

Making Organizations

Meaningful



ANAHEIM, CALIFORNIA
2016



ACADEMY OF
Management

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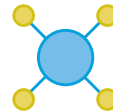
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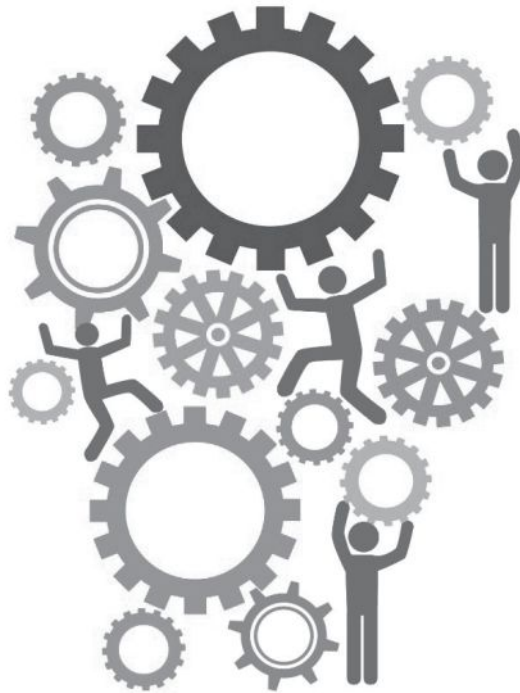
\$5K Scholarship Winners Announcement!

We are announcing the winners of the CapsimCore™ Professor Challenge at **2pm on August 6th**

76th Annual Meeting of the Academy of Management

Making Organizations

Meaningful



ANAHEIM, CALIFORNIA
2016



<http://aom.org/annualmeeting/>

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WELCOME TO THE ACADEMY OF MANAGEMENT 2016 ANNUAL MEETING PROGRAM DYNAMIC EDITION

The AOM 2016 Annual meeting marks the first time we are providing the AOM membership the opportunity to experience the innovation behind the transformation of **all** our printed publications, including the Annual Meeting program, into the digital environment. The **Dynamic Edition of the 2016 program** is an exact replica of the print version with exciting new digital enhancements, including:

- 'Fast-linking' to specific sections of the program through the 'Contents' tab
- Embedded audio and video files to supplement text and provide for a more robust user experience
- Vertical toolbars to enable quick printing, PDF downloading and note taking functionality
- Quick search and external linking to valuable member resources

Don't take our word for it, simply click on any of the icons on top or to the right (🔍) of this page and begin the new digital user experience of the AOM publishing portfolio of products. Click below to see some important video and audio resources specific to our 2016 Annual Meeting.

2016 AOM meeting Audio and Video resources:

Welcome to the new AOM program Dynamic/Digital Edition- 2016 AOM Program Chair Video (Mary Ann Glynn)
Glynn MP4;



Welcome to the 76th Annual Meeting of the Academy of Management

On behalf of the thousands of AOM members, volunteers, and staff who have worked diligently to organize the 2016 program, we welcome you to Anaheim for the 76th Annual Meeting of the Academy of Management.

With more than 19,000 members from over 128 nations, the Academy's vision is to inspire and enable a better world through our scholarship and teaching about management and organizations. Supporting this vision is our mission, which is to build a vibrant and supportive community of scholars by markedly expanding opportunities to connect and explore ideas. The Annual Meeting is central to the fulfillment of our vision and mission, and is designed as a forum for us to:

- connect with one another
- share our research experiences
- exchange teaching resources
- discuss the implications of our work for practice
- create and renew friendships
- develop our professional skills and contacts.

Our Theme for 2016, "Making Organizations Meaningful," invites a wide-ranging spectrum of theoretical perspectives, methods, and applications, both classic and contemporary, which investigate those processes and outcomes that are associated with making organizations meaningful or perhaps even meaningless. The meaningfulness of an organization is its expression of purpose, values or worth. It involves a sense of significance that goes beyond material success or profitability; rather, it highlights how organizations can play a larger and more positive role in the world. The issues raised by our theme are of theoretical, empirical, and practical importance across the full range of Academy divisions, interest groups, and stakeholders.

The Annual Meeting offers many opportunities to participate and learn during five full days of activities and events, divided into three parts:

- Friday and Saturday: Professional Development Workshops offered by 34 divisions, interest groups, and committees;
- Sunday: All-Academy Theme Program presenting symposia and PDWs on theme-related topics;
- Sunday: The fourth annual Teaching and Learning Conference (back by popular demand): TLC@AOM is an Academy-wide teaching conference in response to the teaching related-needs of AOM members around the globe.
- Monday and Tuesday: The Scholarly Program comprising symposia and paper sessions.

We invite you to the following exciting events, which are free and open to all registrants:

All-Academy Networking Breakfast directly followed by the Academy of Management Presidential Address and Awards Ceremony

Sunday, August 7th – 8:30am-10:30am

Anaheim Marriott – Platinum Ballroom 5, 6

- Enjoy coffee and pastries
- 2016 Program Chair's Introduction of this year's Meeting Theme
- 2017 Program Chair's Announcement of next year's (2017) Meeting Theme
- Awards Ceremony
- Presidential Address

All-Academy Reception

Sunday, August 7th – 6:00pm-8:00pm

Anaheim Convention Center – The Grand Plaza (outdoors)

The Annual Meeting celebrates the work of all who participate in it. The 2016 Call for Submissions elicited 6,644 paper submissions, 396 unique symposium submissions, and 500 Professional Development Workshops proposals. Our records indicate that 6,187 volunteer reviewers provided the effort to evaluate these submissions. We thank all of you for helping us create the final program, which involves over 10,000 individual participants.

We look forward to connecting and learning from all of you in Anaheim.

Mary Ann Glynn and Carol Kulik
2016 Program and PDW Chairs

NEW MEMBERS & FIRST TIME ATTENDEES

Make the Most of Your Annual Meeting Experience!

PLAN YOUR SCHEDULE

- Friday and Saturday consist of Professional Development Workshops (PDW's); Sunday consists of All-Academy Theme sessions (AAT) for PDW's, symposia and paper sessions; Monday and Tuesday are reserved for division scholarly programs, including paper sessions and symposia
- Balance your schedule with those presenters that you are interested in seeing with some core sessions geared to your research interests and professional development
- Focus on sessions that are organized by your two primary divisions to eliminate overscheduling yourself
- Attend your division's social events and business meetings. Some of the social events may require a prior reservation, so be sure to check the program for details
- Reserve some time to stop by the Exhibit Hall in the Convention Center for a full array of cutting-edge information, books, and ideas to help you improve your research, teaching, and service to the profession as a whole – Open Friday, 6:00-8:00pm; Saturday-Sunday, 8am-5pm; Monday, 8am-2pm
- Attend the New Member Orientation Fair on Friday 5:30 pm – 7:30pm, Exhibit Hall, Convention Center, Hall C
- Visit the Quad/Member Resource Center where you can engage with fellow members, connect with volunteers and speak with Membership and Publications representative. Exhibit Hall, Convention Center, Hall C - Open Friday, 6:00-8:00pm; Saturday-Sunday, 8am-5pm; Monday, 8am-2pm

NETWORKING TIPS

- Attend sessions in your area of interest; it can help to make conversations easier and more comfortable
- Arrive early for your session so you can mingle with other session attendees
- Socializing and networking are expected at the Annual Meeting, so don't be shy, introduce yourself
- Great conversation starters can be asking someone what they thought of a session, if they've ever been to the host city, where they're from, what they're working on
- Exchange business cards - Write at least 2-3 words on the back of each card you receive to help remind you after the meeting about what you may have talked about
- If you miss a session or presentation that you were interested in, or didn't get the opportunity to speak to someone, you can get the presenter's email from the online program and send them a note after the meeting

- Try not to "session hop" as this can be disruptive and disrespectful to the presenters
- Mix it up, have fun, go to as many socials and receptions as you can and introduce yourself
- Don't miss these All Academy events for great networking opportunities and making new friends:
 - * All Academy Networking Breakfast – Sunday 8:30-9:00am - Anaheim Marriott, Platinum Ballroom 5, 6
 - * All Academy Presidential Address & Awards Ceremony – Sunday 9:00-10:30am – Anaheim Marriott, Platinum Ballroom 5, 6
 - * All Academy Reception – Sunday 6:00-8:00pm – Anaheim Convention Center – The Grand Plaza
 - * All Academy Farewell Gathering – Tuesday 5:00-7:00pm – Sheraton Park Hotel, The Tiffany Terrace, Tiffany Patio

PRINTED PROGRAM HIGHLIGHTS FOR FIRST TIME ATTENDEES

Table of Contents - Points of interest:

- Hotel and Convention Center Floor Plans
- Abbreviations used in the Program
- Academy Program Highlights

Conference Program Guide presented in 4 tabbed sections for viewing options:

- Section B** - listing of ALL sessions by day (morning/afternoon/evening)
- Section C** - sessions categorized by division/sponsor in chronological order
- Section D** - detailed session descriptions listed by day in chronological order
- Section E** - sessions listed by name of program participants

RESOURCES

- **Wireless Internet Access** – Internet Cafes and wireless locations are located throughout the conference facilities. Please refer to <http://aom.org/tech/>.
- **Placement Location & Hours** for applicants with pre-scheduled interviews
- **Join the Conversation** – Follow conference attendees on the Academy's social media channels

ADDITIONAL QUESTIONS?

Please visit:

QUAD/MEMBER RESOURCE CENTER

Exhibit Hall, Convention Center, Hall C
Open Friday, 6:00-8:00pm; Saturday-Sunday, 8am-5pm;
Monday, 8am-2pm

76th Annual Meeting of the Academy of Management
All-Academy Theme Program
MAKING ORGANIZATIONS MEANINGFUL
Sunday, August 7, 2016 | Anaheim, California, United States



Mary Ann Glynn

Mary Ann Glynn
 Boston College
 Academy of Management
 Vice-President & Program Chair
 All-Academy Theme Chair

Welcome to the 76th Annual Meeting of the Academy of Management. The Program and PDW Chairs are developing an enticing program, featuring the Teaching and Learning Conference, the All-Academy Theme sessions on "Making Organizations Meaningful," theory- and method-oriented PDWs, paper presentations, and innovative Symposia. Join us -- as a participant, reviewer, presenter, discussant, and/or attendee.

Also be sure to join us at the All-Academy Networking Breakfast & Academy of Management Presidential Address and Awards Ceremony on Sunday morning, August 7th, to celebrate our award-winning members and to hear from our President, Debra Shapiro, about her vision and inspiration for our academy and our field. Anaheim will be a warm and sunny site for our meeting. The conference hotels are all within easy walking distance to one another and to the world class venue of the Anaheim Convention Center. Located in the heart of Southern California and near some of the world's best beaches, Anaheim promises a laid-back vibe ideal for reflecting on our work and our profession. I look forward to seeing you there!

Meet the All-Academy Theme Committee

Marya Besharov	<i>Cornell University</i>
Kim Cameron	<i>University of Michigan</i>
Albert Cannella	<i>Texas A&M University</i>
Robert David	<i>McGill University</i>
Irene Duhaime	<i>Georgia State University</i>
J. P. Eggers	<i>New York University</i>
Joel Gehman	<i>University of Alberta</i>
Daniel Halgin	<i>University of Kentucky</i>
Shon Hiatt	<i>University of Southern California</i>
Carol Kulik	<i>University of South Australia</i>
Theresa Lant	<i>Pace University</i>

R. Scott Livengood	<i>The Ohio State University</i>
Chad Navis	<i>Clemson University</i>
Andrew Nelson	<i>University of Oregon</i>
Donald Palmer	<i>University of California-Davis</i>
Ryan Raffaelli	<i>Harvard Business School</i>
Scott Sonenshein	<i>Rice University</i>
Gretchen Spreitzer	<i>University of Michigan</i>
Michael Tushman	<i>Harvard University</i>
Maxim Voronov	<i>Brock University</i>
Batia Wiesenfeld	<i>New York University</i>
Tyler Wry	<i>University of Pennsylvania</i>

HILTON ANAHEIM				
SYMPOSIA				
	11:00 AM—12:30 PM	12:45 PM—2:15 PM	2:30 PM—4:00 PM	4:15 PM—5:45 PM
Catalina 1		Errors of the Third Kind in Management Research: Creating Meaning in Scholarly Work		Identity, Entrepreneurship, and Meaning Construction through Cultural Resources
Catalina 2		Distinguished Silicon Valley CEOs Dialog on Spiritual Practice and Organizational Meaning	Transformation Through Inclusion: Business an Agent of World Benefit	Making Work Meaningful through Play



76th Annual Meeting of the Academy of Management
All-Academy Theme Program
MAKING ORGANIZATIONS MEANINGFUL
Sunday, August 7, 2016 | Anaheim, California, United States

HILTON ANAHEIM				
SYMPOSIA				
	11:00 AM—12:30 PM	12:45 PM—2:15 PM	2:30 PM—4:00 PM	4:15 PM—5:45 PM
Catalina 4		Making Organizations (More) Meaningful via Improved Diversity Scholarship and Practice	Supporting Employment Outcomes for Individuals with a Disability	Twenty-five Years after the ADA: How Can Organizations Meaningfully Impact People with Disabilities?
Catalina 5		Shaping the Enterprise Future: Large Companies that Transcend their Early Success	Institutional Foundations of Entrepreneurship in Global Contexts	Looking into the Bhagavad Gita for Managing Organizations to Become Meaningful
Catalina 6		Relational Ambivalence at Work	Business Journalism at a Crossroads	Mayors as Entrepreneurs: Meaningful Leadership Legacies With Immediate Impact
Malibu	Conducting Meaningful Research in Management in Africa	To B or Not to B: Hybrids as Meaning-making Opportunities within and across Disciplines	Authenticity, Meaning & Organizations: Challenges & Channels for Advancing Authenticity Research	Making Organizations Meaningful-Rethinking Management around Dignity and Well-being
San Simeon A	Making Universities Meaningful: The Influence of College Athletics	Entrepreneur Negotiations: Building Meaningful Organizations	The Role of Values-based Leadership and Followership in Employee Stress	The EVERest Project: Executive Women at the Intersection of Race, Gender & Power
San Simeon B				Creating and Orchestrating Heterarchical Advantage in the Global and Local Context
Santa Monica	Are Organizations Still Relevant to Organizational Studies, Theoretically, Empirically, Pragmatically?	The Ecosystem of Meaningfulness: Through Innovation to Social Impact		Mobilizing Meaning in Times of Crisis



76th Annual Meeting of the Academy of Management
All-Academy Theme Program
MAKING ORGANIZATIONS MEANINGFUL
Sunday, August 7, 2016 | Anaheim, California, United States

ANAHEIM MARRIOTT PROFESSIONAL DEVELOPMENT WORKSHOPS (PDWs)		
Grand Ballroom Salon F	12:45 PM—3:15 PM	3:30 PM—6:30 PM
	Workshop on Measuring Meaning at the Collective Level	The Unintended Consequences of Best Corporate Governance Practices: Implications for the Meaningfulness of Organizations
Platinum Ballroom 1	12:45 PM—3:15 PM	3:30 PM—6:30 PM
	Senior Faculty Refresh: Renewing Self and Career by Identifying and Engaging in what is Meaningful	Collective Action II: New Connections between Collaboration, Technology & Organization Design
Platinum Ballroom 2	12:45 PM—3:45 PM	4:15 PM—6:15 PM
	Creating a More Reliable and Cumulative Knowledge Ecosystem	Organizational Meaningfulness and the Contributions, Career Development, and Achievement of Women
Platinum Ballroom 3	12:45 PM—3:15 PM	
	Making Organizations Meaningful: What's Next in Measurement, Data and Analytic Toolkits?	
Platinum Ballroom 4		3:00 PM—6:30 PM
		Moving Towards Meaningful Management Theories for and from Africa: What is Next?
Platinum Ballroom 7		2:30 PM—4:30 PM
		Changing Conceptions of 'The Good Corporation': Purpose and Beyond
Platinum Ballroom 8		3:00 PM—6:30 PM
		Finding Meaning: Semantic Network Analysis for Organization Studies (WITHDRAWN)



Welcome to TLC@AOM

Teaching and Learning Conference
 Sunday, August 7, 2016
 Anaheim Convention Center
 Anaheim, CA

Teaching and Learning Conference Committee

Co-Chair: **Ben Blackford**, *Northwest Missouri State University*

Co-Chair: **Linda Klonsky**, *Chicago School of Professional Psychology*

Program Co-Chair: **Susan Fox-Wolfgramm**, *Hawaii Pacific University*

Program Co-Chair: **Brett Paul Matherne**, *Georgia State University*

Communications Co-Chair and Program Co-Chair Elect: **Gemma George**, *University of Redlands*

Communications Co-Chair and Program Co-Chair Elect: **Rob Koonce**, *Creighton University*

Communications Co-Chair Elect: **Michael Brian Cohen**, *Deakin University*

Communications Co-Chair Elect: **Rebecca Thacker**, *Ohio University*

TLC at a Glance:

- **Where and When:** All TLC sessions will be held at the Anaheim Convention Center, on the 3rd floor, on Sunday August 7th.
- **Admission:** To attend any session at TLC@AOM you must be a member of the Academy of Management, registered for the Annual Meeting, and registered for the TLC@AOM. The cost to register for TLC is US\$130.00 and the deadline to register is August 7, 2016. Please be sure to bring your TLC tickets, which will be printed on your AOM name badge.
- **Breakfast:** We begin at 7:30 AM on Sunday in Ballroom B with informal conversations, a light continental breakfast (pastries and coffee), and a few welcoming remarks.
- **Program Choices:** You have a choice of 5 concurrent sessions. See the TLC@AOM program for session descriptions.
- **TLC Cafe:** All day in Ballroom A- III. Come to network and/or conduct informal discussions during each of the one-hour time blocks throughout the day.
- **TLC @AOM Cookies FEEDback:** 4:00 PM in Ballroom A- III. Join us for reflections, feedback, and thoughts for next year!
- **Plenary:** From 12:00 PM – 1:30 PM enjoy lunch and listen to a lively talk by our distinguished keynote speaker, Dr. Max Bazerman of Harvard University, whose topic is Teaching People What They Don't know: Back to Lewin's Idea of Unfreezing. Professor Bazerman will focus on the role of experiential learning in the context of decision-making, negotiation, and ethics; discuss the role of failure; and conclude by connecting to Kurt Lewin's ideas from the 1940's.



Academy Program Highlights

BUSINESS POLICY AND STRATEGY (BPS)

Irwin Outstanding Educator Award

Sunday Aug 7, 6PM - 8PM, Anaheim Hilton: Pacific A This year's Irwin Award recipient is **Gautam Ahuja**, Professor of Strategy and the Harvey C. Fruehauf Professor of Business Administration at the Ross School of Business, University of Michigan. The awards committee recognized Gautam's outstanding accomplishments teaching MBA students. He has received numerous awards for MBA and executive education.

20 Years of Disruption Theory

Monday Aug 8, 11:30AM - 1:00PM, Anaheim Marriott: South Marquis Ballroom. Moderators: Alfonso Gambardella, Bocconi U and Brian Silverman, U of Toronto. Panelists: Clayton Christensen, Harvard U; Ashish Arora, Duke U; Joshua Gans, U of Toronto; Rebecca Henderson, Harvard U; Michael Tushman, Harvard U. This panel will examine disruption theory since the initial publications of Clay Christensen and his co-authors in 1995. The focus is on what we know about why great firms fail and how this relates to innovation and creative destruction.

Wiley Dissertation Award Finalist.

Monday Aug 8, 1:15PM - 2:45PM, Hilton: Pacific A, Chair: Brian Silverman, U of Toronto. Finalist Presenters: Bo Cowgill, Columbia; Ramakrishna Devarakonda, Chinese University of Hong Kong; Ulya Tsolmon, Washington U St Louis; Vanessa Burbano, Columbia; Marketa Rickley, U Iowa; John Mawdsley, HEC Paris.

This session showcases the Wiley Dissertation Award Finalists. Following an introduction, each finalist will make a short research presentation. The winner will be announced at the BPS Business Meeting Mon evening.

BPS Program Tracks: Mon Aug 8 and Tue Aug 9

Alliances and Networks- Hilton: Mezzanine 5, 8
Competitive Heterogeneity -Hilton: California B, Mezzanine 4

Corporate Governance- Hilton: Mezzanine 1, 3, San Simeon B

Firm Boundaries and Corporate Strategy-

Hilton: Pacific B, Mezzanine 6

Industry Dynamics- Hilton: El Capitan A

Innovation and Strategic Renewal- Hilton: Avila B

Strategy Process and Change- Hilton: Mezzanine 2, El Capitan B

CAREERS (CAR)

This year's program theme of "Making Organizations Meaningful" has generated a great variety of high-quality PDW's, symposia and paper sessions. Come join CAR for inspiring conference sessions, all of them scheduled at the Anaheim Convention Center.

We kick off with a set of highly attractive **Professional Development Workshops**. Sessions include: "Careers Doctoral Consortium", "Mid-Life Career Changers", "Careers in the Rough", "CAR Early Career Faculty Consortium", "Toolkit for Teaching Careers Topics", "Sequence Analysis in Career & HRM Research", and "Qualitative Comparative Analysis in Careers Research". The PDW program concludes with a celebratory Social Event, Saturday from 7:30 to 9:30 pm at Roy's Restaurant.

The **Scholarly Program** includes 25 symposia and 14 paper sessions. They cover a wide range of topics, including boundary less/protean careers, mentoring, networking, work-life balance, employability, sustainable and meaningful careers, and many more. The program reflects the highly valued multidisciplinary nature of our field with contributions from different methodological and theoretical backgrounds.

The **Careers Plenary** promises to be an exciting session on how to balance work and family. The Plenary session takes place on Monday from 3:00PM till 4:30PM (Convention Center, 303D). Our distinguished panel consists of leading scholars and practitioners in the field: Caroline Gatrell (Lancaster U.), Brett Goldblatt (Milbank), Jeffrey Greenhaus (Drexel U.), Beth Livingston (Cornell U.), Gary Powell

Academy Program Highlights

(U. Connecticut/Lancaster U.), and Laura Radcliffe (U. of Liverpool). Kim Eddleston (Northeastern U.) will moderate the session.

Afterwards, please join us for the division's **Business Meeting** (at 4:45 pm, Convention Center, 303D) and attend the **Division Social Event** (at 6:30 pm, Convention Center, 304A). Both are perfect opportunities to reconnect, meet and network with other Careers division and Academy members.

CONFLICT MANAGEMENT (CM)

Please note the exciting pre-conference events on Friday and Saturday, August 5-6, sponsored by the Conflict Management Division:

Research Incubator for Junior Faculty (Friday, Aug 5, 9am to 4:30pm). This session seeks to help junior faculty succeed on the tenure track. The focus will be on research interests that are topics relevant to the domain of conflict management and leadership.

PDW Negotiating Your First Job Offer (Saturday, Aug 6, 11:00am to 2:00pm). Learn from leading experts on how to negotiating your (first) job offer in the near future and beyond.

Why Can't We Just Get Along? Practical Conflict Management Techniques and the Role of Ombudspersons (Saturday, Aug 6, 3:15pm to 6:15pm). This PDW is designed to help faculty address a variety of conflicts in their day-to-day academic lives. Topics will include identifying the sources of conflict, how to prepare for conflict discussions, strategies to navigate the conversation, and follow-up procedures to improve the relationship.

Then join us at the **Conflict Management Division's Business Meeting** on Sunday, August 7 from 5:00pm to 6:30pm to hear the latest news about the division. This will be followed immediately afterwards by the **Conflict Management Division Social** from 6:30pm to 9:30pm (Onsite).

The **Conflict Management Division's Scholarly Program** includes 26 Symposia and

12 paper sessions that cover a broad array of topics, including trust, emotions, ethics, transgressions, justice, forgiveness, culture, status, power, intergroup behavior, creativity, and (of course) conflict. The CM Division also offers special thanks to Prof. Chester Spell from Rutgers University, who served as Associate Editor to handle our more macro-oriented submissions and ensure they are represented in the CM Division's program.

CRITICAL MANAGEMENT STUDIES (CMS)

We have an engaging program of PDWs, paper sessions, and symposia, along with two lively and friendly socials: **The PDW and New Member Welcome Social** (Saturday 6.30, SHR Palm West) and the **Main Program Social** (Monday 6.30, SHR Plaza D).

Our program starts with a number of PDWs focused on the 2016 theme Making Organizations Meaningful, such as **How is Marx's Critique of Political Economy Meaningful in Management Studies Today** (Saturday 1.15, SHR Plaza B), **Philosophies of Organizational Research** (Friday 1.45, SHR Garden C), **The Practice of Management History** (Friday 3.45, SHR Plaza A), and **Problematizing Agency of the Subalterns in the Politics of Representation** (Friday, 10.15, SHR Park D). These sessions all bring critical scholars together with a variety of other divisions, including OMT and MH. We also continue our support for emerging scholars through our annual **Doctoral and Early Career Consortium** (Friday 8.00, SHR Plaza C).

For the main program, our paper sessions engage alternative and critical perspectives on: business schools and universities; work; finance and economic value; indigenous world views; development; leadership; ethics; organizational history; and research. We also have a session dedicated to our long running **Dark Side Case Competition** (Monday 9:45, SHR Palm East). In addition to paper sessions, we are co-sponsoring 14 symposia (with ENT, GDO, HR, IM, MH, MOC, OB, ODC, OMT, ONE, PNP, RM, SIM), including our Showcase Symposium

Academy Program Highlights

Refusing to See Me: The Contours, Causes, and Consequences of Invisibility at Work (Tuesday 11:30, SHR Palm East).

Finally, we very much welcome members and non-members to our **Distinguished Keynote Speaker Plenary** (Monday 4:45, SHR Park D), where James Walsh (U. of Michigan, Ann Arbor) will engage with the prospects for critical management studies in a world of need, and to our **Activist Speaker Symposium** (Tuesday 9:45, SHR Palm East), where Catherine Fisk (U. of California, Irvine) will explore work, law and society.

DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)

We are delighted to announce a small but very interesting PDW program; please join us. Most of our sessions are at the Sheraton Park Hotel (SHR). We start on Friday with three sessions: **'Women and Leadership Theory'** (SHR: Palm West; 8:00am-12noon), **'Making meaningful cross-border connections across the Academy'** (SHR: Plaza A; 1:30pm-3:30pm), and **'Making Diversity & Inclusion Meaningful'** (SHR: Palm East; 4:15pm-6:15pm). Our PDW program ends on **Sunday** with the extremely popular, fun, and interactive social event **'Late Night at the Academy'** (MAR: Northwest Marquis Ballroom, 9:30PM – 11:00PM). In between, there are other great D&ITC sessions we invite you to attend:

Building a More Meaningful Academy Experience: Creating Connections in Today's Diverse AOM

Saturday, August 6, 3:30pm - 5:30pm, SHR: Plaza B. We invite all members of the AOM to engage in a session focused on building relationships among our various AOM members. If you are new to AOM, or a returning member, and would like to build a diverse set of contacts in an interactive and relaxed environment, please consider attending this session.

Diversity and Inclusion in the Academy: A Town Hall Meeting and Connections Café. Saturday, August 6, 2:00-4:00pm and 4:15-6:15pm, Anaheim Convention Center: 202A.

At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall such as what we know of current diversity and inclusion practices at the Academy. This session will also focus on participant sharing of their inclusion experiences in the Academy, ideas about how to make the AOM more inclusive, and best practices at AOM for diversity and inclusion. The Town Hall session should be of interest to all members, including Division leaders.

Following the Town Hall, you are invited to connect with other members at our friendly **Connections Café** social mixer.

ENTREPRENEURSHIP (ENT)

This year's program theme has generated a great variety of high quality PDWs, symposia and paper sessions that are of interest not only for the Entrepreneurship Division members, but for whoever is interested in the area of entrepreneurship. Come join ENT for inspiring conference sessions. We would like to highlight in particular:

PDW: Women Academics in Entrepreneurship Saturday, August 6 from 3:45PM to 5:45PM in Catalina 5, Hilton Anaheim Hotel. The division-sponsored Professional Development Workshop will address the unique issues women in academics face throughout their careers and provide insights to help academic institutions become more attractive employers. Panels and round-table discussions will address challenges such as career choices and work-life balance, and offer tips for women to successfully manage their academic careers. Participants will be able to network, ask questions, and share their own experiences.

ENT Saturday Social Event

Saturday, August 6 from 7:30PM to 10:30PM at Anaheim's City National Grove. We encourage all ENT Division members to attend the Saturday evening social to be held at Anaheim's City National Grove on Saturday evening, August 6 from 7:30PM to 10:30PM. This promises to be an exciting night of food, drinks, fun and networking opportunities. This event requires pre-registration

Academy Program Highlights

and costs \$70.00 if you register early. Attendance is limited to 350 attendees. This event always sells out, so register early so that you are not left out.

ENT Plenary Session

Monday, August 8 from 1:15PM to 2:45PM in California A, Hilton Anaheim Hotel.

In this year's plenary session we will celebrate the 30th birthday of the ENT Division. With the help of our panel of great entrepreneurship scholars, we will reflect on our history, present and future.

GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

The GDO Division has prepared a high-quality and wide spanning pre-conference and scholarly program! During our pre-conference activities, we feature PDWs targeted toward student and professional development (e.g., doctoral consortium, junior faculty consortium, and diversity publishing workshop), as well as workshops that address practice-oriented and research issues of great importance to our membership (e.g., combating racial-ethnic bias, how to establish diverse networks, prospect corporate responses to the refugee crisis, best practices for fostering inclusiveness, and past, current, and future directions for gender research). In addition, our scholarly program will offer a wide array of paper sessions and symposia using a variety of methodological approaches and targeting many dimensions of diversity (e.g., racial-ethnic, culture, gender, generational, nationality, sexual orientation, socioeconomic status, etc.).

Please join us for our plenary session on Monday afternoon (3-4:30, Sheraton Park Hotel: Plaza D). Following this session, the GDO Business Meeting (6:30-8:00pm, Hilton Anaheim: Pacific A) and Social Hour (8:00pm-10:30pm, Hilton Anaheim: Pacific B) will be held. Also, we encourage you to stop by the GDO Pre-conference Social Hour on Friday (6-7:30pm, Sheraton Park Hotel: Palm West) and the GDO Welcome Breakfast on Monday (8:00am-9:00am, Sheraton Park Hotel: Palm West).

HEALTHCARE MANAGEMENT (HCM)

The Health Care Management Division wishes to highlight sessions of particular interest to our members beginning with our Professional Development Workshops. PDW sessions of interest include "**HCM Research Incubator: Research in the Rough**" scheduled for Saturday, August 6th from 8:00 – 10:00 (Hilton, Catalina 4). The goal of this PDW is to provide participants with constructive feedback and advice on health care management related research projects that are in progress but not ready for submission. "**Errors in Healthcare Organizations: Building Synergy between Theory and Practice across Disciplines**," will be held on August 6th from 2:45 – 4:45 (Hilton, Santa Monica Room). The goal of this PDW is to build bridges between knowledge and practice and create synergies across a variety of academic disciplines.

Our scholarly program includes a variety of sessions of interest to attendees, including our symposium "**Transformation of the Health Professional Workforce: Implications for Management Research**" to be held on Monday from 11:30 – 1:00 (Hilton, Pacific A). I want to encourage all division members to attend our HCM Division Business Meeting on Monday at 4:45 (Hilton, Pacific A) followed by our division social. Join the HCM Division Tuesday morning at 8 (Hilton, California A) for a lively panel discussion featuring Thomas D'Aunno, Karen Golden-Biddle, Jody Hoffer Gittel, Frederick Morgeson, and moderator Tim Vogus. Our panelists will explore questions including: What, if anything, makes healthcare organizations fundamentally different and interesting theoretically? Do we need separate theories of healthcare organizations? In what ways do or can healthcare organizations significantly refine management theory broadly speaking? You can close out the meeting by attending our paper session exploring "Challenges for Health Professionals in the Work Environment" on Tuesday afternoon at 3:00 (Hilton, Lido B).

Academy Program Highlights

HUMAN RESOURCES (HR)

PDW: Innovative and Experiential Approaches to Teaching HRM – I & II Time: Friday 9:00-11:30am and 12:30-3:00 pm, Anaheim Convention Center, 210D . Session I (morning) of this two-part exciting, interactive, and experiential PDW begins with John Delery and Brad Bell sharing ideas about how to teach HRM to a range of students (from undergraduates to EMBA's). At 10:15, the winners of the 2016 Innovative Teaching will share their innovative approach to teaching HRM. After a lunch break, the afternoon Session II (starting at 12:30 pm) brings back a highly successful PDW from last year (with all new exercises), HR Experiential Exercises Potluck. Suzanne de Janasz and Caren Goldberg lead an international group of faculty sharing their best experiential exercises.

Plenary Session: How HR Challenges are met in Diverse Cultural, Institutional, and Organizational Contexts. Time: Tuesday, 9:45-11:15 am, Anaheim Convention Center (ACC), 201D. For the benefit of all our members (as well as interested members of other divisions!), we will use this plenary to encourage debate among and sharing of stories from our HR Ambassadors (and authors of the 2nd edition of the Global HRM Casebook) regarding how cultural, institutional, and organizational contexts influence the way in which HR challenges are met.

Welcome Breakfast and Awards Ceremony Time: Monday, 7:30-9:30am, ACC 204A. Join us in congratulating the 2016 HR Division award winners. Short presentations by this year's Distinguished HR Executive, the Herbert Heneman Jr. Career Achievement Award winner, and the Thomas A. Mahoney Mentoring Award winner. Other winners include the innovative teaching award and early career research award along with several best paper awards. A continental breakfast will be served.

Please also join us for the HR Division Business Meeting (Sunday, 6-7 pm, ACC 208AB) and **Social** (Sunday, 7-8:30 pm, ACC 207D) and the **HR Division Ice Cream Social:** Monday, 2:30-4:30pm, ACC 204B.

INTERNATIONAL MANAGEMENT (IM)

The PDW program (Friday-Saturday) lets you participate, share your knowledge, learn, and network. Start with the PDW Welcome Breakfast on Friday, 7-8:45AM at the Anaheim Convention Center (ACC), room 204A. Open PDWs offer a range of topics, from action learning to state capitalism, and panels on writing theory and reviews, and designing executive and doctoral programs. Several PDWs are closed – remember to apply for next year's paper development workshop, and the doctoral, junior faculty, and mid-career faculty consortia.

We have two special events just for PhD students: **Managing Your Doctoral Studies** (Friday, 4-5:30PM), followed by a social just for you (5:45-6:45PM), both in ACC 210A.

Don't forget to take a break on Friday with the PDW Social (7-8:30PM, ACC 210B) - bring your dancing shoes! Saturday's PDW reception will be 6-7:30PM in ACC 213B.

The scholarly program (Sunday-Tuesday) has 18 symposia sponsored with: BPS, CAR, CMS, GDO, HR, OB, MH, MOC, OCIS, ODC, OMT, PNP, SIM, and TIM. We have symposia on cross-cultural issues, including "Beyond Gangnam Style: The Global Diffusion of Korean Pop Culture", global leadership, such as "Understanding Executive Leadership in Global Roles: What We Know and What We Need to Know", social issues including "Business and Human Rights: Measuring and Tracking Progress", along with many other topics. Check the program for the full schedule.

We also have 64 fantastic paper sessions, with enough for everyone to find something interesting and stimulating. And don't forget the session honoring the recipient of the Strategy & Eminent Scholar in International Management Award, the IM Thought Leadership Café, and the IM D'Amore-McKim School of Business Northeastern University Best Dissertation Award session. Join our Business Meeting on Monday at 6:15PM.

Definitely don't miss our Gala on Monday! This gala is always the AOM's most-attended

Academy Program Highlights

one, and this year is no different. Come and meet our membership and our executive committee members, and party from 8 to 11PM at Catal Restaurant on 1580 Disneyland Dr.

INDIAN ACADEMY OF MANAGEMENT (INDAM)

The Indian Academy of Management (INDAM) promises several innovative and fascinating sessions for its members at the forthcoming Academy of Management Conference in Anaheim, California. For the convenience of the members, all sessions organized by INDAM will be held in the Anaheim Convention Center.

The PDW proposed by Pruthi, Kothari, and Basu is very original and interesting. Its title is **“Indian Diaspora and Venture Creation in Host and Home Countries: A Design Thinking Approach”**. It is scheduled on Saturday, August 6, from 12:30PM to 2:30PM. This integrative PDW cross-fertilizes the disciplines of international business, international human resource management, and entrepreneurship to develop an understanding of Indian diaspora entrepreneurs. It will explore three themes: motivations of Indian diaspora entrepreneurs, role of social capital in venture founding and growth, and women entrepreneurs in the diaspora.

The PDW by Budhwar, Patel, Bhawuk, Zhou, and Sun entitled **“Conducting Context-specific Research with Indigenous Constructs: The Case of China and India”** will take place on Saturday, August 6, from 10:30AM to 12:30PM. Although the indigenous research is quite appealing, there has been limited progress due to a number of conceptual and methodological challenges. This PDW is an attempt to highlight these challenges and encourage discussion and identify future research directions by exploring research problems and offering deeper theoretical approaches that can help understand indigenous specificities.

Sivasubramaniam, Ramaswami, Muthusamy, and Kothari will conduct their PDW **“Building and Strengthening Research Partnerships in India”** on Friday, August 5, from 8:00AM to 11:00AM. This PDW is primarily targeted at

researchers/young scholars in India who are just beginning to develop a research stream, and scholars elsewhere seeking to conduct research in India.

MANAGEMENT CONSULTING (MC)

Enjoy, during Saturday and Sunday, our interesting PDW program, created by our PDW Chair, Dr. Amandine Savall. You will definitely find challenging and innovative sessions, such as: **“Creating Knowledge Relationally during Doctoral Studies”**, **“Moving from Leadership Training to Change Management: One US Federal Government Agency Intervention”**, **“Facilitating Client and Consultant Sense-Making: A “Master-Mind” Workshop”**, and **“How to Improve Higher Education Performance with SEAM?”**

Also, on Saturday (6:15 pm; Marriot Hotel: Grand Ballroom Salon E) all members should join us at the **Management Consulting Division Social Hour** to celebrate the MC program!

Program Chair, Dr. Rosa Nelly Trevinyo-Rodriguez has created a captivating scholarly program with a theme that challenges both those who study and those who practice management consulting.

For Monday she recommends **“The Consultant Profile, Behavior and Career”** where researchers and practitioners will reflect on the particularities independent consultant exhibit—from personality traits to conduct.

Next, in **“Professional Service Firms: Facts, Insights and Conceptions”** participants will share different conceptual frameworks exploring the past, present and future of professional service firms. During the session, an in depth-reflection on how PSFs work and evolve is expected, aligned with a thorough analysis of their strategic key drivers, emergent business models and virtual future.

Moreover at 1.15 pm, at the Marriot Hotel (Northwest Marquis Ballroom), don't miss the **plenary session** of our distinguished speaker, Professor Tom Cummings.

Academy Program Highlights

Finally, attend **“The Role of Power, Legitimacy and Morale in Management Consulting”**, which explores three intangible concepts that define the overall client-consultant relationship.

On Tuesday don't forget to join the **“Management Consulting Cases and Perspectives”** session, where attendees will compare and contrast case studies from France, Morocco, Israel and the US.

MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

Our Keynote address, **Business and Management Education (BME) Research: Last Frontier?**, highlights how our work is an underutilized source of competitive advantage. Former AMLE Editor, Ben Arbaugh, presents the case for BME research as an institutional differentiator, counters common objections to leveraging it in an institution's profile, and identifies mechanisms and tactics for making it a cornerstone of a business school's strategy (Anaheim Convention Center, Room 204A, Mon. 11:30 am).

The scholarly program informs and inspires researchers and instructors with cutting-edge work on themes such as engagement, assessment of teaching practices, visioning, leadership, classroom groups, pedagogical processes and outcomes, online education, emotions, and much more (the Sheraton Park Hotel is our main location).

Our Symposia deal with coaching (Park D, Mon. 8 am) and the perceived value of research (same room, 9:45 am).

The Discussion sessions include international contributions on eclectic, useful and influential topics (Park C, Sun. 12:45 and 2:30 pm).

PDWs: This year we cover all the management education bases: research, pedagogy and practice in teaching, and impacting society. Researchers can join the Writer's Workshop for help with a paper; and if you have a tricky R&R, there is a session on addressing reviewer comments for you. Develop your teaching in

sessions on case teaching, student teams and online management education and many more. There is also an opportunity to unite research and teaching at unique sessions such as reflexivity & arts-based methods, and self-handicapping leadership. Social impact is covered in sessions on sustainability and responsibility.

And don't forget the MED/OBTS/NDSC reception (Plaza D, Sat. 7:30 pm), as well as our Awards and Business Meeting (Tiffany Terrace, Mon. 6:30 pm) followed by the Sweets, Drinks & Treats social (Tiffany Patio, Mon. 7:30 pm).

MANAGEMENT HISTORY (MH)

This year, the Management History Division will be hosting a variety of high-quality PDW and Paper sessions that will be of interest to MH division members, as well as members from other divisions. MH will welcome new AOM attendees at the **“New Member Workshop”** on Friday morning at 8:00 in Garden C of the Sheraton Park Hotel. Another PDW that may prove beneficial to all members of the Academy is the **“Meet the Editors”** session in which participants will have the opportunity to meet editors from different management and marketing history journals in which research from a variety of divisions/disciplines is published. This session will be held on Friday from 1:45-3:45 p.m. in Plaza B of the Sheraton Park Hotel.

There will be five MH Division Paper sessions, all held on Monday in the Sheraton Park Hotel (Plazas B and C). In four back-to-back sessions in Plaza B, attendees will have the opportunity to view the presentations of this year's award-winning papers for the division.

- 8:00 a.m. Session—John F. Mee Award for the Paper with the Best MH Division Contribution
- 9:45 a.m. Session—Sage Award for Best MH Division Paper in Leadership
- 11:30 a.m. Session—Ronald B. Shuman Award for MH Division Best Student Paper

Academy Program Highlights

- 1:15 p.m. Session—JMHA Award for Best International Paper

Finally, the MH Division Business Meeting will be held on Monday at 5:30 p.m. in the Anaheim Marriott Grand Ballroom Salon E. The MH Division Social will commence immediately following the meeting (approximately 6:30 p.m.), also in Salon E. Food and beverages will be served.

MANAGEMENT SPIRITUALITY AND RELIGION (MSR)

The MSR Interest Group will offer a rich variety of innovative and thought-provoking PDWs (Fri –Sat), 11 symposia, and 9 paper sessions (Sun – Tues).

Sunday: All Academy Theme & MSR Showcase symposium “**Distinguished Silicon Valley CEOs Dialog on Spiritual Practice and Organizational Meaning**” with Andre Delbecq, Ricardo B. Levy and Agnieszka Winkler. Hilton Anaheim, Catalina 2, Sunday 12:45pm – 2:15pm.

Monday: Be sure to participate in our MSR Plenary session titled “**Shaping a Meaningful Scholarly-Practitioner Life**” with distinguished speakers, Nancy Adler, Ilma Barros-Pose, Marjolien Lips-Wiersma, and Sandra Waddock. Richard Major will facilitate this interactive session with audience involvement and our commentator, Robert E. Quinn, will offer some reflections on what he has heard. Monday 9:45am – 11:15am, Anaheim Marriott - Grand Ballroom Salon E.

Monday: MSR Showcase symposium “**Social Change for a Healthy World: Leading Meaningfully**” with Otto Scharmer, Riane Eisler, Robert Quinn, Samuel Wilson and Kathryn Goldman Schuyler Monday 11:30am – 1:00pm, following the MSR Plenary session - in the same room. The session is strongly supported by MED and ODC divisions.

A Sample of PDW Workshops:
Friday – “Silence as a Resource for Meaning and Mindfulness in Organizations: Practices for Mind and Body - Humanistic Management”.

Saturday – *What Happens When You Develop the Sustainability Mindset? *Creativity, Imagination and Presence: Improv for Mindful Organizing;

*How Religion and Entrepreneurship Interact?
*Developing a Workplace Spirituality Skill Set
*Cultivating Well-being and Catalyzing Thriving in Our Work Practices, Organizations, and Society
*Sources of Workplace Spirituality Facilitation: Strategies of Organizational Implementation
*Creating Meaningful Organizations: Role of Values, Spirituality, Mindfulness and Leadership.

All are cordially invited to join the MSR Dinner, Friday night - 6:00PM - 9:00PM at Bubba Gump Shrimp Co. At: 321 West Katella Avenue, Suite 101, Anaheim. Pre-registration is required. To register online please visit <https://secure.aom.org/PDWReg>. Join us for our **MSR Business Meeting**, Sunday, ACC 213A 6.30 pm–8pm and followed by our **MSR Social Event** - ACC 213B, 8:00pm – 10:00pm.

MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

Let’s make this fun. We have a great program and we want you to discover it. So we’ve made a “scavenger hunt” to help you find the highlights (defined as: a game in which individuals are sent out to accumulate a series of common, outlandish, or humorous objects, the winner being the person returning first with all the items). The rules are simple, search through the AOM program to answer the following 6 questions about the MOC division. The first 3 people to answer all six and email spencer.harrison@bc.edu will win an MOC t-shirt. Happy hunting!

1. How many paper session titles use titles or lyrics from popular songs?
2. How many paper sessions have references to popular movies?
3. How many paper sessions have words that aren’t really words (e.g. words you would never see in a dictionary)?
4. How many MOC PDW’s use the phrase “in the rough”? (Bonus, what other AOM divisions have started using our catchphrase?)
5. How many MOC PDW’s explicitly involve qualitative methods?
6. How many social events does MOC host?

Academy Program Highlights

NEW DOCTORAL STUDENT CONSORTIUM (NDSC)

Saturday, August 6 2016 8:30AM – 4:00PM,
Anaheim Marriott: Platinum Ballroom 2

The NDSC is a mini-conference within the larger AOM conference. It is one of the longest running and most well attended workshops. The NDSC is a **Professional Development Workshop** specifically focused on early career doctoral students (first and second year).

This year promises to offer one of the most engaging and exciting NDSC sessions yet. We will have speakers from diverse backgrounds, universities, and AOM divisions. It is certain to offer something of value to everyone!

This workshop will fill up quickly. Pass this message along to any first or second year PhD student you know! Pre-registration is required so please make sure to register soon. New doctoral students should register online at <https://secure.aom.org/PDWReg>. The approval code is PDWPYHMG. Online registration ends on **July 9, 2016**.

OPERATIONS MANAGEMENT (OM)

Highlights of this year's program for Operations Management Division:

PDW: Pushing the Methodological Frontiers of Survey Research I & II (Saturday 8:00AM-4:30PM) The purpose of this professional development workshop is to provide an opportunity for OM/SCM researchers who do survey research, to have an opportunity to learn about ways to deal with emerging methodological challenges. Since survey research moved into mainstream OM/SCM research, it has made considerable advances in analytical methods and theory development. However, there are still some issues that are not well addressed by OM/SCM researchers. As the standards for empirical research continue to escalate, these types of issues will lead to more papers being rejected. This workshop seeks to address some of the "blind spots" in current OM/SCM research. The workshop is organized by Barbara Flynn, Mikko Ketokivi, and Dan Guide (Pre-registration required).

Extending Operations Management Theories to Projects (Monday 11:30AM-1:00PM). This insightful OM division plenary session focuses on discussing the linkage between operations management theory and projects. It is organized by Harvey Maylor, Jack Meredith, Jonas Soderlund and Tyson Browning.

ORGANIZATION AND MANAGEMENT THEORY (OMT)

Must-dos

- **Distinguished Scholar Breakfast** (Mon 8 9:30 am) Words of wisdom from John Meyer
- **Business Meeting** (Mon 6:30-7:30 pm) Find out what OMT is up to & receive the 2016 OMT Artifact
- **Meet OMT** (Fri 6-8pm) and **OMT Social Hour** (Mon 7:30-9 pm) Come to both to meet longtime and newer OMTers

Pre-Program

- High-quality divisional PDWs (Doctoral Consortium, Dissertation Proposal Workshop, Junior Faculty Consortium, Teaching Roundtables, and the New and Returning Member Networking and Research Forum)
- Long-standing PDWs on latest developments in Network Analysis, Organizational Design, Behavioral Strategy, Trust, and other broad areas
- New PDWs such as Pragmatism, Performativity, Stigmatization, Business Collective Action, Financial Markets, Emotions and Fieldwork, Using Sports Data, and "Big Data" Research
- Exciting Making Organizations Meaningful theme PDWs including Values and Organizational Theory, Cultural Entrepreneurship, and Using Visual and Material Data to Construct Meaning
- Popular OMT Cafes – topically themed discussions in local cafes where you meet others with similar interests – return as an off-program series. Keep an eye out on social media - you will not find them in the program.

