Cohen, Lisa E., and Sandra Spataro. 2013. "Glossing over: How magazine fact checkers straddle glamour and dreariness in work identities." EGOs, Montreal.
- Cohen, Lisa E. and Heather A. Haveman. 2013. "Going against the grain: The effects of adopting unusual job structures at startup." Administrative Sciences Association of Canada, Calgary.
- Cohen, Lisa E. 2012. "The Gordian knots of jobs: A model of the effects of ties in turbulent times." Wharton People and Organizations Conference, Philadelphia.
- Cohen, Lisa E. 2012. "Embedding disruption: A multi-level model of change in organizational job structures." Academy of Management, Boston.
- Cohen, Lisa E., and Joseph P. Broschak. 2011. "Working Titles: The impact of organizational and individual demography on the creation of new jobs." Wharton People and Organizations Conference, Philadelphia.
- Cohen, Lisa E. and Heather A. Haveman. 2011. "The role of geography in the imprinting of job structures in new American wineries: California dreams versus local access." Administrative Sciences Association of Canada, Montreal.
- Cohen, Lisa E. and Heather A. Haveman. 2010. "Imprinting work: Creating job structures in new American wineries." Academy of Management, Montreal; American Association of Wine Economists, Davis, CA.
- Cohen, Lisa E. 2010. "Making job designs: A process model of how variations in jobs are created." Work and Institutions Conference, Vancouver.
- Cohen, Lisa E., and Sandra Spataro. 2009. "Fashioning provisional jobs: Methods for coping with low status positions." Academy of Management, Chicago.
- Cohen, Lisa E., and Joseph P. Broschak. 2007. "Titles inflation: A study of the role of organizational characteristics in creating new job titles." Academy of Management, Philadelphia; London Business School-Insead Conference, London.
- Broschak, Joseph P., and Lisa E. Cohen. 2007. "What's in a title? The effects of new job titles on retaining organizational resources in professional service firms." Clifford Chance Professional Service Firm Conference, Chicago; Academy of Management, Philadelphia.

## CURRICULUM VITAE

### LISA E. COHEN

Cohen, Lisa E., and Joseph P. Broschak. 2006. "A study of the role of organizational characteristics in creating new job titles." American Sociological Association, Montreal.

Cohen, Lisa E. 2005. "Making technology work: A case study of the job design process surrounding technological change." Academy of Management Meetings, Hawaii.

#### INVITED TALKS AND WORKSHOPS SINCE 2005

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Cohen, Lisa E. 2021. "How to Review: Constructing Constructive Feedback." Inside the Ethnographic Atelier, online hosted by EMLyon.

Hollister, Matissa, Lisa E. Cohen, and Joseph P. Broschak. 2018. "Working Together: The Mixed Consequences of Mixed-Gender Composition Jobs." Johns-Hopkins University, Baltimore.

Cohen, Lisa E. 2018. "At the crossroads: A study of the intersection of hiring and job design in entrepreneurial organizations." Davis Qualitative Conference; University of Oregon; Tilburg University, Bocconi University.

Hollister, Matissa, Lisa E. Cohen, and Joseph P. Broschak. 2016- 2018. "Not her job: The effects of gender on job death." University of Washington, Seattle; Boston University; University of British Columbia.

Cohen, Lisa E. and Heather A. Haveman. 2014-2015. "Starting off on the wrong foot: The effects of adopting unusual job structures." Boston University, IESE Barcelona, MIT Sloan School of Management; University of Illinois Labor and Employee Relations.

Ferguson, Amanda J., Lisa E. Cohen, M. Diane Burton, and Christine M. Beckman. 2014. "Managing misfit: The effects of collective misfit on new job creation, hiring and exit in top management teams." A.B. Freeman School of Business, Tulane

Cohen, Lisa E. 2013. "The Gordian knots of jobs: A model of the effects of ties in turbulent times." European Theory Development Workshop, HEC, Paris.

