

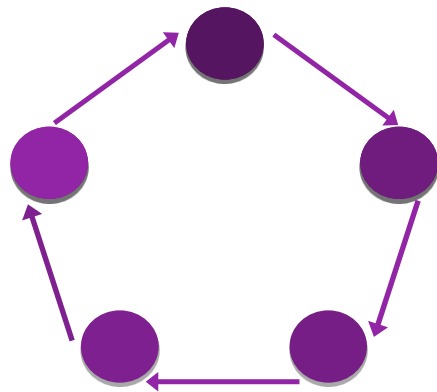
“As-you-go” instead of “after-the-fact”

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- Marino van Zelst ([Twitter](#), [GitHub](#))
- Hans van Dijk

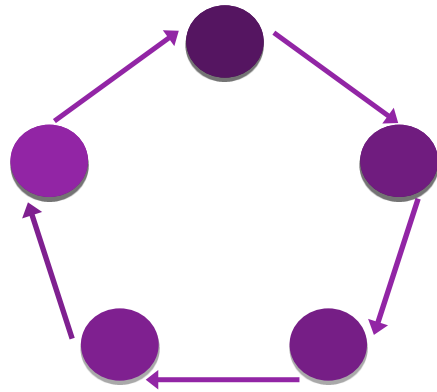
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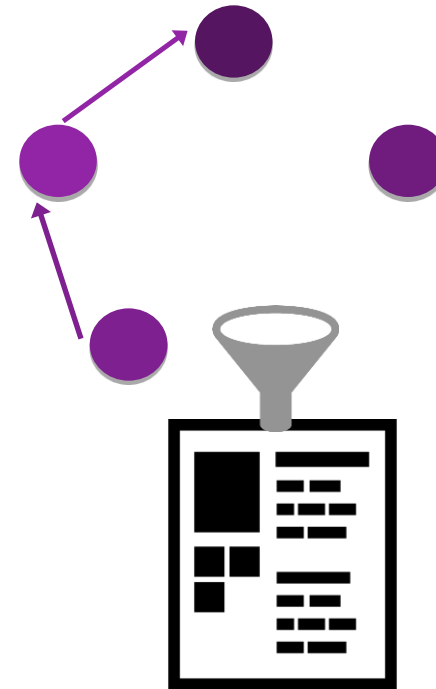
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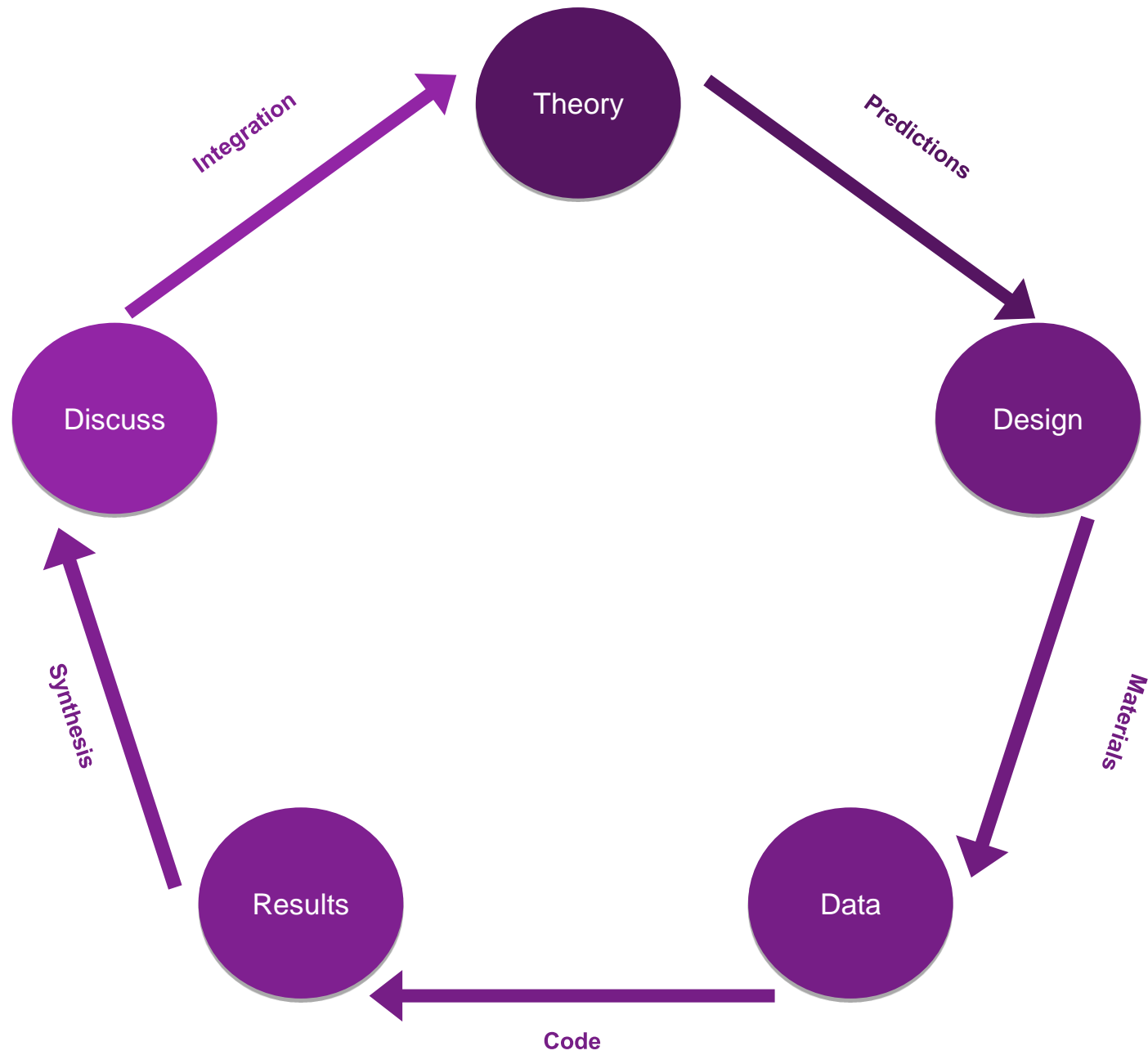