Academy Program Highlights

Scholarly Program

A record 431 papers and 84 symposia on a wide range of meaningful topics ranging from Misconduct to Activism, Emergence to Diffusion, Inequality to Social Responsibility, Control to Change, Inertia to Innovation, and Logics to Networks.

Showcase Symposia:

Sex in the Boardroom - A Debate (Mon 9:45-11:15am), Politics & Organizations (Mon 9:45-11:15am), Qualitative Theory Building (Mon 1:15-2:45pm), Organizing in Refugee Crises (Mon 3-4:30pm), The Meaning of Work (Mon 3-4:30pm), Gender Gap in Entrepreneurship (Mon 4:45-6:15pm), Collaboration in Innovation Ecosystems (Tue 9:45-11:15am), Unconventional Research (Tue 11:30-1pm).

ORGANIZATIONAL BEHAVIOR (OB)

We are excited to share highlights of the OB Division program. All sessions will be in the Anaheim Convention Center.

PDW Workshops

Friday and Saturday. Topics include research productivity, publishing, teaching, mentoring, bridging science and practice, and building an academic career.

Plenary Session

Monday 9:45-11:15 AM, 204BC. Partnering to Make Organizations Meaningful: Bridging OB Academia and Practice. Michael Arena (General Motors), Mike Porath (The Mighty), Chris Porath (Georgetown), Gretchen Spreitzer (U. of Michigan), and Daniel LeClair (AACSB).

Award Winning Sessions

Monday, 1:15-2:45pm, 207A. Outstanding Practical Implications for Management: The Duality of Boundary Spanning: Its Positive and Negative Effects on Team Effectiveness (DeGeest, de Vries, & van der Vegt).

Monday, 3:00-4:30pm, 207A. Best Paper: Jolted into Dominance or Prestige? How Jolts to Groups Affect Status-Striving and Status Conferral (Wee, Derfler-Rozin, & Marr).

Monday, 4:45-6:15pm, 202A. Most Innovative Student Paper: Economic Consequences of Unethical Behavior: An Organizational Context Model (Baker & Johnson).

Tuesday, 8:00 -9:30am 207B. Best Dissertation-Based Paper: Servant leadership transmission and a female advantage: Building and testing a contingent theory (Lemoine, Blum, Watts, & Kean).

Tuesday, 9:45- 11:15am, 209A. Best Symposium: Behavioral Ethics at Work: A Move Towards Developing Interventions that Mitigate Unethicality (chaired by Julia Lee & Ting Zhang).

Tuesday, 3:00-4:30pm, 208B. Best Paper with International Implications: Cultural uncertainty as moderator of the organizational formalization puzzle (Fischer, Ferreira, Gok, van Meurs, Jiang, Fountaine, Harb, Ciecuch, Achoui, Mendoza, Hassan, Mogaji, & Achmadi).

Theme Tracks

On Monday and Tuesday, much of our scholarly program has theme tracks organized by room. These tracks will help you find sequential sessions on similar topics. Find and follow the tracks that interest you!

ORGANIZATIONAL COMMUNICATION AND INFORMATION SYSTEMS (OCIS)

This year's OCIS program features a number of engaging PDWs, paper sessions and symposia. These events will be thought provoking for all scholars interested in information systems, communication, technology and organizations.

Of particular interest are:

- PDW "**Big Data: Implications for Research on Organizations and Technology**" (Saturday, Aug. 6, 8.30-10.30am, Hilton: Catalina 3) will feature panel of researchers and industry

Academy Program Highlights

experts (incl. Mary Beth Watson-Manheim, Alex Pentland, Noshir Contractor, Heng Xu) engaging in thought leadership on new avenues and methods of inquiry in the big data era.

- PDW **“Organizing Work Online with Crowds”** (Saturday, Aug. 6, 4.30-6.30pm, Hilton: Catalina 1), chaired by Joe Cox, will feature discussions of models for organizing and managing crowds in commercial versus non-profit settings.
- Paper session **“Digital Innovation, Knowledge and Value Creation”** (Monday, Aug. 8, 9.45-11.15am, Hilton: Palisades) includes groundbreaking work on value creation, generation of knowledge and the importance of entrepreneurship in digital innovation
- Paper session **“New Meanings of Work and Routines with Technology”** (Monday, Aug. 8, 11.30am-1pm, Hilton: Malibu) will provide original conceptualizations of work, routines and policies with technology.
- Symposium **“Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Deployment’s”** (Tuesday, Aug. 9th, 11.30am-1pm, Hilton: Pacific A) will explore new research avenues of virtual work environments.

This year’s Keynote Speaker is Michael Barrett, Cambridge University (Monday, Aug. 8, 4.45pm-6.15pm, Hilton, Cali. A). The OCIS Business meeting will immediately follow (Monday, Aug. 8, 6.15pm-7.15pm, Cali. D). We will present the latest OCIS activities and feature this year’s awards followed by our Social reception (same room).

ORGANIZATION DEVELOPMENT AND CHANGE (ODC)

A highlight of this year’s program is the Distinguished Scholar Award address to be delivered by Professor Michael L. Tushman, Harvard Business School. This will take place on Monday August 8, 3-4.30pm in the Marriott

Northwest Ballroom and is followed by the ODC Business Meeting (Marriott, Marquis South Ballroom, 4.45-6.45pm) and the ODC Reception (Marriott, Marquis South Ballroom, 6.45-8.45pm).

Our PDW program on Friday and Saturday includes:

- The **ODC Doctoral Consortium** convened by Julie Wolfram Cox and Kate Elgayeva (August 6, 8:30am-6:30pm, Marriott, Platinum Ballroom 3). Pre-registration is required - contact Julie Wolfram Cox (julie.wolfram.cox@monash.edu).
- The ever-popular **“That Was Great!” More High Impact Exercises For Teaching Or Consulting On Organizational Change”** (August 5, 10:30am–12:30pm, Marriott, Northwest Marquis Ballroom).
- A PDW on developing high-impact change research: **“Publishing Inductive Research in Prominent Academic Journals”** (August 6, 5:15pm–7:15pm, Marriott, Northwest Marquis Ballroom).
- We have several outstanding symposia in the scholarly program, including a special symposium that features leading change scholars discussing future research directions:
- **Research Trajectories in Organization Change & Development** (August 8, 11:30am - 1:00pm, Marriott, Grand Ballroom Salon J)

The ODC Division is also cosponsoring two Showcase Symposia:

- **Challenging the Status Quo in Organizations: From Subordinate Challenge to Superior Reactions.** (August 8, 8-9:30am, Convention Center, 210D)
- **Boundary Work in Health Care Teams: Responding to Shifting Demands.** (August 9, 3-4:30pm, Hilton, Santa Monica)

We also have many other outstanding symposia and papers, including the ODC Division Best Paper, **“Paradoxes of Change”** by

Academy Program Highlights

George I. Kassinis and Alexia Panayiotou (U. of Cyprus) that will be presented in the session, **Paradox and Change**, August 9, 1:15pm-2:45pm, Marriott, Orange County Ballroom 1.

ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

The ONE division has a great program lined up for Anaheim! The PDW program launches Friday morning with **Innovating for Sustainability** followed by a PDW devoted to **Multi-level Method Approach on the Topic of Climate Change**. Friday afternoon is reserved for the **ONE Doctoral Consortium**. Saturday morning starts with the joint **SIM-ONE Junior Faculty Consortium** which allows junior scholars to interact with many renowned scholars in CSR and sustainability. Saturday afternoon starts with a PDW introducing **Teaching Sustainability Making use of Mobile Apps**. Several other high quality PDWs will feature topics such as **Stranded Assets in Fossil Fuels, Organizational Resilience to Environmental Risks and the Time Dimension n Sustainability Research**. The **ONE Welcome Reception** will convene in the evening in the Anaheim Marriott.

The scholarly sessions begin on Sunday, with two discussion paper sessions. The first is at 12:45, with the theme **Stakeholders and Sustainability**. The second session is **Governance and Sustainability**.

On Monday we start at 8:00 AM with two great sessions. **Green Consumers and the Information They Depend Upon** and **The Role of Values and Incentives in Fostering Corporate Sustainability**.

Don't miss the **Plenary** at 9:45 Monday morning! The Plenary brings together academics (Tom Lyon, Magali Delmas, and Shon Hiatt) and practitioners to discuss water management and research. With the meetings in Southern California, there is no better time to tackle this issue!

Also on Monday, our **Divisional Business Meeting** is at 4:45 and **Social** begins at 6:30! If you skip the meeting, take in one of the paper sessions: **Financial and Environmental Performance**

and Sustainable Entrepreneurship and Intrapreneurship.

Our great symposia lineup includes **Corporate Short-Termism**, (Monday, 1:15), **Signaling Green**, (Tuesday, 8:00 AM), and concluding with **Sustainable Business Models: Toward Meaningful Organizations and Organizing** (Tuesday, 3:00 PM).

PRACTICE THEME COMMITTEE (PTC)

The Practice Theme Committee was created to develop greater awareness of how practice can usefully inform our scholarship in research and teaching. We welcome all practitioners and scholars to our social events and PDWs. All sessions are at the Anaheim Marriott.

Four sessions build directly on dialogue at past conferences on key PTC themes: executive education, leadership, and the scholarship-practice "divide". Two bring in other core themes: Impact studies and scholar-practitioner collaboration.

Friday's focus is **DBA's and impact**. Then come Saturday morning at 10:15 in the Northeast Marquis Ballroom for a special interactive session with Otto Scharmer and Cipla CEO Subhanu Saxena, joined by Robert Quinn and Susan Skjei, with a focus on creating **Leadership for a Healthy World**. Immediately after in the same room Melanie Cohen brings together scholar-practitioners to discuss **Scholarship into Practice** and later, a session on **Collaboration**.

Celebrate on Saturday at 6:30 pm, when we give the PTC Research Center and Practice Impact Awards.

Friday, August 5, 2016:

- 8:00am - 10:00am: Practice-Oriented Executive Programs That Impact
- 10:15am - 12:45pm: Impact Studies as Collaborative Endeavors: Achieving Meaningfulness in Practice
- 4:00pm - 7:00pm: DBA and Professional Doctorates: Co-Production of Knowledge

Academy Program Highlights

Saturday, August 6, 2016:

- 10:15am - 12:45pm: Leadership for a Healthy World: Creating Meaningful Organizations
- 1:00pm - 4:00pm: Translating Scholarship Into Practice – Which Comes First: Theory or Practice?
- 4:15pm - 6:15pm: Connecting the Dots of Scholar-Practitioner Collaboration at the AOM
- 6:30pm - 8:30pm: PTC Celebration and Awards

Sunday, August 7, 2016:

- 12:00pm - 2:00pm: PTC Business Meeting and Luncheon

Consider becoming active in the Committee, as we welcome new members and plan for the coming year! Contact us through the Member Directory before or during the conference: Co-Chairs Kathryn Goldman Schuyler and Frank Kuo Yu or PDW Chair Marc Bonnet.

PUBLIC AND NONPROFIT (PNP)

Community Service at Bowers Museum to assist in International Cultural Event: Friday, Aug 5 2016 1:00PM - 5:00PM at Offsite in Bowers Museum. Coordinator is Don Wise: awise9@aol.com. This session presents an exciting community engagement service opportunity located in Santa Ana five miles from the Convention Center in Anaheim. We will meet at 1:00 at the convention center and travel together to the museum. Participating service certificates will be presented. The session will end at 5:00.

PNP Doctoral Consortium held Saturday, Aug 6 2016 8:00AM - 2:30PM at Anaheim Marriott in Orange County Ballroom 1. This event is for doctoral students with aspirations to conduct research and teach in public or nonprofit management. The Consortium will give participants the opportunity to a) get tips on finding an academic job, b) present their research or a proposal to get feedback from accomplished scholars, and c) network among peers, future colleagues, and potential employers. To apply, contact Adam Eckerd: aekerd@utk.edu, and Eva Witesman: eva_witesman@byu.edu.

Showcase Symposium (All Academy

Themed co-sponsored with PNP). Mayors as Entrepreneurs: Meaningful Leadership Legacies with Immediate Impact held Sunday, Aug 7 2016 4:15PM - 5:45PM at Hilton Anaheim in Catalina 6. This symposium will explore the CEO aspects of a mayor's responsibilities.

PNP Business Meeting: Sunday, Aug 7 2016 4:30PM - 6:00PM at Anaheim Marriott in Platinum Ballroom 9, 10.

PNP Social: Sunday, Aug 7 2016 6:30PM - 8:30PM at Offsite in Bowers Museum

PNP Plenary Session - A Multidisciplinary View of Volunteer Motivation & its Organizational Impact:

Monday, Aug 8 2016 4:45PM - 6:15PM at Anaheim Marriott in Northwest Marquis Ballroom. Our Distinguished Speaker is Femida Handy, U. of Pennsylvania; and our presenters include: Ram Cnaan, U. of Pennsylvania; Lucas C.P.M. Meijs, Erasmus U. Rotterdam; Moderator: Eric C. Martin, Bucknell U.; & Presenter: Chao Guo, U. of Pennsylvania.

SOCIAL ISSUES IN MANAGEMENT (SIM)

Social Issues in Management offers a variety of PDW consortia and workshops. The SIM Doctoral Consortium begins with an Author's Workshop led by Ed Freeman and continues with panels publishing, teaching, and dissertations.

Saturday kicks off with the SIM-ONE Junior Faculty Consortium, offering constructive support to pre-tenure Assistant Professors. The Mid-Career Scholar Workshop provides a forum for mid-career faculty to discuss common concerns. The Manuscript Development Workshop groups top scholars with early stage papers and their authors. The SIM Speed Networking session allows participants to connect to new colleagues.

PDWs feature workshops on research partnerships for alleviating poverty; theory of business inclusive of social and environmental

Academy Program Highlights

concerns; institutional logics of values and power for CSR; ethics & innovation; and approaches to the base of the pyramid using an interactive simulation.

Saturday evening brings the annual SIM-SBE Joint Keynote Speaker and Reception at the Wyndham Garden Grove Hotel.

The regular program commences Sunday featuring six Discussion Paper sessions about stakeholders, organizational decision making, corruption, and the social context of developing country enterprises.

Monday morning begins with the IABS/SIM Jumpstart Breakfast. Division Papers cover ethics, CSR, stakeholders, sustainability, political activity, and more. The SIM Division Business Meeting and our fabulous SIM Social Gathering occur late Monday afternoon and evening. All are welcome!

Tuesday offers an excellent slate of Division Papers and six symposia about gendering the HRM-CSR nexus in developing countries; history, memory & CSR; trade associations; business & human rights; institutionalization of corruption; and organizations and domestic violence. The SIM Annual Plenary is devoted to the life of our dear colleague, Ann Buchholtz, who passed away late last year – we will reflect on how her scholarly work and values can propel our own work and lives.

STRATEGIZING ACTIVITIES AND PRACTICES (SAP)

The SAP IG features a diversity of work represented by 46 papers, 4 symposia and 7 PDWs across a range of SAP-relevant topics. All PDWs and scholarly program sessions are taking place at the Hilton Anaheim (unless otherwise stated).

Here is a taster for some of the sessions we will be hosting:

The Doctoral & Early Career Program is a one-day event which takes place on Friday, August 5th. We have selected three PDWs for the targeted skill level, multiple networking possibilities as well as individual coaching with advanced SAP scholars. Please note that pre-registration is required.

08:00–9:30 “Bridging Strategic Practices and Information Systems for Real-Time Strategic Management” (Facilitators & Presenters: Kohtamäki, Vaara, Farmer).

9:45–11:45 “So you finished your dissertation... Now What? Advice for managing academic careers worldwide” (Facilitation: Bednarek, Dittrich, Smith; Panel: Balogun, Jarzabkowski, Mantere).

12:00–4:45 “Coding in the trenches: Qualitative Analysis Boot Camp” (Facilitation: Cloutier, Smith; Plenary: Golden-Biddle; Presenters: Ravasi; Langley; Furnari; Phillips; LeBaron; O’Kane).

Social Dinner and Meet & Greet: Continuing with past success, please reserve Friday night to our SAP informal dinner and watch out for our Meet & Greet breakfast sessions during the conference. Pre-registration required.

PDW on “A Practice-based Perspective on Paradox: Studying Strategic Tensions”, Saturday, 10:15am-12:15pm Hilton Anaheim: Pacific B (Organizers: Bednarek, Knight, Lé).

SAP Distinguished Keynote Jean Bartunek “When academic relevance truly happened in practice: The US consumer financial protection bureau”, Discussant: Julia Balogun. Monday 9:45am - 11:15am Hilton Anaheim: Pacific A.

Featured symposium on “Meaningful strategy” (Organizer & Chair: Saku Mantere, Discussant: Paula Jarzabkowski), Monday. 3:00pm - 4:30pm Hilton Anaheim: San Simeon A.

TEACHING THEME COMMITTEE (TTC)

Faculty members around the world face multiple and varied challenges when it comes to fulfill their teaching responsibilities. This year’s PDWs sponsored by our group provides a diverse and relevant set of activities and discussions to help you coping with these challenges. Perhaps more importantly, it gives you the chance of interacting with a great group of highly dedicated and committed group of individuals who can be great resources, colleagues and friends moving forward. Below some of the key highlights of this great set of PDWs:

Academy Program Highlights

Make 'em Laugh: Using Humor as a Tool for Learning:

Friday, Aug 5 2016 12:15PM - 2:15PM at Sheraton Park Hotel in Palm West

Challenges in Classroom Management—A TTC Interactive Workshop:

Friday, Aug 5 2016 5:00PM - 7:00PM at Sheraton Park Hotel in Park D

Innovative Reflection Tools for Management Development and Education:

Saturday, Aug 6 2016 3:45PM - 5:45PM at Sheraton Park Hotel in Palm East

Teaching Special Populations: Creating an Effective and Inclusive Classroom Experience:

Saturday, Aug 6 2016 8:00AM - 10:30AM at Sheraton Park Hotel in Plaza A

Meaningful Interactions in the Classroom through Interactive Exercises:

Saturday, Aug 6 2016 10:45AM - 12:45PM at Sheraton Park Hotel in Plaza A

Strangelove the instructor, or how I learned to stop worrying and love teaching:

Saturday, Aug 6 2016 1:00PM - 3:30PM at Sheraton Park Hotel in Plaza A

Teaching with Technology: Meaningful Classroom Experiences and Meaningful Organizational Skills:

Saturday, Aug 6 2016 8:00AM - 10:00AM at Sheraton Park Hotel in Plaza D

TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)

The TIM pre-conference program has much to offer to the conference theme of Making Organizations Meaningful. Our workshops on Friday and Saturday discuss methods to study innovation (e.g. patent data, experiments), emerging issues in innovation practice (e.g., lean startups, design) and the renewal of established industries (e.g.: platforms

and ecosystems dynamics, disruptive innovations).

TIM Wiley Distinguished Scholar Luncheon: This year's TIM Distinguished Speaker is Giovanni Dosi, Professor of Economics at Scuola Superiore Sant'Anna, Pisa, Italy. Saturday August 6, 12-1:30pm, in Marriott Grand Ballroom Salon F.

The 2016 TIM Plenary will (playfully) ask the community to apply the patent standard to our own work. Which, if any, TIM theories are novel, non-obvious, and useful for industrial practice? Three leading innovation scholars will explore the originality of TIM research and question whether and how our theories inform practice. Monday August 8, 11:30-1pm, in Marriott Northwest Marquis Ballroom.

Three TIM showcase symposia address particularly novel and timely issues:

- **The Gender Gap in Science and Technology: Causes and Consequences.** Tuesday 9:45-11:15am. Marriott Platinum Ballroom 2.
- **Collaboration in Innovation Ecosystems: Firm Strategy and Inter-Organizational Ties.** Tuesday August 9, 9:45-11:15am, in Marriott Platinum Ballroom 8.
- **Beyond the Experience Curve: Learning and Selection in Corporate Development Activities.** Tuesday August 9 3-4:30pm in Hilton Mezzanine 1.

The 300 papers divided into TIM sessions are organized into eight topical tracks:

- Track A. Open & Collaborative Innovation
- Track B. Technology Innovation Strategy
- Track C. Alliances & Ecosystems
- Track D. The Innovation Environment
- Track E. Learning, Search, and Knowledge
- Track F. Multi-Level Innovation: Creativity & Teams
- Track G. New Product Development & Introduction
- Track H. Intellectual Property Strategy

Special Thanks

AOM Program Chair: Mary Ann Glynn

AOM PDW Chair: Carol T. Kulik

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Associate Director of

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Placement: Darren Treadway

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Program & PDW Chairs**

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PDW Chair: Xavier Martin

CAR - Careers

Program Chair: Bert Schreurs

PDW Chair: Scott Seibert

CM - Conflict Management

Program Chair: Peter H. Kim

PDW Chair: Yekaterina

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CMS - Critical Management Studies

Program Chair: Paul F.

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PDW Chair: Mark Learmonth

ENT - Entrepreneurship

Program Chair: Christina

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GDO - Gender & Diversity in Organizations

Program Chair: Patrick F.

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PDW Chair: Donna Blancero

HCM - Health Care

Management

Program Chair: Amy

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HR - Human Resources

Program Chair: Deidra J. Schleicher

PDW Chair: Ingrid Fulmer

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PDW Chair: Elizabeth L. Rose

MC - Management Consulting

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PDW Chair: Amandine Savall

MED - Management Education & Development

Program Chair: Miguel R.

Olivas-Lujan

PDW Chair: Paul Hibbert

MH - Management History

Program Chair: Stephanie

Pane Haden

PDW Chair: James M. Wilson

MOC - Managerial &

Organizational Cognition

Program Chair: Spencer

Harrison

PDW Chair: Morela Hernandez

MSR - Management,

Spirituality & Religion

Program Chair: Mary Finney

PDW Chair: Michael Andreas

Pirson

OB - Organizational Behavior

Program Chair: Jeffrey R.

Edwards

Program Chair (symposia):

Cristina Gibson

PDW Chair: Steffanie L. Wilk

OCIS - Organizational

Communications & Information

Systems

Program Chair: Emmanuelle

Vaast

PDW Chair: Likoebbe Maruping

ODC - Organization

Development & Change

Program Chair: John Amis

PDW Chair: Danielle Zandee

OM - Operations Management

Program Chair: Manpreet Hora

PDW Chair: Virpi Turkulainen

OMT - Organization &

Management Theory

Program Chair: Marc-David L.

Seidel

PDW Chair: Davide Ravasi

ONE - Organizations & the Natural Environment

Program Chair: Glen Dowell

PDW Chair: Jonatan Pinkse

PNP - Public & Nonprofit

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RM - Research Methods

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PDW Chair: David Wasieleski

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PDW Chair: Sankalp

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Theme Committee

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Sue-Chan

IAM - Iberoamerican Academy

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PDW Chair: Miguel Quinones

INDAM - India Academy of

Management

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ITC - International Theme

Committee

PDW Chair: Radha R. Sharma

NDSC - New Doctoral Student

Consortium

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PDW Co-Chair: Christian

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PDW Co-Chair: John Ross

TTC - Teaching Theme Committee

PDW Co-Chair: Thomas P.

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PDW Co-Chair: Ricardo

Flores

PTC - Practice Theme

Committee

PDW Chair: Marc Bonnet

All -Academy Theme

Committee Chair:

Mary Ann Glynn

All-Academy Theme

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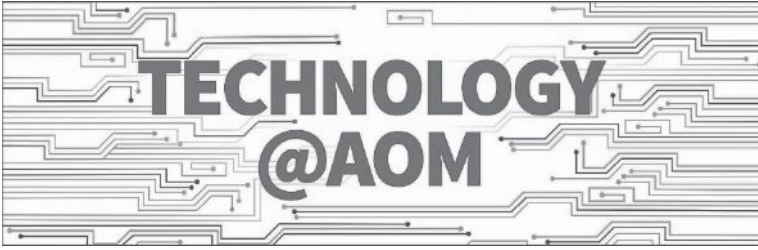
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Technology Center & Express Check-In Kiosk Information

KEY:

- Express Check-In Kiosks (*For Pre-Registered Attendees ONLY*)
- Stationed Computer Access
- Wireless Internet Access
- Charging Stations
- Exhibit Hall

<p style="text-align: center;"><u>Anaheim Convention Center</u></p> <p> - Outside of Hall C <i>Available:</i> Thursday, August 4th, 5pm-7pm Friday, August 5th – Monday, August 8th, 8am-7pm Tuesday, August 9th, 8am-5pm</p> <p> - Hall C <i>Available:</i> Friday, August 5th, 6pm-8pm Saturday, August 6th – Sunday, August 7th, 8am-5pm Monday, August 8th, 8am-2pm</p> <p style="text-align: center;">(Wireless Signal: AOM Password: AOM-2016)</p>	<p style="text-align: center;"><u>Mobile Features</u></p> <p style="text-align: center;">Download the AOM Annual Meeting App</p> <div style="text-align: center;">  </div> <p style="text-align: center;">http://aom.link/aomtech</p>
<p style="text-align: center;"><u>Sheraton Park Hotel</u></p> <p> - El Prado Foyer <i>Available:</i> 24/7 beginning Thursday, August 4th at 5pm and ending Tuesday, August 9th at 3pm</p> <p style="text-align: center;">(Wireless Signal: AOM Password: AOM-2016)</p>	<p style="text-align: center;"><u>Hilton Anaheim</u></p> <p> - Ballroom Level Foyer <i>Available:</i> 24/7 beginning Thursday, August 4th at 5pm and ending Tuesday, August 9th at 3pm</p> <p style="text-align: center;">(Wireless Signal: AOM Password: AOM-2016)</p>
<p style="text-align: center;"><u>Anaheim Marriott</u></p> <p> - Platinum Ballroom Foyer <i>Available:</i> 24/7 beginning Thursday, August 4th at 5pm and ending Tuesday, August 9th at 3pm</p> <p style="text-align: center;">(Wireless Signal: AOM Password: AOM-2016)</p>	<p style="text-align: center;"><u>Speaker Prep Room Locations:</u></p> <p>Anaheim Convention Center: 213D Hilton Anaheim: Office C, 3rd Floor Anaheim Marriott: Gold Key 1&2</p> <p>Click here for a list of business center hours & locations</p>

Please do not use the AOM provided internet to stream or download media

MEET US IN **THE QUAD** - A PLACE FOR MEMBERS TO CONNECT TO **COMMUNITY, RESOURCES AND KNOWLEDGE.**



The Quad is a central gathering place at the Annual Meeting, located in the Exhibit Hall, where members can...

- engage and build relationships with fellow members
- connect with their Division & Interest Groups and learn more about their communities
- speak with Membership and Publications representatives in the **NEW Member Resource Center**



Exhibit Hall • Anaheim Convention Center • Hall C • August 5-8, 2016 • #AOM2016

Anaheim Housing Map



- A - Anaheim Convention Center**
- B - Hilton Anaheim**
- C - Anaheim Marriott**
- D - Sheraton Park Hotel at the Anaheim Resort**
- E - The Annabella Hotel**
- F - Hyatt Place at Anaheim Resort**
- G - Clarion Hotel Anaheim Resort**
- H - Courtyard Anaheim Resort**
- I - Cortona Inn & Suites Anaheim Resort**
- J - DoubleTree Suites by Hilton Anaheim Resort**
- K - Desert Palms Hotel & Suites Anaheim Resort**
- L - Anaheim Portofino Inn & Suites**

- M - Red Lion Hotel Anaheim Resort**
- N - SpringHill Suites Anaheim Resort**
- O - Stanford Inn & Suites**
- P - Super 8 Anaheim**
- Q - Homewood Suites by Hilton Anaheim Resort**
- R - Hilton Garden Inn Anaheim/Garden Grove**
- S - Hampton Inn & Suites Anaheim/Garden Grove**
- T - Anaheim Marriott Suites**

****Not shown: Disney's Grand Californian Hotel & Spa and Embassy Suites Garden Grove**

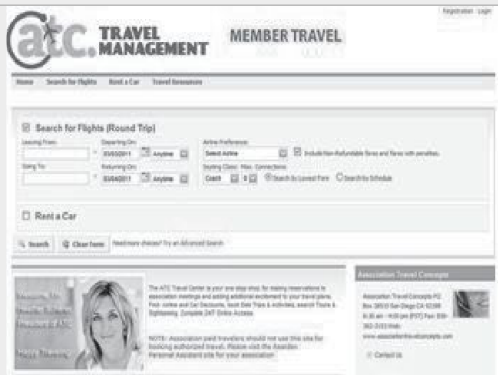


76 th Annual Meeting of the Academy of Management	August 5-9, 2016 Anaheim, CA	Official AOM Travel Provider ATC Travel Management
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DISCOUNTS & SERVICES

- Discounted fares are available on United Airlines and Delta Airlines using ATC Travel Management’s services. Discounts vary on applicable classes of service for tickets purchased more than 30 days prior to the meeting. Restrictions apply and not all classes of service apply for the discount.
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Restrictions apply. *Service fees apply to ticketed reservations. You may also call your own agency or the vendors directly and refer to the following ID numbers:

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The Academy of Management Extends Special Appreciation to All of the Sponsors of the 76th Annual Meeting of the Academy of Management

Platinum Plus Sponsor:

◆ Pace University, Lubin School of Business

Founded in 1906, Pace University has nearly 13,000 students across its six schools. The Lubin School of Business is a nationally ranked leader in business education. We prepare students to become leaders in management-competent in their chosen fields, multidisciplinary in problem solving, ethically aware, grounded in action, trained in outcomes, and socially responsible. Lubin offers small classes, outstanding faculty, a student-centered environment, convenient locations, and full- and part-time programs in New York City and Westchester County.

International Partnerships

Audencia (France); BI Norwegian Business School (Norway); CEFAM (France); EAE Business School (Spain); EDHEC Business School (France); EM Normandie (France); ESCE (France); Paris School of Business (France); European Business School Paris (France); Grenoble Ecole de Management (France); INSEEC (France); Tokyo Keizai University (Japan); and Universidad Europea (Spain and Portugal).

Academic Programs

- Bachelor of Business Administration (BBA) – including minors
- Combined Degree Programs (BBA/MBA, BBA/MS, MBA/JD)
- Master of Business Administration (MBA)
- Fast Track MBA in Financial Management (Pleasantville Campus Only)
- Master of Science (MS)
- Executive MBA (EMBA)
- Master's in Finance for Professionals (MFP)
- Doctor of Professional Studies (DPS)
- Advanced Graduate Certificate Program

Points of Distinction

- Lubin's dual accreditation for both business and accounting by the Association to Advance Collegiate Schools of Business (AACSB) International is an elite distinction shared by fewer than 2% of business schools in the world.
- Lubin has been ranked by PayScale.com in the top 6% for Best Graduate Schools, in the top 8% for Best Colleges for Business Majors.
- Lubin has been ranked by Payscale.com in the top 12% of US colleges providing a strong return on investment.
- Lubin's undergraduate and graduate accounting programs are ranked in the Top 50 by the *Public Accounting Report*, which is widely circulated to CPA firms that hire Lubin students.
- Tax Talent's 2016 Educational Survey Series ranks Lubin's MBA in Taxation third and Lubin's MS in Accounting ninth in the United States.
- The undergraduate business program at Pace University's Lubin School of Business is ranked among the best business programs nationwide by *U.S. News & World Report* in its "Best Colleges" survey.
- Lubin's part-time MBA program is ranked among the best programs nationwide by *U.S. News & World Report* in its "Best Graduate Schools" survey.
- Lubin is the first U.S. business school to earn exemptions for ACCA certification in accounting.
- Several of Lubin's finance programs have received prestigious recognition from the CFA Institute and the Global Association of Risk Professionals (GARP). This is reflective of the outstanding quality of our finance programs.

To learn more about the Lubin School of Business, visit <http://www.pace.edu/lubin>

Platinum Sponsors:

◆ **BI Norwegian Business School** (*Sponsor of the Hotel Key Cards*)

BI Norwegian Business School in Oslo is looking for new faculty members. Is Oslo, Norway your next work place? Oslo is connected to all the major European cities with several flights per day; most European destinations are less than two hours away. Read more about Oslo at: <http://www.visitoslo.com>.

About BI Norwegian Business School

With its approximately 20 000 students and 400 faculty, the BI Norwegian Business School is Europe's second largest business school, and is Norway's largest supplier of economic and administrative professionals. BI's academic rigor places the business school among the top schools in Europe. Since 1983, more than 200 000 graduates have completed their studies at BI.

Ranking and Accreditations

BI is the only Norwegian "Triple Crown" schools, which means BI holds three of the most important accreditations for a business school with international ambitions: the European EQUIS (European Quality Improvement Systems), the American AACSB (The Association to Advance Collegiate Schools of Business) and the British AMBA (The Association of MBAs). Schools with all three are called "Triple Crown" schools, and they are in a class of their own among international business schools. About 70 of an approximate total of 15 500 business schools globally, could pride themselves on a Triple Crown status.

BI was ranked as number 41 in the Financial Times European Business School Rankings 2015.

International Profile

BI Norwegian Business School has an international profile and its faculty cooperates extensively internationally. BI also has student exchange agreements with more than 200 institutions in 48 different countries. Approximately 25 % of BI's faculties are from other countries than Norway.

BI's Strategy 2015-2018 states the clear ambition to increase the number and proportion of international

faculty at BI Norwegian Business School both through permanent and temporary full-time positions, and through part-time and visiting, guest lecturing arrangements.

Research areas

BI Norwegian Business School boasts Norway's leading faculty in the fields of economics, management, strategy, marketing and finance. The school has 9 research departments:

- Department of Finance
- Department of Innovation and Economic Organization
- Department of Communication and Culture
- Department of Leadership and Organizational Behaviour
- Department of Marketing
- Department of Accounting, Auditing and Business Analytics
- Department of Economics
- Department of Strategy
- Department of Law

In addition to this, BI has 17 research centers associated with the various departments that address knowledge development and communication on specific sectors and topics.

BI's Portfolio

- Bachelor: 12 BSc programs, plus the BSc in Business Administration
- MSc: 5 full-time MSc programs
- Executive Education: More than 200 part-time courses and programs, of which 100 were specially adapted or tailor-made training programs for private and government enterprises.
- PhD: Since 2000, more than 100 candidates have earned a PhD at BI Norwegian Business School

BI is a private non-profit organization. Its internationally acclaimed and award-winning main campus is located Oslo. Natural light and open spaces create the sensation of being in an indoor village; a place where everybody feels at home.

For more information about BI, please visit <http://www.bi.edu>

Welcome to visit us in Oslo!

♦ **Aarhus BSS, Aarhus University's Business School**
(Sponsor of the All-Academy Reception)

Aarhus BSS – a visionary business school with an international scope

Aarhus BSS is a broad business school and one of the four faculties at Aarhus University. With 16,700 students enrolled, the school ranks among the largest business schools in Europe and is the largest university-based business and social science institution in Denmark.

The school employs more than 500 researchers who conduct research and teaching in disciplines ranging from business, economics, finance, corporate communication, marketing and management to psychology, political science, law and engineering.

Our lecturers implement the latest research into their courses, and our researchers are engaged in numerous core and cross-disciplinary research projects aimed at solving the global economic and societal challenges facing our globalised society. Furthermore, Aarhus BSS is part of an internationally acclaimed university, which ranks among the top 100 universities in the world according to several international rankings and was home to two Nobel Prize winners, one of whom was affiliated with Aarhus BSS.

As a broad business school, we aim to represent and convey the complexity and heterogeneity of contemporary society, and we strive to remain at the vanguard of research and to solve the challenges facing the global world today.

Challenging the status quo

At Aarhus BSS, we challenge the status quo of business schools and have an innovative understanding of what constitutes a business education. If the global financial crisis has taught us anything, it is that the traditional profit-driven business mindset is not enough to succeed. Preparing for the future means recognising the growing interdependence of all areas of business – legal, political, financial and cultural – which combined contribute to generating successful business operations.

As the largest educational institution in business and social sciences in Denmark, the school is the main producer and supplier of highly skilled graduates to the Danish business sector. At Aarhus BSS, we challenge the known and push boundaries to provide

our students with skill-sets that are not only relevant for today's labour markets but for lifelong careers.

We offer research-based degree programmes, from Bachelor's and Master's degree to PhD and continuing education programmes, all developed in close dialogue with our stakeholders in the business community and public sector.

We provide our students with knowledge of the practices, laws, cultures, and economics and political development of the global world in which they must navigate. And the broad scope of our research activities and degree programmes enables us to attract scholars and students from all over the world, creating an international environment where academic views are exchanged and experiences gathered.

Aarhus BSS is accredited by the esteemed international accreditation bodies AACSB, AMBA and EQUIS, the latter specifically applying to the school's Department of Management, Department of Economics and Business Economics, and Department of Business Communication.

♦ **ESMT European School of Management and Technology**
(Sponsor of the New Doctoral Student Consortium)

ESMT European School of Management and Technology was founded in October 2002 by 25 leading global companies and institutions. The international business school offers a full-time MBA, an executive MBA, a master's in management as well as open enrollment and customized executive education programs. ESMT focuses on three main topics: leadership and social responsibility, European competitiveness, and the management of technology. Additionally, the business school provides an interdisciplinary platform for discourse between politics, business, and academia. ESMT is based in Berlin, Germany, with Schloss Gracht as an additional location near Cologne.

The academically independent private business school is accredited by the German state, AACSB, AMBA, and FIBAA. Following the recommendation by the German Council of Science and Humanities (Wissenschaftsrat) in 2013, the Berlin Senate awarded the PhD granting right to ESMT. At the same time, the Berlin Senate extended the School's status as a state recognized institution of higher education similar to that of a university in Germany for another ten years, the longest possible period.

ESMT positions itself as a research-led institution: it strives to generate relevant and ground-breaking knowledge for managers and policy-makers by integrating world-class research with a practice-oriented approach.

Areas of research, teaching, and thought leadership include:

- Corporate responsibility and long-term stakeholder management
- Organizational behavior, talent management, leadership
- Leadership and succession management
- Bringing technology to market, green technology, energy
- Innovation management
- Competition Analysis

The international faculty of ESMT is currently made up of 32 members from 18 countries. They have a wide variety of backgrounds and collaborate in an exceptional academic environment. ESMT professors have earned their PhD degrees from top institutions such as Columbia University, Cornell University, Wharton School, London Business School, and INSEAD. Research conducted at ESMT aims at having a significant impact at the highest academic levels, generating new knowledge and boosting sustainable growth. The research output of ESMT faculty is published in peer-reviewed international academic journals, which are first-class in their respective fields.

Visit the faculty and research section of our website for information on our faculty, job openings, and recent publications at www.esmt.org.

◆ **IMD** *(Sponsor of the Conference Tote Bags)*

The IMD Difference

IMD is a top-ranked business school. We are the experts in developing global leaders through high-impact executive education.

Why IMD?

- We are 100% focused on real-world executive development
- We offer Swiss excellence with a global perspective
- We have a flexible, customized and effective approach

We are 100% focused on real-world executive development

All IMD programs and services focus on real-world challenges faced by executives. We work with our clients—individuals, teams and organizations—to resolve their issues, build capabilities and prepare for the future.

We attract outstanding Faculty members who combine thought leadership and practical experience. Run like a business, not only as an academic institution, we adopt a relentlessly problem-solving approach to create lasting value and impact.

We offer Swiss excellence with a global perspective

Based in Switzerland and also operating out of key locations worldwide, IMD shares its host nation's commitment to excellence while offering a unique global experience.

Consistently at the top of rankings, we are intellectually and culturally diverse with no single dominant nationality and no one world view. Just look at the numbers:

- More than 8,000 executives from 98 countries come to IMD each year
- 120 global companies chose IMD for their customized programs each year
- 80,000 alumni are members of 45 clubs around the world
- Over 34 different nationalities represented in the IMD Faculty and Staff
- IMD is ranked No. 1 in open programs worldwide (2012 & 2013) and No. 1 in executive education outside the US (Financial Times 2008-2013)

We have a flexible, customized and effective approach

IMD is constantly innovating to give our clients the programs they need, where and how they need them.

Without the constraints of traditional university structures and academic processes, we are agile and responsive. Starting from our own pioneering approaches—such as action learning and blended learning — our programs are adapted to address each client's individual challenges. Our only goal is to meet our clients' needs as quickly, flexibly and effectively as possible.

◆ **Isenberg School of Management, UMass Amherst**
(Sponsor of the ID Name Badge Lanyards)

The Isenberg School of Management, on the University of Massachusetts Amherst flagship campus, is the Bay State's premier public business school. Isenberg offers AACSB-accredited programs with bachelor's, master's, and Ph.D. degrees in management, accounting, finance, marketing, and operations management. It also has bachelor's, master's, and Ph.D. programs in hospitality & tourism management, and sport management. Isenberg is home to the Mark H. McCormack Collection, an extensive archive that chronicles the history of modern sport management.

Admission to Isenberg is highly selective. Our high-achieving students are diverse in both backgrounds and interests.

The school offers an innovative learning environment with state-of-the-art technology that encourages experiential learning and interaction between students and faculty.

Many of the school's most successful alumni maintain deep, ongoing involvement, serving as mentors, network connectors, and guest lecturers.

A Tradition of Leadership in Business Education: Isenberg is one of New England's first three accredited business schools, has the region's oldest doctoral program, and has accepted international exchange students for nearly three decades.

- Founded: 1947
- Students: 5000+ (3,500 undergraduates, 1,319 master's (Includes Full-time MBA; online/part-time MBA; M.S.), 75 Ph.D.
- Isenberg's Ph.D. program is the oldest and largest among New England's public colleges and universities. Its graduates hold faculty positions in industry and at more than 100 colleges and universities.
- 42,000 living alumni

Management at Isenberg

The Management Department at Isenberg equips students with the knowledge and capabilities to excel in leadership positions in both large, complex organizations and smaller enterprises. Our innovative curriculum places special emphasis on skills related to the management of change, sustainability, and entrepreneurship and innovation. Members of the faculty are recognized thought leaders in a variety of areas including:

- Strategic decision-making processes, Corporate entrepreneurship, Management of strategic change
- Business Leadership: Self-Leadership, Empowered teams, Shared leadership
- Knowledge and human capital
- Services management
- Qualitative research, Alternative paradigms, Cultural and gender perspectives on organizations and management

Department faculty have published research on these and other topics in the field's most visible outlets, including Academy of Management Journal, Academy of Management Review, Academy of Management Perspective, Strategic Management Journal, Administrative Science Quarterly, Journal of Management, Journal of Management Studies, Journal of Applied Psychology, Organization Science, among many others. Our faculty members have also served in editorial roles and leadership positions in the Academy and other professional groups.

◆ **Society for Human Resource Management (SHRM)**
(Sponsor of the Mobile Meeting App)

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China, India and United Arab Emirates.

SHRM develops key resources and tools for management and HR professionals worldwide. As the premier thought leader in HR, SHRM develops a professional community to share expertise and foster innovation in HR worldwide through:

- An HR Competency Model and competency-based professional certification
- Research and metrics including customized benchmarking, trends, forecasting, and labor market data
- SHRM Foundation instructional DVD series, Effective Practice Guidelines and Executive Briefings

- Curriculum guidelines and teaching resources available for faculty
- An HR-degree program capstone exam

For over 65 years, SHRM has provided resources and tools to address needs of HR professionals and proactively cultivates the next generation of HR leaders. Our steadfast commitment to HR education is an integral component of SHRM's mission and values.

Learn more about everything SHRM has to offer at SHRM.org. Follow us on Twitter at Twitter.com/shrm and like us on Facebook at Facebook.com/societyforhumanresource management.

♦ **WU Vienna University of Economics and Business**
(Sponsor of Conference Tote Bags)

As largest public business university in the EU, WU is located in Vienna, Austria – the gateway to Central and Eastern Europe, home to international organizations as the UN or OPEC and the headquarter of multinational companies. The only university of its size to be accredited by EQUIS, WU's Executive Academy is also AMBA-accredited. The Financial Times has ranked WU's Master in International Management program at rank 22 in 2014. WU Undergraduate Programs
BSc Business, Economics & Social Sciences (in German)
LL.B. Business Law (in German)

WU Graduate Programs
In English:

- MSc Quantitative Finance
- MSc Strategy, Innovation & Management Control
- MSc Supply Chain Management
- MSc Marketing
- MSc Information Systems
- MSc Socio-Ecological Economics and Policy
- MSc/MIM International Management (CEMS)
- PhD Finance
- PhD/DIBT International Business Taxation

In German:

- MSc Business Education
- LL.M Business Law
- MSc Economics
- MSc Business Informatics
- MSc Finance and Accounting
- MSc Management

- MSc Socio-Economics
- MSc Taxation and Accounting
- Doctorate Social and Economic Sciences
- Doctorate Business Law

WU Executive Academy

MBA, EMBA, MBL and LL.M. programs and certificate programs in German and English. WU has a strong international orientation with about 25% of its 23,000 degree students coming from abroad and 1,000 incoming exchange students every year. With memberships in PIM and CEMS and over 230 partner universities on all six continents as well as 8 annual international summer universities, WU is part of a network of excellent universities. Come and explore Vienna, experience WU!

Gold Sponsor:

♦ **Project Management Institute**
(Sponsor of the Media Cube)

PMI is the largest not-for-profit membership association for the project management profession. PMI Academic Resources works to advance the profession through research and education programs, informing the practice of project management and the real-world application of research results. The group is devoted to building and advancing the future of the project management profession through knowledge creation, dissemination and education of the next generation of project managers and project management scholars.

Project management is the strategic competency that enables organizations to implement strategies and deliver expected benefit, and PMI has invested more than US\$18 million in project management research since its inception, which supports the work of academics through a dedicated research program. **View more information on all PMI academic and teaching resources at PMITeach.org.**

Knowledge Creation

- Funding for new academic and thesis research in project, program and portfolio management
- Project management curriculum and teaching resources
- Research-informed Standards, utilizing new research in project management to support and inform the development of PMI Standards

Dissemination

- Venues to showcase, present and discuss new and cutting-edge research
- Opportunities to exchange ideas and network with scholars and advanced practitioners
- Access to publications including articles, books and papers on basic and applied research findings

Recognition

- Academic research awards recognize individuals, or groups of individuals, whose work has significantly advanced the concepts, knowledge, and practices of project, program, and portfolio management, through the adoption or adaptation of research into practice and published books that advance knowledge in the field.

Silver Sponsor:

♦ **Aalto University Executive Education** **(Sponsor of the Hydration Stations)**

Aalto University Executive Education (Aalto EE) offers high-quality executive education and leadership development services globally; customized solutions, MBA & DBA programs, and open enrollment programs. Aalto EE contributes to the creation of worldwide executive networks for our customers. It is our mission to build a better world through better leadership, and educate a new generation of leaders with a global outlook and sense of diversity, integrity and social responsibility.

Aalto EE is supported and wholly owned by Aalto University – the leading university in Finland – where art and science meet technology and business. Aalto University brings to Aalto EE's offering a multidisciplinary approach together with innovative learning methods; this provides a unique combination of practical expertise with Aalto University's latest research.

Aalto EE holds the AACSB, AMBA and EQUIS accreditations and is ranked among the top 50 executive education providers by the Financial Times. We have two main offices: one in Helsinki, Finland and the other in Singapore. Additionally Aalto EE offers programs in Poland, South Korea, Taiwan, China, Indonesia, Sweden, the Baltic countries, Russia and Iran. Annually, clientele from over 1,000 companies benefit from our goal-oriented and comprehensive

learning experience with a proven impact on both the individual and the organization.

Our distinctive strengths lie in the global operating model and prestigious global partner institutions. Aalto EE is proud to be a bridge between Northern Europe and Asia. In the Nordic countries we are building a position as a regional thought leader.

www.aaltoee.com

Leadership University Sponsors:

Carroll School of Management, Boston College

Boston College was founded in 1863 by the Society of Jesus (Jesuits). Today it is one of the nation's foremost universities, with an enrollment of nearly 14,700 undergraduate and graduate students from all 50 states and more than 80 countries. Each year, the University confers more than 4,000 degrees in more than 50 fields of study through eight schools and colleges. Faculty members are committed to both teaching and research and have been honored by Carnegie Foundation for the Advancement of Education and the MacArthur Foundation. Boston College is ranked 31st among national universities by U.S. News & World Report.

The Carroll School of Management provides undergraduate and graduate management education attuned to the needs of today's business world. Aligned with the philosophy of Boston College, the Carroll School develops leaders and managers who bring an ethical perspective to leadership. Approximately 2,000 undergraduate and 800 graduate students enroll annually. The undergraduate program ranked #4 in Bloomberg Businessweek's "Best Undergraduate Business Schools 2014." The full-time master in business administration program ranked #3 in Boston and #52 out of 209 nationally ranked programs in Bloomberg Businessweek's "2014 Best B-Schools." The Carroll School also offers master of science degrees in finance and accounting, and doctoral programs in finance and organization studies.

The Carroll School enjoys a rich tradition of education and research focused on advancing values-driven management and leadership. Our more than 100 full-time faculty members are organized in seven academic departments: accounting, business law, finance, information systems, management and organization, marketing, and operations management. They make significant

contributions to management research, education, and practice by publishing articles in renowned journals, participating in editorial review boards, and serving in leadership roles in professional organizations.