Cohen, Lisa E. 2013. "Beyond warm bodies: A study of the effects of hiring on organizational structure." Quebec/Ontario Qualitative Workshop. Kingston, Ontario.

Cohen, Lisa E. 2011. "Embedded disruption: A multi-level model of change in organizational job structures." Montreal Organizations Writing Workshop (MOWW), Montreal.

Cohen, Lisa E., and Joseph P. Broschak. 2009. "The road to entitlement: The impact of administrative imperatives, power dynamics and organizational demography on the creation of new job titles." MIT, IWER; McGill Desautels Faculty of Management.

Cohen, Lisa E. 2009. "Bundles of tasks: A study of how organizations develop ideas for job designs." University College London, Management Science and Innovation Group.

Cohen, Lisa E. 2008. "Conceptualizing jobs: A study of how organizations learn about work arrangements." OTREG, London.

Cohen, Lisa E. 2007. "Making technology work: A case study of the role of managers in the job-design process surrounding a technological change." OTREG, London.

Cohen, Lisa E. 2006. "A study of how the designers of technology influence the design of jobs: It's not their job?" Davis Qualitative Research Conference.

# CURRICULUM VITAE

LISA E. COHEN

Haveman, Heather A., Joseph P. Broschak, and Lisa E. Cohen. 2005. "Good times, bad times: The impact of organizational dynamics on the careers of male and female managers." Presented at Yale School of Management, Cornell School of Industrial Relations.

## GRANTS

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- 2020-2026 SSHR Insight Grant for project titled Task Mobility: The Movement of Work Tasks across Jobs and Organizations for \$178,800.
- 2013-2019 SSHRC Insight Grant for project titled Beyond Warm Bodies: A Study of the Effects of Hiring on Organizational Structure for \$124,000.
- 2013 SSHRC Connections Grant for workshop on the Structure and Structuring of Work in and around Organizations for \$25,000 (plus \$20,000 in matching funds from Destautels, Desautels Center for Strategy Study in Organizations, University of Alberta, OMT)

## COURSES DEVELOPED AND TAUGHT

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- Japan Trip** (MBAs), Desautels Faculty of Management, McGill University. 2019
- Negotiations** (MBAs and Undergraduates), Desautels Faculty of Management, McGill University. 2017, 2019-2021 (remote delivery in 2021)
- Talent Management in a Global World** (MBAs), Desautels Faculty of Management, McGill University. 2011-2017, 2020 (remote delivery)
- Human Resources Management** (undergraduates), Desautels Faculty of Management, McGill University. 2010-2016.
- Innovation Review in India** (EMBAs), London Business School. 2006-2010.
- Developing Effective Management and Organisations** (EMBAs) London Business School. 2006-2010
- Shadowing Project** (EMBAs and MBAs), London Business School. 2006-2008.
- Macro Organisational Behaviour** (PhDs), London Business School. 2007-2010.
- Management of Organizational Behaviour** (MBAs), London Business School. 2006-2007
- Strategic Human Resources, Strategic Communications, Putting People into Organizations** (MBAs). Yale School of Management. 2005-2006.
- Organizational Behavior** (fulltime and part-time MBAs, undergraduates), Graduate School of Management, University of California, Irvine. 2004-2005.
- Human Resources** (undergraduate), Haas School of Business, University of California, Berkeley. 2004.
- Organizational Behavior** (part-time MBA and undergraduate), Haas School of Business, University of California, Berkeley. 1998.
- Special Topics in Organizational Behavior** (undergraduate), San Francisco State University, College of Business. 1997