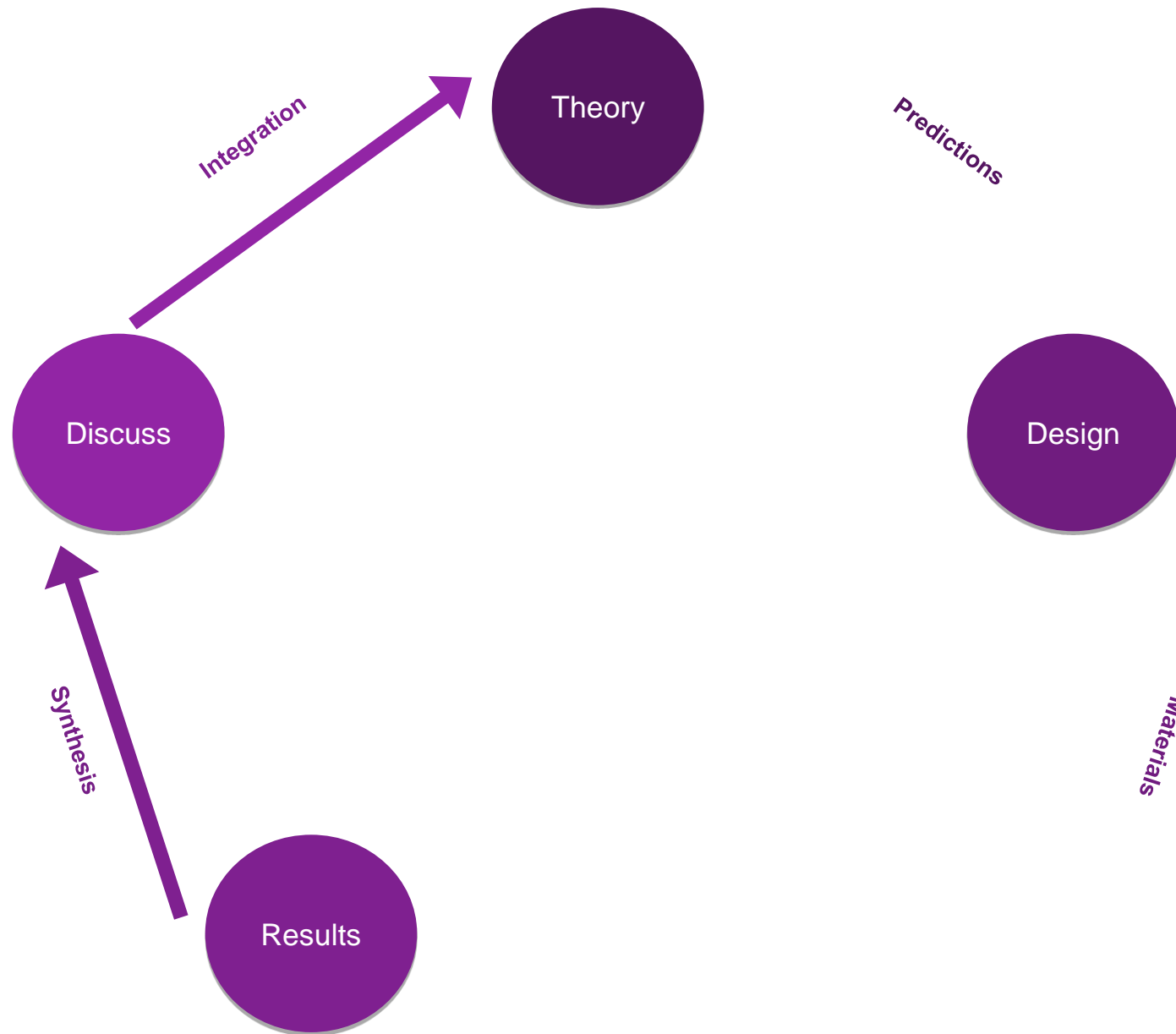
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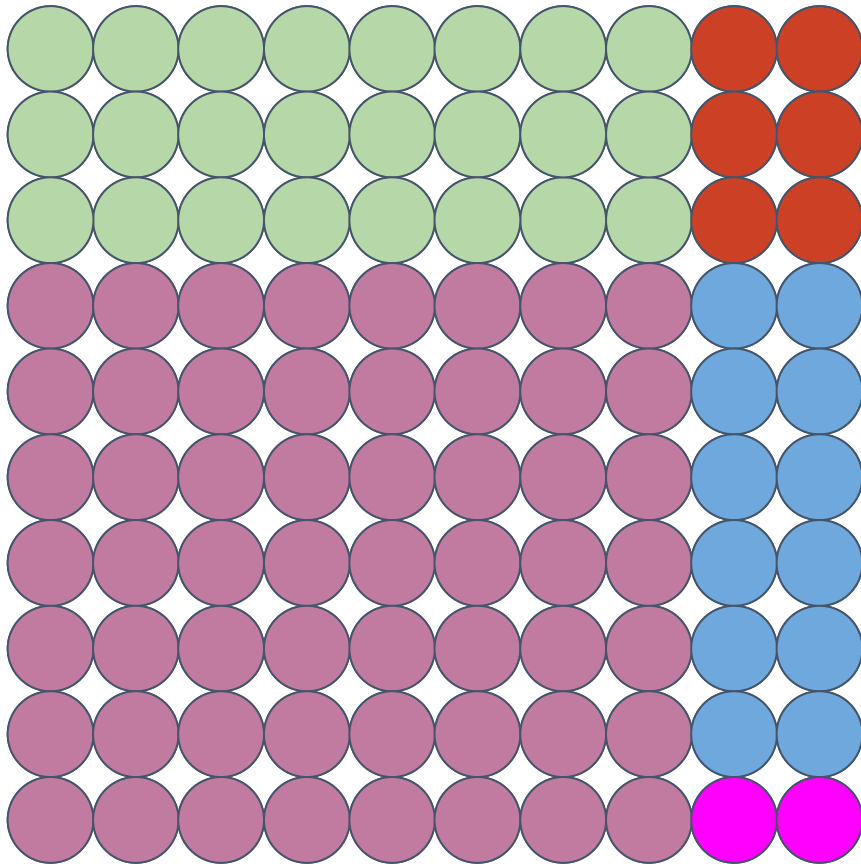








What we communicate (at best)









-  Studies conducted
-  Published = statistically significant + consistent
-  Not pub = statistically significant + inconsistent
-  Not pub = statistically nonsignificant + consistent
-  Not pub = statistically nonsignificant + inconsistent
-  Not pub = genuine design mistake

THE REAL SIMON PURE.