In addition to our degree programs, the Carroll School provides executive development programming for professionals in our research centers, including Boston College's Chief Executives Club, the Center for Retirement Research, the Center for Corporate Citizenship, the Center for Work & Family, the Joseph E. Corcoran Center for Real Estate and Urban Action, the Lynch Leadership Academy, and the Winston Center for Leadership and Ethics.

For more information, please visit www.bc.edu/csom.

University of South Australia Business School
The University of South Australia Business School is one of the Asia-Pacific's premier business schools and South Australia's largest.

Ranked in the world's top 1%, our leading-edge research informs our teaching, helps transform businesses and benefits communities. Our research strengths include human resource management and organizational behavior, marketing, applied economics, law, tourism, and international business. With programs in Adelaide, Sydney and Hong Kong, it's our business to empower our graduates with the knowledge, skills and experience necessary to compete and succeed on the global stage. More than 55,000 alumni make up our international community of enterprising professionals, managers, and scholars.

We also create the context for graduate and community success, with centers of research and practice that transform the way marketing adds value to organizations, support the development of excellent workplaces, and assess and support choice in domains as diverse as cancer treatment and urban transport.

We are strongly represented in the Academy of Management by members of our Centre for Workplace Excellence (CWeX), a research center committed to researching current and future workplace challenges. CWeX takes a scientific approach to enable

organizations and employees to be innovative, agile and adaptable - as the global marketplace, people, and technology continue to change. CWeX's progressive, world-class research is built on four pillars essential for employee and organizational effectiveness – employee diversity and well-being, organizational culture and change, leadership, and people management practices.

Additionally, our Centre for Business Growth is one of the few in the world that uses research-based development services to assist medium-sized businesses to scale and grow, while our partnership in the HP Innovation and Collaboration Centre establishes the environment for small tech companies to flourish.

For more information please visit www.unisabusinessschool.edu.au

AOM Sponsorship Information

- Are you interested in supporting superior scholarship about management and organizations?*
- Are you interested in having your university/organization associated with one of the world's premier academic meetings?*
- Are you interested in showcasing your university/organization at a leading professional conference?*

If your answers to these questions are "yes", then you need to serve as a university/organization sponsor for the Academy of Management (AOM) Annual Meeting. AOM has six levels of university/organization sponsorship:

Platinum Plus	\$20,000
Platinum	\$16,500
Gold	\$11,000
Silver	\$8,500
Bronze	\$5,500
Pewter	\$4,000

For complete information, please contact Megan Johnson, AOM Meetings Coordinator, at mjohnson@aom.org

2016 Academy of Management Exhibitors

The Academy of Management

Email: exhibits@aom.org

Tel: (914) 923-2607

Fax: (914) 326-1900

Exhibitors/Booth Number(s)

Association Book Exhibit – 114
Berrett-Koehler Publishers Inc. – 115, 113
BI Norwegian Business School – 207
Biosymfonix Edu-Games – Startup Street
BYU Wheatley Institution – 610
Cabell's International – 507
California Management Review – 112
Cambridge University Press – 402
Canadian Journal of Administrative Sciences – 603
Capsim Management Simulations Inc. – 407
CARMA (Center for the Advancement of
Research Methods) – 422
Cengage Learning – 500
CENTRUM Catolica Graduate Business
School – 124
Cesim – 200
Chicago Business Press – 122
China Data Center, University of Michigan – 605
Claremont Lincoln University – 506
Columbia University Press – 219
Copenhagen Business School – 209
Edward Elgar Publishing – 307, 309
EFMD – 313
Elsevier – 512
Emerald Group Publishing Inc. – 401, 403
Enovative Technologies – 323
Global Network of Jesuit Higher Education
Institutions – 625
IOS Press BV – Books Only Display
Graziadio Business Review, Pepperdine
University – 502
Greenleaf Publishing – 408
Harvard Business Publishing – 212, 214, 216
Harvard University Press – 515
IAP-Information Age Publishing, Inc. – 203
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Exhibitors/Booth Number(s)

Interpretive Simulations – 306
Ivey Publishing – 312
Kendall Hunt Publishing Co. – 303
Management by the Numbers, Inc. – 601
Marketplace® Simulations – 302
McGraw-Hill Education – 308
MobLab Inc. – Startup Street
MyEducator – 627
now publishers – 623
Oxford University Press – 514, 516
Palgrave Macmillan – 519
Pearson – 301
Penguin Random House – 509
Project Management Institute – 606, 608
Provalis Research – 213
Real Time Cases, Inc. – 400
Recurrence Inc. – Startup Street
Routledge – 314, 316, 317, 318, 319
SAGE Publishing – 412, 414, 416, 418
Society for Human Resources
Management – 201, 300
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StataCorp LP – 413, 415, 417
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Tableau Software – 513
The Case Centre – 202
The MIT Press – 217
The PhD Project – 315
Tilde Publishing – 406
University of Toronto Press – 215
University of Wisconsin-Stout – Books
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WDI Publishing at the University of Michigan – 117
Wessex Press – 607
Wiley – 101, 103
World Scientific Publishing Co., Inc. – 106

Exhibit Floor Plan and Schedule

Exhibit Schedule:
To protect exhibitor samples no one is allowed into the Exhibit Hall without a badge. The Technology Centers in the Exhibit Hall will be open during exhibit hours only.

Booth Set up:
Open only to exhibitors wearing badges
Thursday, August 4:
12:00pm-5:00pm
Friday, August 5:
8:00am-4:00pm

Exhibit Hours:
Friday, August 5:
6:00pm-8:00pm
along with the Exhibit Hall Opening Reception (look for a complimentary drink ticket on your conference name badge paper)

Saturday, August 6:
8:00am-5:00pm

Sunday, August 7:
8:00am-5:00pm
with dedicated Exhibit Hours from 10:30am-12:30pm (come get a free 10 minute chair massage)

Monday, August 8:
8:00am-2:00pm

Move out:
Monday, August 8:
2:00pm-6:00pm

Exhibit Hall Conference Breaks
Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

Saturday, August 6:
10:15am-10:45am
and 2:45pm-3:15pm

Sunday, August 7:
10:15am-10:45am
and 2:45pm-3:15pm

Monday, August 8:
10:15am-10:45am

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Marketplace® Simulations
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Pearson
Real Time Cases, Inc.

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Emerald Group Publishing Inc.
Grazadio Business Review, Pepperdine University
Cengage Learning

TECH CENTER
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Canadian Journal of Administrative Sciences
Management by the Numbers, Inc.

Entrance

Exhibits

Exhibits Coordinator: Megan Johnson, Academy of Management

Day	Start	#	Location	Session Information
Fri	1:15pm	2120	ACC:211A	Pluralism at the Front-end of Ca
	2:00pm	2121	ACC:211A	Project Management Curriculum
Sat	9:45am	2124	ACC:211A	Innovations in Teaching Principles of Management
	11:30am	2125	ACC:211A	Creating Meaningful Learning Env
	1:15pm	2122	ACC:211A	China Data Introduction
	3:00pm	2123	ACC:211A	Teaching with Cases
Sun	9:45am	2128	ACC:211A	StratSimManagement Demo
	11:30am	2129	ACC:211A	Online Textbooks by Professors
	1:15pm	2126	ACC:211A	How to Analyze Big Text Data
	3:00pm	2127	ACC:211A	Real-Time Trivia Challenge – Are You Game?
Mon	9:45am	2132	ACC:211A	Strategic Brew Simulation
	2:00pm	2130	ACC:211A	Simulation Meet & Greet
	3:00pm	2131	ACC:211A	GlobStrat Business Game "disruptive proposition"

Friday 1:15PM**2120 : (EXH) Pluralism at the Front-end of Capital-Intensive Projects: Governance and Performance Implications, presented by Nuno Gil (The University of Manchester, UK)**

1:15pm - 2:00pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2120**

Why do the so-called megaprojects regularly fail to meet initial performance targets? This is a perennial question that has long intrigued management scholars and has fueled a controversy unresolved for more than twenty years. One dominant explanation blames project leaders for incompetence at best and dishonesty at worst. A competing explanation puts the blame on the environment and argues leaders deserve our sympathy not blame. This research aims to move the debate forward by adopting an organization design perspective. We argue that megaprojects are a classic pluralistic setting in which power over strategic choice is shared across multiple actors with conflicting goals. With pluralism as a backdrop, this research traces slippages in megaproject performance to polycentric governance structures. Interact with authors and view this presentation of new PMI sponsored research in the field of project management.

Friday 2:00PM**2121 : (EXH) Learning Objectives and Essential Knowledge for Teaching Project- Oriented Courses and Programs, presented by Vijay Kanabar (Boston University, USA)**

2:00pm - 2:45pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2121**

Academics in many disciplines engage students in their courses using a project-oriented curriculum. The experience gained from working with projects is helpful from a career perspective as employers are seeking competent students who can lead and function well in teams. As such the core PM concepts need to be packaged effectively by instructors. This session will introduce the foundational concepts from the recently released Project Management Curriculum Guidelines – the learning objectives and essential knowledge can be leveraged in any course or program.

Saturday 9:45AM**2124 : (EXH) Innovations in Teaching Principles of Management**

9:45am - 11:15am Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2124**

By invitation only, Pearson's Focus Group will offer an opportunity to give feedback on your undergraduate principles of management courses and new products/courseware we are developing. If you are interested in attending but did not receive an invitation, please email Kristen Compton at kristen.compton@pearson.com

Saturday 11:30AM**2125 : (EXH) Creating Learning Environments that Engage Students in Preparation for Meaningful Engagement in Organizations**

11:30am - 12:30pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2125**

Join Tawnya Means, Ph.D. the Director of the Teaching & Learning Center at the Warrington College, University of Florida, as she leads a show and tell discussion of how technology can help students bridge the knowing-doing gap leading to more realistic and authentic learning. Dr. Means will give examples of how the University of Florida prepares students to engage in organizations in large courses by coupling experiential learning with reliable assessments. Attendees are encouraged to share their experiences.

Saturday 1:15PM**2122 : (EXH) Introduction to China Data Products and China Data Services**

1:15pm - 2:45pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2122**

China Data Center at the University of Michigan is the primary data center for China studies. This workshop will give an introduction to those unique data products offered by the China Data Center, including population census, economics census, government statistics, and some web based tools for spatial data integration and analysis.

Saturday 3:00PM**2123 : (EXH) Teaching with Cases**

3:00pm - 4:30pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2123**

Teaching with Cases is becoming increasingly important in all business school disciplines, esp. as the flipped classroom model gains momentum. In this interactive workshop, we will share best practice on the pedagogy of teaching with cases such as getting student buy-in through establishing a learning contract; selecting (different types of) cases; designing the case discussion; guiding case discussions using questioning, listening and responding; the role of technology in case discussions; among other topics. All are welcome to attend, no pre-registration necessary.

Sunday 9:45AM**2128 : (EXH) Bring Real-World Experience Into Your Classroom! Stratsimmanagement Simulation Demo**

9:45am - 11:15am Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2128**

Our business simulations are unique models that will challenge your students with issues from the real world. Our philosophy has always been to provide professors an environment they can use to highlight the principles they're covering in their classes, resulting in greater learning outcomes. In this session, we will demonstrate our updated strategy simulation, StratSimManagement, and provide examples of how it can be used effectively in the classroom. I think you will find the presentation to be informative and the event to be a good opportunity to ask questions about your specific course! Speaker: Clayton Shumate, President of Interpretive Simulations

Sunday 11:30AM**2129 : (EXH) MyEducator: Online Textbooks Made by Professors for Professors**

11:30am - 12:30pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2129**

MyEducator provides simple-to-use online textbooks that allows instructors to save time and quickly identify at-risk students. Stay on top of student progress by tracking reading, video, and quiz activity using MyEducator's Analytics functionality. All textbooks include features such as interactive glossary and flashcards, auto-graded quizzes, embedded videos, highlighting and note taking, and more. Come see why many top schools are using MyEducator resources, including Brigham Young University, Arizona State University, Texas A&M University, West Virginia University, and more.

Sunday 1:15PM**2126 : (EXH) How to Analyze Big Text Data with Provalis Text Analytics Tools**

1:15pm - 2:45pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2126**

Provalis Research will showcase its integrated collection of text analytics software. QDA Miner is an easy to use qualitative and mixed methods software that meets the needs of researchers performing qualitative data analysis and would like to code more quickly and more consistently larger amounts of documents. It offers high level computer assistance for qualitative coding with innovative text search tools that help users speed up the coding process as well as advanced statistical and visualization tools. Users with even bigger text data, can also take advantage of WordStat. This add-on module to QDA Miner can be used to analyze huge amounts of unstructured information, quickly extract themes, find trends over time, and automatically identify patterns and references to specific concepts using categorization dictionaries.

Sunday 3:00PM**2127 : (EXH) Real-Time Trivia Challenge – Are You Game?**

3:00pm - 4:30pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2127**

1. What is the Latin term for the 'e.g.' abbreviation? 2. Which Disney movie opens with the following line: "The evening start is shinning bright, so make a wish and hold on tight."?*** 3. What is the purpose of Real Time Cases?***If you know the answer to one or more of these questions or consider yourself a master of trivia, join us at the inaugural Trivia Challenge hosted by Real Time Cases. Questions will run the gamut from cerebral to pop culture. Wine and beer will be provided to help you access your stores of knowledge. How do you play? The rules are simple: groups of 3 – 5 will answer questions from a variety of categories to win prizes! No cell phones, tablets, Apple watches or other magic devices allowed. On your own at AoM? No problem. Get to Room 211A right at 3 p.m., so we can help create a team for you. Got a group with amazing collective brainpower? Bring it. Join us! * Exempla Gratia ** The Princess and the Frog *** Helping faculty bring today's business challenges into their classroom! Room: 211A Day: Sunday, August 7 Start Time: 3:00 pm: beer & wine available as well as team pairing. Trivia begins at 3:15 pm. End Time: 4:30 pm*

Monday 9:45AM**2132 : (EXH) Special Preview: Harvard Business School's New Strategic Brew Simulation**

9:45am - 11:15am Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2132**

Join Harvard Business School Professor Ramon Casadesus-Masanell for a behind-the-scenes look at his new long-run business simulation, Strategic Brew. This is a unique opportunity to provide feedback about a Harvard Business School online simulation before it has been released to the market. Teams of students play the Strategic Brew simulation over the course of a few days or an entire semester—working together to run a beer brewery and make decisions in areas such as product design, capacity, manufacturing, distribution, and marketing. It has been played by more than 1,800 Harvard Business School students over the past two years. Session participants will play a few rounds of the simulation and discuss its application as a classroom learning tool for students. Participants can enter to win a \$50 Amazon gift card by completing the follow up survey.

Monday 2:00PM**2130 : (EXH) Cesim Meet & Greet for Simulation Enthusiasts and Adopters**

2:00pm - 2:45pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2130**

Drop by to chat about the latest developments in business simulations and share your own insight with fellow enthusiasts. Refreshments and snacks will be provided. Let us know you plan to stop in by visiting www.cesim.com/meetandgreet. We look forward to seeing you!

Monday 3:00PM**2131 : (EXH) GlobStrat Business Game "disruptive proposition"**

3:00pm - 4:30pm Anaheim Convention Center: 211A

Tweet this session: **#AOM2016 2131**

Daniel PAUL, Ph.D., Professor of Management (Dauphine University, HEC Paris), author of GlobStrat, will demonstrate the new disruptive Value Proposition of GlobStrat simulations for your students: Best Strategic & Pedagogical Value / Lowest possible cost This 1/2 Hour presentation will introduce a debate with interested participants about the 4 strategic complexity levels of GlobStrat and the included customization parameters: teams' number adjustment, globalization timing, scenario choosing, alliances & partnerships' options, Customer Value diagnosis tool, Business model on-line definition, Financial forecast showing, Assurance of Learning (AoL) options, Peer Review 360° assessment, briefings' Interactive graphs, final debriefing graphs... Visit GlobStrat Academy exhibit booth (511), ask for our academic prices & make your students...happy.

Placement Services Information

Director: Mike H. Ryan, Bellarmine University
 Associate Director: Marianne Miller, Virginia Commonwealth University
 Assistant Director: Darren Treadway, University at Buffalo (State University of New York)
 Placement Coordinator: Wendy Kramer

Online Placement Services: <http://aom.org/placement/>

2016 Academy of Management Onsite Placement Services Registration

Location: Hilton Anaheim
 777 W Convention Way, Anaheim, California, 92802, USA

Placement Office: Coronado, Concourse Level, Hilton Anaheim
 Placement Office Hours:
 Friday, August 5, Noon – 5 p.m.
 Saturday, August 6, 8 a.m. – 5 p.m.
 Sunday, August 7, 8 a.m. – 5 p.m.
 Monday, August 8, 8 a.m. – 5 p.m.
 Tuesday, August 9, 8 a.m. - Noon

Interview Rooms in Concourse level suites
 Interview Rooms are available:
 Friday, August 5, Noon – 8 p.m.
 Saturday, August 6, 8 a.m. – 8 p.m.
 Sunday, August 7, 8 a.m. – 8 p.m.
 Monday, August 8, 8 a.m. – 8 p.m.
 Tuesday, August 9, 8 a.m. - Noon

Placement Committee Volunteers

- Becky Badawy, Youngstown State University
- Josh Bendickson, Louisiana State University
- Andrew Bennett, Virginia Commonwealth University
- Jeffrey Bentley, California State University, Long Beach
- Jeremy Bernerth, Louisiana State University
- Robyn Brouer, Canisius College
- Emily Campion, University at Buffalo (State University of New York)
- Shawna Chen, Texas Tech University
- Susan Coombes, Virginia Commonwealth University
- Jason DeBode, Missouri St. University
- Kaitlyn DeGhetto, Florida State University
- Kay Devine, Athabasca University
- Jovette Dew, Oklahoma State University
- James Dulebohn, Michigan State University
- Stephanie Eitz, California State University – East Bay
- Kimberly Ellis, Florida Atlantic University

Process & Costs

Placement Services for the 2016 Academy of Management annual meeting will be located in the Hilton Anaheim Hotel within suites on the Concourse Level (fourth floor). Although the Online placement services are now conducted annually on a rolling basis, it is still necessary to indicate that you are interested in being a part of the annual Placement Services at the conference—our summer career fair. You must “buy” this option and a table when you put in your new ad beginning in June and continuing through the meeting in Anaheim. We will provide assistance on-site in Anaheim if you are unsure on how to place your ad and involvement in the summer career fair. Because we have a number of options, you will need to proceed to our website to determine your costs.

Recruiting Schools and Organizations: Please note that our summer career fair entitles you to have your ad visible to all applicants who sign up for the career fair, have the ability to see all the applicants on the Placement website, and allow you to rent an interview table in the Placement area where you can talk with prospective applicants. You may also choose to upgrade your ad to a sponsored version which will allow your logo and school information to be viewed by all applicants and not just those who selected you or your position type as well as having your position information displayed to applicants in the restricted waiting area.

Applicants: You do not have to pay extra for the summer career fair but you do need to register for the conference. If you have any problems registering please bring your information to the Anaheim meeting and we will be able to help you.

Also please note that we use the term “career fair” here in the general sense of the term. If you come to Anaheim anticipating arranging interviews and meetings upon arrival (as at a traditional career fair), you have already fallen significantly behind your fellow recruiters/applicants. Typically, both applicants and recruiters have established interview schedules via our web system prior to the conference, and we encourage everyone registered with Placement Services to be proactive in this process management.

Tables are provided for conducting interviews during the Academy of Management’s meeting in Anaheim. They are located in small-medium size rooms (12–18 tables/room) and will be available from noon on Friday, August 5th through noon on Tuesday, August 9th. The cost to reserve a table for the meeting is \$150. Reservations will be available online with the purchase of an ad at <http://aom.org/placement/> beginning May 15th, on a first come first served basis. If space is available, some tables may be reserved on-site on a daily prorated cost basis.

Workshops to assist recruiters and applicants with the registration and interview processes will be held at the Conference.

Ins and Outs of Faculty Recruitment: Workshop for Recruiters **Friday, August 5th: 3:30 – 5:00 p.m., Hilton Anaheim, Pacific A**

This session is designed for individuals who represent institutions with position openings. It provides information on hiring practices, statistics from past and current years, and applicant perceptions. The session will be an interactive format and features a panel of placement experts.

Placement Services Information

- Randy Evans, University of Tennessee-Chattanooga
- Claudia Ferrante, USAF Academy
- Jason Fertig, University of Southern Indiana
- Angela French, Texas Tech University
- Crissie Frye, Eastern Michigan University
- Vickie Coleman Gallagher, Cleveland State University
- LaVerne Higgins, Eastern Michigan University
- Andy Hinrichs, California St. University - Chico
- Jessica Inocencio-Gray, University of Texas – San Antonio
- Gary Insch, West Virginia University
- Matrecia James, Jacksonville University
- Teresa Svacina-Johnson, University of Texas – San Antonio
- Cheryl Jordan, Color Outside the Lines, LLC
- Pamela Kravitz, The College of New Jersey
- Christian Kiewitz, University of Dayton
- Ida Kutschera, Bellarmine University
- Jae Hwan Lee, Texas Tech University
- Gabriella Lewis, New Mexico State University
- John Martin, USAF Academy
- Matt Mazzei, Samford University
- Angela Miles, North Carolina A&T University
- Millicent Nelson, Middle Tennessee State University
- Stephanie Newell, Eastern Michigan University
- Katie Niblock, University at Buffalo (State University of New York)
- Deborah Pembleton, College of St. Benedict/St. John's University
- LeJon Poole, Campbell College
- Angela Randolph, Babson College
- Bill Ritchie, James Madison University
- Sammie Robinson, Houston Baptist University
- Joseph Romia,
- Stephanie Seitz, California State University – East Bay
- Brooke Shaughnessy, Technische Universität München
- Scott Sherman, Texas A&M - Corpus Christi
- Lisa Stickney, University of Baltimore

The Academic Job Search: Workshop for Applicants

Friday, August 5th: 5:30 – 7:00 p.m., Hilton Anaheim, Pacific A

This session is designed for applicants. It will provide information on university hiring practices, statistics from past and current years, interview strategies, and suggestions for placement success. The session will be an interactive format and features a panel of university placement experts.

Placement Activities

The interview areas offered by Placement Services are a very appropriate location for interviews, and the interview rooms are used by the great majority of schools conducting personnel interviews at the Academy of Management conference. However, interviews may also be scheduled and conducted in public, conversational areas available throughout the conference facilities. The Academy of Management and Placement Services are concerned about providing appropriate settings for conducting interviews. Appropriate settings include those that will accommodate individuals with disabilities and that do not have the potential of creating an awkward interview environment. Hotel guest rooms do not meet these requirements, and are considered to be inappropriate settings for conducting recruiting interviews. Finally, please be sensitive to the concerns of others by avoiding actions or comments that may be perceived as uncomfortable, inappropriate, and/or illegal.

Excerpt from the Academy's Code of Ethical Conduct

The Academy of Management and its members are committed to promoting academic environments that are free of sexual harassment and all forms of sexual intimidation and exploitation. Sexual harassment consists of unwelcome sexual advances, requests for sexual favors, and other visual, verbal, or physical conduct when:

1. It is implicitly or explicitly suggested that submission to or rejection of the conduct will be a factor in academic employment, admission, evaluation, or participation in an academic activity; or
2. The conduct has the purpose of interfering with an individual's academic or work performance, by creating an intimidating, hostile, or otherwise unacceptable educational or work environment.

The determination of what constitutes sexual harassment depends upon the specific facts and the context in which the conduct occurs. Sexual harassment takes many forms: subtle and indirect, blatant and overt. It can be conduct affecting an individual of the opposite or same sex, between peers or between individuals in a hierarchical relationship, or between teacher and student. Regardless of the intentions of the actor, the key question is always whether the conduct would be unwelcome to the individual to which it is directed.

William H. Newman Award

for best paper based on a dissertation

The Academy of Management awards the William H. Newman Award for outstanding papers based on a recent dissertation. This prestigious award can be given to up to three papers a year. The papers must be (a) single authored; and (b) based on a doctoral dissertation completed within the last three years. Division Program Chairs nominate one paper each for this award.

The Awards Committee, under the direction of Chair Tina Dacin, Queen's University, Canada, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs.

The 2016 William H Newman Award Nominees are:

BPS

Organizational Decision-Making and Information: Angel Investments by Venture Capital Partners
Andy Wu, Harvard Business School

CM

Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation
Jeffrey P. Thomas, New York U.

CMS

Making History: Archives, Historiography, and Their Silences
Arun Kumar, U. of York

ENT

Entrepreneurial teams' acquisition of talent: a two-sided approach
Florence E M Honore, Iowa State U.

GDO

Inclusion is not a Slam Dunk: Discrimination in Leadership within the Context of Athletics
William G. Obenauer, Rensselaer Polytechnic Institute

HCM

Examining the Relationship between Community Orientation and Hospital Financial Performance
J'Aime Jennings, U. of Louisville

HR

The Dilemma between Using Seniority- and Performance-Based Pay to Boost Workforce Labor Productivity

Kim De Meulenaere, KU Leuven
Cynthia L. Sherman, California State Polytechnic U., Pomona

MC

When the Client Strikes Back: Legitimacy Inversion in the Consulting Process
Kasper Elmholdt, Aarhus U.

MED

College for All, Degrees for Few: For-Profit Colleges and Socioeconomic Inequality
Dafna Gelbgiser, Cornell U.

MSR

For Love or Money? Contrasting Social and Commercial Entrepreneurs' Motivation and Meaningfulness

OB

Dispersion Theory of Abusive Supervision: Emergent Unit-Level Subordinate Retaliation
Christine May Yan Kermond, Michigan State U.

OCIS

Conceptualizing Organizational Policy in Principle and Practice
Casey Pierce, U. of Michigan, Ann Arbor

ODC

Yes, we (still) can! Team Resilience at the Workplace
Silja Hartmann, LMU Munich

OMT

The Artisan and His Audience: Identification with Work and Price-Setting in Southern India
Aruna Ranganathan, Stanford U.

ONE

Corporate Establishments' Hierarchical and Geographic Position and Their Environmental Impacts

Juyoung Lee, Brown U.

PNP

Fostering Voluntary Contributions to a Public Good: A Large-Scale Field Experiment at Wikipedia
Jana Gallus, Harvard U.

SAP

The Micro Processes of Strategic Paradox Evolution
Iris-Ariane Hengst, LMU Munich

TIM

Shooting Ourselves in the Foot to Kill a Fly? Patent Enforcement and Market for Technology
Senem Aydin, Bocconi U.

Carolyn Dexter Award

for best international paper

The Carolyn Dexter Award is an all Academy award to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award. The criteria for this prestigious Award include the following: (a) The theme and content of the paper should reflect an awareness of business and management outside the domestic boundaries; (b) Collaboration between scholars from different countries

is desirable; and (c) Papers are considered of high caliber for the Carolyn Dexter Award if they offer new insights, are rich in observation and employ creative methodologies. Especially welcomed are submissions of topics or methods that are not in the U.S. mainstream, but are important in other countries' research traditions. Each Division Program Chair nominates one paper to the chair of this year's Dexter Award Committee, Marcela Miozzo, University of Manchester, UK

The 2016 Carolyn Dexter Award Nominees Are:

- | | | |
|--|--|--|
| <p>BPS
 <i>Philanthropic vs. Discount-Based Promotions: Field Experiments on a Taxi Booking Platform</i>
 Jasjit Singh, INSEAD
 Nina Teng, INSEAD
 Serguei Netessine, INSEAD</p> <p>CM
 <i>Germanic vs Turkic Negotiators' Ethical Propensity and Formal Contracts: The Moderating Role of Trust</i>
 Abraham Stefanidis, St. John's U.
 Moshe Banai, City U. of New York, Baruch College
 Ana Shetach, Max Stern Emek Yezreel College
 Ursula Schinzal, United Business Institutes
 Svetlana Shakirova, Almaty Management U
 Herbert Goelzner, Salzburg U. of Applied Sciences
 Ahmet Erkus, Bahcesehir U.
 Mehmet Ferhat Özbek, U. of Gumushane</p> <p>CMS
 <i>Field-Level Legitimization of Corporate Tax Minimization</i>
 Mattia Anesa, U. of Queensland
 Nicole Gillespie, U. of Queensland
 A. Paul Spee, U. of Queensland
 Kerrie Sadiq, Queensland U. of Technology</p> <p>ENT
 <i>Entrepreneurship under adverse conditions: Global study of individual resilience and self-efficacy</i>
 Maija Renko, U. of Illinois at Chicago
 Amanda Bullough, U. of Delaware
 Saadat Saeed, U. of Essex</p> | <p>GDO
 <i>Actions Speak Louder Than Words: Outsiders' Perceptions Of Diversity Mixed Messages</i>
 Leon Windscheid, U. of Witten/Herdecke
 Lynn Bowes, Western New England U.
 Deborah Kidder, U. of Hartford
 Michèle Morner, U. of Witten/Herdecke
 Ho Kwan Cheung, George Mason U.</p> <p>HCM
 <i>Does Price Competition Drive Cooperation in Health Care? A Stochastic Actor Oriented Model Analysis</i>
 Daan Westra, Maastricht U.
 Federica Angeli, Maastricht U.
 Martin Carree, Maastricht U.
 Dirk Ruwaard, Maastricht U.</p> <p>HR
 <i>Raising Job Quality in Emerging Economies: The Impact of the Voluntary Adoption of Labor Codes</i>
 Mevan M. Jayasinghe, Michigan State U.
 Larry Hunter, Washington State U.</p> <p>MC
 <i>Building Consistent Career Self-Narratives Through Identity Work in the Consultancy Profession</i>
 Thibaut Bardon, Audencia Nantes School of Management
 Camilla Quental, Audencia Business School
 Emmanuel Josserand, U. of Technology, Sydney</p> | <p>MED
 <i>A Comprehensive and Multi-Purpose Global Research Performance Information System</i>
 Olga Ryazanova, Maynooth U.
 Peter McNamara, Maynooth U.
 Herman Aguinis, George Washington U.</p> <p>MSR
 <i>Social Capital, Religious Affiliation and Business Performance in Denmark</i>
 Bodo Steiner, U. of Southern DK / U. of Alberta
 Cong Wang, U. of Southern Denmark</p> <p>OB
 <i>Cultural uncertainty as moderator of the organizational formalization puzzle</i>
 Ronald Fischer, Victoria U. of Wellington
 Maria Cristina Ferreira, U. Salgado De Oliveira
 Kubilay Gok, Winona State U.
 Nathalie van Meurs, Middlesex U.
 Ding-Yu Jiang, National Chung Chen</p> <p>OCIS
 <i>Converting Expertise Dissimilarity to Creativity: Impacts of Team TMS and Geographical Dispersion</i>
 Wei He, Hong Kong Polytechnic U.
 Andreas Schroeder, Aston Business School
 Yulin Fang, City U. of Hong Kong
 JJ Po-An Hsieh, Georgia State U.</p> <p>ODC
 <i>Paradoxes of Change</i>
 George I. Kassinis, U. of Cyprus
 Alexia Panayiotou, U. of Cyprus</p> |
|--|--|--|

Carolyn Dexter Award

for best international paper

OMT

The family-legitimizing environment and the prevalence, strategy, and performance of family firms

Pascual Berrone, IESE Business School

Patricio Duran, U. Adolfo Ibanez

Luis R Gomez-Mejia, U. of Notre Dame

Pursey Heugens, Erasmus U.

Rotterdam

Marc Van Essen, U. of St. Gallen

ONE

Beyond Natural Disaster vs. Man-Made Disaster Debates on an Explosion of a Nuclear Power Plant
Nobuyuki Chikudate, Hiroshima U.

PNP

Policy Interventions in Public Contracting: Effects on Public Value Creation and Firm Level Outcomes

Sandro Cabral, Insper Institute of Education and Research

SAP

Practising Strategizing: Strategy Processing

Elena P. Antonacopoulou, U. of Liverpool

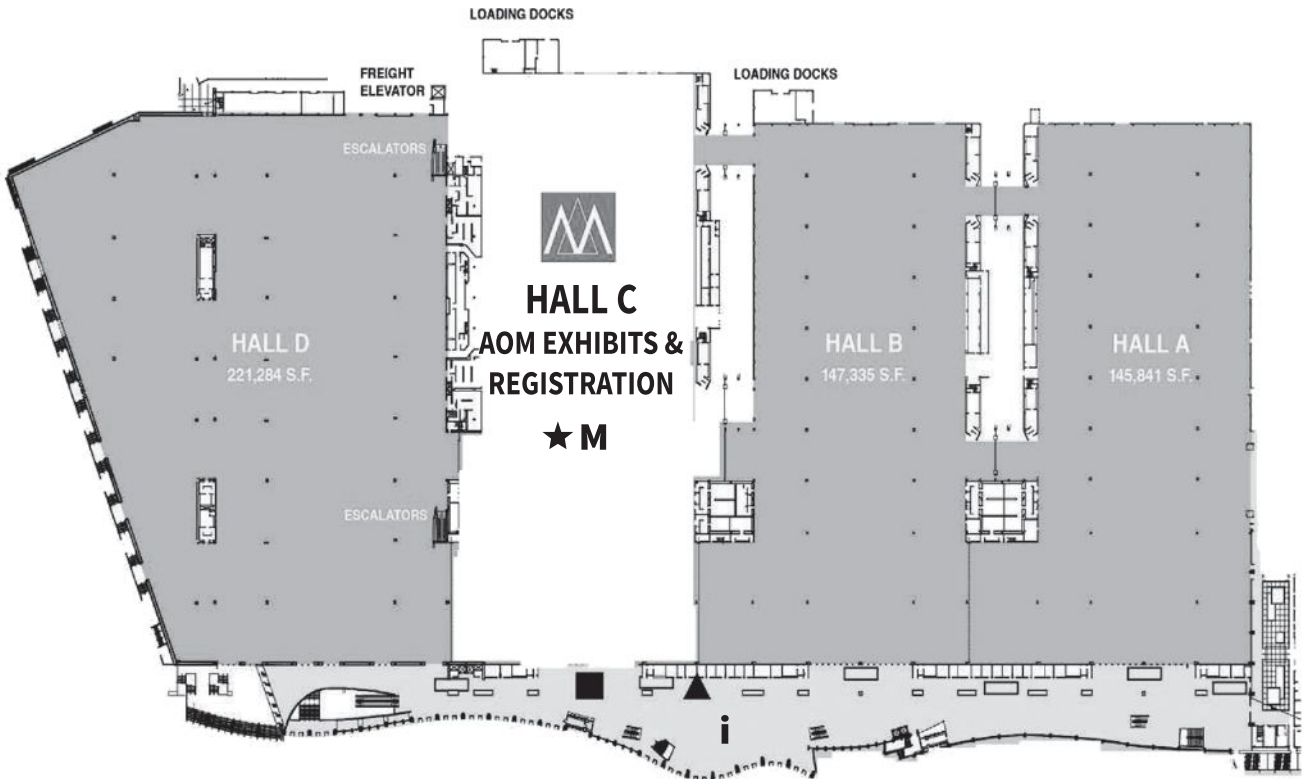
Luciano C. Oviedo, Intel Corporation

TIM

The Organizational Change Process of a Decentralized R&D Network to support Product Modularization

Yang Liu, U. of Cambridge

Xingkun Liang, U. of Cambridge

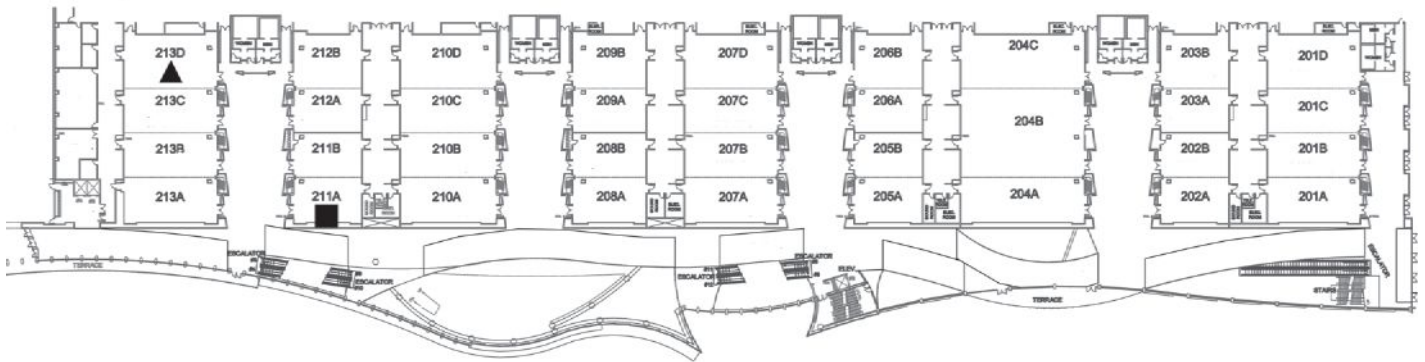


ACADEMY OF MANAGEMENT ANNUAL MEETING
ANAHEIM CONVENTION CENTER – FIRST FLOOR

KEY:

- ★ AOM Technology Center
- Express Check-In Kiosks
- M Member Resource Center
- ▲ Mothers Nursing Room
- i Information Booth

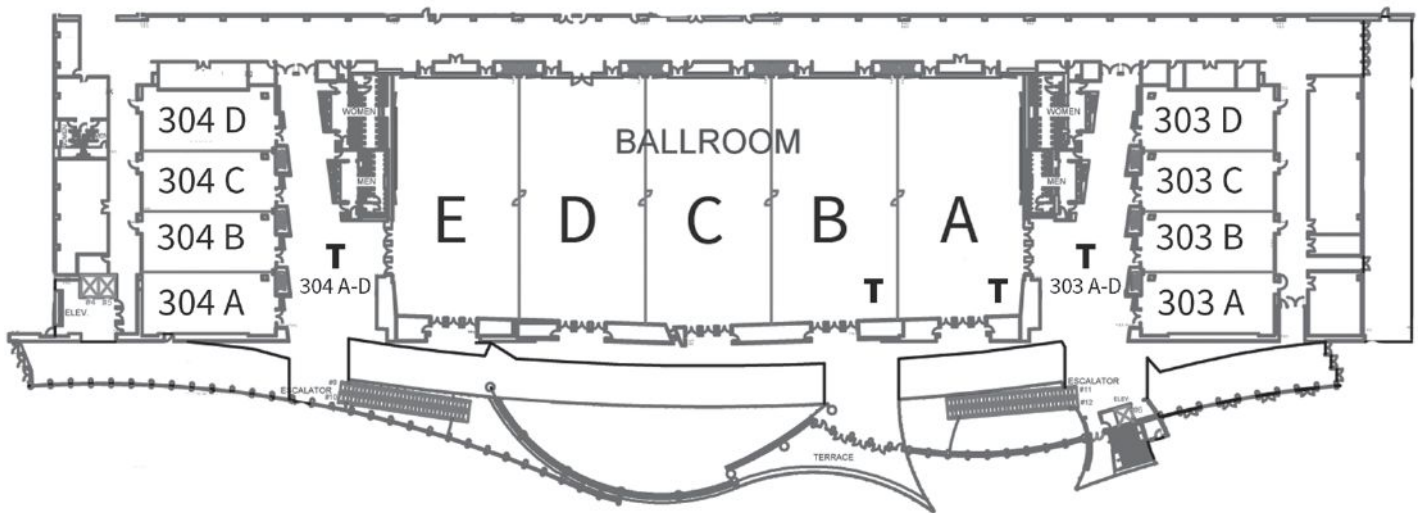
ACADEMY OF MANAGEMENT ANNUAL MEETING
ANAHEIM CONVENTION CENTER – SECOND FLOOR



KEY:

- ▲ Speaker Ready Room
- Exhibitor Meeting Room

ACADEMY OF MANAGEMENT ANNUAL MEETING
ANAHEIM CONVENTION CENTER – THIRD FLOOR



KEY:

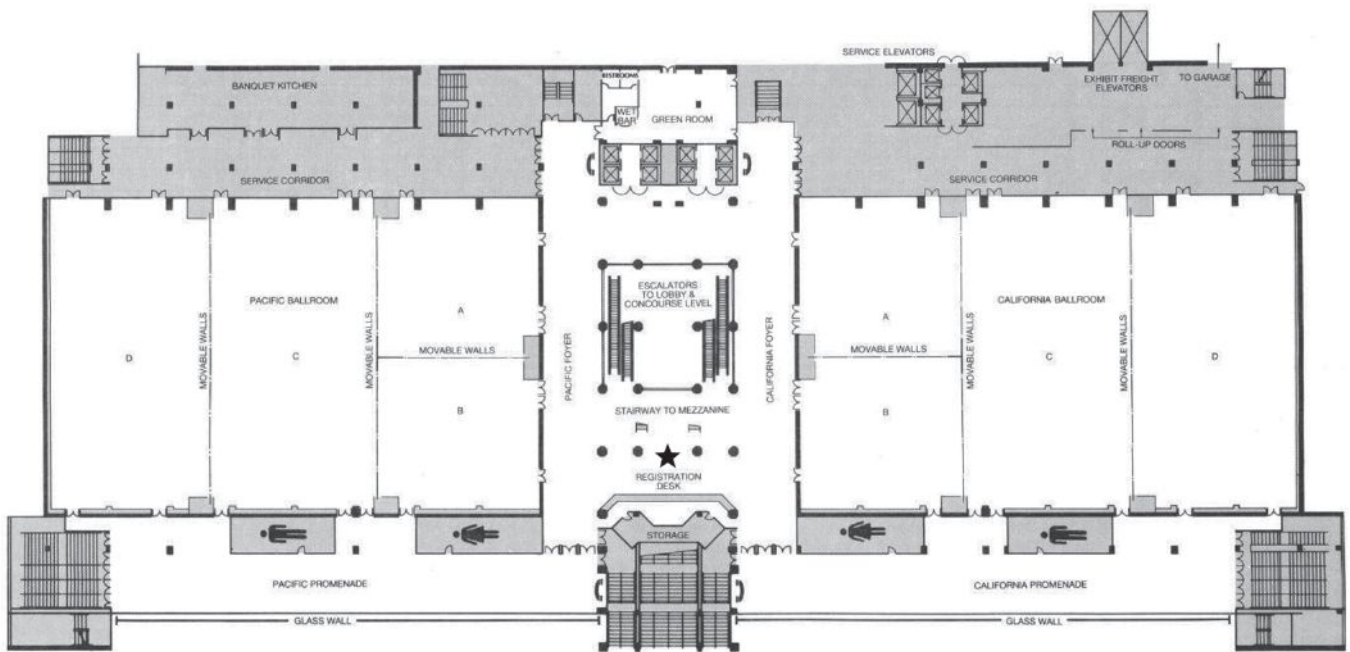
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ACADEMY OF MANAGEMENT ANNUAL MEETING
HILTON ANAHEIM

BALLROOM LEVEL

KEY:

★ AOM Technology Center

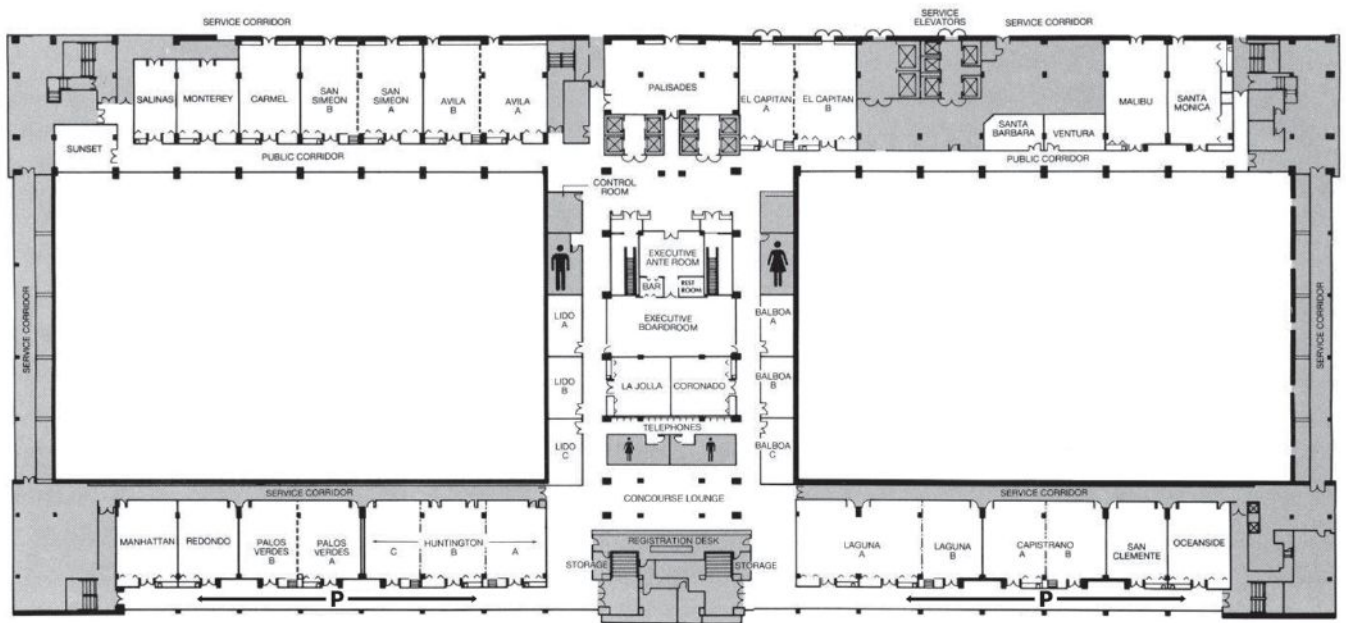


ACADEMY OF MANAGEMENT ANNUAL MEETING
HILTON ANAHEIM

CONCOURSE LEVEL

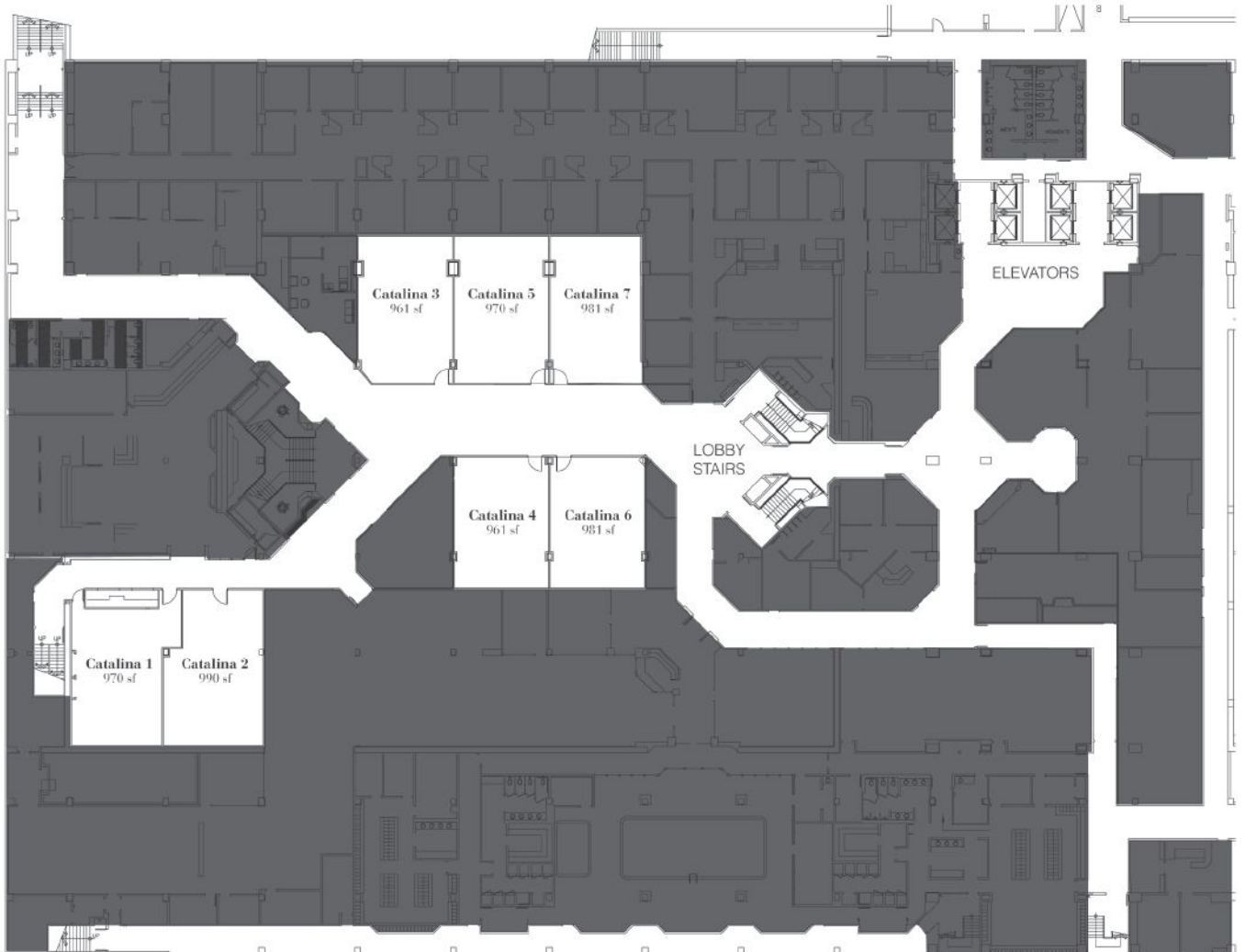
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P Placement Services