# CURRICULUM VITAE

## LISA E. COHEN

### GENERALIST-MEDIA PUBLICATIONS

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- Cohen, Lisa E. and Sandra Spataro. 2021. “When your dream job is nightmare.” (<https://theconversation.com/when-your-dream-job-is-a-nightmare-158749>). Republished on AlterNet, news24, Fast Company, BBC, BizCommunity, Flipboard.
- Cohen, Lisa E. and Sandra Spataro. 2021. “How ‘glossy work’ can disrupt your workforce. Talent Canada (<https://www.talentcanada.ca/how-glossy-work-can-disrupt-your-workforce/>)
- Cohen, Lisa E. 2020. “Coronavirus bailouts won’t save startup-workers from layoffs.” (<https://theconversation.com/coronavirus-bailouts-wont-save-startup-workers-from-layoffs-135655>). Republished on National Interest, Flipboard, Big News Network.
- Cohen, Lisa E. 2020. “The coronavirus is changing how we work — possibly permanently.” (<https://theconversation.com/the-coronavirus-is-changing-how-we-work-possibly-permanently-134344>). Republished on Halifax Today, Flipboard, SooToday, Big News Network.
- Cohen, Lisa E. 2020. “How to Make the Dreaded Task of Data Entry Less Despised.” The Conversation (<https://theconversation.com/how-to-make-the-dreaded-task-of-data-entry-less-despised-130754>). Republished in Fast Company, Channel News Asia, Big News Network.
- Cohen, Lisa E. 2014. “We Need to Create a Level Playing Field.” Elite Business Magazine.
- Cohen, Lisa E. 2014. “Making it to the Top.” Payroll Professional.

### MEDIA COVERAGE

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- Talking about Organizations Podcast, Episode 77: Hackman and Oldham Job Diagnostic Survey, June 2021
- 570 News Talk Show: When your dream job is a nightmare. May 2021
- Delve Podcast: The New Normal, Working from Home, Living at Work, March 2021
- Delve: How to Recognize and Avoid the Toxic Glamour of Glossy Work. January 2021
- Wall Street Journal: Joining a Startup May Not Be as Appealing as It Once Was, January 2021
- MATV, City Life: The Future of Telecommuting, November 2020
- Delve: How to Bring Planning to Your Startup Hiring Practices. February 2019
- Quartz: Why Is “Courage” Suddenly Such a Popular Job Requirement? August 2019

### PHD COMMITTEES

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|-----------|---|
| 2019-     | Nhu (Julie) Nguyen (Desautels Faculty of Management, Advisor)   |
| 2017-     | Sara Mahabadi (Desautels Faculty of Management, Advisor)  |
| 2014-2015 | Rolland Mougnot (Desautels Faculty of Management, Advisor)  |
| 2010-2016 | Johnny Boghossian (Desautels Faculty of Management, Internal Committee Member); Initial Placement: Universite Laval |
| 2009-2010 | Marko Coh (London Business School, Transfer Committee); Initial Placement: London School of Economics               |

# CURRICULUM VITAE

## LISA E. COHEN

### HONORS AND AWARDS

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2021	Morty Yalovsky Distinguished Graduate Teaching Award
2018-2021	Desautels Faculty Fellow
2018	Organization Science Outstanding Reviewer Award
2016-2018	Desautels Faculty Fellow
2013	Winner for best paper award from ASAC OT division (with H. Haveman)
2012	Nominee for Dexter Award for best international paper AOM OMT division
2011	Honorable Mention ASAC OT division best paper award (with H. Haveman)
1997	Max Weber Best Paper Award of OOW Section of the ASA (with H. Haveman)
1996-1997	UC Dissertation Year Fellowship, University of California, Berkeley
1995	Finalist for INFORMS/Organization Science best dissertation award
1994-1995	Crawford Fellowship for doctoral research, Haas School of Business
1993-1994	Sasakawa Fellowship, Haas School of Business
1992-1993	American Association of College Schools of Business Doctoral Fellowship
1991-1992	VanderWeide Fellowship, Fuqua School of Business
1990-1991	Fuqua School Fellowship, Fuqua School of Business
1983	Sociology Department Honors, Kalamazoo College

### EDITORIAL BOARD MEMBER

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- Organization Science (since 2011)
- Administrative Science Quarterly (since 2014)
- Research in the Sociology of Work (since 2021)

### AD-HOC REVIEWER (PAST YEAR)

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- Academy of Management Journal
- Academy of Management Review
- American Journal of Sociology
- American Sociological Review
- Management Science
- Social Forces