Two or three weeks since, we promised to give a complete exposure of the piratical delinquency of Mr. TYRRELL, of "HOLE and CORNER" notoriety, by comparing some paragraphs from his volume of published Lectures with paragraphs from the previously published Lectures in the pages of this work. This we shall now proceed to do, and will take a passage from every tenth page of SIMON's book, beginning at page 136, where is contained the SNARE into which the unconscious SIMON PURE so unwittingly fell.

But chronic abscesses are slower in their march; take, for example, the psoas abscess to which we have alluded; it is often six months before matter makes its appearance in that complaint. If a person applies to you with a psoas abscess, and you ask how long he has had pain in his loins, he will tell you for four, five, or six months past.—SIMON, p. 146.

Certainly the formation of matter will be attended with a slight fever, but not of the hectic kind; the tongue will be clean, the pulse very little affected, and the person very slightly deranged, but after an opening is made into the part, constitutional irritation comes on, and life is then endangered.—SIMON, p. 156.

I had, myself, occasion, lately to perform an operation for a scirrhus breast, to which arsenic had been applied. I asked the woman which gave her the most pain, the application of the arsenical preparation, or the operation. She replied, that the pain of the operation was not greater than that of the application, and that the arsenic had been applied ten or eleven times.—SIMON, p. 166.

Now some of you might be induced to exclaim, How abominably inattentive must the medical man have been, who had the care of this patient; for all these consequences might have been prevented. If you said this, your censure would be culpable; you have no right to say so; for it is a case which might happen to any of you. Deformities of this kind generally arise after the process of healing is completed; they are the effects of the contraction of the cicatrices.—SIMON, page 176.

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1824!

A QUANTITATIVE SCALE FOR RATING THE HOME
AND SOCIAL ENVIRONMENT OF MIDDLE CLASS
FAMILIES IN AN URBAN COMMUNITY: A
FIRST APPROXIMATION TO THE
MEASUREMENT OF SOCIO-ECONOMIC
STATUS*

F. STUART CHAPIN

University of Minnesota

The measurement of socio-economic status is a problem of considerable interest.† To the student of human behavior it is important whenever research requires a quantitative measure of the social environment in order that this factor or group of factors may be equated in experimental study. To the social worker the measurement of socio-economic status is important whenever it is desired to secure an objective measure of the home environment for purposes of placing children in foster homes.

The purposes of this article are to explain and make available: First, for research workers, a rough scale for rating the home and the social environment in order to permit the equating of these factors in experimental study; and second, for social workers, an objective measure of the home environment for prospective foster homes.

Although we wish to measure socio-economic status it is not easy to agree on a definition that will be adequate for all purposes. Consequently the following definition is arbitrarily made and offered for what it is worth as an assumption from which to start in an attempt to measurement.

Socio-economic status is the position that an individual or a family occupies with reference to the prevailing average standards of cultural possessions, effective income, material possessions, and participation in group activity of the community. In this definition we arbitrarily assume for purposes of making a start in the study of this problem, that there are the four objective and measurable elements in family life just enumerated.

† From the Department of Sociology and the Institute of Child Welfare University of Minnesota.

* See bibliography at end of paper referred to in footnote by numbers.

The author is indebted to the following graduate students for assistance in this study: Mrs. M. K. Doyle, Mrs. Anne F. Fenlason, Harold Hosea, Mildred Parten, Ruth R. Pearson, Madga Skalet, Marjorie Walker and Sanford Winston.

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1928





ORGANIZATIONAL CONFIGURATIONS AND PERFORMANCE: A META-ANALYSIS

DAVID J. KETCHEN, JR.
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JAMES G. COMBS
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CRAIG J. RUSSELL
University of Oklahoma

CHRIS SHOOK
Northern Illinois University

MICHELLE A. DEAN
JANET RUNGE

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FRANZ T. LOHRKE
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STEFANIE E. NAUMANN
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ROBERT BAKER

BRENDEN A. BECKSTEIN

CHARLES HANDLER

HEATHER HONIG

STEPHEN LAMOUREUX

Louisiana State University

The link between organizational configurations and performance has become a central and somewhat controversial focus of research in the strategic management literature. We statistically aggregated results from 40 original tests of the configurations-performance relationship. In contrast to previous qualitative reviews, this meta-analysis demonstrated that an organization's performance is partially explained by its configuration. Tests of four potential moderators showed that organizations' configurations contributed more to performance explanation to the extent that studies used (1) broad definitions of configurations, (2) single-industry samples, and (3) longitudinal designs. Results highlight the need for programmatic research.

This article originated as a class project in a doctoral seminar led by the third author. We would like to thank John Hunter for his advice and assistance in using the meta-analysis procedures and for providing the software for conducting the meta-analyses and deriving estimates of omega (ω) and the standard error of omega. We are also grateful for the constructive comments provided by David Deephouse, William Glick, Timothy Palmer, John Prescott, and Charles Snow.