ACADEMY OF MANAGEMENT ANNUAL MEETING HILTON ANAHEIM

LOWER LOBBY LEVEL

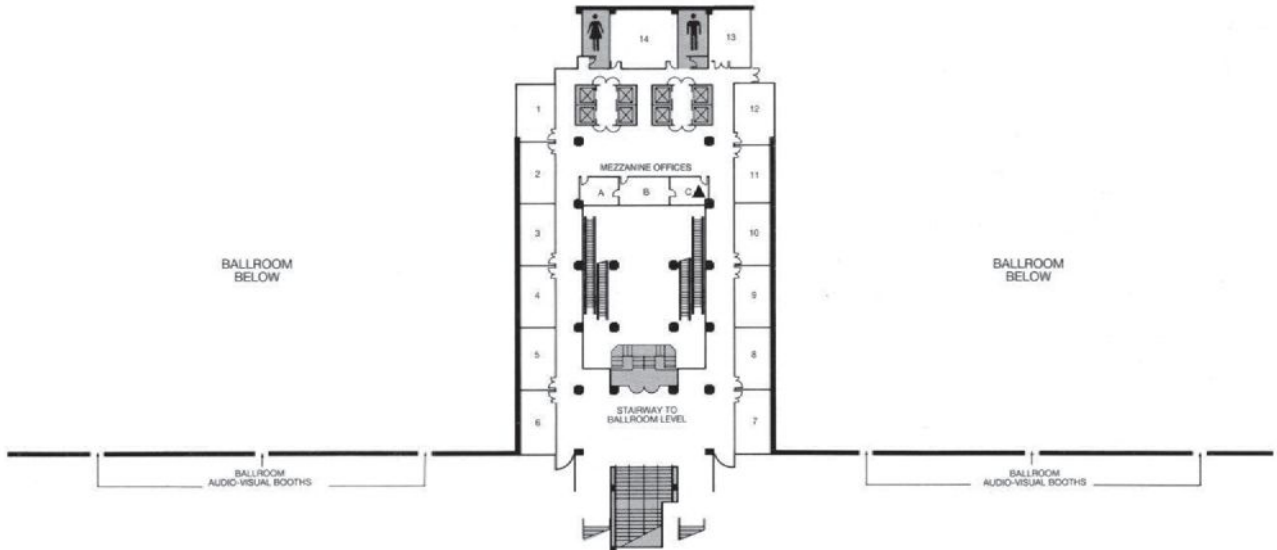


ACADEMY OF MANAGEMENT ANNUAL MEETING
HILTON ANAHEIM

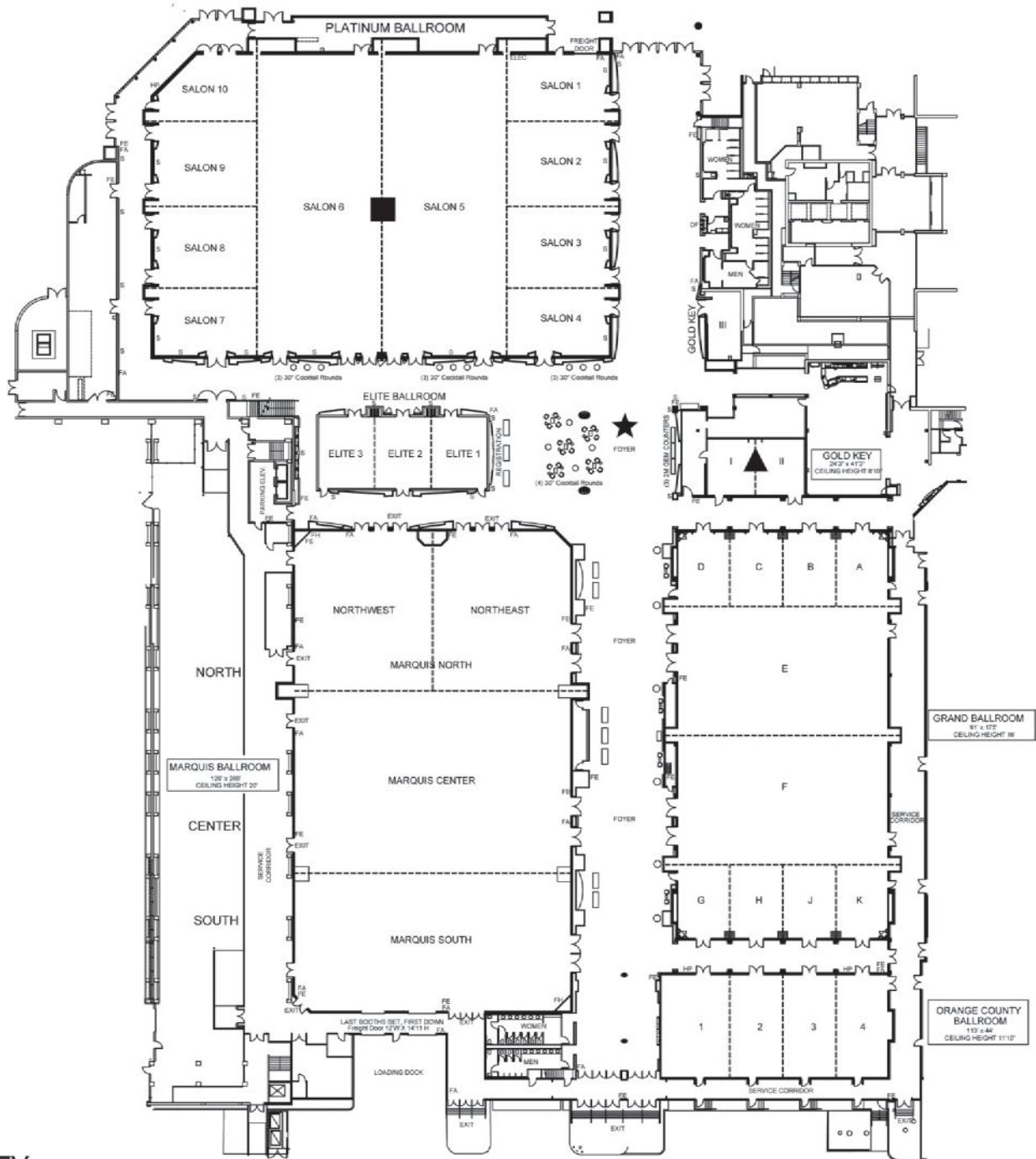
MEZZANINE LEVEL

KEY:

▲ Speaker Ready Room



ACADEMY OF MANAGEMENT ANNUAL MEETING ANAHEIM MARRIOTT

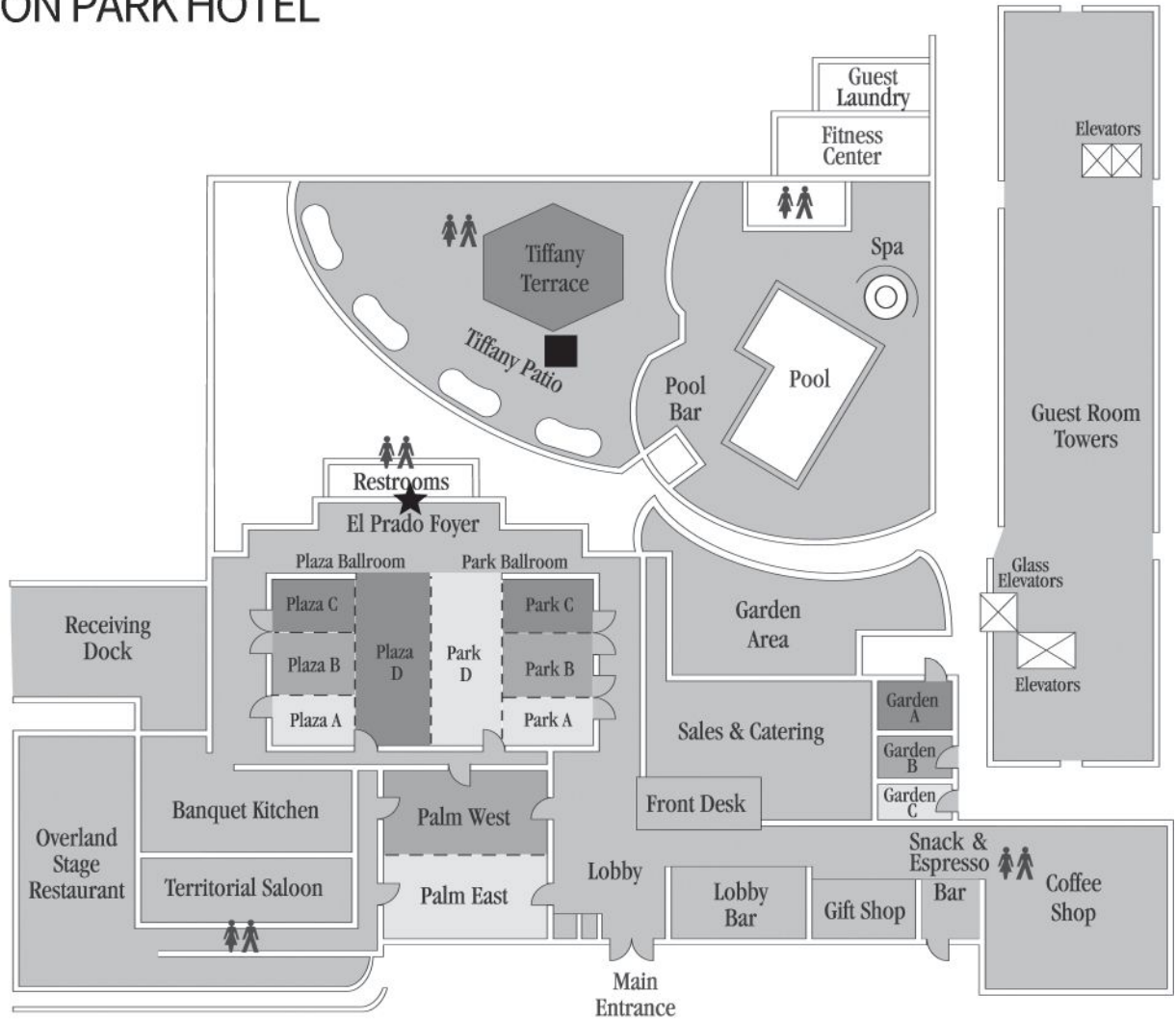


KEY:

- ★ AOM Technology Center
- Presidential Address & Awards Ceremony
- ▲ Speaker Ready Room

ACADEMY OF MANAGEMENT ANNUAL MEETING

SHERATON PARK HOTEL



KEY:

- ★ AOM Technology Center
- Farewell Gathering

2016 Academy of Management Annual Meeting Statistics

TABLE 1: Submissions by Sponsors (Numbers reflect the submissions that were checked in and reviewed. Some symposia were submitted to more than one sponsor.)

Sponsor	Paper Submitted	Papers Accepted	Discussion Papers Accepted	Best Papers	Symposia Submitted	Symposia Accepted	Showcase Symposia	PDWs Submitted	PDWs Accepted
AAM	0	0	0	0	0	0	0	4	3
AAT	0	0	0	0	28	24	2	14	10
BPS	698	376	37	37	60	52	5	32	30
CAR	97	52	5	5	27	23	2	16	7
CM	73	44	4	4	36	24	2	3	3
CMS	120	65	6	5	16	14	1	8	8
D&ITC	0	0	0	0	0	0	0	4	4
ENT	707	392	39	37	29	21	2	35	18
GDO	190	99	9	9	43	30	3	11	8
HCM	133	72	10	6	7	6	0	10	10
HR	337	157	16	16	89	73	8	22	19
IAM	0	0	0	0	0	0	0	7	7
IM	420	240	24	23	27	17	2	20	17
INDAM	0	0	0	0	0	0	0	6	6
ITC	0	0	0	0	0	0	0	4	4
MC	52	30	3	3	7	5	1	20	12
MED	139	70	7	7	13	7	1	32	17
MH	40	20	0	2	4	4	0	7	7
MOC	216	132	14	12	76	52	6	9	7
MSR	71	36	5	4	13	9	2	14	8
NDSC	0	0	0	0	0	0	0	7	1
OB	970	518	0	48	188	138	13	33	33
OCIS	158	75	9	8	12	7	0	6	6
ODC	127	64	6	5	32	28	2	16	15
OM	133	75	0	7	1	1	0	11	6
OMT	626	393	38	39	90	76	8	36	32
ONE	140	66	7	7	9	8	0	7	7
PNP	186	183	8	8	14	10	1	10	8
PTC	0	0	0	0	0	0	0	9	6
PUBS	0	0	0	0	0	0	0	7	7
RM	69	30	3	3	20	14	0	22	17
SAP	89	42	4	4	4	4	0	8	7
SIM	358	173	18	17	42	30	0	14	10
TIM	495	272	28	27	27	22	3	29	17
TLC	0	0	0	0	50	43	0	0	0
TTC	0	0	0	0	0	0	0	7	7
Totals:	6644	3576	300	343	964	742	64	500	384

TABLE 2: Sessions & Participants

Session Type	Total
Caucus	37
Discussion Paper Session	75
Meeting	296
Paper Session	887
PDW Workshop	384
Plenary Session	21
Social Event	76
Symposium	365
All Sessions	2141

Participants	Total
People On Program	10685
Countries Represented	88

TABLE 3: Affiliations with 40+ Participants

Affiliation Name	
Aalto U.	Rutgers U.
Arizona State U.	Stanford U.
Bocconi U.	The Ohio State U.
Copenhagen Business School	The U. of Melbourne
Cornell U.	U. of Amsterdam
Erasmus U. Rotterdam	U. of Cambridge
Harvard U.	U. of Michigan
INSEAD	U. of Minnesota
KU Leuven	U. of Southern California
National U. of Singapore	U. of St. Gallen
New York U.	U. of Toronto
Northwestern U.	WU Vienna U. of Economics and Business
Peking U.	Xi'an Jiaotong U.
Pennsylvania State U.	York U.
Renmin U. of China	

TABLE 4: Participant Country Representation

Country Name*	Count	Country Name*	Count	Country Name*	Count
ARGENTINA	14	INDIA	142	PERU	3
AUSTRALIA	384	INDONESIA	7	PHILIPPINES	4
AUSTRIA	76	IRELAND	45	POLAND	11
BARBADOS	1	ISRAEL	75	PORTUGAL	21
BELGIUM	123	ITALY	208	QATAR	2
BRAZIL	90	JAPAN	53	ROMANIA	2
BULGARIA	2	JORDAN	2	Russian Federation	15
CAMBODIA	1	KAZAKHSTAN	3	SAUDI ARABIA	10
CANADA	561	KENYA	3	SINGAPORE	168
CHILE	23	Korea, Republic Of	2	SLOVAKIA	1
CHINA	501	KUWAIT	3	SLOVENIA	9
COLOMBIA	15	KYRGYZSTAN	3	SOUTH AFRICA	11
COSTA RICA	3	LEBANON	23	SOUTH KOREA	159
COTE D	1	LITHUANIA	5	SPAIN	185
CROATIA	2	LUXEMBOURG	3	SWEDEN	105
CYPRUS	6	MACAU	12	SWITZERLAND	207
DENMARK	144	MALAYSIA	13	TAIWAN	126
Dominican Republic	1	MALTA	2	TANZANIA	1
EGYPT	2	MEXICO	24	THAILAND	13
ESTONIA	2	MONACO	1	TRINIDAD & TOBAGO	3
FINLAND	151	MOROCCO	2	TUNISIA	1
FRANCE	310	NETHERLANDS	369	TURKEY	39
GEORGIA	1	Netherlands Antilles	1	UGANDA	4
GERMANY	548	NEW ZEALAND	49	UKRAINE	1
GHANA	5	NICARAGUA	2	United Arab Emirates	23
GREECE	10	NIGERIA	6	UNITED KINGDOM	813
GUATEMALA	1	NORWAY	74	UNITED STATES	4450
HONG KONG	143	OMAN	1	USSR	1
HUNGARY	4	PAKISTAN	34	VIETNAM	2
ICELAND	3				

*Self-identified. Data may be incomplete. The Academy takes no position on national borders.

Making Organizations

Meaningful



ANAHEIM, CALIFORNIA
2016



Abbreviations used in the Program Guide

Divisions & Interest Groups:

- BPS - Business Policy & Strategy
- CAR - Careers
- CM - Conflict Management
- CMS - Critical Management Studies
- ENT - Entrepreneurship
- GDO - Gender & Diversity in Organizations
- HCM - Health Care Management
- HR - Human Resources
- IM - International Management
- MC - Management Consulting
- MED - Management Education & Development
- MH - Management History
- MSR - Management Spirituality & Religion
- MOC - Managerial & Organizational Cognition
- OM - Operations Management
- OMT - Organization & Management Theory
- ODC - Organization Development & Change
- OB - Organizational Behavior
- OCIS - Organizational Communication & Information Systems
- ONE - Organizations & the Natural Environment
- PNP - Public & Nonprofit
- RM - Research Methods
- SAP - Strategizing As Practices
- SIM - Social Issues in Management
- TIM - Technology & Innovation Management

Other Abbreviations:

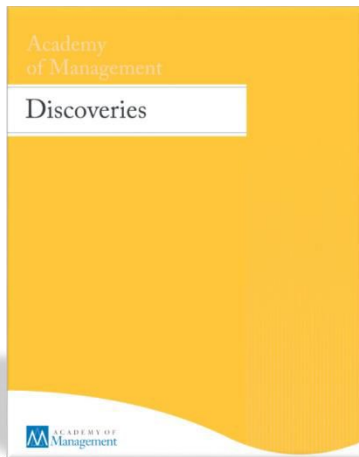
- AAA - All Academy Activities
- AAC - Affiliate Activities & Committees
- AAM - Asia Academy of Management
- AAT - All Academy Theme
- CAU - Caucuses
- D&ITC - Diversity & Inclusion Theme Committee
- DISC - Discussion Paper Sessions
- EXH - Exhibit Hall
- GOV - Governance
- IAM - Iberoamerican Academy of Management
- ICW - In-Conjunction With Activities
- INDAM - Indian Academy of Management
- ITC - International Theme Committee
- JS - Joint Symposia
- MBR - Membership
- NDSC - New Doctoral Student Consortium
- PTC - Practice Theme Committee
- PUBS - AOM Publications
- SHCS - Showcase Symposia
- TTC - Teaching Theme Committee
- TLC - Teaching & Learning Conference

Session Locations:

- ACC - Anaheim Convention Center
- HIL - Hilton Anaheim
- MAR - Anaheim Marriott
- SHR - Sheraton Park Hotel
- OS - Offsite

Symbols:

- Program Theme-oriented
- Teaching-oriented
- Management Practice-oriented
- International-oriented
- Research-oriented
- Diversity-oriented
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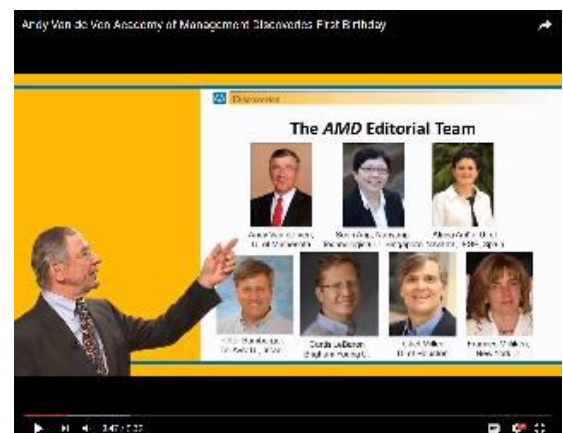
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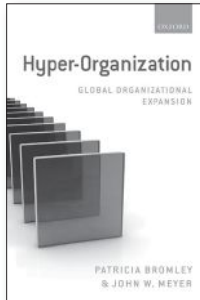
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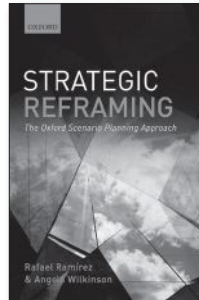
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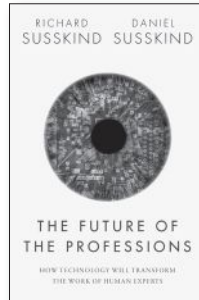
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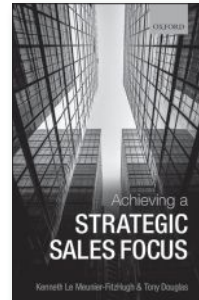
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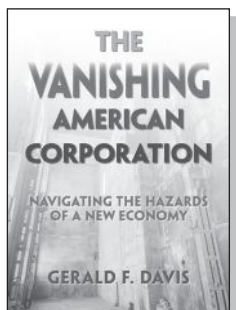
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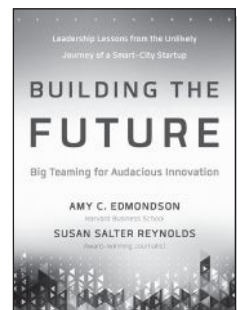
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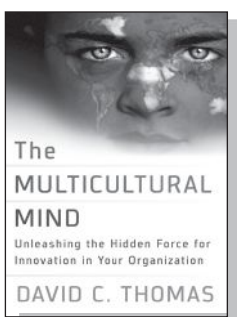
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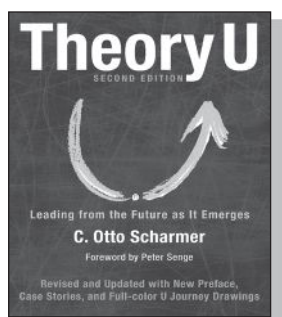
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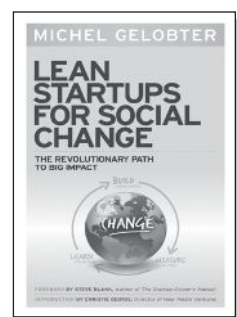
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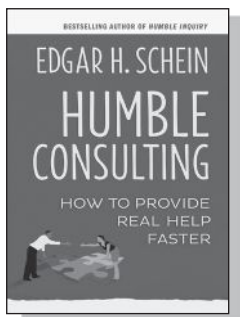
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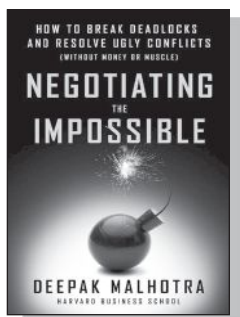
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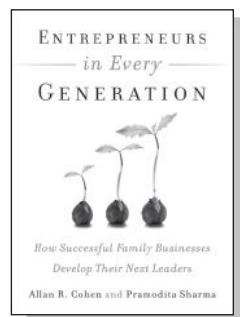
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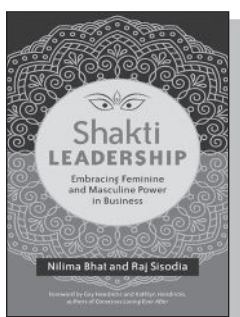
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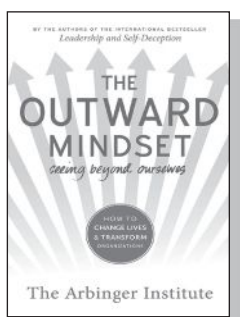
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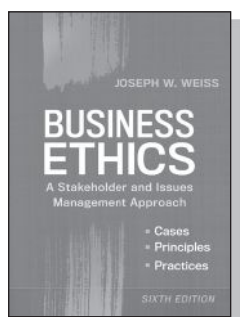
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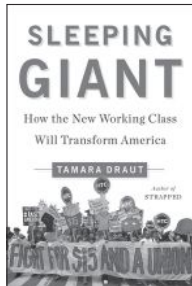
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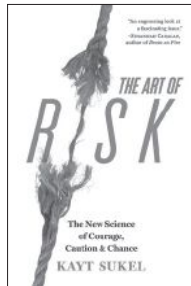
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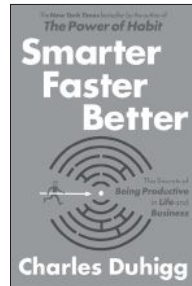
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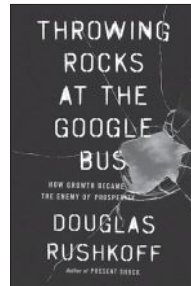
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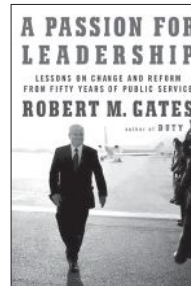
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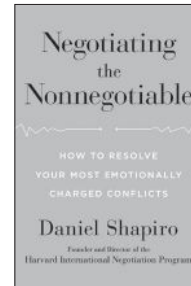
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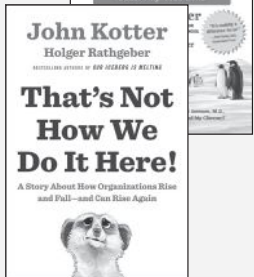
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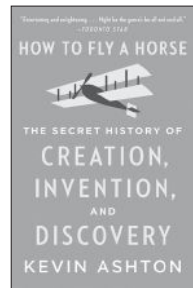
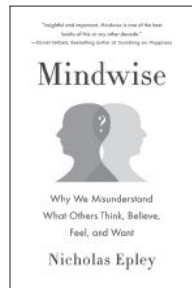
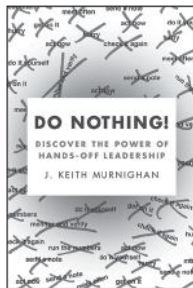
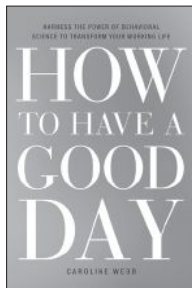
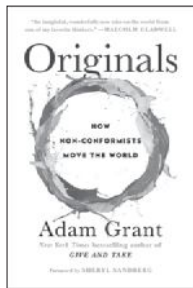


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 The Art and Science of Creating an Extraordinary Workplace
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Friday Morning, August 5, 2016

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
ACC: 109	7 AAA: Mother's Nursing Room								→
ACC: 201D	25 HR/OB: Business Talent Challenges				73 HR/IM/D&ITC: HR Ambassadors Program				→
ACC: 202A	44 RM/MOC/OB/OMT/BPS: "Doing" Grounded Theory							95	→
ACC: 202B	26 IM/BPS: Writing Better Theory				75 IM: Constructive Reviews in IM				
ACC: 203A	16 CAR/HR/OB/RM: Sequence Analysis				76 IM/ENT: IE & Social Entrepreneurship				
ACC: 204A	← IM: IM Div PDW Welcome Breakfast		55 IM: Action Learning						
ACC: 204B	33 OB: The Productivity Process								
ACC: 205A	34 OB: Innovative Decision-making						90 OB/CM: Stress		→
ACC: 205B	35 OB/RM: Measuring Work Relationships						89 OB/CAR: Thrive as		→
ACC: 207C	43 RM/MOC/OB/OMT: Qualitative Dissertations								
ACC: 210A							86 IM: IM Division PDW		→
ACC: 210D	53 HR: Teaching HRM I								
ACC: 211B	45 RM/OMT/BPS/TIM/HR: Research Productivity with R							94	→
ACC: 212A	32 MSR/ODC/PTC: Silence, Mindfulness &				61 ITC/MSR/SIM: Humanistic Management				
ACC: 212B	27 INDAM/IM/BPS: Promoting Research in India						88 OB: Essentials of		→
ACC: 213D	8 AAA: Speaker Ready Room								→
ACC: Hall C	5 AAA: Conference Registration								→
MAR: Desert Springs							67 MC/ODC: Emotional Intelligence		93 →
MAR: Gold Key I, II	10 AAA: Speaker Ready Room								→
MAR: Gold Key III	37 ODC/MC: Co-creating Culture				85 ONE/RM: Strategy and Climate Change				
MAR: Grand Ballroom Salon A, B							68 TIM: TIM Doctoral Consortium Day 1		→
MAR: Grand Ballroom Salon C, D							69 TIM: TIM Jun.Fac. Consortium day 1		→
MAR: Grand Ballroom Salon G	42 PTC/MED/IM: executive programs impact								81 PTC/SAP: Impact studies →
MAR: Grand Ballroom Salon H	41 ONE/TIM: Innovating for Sustainability				80 PNP/HCM: Support & Engage Employees				
MAR: Grand Ballroom Salon J, K					58 OMT/OCIS: Using Visual & Material Data		91 OMT/RM/OB/MOC: →		
MAR: La Jolla, Los Angeles	38 ODC/MED: Meaningful Facilitation				78 ODC/BPS/SAP/OMT: What's New in OD?				
MAR: Newport Beach, Rancho Las Palmas	47 SIM: Institutional Logics and CSR				79 PNP: Faculty Leadership and AOM				
MAR: Northeast Marquis Ballroom							70 TIM/OMT/ENT: Design: A Research Agenda		→
MAR: Northwest Marquis Ballroom							82 ODC/TTC/MED: High Impact Change		→
MAR: Orange County Ballroom 1	39 OMT: OMT Doctoral Consortium								→
MAR: Orange County Ballroom 2	40 OMT: OMT Junior Faculty Consortium								→
MAR: Orange County Ballroom 3	49 TIM/ENT: Innovating Teaching Innovation								
MAR: Orange County Ballroom 4	48 SIM: SIM Doctoral Consortium								→
MAR: Platinum Ballroom Foyer	← AAA: Technology Center								→
HIL: Avila AB	24 HCM: Clarity of Research Efforts				59 ENT: Entrepreneurs & Mental Health				
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center								→
HIL: California A	19 ENT: ENT Doctoral Consortium Part 1								→
HIL: California B	56 OCIS: OCIS Consortium								→
HIL: Catalina 1	52 CM/OB: Research Incubator								→
HIL: Catalina 2					60 IAM/BPS: Dynamics in Natural Resources				
HIL: Catalina 3	36 OCIS/BPS: Teaching Big Data Analytics				74 IAM/GDO: Meaningful Work for Latinos				
HIL: Catalina 4	11 BPS: Research Practice/Malpractice				63 MOC/BPS/OMT: Writing Process Reengineering				→
HIL: Catalina 5	50 BPS/IAM/INDAM/ITC: Publication from Around World								→
HIL: Catalina 6	15 BPS/OMT/RM: Multi-Method in Strategy/OT								
HIL: El Capitan AB	12 BPS: BPS Dissertation Consortium								→
HIL: Lido A	14 BPS/ENT: Informal Economy Workshop						84 BPS/OMT/OB: Theory Development		→
HIL: Malibu	46 SAP: Bridging SAP and BI				64 SAP/OMT: Academic Careers Worldwide				
HIL: Mezzanine Office C, 3rd Floor	9 AAA: Speaker Ready Room								→
HIL: Monterey	6 OCIS: OCIS Kick-off breakfast								
HIL: Pacific A							65 ENT/TIM: Entrepreneurial Opportunities		→
HIL: Pacific B	31 MOC/RM/OMT/BPS: Content Analysis								
HIL: San Simeon A	20 ENT: ENT Early Career Consortium								
HIL: San Simeon B							83 PUBS: Rhythms of Academic Life		
HIL: Santa Barbara	54 ICW: IMD Day 1 Room 1								→

Start and end times are approximate. See Session Details (Section D) for exact times.

Friday Morning, August 5, 2016 *(continued)*

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
HIL: Santa Monica	13 BPS: BPS Doctoral Consortium							→	
HIL: Ventura	66 HCM/TTC: Course Based Team Building							→	
OS: Goodwill Southern California	51 BPS/ENT/PNP: Field Experiments for Poverty							→	
SHR: El Prado Foyer	← AAA: Technology Center							→	
SHR: Garden C	30 MH and cosponsors: New Member Workshop			77 MH: Getting Published				→	
SHR: Palm East	28 MED/BPS: The Three Ds of Case Teaching							→	
SHR: Palm West	18 D&ITC/CMS: Women and Leadership Theory							→	
SHR: Park D	22 GDO/MC: Creating a Diverse Network			71 CMS: Agency of the Subalterns				→	
SHR: Plaza A	57 OM/TIM: Paper Development Workshop					87 CMS/OB: Dirty Wo			→
SHR: Plaza B	21 GDO/D&ITC/OB: Men Advocate for Diversity			72 CMS: Untold Tales from the Field				→	
SHR: Plaza C	17 CMS: Doctoral Consortium			62 MED/CAR: Making Your Response		92			→
SHR: Plaza D	29 MED/TTC: Using Media to Teach Business							→	
SHR: Tiffany Terrace	23 GOV: Board of Governors Meeting							→	

Start and end times are approximate. See Session Details (Section D) for exact times.

Friday Afternoon, August 5, 2016										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
ACC: 109	← AAA: Mother's Nursing Room →									
ACC: 201C	146 CAR/OB/HR: Careers in the Rough									
ACC: 201D	← HR/IM/D&ITC: 120 IM/OB: Language in IM Research									
ACC: 202A	← RM/PTC: Qualimetrics & Ethnostatistics 134 RM/OB: From Coding to Construction									
ACC: 202B	← IM: 115 RM/TIM: Panel Data and Estimation 101 144 RM/ODC: Ask The Experts: Qual. 163 INDAM: →									
ACC: 203A	110 IM/BPS/HR: The Future of PhD Education 142 OB: Unconstrained by Fear									
ACC: 205A	← OB/CM: Stress Management									
ACC: 205B	← OB/CAR: Thrive as 127 OB/HR/CAR/OMT: Mentoring Graduate Students									
ACC: 208AB	158 OB: OB Doctoral →									
ACC: 210A	← IM: IM Division PDW 123 IM/BPS/HR: Designing Executive Education 157 IM: Managing Your Doctoral									
ACC: 210D	109 HR: Teaching HRM II 151 HR: Case-based Teaching →									
ACC: 211B	← OB/CAR: Fit Research Incubator 133 OB/ENT: OB Research & Family Business									
ACC: 212B	← OB: Essentials of the OB 126 OB: Position Outside the US? 156 OB/HR/BPS/CM: Publishing in →									
ACC: 213D	← AAA: Speaker Ready Room →									
ACC: Hall C	← AAA: Conference Registration →									
MAR: Desert Springs	← MC/ODC/CM: Shadows & 159 ODC: ODC Board →									
MAR: Gold Key I, II	← AAA: Speaker Ready Room →									
MAR: Gold Key III	111 MC/IM/ODC: Cross-Cultural									
MAR: Grand Ballroom Salon A, B	← TIM: TIM Doctoral Consortium Day 1 →									
MAR: Grand Ballroom Salon C, D	← TIM: TIM Jun.Fac. Consortium day 1 →									
MAR: Grand Ballroom Salon F	164 OMT: →									
MAR: Grand Ballroom Salon G	← PTC/SAP: 122 SIM/ONE/ENT/PNP: Designing a BoP Enterprise 160 PTC/MED/IM/OCIS/MC →									
MAR: Grand Ballroom Salon H	← ODC/OB/ENT/IM: Creativities 152 ODC: Junior Faculty PDW →									
MAR: Grand Ballroom Salon J, K	← OMT/RM/OB/MOC: 150 OMT/MOC/RM: Experimental Methods									
MAR: La Jolla, Los Angeles	112 ODC: A Concept for Finding Meaning 143 OMT/PNP/MC/HCM: Professions 165 SIM/OMT →									
MAR: Newport Beach, Rancho Las Palmas	← OMT/OB/RM: Sport and Management Theory 136 OMT: Financial Markets and OMT									
MAR: Northeast Marquis Ballroom	← TIM/OMT/ENT: 149 OMT: OMT Teaching Roundtables									
MAR: Northwest Marquis Ballroom	← ODC/TTC/MED: 116 TIM/BPS/ENT/OCIS/PNP: Researching Open									
MAR: Orange County Ballroom 1	← OMT: OMT Doctoral Consortium 145 TIM/ONE/BPS: Beyond the Automobile									
MAR: Orange County Ballroom 2	← OMT: OMT Junior Faculty Consortium 140 MC: Leadership									
MAR: Orange County Ballroom 3	113 ONE: ONE Doctoral Consortium									
MAR: Orange County Ballroom 4	← SIM: SIM Doctoral Consortium →									
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →									
HIL: Avila AB	← ENT: Entrepreneurial Motivations 135 HCM: Managing the R&R									
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →									
HIL: California A	← ENT: ENT Doctoral Consortium Part 1									
HIL: California B	← OCIS: OCIS Consortium									
HIL: California D	← ENT/TIM: The "How" in Entrepreneurship									
HIL: Carmel	130 AAM: AAOM/ APJM Board Meeting 162 ENT/TIM: →									
HIL: Catalina 1	← CM/OB: Research Incubator									
HIL: Catalina 2	← IAM/BPS: 132 MOC and cosponsors: Reviewing in the Rough									
HIL: Catalina 3	← IAM/GDO: 131 IAM/GDO/HR: Changing US 154 IAM/MED/INDAM: Finishing th →									
HIL: Catalina 4	← MOC/BPS/OMT: 117 BPS/NDSC: Teaching academic									
HIL: Catalina 5	← BPS/IAM/INDAM/ITC: 147 ENT/OB/CM: Emotions in Family Firm →									
HIL: El Capitan AB	← BPS: BPS Dissertation Consortium →									
HIL: Hilton: Concourse Level (4th Floor)	← AAA: Placement Services									
HIL: Lido A	← BPS/OMT/OB: Theory									
HIL: Malibu	← SAP/OMT: Qualitative Analysis Boot Camp 141 MOC/OB/GDO/CAR: Positive Identities →									
HIL: Mezzanine Office A, 3rd Floor	118 ICW: IMD Day 1 Room 2 PM									
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room →									
HIL: Pacific A	← ENT/TIM: Entrepreneurial 153 AAA: The Ins and Outs of Faculty									
HIL: Pacific B	105 ENT/IM: Entrepreneurship under adverse									
HIL: San Simeon A	137 PUBS: Strategic Management									
HIL: San Simeon B	114 PUBS: Methods Workshop									
HIL: Santa Barbara	← ICW: IMD Day 1 119 ICW: IMD Day 1 Room 1									

Start and end times are approximate. See Session Details (Section D) for exact times.

Friday Afternoon, August 5, 2016 *(continued)*

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
HIL: Santa Monica	← BPS: BPS Doctoral Consortium										→
OS: Bowers Museum	121 PNP/IM: Service at Bowers Museum										
OS: Bubba Gump Shrimp Co.	← HCM: Emerging Scholars Lunch										
OS: Goodwill Southern California	← BPS/ENT/PNP: Field Experiments for Poverty										
SHR: El Prado Foyer	← AAA: Technology Center										→
SHR: Garden C	← OM: Teaching Service Design		128 CMS/OMT: Phil. of Org. Research								
SHR: Palm East							138 MED: Tackling Executive Stress		161		→
SHR: Palm West	106 TTC: Make `em Laugh										
SHR: Park D	108 GDO/SIM/CMS/ITC: Business and Refugee Crisis					139 GDO/OB/D&ITC: Moving Gender Research					
SHR: Plaza A	← CMS/OB: Dirty Work		125 D&ITC/AAM/IAM/INDAM: Making meaningful			155 MH/CMS: The Historical Method					
SHR: Plaza B	← MED: Reducing Anxiety in		129 MH: Meet the Editors								
SHR: Plaza C	← MED/SIM/IM:		124 MED: Interactive Storytelling			148 MED: Scaffolded Learning as Process					
SHR: Plaza D	107 GDO/D&ITC: Publishing Diversity Research										
SHR: Tiffany Terrace	← GOV: Board of Governors Meeting										→

Start and end times are approximate. See Session Details (Section D) for exact times.

Friday Evening, August 5, 2016								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
ACC: 109	← AAA: Mother's Nursing Room							
ACC: 202A	← RM/OB: From							
ACC: 202B	← INDAM: Workforce Intelligence Plan							
ACC: 203A	← OB: Unconstrained							
ACC: 206A	168 OB: Jr. Faculty Workshop							
ACC: 208AB	← OB: OB Doctoral Consortium							
ACC: 210A	← IM: Managing		176 IM: IM Div Student Social					
ACC: 210B	187 IM: IM Div PDW Social							
ACC: 210C	182 HR: HR Doc. Consortium							
ACC: 210D	← HR: Case-based							
ACC: 212B	← OB/HR/BPS/CM:							
ACC: 213D	← AAA: Speaker Ready Room							
ACC: Hall C	← AAA: Conference Registration							
ACC: Hall C	177 AAA: Conference Exhibits							
ACC: Hall C	178 AAA: Exhibit Hall Opening Reception							
ACC: Hall C	179 AAA: Technology Center							
ACC: Hall C	174 MBR: New Member Orientation							
MAR: Desert Springs	← ODC: ODC Board Planning							
MAR: Gold Key I, II	← AAA: Speaker Ready Room							
MAR: Grand Ballroom Salon A, B	← TIM: TIM Doctoral Consortium							
MAR: Grand Ballroom Salon C, D	← TIM: TIM Jun.Fac. Consortium							
MAR: Grand Ballroom Salon E	184 OMT: Meet OMT Social							
MAR: Grand Ballroom Salon F	← OMT: OMT Research Forum							
MAR: Grand Ballroom Salon G	← PTC/MED/IM/OCIS/MC: DBA professional Doctorates							
MAR: Grand Ballroom Salon H	← ODC: Junior Faculty PDW							
MAR: La Jolla, Los Angeles	← SIM/OMT: Theory of Business							
MAR: Orange County Ballroom 1	175 SIM: SIM Speed Networking							
MAR: Orange County Ballroom 3	172 PNP/MED/TTC: Service Learning &							
MAR: Orange County Ballroom 4	← SIM: SIM Doctoral Consortium							
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →							
HIL: Avila AB	169 PUBS: AMD: Tips from the Editors							
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →							
HIL: Carmel	← ENT/TIM: Entrepreneurship Theories						189 MOC: MOC Hack-a-thon →	
HIL: Catalina 3	← IAM/MED/INDAM:							
HIL: Catalina 5	← ENT/OB/CM: Emotions in							
HIL: El Capitan AB	← BPS: BPS Dissertation							
HIL: Malibu	← MOC/OB/GDO/CAR:		180 ENT/BPS: Family Entrepreneurship					
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room							
HIL: Pacific A	173 AAA: The Academic Job Search:							
HIL: Santa Monica	← BPS: BPS Doctoral							
OS: Bubba Gump Shrimp Co.	183 MSR: MSR Dinner							
OS: Fire + Ice Bar and Grill							186 HR: HR Doc. Consortium Reception	
OS: Ruth's Chris Steak House	166 HCM: Emerging Scholars Reception							
OS: Zov's Restaurant	185 SAP: SAP Dinner →							
SHR: El Prado Foyer	← AAA: Technology Center →							
SHR: Palm East	← D&ITC/CMS/GDO/SIM: Diversity &							
SHR: Palm West	181 GDO: GDO Pre-conference social hour							
SHR: Park D	170 TTC/MED: Challenges in Classroom Mgt							
SHR: Plaza A	← MH/CMS:							
SHR: Plaza C	171 MED: Transformational Teaching							
SHR: Plaza D	167 MED: MED Writers Workshop							
SHR: Tiffany Terrace	← GOV: Board of Governors						188 GOV: BOG & DIG Leadership Exchange →	

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Morning, August 6, 2016

	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30		
ACC: 109	194 AAA: Mother's Nursing Room								→	
ACC: 201A								306 INDAM: Indigenous Constructs		→
ACC: 201B	237 OB: OB Research Incubator				292 HR/RM: Multilevel Thinking in HRM					→
ACC: 201C	227 IM/BPS/OMT: State Capitalism 2.0.			280 IM/GDO/AAM: Gender & Leadership in S.			323 HR/CM:		→	
ACC: 201D	218 HR: HR Middle-Stage Doctoral PDW									
ACC: 202A	219 HR: New Faculty Consortium									
ACC: 202B	256 RM/OB: Cloud-Based Meta-Analysis					298 MSR/PTC: Improv to Organize Mindfully				
ACC: 203A	269 CAR: Careers Doctoral Consortium									
ACC: 204C	238 OB: Halfway There									
ACC: 205A	222 HR/D&ITC: Publishing in Top US Journals						311 ITC: English Writing			→
ACC: 205B	235 MSR/ONE/ODC/CMS: Stories, Tools, Transformation					293 ITC: Social irresponsibility				
ACC: 206A	239 OB: Jr. Faculty Workshop									
ACC: 207A	257 RM/OB/HR/IM: Multilevel Modeling					299 OB: Teaching about Relationships				
ACC: 207B	271 HR/OB/MC: Publish for Real World Impact						317 CAR/HR: Mid-Life			→
ACC: 208AB	240 OB: OB Doctoral Consortium									
ACC: 209A	243 OB/RM: Implicit Personality Research							322 RM: Necessary		→
ACC: 209B	210 CAR: QCA in Careers Research Primer					297 MSR/MED: DEVELOPING A				
ACC: 210A	241 OB/BPS/HR/IM: Revise and Resubmit									
ACC: 210B	285 OB: It Takes Two to Tango									
ACC: 210C	242 OB/CAR/ITC: International Sabbaticals				300 OB/OMT/MSR/ODC: Mindfulness Research Methods					
ACC: 210D	220 HR: HR Analytics Course Design						312 MSR/MOC/OB/SIM: Organizing for			→
ACC: 211A	229 MBR: Membership Committee Opening									
ACC: 211B	225 IM: IM Junior Faculty Consortium									
ACC: 212A	226 IM: IM Doctoral Consortium									
ACC: 213A	228 INDAM/AAM: Smart Working					296 MSR/ENT/MH/IM: A Comparative Review				
ACC: 213D	195 AAA: Speaker Ready Room									
ACC: 303D	276 OB/HR/IM/RM: Bridging Science and Practice									
ACC: 304 C,D	221 HR: HR Doctoral Consortium									
ACC: Hall C	196 AAA: Conference Registration									
ACC: Hall C	197 AAA: Conference Exhibits									
ACC: Hall C								287 AAA: Conference		
ACC: Hall C	198 AAA: Technology Center									
MAR: Desert Springs	230 MC: Professional Certification				281 MC/MED: Knowledge in Consulting			324		→
MAR: Gold Key I, II	201 AAA: Speaker Ready Room									
MAR: Grand Ballroom Salon A, B	248 OMT/BPS/OB/TIM: Teaching Social Networks							320 ODC/BPS:		→
MAR: Grand Ballroom Salon C, D	231 MC: Strategic Play Meaningfulness									
MAR: Grand Ballroom Salon G	264 TIM/SAP/OM: Link Strategy to Projects									
MAR: Grand Ballroom Salon H	244 ODC/MC: Scholar-Practitioner Roles						319 ODC: Leading in a			
MAR: Grand Ballroom Salon J, K	251 OMT/OB: INFORMS Dissertation Proposal					302 OMT/BPS/OB/MOC/TIM: Behavioral Strategy				
MAR: La Jolla	259 SIM/ENT: Ethics and Entrepreneurship									
MAR: Los Angeles	274 ICW: ASQ Editors Meeting									
MAR: Northeast Marquis Ballroom	263 TIM/ENT: Platforms and Ecosystems					304 PTC/ODC/MSR/SIM/IM: Leadership for a Healthy				→
MAR: Northwest Marquis Ballroom	247 OMT: Business Collective Action									
MAR: Orange County Ballroom 1	254 PNP: PNP Doctoral Consortium									
MAR: Orange County Ballroom 2	253 OMT/OB/ENT: Cultural Entrepreneurship					282 OMT/SIM/MSR/MOC: Reinfusing Values				
MAR: Orange County Ballroom 3, 4	252 OMT and cosponsors: Intro to SNA									
MAR: Platinum Ballroom 1	232 MC: Create Knowledge Relationally									
MAR: Platinum Ballroom 10	250 OMT/GDO/MOC: Research on				283 PNP/SIM/IM/INDAM: Anti-Corruption					
MAR: Platinum Ballroom 2	236 NDSC: NDSC Session									
MAR: Platinum Ballroom 3	268 ODC: ODC Doctoral Consortium									
MAR: Platinum Ballroom 4	260 SIM/ONE: The 2016 Joint SIM-ONE JFC									
MAR: Platinum Ballroom 7	261 TIM: TIM Doctoral Consortium Day 2					301 OMT/BPS/CM/MOC/OB: Trust				→
MAR: Platinum Ballroom 8	262 TIM: TIM Jun.Fac. Consortium day 2					303 OMT/OB/SAP: Pragmatism Org and Mgmt				
MAR: Platinum Ballroom 9	249 OMT/ENT/OB: Brokering Dynamics				284 ICW: Wiley Author Event					
MAR: Platinum Ballroom Foyer	← AAA: Technology Center									