### MEMBERSHIPS

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- Academy of Management
- American Sociological Association

### PROFESSIONAL SERVICE (INTERNAL)

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- Member of Tenure Committee for Faculty of Management (2015-2022)
- Director of Equity, Diversity and Inclusion (2020- )
- Desautels Executive Committee (2020- )
- Area Coordinator for Organizational Behavior (2015-2017, 2018-2019)
- Chair of Dean's Strategy Task Force on Building Connections (2020)
- Chair of Dean's Task Force on Research Excellence (2015-2016)
- Head of Business Management Research Center (2013-2015)
- Member of University Task Force on Non-Academic Careers (2013)



**CURRICULUM VITAE**  
**LISA E. COHEN**

**WORKSHOPS/CONFERENCES ORGANIZED**

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- 2020 Thursdays with OMT, Zoom Sessions on Covid-Infected Job Market.  
2019&2020 OMT Doctoral Consortium, Academy of Management  
2017 Fellow Travelers on Different Roads. Pre-ASA mini conference jointly sponsored by OOW and Economic Sociology sections.  
2015 Co-organizer of Professional Development Workshop, “Developing New Research Projects,” Academy of Management  
2015 Quebec/Ontario Qualitative Workshop. Two-day qualitative paper workshop in Montreal, Quebec.  
2013 The Structure and Structuring of Work within and across Organizations. Paper development workshop (37 papers; 60 participants). Mentors and Panelists include: Stephen Barley, James N. Baron, Beth Bechky, Forrest Briscoe, Emilio Castilla, Siobhan O’Mahony, Marc Ventresca, Michel Anteby  
2013 Quebec/Ontario Qualitative Workshop. Two-day qualitative paper workshop at Queens University, Kingston, Ontario.  
2010-15 Montreal Organizations Writing Workshop (MOWW). Workshop for papers in review process (meets 3-4 times annually)

**PROFESSIONAL SERVICE (EXTERNAL)**

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- Representative at Large for OMT Division 2018-2021
  - Co-organizer of OMT Doctoral Consortium, 2019, 2020
- Council Member for Organizations, Occupations and Work division of the American Sociological Association, 2015-2018
  - Chair of nominations committee for ASA OOW section elections.
- Symposia organized:
  - “Ecological Signals in Labor Markets” Showcase Symposium at the 2019 Academy of Management in the OMT and Careers divisions
  - “Changing Jobs,” at the 2010 Academy of Management in the OMT and HR divisions
- Conference/workshop mentor/discussant/panelist
  - Mentor for OMT Doctoral Consortium, 2021, Online
  - Mentor for OMT Meetups, 2020 & 2021, Online
  - Mentor for Globalizing Organization Theory Workshop, 2020, University of South Carolina, Columbia, South Carolina
  - Mentor for OMT Paper Development Workshop, 2019, UCL Business School, London.
  - Mentor and panelist for OMT Paper Development Workshop, 2018, UBC, Vancouver.
  - Discussant for symposium, “Evaluation,” at 2015 Academy of Management
  - Panel member for Professional Development Workshops, “Being There,” and “OMT New Member Consortium” at the 2015 Academy of Management
  - Discussant for session, “New World of Work,” at the 2011 American Sociological Association Meetings
  - Presenter at 2008 Academy of Management OMT Doctoral Student Consortium

## **CURRICULUM VITAE**

**LISA E. COHEN**

- Faculty Fellow at 2007 Academy of Management OMT Junior Faculty Consortium
- Award Committees
  - Chair of selection committee for ASQ for 2020 best paper award
  - Chair of selection committee for 2016 ASA OOW section Scott best paper award
  - Selection committee for 2015 OMT Best Sustainability Paper
  - Selection committee for 2014 OMT Best Student Paper
  - Selection committee for 2013 AOM HR Divisions best dissertation award
  - Selection committee for 2012 ASA OOW division Thompson best paper award