1997

MICRODYNAMICS IN DIVERSE TEAMS: A REVIEW AND INTEGRATION OF THE DIVERSITY AND STEREOTYPING LITERATURES

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Tilburg University

BERTOLT MEYER
Chemnitz University of Technology

MARLOES VAN ENGEN
Tilburg University

DENISE LEWIN LOYD
University of Illinois at Urbana-Champaign

Research on the consequences of diversity in teams continues to produce inconsistent results. We review the recent developments in diversity research and identify two shortcomings. First, an understanding of the microdynamics affecting processes and outcomes in diverse teams is lacking. Second, diversity research has tended to treat different social categories as equivalent and thus not considered how members' experiences may be affected by their social category membership. We address these shortcomings by reviewing research on stereotypes, which indicates that stereotypes initiate reinforcing microdynamics among (a) attributions of a target team member's warmth and competence, (b) perceiving members' behavior toward the target team member, and (c) the target team member's behavior. Our review suggests that perceivers' impression formation motivation is the key determinant of the extent to which perceivers continue to treat a target based on categorization. On the basis of our review, we provide an integrative perspective and corresponding model that outlines these Microdynamics of Diversity and Stereotyping in Teams (MIDST) and indicates how stereotyping can benefit as well as harm team functioning. We discuss how this integrative perspective on the MIDST relates to the social categorization and the information/decision-making perspective, set a research agenda, and discuss the managerial implications.

INTRODUCTION

Globalization, demographic changes, and the increased use of teams in contemporary organizations have created a surge in research on the consequences of different team members working together (Harrison & Klein, 2007). The many recent meta-analyses on the consequences of team diversity signify the considerable amount of attention that has been given to this field of study (e.g., Bell, 2007; Bell, Villado, Lukasik, Belau, & Briggs, 2011; Horwitz & Horwitz,

2007; Joshi & Roh, 2009; van Dijk, van Engen, & van Knippenberg, 2012a). For the past two decades, diversity research has mainly relied on a dual theoretical approach where the social categorization and the information/decision-making perspectives inform answers to the questions why and how diversity affects team performance (Milliken & Martins, 1996; van Knippenberg, De Dreu, & Homan, 2004; Williams & O'Reilly, 1998). There is much that we have learned from these perspectives, but despite the fact that theories have been advanced and research models have become more sophisticated, so far the main conclusion that has been drawn is that research on the relationship between team diversity and team performance is inconclusive (Harrison & Klein, 2007; Meyer, in press; van Dijk et al., 2012a; van Knippenberg & Schippers, 2007). In the quest for

2017

*Corresponding author





We would like to thank Alice Eagly, Lisa Nishii, the participants of the PDW on Diversity Publishing at the 2013 Academy of Management annual meeting, and the editors for their helpful comments and suggestions on earlier drafts of this manuscript.

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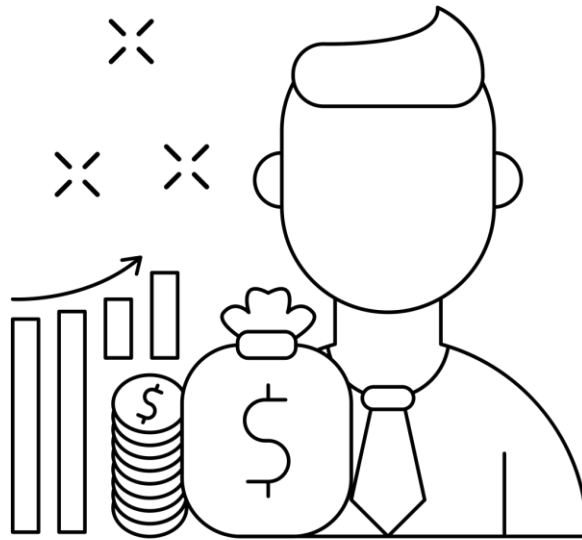
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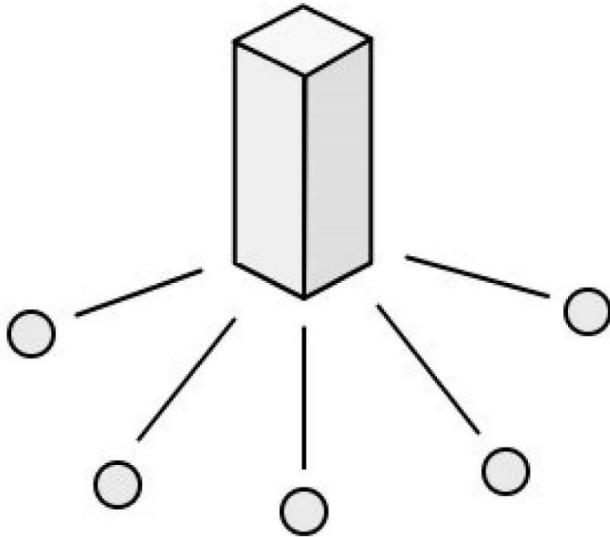
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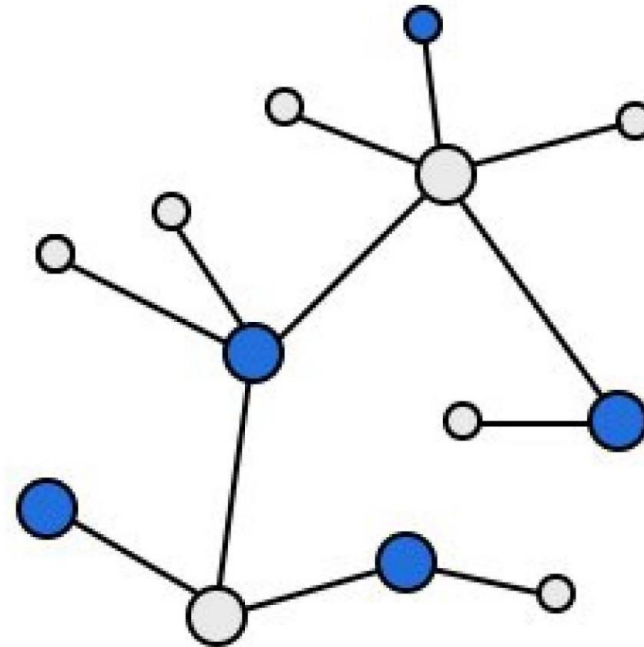
Centralized