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Morning, August 6, 2016 (continued)									
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30	
MAR: South Marquis Ballroom	286 TIM: TIM Meet the Editors								
HIL: Avila AB	203 BPS: BPS Junior Faculty Paper PDW								
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center							→	
HIL: California A	212 ENT: ENT Doctoral Consortium Part 2							→	
HIL: California B	275 MOC: Cognition in the Rough								
HIL: California D	204 BPS: BPS Doctoral Consortium							→	
HIL: Carmel	208 BPS/TIM/ENT: Entrepreneurial Finance			278 BPS/OMT/TIM: Dealing with Endogeneity					
HIL: Catalina 1	217 HCM/ODC/MC: Improving Work Flow			279 HCM: Cultural Competence in Health					
HIL: Catalina 2							308 BPS/IM/PNP: Non-market Strategy	→	
HIL: Catalina 3	267 OCIS: Big Data and Research				314 CM/OB: Negotiating Job				→
HIL: Catalina 4	216 HCM: HCM Research Incubator			291 HCM: HCM: Meet the Editors					
HIL: Catalina 5	207 BPS/IM/OMT/AAM/ITC: Corporate Governance in Asia				307 BPS/ENT/OB: Psychological				→
HIL: El Capitan AB	209 BPS/TIM/OMT/TTC: Beyond the Case Method				288 BPS/SAP: Strategy Formation				
HIL: Executive Board Room							315 TLC: TLC Precon Meeting		
HIL: Hilton: Concourse Level (4th Floor)	199 AAA: Placement Services							→	
HIL: La Jolla	223 IAM/ENT/IM: Entrepreneurship in LATAM				310 IAM: Aesthetics in Teaching				→
HIL: Malibu	205 BPS: BPS New Faculty Consortium							→	
HIL: Mezzanine 10	224 ICW: SAGE HRM Focus Group							→	
HIL: Mezzanine Office A, 3rd Floor	272 ICW: IMD Day 2 Room 2 AM							→	
HIL: Mezzanine Office C, 3rd Floor	200 AAA: Speaker Ready Room							→	
HIL: Monterey	202 AAM: Meaningfulness								
HIL: Pacific A	255 PUBS: AMR PDW from the Editors								
HIL: Pacific B	258 SAP/BPS: Strategy Process and Practice				305 SAP/OMT: Practice view on Paradox				
HIL: Palisades	214 ENT/BPS: PSED: 2016 Updates				316				→
HIL: Santa Barbara	273 ICW: IMD Day 2 Room 1 AM							→	
HIL: Santa Monica	206 BPS: Board Effectiveness				309 BPS/OB: CEO Influence PDW				
HIL: Ventura	213 ENT: The Kauffman Firm Survey								
SHR: El Prado Foyer	← AAA: Technology Center							→	
SHR: Garden C	246 OM/RM: Methodological Frontiers I				318 MED/ONE/BPS:				→
SHR: Palm East	270 GDO: 2016 GDO Doctoral Consortium							→	
SHR: Palm West	233 MED/OB/PNP: Student Teams Seriously				294 MED/OCIS/TIM: Towards Business School 2.0				
SHR: Park D	234 MH/CMS/ODC: Opening up History				295 MH/BPS: Event Study Methods				
SHR: Plaza A	265 TTC/D&ITC/GDO: Teaching Special Populations				313 TTC/MSR: Interactive Exercises				→
SHR: Plaza B	211 CMS/GDO/PTC: Acting Up				290 GDO/D&ITC/TTC: Subtle Forms of Racism				
SHR: Plaza C	245 OM: OM Consortium			277 OM: OM Consortium I					
SHR: Plaza D	266 TTC/MED/HR/HCM: Teaching with Technology:				289 CMS: Neo-liberal Feminism				
SHR: Tiffany Terrace	215 GOV: Board of Governors Meeting							→	

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Afternoon, August 6, 2016										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
ACC: 109	← AAA: Mother's Nursing Room →									
ACC: 201A	← INDAM: Indigenous 363 RM and cosponsors: Process Research Methods PDW									
ACC: 201B	← HR/RM: Multilevel 356 MSR: Workplace Spiritual Facilitati 413 HR/OB/IM: Work Design Across Cultures									
ACC: 201C	← HR/CM: Being a Department Chair									
ACC: 201D	← HR: HR Middle-Stage Doctoral PDW 402 HR/OB: Compensation Research →									
ACC: 202A	381 D&ITC: Town Hall Meeting 428 D&ITC: →									
ACC: 202B	← RM/OB/CM: Using SRM in Management 392 IM: CSR and National Development 424 IM: Institutional Distance									
ACC: 203A	← CAR: Careers 352 CAR/OB/GDO: Early Career Consortium									
ACC: 203B	378 AAA: Session Chairs									
ACC: 204A	383 ITC/MED: Research Collaborations →									
ACC: 204C	342 OB/SIM: Behavioral Ethics PDW 416 RM/OB/HR: Using Sports Data									
ACC: 205A	← ITC: English 353 HR/OB: Sabbatical Positions									
ACC: 205B	← ITC: 345 INDAM/ENT/AAM/IM: Indian Diaspora 408 RM/MC/OM/HR: Mind Map Analytics 436 MSR: →									
ACC: 206A	← OB: Jr. Faculty Workshop									
ACC: 207A	← OB: Teaching 357 OB/SIM/ODC: Meaningful Leadership									
ACC: 207B	← CAR/HR: Mid-Life Career Changers 398 OB/HR: Proactivity in Organizations									
ACC: 208AB	← OB: OB Doctoral Consortium 376 OB: Building your Academic Career									
ACC: 209A	← RM: Necessary Condition Analysis 397 CAR/HR/OB: Teaching Careers									
ACC: 209B	← OB/HR/ENT: Active Training Approaches									
ACC: 210A	382 ICW: IJHRM Meeting and Reception									
ACC: 210C	348 OB/CAR: Addressing Impostor Phenomenon 404 OB/ONE/SIM: CSR: Micro and Macro Divide									
ACC: 210D	← MSR/MOC/OB/SIM: 374 RM/OMT/BPS: Exploring Complex Causality									
ACC: 211B	← IM: IM Junior Faculty Consortium									
ACC: 212A	← IM: IM Doctoral Consortium									
ACC: 212B	← IM: IM Mid-career Consortium									
ACC: 213A	350 RM/OB/HR: EFA vs CFA 407 RM/BPS: Managing Big Data using 433 IM: Meet →									
ACC: 213D	← AAA: Speaker Ready Room →									
ACC: 304 C,D	← HR: HR Doctoral Consortium									
ACC: Ballroom B	425 OB/HR/IM/CM: OB Research									
ACC: Hall C	← AAA: Conference Registration									
ACC: Hall C	← AAA: Conference Exhibits									
ACC: Hall C	400 AAA:									
ACC: Hall C	← AAA: Technology Center									
MAR: Desert Springs	← MC/ENT/ITC: Single 367 MC: Meaningful Teaching 409 MC/PTC: Higher Education and SEAM									
MAR: Elite Ballroom 1	423 AAA: Ethics Education									
MAR: Elite Ballroom 2	379 AAA: AOM Affiliates Forum									
MAR: Elite Ballroom 3	375 TIM/BPS: Exploring Experiments									
MAR: Gold Key I, II	← AAA: Speaker Ready Room →									
MAR: Grand Ballroom Salon A, B	← ODC/BPS: Mergers & Acquisitions 386 ODC/GDO/BPS: Research in and on Africa									
MAR: Grand Ballroom Salon C, D	← OMT/TIM/BPS: "Big Data" Research									
MAR: Grand Ballroom Salon F	← TIM: Distinguished Scholar									
MAR: Grand Ballroom Salon G	388 SIM: SIM Mid-Career Scholar									
MAR: Grand Ballroom Salon H	← ODC: Leading in a Digital 372 ODC/MC: Reflective Hybrids 420 PNP/SIM: Cross-Sector Design									
MAR: Grand Ballroom Salon J, K	349 OMT/OCIS/TIM/SAP: Rationality in 396 SIM/ENT/D&ITC: Research Poverty Alleviation									
MAR: Los Angeles	380 AAA: Connect with Academy Members									
MAR: Northeast Marquis Ballroom	← PTC/ODC/MSR/SIM/IM: 361 PTC and cosponsors: Scholarship into Practice 431 PTC/ODC: →									
MAR: Northwest Marquis Ballroom	← OMT/SIM/BPS/PTC: Social Movements and Markets 399 TIM/ENT/OMT: Disruption									
MAR: Orange County Ballroom 1	← PNP: PNP Doctoral Consortium 406 PNP: Publishing in PNP Journals 440 OMT/TIM →									
MAR: Orange County Ballroom 2	360 ONE: Stranded Assets in the 405 ONE: Organisational Resilience 441 →									
MAR: Orange County Ballroom 3, 4	373 ODC/PTC: A New Wave of OD Innovation?									
MAR: Platinum Ballroom 1	← MC: Create 368 MC/ODC/PTC: Client-Consultant 410 OMT: Teaching Alt Econ Futures 443 →									
MAR: Platinum Ballroom 10	← ONE/ITC/BPS/ITC/PTC: Apps for Teaching CS 394 OMT/ODC/CAR: Academic Careers									
MAR: Platinum Ballroom 2	← NDSC: NDSC Session									
MAR: Platinum Ballroom 3	← ODC: ODC Doctoral Consortium →									
MAR: Platinum Ballroom 4	← SIM/ONE: The 2016 439									

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Afternoon, August 6, 2016 (continued)	
	12:00 12:30 1:00 1:30 2:00 2:30 3:00 3:30 4:00 4:30
MAR: Platinum Ballroom 7	← OMT/BPS/CM/MOC/OB: 389 TIM: TIM Doc. Res. Devel. workshop
MAR: Platinum Ballroom 8	← SIM: SIM Research Development Works 395 OMT/ONE/ODC: Paradox and
MAR: Platinum Ballroom 9	364 TIM/BPS/ENT/IM: Advances in Patent Research 421 TIM/ENT: Early Venture →
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →
MAR: South Marquis Ballroom	390 TIM/ENT/BPS: Lean Startups and Innovation 430 →
HIL: Avila AB	← BPS: BPS Managing Your Dissertation
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →
HIL: California A	← ENT: ENT Doctoral
HIL: California B	385 MOC/MED: Teaching in the Rough
HIL: California D	← BPS: BPS Doctoral 369 SAP/OMT/BPS: Strategy and Discourse 432 SAP/OMT: →
HIL: Carmel	← ENT/BPS/TIM: Entrepreneurial 387 PUBS: Publishing in AMP 427 BPS/OMT: Soci →
HIL: Catalina 1	← HCM/HR: Nurse Turnover 393 OCIS/RM: Process Theory in IS 437 OCIS/TIM →
HIL: Catalina 2	← BPS/IM/PNP: 351 BPS/IM/OMT/OM: Funding Scholarship 417 BPS/PNP: Value & Public →
HIL: Catalina 3	← CM/OB: Negotiating Job Offer 391 AAM/OM/IM/TIM: New Paradigm in Auto Industry
HIL: Catalina 4	← MOC: Diamonds in the rough 412 CM/HR: Managing Academic Conflict →
HIL: Catalina 5	← BPS/ENT/OB: Psychological 370 BPS/TIM/ENT: Uncertainty & Managemnt Theory 418 ENT/TIM: Women Academics i →
HIL: Catalina 6	435 MOC: →
HIL: El Capitan AB	← BPS/OB/OMT/RM/HR: The Micro-Macro Divide 426 PUBS: AMD Committee and Review
HIL: Hilton: Concourse Level (4th Floor)	← AAA: Placement Services
HIL: La Jolla	← IAM: 358 OCIS: International Paper Workshop
HIL: Malibu	← BPS: BPS New Faculty Consortium
HIL: Mezzanine 1	415 ICW: JMI Board Meeting
HIL: Mezzanine 10	← ICW: SAGE HRM Focus Group →
HIL: Mezzanine Office A, 3rd Floor	← ICW: IMD Day 2 354 ICW: IMD Day 2 Room 2 PM
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room →
HIL: Pacific A	362 PUBS: AMJ Tips from the Editors
HIL: Pacific B	343 BPS/ENT: Teaching Free Markets
HIL: Palisades	← AAM/IM/BPS/INDAM: 371 IAM/MED: PhDs in Management in Latam 429 →
HIL: San Simeon A	← ENT: ENT Mid Career Consortium
HIL: San Simeon B	411 PUBS: AMR Editors Only
HIL: Santa Barbara	← ICW: IMD Day 2 355 ICW: IMD Day 2 Room 1 PM
HIL: Santa Monica	344 ENT/TIM: S&T Entrepreneurship Education 401 HCM/OB/TIM: Errors in Health Care
OS: Hilton Anaheim Reception Desk	434 INDAM: →
OS: Roy's Restaurant	← HR: HR New Fac. Consortium Lunch
OS: Roy's Restaurant.	← OMT: Dissertation Proposal Workshop
SHR: El Prado Foyer	← AAA: Technology Center →
SHR: Garden C	← MED/ONE/BPS: 359 OM/RM: Methodological Frontiers II
SHR: Palm East	← GDO: 2016 GDO Doctoral Consortium 422 TTC/MED: Innovative Reflectio →
SHR: Palm West	346 MED: Self-handicapping Leadership 403 MED/ONE/MSR/IAM: Sustainability
SHR: Park D	347 MH/OMT/CMS/RM: Using Historical Approaches 442 →
SHR: Plaza A	← TTC/MSR: 365 TTC/OB: Stop Worrying, Love Teaching 419 GDO/ODC: Changing Culture →
SHR: Plaza B	← OM: Methodological 366 CMS/OMT: Marx Political Economy 414 D&ITC/GDO/OB: Networking in a Diverse
SHR: Plaza C	← OM: OM Consortium Lunch 377 OM: OM Consortium II 438 OM: Consortium
SHR: Plaza D	← CMS: Neo-liberal 384 MED and cosponsors: Realizing Y-Our Impact
SHR: Tiffany Terrace	← GOV: Board of

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Evening, August 6, 2016

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
ACC: 109	← AAA: Mother's Nursing Room							
ACC: 201B	← HR/OB/IM:							
ACC: 201D	← HR/OB: Compensation							
ACC: 202A	← D&ITC: Connections Cafe							
ACC: 202B	← IM: Institutional							
ACC: 204A	← ITC/MED: Research							
ACC: 204B			459 ICW: 2016 CMSC reunion					→
ACC: 204C			450 ICW: JSCM Best Paper Award and Soci					
ACC: 205B	← MSR: Meaningful Organizations							
ACC: 207C			452 RM: RMD Doctoral Consortium Social					
ACC: 207D			460 ICW: CityU of HK Cocktail Reception					→
ACC: 208AB	← OB: Building							
ACC: 213A	← IM: Meet the IM Editors!							
ACC: 213B			461 IM: IM Div PDW Reception					
ACC: 213D	← AAA: Speaker Ready Room							
ACC: 303D			462 OB: OB Awards					
ACC: 304 C,D	← HR: Doctoral							
ACC: Ballroom A			473 OB: OB Social					
ACC: Ballroom B	← OB/HR/IM/CM:							
MAR: Center Marquis Ballroom			453 SIM: SIM/SBE Keynote/Reception					
MAR: Elite Ballroom 1	← AAA: Ethics		454 AAA: Global Ethics					
MAR: Gold Key I, II	← AAA: Speaker Ready Room							
MAR: Grand Ballroom Salon C, D			470 PTC: PTC Celebration					
MAR: Grand Ballroom Salon E	445 MC: MCD Business		464 MC: MCD Social Hour					
MAR: Grand Ballroom Salon F	446 TIM: Meet TIM							
MAR: Grand Ballroom Salon H	← PNP/SIM:							
MAR: Los Angeles			457 AAC: Southwest Academy of Management					
MAR: Northeast Marquis Ballroom	← PTC/ODC: Scholar-Practitioner							
MAR: Northwest Marquis Ballroom	448 ODC/OMT: Publishing Inductive Research							
MAR: Orange County Ballroom 1	← OMT/TIM: Hybrid							
MAR: Orange County Ballroom 2	← ONE/SIM/OMT: Time and Sustainability							
MAR: Platinum Ballroom 1	← OMT/OB/MOC/RM: Emotions and							
MAR: Platinum Ballroom 3	← ODC: ODC Doctoral Consortium							
MAR: Platinum Ballroom 4	← OMT/BPS/ODC: Organization Design							
MAR: Platinum Ballroom 8			469 ONE: ONE Welcome Reception					
MAR: Platinum Ballroom 9	← TIM/ENT: Early							
MAR: Platinum Ballroom Foyer	← AAA: Technology Center							→
MAR: South Marquis Ballroom	← OMT/OB/BPS/RM/OCIS: Advanced Networks PDW							
HIL: Avila AB			447 HCM: Engaged Scholarship					
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center							→
HIL: California D	← SAP/OMT: Practice Theory and		465 BPS: BPS Conversations					
HIL: Carmel	← BPS/OMT: Social Construction of							
HIL: Catalina 1	← OCIS/TIM: Organizing Crowds							
HIL: Catalina 2	← BPS/PNP: Value & Public							
HIL: Catalina 3	444 ENT: ENT New Member Meeting							
HIL: Catalina 4	← CM/HR: Managing Academic Conflict							
HIL: Catalina 5	← ENT/TIM: Women							
HIL: Catalina 6	← MOC: MOC Social and Business Meeting							
HIL: El Capitan AB	← PUBS: AMD		456 PUBS: AMD Exploratory Research					
HIL: Lanai Deck							477 GOV: President's Reception →	
HIL: Malibu	← BPS: New		455 BPS/OMT: Aspirations Research					
HIL: Mezzanine 10	← ICW: SAGE HRM Focus Group							
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room							
HIL: Monterey			463 OCIS: OCIS Reception					
HIL: Palisades	← ENT/RM/BPS/TIM: Experiments and ENT research							

Start and end times are approximate. See Session Details (Section D) for exact times.

Saturday Evening, August 6, 2016 (continued)									
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30	
HIL: San Simeon A	458 IAM: IAM Business								
HIL: San Simeon B					472 IAM: IAM Social				
HIL: Ventura	449 BPS: BPS Mid-Career Workshop								
OS: Catal Restaurant					471 D&ITC: Executive Committee Dinner				
OS: City National Grove of Anaheim						475 ENT: Entrepreneurship Division Social			→
OS: Hilton Anaheim Reception Desk	← INDAM: Stepping out with INDAM								
OS: McCormick & Schmick's Grille	467 HCM: PDW Social								
OS: Roy's Restaurant						474 CAR: Careers Division PDW Social			
SHR: El Prado Foyer	← AAA: Technology Center							→	
SHR: Palm East	← TTC/MED: Innovative								
SHR: Palm West					466 CMS: CMS Welcome Social				
SHR: Park B	451 ICW: Management Learning Social								
SHR: Park D	← MED/TTC: Teaching Collaborations								
SHR: Plaza A	← GDO/ODC: Changing								
SHR: Plaza B	← D&ITC/GDO/OB:								
SHR: Plaza C	← OM: Consortium								
SHR: Plaza D						476 MED: MED/OBTS/NDSC Social			→
SHR: Tiffany Terrace	468 ICW: SMU Reception								

Start and end times are approximate. See Session Details (Section D) for exact times.

<h1>Sunday Morning, August 7, 2016</h1>								
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
ACC: 109	487 AAA: Mother's Nursing Room							→
ACC: 201A							552 AAA: Incoming PDW	→
ACC: 202B	520 ICW: EJIM Informal Meeting							
ACC: 203B							553 AAA: Academy	
ACC: 204B	484 ICW: POS Gathering							
ACC: 209B	500 ICW: JABS Associate		532 ICW: JABS Ed Board Meeting			559 ICW: ETP		→
ACC: 213B	536 ICW: Personnel Psychology Reception							
ACC: 213D	488 AAA: Speaker Ready Room							→
ACC: 303A	507 TLC: Strategic		522 TLC: Developing a PBL		542 TLC: Education for			
ACC: 303B	508 TLC: Teaching with Cases		523 TLC: Shark Tank in the		543 TLC: International			
ACC: 303C	509 TLC: Meaningful Online		524 TLC: Mythopoesis in		544 TLC: Promoting Integrity			
ACC: 303D	510 TLC: Writing and		525 TLC: Pop-Ups and		545 TLC: Teams and Projects			
ACC: 304A	511 TLC: Use of Excel in		526 TLC: Embodying		546 TLC: Got Competencies			
ACC: 304B	512 TLC: Online Pedagogical		527 TLC: Arts-based		547 TLC: Experiential Learning			
ACC: 304C				528 TLC: Teaching		548 TLC: Mindfulness in		
ACC: 304D				529 TLC: Enhancing		549 TLC: Case Writing by		
ACC: Ballroom A- II	513 TLC: Teaching Practice		530 TLC: Teaching and		550 TLC: International Faculty			
ACC: Ballroom A- III	514 TLC: TLC Cafe		531 TLC: TLC Cafe		551 TLC: TLC Cafe			
ACC: Ballroom B	486 TLC: TLC Welcome							
ACC: Hall C	489 AAA: Conference Registration							→
ACC: Hall C	490 AAA: Conference Exhibits							→
ACC: Hall C							540 AAA:	
ACC: Hall C	491 AAA: Technology Center							→
MAR: Desert Springs							534 AAC: Midwest Academy of Management Board...	
MAR: Elite Ballroom 1	483 GOV: AOM Past			533 AAA: Ethics Education Committee Mtg				
MAR: Gold Key I, II	494 AAA: Speaker Ready Room							→
MAR: La Jolla	516 AAC: Eastern Academy of Management: Coff...				558 AAC: Eastern			→
MAR: Los Angeles	535 AAC: Southern Management Assc.							
MAR: Newport Beach	502 ICW: JOM Micro Review Issue Meeting					562		→
MAR: Platinum Ballroom 5, 6	497 AAA:		515 AAA: Presidential Address					
MAR: Platinum Ballroom Foyer	← AAA: Technology Center							→
MAR: Rancho Las Palmas	505 OMT: OMT Executive Committee Mtg.							
MAR: Suite 304							537 ICW: EMR Editorial Board Meeting	
MAR: Suite 312	503 ICW: Pearson Focus Group - Principi							→
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center							→
HIL: Carmel	496 PUBS: AMLE Editors							
HIL: El Capitan AB	506 PUBS: AMP Editorial		539 PUBS: AMR Editorial Review Board					
HIL: Hilton: Concourse Level (4th Floor)	492 AAA: Placement Services							→
HIL: La Jolla	519 PUBS: AMJ Incoming Editors				561 PUBS:			→
HIL: Lido A	538 MOC: MOC Executive Committee Meeting							
HIL: Malibu	554 AAT: Meaningful Research							→
HIL: Mezzanine 10	495 ICW: SAGE Entrepreneur Focus Group							
HIL: Mezzanine Office A, 3rd Floor							517 ICW: IMD Day 3 Room 2 AM	→
HIL: Mezzanine Office C, 3rd Floor	493 AAA: Speaker Ready Room							→
HIL: Salinas	499 HCM: Executive Committee Meeting							
HIL: San Simeon A							555 AAT: Making Universities	→
HIL: San Simeon B	557 PUBS: AMLE Editorial							
HIL: Santa Barbara	518 ICW: IMD Day 3 Room 1 AM							→
HIL: Santa Monica	556 AAT: Organizations Still							→
HIL: Ventura	501 ICW: FBR Editors Retreat							→
SHR: El Prado Foyer	← AAA: Technology Center							→
SHR: Garden C	498 CMS: CMS Division Executive Meeting			541 OM: OM Division Officers Meeting				
SHR: Palm East	485 OM: OM Division Sunday Morning Jog							
SHR: Plaza B	521 ICW: OSS ERB Meeting & Breakfast					560 ICW:		→
SHR: Plaza D	504 ICW: WU Vienna Breakfast Reception							

Start and end times are approximate. See Session Details (Section D) for exact times.

Sunday Afternoon, August 7, 2016

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30		
ACC: 109	← AAA: Mother's Nursing Room										→	
ACC: 201A	← AAA: 574 AAA: Program Chairs Mtg											
ACC: 201B	595 HR: HRM Systems and Practices				657 HR: Qualitative HR Research			717 CAR: Careers &				→
ACC: 201C	596 HR: Individual Differences and HR				658 HR: Work/Life & Employee Attitudes							
ACC: 201D	693 ICW: ASQ Reception											
ACC: 202A	← ITC: ITC Committee Meeting				671 RM: Emerging Research Methods			724 IM: OT in IB				→
ACC: 202B	597 IM: IB and Institutions				660 IM: IB and Internationalization			725 IM: IB and				→
ACC: 203A	← AAA: Division				635 ICW: ASQ Editorial			704 INDAM: INDAM Exec Committee				
ACC: 203B	569 AAA: Division Chairs Meeting											
ACC: 204C	638 ITC: Dexter Award											
ACC: 205A	601 MSR: MSR in Workplace											
ACC: 205B	622 IM: IM Executive Committee Meeting											
ACC: 206A	636 ICW: Editorial Board Meeting											
ACC: 207D											741 ICW: →	
ACC: 209A	570 ICW: GOM Ed Board Meeting											
ACC: 209B	← ICW: ETP Ed Board											
ACC: 210D	620 ICW: AKMS Meeting & Consortium											
ACC: 211B	614 CAR: CAR Executive Meeting...				701 RM: RM Executive Committee							
ACC: 212A	572 OB: OB Executive Committee				692 HR: HR Div Executive Board Meeting							
ACC: 213D	← AAA: Speaker Ready Room										→	
ACC: 303A	624 TLC: Teaching				679 TLC: Concept Maps							
ACC: 303B	625 TLC: Ambidexterity				680 TLC: Make your							
ACC: 303C	626 TLC: Seven Deadly				681 TLC: Impactful							
ACC: 303D	627 TLC: Teaching Lean				682 TLC: High Impact							
ACC: 304A	628 TLC: The				683 TLC: HiPo Programs							
ACC: 304B	629 TLC: Instructor as				684 TLC: Teaching the							
ACC: 304C	630 TLC:				685 TLC: Unleashing							
ACC: 304D	631 TLC: Exemplars for				686 TLC: Embodying							
ACC: Ballroom A- II	632 TLC: Teaching and				687 TLC: Adjunct Faculty							
ACC: Ballroom A- III	633 TLC: TLC Cafe				688 TLC: TLC Cafe			706 TLC: TLC@AOM				
ACC: Ballroom B	← TLC: TLC Luncheon & Plenary											
ACC: Hall C	← AAA: Conference Registration											
ACC: Hall C	← AAA: Conference Exhibits											
ACC: Hall C	678 AAA:											
ACC: Hall C	← AAA: Technology Center											
MAR: Desert Springs	573 SIM: SIM Governance Cttee Mtg											
MAR: Elite Ballroom 1	689 AAA: AOM Ethics Committee											
MAR: Elite Ballroom 2	← PTC: PTC Business Meeting				670 PNP: PNP Executive Board Meeting							
MAR: Elite Ballroom 3	702 TIM: TIM Executive Committee											
MAR: Gold Key I, II	← AAA: Speaker Ready Room										→	
MAR: Grand Ballroom Salon A	674 TIM: Institutions and Policv				740 AAA:							→
MAR: Grand Ballroom Salon B	675 TIM: TIM Best											
MAR: Grand Ballroom Salon C	612 TIM: Relational/Transactional Search				676 TIM: Innovation Management			738 TIM:				→
MAR: Grand Ballroom Salon D	613 TIM: Role of Individuals				677 TIM: Organization Forms			739 TIM: Innovation				→
MAR: Grand Ballroom Salon F	580 AAT: Measuring Collective Meaning				696 AAT: The Unintended Consequences							→
MAR: Grand Ballroom Salon G	639 ODC: ODC Board Meeting										→	
MAR: Grand Ballroom Salon H	700 MC: MC Executive Committee											
MAR: Grand Ballroom Salon J	610 SIM: Corporate Corruption and				672 SIM: Stakeholders and Boundaries			736 SIM: Enterprise				→
MAR: Grand Ballroom Salon K	611 SIM: Stakeholder Reaction to the				673 SIM: Stakeholder Workplace Mgmt			737 SIM: Org. Social				→
MAR: La Jolla	← AAC: Eastern										733 ONE: →	
MAR: Los Angeles	607 ONE: Stakeholders and				666 OMT: Relationship Dynamics			730 OMT: Status &				→
MAR: Newport Beach	← ICW: JOM		617 ICW: JOM Macro Review Issue Meeting									
MAR: Northwest Marquis Ballroom											742 ICW: JOM →	
MAR: Orange County Ballroom 2	623 ONE: ONE Executive Meeting										745 SIM: B&S →	
MAR: Platinum Ballroom 1	581 AAT: Senior Faculty Refresh				697 AAT: Collective Action II							

Start and end times are approximate. See Session Details (Section D) for exact times.

Sunday Afternoon, August 7, 2016 *(continued)*

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
MAR: Platinum Ballroom 2		582 AAT: Cumulative knowledge ecosystem							713 AAT:	→
MAR: Platinum Ballroom 3		583 AAT: Measuring Meaning								
MAR: Platinum Ballroom 4		608 PNP: Education - context & variable				690 AAT: Theories for and from Africa				→
MAR: Platinum Ballroom 7		609 PNP: Organizing options in			644 AAT: Purpose and Beyond					→
MAR: Platinum Ballroom 8								691 AAT: Semantic Network Analysis		→
MAR: Platinum Ballroom 9, 10									744 PNP: PNP	→
MAR: Platinum Ballroom Foyer	← AAA: Technology Center									→
MAR: Rancho Las Palmas		618 ICW: JSCM AE Meeting								
MAR: San Diego								705 SIM: SIM Best		
MAR: Suite 304		598 MC: Discussion Papers			665 ODC: Change and firm performance		729 ODC:			→
MAR: Suite 312	← AAA: Pearson	605 OMT: Activism & Change			667 OMT: Adoption & Decoupling		731 OMT: Change			→
MAR: Suite 315		606 OMT: Entrepreneurship & Innovation			668 OMT: Identity & Categorization		732 OMT: Learning &			→
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center									→
HIL: Carmel		621 ICW: JME Ed Board Mtg				698 ENT: ENT Executive Committee				
HIL: Catalina 1		575 AAT: Meaningful Scholarship					707 AAT: Cultural			→
HIL: Catalina 2		602 MSR/AAT: CEO Perspective on			640 AAT: Business Agent World Benefit		708 AAT: Meaningful			→
HIL: Catalina 3					645 BPS: Global		703 BPS: Executive			
HIL: Catalina 4		576 AAT: Multiple Lenses on Diversity			659 HR/AAT: Disability and Work		709 AAT: Managing			→
HIL: Catalina 5		577 AAT: Shaping the Enterprise Future			669 OMT/AAT: Entrepreneurship		710 AAT: Managing			→
HIL: Catalina 6		603 OB/AAT: Relational Ambivalence at			641 AAT: Business Journalism		734 PNP/AAT:			→
HIL: Hilton: Concourse Level (4th Floor)	← AAA: Placement Services									
HIL: La Jolla	← PUBS: Annals	619 PUBS: Annals Incoming Associate					727 MOC: Talk Talk			→
HIL: Lido A					663 OCIS: OCIS Executive Committee					
HIL: Malibu	← AAT: Meaningful	578 AAT: To B or Not to B			642 AAT: Authenticity & Organizations		711 AAT: Rethinking			→
HIL: Mezzanine 1		584 BPS: Alliances and Complementarity			646 BPS: Coordination and Performance		714 BPS:			→
HIL: Mezzanine 10		637 ICW: Sequences and Traces								
HIL: Mezzanine 2		585 BPS: TMTs, Families, Politics			647 BPS: Agency, Boards, Politics		715 BPS: Competitive			→
HIL: Mezzanine 3		586 BPS: Information Discovery			648 BPS: Cognition and Human Capital		716 BPS: Process,			→
HIL: Mezzanine 4		588 ENT: Social Entrepreneurship			652 ENT: Institutions & Politics		718 ENT: Entr. &			→
HIL: Mezzanine 5		589 ENT: Experience & Networks			653 ENT: Entrepreneurship &		719 ENT: Employees			→
HIL: Mezzanine 6		590 ENT: Entrepreneurship & Challenges			654 ENT: Corporate Entrepreneurship		720 ENT: Entr. &			→
HIL: Mezzanine 7		591 ENT: Goals & Performance			649 CM: Inductive Insights into Conflict		735 SAP: Boundaries			→
HIL: Mezzanine 8		594 HCM: Leadership and Expertise			656 HCM: Learning and Collaboration					
HIL: Mezzanine 9		600 MOC: Talk about the Passion:			662 MOC: Learning to Fly: Learning as a					
HIL: Mezzanine Office A, 3rd Floor	← ICW: IMD Day 3	615 ICW: IMD Day 3 Room 2 PM								
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room									→
HIL: Pacific A					695 PUBS: AMJ Editorial Review					
HIL: Palisades		604 OCIS: Approaches to performance			664 OCIS: Organizing and performing		728 OCIS: Online			→
HIL: Salinas		634 CM: CM Exec Committee Meeting								
HIL: San Simeon A	← AAT:	592 ENT/AAT: Negotiation for			643 AAT: Values-based Leadership		722 GDO/AAT: The			→
HIL: San Simeon B							726 IM/AAT:			→
HIL: Santa Barbara	← ICW: IMD Day 3	616 ICW: IMD Day 3 Room 1 PM								
HIL: Santa Monica	← AAT:	579 AAT: The Ecosystem of					712 AAT: Meaning in			→
HIL: Ventura	← ICW:	571 ICW: FBR Editors' Retreat								
SHR: El Prado Foyer	← AAA: Technology Center									→
SHR: Garden C		587 CMS: Business Schools and			650 CMS: Perspectives on Economic					
SHR: Palm East					694 OM: OM Division Business Meeting		746			→
SHR: Palm West					651 CMS: Business Meeting					
SHR: Park A		593 GDO: Stigma and Diversity			655 GDO: Gender and Ethnic Bias		721 GDO:			→
SHR: Park C		599 MED: Quo Vadis, MED?...			661 MED: Teaching & Learning		723 ICW: B&S			→
SHR: Park D	← ICW: JMS Reception						743 ICW: Org Science			→
SHR: Plaza B	← ICW: Organization Editorial Board									
SHR: Plaza C							699 GDO: GDO Executive Committee Meeting			
SHR: Plaza D	← ICW: Org Science SE Luncheon Mtg									

Start and end times are approximate. See Session Details (Section D) for exact times.

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
ACC: 109	← AAA: Mother's Nursing Room							
ACC: 201B	← CAR: Careers &							
ACC: 201D	760 ICW: UM Reception							
ACC: 202A	← IM: OT in IB							
ACC: 202B	← IM: IB and							
ACC: 203A	← INDAM:							
ACC: 207D	← ICW: Morgan Reception				776 HR: HR Division Social			
ACC: 208AB	759 HR: HR Div Business							
ACC: 209B	761 ICW: O&E Ed Board Meeting							
ACC: 210D	← ICW: AKMS 754 ICW: AKMS Meeting & Reception							
ACC: 211B	← RM: RM							
ACC: 213A	749 MSR: MSR Ex Committee				773 MSR: MSR Business Meeting			
ACC: 213B	762 ICW: CJAS Annual Social						779 MSR: MSR Social	
ACC: 213C	748 ICW: Warwick Business School Recept							
ACC: 213D	← AAA: Speaker Ready Room							
ACC: The Grand Plaza	756 AAA: All-Academy Reception							
MAR: Gold Key I, II	← AAA: Speaker Ready Room							
MAR: Grand Ballroom Salon A	← AAA: AOM Tweet Up							
MAR: Grand Ballroom Salon B	771 SIM: SIM Salon							
MAR: Grand Ballroom Salon C	← TIM: Technological							
MAR: Grand Ballroom Salon D	← TIM: Innovation							
MAR: Grand Ballroom Salon E	775 TIM: TIM Social							
MAR: Grand Ballroom Salon F	← AAT: The Unintended Consequences							
MAR: Grand Ballroom Salon G	← ODC: ODC Board Meeting							
MAR: Grand Ballroom Salon J	← SIM: Enterprise and				764 ICW: IABS Board Meeting			
MAR: Grand Ballroom Salon K	← SIM: Org. Social							
MAR: La Jolla	← ONE: Governance in							
MAR: Los Angeles	← OMT: Status &							
MAR: Northwest Marquis Ballroom	← ICW: JOM Editorial Board Reception							
MAR: Orange County Ballroom 2	← SIM: B&S ED Board Mtg							
MAR: Orange County Ballroom 3, 4	755 TIM: TIM Business							
MAR: Platinum Ballroom 1	← AAT: Collective Action II							
MAR: Platinum Ballroom 2	← AAT: Meaningfulness & Achievement							
MAR: Platinum Ballroom 4	← AAT: Theories for and from Africa							
MAR: Platinum Ballroom 8	← AAT: Semantic Network Analysis							
MAR: Platinum Ballroom 9, 10	← PNP: PNP Business Meeting							
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →							
MAR: Suite 304	← ODC: Transformations							
MAR: Suite 312	← OMT: Change							
MAR: Suite 315	← OMT: Learning &							
HIL: Avila AB	750 PUBS: AMR's 40th							
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →							
HIL: Catalina 1	← AAT: Cultural							
HIL: Catalina 2	← AAT: Meaningful Work							
HIL: Catalina 3	753 BPS: Teaching Committee							
HIL: Catalina 4	← AAT: Managing							
HIL: Catalina 5	← AAT: Managing to							
HIL: Catalina 6	← PNP/AAT: Mayors as							
HIL: El Capitan AB	772 CM: CM Division Social							
HIL: La Jolla	← MOC: Talk Talk Talk							
HIL: Lido A	751 SAP: SAP Exec Meeting							
HIL: Malibu	← AAT: Rethinking							
HIL: Mezzanine 1	← BPS: Governance,							
HIL: Mezzanine 14	763 ICW: IMD International Event							
HIL: Mezzanine 2	← BPS: Competitive							

Start and end times are approximate. See Session Details (Section D) for exact times.

Sunday Evening, August 7, 2016 *(continued)*

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
HIL: Mezzanine 3	← BPS: Process,							
HIL: Mezzanine 4	← ENT: Entr. &							
HIL: Mezzanine 5	← ENT: Employees &							
HIL: Mezzanine 6	← ENT: Entr. &							
HIL: Mezzanine 7	← SAP: Boundaries of							
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room							
HIL: Monterey	747 CM: CM Business Meeting							
HIL: Pacific A	757 BPS: Inwin Award							
HIL: Palisades	← OCIS: Online							
HIL: San Simeon A	← GDO/AAT: The							
HIL: San Simeon B	← IM/AAT: Heterarchy							
HIL: Santa Monica	← AAT: Meaning in							
OS: 21 OceanFront	758 GDO: GDO Executive Committee Dinner							
OS: Bowers Museum	774 PNP: PNP Social							
OS: TBD	778 MC: MC Members & Friends Dinner							
SHR: El Prado Foyer	← AAA: Technology Center							→
SHR: Palm East	← ICW: JOM Best Paper Award							
SHR: Palm West	765 ICW: IFERA Reception							
SHR: Park A	← GDO: Composition							
SHR: Park B	770 OM: OM Division Social							
SHR: Park C	← ICW: B&S editorial							
SHR: Park D	← ICW: Org		766 ICW: The HKUST Reception, 2016					
SHR: Plaza A	767 ICW: LSE Reception @ AOM 2016							
SHR: Plaza B	752 TTC: TTC Business Meeting							
SHR: Plaza C	← GDO: GDO Executive							
SHR: Plaza D	768 ICW: Management Faculty of Color							→
SHR: Tiffany Terrace	769 ICW: BI Norwegian Business School							

Start and end times are approximate. See Session Details (Section D) for exact times.

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
ACC: 109		795 AAA: Mother's Nursing Room						→
ACC: 201A		863 OB: Moral Reasoning and Behavior						
ACC: 201B		864 OB: Creativity and Innovation						
ACC: 201C		841 HR: HR, Creativity, and Performance				950 HR: HR Practice and Attitudes		
ACC: 201D		845 HR/SIM/OB: Volunteering & Meaningfulness				951 HR: Diversity		
ACC: 202A		865 OB: Workplace Incivility						
ACC: 202B		866 OB: Meaningfulness of Work						
ACC: 203A	← MSR: MSR A.M							
ACC: 203B		875 OB/HR: Traditional Predictors of OCB				952 HR: Effects of leadership on EEs		
ACC: 204A		791 HR: HR Div Breakfast and Awards				953 HR: HR and CSR		
ACC: 204BC				911 OB: OB		976 OB: OB Plenary Session		
ACC: 205A		862 MSR: Religion & Ethical Judgments				954 HR: HRM and MNEs		
ACC: 205B		816 CAR: Wages & Compensations				924 CAR: Work/Non-Work Dynamics		
ACC: 206A		867 OB: Voice in Organizations				955 HR: Employee Socialization		
ACC: 206B		842 HR: Work-Family Research				956 HR: Mediators of HR and Firm Perf		
ACC: 207A		868 OB: Decision-Making in Teams				925 CAR: Career Resilience		
ACC: 207B		869 OB: Leading and Managing						
ACC: 207C		870 OB: Leader Effectiveness						
ACC: 207D		846 IM: MNC Strategies and Performance				961 IM: Industry and Firm Organization		
ACC: 208A		877 OB/MOC/GDO: Tensions in Authenticity				957 HR: Employee Motivation		
ACC: 208B		871 OB: Organizational Change						
ACC: 209A		872 OB: Identity and Staying				960 ICW: Jerald Greenberg Memorial		
ACC: 209B		843 HR: Context and EE Turnover				958 HR: Employee Selection		
ACC: 210A		844 HR: Bias in Hiring				959 HR/OMT: Leader Humility		
ACC: 210B		847 IM: Rapid Internationalization				962 IM: Business Group Affiliation		
ACC: 210C		873 OB: Psychological Contracts						
ACC: 210D		880 OB/ODC: Challenging the Status Quo						
ACC: 211B		848 IM: Justice in The Multinational				963 IM: Ethnic Similarities & Expats		
ACC: 212A						926 CAR: Meaningful Careers		
ACC: 212B		817 CAR/HR: Going the Distance				1001 RM: Structure of Observations		
ACC: 213A		793 MBR: CASS						
ACC: 213B		849 IM: Institutional Voids				964 IM: Innovation & MNCs		
ACC: 213C		850 IM: TMT Characteristics				965 IM: Network Approaches in MNCs		
ACC: 213D		796 AAA: Speaker Ready Room						→
ACC: 303A		874 OB: Personality and Performance						
ACC: 303B		876 OB/HR/MOC: Human Energy in Organizations						
ACC: 303C		893 RM: Dynamic and Multilevel Data				1002 RM: Qualitative Data Collection		
ACC: 303D		818 CAR/OB: Relationships & Inclusion				927 CAR/OB: Careers in Context		
ACC: 304A		878 OB/MOC/HR: Rethinking Engagement at				1003 RM: Measurement Designs		
ACC: 304B		879 OB/MOC/OMT: Errors in Organizations				966 IM: Family Firms		
ACC: 304C		851 IM: Internal & External Pressures				968 IM/HR/ODC: Organizational Global Mindset		
ACC: 304D		852 IM/OB/BPS: Leadership in Global Roles				967 IM/HR/GDO: Highly-Qualified Migrants		
ACC: Hall C		797 AAA: Conference Registration						→
ACC: Hall C		798 AAA: Conference Exhibits						→
ACC: Hall C						1017 AAA: Conference		
ACC: Hall C		799 AAA: Technology Center						→
MAR: Desert Springs		883 ODC: Power, leadership and change				980 ODC: Institutions and Fields		
MAR: Elite Ballroom 1		900 TIM: Process Studies				983 OMT: Inequality & Discrimination		
MAR: Elite Ballroom 2		901 TIM: Adoption Dynamics				1010 TIM: Platform Dynamics, Competition		
MAR: Elite Ballroom 3		895 SIM: Dignity, Diversity, and Humanism				1005 SIM: Context of CSR		
MAR: Gold Key I, II		802 AAA: Speaker Ready Room						→
MAR: Grand Ballroom Salon A						984 OMT: Innovation & Collaboration		
MAR: Grand Ballroom Salon B						985 OMT: Crisis & Organizations		
MAR: Grand Ballroom Salon C		902 TIM: Teams and Mobility				1011 TIM: Innovation Teams		
MAR: Grand Ballroom Salon D		903 TIM: Industry Dynamics				1012 TIM: Industry Emergence		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Morning, August 8, 2016 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
MAR: Grand Ballroom Salon E	← ICW: CMS Network Breakfast					975 MSR: MSR PLENARY		
MAR: Grand Ballroom Salon F		819 CAU: LMX Research Incubator Caucus				928 CAU: Big Data in HRM		
MAR: Grand Ballroom Salon G		904 TIM: Product and Service Innovation				1013 TIM: Success and Failure		
MAR: Grand Ballroom Salon H		896 SIM: Philanthropic Organizations				1006 SIM: Hybrid Organizations		
MAR: Grand Ballroom Salon J		884 ODC: Innovation and Change				981 ODC/OM: Sustainable Food Supply Chain		
MAR: Grand Ballroom Salon K		889 PNP: Inside Government Agencies				996 PNP: Sector Comparisons		
MAR: La Jolla		897 SIM: Institutions				1007 SIM: Social Issues in Capital		
MAR: Los Angeles		898 SIM: Business Ethics				1008 SIM: Moral Identity		
MAR: Newport Beach						986 OMT: Bridging Prof. Boundaries		
MAR: Northeast Marquis Ballroom	← ICW: JMS Editorial Board Meeting					992 OMT/BPS/SIM: Politics & Organizations		
MAR: Northwest Marquis Ballroom		886 OMT: OMT Distinguished Scholar				995 ONE: ONE Plenary		
MAR: Orange County Ballroom 1		890 PNP: Leadership in Healthcare				998 PNP/IM/SIM: Global Philanthropy		
MAR: Orange County Ballroom 2	← TIM: TIM Breakfast							
MAR: Orange County Ballroom 3	794 SIM:							
MAR: Orange County Ballroom 4	← ICW: FBR Board Meeting					987 OMT: Organizational Misconduct		
MAR: Platinum Ballroom 1		905 TIM: Innovation Communities				1014 TIM: Business Models		
MAR: Platinum Ballroom 10		891 PNP: Meaning in Institutional Logics				997 PNP: Strategic Management		
MAR: Platinum Ballroom 2		892 PNP: Social Enterprise Performance				994 OMT/TIM/ENT: Uncovering Novelty		
MAR: Platinum Ballroom 3	792 ICW: UNM Breakfast Reception					993 OMT/BPS/TIM: Digital Worlds		
MAR: Platinum Ballroom 4		906 TIM: University Relationships				1015 TIM: Innovation Ecosystems		
MAR: Platinum Ballroom 7		899 SIM: Stakeholders and Value Creation				1009 SIM: Empirical Sustainability		
MAR: Platinum Ballroom 8		907 TIM/BPS/OCIS: Digital Platform Strategizing				1016 TIM/BPS/OMT: Firms, Innovations, Crowds		
MAR: Platinum Ballroom 9		908 TIM/OMT/BPS: Organization of Science						
MAR: Platinum Ballroom Foyer	← AAA: Technology Center							→
MAR: Rancho Las Palmas						988 OMT: Trust & Cooperation		
MAR: San Diego						989 OMT: Cultural Perspective		
MAR: Suite 304		887 ONE: Green Consumers				990 OMT: Imprinting & Knowledge		
MAR: Suite 312		888 ONE: Values and Firm Sustainability				991 OMT: Technology & Organization		
MAR: Suite 315		853 MC/ODC/MH: Making Research Meaningful				969 MC: Consultant Profile		
HIL: Avila A		826 ENT: Entrepreneurial Teams 1				932 ENT: Entr. Teams 2		
HIL: Avila B		803 BPS: Individuals Driving Innovation				912 BPS: Perspectives on Innovation		
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center							→
HIL: California A		827 ENT: EB in Constrained Contexts				974 MOC: MOC Distinguished Scholar and Aw		
HIL: California B		804 BPS: Competitive Heterogeneity				913 BPS: Competitive Heterogeneity		
HIL: Carmel		858 MOC: Every breath you take: Monitoring, ...				943 ENT/MOC/OB: New Venture Funding		
HIL: El Capitan A		820 CM: Assessing Trustworthiness				999 PUBS: AMP Showcase: Commercialization		
HIL: El Capitan B		805 BPS: Exploration and Exploitation				914 BPS: Organizational Design		
HIL: Hilton: Concourse Level (4th Floor)								→
HIL: La Jolla	790 AAA: AOM Committee Chairs Meeting							
HIL: Lido A		828 ENT: Culture & Country				933 ENT: Entrepreneurship & Culture		
HIL: Lido B		814 BPS/OB: Psychological Heuristics				948 HCM: Achieving Value in Healthcare		
HIL: Lido C		859 MOC: Things to think about: Art, stories...				923 BPS/SIM: Make/Buy in Political Strategy		
HIL: Malibu		881 OCIS: Fostering creativity with IT				979 OCIS/OB/RM: Measuring Virtuality		
HIL: Mezzanine 1		806 BPS: Behavioral Strategy				915 BPS: CSR and Outcomes		
HIL: Mezzanine 10		829 ENT: Succession Planning				934 ENT: Employment in Family Firms		
HIL: Mezzanine 11		860 MOC: Darth Vader is Luke's Father! Comin...						
HIL: Mezzanine 12		861 MOC/OB/CM: Trust and Emotions				935 ENT: SMEs & Environment		
HIL: Mezzanine 13		882 OCIS: Network & Investment				977 OCIS: Management and Social Media		
HIL: Mezzanine 14		830 ENT: Entrepreneurship & Health				949 HCM/ODC/OB: Promoting Workplace Safety		
HIL: Mezzanine 2		807 BPS: Performance Feedback				916 BPS: Aspiration Levels		
HIL: Mezzanine 3		808 BPS: Emerging Economies				917 BPS: CEO & Director Decision-Making		
HIL: Mezzanine 4		809 BPS: Dynamic Capabilities 1				918 BPS: RBV of the Firm in Context		
HIL: Mezzanine 5		810 BPS: Branding and Signalling				919 BPS: Knowledge, Resources, Learning		
HIL: Mezzanine 6		811 BPS: Knowledge-Based View				920 BPS: Divestiture Strategies		
HIL: Mezzanine 7		821 CM: Culture and Coordination				936 ENT: Mentors & Feedback		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Morning, August 8, 2016 *(continued)*

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
HIL: Mezzanine 8		831 ENT: Crowdfunding 1				937 ENT: Crowdfunding 2		
HIL: Mezzanine 9		832 ENT: Ecosystems 1				938 ENT: Ecosystems 2		
HIL: Mezzanine Office A, 3rd Floor					909 ICW: IMD Day 4 Room 2 AM			→
HIL: Mezzanine Office C, 3rd Floor		801 AAA: Speaker Ready Room						→
HIL: Monterey		833 ENT: Entr. & Self-Efficacy				939 ENT: Resilience & Self-Efficacy		
HIL: Pacific A		815 BPS/TIM: Reconfiguring Capabilities				1004 SAP: Academic Relevance in Practice		
HIL: Pacific B		812 BPS: Product and Business Scopes				921 BPS: Layoff Decisions		
HIL: Palisades						978 OCIS: Digital Innovation		
HIL: Salinas		834 ENT: Entrepreneurship & Institution				940 ENT: Institutions & Emerging Market		
HIL: San Simeon A		894 SAP: Practices & Strategy Process				922 BPS/GDO/OMT: Sex in the Boardroom- A		
HIL: San Simeon B		813 BPS: CEO Dismissals and Successions				1000 PUBS: AMD: Society in Sharing Economy		
HIL: Santa Barbara					910 ICW: IMD Day 4 Room 1 AM			→
HIL: Santa Monica		822 CMMOC: Micro-Effects of Resources				929 CM/OB: Perspective-Taking		
HIL: Sunset		835 ENT: Entrepreneurship & Experience				941 ENT: Serial Entrepreneurs		
HIL: Ventura		836 ENT: Sensing Opportunities				942 ENT: Opportunity Evaluation		
SHR: El Prado Foyer	← AAA: Technology Center							→
SHR: Garden C		837 GDO: Intersection and Identity				944 GDO: Intersectionality and Identity		
SHR: Palm East		823 CMS: Critical Views on Leadership				930 CMS: Dark Side Case Competition		
SHR: Palm West		838 GDO: GDO Welcome						
SHR: Park A		824 CMS: Crafting Critical Research				945 GDO: Organizational Change		
SHR: Park B		854 MED: Culture & Management Education				970 MED: Ins and Outs of Online Education...		
SHR: Park C		825 CMS: Development				931 CMS: Perspectives on Finance		
SHR: Park D		856 MED/OB/ODC: Coaching Research				972 MED/SIM/SAP: Perceived Value of Research		
SHR: Plaza A		855 MED: MED for a Better World...				971 MED: Scholarly Productivity...		
SHR: Plaza B		857 MH: Organizational History				973 MH: Historical Leaders/Entrepreneurs		
SHR: Plaza C		839 GDO: Gender Stereotyping				946 GDO: Paradoxes for Women in Leaders		
SHR: Plaza D		840 GDO/OB/CAR: Multiple Minority Identities				947 GDO/OB: Diversity and POS		
SHR: Tiffany Terrace		885 OM: OM Division Breakfast				982 OM: OM Division Chan Hahn		

Start and end times are approximate. See Session Details (Section D) for exact times.