easy to control

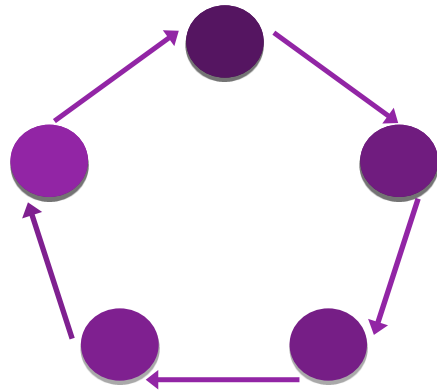


Decentralized

difficult to control



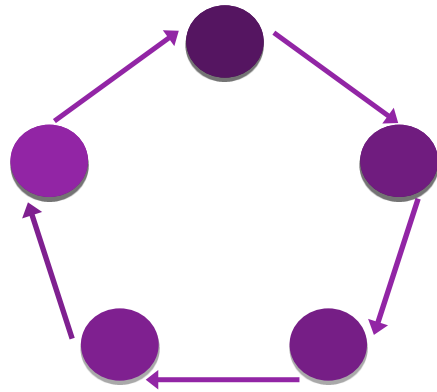
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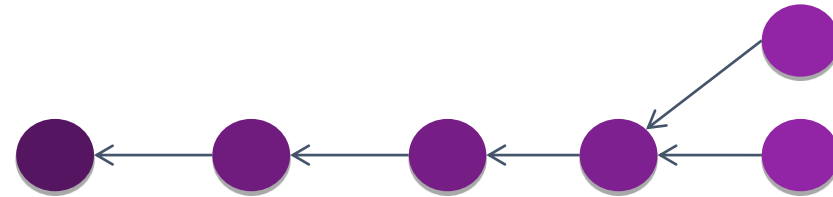
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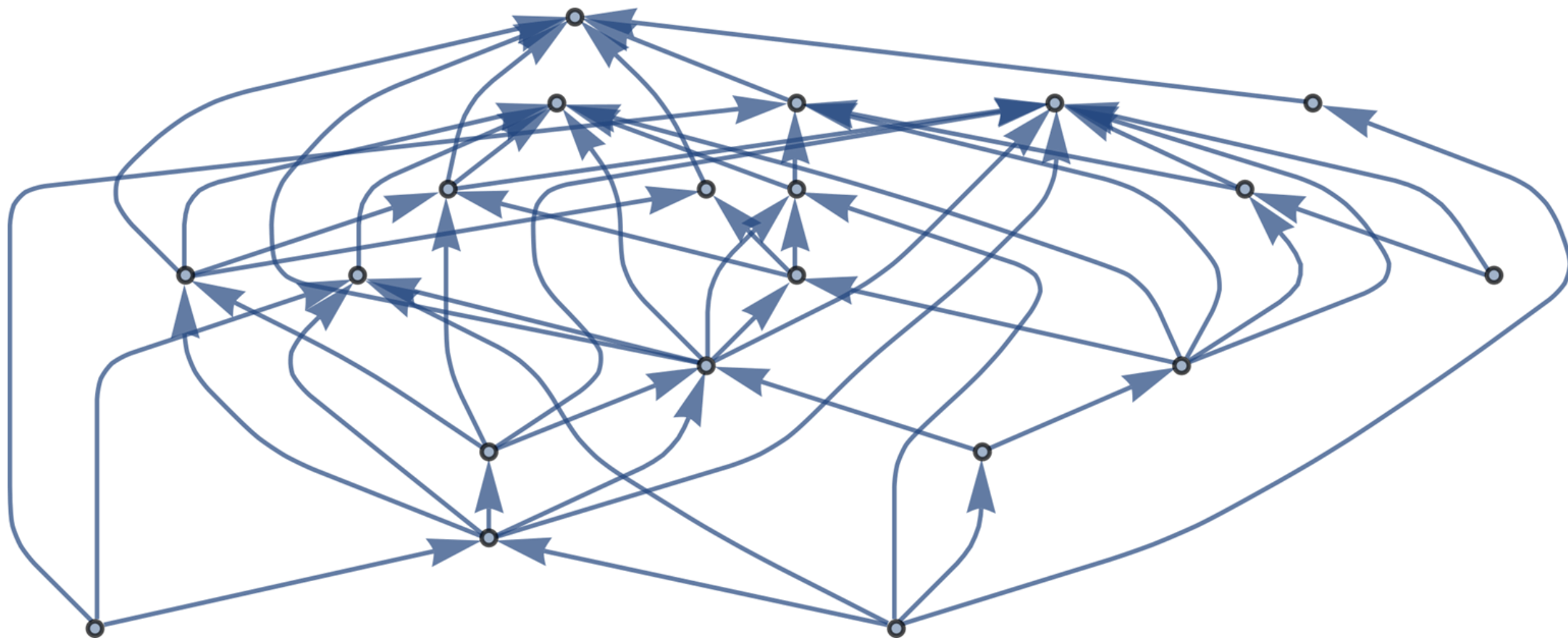


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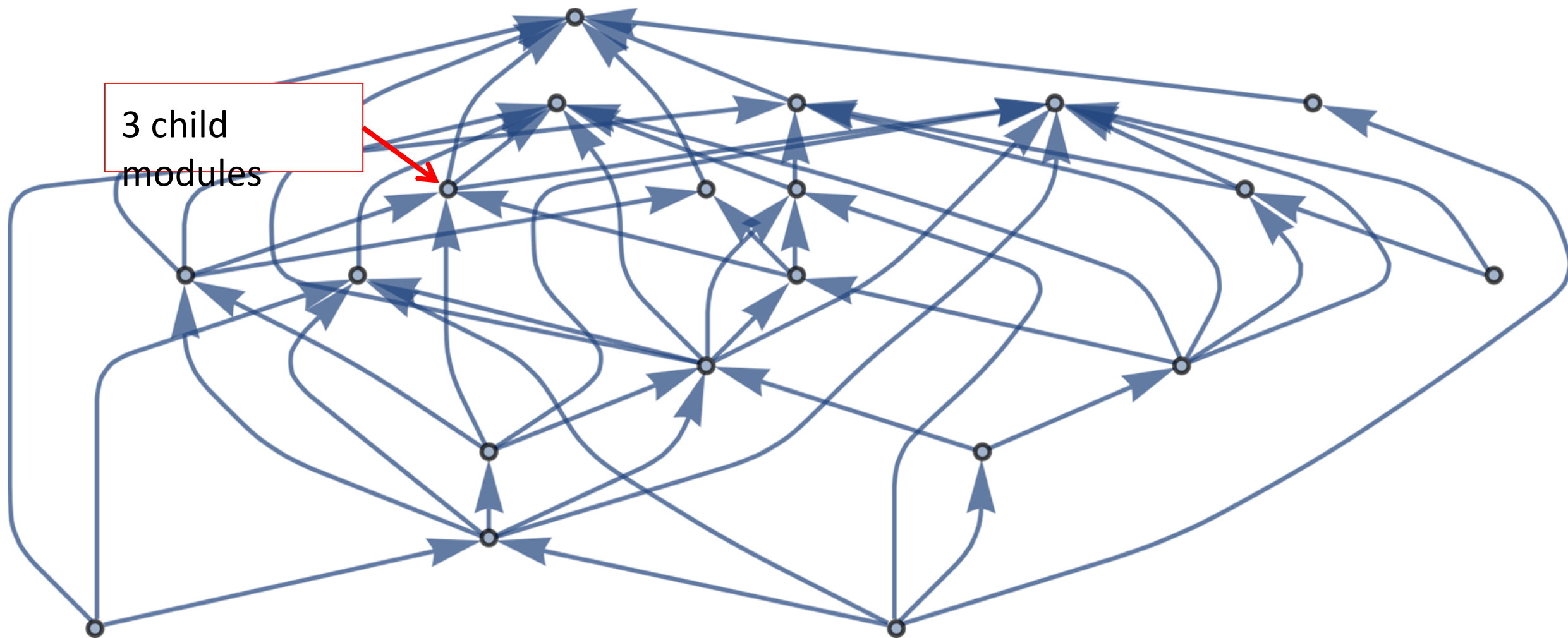


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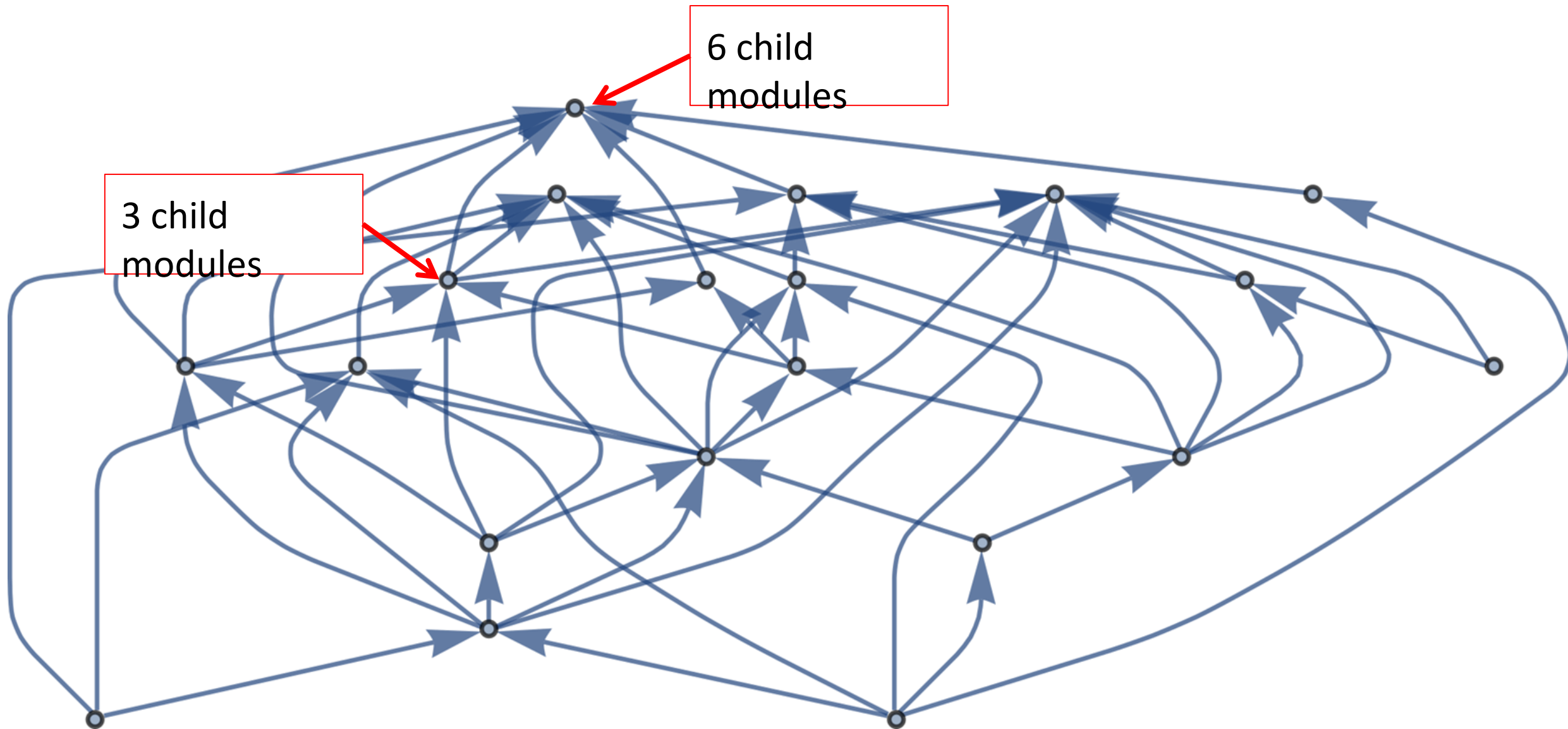