		11:30	12:00	12:30	1:00	1:30	2:00	2:30
ACC: 109	← AAA: Mother's Nursing Room							→
ACC: 201A	1081 OB: Ethics and Behavior					1201 OB: Ethical Behavior		
ACC: 201B	1082 OB: Individuals and Creativity					1202 OB: Context and Creativity		
ACC: 201C	1056 HR: HR and Employee Well-Being					1176 HR: Performance Evaluations		
ACC: 201D	1057 HR: Job Design and Employees					1177 HR: Pay and Firm Outcomes		
ACC: 202A	1083 OB: Dark Side of OB					1203 OB: Envy and Cynicism		
ACC: 202B	1084 OB: Meaning and Engagement					1204 OB: Leadership and Meaning		
ACC: 203A	1058 HR: Relational HPWS					1178 HR: Mobility and Human Capital Flow		
ACC: 203B						1138 MED: MED Past Chairs Luncheon		
ACC: 204A	1071 MED: MED Keynote & Welcome Address					1205 OB: Abuse and Injustice		
ACC: 204B							1257 HR: HR Div Ice Cream	→
ACC: 205A	1085 OB: Work-Life Balance					1206 OB: Work-Nonwork Linkages		
ACC: 205B	1019 CAR: Boundaries & Boundarylessness					1156 CAR: Proactive Career Behaviors		
ACC: 206A	1086 OB: Expressing Voice					1207 OB: Dynamics of Voice		
ACC: 206B	1059 HR: Cross-Cultural HR					1180 HR/OB: JDM and Personnel Selection		
ACC: 207A	1087 OB: Team Composition					1208 OB: Spanning Team Boundaries		
ACC: 207B	1088 OB: Leading Through Culture					1209 OB: Dysfunctional Leadership		
ACC: 207C	1089 OB: Transformational Leadership					1210 OB: Leadership and Innovation		
ACC: 207D	1062 IM: Organization & Implementation					1182 IM: National and Inst. Culture		
ACC: 208A	1098 OB/GDO/ODC: Engaging Those in					1218 OB/MOC/MED: Leadership and identity		
ACC: 208B	1090 OB: Memory and Knowledge Sharing					1211 OB: Networks and Roles		
ACC: 209A	1091 OB: Triggers of Turnover					1212 OB: How We See Organizations		
ACC: 209B	1060 HR: HRM & Firm Outcomes					1181 HR/SIM/OMT: Organizations and		
ACC: 210A	1061 HR: Pay and Employee Behaviors					1179 HR: Employee Turnover		
ACC: 210B	1063 IM: Liability of Foreignness					1183 IM: Macro Approaches to I.B.		
ACC: 210C	1092 OB: Social Exchange					1213 OB: Interpersonal Empathy		
ACC: 210D	1093 OB: Exploring multiple perspective					1217 OB/HR/BPS: Strategic Followership		
ACC: 211B	1064 IM: Institutions Strategy Africa					1184 IM: Inst. Dist & Firm Strategy		
ACC: 212A	1078 MSR: Workplace Spirit & Religion					1199 MSR: Spiritual Leadership		
ACC: 212B	1021 CAR/HR/OB: Developing Protean					1242 RM: Diversity of Interpretation		
ACC: 213A	1022 CAU: Compassion Caucus					1158 CAU: Getting "Inside" the Boardroom		
ACC: 213B	1065 IM: Political Connections & Risk					1185 IM: Entry, Strategy & Subsidiary		
ACC: 213C	1066 IM: CSR & Irresponsibility					1186 IM: Cross-Border M&As		
ACC: 213D	← AAA: Speaker Ready Room							→
ACC: 303A	1094 OB: Pathways to Motivation					1214 OB: Causes of Performance		
ACC: 303B	1099 OB/HR: Passion At Work					1215 OB: Humility in Organizations		
ACC: 303C	1079 MSR: Faith & Work: Christian Views					1200 MSR/OB/HR: Production of Meaning		
ACC: 303D	1020 CAR: Withdrawal & Turnover					1157 CAR/OB/HR: Probing Career Success		
ACC: 304A	1095 OB: Empowerment and Creativity					1216 OB: Engagement at Work		
ACC: 304B	1096 OB: Managing Through Technology					1219 OB/ODC/HR: Exploiting New Work		
ACC: 304C	1068 IM/OMT/BPS: Global Institutional					1187 IM/CMS/MH: Contingent & Permanent		
ACC: 304D	1067 IM/OMT: Global Diffusion of Korean Pop					1188 IM/OB: Identity, Cultural Adaptation		
ACC: Hall C	← AAA: Conference Registration							→
ACC: Hall C	← AAA: Conference Exhibits							
ACC: Hall C	← AAA: Technology Center							
MAR: Desert Springs	1104 ODC: Change Practices & Perspectives					1223 ODC: CEOs, Boards and Change		
MAR: Elite Ballroom 1	1107 OMT: Gender & Inequality					1226 OMT: Gender Perception/Consequences		
MAR: Elite Ballroom 2	1122 PNP: Leadership Studies							
MAR: Elite Ballroom 3	1127 SIM: Political Behaviors					1244 SIM: Stakeholders: Micro & Macro		
MAR: Gold Key I, II	← AAA: Speaker Ready Room							→
MAR: Grand Ballroom Salon A	1108 OMT: Innovation Dynamics					1227 OMT: Innovation & Culture		
MAR: Grand Ballroom Salon B	1109 OMT: Stigma					1228 OMT: Crisis & Resilience		
MAR: Grand Ballroom Salon C	1097 OB: Emotions in Teams					1250 TIM: Psychological Foundations		
MAR: Grand Ballroom Salon D						1251 TIM: Emerging Markets		
MAR: Grand Ballroom Salon E	1080 MSR/MED/ODC: Leading Meaningfully					1237 OMT/SIM/PPN: Organizing in Refugee		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Early Afternoon, August 8, 2016 (continued)

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
MAR: Grand Ballroom Salon F	1023 CAU: Social-sexual behavior at work				1159 CAU: Diversity & Change		
MAR: Grand Ballroom Salon G	1110 OMT: Innovation Learning & Diffusion				1252 TIM: Conflict and Networks		
MAR: Grand Ballroom Salon H	1128 SIM: CSR and Performance				1245 SIM: Regulating the Firm		
MAR: Grand Ballroom Salon J	1105 ODC: ROCD: Current Trajectories				1224 ODC/OB/SAP: Leadership-as-Practice		
MAR: Grand Ballroom Salon K	1123 PNP: Performance Measurement				1241 PNP: Capabilities and Competition		
MAR: La Jolla	1129 SIM: Ethical Behavior				1246 SIM: BOP		
MAR: Los Angeles	1130 SIM: Ethics and Leadership				1247 SIM: Foundations of CSR		
MAR: Newport Beach	1111 OMT: Bridging Org. Boundaries				1229 OMT: Bridging Cooperation & Isolation		
MAR: Northeast Marquis Ballroom	1118 OMT/ODC/SIM: Institutional Logics				1233 OMT/BPS/MOC: Qualitative Theory		
MAR: Northwest Marquis Ballroom	1135 TIM: Are TIM Theories "Patentable"?				1189 MC: Distinguished Speaker		
MAR: Orange County Ballroom 1	1121 ONE/ENT/SIM: Sustainability, Ethics,				1240 ONE/ENT: Environmental		
MAR: Orange County Ballroom 2	1069 MC: Professional Service Firms				1253 TIM: Grand Challenge Contests		
MAR: Orange County Ballroom 3	1131 SIM: CSR and Governance				1248 SIM: CSR Disclosure		
MAR: Orange County Ballroom 4	1112 OMT: Misconduct/Controv in China				1230 OMT: Activism Targeting		
MAR: Platinum Ballroom 1	1132 SIM: Governance and CSR				1254 TIM: CEOs and Governance		
MAR: Platinum Ballroom 10	1124 PNP: Public, Nonprofit and Private						
MAR: Platinum Ballroom 2	1116 OMT/MOC: The Heart of Institutions				1236 OMT/SIM/BPS: Stigma and Legitimacy		
MAR: Platinum Ballroom 3	1117 OMT/OCIS/TIM: Analytics at Work				1235 OMT/RM/BPS: Bridging		
MAR: Platinum Ballroom 4	1133 SIM: Legitimization of CSR				1255 TIM: Supplier Relations		
MAR: Platinum Ballroom 5	1024 CAU: Meaningful Digitized Work				1160 CAU: Future of Project GLOBE		
MAR: Platinum Ballroom 6	1025 CAU: Small Acts of Leadership				1161 CAU: Employee Volunteering		
MAR: Platinum Ballroom 7	1134 SIM: Approaches to Sustainability				1249 SIM: Environmental Sustainability		
MAR: Platinum Ballroom 8					1256 TIM/OB: Recombination in Teams		
MAR: Platinum Ballroom 9	1115 OMT/CMS/MOC: How Institutions Really				1234 OMT/ODC/OB: New Organizational		
MAR: Platinum Ballroom Foyer ← AAA: Technology Center							→
MAR: Rancho Las Palmas	1113 OMT: Interorg. Cooperation/Coordin.				1231 OMT: Interorganizational Relations		
MAR: San Diego	1114 OMT: Design, Structure & Control				1232 OMT: Cultural Production		
MAR: South Marquis Ballroom	1018 BPS: Disruption at 20						
MAR: Suite 304	1119 ONE: Collaborations in Sustainability				1238 ONE: Sustainability Reporting		
MAR: Suite 312	1120 ONE: Capabilities and Sustainability				1239 ONE: Engagement in Sustainability		
MAR: Suite 315	1070 MC: Change Processes						
HIL: Avila A	1033 ENT: Employees in Start-ups				1152 BPS/ENT: Crowdfunding Platforms		
HIL: Avila B	1047 ENT/TIM: Women and Equity Finance				1139 BPS: Innovation & Firm Performance		
HIL: Ballroom Level Foyer (2nd Floor) ← AAA: Technology Center							→
HIL: California A					1167 ENT: ENT Plenary Session		
HIL: California B					1140 BPS: Value Creation		
HIL: Carmel	1073 MOC: Your fingerprints are all over this...				1194 MOC: The Dark Night: Identity in		
HIL: El Capitan A	1100 OCIS: Online Behaviors				1141 BPS: Competitive Interactions		
HIL: El Capitan B	1077 MOC/OB/OMT: Meaning Making in				1142 BPS: Strategic Decision Making		
HIL: Hilton: Concourse Level (4th Floor) ← AAA: Placement Services							→
HIL: La Jolla					1162 CM: Responding to Transgressions		
HIL: Lido A	1034 ENT: Transnational Entrepreneurship				1195 MOC: I can see for miles: Expanding the		
HIL: Lido B	1053 HCM: The Patient Experience				1173 HCM: Improving Care Through		
HIL: Lido C	1074 MOC: Can you lead me? Developing				1196 MOC: Leading in the volatile now...		
HIL: Malibu	1101 OCIS: Work and Routines				1222 OCIS/OMT: Online Labor Markets		
HIL: Mezzanine 1	1035 ENT: Theorizing about Context				1143 BPS: Regulatory Issues		
HIL: Mezzanine 10	1036 ENT: Preserving SEW				1155 BPS/ONE/TIM: Corporate Short-Termism		
HIL: Mezzanine 11	1075 MOC: Careful leaders or leading with				1197 MOC: Learning? Juxtaposing		
HIL: Mezzanine 12	1076 MOC/OB/IM: Explain&Manage				1198 MOC/OMT/OB: Moral Emotions and		
HIL: Mezzanine 13	1102 OCIS: Crowd- funding and Sourcing				1220 OCIS: Training, Acceptance, Trust		
HIL: Mezzanine 14	1054 HCM: Cooperation and Collaboration				1174 HCM: Innovation in Healthcare		
HIL: Mezzanine 2	1125 SAP: Strategy Tools&Decision Making				1243 SAP: Performing Strategy Tools		
HIL: Mezzanine 3	1037 ENT: Entrepreneurship & Creativity				1144 BPS: International Strategy in MNCs		
HIL: Mezzanine 4	1046 ENT/CMS: Geography and				1145 BPS: Absorptive Capacity		
HIL: Mezzanine 5	1038 ENT: Strategy & Planning				1146 BPS: Property Rights and Innovation		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Early Afternoon, August 8, 2016 *(continued)*

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
HIL: Mezzanine 6	1039 ENT: Resources & Growth				1147 BPS: National Institutions		
HIL: Mezzanine 7	1026 CM: Categorization Effects				1163 CM: Power and Status Dynamics		
HIL: Mezzanine 8	1040 ENT: Crowdfunding 3				1148 BPS: Alliance Ecosystems		
HIL: Mezzanine 9	1041 ENT: Ecosystems 3				1153 BPS/GDO/HR: Shattering the Glass		
HIL: Mezzanine Office A, 3rd Floor	← ICW: IMD Day 4 Room 2 AM				1136 ICW: IMD Day 4 Room 2 PM		→
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room						→
HIL: Monterey	1042 ENT: Identity & Personality				1154 BPS/OMT: Managing Strategic Tensions		
HIL: Pacific A	1055 HCM/OMT/PNP: Health Professional				1149 BPS: Dissertation Award		
HIL: Pacific B	1027 CM/OB/HR: Justice is All Around Us				1150 BPS: Acquisitions & Performance		
HIL: Palisades	1103 OCIS: Capabilities and IT				1221 OCIS: Digital Platforms		
HIL: Salinas	1043 ENT: Institutions & Finance				1164 CM: Prosocial Behavior		
HIL: San Simeon A	1126 SAP: Paradoxes in Strategy						
HIL: San Simeon B					1151 BPS: CEO & Environmental Strategies		
HIL: Santa Barbara	← ICW: IMD Day 4 Room 1 AM				1137 ICW: IMD Day 4 Room 1 PM		→
HIL: Santa Monica	1028 CM/OB/MOC: Strategy, Contextualized				1175 HCM: Hospital Readmission Strategies		
HIL: Sunset	1044 ENT: Academic Entrepreneurship						
HIL: Ventura	1045 ENT: Entr. & Opportunities						
SHR: El Prado Foyer	← AAA: Technology Center						→
SHR: Garden C	1048 GDO: Racial-Ethnic Disparities				1168 GDO: Gender Issues at Work		
SHR: Palm East	1032 CMS/PNP: Rebuilding Ethical				1166 CMS/ONE/SIM: Degrowth Symposium		
SHR: Palm West	1050 GDO/CMS/HR: D&I: Country				1171 GDO/HR: Diversity Climate		
SHR: Park A	1049 GDO: Diversity and Performance				1169 GDO: Demographic Composition		
SHR: Park B	1029 CMS: Epistemologies & Methodologies				1190 MED: Minds in MED...		
SHR: Park C	1030 CMS: Identity (Work)				1165 CMS: Business Schools		
SHR: Park D	1106 OM: OM and Project Management				1172 GDO/OB/MOC: Gender Disparities		
SHR: Plaza A	1031 CMS: Ethics Reconsidered				1191 MED: Workplace Development...		
SHR: Plaza B	1072 MH: MH Thought and Theory				1193 MH: Global & Institutional Issues		
SHR: Plaza C	1051 GDO/CMS/ODC: Change to Inclusion				1170 GDO: Gender Disparities		
SHR: Plaza D	1052 GDO/OB/HR: Bridging the Gap				1192 MED: Bridging Gaps in Management		
SHR: Tiffany Terrace					1225 OM: OM Student Paper Finalists		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Late Afternoon, August 8, 2016

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
ACC: 109	← AAA: Mother's Nursing Room →						
ACC: 201A					1436 OB: Prosocial Leadership		
ACC: 201B		1377 IM: IM Thought			1437 OB: Social Context and Creativity		
ACC: 201C	1292 HR: Feedback and Performance Mgmt						
ACC: 201D	1293 HR: Employee Training Research						
ACC: 202A	1317 OB: Deviant Behavior				1438 OB: Organizational Misbehavior		
ACC: 202B	1335 OB/OMT: The Meaning of Work				1455 OB/OMT: Navigating Paradoxes		
ACC: 203A	1294 HR: HR System Antecedents				1454 OB/ODC/MSR: Climbing Mount Meaning		
ACC: 203B					1392 CAU: Academics and Athletics?		
ACC: 204A	1318 OB: Trust and Justice				1439 OB: Social Aspects of Justice		
ACC: 204B	1257 HR: HR Div Ice Cream Social				1393 CAU: Business Model Innovation		
ACC: 204C	1319 OB: OB Making Connections						
ACC: 205A	1320 OB: Work-Family Connections				1434 MSR: Spirituality, Religion at Work		
ACC: 205B					1390 CAR: Social Capital and Careers		
ACC: 206A	1321 OB: Understanding Voice				1440 OB: Innovation and Voice		
ACC: 206B	1297 HR/CAR: Employer Branding				1416 HR: HR Research Methods		
ACC: 207A	1322 OB: Dynamics of Teams				1441 OB: Team Process and Outcomes		
ACC: 207B	1323 OB: Leadership and Well-Being				1442 OB: Authentic Leadership		
ACC: 207C	1324 OB: Shared Leadership				1443 OB: Experience of Leadership		
ACC: 207D	1298 IM: MNC Entry, Exit & Survival				1444 OB: Pros and Cons of Networks		
ACC: 208A	1332 OB/IM/HR: LMX in International Contexts				1445 OB: Paradoxical leadership		
ACC: 208B	1325 OB: Ties and Interlocks				1446 OB: Economic Forces and Behavior		
ACC: 209A	1326 OB: Organizational Image				1447 OB: How We See Others		
ACC: 209B	1295 HR: HRM Process Approach				1418 HR/OB/CAR: Turnover: New		
ACC: 210A	1296 HR: HR Practices & Firm Performance				1417 HR/CM: Leading Organizations		
ACC: 210B	1299 IM: International Ventures				1419 IM: OFDI in Asian Firms		
ACC: 210C	1334 OB/OCIS: Interpersonal Communication				1448 OB: Efficacy and Control		
ACC: 210D	1330 OB/HR: Multiple Commitment Dynamics				1449 OB: Organizational Commitment		
ACC: 211B	1300 IM: Institutions & FDI				1420 IM: Internationalization Speed		
ACC: 212A	1315 MSR: Morals, Ethics, Work-Spirit				1435 MSR: Tribute to Jerry Harvey		
ACC: 212B	1359 RM: Data Quality				1481 RM: Structural Equation Models		
ACC: 213A	1270 CAU: Meaningful Organizaitons				1394 CAU: Design in Management		
ACC: 213B	1301 IM: Home Country & MNC Strategy				1453 OB/CM: Choice Architecture		
ACC: 213C	1302 IM: MNC Performance & Persistence				1421 IM: Global Mindsets		
ACC: 213D	← AAA: Speaker Ready Room →						
ACC: 303A	1331 OB/HR: Leader Dark-Side Traits				1450 OB: Motivation in Groups		
ACC: 303B	1329 OB/CM/SIM: Dynamics of Forgiveness				1456 OB/SIM/CAR: Gratitude in Relationships		
ACC: 303C	1316 MSR: MSR & Org Meaningfulness				1482 RM/OMT/BPS: QCA in Management		
ACC: 303D	1269 CAR: Careers Division Plenary				1391 CAR: Careers Business Meeting		
ACC: 304A	1327 OB: Employee Engagement						
ACC: 304B	1328 OB: Roles, Goals, and Job Design				1451 OB: Research with Psychophysiology		
ACC: 304C	1303 IM/CAR/HR: Diasporic Repatriates				1422 IM: Institutional Complexity		
ACC: 304D	1333 OB/MOC/HR: Leader Identity				1452 OB: Social Comparison		
ACC: Hall C	← AAA: Conference Registration						
MAR: Center Marquis Ballroom					1484 SIM: SIM Division Business Meeting		
MAR: Desert Springs	1356 PNP: Solving International Problems				1458 ODC: Performance and Assessment		
MAR: Elite Ballroom 1	1342 OMT: Selection & Socialization				1464 OMT: Referral		
MAR: Elite Ballroom 2	1368 TIM: Venture Funding and Management				1485 TIM: Systems of Innovation		
MAR: Elite Ballroom 3	1362 SIM: Financial Fraud						
MAR: Gold Key I, II	← AAA: Speaker Ready Room →						
MAR: Grand Ballroom Salon A	1343 OMT: Innovation & Inequality				1465 OMT: Innovation & the Chinese State		
MAR: Grand Ballroom Salon B	1344 OMT: Organizational Ethics & Impacts				1466 OMT: Organizational Reputation		
MAR: Grand Ballroom Salon C	1369 TIM: Employee Engagement				1486 TIM: Founders and Leaders		
MAR: Grand Ballroom Salon D	1370 TIM: Knowledge Networks				1487 TIM: Social, Environmental Factors		
MAR: Grand Ballroom Salon E					1493 MH: MH Division		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Late Afternoon, August 8, 2016 *(continued)*

	3:00	3:30	4:00	4:30	5:00	5:30	6:00	
MAR: Grand Ballroom Salon F	1271 CAU: Dance and Organization							
MAR: Grand Ballroom Salon G	1371 TIM: Innovation and Experience			1488 TIM: Innovating by Learning				
MAR: Grand Ballroom Salon H	1363 SIM: Labor			1467 OMT: All in the Family				
MAR: Grand Ballroom Salon J	1345 OMT: Identity & Categorization			1459 ODC: Org learning and change				
MAR: Grand Ballroom Salon K	1357 PNP: Trust and Volunteer Behavior			1468 OMT: Identity & Authenticity				
MAR: La Jolla	1364 SIM: Political Institutions							
MAR: Los Angeles	1365 SIM: Corporate Malfeasance							
MAR: Newport Beach	1346 OMT: Diffusion of Practices			1469 OMT: Diffusion & Adoption				
MAR: Northwest Marquis Ballroom	1338 ODC: ODC Distinguished Scholar			1480 PNP: PNP Plenary Session				
MAR: Orange County Ballroom 1	1347 OMT: Corporations & Society			1460 ODC: Employee commitment and				
MAR: Orange County Ballroom 2	1372 TIM: Crowds and Communities			1489 TIM: Knowledge and Crowds				
MAR: Orange County Ballroom 3	1366 SIM: SIM Reviewer Favorites			1424 MC: Power, Legitimacy and Morale				
MAR: Orange County Ballroom 4	1348 OMT: Activism Tools			1470 OMT: Corps & Social Performance				
MAR: Platinum Ballroom 1	1373 TIM: Innovative Search			1490 TIM: Timing Strategy				
MAR: Platinum Ballroom 10	1358 PNP: Strategic Management			1475 OMT/ODC: Leading Professionals				
MAR: Platinum Ballroom 2	1351 OMT/OB/MOC: Hierarchy on Trial			1473 OMT/BPS/PPN: Advancing Multilevel				
MAR: Platinum Ballroom 3	1353 OMT/SAP/ODC: Ecologies of Routines			1477 ONE: ONE Business Meeting				
MAR: Platinum Ballroom 4	1374 TIM: Innovation Alliances			1491 TIM: R&D Alliances and Knowledge				
MAR: Platinum Ballroom 5	1272 CAU: Innovation in Organization			1395 CAU: Humanistic Management				
MAR: Platinum Ballroom 6	1273 CAU: African Dialogue			1396 CAU: Meaningful Inclusiveness				
MAR: Platinum Ballroom 7	1367 SIM: Value Creation and CSR			1474 OMT/OB/MOC: Organizational Learning				
MAR: Platinum Ballroom 8	1375 TIM/BPS: Architectural Dynamics			1492 TIM/OMT: Leadership and Innovation				
MAR: Platinum Ballroom 9	1352 OMT/RM: Doing field level ethnography			1476 OMT/SIM/PPN: Logic Meaning				
MAR: Platinum Ballroom Foyer	← AAA: Technology Center							→
MAR: Platinum Patio						1494 ICW: Michigan Ross	→	
MAR: Rancho Las Palmas	1349 OMT: Organizational Status			1471 OMT: Politics of Cooperation				
MAR: San Diego	1350 OMT: Organizations, Law & Government			1472 OMT: Institutions, Health & Risk				
MAR: South Marquis Ballroom				1461 ODC: ODC Business Meeting				
MAR: Suite 304	1354 ONE: Case Research in Sustainability			1478 ONE: Financial and Environmental				
MAR: Suite 312	1355 ONE: Internal and External Drivers			1479 ONE: Sustainable Entrepreneurship				
MAR: Suite 315	1308 MH: MHD Executive							
HIL: Avila A	1278 ENT: Entrepreneurial Teams 3			1407 ENT/OMT/BPS: Gender Gap in				
HIL: Avila B	1286 ENT/OB: Entrepreneurs And Well-being			1432 MOC/OB: Crossing Boundaries				
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center						→	
HIL: California A				1457 OCIS: OCIS Keynote				
HIL: California B	1258 BPS: Service-Based Business Models							
HIL: California C				1378 IM: IM Eminent Scholar Award				
HIL: California D						1496 OCIS: OCIS Business		
HIL: Carmel	1310 MOC: Who can it be now? Identity...			1428 MOC: LOST? Identity in modern work...				
HIL: El Capitan A	1259 BPS: Firm Capabilities and Rivalry							
HIL: El Capitan B	1260 BPS: The Boundaries of the Firm			1379 BPS: Decision Making				
HIL: Executive Board Room	1376 TLC: TLC Debrief							
HIL: Hilton: Concourse Level (4th Floor)	← AAA: Placement Services							
HIL: La Jolla	1274 CM: Determining Right and Wrong			1397 CM/OB/SIM: Catching the Fifth Wave				
HIL: Lido A	1311 MOC: Rolling in the Deep: Turbulence			1429 MOC: Power disrupts and				
HIL: Lido B	1288 HCM: Employee Attitudes and Behaviors			1412 HCM: Motivation and Intention				
HIL: Lido C	1312 MOC: There is a T in Team: And it stand			1430 MOC: What were you thinking? Peeling				
HIL: Malibu	1289 HCM: Implementing New Models of Care			1388 BPS/OMT/ENT: Regulatory				
HIL: Mezzanine 1	1261 BPS: Political Strategy			1380 BPS: Boards and Resources				
HIL: Mezzanine 10	1279 ENT: Ownership & Leadership			1399 ENT: Family Firms & Strategy				
HIL: Mezzanine 11	1313 MOC: Cr8tivity? Stretching what we			1431 MOC: DRAWKCAB KNIHT: Reflection				
HIL: Mezzanine 12	1314 MOC/OB/HCM: Learning from Errors			1433 MOC/OB/CM: Individual Experience in				
HIL: Mezzanine 13	1336 OCIS: How e-commerce Goes Viral			1400 ENT: Paid Work or Self-Employment				
HIL: Mezzanine 14	1290 HCM: Strategic Behavior in Healthcare			1413 HCM: Motivation and Burnout				
HIL: Mezzanine 2	1360 SAP: Materiality & Temporality			1483 SAP: Strategizing & Senior Execs				

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Late Afternoon, August 8, 2016 *(continued)*

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
HIL: Mezzanine 3	1262 BPS: CEO Successions and Outcomes				1381 BPS: Overconfidence		
HIL: Mezzanine 4	1263 BPS: Human Capital 1				1382 BPS: Human Capital 2		
HIL: Mezzanine 5	1264 BPS: Alliance Portfolio				1383 BPS: Alliance Performance Outcomes		
HIL: Mezzanine 6	1265 BPS: Diversitures and Performance				1384 BPS: Managing Acquisitions		
HIL: Mezzanine 7	1275 CM: Balancing Processes				1385 BPS: Alliances and Cooperation		
HIL: Mezzanine 8	1280 ENT: IPO 1				1401 ENT: IPO 2		
HIL: Mezzanine 9	1281 ENT: Entry & New Venture Creation				1402 ENT: Antecedents of Entr.		
HIL: Mezzanine Office A, 3rd Floor	← ICW: IMD Day 4 Room 2 PM						
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room →						
HIL: Monterey	1282 ENT: Identity Formation				1403 ENT: Personality & Risk-Taking		
HIL: Pacific A	1268 BPS/TIM/ENT: The Pursuit of Innovation				1414 HCM: HCMD Business Meeting		
HIL: Pacific B	1266 BPS: Principal-Agency Perspective						
HIL: Pacific D					1423 IM: IM Best Dissertation		1495 IM: IM →
HIL: Palisades	1337 OCIS: Work and Communication				1389 BPS/OMT/TIM: Simple Rules		
HIL: Salinas	1283 ENT: Formal & Informal Institutions				1404 ENT: Institutions & Politics		
HIL: San Simeon A	1361 SAP: Advancing Ambedexterity				1387 BPS/MOC: Cognition to Organizations		
HIL: San Simeon B	1267 BPS: Social & Ethical Issues				1386 BPS: Gender in the Boardroom		
HIL: Santa Barbara	← ICW: IMD Day 4 Room 1 PM						
HIL: Santa Monica	1291 HCM/PNP: Leadership and				1415 HCM/PNP: Community of Hope and		
HIL: Sunset	1284 ENT: Entre. Education 1				1405 ENT: Entrepreneurship Education 2		
HIL: Ventura	1285 ENT: Opportunity Recognition				1406 ENT: Public Policy and Entr.		
SHR: El Prado Foyer	← AAA: Technology Center →						
SHR: Garden C					1408 GDO: Work-Life Balance		
SHR: Palm East	1277 CMS/SIM/ONE: Gender and				1411 GDO/OB/CM: Diversity Perceptions		
SHR: Palm West	1339 OM: Innovation Research in OM						
SHR: Park A	1304 MED: Focusing on Faculty...				1409 GDO: Diversity Management		
SHR: Park B	1305 MED: Leadership Development...				1425 MED: Learning Experiences &		
SHR: Park C	1276 CMS: Neoliberal Universities				1427 MH/OB/BPS: Then & Now: Trust		
SHR: Park D	1306 MED: Teaching Processes &				1398 CMS: Distinguished Keynote Speaker		
SHR: Plaza A	1307 MED: Emotions in Management				1426 MED: Innovative Teaching Approaches		
SHR: Plaza B	1340 OM: Organizing Projects				1462 OM: Behavioral Operations		
SHR: Plaza C	1309 MH: MH Methods and Tools				1410 GDO: Gender Disparities		
SHR: Plaza D	1287 GDO: GDO Plenary Session						
SHR: Tiffany Terrace	1341 OM: Servitization				1463 OM: ISM Best Paper		

Start and end times are approximate. See Session Details (Section D) for exact times.

Monday Evening, August 8, 2016

	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
ACC: 109	← AAA: Mother's Nursing Room							
ACC: 201CD	1511 RM: RMD Business		1521 RM: RMD Reception					
ACC: 204C	1505 INDAM: INDAM Social →							
ACC: 213D	← AAA: Speaker Ready Room							
ACC: 304A	1498 CAR: Careers Division Social							
MAR: Center Marquis Ballroom	1513 SIM: SIM Social Gathering							
MAR: Elite Ballroom 3	1503 ICW: CMU Tepper							
MAR: Gold Key I, II	← AAA: Speaker Ready Room							
MAR: Grand Ballroom Salon E	1507 MH: MH Division Social							
MAR: Grand Ballroom Salon F	1510 ONE: ONE Social							
MAR: La Jolla, Los Angeles	1504 ICW: AFAM Social							
MAR: Northeast Marquis Ballroom	1520 OMT: OMT Social Hour							
MAR: Northwest Marquis Ballroom	1509 OMT: OMT Business							
MAR: Platinum Ballroom 5	1523 ICW: BYU Ice Cream Social							
MAR: Platinum Ballroom 6	1525 ICW: CWRU Org Behavior/DM Reception							
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →							
MAR: Platinum Patio	1494 ICW: Michigan Ross Business School							
MAR: South Marquis Ballroom	← ODC: ODC Business 1514 ODC: ODC Members' Reception							
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →							
HIL: California A	1500 ENT: ENT Business							
HIL: California B	1518 ENT: ENT Social Business Meeting							
HIL: California C	1497 BPS: BPS Business		1517 BPS: BPS Social					
HIL: California D	1496 OCIS: OCIS Business		1516 OCIS: Social reception					
HIL: El Capitan A	1512 SAP:							
HIL: Mezzanine Office C, 3rd Floor	← AAA: Speaker Ready Room							
HIL: Pacific A	1501 GDO: GDO Business Meeting							
HIL: Pacific B	1522 GDO: GDO Social Hour							
HIL: Pacific D	1495 IM: IM Business Meeting							
HIL: Sunset Deck	1515 SAP: Business Meeting & Social							
OS: Catal Restaurant	1524 IM: IM Division Gala							
OS: Fire + Ice Bar and Grill	1502 HCM: HCM Social							
SHR: El Prado Foyer	← AAA: Technology Center →							
SHR: Palm West	1508 OM: Best SCM Paper and Reception							
SHR: Plaza D	1499 CMS: Main Program Social							
SHR: Tiffany Patio	1519 MED: MED's Sweets, Drinks & Treats!							
SHR: Tiffany Terrace	1506 MED: MED Awards &							

Start and end times are approximate. See Session Details (Section D) for exact times.

<h2>Tuesday Morning, August 9, 2016</h2>									
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00	
ACC: 109		1530 AAA: Mother's Nursing Room							→
ACC: 201A		1611 OB/CM/MOC: Responses to Bad Behavior				1739 OB/SIM/CM: Tackling Unethical Behaviors			
ACC: 201B		1595 OB: Employee Creativity				1713 OB: Creativity in Teams			
ACC: 201C		1572 HR: Work-Life Balance Research				1732 OB/HR: Dark Triad at Work			
ACC: 201D		1576 HR/RM/ODC: Action Research in HRM				1696 HR: International HR Plenary			
ACC: 202A		1596 OB: Abusive Supervision				1714 OB: Supervisor Abuse			
ACC: 202B		1614 OB/MOC/HR: Meaningfulness through				1738 OB/RM/GDO: Leadership Research			
ACC: 203A	← MSR: MSR A.M							1715 OB: Faultlines and Team Process	
ACC: 203B		1597 OB: Drivers of OCB				1716 OB: Seeking and Giving Help			
ACC: 204A		1598 OB: Trust in the Workplace				1717 OB: Leadership and Trust			
ACC: 204B								1718 OB: OB 1779 OB: OB Lifetime	
ACC: 204C		1599 OB: Burnout and Well-Being				1719 OB: Well-Being at Work			
ACC: 205A		1593 MSR: Mindfulness & Artful Learning				1711 MSR: Workplace Spiritual Calling			
ACC: 205B		1546 CAR: Intra Organizational Mobility				1669 CAR: Women and Careers			
ACC: 206A		1612 OB/HR: Leadership and Employee Voice				1731 OB/GDO/HR: New Effects on Voice			
ACC: 206B		1573 HR: Advances in Person-Group Fit				1720 OB: Functions of Faultlines			
ACC: 207A		1600 OB: Leadership and Teams				1737 OB/ODC: Team Predictability & Change			
ACC: 207B		1601 OB: Servant Leadership				1721 OB: Leader-Member Exchange			
ACC: 207C		1602 OB: Social Dynamics of Leadership				1722 OB: Strategic Leadership			
ACC: 207D		1577 IM: Subsidiary Capabilities				1697 IM: Expatriate Learning			
ACC: 208A		1615 OB/OMT/HR: Org Culture and Context				1733 OB/HR: Leadership and Followership			
ACC: 208B		1603 OB: Innovation and Learning				1723 OB: Innovation and Exploration			
ACC: 209A		1613 OB/HR/CAR: New Perspectives on IM				1736 OB/MOC/CM: Behavioral Ethics at Work			
ACC: 209B		1574 HR: Mgrs and HR Implementation				1724 OB: Safety and Errors			
ACC: 210A		1575 HR: Meaning of Talent				1725 OB: Power and Status			
ACC: 210B		1578 IM: Capabilities and Performance				1698 IM: MNC Subsidiary Conflicts			
ACC: 210C		1604 OB: Job Seeker Experience				1735 OB/HR/IM: Idiosyncratic deals			
ACC: 210D		1605 OB: Multi-Level Research				1726 OB: Inclusion and Cooperation			
ACC: 211A		1582 MBR: Membership Committee Closing							
ACC: 211B		1579 IM: FSA & Human Assets				1699 IM: Knowledge Diffusion & Transfer			
ACC: 212A		1594 MSR/ODC/OB: Meaningful Sustainability				1712 MSR/MED: Purpose in Action			
ACC: 212B		1547 CAR: Mentors & Protégés				1766 RM: Observation and Observer			
ACC: 213A		1606 OB: Either a Hero or a Fool				1727 OB: Congruence in Organizations			
ACC: 213B		1580 IM: Cultural Intelligence				1700 IM: Capabilities & Structure & FDI			
ACC: 213C		1581 IM: Political Risk				1701 IM: Firm Ownership Heterogeneity			
ACC: 213D		1531 AAA: Speaker Ready Room						→	
ACC: 303A		1607 OB: Emotional Intelligence				1728 OB: Emotional Labor			
ACC: 303B		1608 OB: Psychology of Time				1729 OB: Temporal Aspects			
ACC: 303C		1639 RM: Nonverbal Org Behavior				1767 RM/OMT/OB: Beyond Statistical Significanc			
ACC: 303D		1548 CAR/HR/IM: Career Success Around World				1670 CAR/OB/HR: Not My Breach!			
ACC: 304A		1609 OB: Demands and Engagement				1734 OB/HR: Proactivity: Future Directions			
ACC: 304B		1610 OB: Self-Regulation				1730 OB: Decision-Making			
ACC: 304C								1702 IM: Strategic Human Assets	
ACC: 304D		1549 CAU: Creating Meaningful HR				1671 CAU: Classics in Entrepreneurship			
ACC: Hall C		1532 AAA: Conference Registration						→	
MAR: Desert Springs		1618 ODC: Culture change in organizations				1742 ODC: Leading strategic change			
MAR: Elite Ballroom 1		1624 OMT: Audience & Legitimacy				1746 OMT: Audience Evaluation			
MAR: Elite Ballroom 2		1649 TIM: Digital Innovation				1771 TIM: Firm Capabilities			
MAR: Elite Ballroom 3		1648 SIM/MH/OMT: History, Memory, and CSR				1747 OMT: Failure & Dissolution			
MAR: Gold Key I, II		1535 AAA: Speaker Ready Room						→	
MAR: Grand Ballroom Salon A		1625 OMT: Emerg. of Organizations & Fields				1748 OMT: Emerg. of Categories & Networks			
MAR: Grand Ballroom Salon B		1626 OMT: Learning & Knowledge Flows				1749 OMT: Learning & Knowledge			
MAR: Grand Ballroom Salon C		1650 TIM: Employee Coordination				1772 TIM: Integrating New Ideas			
MAR: Grand Ballroom Salon D		1651 TIM: Emerging Markets: East Asia				1773 TIM: Innovation in India			
MAR: Grand Ballroom Salon G		1652 TIM: Frameworks in Network Analysis				1774 TIM: Networks and Innovation			

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Morning, August 9, 2016 (continued)

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
MAR: Grand Ballroom Salon H		1643 SIM: Reputation and CSR				1750 OMT: Innovation		
MAR: Grand Ballroom Salon J		1619 ODC: Leading change				1743 ODC/MC: Academic-Practitioner Partners		
MAR: Grand Ballroom Salon K		1637 PNP: Qualitative and Experimental Resear...				1763 PNP: Stakeholder Management		
MAR: La Jolla		1644 SIM: Social Entrepreneurship				1775 TIM: New New Product Development		
MAR: Los Angeles		1645 SIM: Punishment and Altruism						
MAR: Newport Beach		1627 OMT: Control & Governance				1751 OMT: Control & Conformity		
MAR: Northeast Marquis Ballroom		1631 OMT/BPS: Movements and Accountability				1759 OMT/MOC: Logics and Categories		
MAR: Northwest Marquis Ballroom						1770 SIM: SIM Annual Plenary		
MAR: Orange County Ballroom 1		1620 ODC: Roles, identities and change				1764 PNP: Tension beyond boundaries		
MAR: Orange County Ballroom 2					1657 MC: 2017 Planning Meeting			
MAR: Orange County Ballroom 3		1646 SIM: CSR in Networks				1752 OMT: Play & Charisma		
MAR: Orange County Ballroom 4		1628 OMT: Social Construction				1753 OMT: Status & Cooperation		
MAR: Platinum Ballroom 1		1653 TIM: Process and Design				1776 TIM: Perceptions and Status		
MAR: Platinum Ballroom 10		1638 PNP: Societal Ills at Work				1765 PNP: Meaningfulness of engagement		
MAR: Platinum Ballroom 2		1633 OMT/BPS/TIM: Time-Based Strategies				1760 OMT/TIM: Gender Gap in Science		
MAR: Platinum Ballroom 3		1634 OMT/RM: Culture and Networks				1758 OMT/ENT: Temporary Organizations		
MAR: Platinum Ballroom 4		1654 TIM: Secrets and Selling				1777 TIM: Patents and Citations		
MAR: Platinum Ballroom 5		1551 CAU: Varieties of Meaningful Work				1673 CAU: Group Ethics and Development		
MAR: Platinum Ballroom 6		1552 CAU: Services internationalization				1674 CAU: Career of Female Entrepreneurs		
MAR: Platinum Ballroom 7		1647 SIM: CSR as a Resource				1754 OMT: Entrepreneurship & Culture		
MAR: Platinum Ballroom 8		1655 TIM/BPS/IM: Innovation in China				1778 TIM/OMT/BPS: Networks & Ecosystems		
MAR: Platinum Ballroom 9		1632 OMT/BPS/MOC: Cognition in Environments				1757 OMT/BPS: Categories and Competition		
MAR: Platinum Ballroom Foyer	← AAA: Technology Center							→
MAR: Rancho Las Palmas		1629 OMT: Identity Dynamics				1755 OMT: Diffusion Dynamics		
MAR: San Diego		1630 OMT: Merger Design & Integration				1756 OMT: Finance & Social Good		
MAR: Suite 304		1636 ONE/PNP: Green Signaling				1761 ONE: Sustainability and Supply Chains		
MAR: Suite 312		1635 ONE: Paradox of Sustainability				1762 ONE: Socio-Ecological Forces		
MAR: Suite 315		1583 MC: Leadership and Entrepreneurship				1703 MC: Coaching		
HIL: Avila A		1557 ENT: Developing EO				1679 ENT: EO in Large Firms		
HIL: Avila B		1592 MOC/OB/OMT: Compassion as a Resource				1710 MOC/SIM/OB: Organization affects		
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center							→
HIL: California A		1571 HCM: HCMD Plenary Session						
HIL: California B						1659 BPS: Entrepreneurial Activity		
HIL: Carmel		1591 MOC/GDO: Leadership and Identity				1709 MOC/OMT/OB: Identity and Leadership		
HIL: El Capitan A		1536 BPS: New Product Competition				1660 BPS: Geography and Cluster Dynamics		
HIL: El Capitan B		1537 BPS: Performance Feedback				1661 BPS: Dynamic Capabilities 3		
HIL: Hilton: Concourse Level (4th Floor)		1533 AAA: Placement Services						
HIL: La Jolla		1553 CM: Emotional Experience				1675 CM: Nature of Conflict		
HIL: Lido A		1587 MOC: From Plato to JD Power: Decisions				1705 MOC: 80's mixtape: Organizational puzzle...		
HIL: Lido B		1545 BPS/SIM: Market and Nonmarket Strategy				1694 HCM: Healthcare Organizational Design		
HIL: Lido C		1588 MOC: How do stewardship, sustainability,...				1706 MOC: Things that rhyme with fun: Adaptio...		
HIL: Malibu		1544 BPS/CAR/OMT: Write Successful Articles				1695 HCM: Health Information Technology		
HIL: Mezzanine 1		1538 BPS: CEO-Board Interface				1662 BPS: Executive Affect		
HIL: Mezzanine 10		1558 ENT: Family Firms & Finance				1680 ENT: Generations in Family Firms		
HIL: Mezzanine 11		1589 MOC: The coolest case studies you've nev...				1707 MOC: Learn-getting!? Combining learning,...		
HIL: Mezzanine 12		1590 MOC: Chameleon or Komodo Dragon?				1708 MOC: Loopers: Is the me from now the		
HIL: Mezzanine 13		1616 OCIS: Experimental Approaches				1740 OCIS: Communication and Change		
HIL: Mezzanine 14		1559 ENT: Entrepreneurship & Growth				1681 ENT: High-Growth Firms		
HIL: Mezzanine 2		1640 SAP: Effectiveness & Value				1768 SAP: Capability and Collaboration		
HIL: Mezzanine 3		1539 BPS: CSR, Governance and Financing				1663 BPS: Board Networks and Interlocks		
HIL: Mezzanine 4		1540 BPS: Dynamic Capabilities 2				1664 BPS: Human Capital 3		
HIL: Mezzanine 5		1541 BPS: Governance & Trust				1665 BPS: Network Structure and Change		
HIL: Mezzanine 6		1550 CAU: Values-in-Use 21st Century ODC				1672 CAU: Considering Unintended Out		
HIL: Mezzanine 7		1641 SAP: Identity and Strategy				1769 SAP: Start-ups and Incumbents		
HIL: Mezzanine 8		1560 ENT: External Funding				1682 ENT: Venture Capital Market		

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Morning, August 9, 2016 *(continued)*

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
HIL: Mezzanine 9		1561 ENT: Entrepreneurship & Alliances				1683 ENT: Entrepreneurship & Networks 1		
HIL: Mezzanine Office C, 3rd Floor		1534 AAA: Speaker Ready Room						→
HIL: Monterey		1562 ENT: Entr. Literature Review 1				1684 ENT: Overconfidence&Self-Regulation		
HIL: Pacific A		1642 SAP/OMT/BPS: Meaningful Strategy				1668 BPS/ENT: Big Questions or Big Methods		
HIL: Pacific B		1542 BPS: Business Diversification				1666 BPS: Post-Acquisition Strategies		
HIL: Palisades		1617 OCIS: Networks' Work				1741 OCIS: Health and IT		
HIL: Salinas		1563 ENT: Entrepreneurial Bricolage				1685 ENT: Innovation & Performance		
HIL: San Simeon A		1555 CM/OB/HR: Individual differences in Neq.				1676 CM/OB/MOC: Moral Judgment		
HIL: San Simeon B		1543 BPS: CEO and TMT Pay				1667 BPS: Executive Pay and Risk Taking		
HIL: Santa Barbara		1656 ICW: IMD Day 5 Room 1 AM						→
HIL: Santa Monica		1554 CM/OB: New Directions in Negotiation						
HIL: Sunset		1564 ENT: Entr. & Value Creation				1686 ENT: Social Entr. & Culture		
HIL: Ventura		1565 ENT: Corp. Entr. & Strategy				1687 ENT: Corp. Entr. & Employees		
SHR: El Prado Foyer	← AAA: Technology Center							→
SHR: Garden C		1566 GDO: Age and Work Outcomes				1688 GDO: Managing Across Cultures		
SHR: Palm East		1556 CMS: Organizational History				1677 CMS: Activist Speaker		
SHR: Palm West		1569 GDO/OB: Managing Diversity				1693 GDO/HR/OB: HR and Sexual Orientation		
SHR: Park A		1567 GDO: Gender Discrimination				1689 GDO: Women in Leadership		
SHR: Park B		1584 MED: MED Executive Committee			1658 MED: MED Members			
SHR: Park C		1621 OM: Healthcare Operations Management				1678 CMS: Work-related Research		
SHR: Park D		1570 GDO/OMT/CMS: Social Class at Work				1691 GDO/HR: Gender and the Ideal Worker		
SHR: Plaza A		1585 MED: Engaging Learners in Management				1704 MED: Socialization & Learning Transfer...		
SHR: Plaza B		1622 OM: Operations Decisions				1744 OM: Buyer-Supplier Relationships		
SHR: Plaza C		1568 GDO: Global Management				1690 GDO: Compliance and Governance		
SHR: Plaza D		1586 MED: Eclectic Teaching Practices...				1692 GDO/HR: Mentorship and Sponsorship		
SHR: Tiffany Terrace		1623 OM: Service Operations				1745 OM: Contemporary Research in PM		

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Early Afternoon, August 9, 2016

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
ACC: 109	← AAA: Mother's Nursing Room →						
ACC: 201A	1853 OB/HR/MOC: Underpinnings of Leadership			1982 OB/MOC/SIM: Moral Drivers of			
ACC: 201B	1837 OB: Team Process and Creativity			1978 OB/MOC: Motivation and Creativity			
ACC: 201C	1817 HR: Multi-Level HRM research			1941 HR: Recruitment Research			
ACC: 201D	1818 HR: Evolving HR Roles			1942 HR: HR System Config/Implementation			
ACC: 202A	1838 OB: Jealousy and Aggression			1947 HR/ODC: Socialize through Interactions			
ACC: 202B	1860 OB/MOC/SIM: Meaningful Work			1972 OB/CM: Inequality as a Barrier			
ACC: 203A	1819 HR: Transforming Performance Mgmt			1943 HR: Flexible Work Arrangements			
ACC: 203B	1839 OB: Helping and OCB			1961 OB: Prosocial Behavior			
ACC: 204A	1855 OB/MOC: Trust in Organizations			1975 OB/HR/CM: Insights Into Trust			
ACC: 204B				1962 OB: Reconsidering OB Research			
ACC: 204C	1840 OB: Workplace Well-Being			1963 OB: Distress in Organizations			
ACC: 205A	1841 OB: Neuroscience For Leadership			1971 OB/CAR/GDO: Work-Life and Careers			
ACC: 205B	1842 OB: Creativity at Work			1914 CAR: Career Development			
ACC: 206A	1849 OB/HR: Team/Manager Effects on Voice			1964 OB: Team Conflict and Cooperation			
ACC: 206B	1822 HR/ODC: Event-Oriented Research			1944 HR: SHRM Dissertation Award Winners			
ACC: 207A	1850 OB/HR: The IPO of Virtual Teams			1977 OB/IM: Cross Cultural Teams			
ACC: 207B	1843 OB: Leaders and Followers			1965 OB: Affect and Leadership			
ACC: 207C	1851 OB/HR: Empowering Leadership			1973 OB/HR: Shared Leadership			
ACC: 207D	1823 IM: CSR in the MNCs			1948 IM: Cultural Distance's Impact			
ACC: 208A	1856 OB/MOC: Within-Person Leader Behavior			1976 OB/HR/MED: Meeting Leadership Demands			
ACC: 208B	1844 OB: Learning in Organizations			1966 OB: Networks and Guanxi in China			
ACC: 209A	1845 OB: Climate in Organizations			1967 OB: Politics in Organizations			
ACC: 209B	1820 HR: Leader/Mgrl Development			1945 HR/OB: Mind the HRM GAP			
ACC: 210A	1821 HR: Expatriate and Repatriates			1946 HR/OB/MC: Getting Rid of Ratings			
ACC: 210B	1824 IM: Drivers of Ownership Changes			1949 IM: Culture Within Multinationals			
ACC: 210C	1848 OB/CM/GDO: Navigating in Hierarchies			1983 OB/OMT/BPS: Investigating Network			
ACC: 210D	1852 OB/HR: New Developments of OCB			1968 OB: Gender and Relationships			
ACC: 211B	1825 IM: Reputation & Performance			1950 IM: National Culture & Individuals			
ACC: 212A	1836 MSR/HR: Teaching and Spirituality			1960 MSR: MSR Founders, Future Research			
ACC: 212B	1846 OB: Supervisor Support			1969 OB: Positive Leadership			
ACC: 213A	1847 OB: P-E Fit in Organizations			1974 OB/HR/CAR: P-E Fit: Qualitative Insights			
ACC: 213B	1826 IM: Inst. Dist. & Location Choice			1951 IM: Personality & Expatriates			
ACC: 213C	1827 IM: Capability Development in MNCs			1952 IM: BOD Influences			
ACC: 213D	← AAA: Speaker Ready Room →						
ACC: 303A	1857 OB/MOC/CM: Unpleasant Emotions at Work			1979 OB/MOC/CM: Dynamism of Employee			
ACC: 303B	1854 OB/HR/RM: Dynamic Modeling Symposium			1981 OB/MOC/OMT: Temporality in			
ACC: 303C	1886 RM/GDO/OMT: Unconventional Research			2004 RM: Philosophies of Research			
ACC: 303D	1792 CAR/HR: Work-Nonwork Intersection			1915 CAR/MED/OB: Academic Careers in			
ACC: 304A	1859 OB/MOC/OMT: Compassion and			1980 OB/MOC/MSR: Mindfulness at Work			
ACC: 304B	1858 OB/MOC/HR: The Power of Reflection			1970 OB: Ethical Leadership			
ACC: 304C	1828 IM: Knowledge Creation & Diffusion			1953 IM: Scanning/Spanning/Translating			
ACC: 304D	1793 CAU: Management Education			1916 CAU: Implementation and Change			
ACC: Hall C	← AAA: Conference Registration →						
MAR: Desert Springs	1865 ODC: Org capabilities and change			1987 ODC: Making change meaningful			
MAR: Elite Ballroom 1	1869 OMT: Bridging Categories & Logics			1993 OMT: Failure			
MAR: Elite Ballroom 2	1894 TIM: Business Models and Performance						
MAR: Elite Ballroom 3	1892 SIM/IM: Business and Human Rights			2010 SIM/BPS/MC: Complexity and Corruption			
MAR: Gold Key I, II	← AAA: Speaker Ready Room →						
MAR: Grand Ballroom Salon A	1870 OMT: Emergence						
MAR: Grand Ballroom Salon B	1871 OMT: Learning & Change			1994 OMT: Routines			
MAR: Grand Ballroom Salon C	1895 TIM: Psychological Factors			2011 TIM: Talent Management and Innovation			
MAR: Grand Ballroom Salon D	1896 TIM: Innovation Ecosystems			2012 TIM: Macroeconomic Factors			
MAR: Grand Ballroom Salon G	1897 TIM: Alliances and Innovation			2013 TIM: Protection Choices			
MAR: Grand Ballroom Salon H	1893 SIM/OMT/BPS: Trade Associations			2005 SIM: CSR in Small Firms			

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Early Afternoon, August 9, 2016 (continued)

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
MAR: Grand Ballroom Salon J	1866 ODC/OMT/MC: Failure to Adapt			1989 ODC/SIM: Change and Employee			
MAR: Grand Ballroom Salon K	1883 PNP: Public Policy in France			2002 PNP: Diversity in Networks			
MAR: La Jolla	1888 SIM: Philosophy and Ethics			2006 SIM: Philanthropy from Top and Bottom			
MAR: Los Angeles	1889 SIM: Stakeholder Relationships			2007 SIM: Suppliers and Customers			
MAR: Newport Beach	1872 OMT: Control, Power & Governance			1995 OMT: Change			
MAR: Northeast Marquis Ballroom	1879 OMT/MOC/BPS: Social Evaluations in						
MAR: Northwest Marquis Ballroom	1873 OMT: Using Social Media Data						
MAR: Orange County Ballroom 1	1884 PNP: Successful Networks			1988 ODC: Paradox and change			
MAR: Orange County Ballroom 2				2014 TIM: Search and Crowds			
MAR: Orange County Ballroom 3	1890 SIM: Dignity in the Workplace			2008 SIM: Conflict and Corruption			
MAR: Orange County Ballroom 4	1874 OMT: Status Dynamics			1996 OMT: Reputation & Evaluation			
MAR: Platinum Ballroom 1	1898 TIM: Governance and Financing			2015 TIM: Network Effects and Shakeout			
MAR: Platinum Ballroom 10	1885 PNP: Performance Management			2003 PNP: Accountability Research in NGOs			
MAR: Platinum Ballroom 2	1878 OMT/CAR/HR: Careers in Organizations						
MAR: Platinum Ballroom 3	1880 OMT/OB/CAR: Grappling with Agency						
MAR: Platinum Ballroom 4	1899 TIM: Customers and Competitors			2016 TIM: Patents and Innovation			
MAR: Platinum Ballroom 5	1795 CAU: Native Peoples Caucus			1918 CAU: Meaningfulness & Relationship			
MAR: Platinum Ballroom 6	1796 CAU: Russian Management Research			1919 CAU: Social Impact of Non-market St			
MAR: Platinum Ballroom 7	1891 SIM: CSIR			2009 SIM: CSR Spillovers			
MAR: Platinum Ballroom 8	1900 TIM/BPS: Driving Innovation's Direction			2017 TIM: Absorptive Capacity			
MAR: Platinum Ballroom 9	1875 OMT: Institutional Dynamics			1999 OMT/ONE/SIM: Bridging Macro-Micro			
MAR: Platinum Ballroom Foyer	← AAA: Technology Center →						
MAR: Rancho Las Palmas	1876 OMT: Organizations & Regulation			1997 OMT: Communities			
MAR: San Diego	1877 OMT: Corporate Governance			1998 OMT: Performance			
MAR: Suite 304	1881 ONE: Stakeholder Pressures			2000 ONE: States and Stakeholders			
MAR: Suite 312	1882 ONE: Environmental Performance			2001 ONE: Firms' Environmental Strategies			
MAR: Suite 315	1829 MC: MC Cases			2018 TIM: Firm and Market Boundaries			
HIL: Avila A	1800 ENT: Entrepreneurial Intentions			1924 ENT: EO & Performance			
HIL: Avila B	1780 BPS: Innovating in Uncertain Times			1901 BPS: Strategies for Innovation			
HIL: Ballroom Level Foyer (2nd Floor)	← AAA: Technology Center →						
HIL: California A				1920 CM: Promotive & Prohibitive Voice			
HIL: California B	1791 BPS/OMT: The Dark Side			1913 BPS/OMT/ENT: Network, Trust,			
HIL: Carmel	1835 MOC/OB/OMT: Advances in Identity Work			1959 MOC/CAR/ENT: ID Work Beyond the			
HIL: El Capitan A	1781 BPS: Market Reactions						
HIL: El Capitan B	1782 BPS: Strategic Decision Making			1902 BPS: Vertical Relationships			
HIL: Hilton: Concourse Level (4th Floor)	← AAA: Placement Services						
HIL: La Jolla	1790 BPS/ENT: Resource Redeployability			1911 BPS/OMT: Strategic Leader Interfaces			
HIL: Lido A	1801 ENT: SME & Internationalization			1925 ENT: Internationalization & Strategy			
HIL: Lido B	1815 HCM: The Physician Work Environment			1939 HCM: Professionals in Practice			
HIL: Lido C	1834 MOC/OB/MED: Enhancing Intuition			1956 MOC: Laughing, motivating, leading: proc...			
HIL: Malibu	1861 OCIS: Big data at work			1984 OCIS: Team performance			
HIL: Mezzanine 1	1783 BPS: Value-Based Management			1903 BPS: CSR and Antecedents			
HIL: Mezzanine 10	1802 ENT: Women & Funding			1926 ENT: Entrepreneurship & Gender 1			
HIL: Mezzanine 11	1832 MOC: Mind, body, intelligence, and parad...			1957 MOC: Fear the reaper? Studies of			
HIL: Mezzanine 12	1833 MOC: Microfoundations of Macro			1958 MOC: I can't stop falling: Sensemaking a...			
HIL: Mezzanine 13	1862 OCIS: Social frontiers			1985 OCIS: Collaborating on the edge			
HIL: Mezzanine 14	1803 ENT: Entrepreneurship & Planning			1927 ENT: HC & New Venture Performance			
HIL: Mezzanine 2	1887 SAP: Power and Narrative			1904 BPS: Behavioral Theory of the Firm			
HIL: Mezzanine 3	1784 BPS: CEO Personality and Emotions			1905 BPS: Regulatory Strategies			
HIL: Mezzanine 4	1785 BPS: Co-opetition Strategies			1906 BPS: Temporal Dynamics			
HIL: Mezzanine 5	1786 BPS: Institutions and Governance			1907 BPS: Alliances and Cooperation			
HIL: Mezzanine 6	1794 CAU: Practitioner-Scholar Careers			1917 CAU: Teaching Millennials			
HIL: Mezzanine 7	1787 BPS: Managerial Mental Models			1921 CM: Creativity in Negotiations			
HIL: Mezzanine 8	1804 ENT: Financing, Banks & Debt			1928 ENT: VC & Relationships			
HIL: Mezzanine 9	1805 ENT: Network Emergence			1929 ENT: Entrepreneurship & Networks 2			

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Early Afternoon, August 9, 2016 (continued)

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
HIL: Mezzanine Office C, 3rd Floor ← AAA: Speaker Ready Room →							
HIL: Monterey		1806 ENT: Entrepreneurship & Passion			1930 ENT: Entrepreneurship & Impulsivity		
HIL: Pacific A		1864 OCIS/OB/HR: Group Norms in Virtual Work			1910 BPS/ENT/TIM: The Limits of Open		
HIL: Pacific B		1788 BPS: Cross-Border Acquisitions			1908 BPS: Acquisition Processes		
HIL: Palisades		1863 OCIS: Inter-firm relationships			1986 OCIS/IM/OB: Advancing Virtual Work Resch		
HIL: Salinas		1807 ENT: Entrepreneurship & Innovation			1931 ENT: Innovation & Performance		
HIL: San Simeon A		1797 CM/OB/OMT: Why We Care about			1912 BPS/OMT: Digitization and Strategy		
HIL: San Simeon B		1789 BPS: Strategic Entrepreneurship			1909 BPS: M&A Process and Strategy		
HIL: Santa Barbara ← ICW: IMD Day 5 Room 1 AM							
HIL: Santa Monica		1816 HCM: Effects of Leadership on Care			1940 HCM: Patient Perceptions of Care		
HIL: Sunset		1808 ENT: Social Entr. & Institutions			1932 ENT: Social Entr. & Legitimation		
HIL: Ventura		1809 ENT: Corp. Entrepreneurship 1			1933 ENT: Corp. Entrepreneurship 2		
SHR: El Prado Foyer ← AAA: Technology Center →							
SHR: Garden C		1810 GDO: Workers with Disabilities			1934 GDO: Sexual Orientation		
SHR: Palm East		1799 CMS/GDO/OB: Invisibility at Work			1923 CMS/SIM/OMT: Phil. and Org. Research		
SHR: Palm West		1814 GDO/HR/CAR: Career Success and Gender			1937 GDO/BPS/CAR: Increasing Women on		
SHR: Park A		1811 GDO: Glass Ceiling Barriers			1935 GDO: Women in Upper Management		
SHR: Park B					1954 MED: Visions of Management Education...		
SHR: Park C		1798 CMS: Constructing Work			1922 CMS: Indigenous World Views		
SHR: Park D		1830 MED: Teams in Management Education...			1990 OM: Sustainable Operations		
SHR: Plaza A		1831 MED: Developing Entrepreneurs...			1955 MED: Student Performance & Predictors...		
SHR: Plaza B		1867 OM: Supply Chain Management			1991 OM: Quality Management		
SHR: Plaza C		1812 GDO: Diversity Recruitment			1936 GDO: Social Class Diversity		
SHR: Plaza D		1813 GDO/CM: Antecedents to Inequality			1938 GDO/OB/MOC: Future of Diversity Climate		
SHR: Tiffany Terrace		1868 OM: Social Aspects in Supply Chains			1992 OM: Networks in SCM		

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Late Afternoon, August 9, 2016

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
ACC: 109	← AAA: Mother's Nursing Room →						
ACC: 201A	2085 OB/HR/MOC: Making Fit Meaningful						
ACC: 201B	2081 OB/ENT/MOC: Creativity and Innovation						
ACC: 201D	2052 HR: Leader Identity Development						
ACC: 202A	2079 OB/CM/HR: Abusive Supervision						
ACC: 202B	2080 OB/CMS/OMT: Manager as Leader and						
ACC: 203A	2053 HR: OCBs Service, and Creativity						
ACC: 203B	2087 OB/MOC: Impression (Mis)Management						
ACC: 204A	2066 OB: Caregiving and Service						
ACC: 204B	2086 OB/HR/RM: Intra-Individual Research						
ACC: 204C	2090 OB/ODC: The Well-being Research						
ACC: 205A	2084 OB/HR/CAR: Family and Employee						
ACC: 205B	2031 CAR: Ambition & Motivation						
ACC: 206A	2067 OB: Team Process and Effectiveness						
ACC: 206B	2054 HR/OB: New Perspectives on Deviance						
ACC: 207A	2082 OB/HR: Affective Convergence in Teams						
ACC: 207B	2068 OB: Effectiveness of Leadership						
ACC: 207C	2069 OB: Comparing Self to Others						
ACC: 207D	2055 IM: Ownership Strategies						
ACC: 208A	2070 OB: Eminent Leadership Scholars Pa						
ACC: 208B	2071 OB: Cross-Cultural Behavior						
ACC: 209A	2072 OB: Priming in OB						
ACC: 209B	2073 OB: Psychological Safety						
ACC: 210A	2074 OB: Power in Organizations						
ACC: 210B	2056 IM: Inst. Dist. & MNC Performance						
ACC: 210C	2089 OB/MOC/OMT: Perceptions in Social						
ACC: 210D	2083 OB/HR: The Good, The Bad, The Pretty						
ACC: 211B	2057 IM: HRM Practices in the MNC						
ACC: 212A	2092 OB/ODC/OMT: Coordination and						
ACC: 212B	2075 OB: Benefits of Leadership						
ACC: 213A	2076 OB: Pains of OB						
ACC: 213B	2058 IM: Expatriate Networks & Turnover						
ACC: 213C	2059 IM: Drivers of Locational Choice						
ACC: 213D	← AAA: Speaker Ready Room						
ACC: 303A	2077 OB: Physical and Emotional OB						
ACC: 303B	2088 OB/MOC: Thinking ahead						
ACC: 303C	2106 RM/MC/ODC: Chasing the Unicorn						
ACC: 303D	2032 CAR/HR: Employability: Beyond the						
ACC: 304A	2091 OB/ODC/HR: Developments Psych						
ACC: 304B	2078 OB: Double-Edged Swords						
ACC: 304C	2060 IM: Technology & Knowledge in MNCs						
ACC: 304D	2033 CAU: The Various Meanings of Play						
ACC: Hall C	← AAA: Conference Registration						
MAR: Desert Springs	2103 PNP: Organizational Behavior						
MAR: Elite Ballroom 1	2101 OMT/RM/CMS: Conversation Analysis						
MAR: Elite Ballroom 2	2109 TIM: Open Innovation Strategy						
MAR: Elite Ballroom 3	2108 SIM/HR: Gendering the HRM - CSR						
MAR: Gold Key I, II	← AAA: Speaker Ready Room						
MAR: Grand Ballroom Salon A	2095 OMT: Entrepreneurship						
MAR: Grand Ballroom Salon B	2096 OMT: Learning						
MAR: Grand Ballroom Salon C	2110 TIM: Effect of Top Management						
MAR: Grand Ballroom Salon D	2111 TIM: Academia and Innovation						
MAR: Grand Ballroom Salon G	2112 TIM: IP and Competitive Advantage						
MAR: Grand Ballroom Salon H	2107 SIM/GDO/CMS: Orgs & Domestic						
MAR: Grand Ballroom Salon J	2093 ODC: Getting emotional about change						

Start and end times are approximate. See Session Details (Section D) for exact times.

Tuesday Late Afternoon, August 9, 2016 (continued)

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
MAR: Grand Ballroom Salon K	2104 PNP: Economics, Terrorism, Turnover						
MAR: Newport Beach	2097 OMT: Organizations & the State						
MAR: Orange County Ballroom 1	2102 ONE/TIM/OMT: Sustainable Business						
MAR: Orange County Ballroom 2	2113 TIM: Collaborative Innovation						
MAR: Orange County Ballroom 4	2098 OMT: Status & Reputation						
MAR: Platinum Ballroom 1	2114 TIM: Adoption and Growth						
MAR: Platinum Ballroom 10	2105 PNP: Learning and Accountability						
MAR: Platinum Ballroom 2	2100 OMT/BPS/ENT: Celebrity						
MAR: Platinum Ballroom 4	2115 TIM: Patent Enforcement						
MAR: Platinum Ballroom 8	2116 TIM: Knowledge Sources						
MAR: Platinum Ballroom Foyer ← AAA: Technology Center							
MAR: Rancho Las Palmas	2099 OMT: Rethinking Theory						
HIL: Avila A	2037 ENT: Entrepreneurship & Motivation						
HIL: Avila B	2019 BPS: Social Perspectives						
HIL: Ballroom Level Foyer (2nd Floor)← AAA: Technology Center							
HIL: California B	2027 BPS/ENT/TIM: Hold On or Set Them						
HIL: Carmel	2065 MOC/OB: Multiple Identities						
HIL: El Capitan A	2047 ENT/OB: Innovation in Chinese Context						
HIL: El Capitan B	2020 BPS: Emotions and Cognition						
HIL: La Jolla	2028 BPS/TIM: Complementor Performance						
HIL: Lido A	2038 ENT: Individuals & International						
HIL: Lido B	2050 HCM: Challenges in Work Environment						
HIL: Lido C	2062 MOC: Construal Level Theory						
HIL: Mezzanine 1	2029 BPS/TIM/OMT: Beyond the Experience						
HIL: Mezzanine 10	2039 ENT: Gender & Entrepreneurship 2						
HIL: Mezzanine 11	2063 MOC: Hot in the City: Emotion and Skill...						
HIL: Mezzanine 12	2064 MOC: Can we share it? Memories, pasts,						
HIL: Mezzanine 14	2040 ENT: New Venture & Exit						
HIL: Mezzanine 2	2021 BPS: Organizational Design						
HIL: Mezzanine 3	2022 BPS: Governance of Family Business						
HIL: Mezzanine 4	2023 BPS: Environmental Contingencies						
HIL: Mezzanine 5	2024 BPS: Alliance Formation						
HIL: Mezzanine 6	2034 CAU: Meaningfulness in MENA						
HIL: Mezzanine 8	2041 ENT: Finance & Evaluation						
HIL: Mezzanine 9	2042 ENT: Social Capital & Networks						
HIL: Mezzanine Office C, 3rd Floor ← AAA: Speaker Ready Room							
HIL: Monterey	2043 ENT: Passion & Failure						
HIL: Pacific B	2025 BPS: Business Diversity & Strategy						
HIL: Salinas	2044 ENT: Antecedents of Innovation						
HIL: San Simeon A	2030 BPS/TIM/OMT: Entrepreneurial Labor						
HIL: San Simeon B	2026 BPS: Board of Directors						
HIL: Santa Monica	2051 HCM/OMT/ODC: Boundary Work in						
HIL: Sunset	2045 ENT: Social Entr. & Intentions						
HIL: Ventura	2046 ENT: Entr. Literature Review 2						
SHR: El Prado Foyer ← AAA: Technology Center							
SHR: Palm East	2035 CMS: Questioning the Nature of Work						
SHR: Palm West	2049 GDO/OB/MOC: Women's Positive						
SHR: Park A	2048 GDO: Gender and Ethics						
SHR: Park B	2061 MED: Improving Management						
SHR: Park C	2036 CMS: Subjectivity						
SHR: Park D	2094 OM: Operations Strategy						
SHR: Tiffany Terrace, Tiffany Patio						2117 AAA: AOM Farewell Gathering	

Start and end times are approximate. See Session Details (Section D) for exact times.



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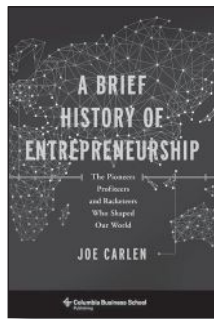
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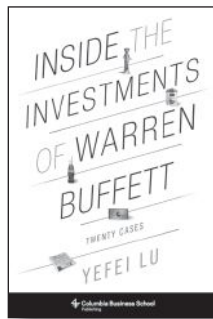
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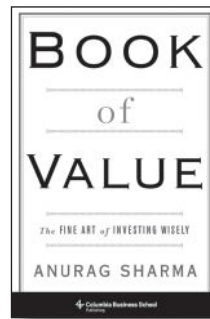
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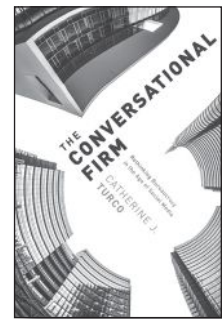
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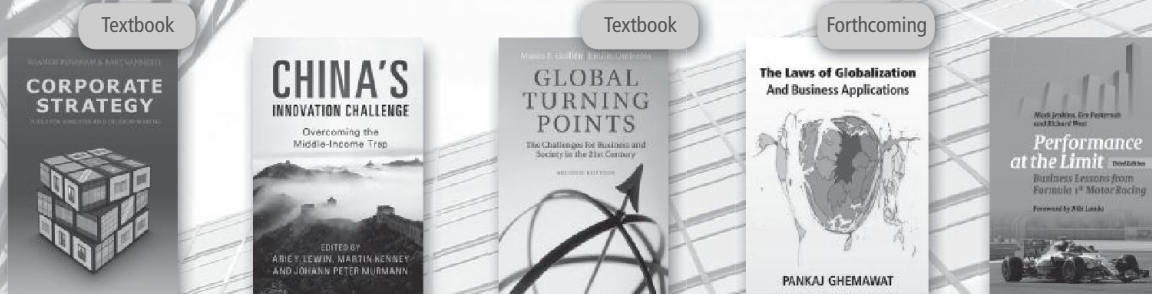
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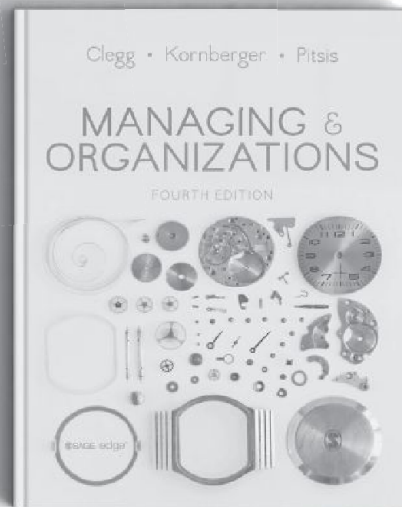
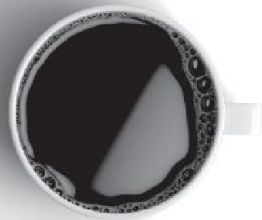


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All Academy Activities

Program Chair: Mary Ann Glynn, Boston College
Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information	
Fri	12:01am	1	HIL:Ballroom Level Foyer (2nd Floor)	Technology Center (Hilton)	
		2	MAR:Platinum Ballroom Foyer	Technology Center (Marriott)	
		3	SHR:El Prado Foyer	Technology Center (Sheraton)	
	7:30am	5	ACC:Hall C	Conference Registration	
	8:00am	7	ACC:109	Mother's Nursing Room	
		8	ACC:213D	Speaker Ready Room	
		9	HIL:Mezzanine Office C, 3rd Floor	Speaker Ready Room	
		10	MAR:Gold Key I, II	Speaker Ready Room	
	12:00pm	96	HIL:Hilton: Concourse Level (4th Floor)	Placement Services	
	3:30pm	153	HIL:Pacific A	The Ins and Outs of Faculty Recruiting	
	5:30pm	173	HIL:Pacific A	The Academic Job Search: Workshop for Applicants	
	6:00pm	177	ACC:Hall C	Conference Exhibits	
		178	ACC:Hall C	Exhibit Hall Opening Reception	
		179	ACC:Hall C	Technology Center (Convention Center)	
	Sat	12:01am	190	HIL:Ballroom Level Foyer (2nd Floor)	Technology Center (Hilton)
			191	MAR:Platinum Ballroom Foyer	Technology Center (Marriott)
			192	SHR:El Prado Foyer	Technology Center (Sheraton)
8:00am		194	ACC:109	Mother's Nursing Room	
		195	ACC:213D	Speaker Ready Room	
		196	ACC:Hall C	Conference Registration	
		197	ACC:Hall C	Conference Exhibits	
		198	ACC:Hall C	Technology Center (Convention Center)	
		199	HIL:Hilton: Concourse Level (4th Floor)	Placement Services	
		200	HIL:Mezzanine Office C, 3rd Floor	Speaker Ready Room	
201		MAR:Gold Key I, II	Speaker Ready Room		
10:15am		287	ACC:Hall C	Conference Break	
2:00pm		378	ACC:203B	Orientation for Session Chairs and Discussants	
		379	MAR:Elite Ballroom 2	AOM Affiliates Forum	
		380	MAR:Los Angeles	Connect with Academy Members	
2:45pm		400	ACC:Hall C	Conference Break	
4:00pm		423	MAR:Elite Ballroom 1	Ethics Education	
5:45pm		454	MAR:Elite Ballroom 1	Global Ethics	
Sun		12:01am	478	HIL:Ballroom Level Foyer (2nd Floor)	Technology Center (Hilton)
			479	MAR:Platinum Ballroom Foyer	Technology Center (Marriott)
			480	SHR:El Prado Foyer	Technology Center (Sheraton)
	8:00am	487	ACC:109	Mother's Nursing Room	
		488	ACC:213D	Speaker Ready Room	
		489	ACC:Hall C	Conference Registration	
		490	ACC:Hall C	Conference Exhibits	
		491	ACC:Hall C	Technology Center (Convention Center)	
		492	HIL:Hilton: Concourse Level (4th Floor)	Placement Services	
		493	HIL:Mezzanine Office C, 3rd Floor	Speaker Ready Room	
	494	MAR:Gold Key I, II	Speaker Ready Room		
	8:30am	497	MAR:Platinum Ballroom 5, 6	All-Academy Networking Breakfast	
	9:00am	515	MAR:Platinum Ballroom 5, 6	Presidential Address	
	10:00am	533	MAR:Elite Ballroom 1	Ethics Education Committee Meeting	
	10:15am	540	ACC:Hall C	Conference Break	
	11:00am	552	ACC:201A	Incoming PDW Chairs Mtg	
		553	ACC:203B	Leadership Forum on DIG Innovation	
	12:00pm	563	ACC:203A	Division Treasurers' Meeting	
	12:30pm	569	ACC:203B	Incoming and Outgoing Division Chairs Meeting	
	12:45pm	574	ACC:201A	Incoming and Outgoing Program Chairs Meeting	
	2:45pm	678	ACC:Hall C	Conference Break	

All Academy Activities (cont.)

Day	Start	#	Location	Session Information
Sun	3:00pm	689	MAR:Elite Ballroom 1	AOM Ethics Committee Meeting
	4:30pm	740	MAR:Grand Ballroom Salon A	AOM Tweet Up
	6:00pm	756	ACC:The Grand Plaza	All-Academy Reception
Mon	12:01am	782	HIL:Ballroom Level Foyer (2nd Floor)	Technology Center (Hilton)
		783	MAR:Platinum Ballroom Foyer	Technology Center (Marriott)
		784	SHR:El Prado Foyer	Technology Center (Sheraton)
	7:30am	790	HIL:La Jolla	AOM Committee Chairs Meeting
	8:00am	795	ACC:109	Mother's Nursing Room
		796	ACC:213D	Speaker Ready Room
		797	ACC:Hall C	Conference Registration
		798	ACC:Hall C	Conference Exhibits
		799	ACC:Hall C	Technology Center (Convention Center)
		800	HIL:Hilton: Concourse Level (4th Floor)	Placement Services
		801	HIL:Mezzanine Office C, 3rd Floor	Speaker Ready Room
		802	MAR:Gold Key I, II	Speaker Ready Room
	10:15am	1017	ACC:Hall C	Conference Break
Tue	12:01am	1526	HIL:Ballroom Level Foyer (2nd Floor)	Technology Center (Hilton)
		1527	MAR:Platinum Ballroom Foyer	Technology Center (Marriott)
		1528	SHR:El Prado Foyer	Technology Center (Sheraton)
	8:00am	1530	ACC:109	Mother's Nursing Room
		1531	ACC:213D	Speaker Ready Room
		1532	ACC:Hall C	Conference Registration
		1533	HIL:Hilton: Concourse Level (4th Floor)	Placement Services
		1534	HIL:Mezzanine Office C, 3rd Floor	Speaker Ready Room
		1535	MAR:Gold Key I, II	Speaker Ready Room
	5:00pm	2117	SHR:Tiffany Terrace, Tiffany Patio	AOM Farewell Gathering

Affiliate Activities & Committees

Program Chair: Mary Ann Glynn, Boston College
Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information	
Fri	8:00am	18	SHR:Palm West	D&ITC: Women and Leadership Theory	
		27	ACC:212B	INDAM: Promoting Research in India	
		42	MAR:Grand Ballroom Salon G	PTC: Practice-Oriented Executive Programs That Impact	
	9:45am	60	HIL:Catalina 2	IAM: Dynamics in Natural Resources	
		61	ACC:212A	ITC: Humanistic Management	
	10:15am	74	HIL:Catalina 3	IAM: Meaningful Work for Latinos	
		81	MAR:Grand Ballroom Salon G	PTC: Impact studies	
	12:15pm	106	SHR:Palm West	TTC: Make 'em Laugh: Using Humor as a Tool for Learning	
	1:30pm	125	SHR:Plaza A	D&ITC: Making meaningful cross-border	
	2:00pm	130	HIL:Carmel	AAM: AAOM/ APJM Board Meeting	
		131	HIL:Catalina 3	IAM: Changing US Demographics	
	3:45pm	154	HIL:Catalina 3	IAM: Finishing the Dissertation	
	4:00pm	160	MAR:Grand Ballroom Salon G	PTC: DBA professional Doctorates	
	4:15pm	161	SHR:Palm East	D&ITC: Diversity & Inclusion Practice	
	4:30pm	163	ACC:202B	INDAM: Workforce Intelligence Plan	
	5:00pm	170	SHR:Park D	TTC: Challenges in Classroom Mgt	
	Sat	8:00am	202	HIL:Monterey	AAM: Researching Pathways to Meaningful Work in China
223			HIL:La Jolla	IAM: Entrepreneurship in LATAM	
228			ACC:213A	INDAM: Smart Working	
236			MAR:Platinum Ballroom 2	NDSC: New Doctoral Student Consortium	
265			SHR:Plaza A	TTC: Teaching Special Populations	
266			SHR:Plaza D	TTC: Teaching with Technology:	
10:15am		293	ACC:205B	ITC: Social irresponsibility	
		304	MAR:Northeast Marquis Ballroom	PTC: Leadership for a Healthy World	
10:30am		306	ACC:201A	INDAM: Indigenous Constructs	
10:45am		310	HIL:La Jolla	IAM: Aesthetics in Teaching	
		311	ACC:205A	ITC: English Writing for German Native Speakers	
		313	SHR:Plaza A	TTC: Interactive Exercises	
11:15am		316	HIL:Palisades	AAM: Leveraging Asia, To Inform the World	
12:30pm		345	ACC:205B	INDAM: Indian Diaspora Entrepreneurs	
1:00pm		361	MAR:Northeast Marquis Ballroom	PTC: Scholarship into Practice	
		365	SHR:Plaza A	TTC: Stop Worrying, Love Teaching	
1:30pm		371	HIL:Palisades	IAM: PhDs in Management in Latam	
2:00pm		381	ACC:202A	D&ITC: Town Hall Meeting	
		383	ACC:204A	ITC: Research Collaborations	
2:15pm		391	HIL:Catalina 3	AAM: New Paradigm in Auto Industry	
3:30pm		414	SHR:Plaza B	D&ITC: Networking in a Diverse AOM	
3:45pm		422	SHR:Palm East	TTC: Innovative Reflection Tools	
4:15pm		428	ACC:202A	D&ITC: Connections Cafe	
		431	MAR:Northeast Marquis Ballroom	PTC: Scholar-Practitioner Platform	
4:30pm		434	OS:Hilton Anaheim Reception Desk	INDAM: Stepping out with the Indian Academy of Management	
6:00pm		457	MAR:Los Angeles	AAC: Southwest Academy of Management Executive Board	
		458	HIL:San Simeon A	IAM: IAM Business Meeting	
6:30pm		470	MAR:Grand Ballroom Salon C, D	PTC: Practice Theme Committee Celebration and Awards	
7:00pm		471	OS:Catal Restaurant	D&ITC: Executive Committee Dinner	
		472	HIL:San Simeon B	IAM: Iberoamerican Academy of Management Social	
Sun		9:00am	516	MAR:La Jolla	AAC: Eastern Academy of Management: Coffee, Conversat...
		10:00am	534	MAR:Desert Springs	AAC: Midwest Academy of Management Board of Governors...
			535	MAR:Los Angeles	AAC: Southern Management Association
	11:15am	558	MAR:La Jolla	AAC: Eastern Academy of Management International Advi...	
	12:00pm	566	ACC:202A	ITC: ITC Committee Meeting	
		567	MAR:Elite Ballroom 2	PTC: Practice Theme Committee Business Meeting	
	2:00pm	638	ACC:204C	ITC: Carolyn Dexter Award Reception	

Affiliate Activities & Committees (cont.)

Day	Start	#	Location	Session Information
Sun				
	5:00pm	752	SHR:Plaza B	TTC: Teaching Theme Committee Business Meeting
	9:30pm	781	MAR:Northwest Marquis Ballroom	D&ITC: Late Night at the Academy
Mon	6:30pm	1505	ACC:204C	INDAM: Indian Academy of Management (INDAM) Social

All Academy Theme

Program Chair: Mary Ann Glynn, Boston College

Day	Start	#	Location	Session Information
Sun	11:00am	554	HIL:Malibu	Meaningful Research in Africa
		555	HIL:San Simeon A	Making Universities Meaningful
		556	HIL:Santa Monica	Organizations Still Relevant
	12:45pm	575	HIL:Catalina 1	Meaningful Scholarship
		576	HIL:Catalina 4	Multiple Lenses on Diversity
		577	HIL:Catalina 5	Shaping the Enterprise Future
		578	HIL:Malibu	To B or Not to B
		579	HIL:Santa Monica	The Ecosystem of Meaningfulness
		580	MAR:Grand Ballroom Salon F	Measuring Collective Meaning
		581	MAR:Platinum Ballroom 1	Senior Faculty Refresh
		582	MAR:Platinum Ballroom 2	Cumulative knowledge ecosystem
		583	MAR:Platinum Ballroom 3	Measuring Meaning
		592	HIL:San Simeon A	JS: Negotiation for Entrepreneurs
		602	HIL:Catalina 2	SHCS: CEO Perspective on Meaning
		603	HIL:Catalina 6	JS: Relational Ambivalence at Work
			2:30pm	640
641	HIL:Catalina 6			Business Journalism at a Crossroads
642	HIL:Malibu			Authenticity & Organizations
643	HIL:San Simeon A			Values-based Leadership
644	MAR:Platinum Ballroom 7			Purpose and Beyond
659	HIL:Catalina 4			JS: Disability and Work
669	HIL:Catalina 5			JS: Entrepreneurship Worldwide
	3:00pm	690	MAR:Platinum Ballroom 4	Theories for and from Africa
		691	MAR:Platinum Ballroom 8	Semantic Network Analysis
	3:30pm	696	MAR:Grand Ballroom Salon F	The Unintended Consequences
		697	MAR:Platinum Ballroom 1	Collective Action II
	4:15pm	707	HIL:Catalina 1	Cultural Resources
		708	HIL:Catalina 2	Making Work Meaningful through Play
		709	HIL:Catalina 4	Managing Disability
		710	HIL:Catalina 5	Managing to Become Meaningful
		711	HIL:Malibu	Rethinking Management Theory
		712	HIL:Santa Monica	Mobilizing Meaning in Times of Crisis
		713	MAR:Platinum Ballroom 2	Meaningfulness & Achievement
		722	HIL:San Simeon A	JS: The Everest Project
		726	HIL:San Simeon B	JS: Heterarchy
		734	HIL:Catalina 6	SHCS: Mayors as Entrepreneurs

Showcase Symposia

Program Chair: Mary Ann Glynn, Boston College
Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information
	12:45pm	602	HIL:Catalina 2	SHCS: CEO Perspective on Meaning
	4:15pm	734	HIL:Catalina 6	SHCS: Mayors as Entrepreneurs
Mon	8:00am	815	HIL:Pacific A	SHCS: Reconfiguring Capabilities
		861	HIL:Mezzanine 12	SHCS: Understanding the Interplay of Trust and Emotions
		876	ACC:303B	SHCS: Human Energy in Organizations
		880	ACC:210D	SHCS: Challenging the Status Quo
	9:45am	922	HIL:San Simeon A	SHCS: Sex in the Boardroom- A Debate
		943	HIL:Carmel	SHCS: New Venture Funding
		967	ACC:304D	SHCS: Highly-Qualified Migrants
		972	SHR:Park D	SHCS: Perceived Value of Research
		992	MAR:Northeast Marquis Ballroom	SHCS: Politics, Political Ideology and Organizations
		998	MAR:Orange County Ballroom 1	SHCS: Global Philanthropy
	11:30am	1067	ACC:304D	SHCS: Global Diffusion of Korean Pop
		1077	HIL:EI Capitan B	SHCS: Meaning Making in Organization
		1080	MAR:Grand Ballroom Salon E	SHCS: Leading Meaningfully
	1:15pm	1157	ACC:303D	SHCS: Probing Career Success
		1171	SHR:Palm West	SHCS: Diversity Climate
		1198	HIL:Mezzanine 12	SHCS: Moral Emotions and Institution
		1233	MAR:Northeast Marquis Ballroom	SHCS: Qualitative Theory Building
		1237	MAR:Grand Ballroom Salon E	SHCS: Organizing and Administration in Refugee Crises
	3:00pm	1295	ACC:209B	SHCS: HRM Process Approach: Advancing the Field
		1314	HIL:Mezzanine 12	SHCS: Learning from Errors
1335		ACC:202B	SHCS: The Meaning of Work in Difficult Times	
1351		MAR:Platinum Ballroom 2	SHCS: Hierarchy on Trial	
4:45pm	1407	HIL:Avila A	SHCS: Gender Gap in Entrepreneurship	
	1418	ACC:209B	SHCS: Employee Turnover: New Perspectives	
	1433	HIL:Mezzanine 12	SHCS: Individual Experience in Teams	
	1453	ACC:213B	SHCS: Choice Architecture	
Tue	8:00am	1611	ACC:201A	SHCS: Responses to Bad Behavior
		1613	ACC:209A	SHCS: New Perspectives on Impression Management at Work
		1632	MAR:Platinum Ballroom 9	SHCS: Cognition in Environments
	9:45am	1668	HIL:Pacific A	SHCS: Big Questions or Big Methods
		1670	ACC:303D	SHCS: Not My Breach!
		1709	HIL:Carmel	SHCS: Identity and Leadership
		1710	HIL:Avila B	SHCS: Organization affects judgments
		1736	ACC:209A	SHCS: Behavioral Ethics at Work
		1743	MAR:Grand Ballroom Salon J	SHCS: Academic-Practitioner Partners
		1760	MAR:Platinum Ballroom 2	SHCS: Gender Gap in Science
		1778	MAR:Platinum Ballroom 8	SHCS: Networks & Ecosystems
	11:30am	1799	SHR:Palm East	SHCS: Invisibility at Work
		1813	SHR:Plaza D	SHCS: Antecedents to Inequality
		1854	ACC:303B	SHCS: Dynamic Modeling Symposium
		1859	ACC:304A	SHCS: Compassion and Empowerment
		1886	ACC:303C	SHCS: Unconventional Research
	1:15pm	1938	SHR:Plaza D	SHCS: Future of Diversity Climate
		1972	ACC:202B	SHCS: Inequality as a Barrier
		1974	ACC:213A	SHCS: P-E Fit: Qualitative Insights
		1981	ACC:303B	SHCS: Temporality in Organizations
3:00pm	2029	HIL:Mezzanine 1	SHCS: Beyond the Experience Curve	
	2049	SHR:Palm West	SHCS: Women's Positive Leadership	
	2051	HIL:Santa Monica	SHCS: Boundary Work in Healthcare	
	2054	ACC:206B	SHCS: New Perspectives on Deviance	
	2065	HIL:Carmel	SHCS: Multiple Identities	
	2084	ACC:205A	SHCS: Family and Employee Outcomes	

Caucuses

Program Chair: Andrea Marie Baldwin, Renatus R. E. Gp.