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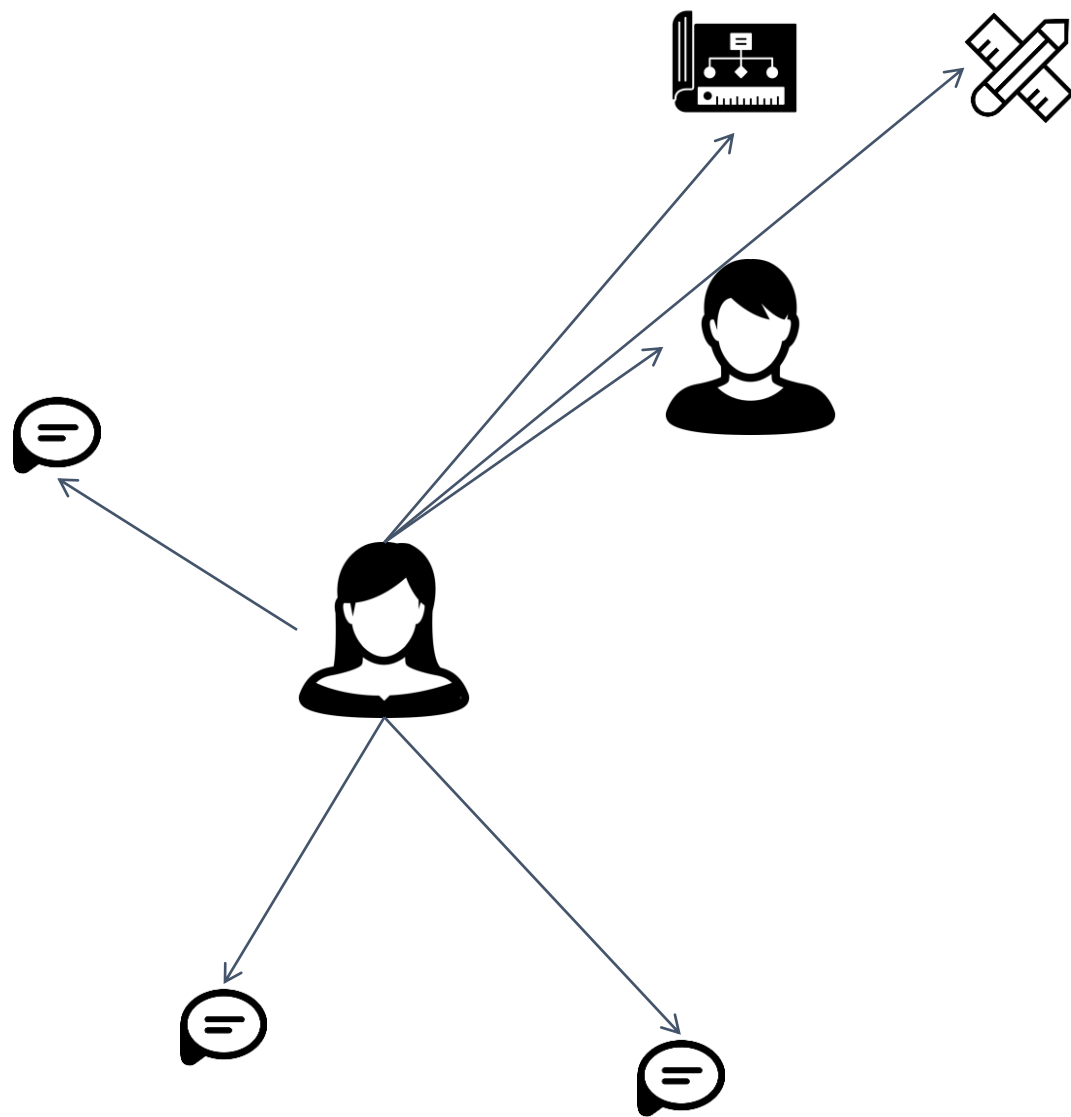
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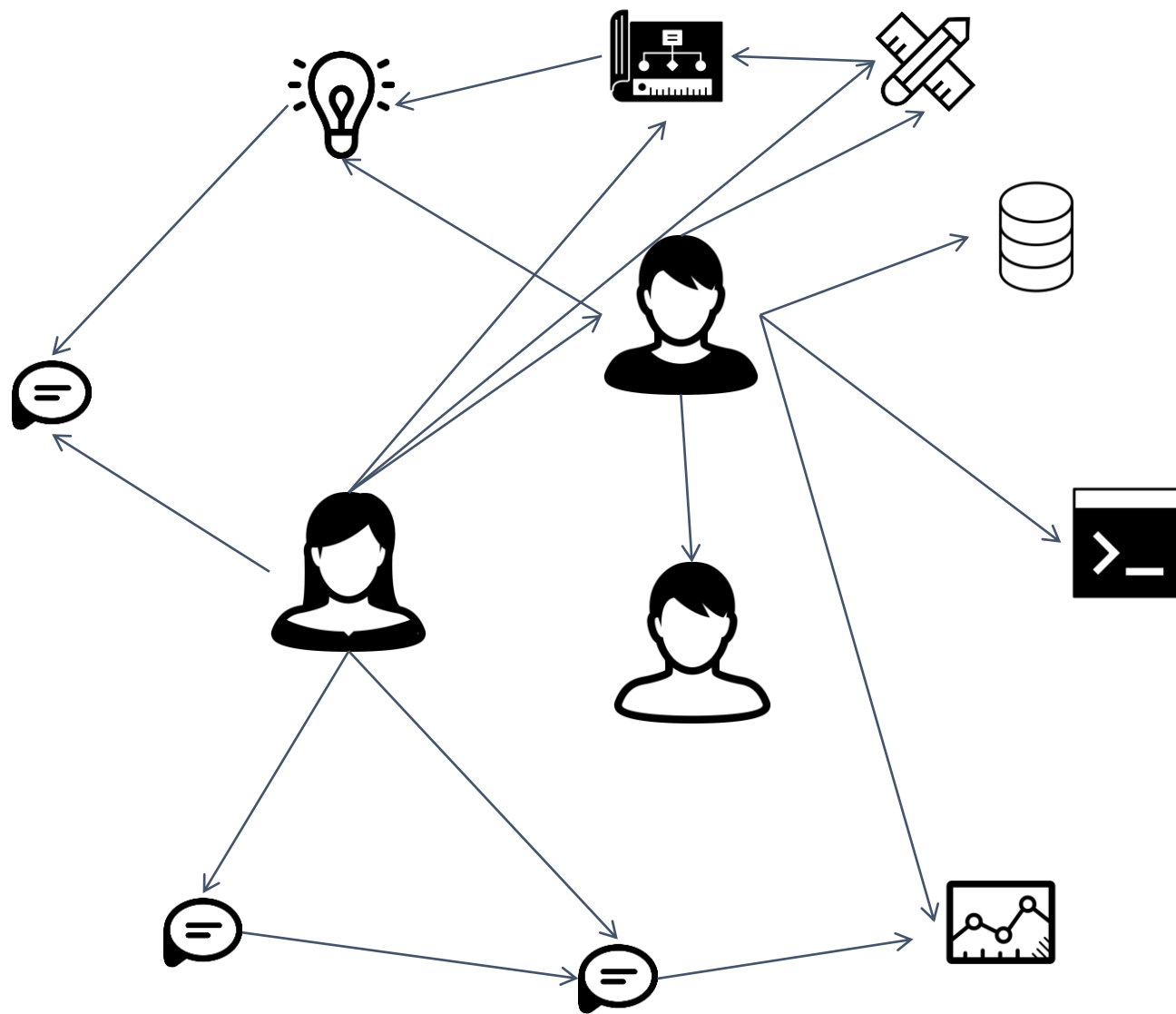


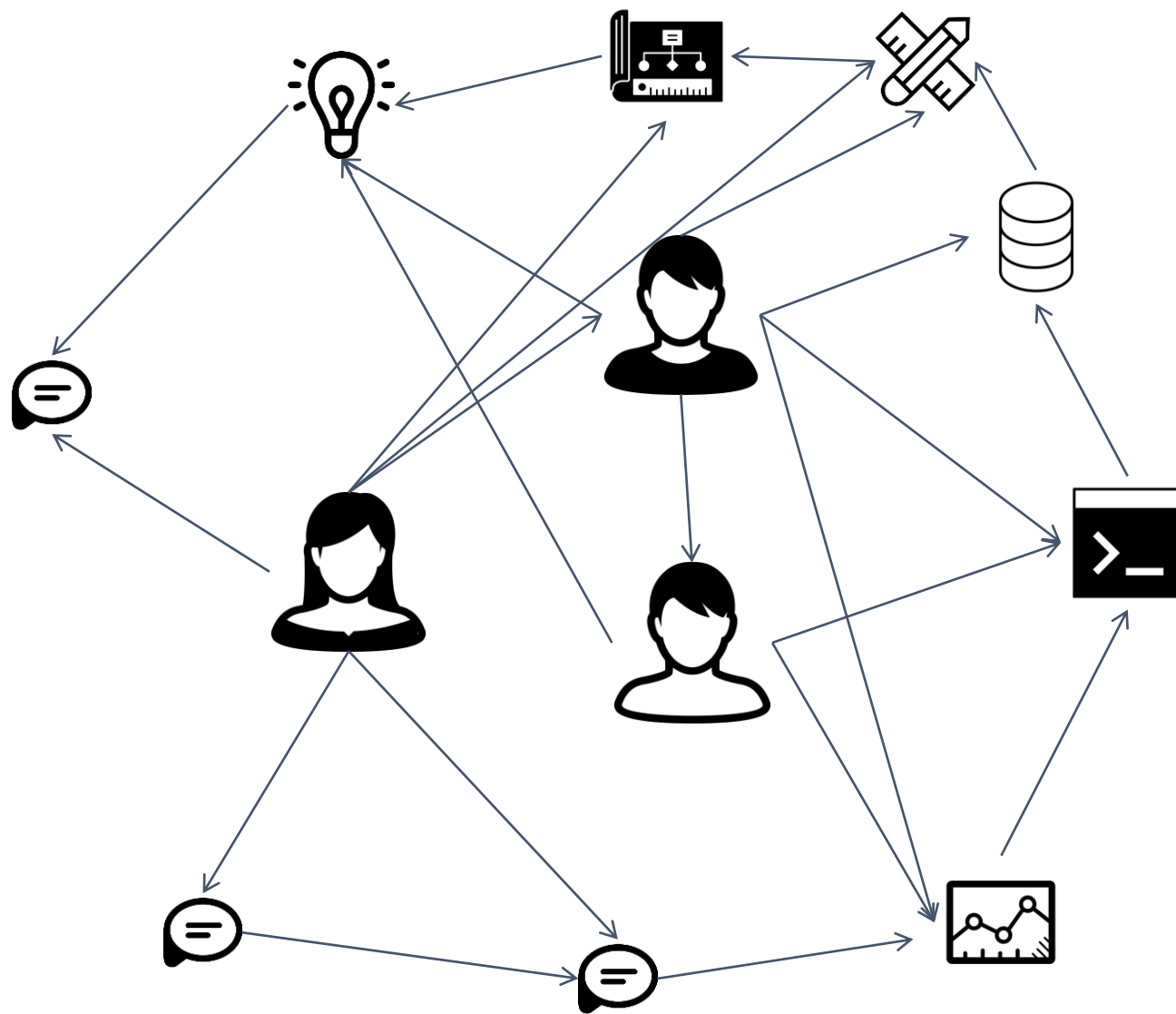
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Demo

Evaluation

	Current system	Proposal
Outputs	Papers	Research modules
Indicator	JIF / h-index / citation counts	Network indicators
Temporality of evaluation	Backward-looking	Backward-looking + forward-looking
Rewards	Where you publish	Contributions + impact

Take aways (didn't cover everything)

- Modular comms can change evaluation and incentive structures
- Continuous communication prevents questionable research practices and selective publication
- Communication before article outside of publisher's realm of influence, within researcher's realm
- Researcher decides when and what to communicate (discussion + revision still possible)
- Long term, stable, and open archiving with p2p protocols
- P2p protocols = open by design => creator = owner
- Sell new ways to discover/consume information instead of selling access

Slides at: <http://bit.ly/sgmeawop>