Day	Start	#	Location	Session Information
Mon	8:00am	819	MAR:Grand Ballroom Salon F	CAU: LMX Research Incubator Caucus
	9:45am	928	MAR:Grand Ballroom Salon F	CAU: Big Data in HRM
	11:30am	1022	ACC:213A	CAU: Compassion Caucus
		1023	MAR:Grand Ballroom Salon F	CAU: Social-sexual behavior at work
		1024	MAR:Platinum Ballroom 5	CAU: Meaningful Digitized Work
		1025	MAR:Platinum Ballroom 6	CAU: Small Acts of Leadership
	1:15pm	1158	ACC:213A	CAU: Getting "Inside" the Boardroom
		1159	MAR:Grand Ballroom Salon F	CAU: Diversity & Change
		1160	MAR:Platinum Ballroom 5	CAU: Future of Project GLOBE
		1161	MAR:Platinum Ballroom 6	CAU: Employee Volunteering
	3:00pm	1270	ACC:213A	CAU: Meaningful Organizations in International Context
		1271	MAR:Grand Ballroom Salon F	CAU: Dance and Organization
		1272	MAR:Platinum Ballroom 5	CAU: Innovation in Organization
		1273	MAR:Platinum Ballroom 6	CAU: African Dialogue
	4:45pm	1392	ACC:203B	CAU: Academics and Athletics?
		1393	ACC:204B	CAU: Business Model Innovation
		1394	ACC:213A	CAU: Design in Management
		1395	MAR:Platinum Ballroom 5	CAU: Humanistic Management Caucus
		1396	MAR:Platinum Ballroom 6	CAU: Meaningful Inclusiveness
		Tue	8:00am	1549
1550	HIL:Mezzanine 6			CAU: Values-in-Use 21st Century ODC
1551	MAR:Platinum Ballroom 5			CAU: Varieties of Meaningful Work
1552	MAR:Platinum Ballroom 6			CAU: Services internationalization
9:45am	1671		ACC:304D	CAU: Classics in Entrepreneurship
	1672		HIL:Mezzanine 6	CAU: Considering Unintended Out
	1673		MAR:Platinum Ballroom 5	CAU: Group Ethics and Development
	1674		MAR:Platinum Ballroom 6	CAU: Career of Female Entrepreneurs
11:30am	1793		ACC:304D	CAU: Humanistic Management Education in the Digital Era
	1794		HIL:Mezzanine 6	CAU: Signature Careers for Practitioner-Scholars
	1795		MAR:Platinum Ballroom 5	CAU: Native Peoples Caucus
	1796		MAR:Platinum Ballroom 6	CAU: Russian and CIS Management Research Caucus
1:15pm	1916		ACC:304D	CAU: Implementation and Change
	1917		HIL:Mezzanine 6	CAU: Teaching Millennials
	1918		MAR:Platinum Ballroom 5	CAU: Meaningfulness & Relationship
	1919		MAR:Platinum Ballroom 6	CAU: Social Impact of Non-market St
3:00pm	2033	ACC:304D	CAU: The Various Meanings of Play	
	2034	HIL:Mezzanine 6	CAU: Meaningfulness in MENA	

Teaching & Learning Conference

Program Chair: Susan Fox-Wolfgramm, Hawaii Pacific U.
Program Chair: Brett Paul Matherne, Georgia State U.

Day	Start	#	Location	Session Information
Sat	11:00am	315	HIL:Executive Board Room	TLC Precon Meeting
Sun	6:30am	481	ACC:Ballroom B	TLC@AOM Committee Breakfast
	7:30am	486	ACC:Ballroom B	TLC@AOM Coffee, Conversation & Welcome
	8:30am	507	ACC:303A	Strategic Followership in the Classroom
		508	ACC:303B	Teaching with Cases Online
		509	ACC:303C	Making Online Graduate Education Meaningful
		510	ACC:303D	Writing and Publishing Cases
		511	ACC:304A	Use of Excel in Essay Grading
		512	ACC:304B	Online Pedagogical Design
		513	ACC:Ballroom A- II	Teaching Practice
		514	ACC:Ballroom A- III	TLC Cafe
	9:40am	522	ACC:303A	How to Develop a Problem-based Learning Experience
		523	ACC:303B	Shark Tank in the Classroom
		524	ACC:303C	Making Meaning: Mythopoesis in Business
		525	ACC:303D	Pop-Ups and Hackathons
		526	ACC:304A	Embodying Followership
		527	ACC:304B	Arts-based Leadership
		528	ACC:304C	Teaching Entrepreneurship GOTB
		529	ACC:304D	Enhancing Motivation
		530	ACC:Ballroom A- II	Teaching and Technology
		531	ACC:Ballroom A- III	TLC Cafe
		10:50am	542	ACC:303A
	543		ACC:303B	International Experiences
	544		ACC:303C	Promoting Integrity
	545		ACC:303D	Teams and Projects Curriculum
	546		ACC:304A	Got Competencies - Now How Do I Teach Them?
	547		ACC:304B	Experiential Learning
548	ACC:304C		Mindfulness in Management	
549	ACC:304D		Case Writing by Students	
550	ACC:Ballroom A- II		International Faculty Discuss	
551	ACC:Ballroom A- III		TLC Cafe	
12:00pm	568		ACC:Ballroom B	TLC@AOM Luncheon & Plenary
1:40pm	624	ACC:303A	Teaching Leadership	
	625	ACC:303B	Ambidexterity Development	
	626	ACC:303C	The Seven Deadly Sins of Service Learning	
	627	ACC:303D	Teaching Lean Startup	
	628	ACC:304A	The Neurobiology of Learning	
	629	ACC:304B	Instructor as Project Manager	
	630	ACC:304C	Munchiez:Experiential Learning	
	631	ACC:304D	Exemplars for Sustainability	
	632	ACC:Ballroom A- II	Teaching and the Workplace	
	633	ACC:Ballroom A- III	TLC Cafe	
	2:50pm	679	ACC:303A	Concept Maps
680		ACC:303B	Make your Course Relevant	
681		ACC:303C	Impactful Scholarship	
682		ACC:303D	High Impact Internships	
683		ACC:304A	HiPo Programs in ExEd	
684		ACC:304B	Teaching the Teacher	
685		ACC:304C	Unleashing Creativity	
686		ACC:304D	Walking the Talk: Embodying Organizational Values	
687		ACC:Ballroom A- II	Integrating and Facilitating Adjunct Faculty	
688		ACC:Ballroom A- III	TLC Cafe	
4:00pm		706	ACC:Ballroom A- III	TLC@AOM Cookies FEEDback
Mon	3:00pm	1376	HIL:Executive Board Room	TLC Debrief Meeting

Governance

Program Chair: Mary Ann Glynn, Boston College
 Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information
Fri	8:00am	23	SHR:Tiffany Terrace	Board of Governors Meeting
	7:30pm	188	SHR:Tiffany Terrace	BOG & DIG Leadership Exchange
Sat	8:00am	215	SHR:Tiffany Terrace	Board of Governors Meeting
	8:00pm	477	HLL:Lanai Deck	President's Dessert Reception (Invitation Only)
Sun	7:30am	483	MAR:Elite Ballroom 1	AOM Past Presidents Breakfast

Membership

Program Chair: Mary Ann Glynn, Boston College
Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information
Fri	5:30pm	174	ACC:Hall C	New Member Orientation
Sat	8:00am	229	ACC:211A	Membership Committee Opening Meeting
Mon	7:30am	793	ACC:213A	Community of Academy Senior Scholars (CASS)
Tue	8:00am	1582	ACC:211A	Membership Committee Closing Debrief Meeting

Publications

Program Chair: Mary Ann Glynn, Boston College
 Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information
Fri	10:30am	83	HIL:San Simeon B	Rhythms of Academic Life
	12:30pm	114	HIL:San Simeon B	Methods Workshop
	2:15pm	137	HIL:San Simeon A	Strategic Management Education
	5:00pm	169	HIL:Avila AB	AMD: Tips from the Editors
Sat	8:00am	255	HIL:Pacific A	AMR PDW from the Editors
	1:00pm	362	HIL:Pacific A	Publishing in AMJ: Tips from the Editors
	2:00pm	387	HIL:Carmel	Publishing in AMP
	3:00pm	411	HIL:San Simeon B	AMR Editors Only
	4:00pm	426	HIL:El Capitan AB	AMD Advisory Committee and Editorial Review Board
	5:45pm	456	HIL:El Capitan AB	AMD Exploratory Research
Sun	8:00am	496	HIL:Carmel	AMLE Editors Meeting
	8:30am	506	HIL:El Capitan AB	AMP Editorial Review Board
	9:00am	519	HIL:La Jolla	AMJ Incoming Editors
	10:00am	539	HIL:El Capitan AB	AMR Editorial Review Board
	11:00am	557	HIL:San Simeon B	AMLE Editorial Review Board
	11:30am	561	HIL:La Jolla	Annals Outgoing Editors
	1:15pm	619	HIL:La Jolla	Annals Incoming Associate Editor
	3:00pm	695	HIL:Pacific A	AMJ Editorial Review Board
	5:00pm	750	HIL:Avila AB	AMR's 40th Anniversary Reception
Mon	9:45am	999	HIL:El Capitan A	AMP Showcase: Commercialization
		1000	HIL:San Simeon B	AMD: Society in Sharing Economy

Business Policy & Strategy

Program Chair: Mary J. Benner, U. of Minnesota
Professional Development Workshop Chair: Xavier Martin, Tilburg U.

Day	Start	#	Location	Session Information
Fri	8:00am	11	HIL:Catalina 4	Research Practice/Malpractice
		12	HIL:El Capitan AB	BPS Dissertation Consortium
		13	HIL:Santa Monica	BPS Doctoral Consortium
		14	HIL:Lido A	Informal Economy Workshop
		15	HIL:Catalina 6	Multi-Method in Strategy/OT
		26	ACC:202B	Writing Better Theory
		27	ACC:212B	Promoting Research in India
		28	SHR:Palm East	The Three Ds of Case Teaching
		31	HIL:Pacific B	Content Analysis
		36	HIL:Catalina 3	Teaching Big Data Analytics
	44	ACC:202A	"Doing" Grounded Theory	
	45	ACC:211B	Research Productivity with R	
	50	HIL:Catalina 5	Publication from Around World	
	51	OS:Goodwill Southern California	Field Experiments for Poverty	
	9:45am	60	HIL:Catalina 2	Dynamics in Natural Resources
		63	HIL:Catalina 4	Writing Process Reengineering Workshop
	10:15am	78	MAR:La Jolla, Los Angeles	What's New in OD?
	10:45am	84	HIL:Lido A	Theory Development Workshop
	12:30pm	110	ACC:203A	The Future of PhD Education
	12:45pm	116	MAR:Northwest Marquis Ballroom	Researching Open Innovation
1:00pm	117	HIL:Catalina 4	Teaching Academic Writing in APA Style	
1:15pm	123	ACC:210A	Designing Executive Education	
2:00pm	132	HIL:Catalina 2	Reviewing in the Rough	
2:45pm	145	MAR:Orange County Ballroom 1	Beyond the Automobile	
3:45pm	156	ACC:212B	Publishing in Top Non-US Journals – Why and How?	
6:00pm	180	HIL:Malibu	Family Entrepreneurship	
Sat	8:00am	203	HIL:Avila AB	BPS Junior Faculty Paper PDW
		204	HIL:California D	BPS Doctoral Consortium
		205	HIL:Malibu	BPS New Faculty Consortium
		206	HIL:Santa Monica	Board Effectiveness
		207	HIL:Catalina 5	Institutions and Corporate Governance in East Asia
		208	HIL:Carmel	Entrepreneurial Finance PDW
		209	HIL:El Capitan AB	Beyond the Case Method
		214	HIL:Palisades	PSED: 2016 Updates
		227	ACC:201C	State Capitalism 2.0.
		241	ACC:210A	Revise and Resubmit
		248	MAR:Grand Ballroom Salon A, B	Teaching Social Networks
		252	MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis
		258	HIL:Pacific B	Strategy Process and Practice
	9:45am	278	HIL:Carmel	Dealing with Endogeneity
	10:15am	288	HIL:El Capitan AB	What Do We Know About Strategy Formation?
		295	SHR:Park D	Event Study Methods
		301	MAR:Platinum Ballroom 7	Trust between Individuals and Organizations
	10:45am	302	MAR:Grand Ballroom Salon J, K	Behavioral Strategy
		307	HIL:Catalina 5	Psychological Foundations 2.0
	11:15am	308	HIL:Catalina 2	Research Frontiers in Non-market Strategy
		309	HIL:Santa Monica	CEO Influence PDW
	11:15am	316	HIL:Palisades	Leveraging Asia, To Inform the World
		318	SHR:Garden C	Teach Sustainability: Framing
		320	MAR:Grand Ballroom Salon A, B	Mergers & Acquisitions
		321	MAR:Northwest Marquis Ballroom	Social Movements and Markets

Business Policy & Strategy (cont.)

Day	Start	#	Location	Session Information
Sat	12:30pm	343	HIL:Pacific B	Teaching Free Markets
	1:00pm	351	HIL:Catalina 2	Managing Externally Funded Research Projects
		364	MAR:Platinum Ballroom 9	Advances in Patent Research
	1:15pm	369	HIL:California D	Strategy and Discourse
	1:30pm	370	HIL:Catalina 5	Uncertainty and Management Theory
		374	ACC:210D	Exploring Complex Causality
		375	MAR:Elite Ballroom 3	Exploring Experiments
	2:00pm	386	MAR:Grand Ballroom Salon A, B	Research in and on Africa
		390	MAR:South Marquis Ballroom	Lean Startups and Innovation
	2:45pm	407	ACC:213A	Managing Big Data using APIs
	3:45pm	417	HIL:Catalina 2	Value & Public Organizations
	4:15pm	427	HIL:Carmel	The Social Construction of Markets
		429	HIL:Palisades	Experiments and ENT research
		430	MAR:South Marquis Ballroom	Advanced Networks PDW
	4:30pm	439	MAR:Platinum Ballroom 4	Organization Design
	5:30pm	449	HIL:Ventura	BPS Mid-Career Workshop
	5:45pm	455	HIL:Malibu	New Methods and Approaches in Aspirations Research
	6:30pm	465	HIL:California D	BPS Conversations
	Sun	12:45pm	584	HIL:Mezzanine 1
585			HIL:Mezzanine 2	TMTs, Families and Politics
586			HIL:Mezzanine 3	Information Discovery and Strategic Renewal
2:30pm		645	HIL:Catalina 3	BPS Global Representatives Meeting
		646	HIL:Mezzanine 1	Networks, Coordination and Performance
		647	HIL:Mezzanine 2	Agency, Boards, and Politics
		648	HIL:Mezzanine 3	Cognition and Human Capital
4:00pm		703	HIL:Catalina 3	BPS Executive Committee Meeting
4:15pm		714	HIL:Mezzanine 1	Governance, TMTs, and CSR
		715	HIL:Mezzanine 2	Industry Dynamics and Competitive Interactions
		716	HIL:Mezzanine 3	Process, Renewal and Change
5:30pm		753	HIL:Catalina 3	BPS Teaching Committee Meeting
6:00pm		757	HIL:Pacific A	2016 Irwin Outstanding Educator Award
Mon		8:00am	803	HIL:Avila B
	804		HIL:California B	Competitive Heterogeneity
	805		HIL:El Capitan B	Exploration and Exploitation
	806		HIL:Mezzanine 1	Behavioral Strategy and Attention-Based View
	807		HIL:Mezzanine 2	Organizational Response to Performance Feedback
	808		HIL:Mezzanine 3	Strategies in Emerging Economies
	809		HIL:Mezzanine 4	Dynamic Capabilities 1
	810		HIL:Mezzanine 5	Branding and Signalling
	811		HIL:Mezzanine 6	Knowledge-Based View of Strategy
	812		HIL:Pacific B	Product and Business Scopes
	813		HIL:San Simeon B	CEO Dismissals and Successions
	814		HIL:Lido B	JS: Psychological Heuristics and Biases in Management
	815		HIL:Pacific A	SHCS: Reconfiguring Capabilities
	852		ACC:304D	JS: Leadership in Global Roles
	907		MAR:Platinum Ballroom 8	JS: Digital Platform Strategizing
908	MAR:Platinum Ballroom 9	JS: Organization of Science		

Business Policy & Strategy (cont.)

Day	Start	#	Location	Session Information
Mon	11:30am	1018	MAR:South Marquis Ballroom	20 Years of Disruption Theory
		1068	ACC:304C	JS: Global Institutional Diversity
	1:15pm	1139	HIL:Avila B	Innovation & Firm Performance
		1140	HIL:California B	Value Creation and Demand-Side Strategies
		1141	HIL:El Capitan A	Cognitive Influences on Competitive Interactions
		1142	HIL:El Capitan B	Strategic Decision Making and Individuals
		1143	HIL:Mezzanine 1	Regulatory Issues
		1144	HIL:Mezzanine 3	International Strategies & Coordination in MNCs
		1145	HIL:Mezzanine 4	Absorptive Capacity and New Practice Adoption
		1146	HIL:Mezzanine 5	Alliances, Property Rights and Innovation
		1147	HIL:Mezzanine 6	National Institutions
		1148	HIL:Mezzanine 8	Alliance Ecosystems
		1149	HIL:Pacific A	2016 Wiley Blackwell Dissertation Award
		1150	HIL:Pacific B	Acquisitions and Performance
		1151	HIL:San Simeon B	CEOs and Environmental Strategies
		1152	HIL:Avila A	JS: Crowdfunding Platforms
		1153	HIL:Mezzanine 9	JS: Shattering the Glass Ceiling
		1154	HIL:Monterey	JS: Managing Strategic Tensions
		1155	HIL:Mezzanine 10	JS: Corporate Short-Termism
		1217	ACC:210D	JS: Strategic Followership
		1233	MAR:Northeast Marquis Ballroom	SHCS: Qualitative Theory Building
	1235	MAR:Platinum Ballroom 3	JS: Bridging Research-Practice Gap	
	1236	MAR:Platinum Ballroom 2	JS: Stigma and Legitimacy Loss	
	3:00pm	1258	HIL:California B	Service-Based Business Models
		1259	HIL:El Capitan A	Firm Capabilities and Rivalry
		1260	HIL:El Capitan B	The Boundaries of the Firm
		1261	HIL:Mezzanine 1	Institutions and Political Strategies
		1262	HIL:Mezzanine 3	CEO Successions and Outcomes
		1263	HIL:Mezzanine 4	Human Capital 1
		1264	HIL:Mezzanine 5	Alliance Portfolio Configuration
		1265	HIL:Mezzanine 6	Diverstitures and Performance
		1266	HIL:Pacific B	Principal-Agency Perspective
		1267	HIL:San Simeon B	Social, Ethical and Political Issues
		1268	HIL:Pacific A	JS: The Pursuit of Innovation
	1375	MAR:Platinum Ballroom 8	JS: Architectural Dynamics	
	4:45pm	1379	HIL:El Capitan B	Decision Making within Hierarchies
		1380	HIL:Mezzanine 1	Boards and Resources
		1381	HIL:Mezzanine 3	Executive Power and Overconfidence
		1382	HIL:Mezzanine 4	Human Capital 2
		1383	HIL:Mezzanine 5	Alliance Performance Outcomes
		1384	HIL:Mezzanine 6	Managing Acquisitions
		1385	HIL:Mezzanine 7	Alliances and Cooperation
		1386	HIL:San Simeon B	Gender and Structure in the Boardroom
		1387	HIL:San Simeon A	JS: Cognition to Organizations
		1388	HIL:Malibu	JS: Regulatory Heterogeneity
		1389	HIL:Palisades	JS: Simple Rules
		1407	HIL:Avila A	SHCS: Gender Gap in Entrepreneurship
		1427	SHR:Park C	JS: Then & Now: Organizational Trust
	1473	MAR:Platinum Ballroom 2	JS: Advancing Multilevel Thinking	
	1482	ACC:303C	JS: QCA in Management Research	
	6:30pm	1497	HIL:California C	Business Policy and Strategy Business Meeting
	7:30pm	1517	HIL:California C	BPS Social

Business Policy & Strategy (cont.)

Day	Start	#	Location	Session Information
Tue	8:00am	1536	HIL:El Capitan A	New Product Competition
		1537	HIL:El Capitan B	Performance Feedback
		1538	HIL:Mezzanine 1	CEO-Board Interface
		1539	HIL:Mezzanine 3	CSR, Governance and Financing
		1540	HIL:Mezzanine 4	Dynamic Capabilities 2
		1541	HIL:Mezzanine 5	Governance and Trust in Alliances
		1542	HIL:Pacific B	Business Diversification and Technology
		1543	HIL:San Simeon B	CEO and TMT Pay
		1544	HIL:Malibu	JS: Write Successful Articles
		1545	HIL:Lido B	JS: The Integration of Market and Nonmarket Strategy
		1631	MAR:Northeast Marquis Ballroom	JS: Movements and Accountability
		1632	MAR:Platinum Ballroom 9	SHCS: Cognition in Environments
		1633	MAR:Platinum Ballroom 2	JS: Time-Based Strategies
		1642	HIL:Pacific A	JS: Meaningful Strategy
		1655	MAR:Platinum Ballroom 8	JS: Innovation in China
	9:45am	1659	HIL:California B	Entrepreneurial Activity
		1660	HIL:El Capitan A	Geography and Cluster Dynamics
		1661	HIL:El Capitan B	Dynamic Capabilities 3
		1662	HIL:Mezzanine 1	Executive Affect, Demographics and Composition
		1663	HIL:Mezzanine 3	Board Networks and Interlocks
		1664	HIL:Mezzanine 4	Human Capital 3: Intra-Organizational Perspectives
		1665	HIL:Mezzanine 5	Network Structure and Change
		1666	HIL:Pacific B	Post-Acquisition Strategies
		1667	HIL:San Simeon B	Executive Pay and Risk Taking
		1668	HIL:Pacific A	SHCS: Big Questions or Big Methods
		1757	MAR:Platinum Ballroom 9	JS: Categories and Competition
1778	MAR:Platinum Ballroom 8	SHCS: Networks & Ecosystems		
	11:30am	1780	HIL:Avila B	Now or Later: Innovating in Uncertain Times
		1781	HIL:El Capitan A	Competitive Heterogeneity and Market Reactions
		1782	HIL:El Capitan B	Strategic Decision Making
		1783	HIL:Mezzanine 1	Stakeholder and Value-Based Management
		1784	HIL:Mezzanine 3	CEO Personality and Emotions
		1785	HIL:Mezzanine 4	Co-opetition Strategies
		1786	HIL:Mezzanine 5	Institutions, Governance, and Market Entry
		1787	HIL:Mezzanine 7	Managerial Mental Models
		1788	HIL:Pacific B	Cross-Border Acquisitions vs. Alliances
		1789	HIL:San Simeon B	Strategic Entrepreneurship
		1790	HIL:La Jolla	JS: Resource Redeployability
		1791	HIL:California B	JS: The Dark Side
		1879	MAR:Northeast Marquis Ballroom	JS: Social Evaluations in Markets
		1893	MAR:Grand Ballroom Salon H	JS: Trade Associations: Role, Voice, and Strategy
		1900	MAR:Platinum Ballroom 8	JS: Driving Innovation's Direction

Business Policy & Strategy (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1901	HIL:Avila B	Strategies for Innovation
		1902	HIL:El Capitan B	Vertical Relationships
		1903	HIL:Mezzanine 1	CSR and Antecedents
		1904	HIL:Mezzanine 2	Behavioral Theory of the Firm
		1905	HIL:Mezzanine 3	Government, Regulatory & Political Strategies
		1906	HIL:Mezzanine 4	Temporal Dynamics
		1907	HIL:Mezzanine 5	Alliances and Coopetition
		1908	HIL:Pacific B	Acquisition Processes
		1909	HIL:San Simeon B	M&A Process and Strategy
		1910	HIL:Pacific A	JS: The Limits of Open Innovation
		1911	HIL:La Jolla	JS: Strategic Leader Interfaces
		1912	HIL:San Simeon A	JS: Digitization and Strategy
		1913	HIL:California B	JS: Social Structure, Trust, and Entrepreneurship
		1937	SHR:Palm West	JS: Increasing Women on Boards
1983	ACC:210C	JS: Investigating Network Dynamics		
		2010	MAR:Elite Ballroom 3	JS: Complexity and Corruption
	3:00pm	2019	HIL:Avila B	Social and Stakeholders Perspectives on Innovation
		2020	HIL:El Capitan B	Emotions and Cognition in Decision Making
		2021	HIL:Mezzanine 2	Organizational Design and Business Models
		2022	HIL:Mezzanine 3	Corporate Governance of Family Business
		2023	HIL:Mezzanine 4	Environmental Contingencies
		2024	HIL:Mezzanine 5	Alliance Formation and Termination
		2025	HIL:Pacific B	Business Diversity and Strategy
		2026	HIL:San Simeon B	Board of Directors
		2027	HIL:California B	JS: Hold On or Set Them Free?
		2028	HIL:La Jolla	JS: Complementor Performance
		2029	HIL:Mezzanine 1	SHCS: Beyond the Experience Curve
		2030	HIL:San Simeon A	JS: Entrepreneurial Labor Markets
		2100	MAR:Platinum Ballroom 2	JS: Celebrity

Careers

Program Chair: Bert Schreurs, Maastricht U.
Professional Development Workshop Chair: Scott Seibert, U. of Iowa

Day	Start	#	Location	Session Information
Fri	8:00am	16	ACC:203A	Sequence Analysis
	9:45am	62	SHR:Plaza C	Making Your Response Meaningful
	11:15am	89	ACC:205B	Thrive as Academics
	11:45am	94	ACC:211B	Fit Research Incubator
	1:30pm	127	ACC:205B	Mentoring Graduate Students
	2:45pm	141	HIL:Malibu	Positive Identities
	3:00pm	146	ACC:201C	Careers in the Rough
Sat	8:00am	210	ACC:209B	QCA in Careers Research Primer
		242	ACC:210C	International Sabbaticals
	9:00am	269	ACC:203A	CAR Doctoral Consortium
	11:15am	317	ACC:207B	Mid-Life Career Changers: Finding Meaning
	12:30pm	348	ACC:210C	Addressing Impostor Phenomenon
	1:00pm	352	ACC:203A	CAR Early Career Faculty Consortium
	2:15pm	394	MAR:Platinum Ballroom 10	Academic Careers & Change
	2:30pm	397	ACC:209A	Teaching Careers
7:30pm	474	OS:Roy's Restaurant	Careers Division PDW Social	
Sun	1:00pm	614	ACC:211B	CAR Executive Meeting
	4:15pm	717	ACC:201B	Careers and Education
Mon	8:00am	816	ACC:205B	Wages and Compensations
		817	ACC:212B	JS: Going the Distance
		818	ACC:303D	JS: Relationships & Inclusion
		840	SHR:Plaza D	JS: Multiple Minority Identities in the Workplace
	9:45am	924	ACC:205B	Work/Non-Work Dynamics
		925	ACC:207A	Career Resilience: Rebounding from Career Setbacks
		926	ACC:212A	Establishing Meaningful Careers
		927	ACC:303D	JS: Careers in Context
	11:30am	1019	ACC:205B	Boundaries & Boundarylessness
		1020	ACC:303D	Employee Withdrawal and Turnover
		1021	ACC:212B	JS: Attracting and Developing the Protean Employee
	1:15pm	1156	ACC:205B	Proactive Career Behaviors
		1157	ACC:303D	SHCS: Probing Career Success
	3:00pm	1269	ACC:303D	Careers Division Plenary
		1297	ACC:206B	JS: Employer Branding and Social Recruiting
		1303	ACC:304C	JS: Diasporic Repatriates
	4:45pm	1390	ACC:205B	Social Capital, Networking and Career Outcomes
	1391	ACC:303D	Careers Business Meeting	
	1418	ACC:209B	SHCS: Employee Turnover: New Perspectives	
	1456	ACC:303B	JS: Gratitude in Relationships	
6:30pm	1498	ACC:304A	Careers Division Social	
Tue	8:00am	1544	HIL:Malibu	JS: Write Successful Articles
		1546	ACC:205B	Intra Organizational Mobility Versus Stability
		1547	ACC:212B	Understanding Mentor-Protégé Relationships
		1548	ACC:303D	JS: Career Success Around World
		1613	ACC:209A	SHCS: New Perspectives on Impression Management at Work
	9:45am	1669	ACC:205B	Women and Careers: Issues and Challenges
		1670	ACC:303D	SHCS: Not My Breach!
	11:30am	1792	ACC:303D	JS: Work-Nonwork Intersection
		1814	SHR:Palm West	JS: Career Success and Gender
		1878	MAR:Platinum Ballroom 2	JS: Careers in Organizations
	1880	MAR:Platinum Ballroom 3	JS: Grappling with Agency	

Careers (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1914	ACC:205B	Career Agency and Development
		1915	ACC:303D	JS: Academic Careers in Management
		1937	SHR:Palm West	JS: Increasing Women on Boards
		1959	HIL:Carmel	JS: ID Work Beyond the Profession
		1971	ACC:205A	JS: Work-Life and Careers
		1974	ACC:213A	SHCS: P-E Fit: Qualitative Insights
	3:00pm	2031	ACC:205B	Career Ambition and Motivation
		2032	ACC:303D	JS: Employability: Beyond the Hype
		2084	ACC:205A	SHCS: Family and Employee Outcomes

Conflict Management

Program Chair: Peter H Kim, U. of Southern California
 Professional Development Workshop Chair: Yekaterina Bezrukova, Santa Clara U.

Day	Start	#	Location	Session Information
Fri	9:00am	52	HIL:Catalina 1	Research Incubator
	11:15am	90	ACC:205A	A Stress Management Workshop for Junior Faculty
	11:45am	93	MAR:Desert Springs	Shadows & Group Learning
	3:00pm	147	HIL:Catalina 5	Emotions in Family Firm
	3:45pm	156	ACC:212B	Publishing in Top Non-US Journals – Why and How?
Sat	10:15am	301	MAR:Platinum Ballroom 7	Trust between Individuals and Organizations
	11:00am	314	HIL:Catalina 3	Negotiating Your (First) Job Offer
	11:30am	323	ACC:201C	Being a Department Chair: Learning from Others
	12:00pm	339	ACC:202B	Using SRM in Management
	3:15pm	412	HIL:Catalina 4	Managing Academic Conflict
Sun	4:00pm	425	ACC:Ballroom B	OB Research Networking Forum
	2:00pm	634	HIL:Salinas	CM Exec Committee Meeting
	2:30pm	649	HIL:Mezzanine 7	Inductive Insights into Conflict
	5:00pm	747	HIL:Monterey	Conflict Management Division Business Meeting
Mon	6:30pm	772	HIL:El Capitan AB	Conflict Management Division Social
	8:00am	820	HIL:El Capitan A	Assessing Trustworthiness and Moral Character
		821	HIL:Mezzanine 7	Cultural Effects on Coordination
		822	HIL:Santa Monica	JS: Micro-Effects of Resources
		861	HIL:Mezzanine 12	SHCS: Understanding the Interplay of Trust and Emotions
	9:45am	929	HIL:Santa Monica	JS: Perspective-Taking
	11:30am	1026	HIL:Mezzanine 7	Categorization Effects on Behavior
		1027	HIL:Pacific B	JS: Justice is All Around Us
		1028	HIL:Santa Monica	JS: Strategy, Contextualized
	1:15pm	1162	HIL:La Jolla	Responding to Transgressions
		1163	HIL:Mezzanine 7	Power and Status Dynamics
		1164	HIL:Salinas	Determinants of Prosocial Behavior
	3:00pm	1274	HIL:La Jolla	Determining Right and Wrong
		1275	HIL:Mezzanine 7	Balancing Processes in Relationships
		1329	ACC:303B	JS: Interpersonal Dynamics of Forgiveness
	4:45pm	1397	HIL:La Jolla	JS: Catching the Fifth Wave
		1411	SHR:Palm East	JS: Diversity Perceptions
1417		ACC:210A	JS: Leading Organizations	
1433		HIL:Mezzanine 12	SHCS: Individual Experience in Teams	
1453		ACC:213B	SHCS: Choice Architecture	
Tue	8:00am	1553	HIL:La Jolla	Consequences of Emotional Experience
		1554	HIL:Santa Monica	JS: New Directions in Negotiation Research
		1555	HIL:San Simeon A	JS: The Role of Individual Differences in Negotiation
		1611	ACC:201A	SHCS: Responses to Bad Behavior
	9:45am	1675	HIL:La Jolla	Nature and Implications of Conflict
		1676	HIL:San Simeon A	JS: Causes and Consequences of Moral Judgment
		1736	ACC:209A	SHCS: Behavioral Ethics at Work
		1739	ACC:201A	JS: Tackling Unethical Behaviors
	11:30am	1797	HIL:San Simeon A	JS: Why We Care about Hierarchy
		1813	SHR:Plaza D	SHCS: Antecedents to Inequality
		1848	ACC:210C	JS: Navigating in Hierarchies
		1857	ACC:303A	JS: Unpleasant Emotions at Work
	1:15pm	1920	HIL:California A	Promotive & Prohibitive Voice
		1921	HIL:Mezzanine 7	Creativity in Negotiations and Teams
		1972	ACC:202B	SHCS: Inequality as a Barrier
		1975	ACC:204A	JS: New Insights Into the Development of Trust
	3:00pm	1979	ACC:303A	JS: Dynamism of Employee Affect
		2079	ACC:202A	JS: Abusive Supervision

Critical Management Studies

Program Chair: Paul F. Donnelly, Dublin Institute of Technology
 Program Chair: Banu Ozkazanc-Pan, U. of Massachusetts, Boston
 Professional Development Workshop Chair: Mark Learmonth, Durham U.

Day	Start	#	Location	Session Information
Fri	8:00am	17	SHR:Plaza C	Doctoral Consortium
		18	SHR:Palm West	Women and Leadership Theory
	10:15am	71	SHR:Park D	Agency of the Subalterns
		72	SHR:Plaza B	Untold Tales from the Field
	11:15am	87	SHR:Plaza A	Dirty Work Research Incubator
	12:30pm	108	SHR:Park D	Business and Refugee Crisis
	1:45pm	128	SHR:Garden C	Philosophies of Organizational Research
	3:45pm	155	SHR:Plaza A	The Historical Method
4:15pm	161	SHR:Palm East	Diversity & Inclusion Practice	
Sat	8:00am	211	SHR:Plaza B	Acting Up
		234	SHR:Park D	Opening up History
		235	ACC:205B	Stories, Tools, Transformation
	10:15am	289	SHR:Plaza D	Neo-liberal Feminism
	12:30pm	347	SHR:Park D	Using Historical Approaches
	1:15pm	366	SHR:Plaza B	Marx Political Economy
	2:00pm	384	SHR:Plaza D	Realizing Y-Our Impact
	6:30pm	466	SHR:Palm West	CMS Division PDW and New Member Welcome Social
Sun	8:30am	498	SHR:Garden C	CMS Division Executive Meeting
	12:45pm	587	SHR:Garden C	Business Schools and Academia
	2:30pm	650	SHR:Garden C	Perspectives on Economic Value
		651	SHR:Palm West	CMS Division Business Meeting
Mon	8:00am	823	SHR:Palm East	Critical Views on Leadership
		824	SHR:Park A	Crafting Critical Research
		825	SHR:Park C	Development: From Control to Emancipation?
	9:45am	930	SHR:Palm East	Dark Side Case Competition
		931	SHR:Park C	Critical Perspectives on Finance
	11:30am	1029	SHR:Park B	Critical Epistemologies and Methodologies
		1030	SHR:Park C	Cultural Representations and Identity (Work)
		1031	SHR:Plaza A	Ethics Reconsidered
		1032	SHR:Palm East	JS: Rebuilding Ethical Governance
		1046	HIL:Mezzanine 4	JS: Geography and Entrepreneurship
		1050	SHR:Palm West	JS: D&I: Country Perspectives
		1051	SHR:Plaza C	JS: Change to Inclusion
		1115	MAR:Platinum Ballroom 9	JS: How Institutions Really Think
	1:15pm	1165	SHR:Park C	Business Schools
		1166	SHR:Palm East	JS: Degrowth Symposium
		1187	ACC:304C	JS: Contingent & Permanent Employ
	3:00pm	1276	SHR:Park C	Neoliberal Universities: Identities and Power
		1277	SHR:Palm East	JS: Gender and Sustainability
	4:45pm	1398	SHR:Park D	Distinguished Keynote Speaker
	6:30pm	1499	SHR:Plaza D	CMS Division Main Program Social
Tue	8:00am	1556	SHR:Palm East	Organizational History
		1570	SHR:Park D	JS: Social Class at Work
	9:45am	1677	SHR:Palm East	Activist Speaker: Exploring Work, Law and Society
		1678	SHR:Park C	Making Meaning in Work-related Research
	11:30am	1798	SHR:Park C	Constructing Work
		1799	SHR:Palm East	SHCS: Invisibility at Work
	1:15pm	1922	SHR:Park C	Indigenous World Views: Contested Epistemologies
		1923	SHR:Palm East	JS: Philosophy and Organizational Research

Critical Management Studies (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2035	SHR:Palm East	Questioning the Nature of Work
		2036	SHR:Park C	Subjectivity in Theory and Research
		2080	ACC:202B	JS: Manager as Leader and Follower
		2101	MAR:Elite Ballroom 1	JS: Conversation Analysis
		2107	MAR:Grand Ballroom Salon H	JS: Organizations and Domestic Violence

Entrepreneurship

Program Chair: Christina Guenther, WHU - Otto Beisheim School of Management
 Professional Development Workshop Chair: Donald O. Neubaum, Oregon State U.

Day	Start	#	Location	Session Information	
Fri	8:00am	14	HIL:Lido A	Informal Economy Workshop	
		19	HIL:California A	ENT Doctoral Consortium Part 1	
		20	HIL:San Simeon A	ENT Early Career Development Consortium	
		49	MAR:Orange County Ballroom 3	Innovating Teaching Innovation	
	9:00am	51	OS:Goodwill Southern California	Field Experiments for Poverty	
	9:45am	59	HIL:Avila AB	Entrepreneurs & Mental Health	
	10:00am	65	HIL:Pacific A	Opportunities are Dead! Long Live Opportunities!	
		70	MAR:Northeast Marquis Ballroom	Design: A Research Agenda	
	10:15am	76	ACC:203A	IE & Social Entrepreneurship	
	12:00pm	97	HIL:Avila AB	Entrepreneurial Motivations	
		98	HIL:California D	The "How" in Entrepreneurship	
		101	MAR:Grand Ballroom Salon H	Creativities	
	12:15pm	105	HIL:Pacific B	Entrepreneurship Under Adverse Conditions	
	12:45pm	116	MAR:Northwest Marquis Ballroom	Researching Open Innovation	
	1:00pm	122	MAR:Grand Ballroom Salon G	Designing a BoP Enterprise	
	2:00pm	133	ACC:211B	OB Research & Family Business	
	3:00pm	147	HIL:Catalina 5	Emotions in Family Firm	
	4:15pm	162	HIL:Carmel	Entrepreneurship Theories	
	6:00pm	180	HIL:Malibu	Family Entrepreneurship	
	Sat	8:00am	208	HIL:Carmel	Entrepreneurial Finance PDW
212			HIL:California A	ENT Doctoral Consortium Part 2	
213			HIL:Ventura	The Kauffman Firm Survey	
214			HIL:Palisades	PSED: 2016 Updates	
223			HIL:La Jolla	Entrepreneurship in LATAM	
249			MAR:Platinum Ballroom 9	Brokers and Brokerage in a Dynamic Context	
253			MAR:Orange County Ballroom 2	Cultural Entrepreneurship	
259			MAR:La Jolla	Ethics and Entrepreneurship	
263		MAR:Northeast Marquis Ballroom	Platforms and Ecosystems		
10:15am		296	ACC:213A	How Religion and Entrepreneurship Interact?	
10:45am		307	HIL:Catalina 5	Psychological Foundations 2.0	
11:30am		324	MAR:Desert Springs	Single Family Offices	
12:00pm		327	HIL:San Simeon A	ENT Mid Career Consortium	
		328	HIL:Carmel	Entrepreneurial Ecosystems	
		333	ACC:209B	Active Training Approaches	
12:30pm		343	HIL:Pacific B	Teaching Free Markets	
		344	HIL:Santa Monica	S&T Entrepreneurship Education	
		345	ACC:205B	Indian Diaspora Entrepreneurs	
1:00pm		364	MAR:Platinum Ballroom 9	Advances in Patent Research	
1:30pm		370	HIL:Catalina 5	Uncertainty and Management Theory	
2:00pm		390	MAR:South Marquis Ballroom	Lean Startups and Innovation	
2:15pm		396	MAR:Grand Ballroom Salon J, K	Research Poverty Alleviation	
2:30pm		399	MAR:Northwest Marquis Ballroom	Managing in the Age of Disruption	
3:45pm		418	HIL:Catalina 5	Women Academics in Entrepreneurship	
		421	MAR:Platinum Ballroom 9	Early Venture Evolution	
4:15pm		429	HIL:Palisades	Experiments and ENT research	
5:00pm		444	HIL:Catalina 3	ENT New Member Meeting	
7:30pm		475	OS:City National Grove of Anaheim	Entrepreneurship Division Social Event	
Sun		12:45pm	588	HIL:Mezzanine 4	Social Entrepreneurship
			589	HIL:Mezzanine 5	Entrepreneurship, Experience & Networks
	590		HIL:Mezzanine 6	Entrepreneurship & Challenges	
	591		HIL:Mezzanine 7	Entrepreneurship, Goals & Performance	
	592		HIL:San Simeon A	JS: Negotiation for Entrepreneurs	

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information	
Sun	2:30pm	652	HIL:Mezzanine 4	Entrepreneurship, Institutions & Politics	
		653	HIL:Mezzanine 5	Entrepreneurship & Psychology	
		654	HIL:Mezzanine 6	Corporate Entrepreneurship	
	3:30pm	698	HIL:Carmel	ENT Executive Committee Meeting	
	4:15pm	718	HIL:Mezzanine 4	Entrepreneurship & Sustainability	
		719	HIL:Mezzanine 5	Employees & Experience	
720		HIL:Mezzanine 6	Entrepreneurship & Opportunities		
Mon	8:00am	826	HIL:Avila A	Entrepreneurial Teams 1	
		827	HIL:California A	EB in Constrained Contexts	
		828	HIL:Lido A	Culture & Country	
		829	HIL:Mezzanine 10	Succession Planning	
		830	HIL:Mezzanine 14	Entrepreneurship & Health	
		831	HIL:Mezzanine 8	Crowdfunding 1	
		832	HIL:Mezzanine 9	Ecosystems 1	
		833	HIL:Monterey	Entrepreneurship & Self-Efficacy	
		834	HIL:Salinas	Entrepreneurship & Institutions	
		835	HIL:Sunset	Entrepreneurship & Experience	
	836	HIL:Ventura	Sensing Opportunities		
	9:45am	932	HIL:Avila A	Entrepreneurial Teams 2	
		933	HIL:Lido A	Entrepreneurship & Culture	
		934	HIL:Mezzanine 10	Employment in Family Firms	
		935	HIL:Mezzanine 12	SMEs & Environment	
		936	HIL:Mezzanine 7	Mentors & Feedback	
		937	HIL:Mezzanine 8	Crowdfunding 2	
		938	HIL:Mezzanine 9	Ecosystems 2	
		939	HIL:Monterey	Entrepreneurship, Resilience & Self-Efficacy	
		940	HIL:Salinas	Institutions & Emerging Markets	
		941	HIL:Sunset	Serial Entrepreneurs	
		942	HIL:Ventura	Entrepreneurship & Opportunity Evaluation	
		943	HIL:Carmel	SHCS: New Venture Funding	
		994	MAR:Platinum Ballroom 2	JS: Uncovering Novelty Emergence	
		11:30am	1033	HIL:Avila A	Employees in Start-ups
			1034	HIL:Lido A	Transnational Entrepreneurship
			1035	HIL:Mezzanine 1	Theorizing about Context
			1036	HIL:Mezzanine 10	Preserving Sociemotional Wealth
			1037	HIL:Mezzanine 3	Entrepreneurship & Creativity
	1038		HIL:Mezzanine 5	Entrepreneurship, Strategy & Planning	
	1039		HIL:Mezzanine 6	Resources & Growth	
	1040		HIL:Mezzanine 8	Crowdfunding 3	
	1041		HIL:Mezzanine 9	Ecosystems 3	
	1042		HIL:Monterey	Entrepreneurship, Identity & Personality	
	1043		HIL:Salinas	Institutions & Finance	
	1044		HIL:Sunset	Academic Entrepreneurship	
1045	HIL:Ventura		Entrepreneurship & Opportunities		
1046	HIL:Mezzanine 4		JS: Geography and Entrepreneurship		
1047	HIL:Avila B	JS: Women and Equity Finance			
1121	MAR:Orange County Ballroom 1	JS: Sustainability, Ethics and Entrepreneurship			
1:15pm	1152	HIL:Avila A	JS: Crowdfunding Platforms		
	1167	HIL:California A	ENT Plenary Session		
	1240	MAR:Orange County Ballroom 1	JS: Environmental Entrepreneurship		

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information
Mon	3:00pm	1268	HIL:Pacific A	JS: The Pursuit of Innovation
		1278	HIL:Avila A	Entrepreneurial Teams 3
		1279	HIL:Mezzanine 10	Ownership & Leadership
		1280	HIL:Mezzanine 8	IPO 1
		1281	HIL:Mezzanine 9	Entry & New Venture Creation
		1282	HIL:Monterey	Entrepreneurship, Identity Formation
		1283	HIL:Salinas	Formal & Informal Institutions
		1284	HIL:Sunset	Entrepreneurship Education 1
		1285	HIL:Ventura	Opportunity Recognition
	1286	HIL:Avila B	JS: Entrepreneurs And Well-being	
	4:45pm	1388	HIL:Malibu	JS: Regulatory Heterogeneity
		1399	HIL:Mezzanine 10	Family Firms & Strategy
		1400	HIL:Mezzanine 13	Paid Work or Self-Employment
		1401	HIL:Mezzanine 8	IPO 2
		1402	HIL:Mezzanine 9	Antecedents of Entrepreneurship
1403		HIL:Monterey	Entrepreneurship, Personality & Risk-Taking	
1404		HIL:Salinas	Entrepreneurship, Institutions & Politics	
1405		HIL:Sunset	Entrepreneurship Education 2	
1406		HIL:Ventura	Public Policy and Entrepreneurship	
1407	HIL:Avila A	SHCS: Gender Gap in Entrepreneurship		
6:30pm	1500	HIL:California A	ENT Business Meeting	
7:30pm	1518	HIL:California B	ENT Social Business Meeting	
Tue	8:00am	1557	HIL:Avila A	Developing EO
		1558	HIL:Mezzanine 10	Family Firms & Finance
		1559	HIL:Mezzanine 14	Entrepreneurship & Growth
		1560	HIL:Mezzanine 8	External Funding
		1561	HIL:Mezzanine 9	Entrepreneurship & Alliances
		1562	HIL:Monterey	Entrepreneurship Literature Review 1
		1563	HIL:Salinas	Entrepreneurial Bricolage
		1564	HIL:Sunset	Entrepreneurship & Value Creation
		1565	HIL:Ventura	Corporate Entrepreneurship & Strategy
	9:45am	1668	HIL:Pacific A	SHCS: Big Questions or Big Methods
		1679	HIL:Avila A	Entrepreneurial Orientation in Large Firms
		1680	HIL:Mezzanine 10	Generations in Family Firms
		1681	HIL:Mezzanine 14	High-Growth Firms
		1682	HIL:Mezzanine 8	Venture Capital Market
		1683	HIL:Mezzanine 9	Entrepreneurship & Networks 1
		1684	HIL:Monterey	Entrepreneurship, Overconfidence & Self-Regulation
		1685	HIL:Salinas	Innovation & Performance
		1686	HIL:Sunset	Social Entrepreneurship & Culture
		1687	HIL:Ventura	Corporate Entrepreneurship & Employees
		1758	MAR:Platinum Ballroom 3	JS: Temporary Organizations
11:30am	1790	HIL:La Jolla	JS: Resource Redeployability	
	1800	HIL:Avila A	Antecedents of Entrepreneurial Intentions	
	1801	HIL:Lido A	SME & Internationalization	
	1802	HIL:Mezzanine 10	Women & Funding	
	1803	HIL:Mezzanine 14	Entrepreneurship & Planning	
	1804	HIL:Mezzanine 8	Financing, Banks & Debt	
	1805	HIL:Mezzanine 9	Network Emergence	
	1806	HIL:Monterey	Entrepreneurship & Passion	
	1807	HIL:Salinas	Entrepreneurship & Innovation	
	1808	HIL:Sunset	Social Entrepreneurship & Institutions	
	1809	HIL:Ventura	Corporate Entrepreneurship 1	

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1910	HIL:Pacific A	JS: The Limits of Open Innovation
		1913	HIL:California B	JS: Social Structure, Trust, and Entrepreneurship
		1924	HIL:Avila A	Entrepreneurial Orientation & Performance
		1925	HIL:Lido A	Internationalization & Strategy
		1926	HIL:Mezzanine 10	Entrepreneurship & Gender 1
		1927	HIL:Mezzanine 14	Human Capital & New Venture Performance
		1928	HIL:Mezzanine 8	Venture Capital & Relationships
		1929	HIL:Mezzanine 9	Entrepreneurship & Networks 2
		1930	HIL:Monterey	Entrepreneurship & Impulsivity
		1931	HIL:Salinas	Entrepreneurship, Innovation & Performance
		1932	HIL:Sunset	Social Entrepreneurship & Legitimation
		1933	HIL:Ventura	Corporate Entrepreneurship 2
		1959	HIL:Carmel	JS: ID Work Beyond the Profession
			3:00pm	2027
2037	HIL:Avila A			Entrepreneurship & Motivation
2038	HIL:Lido A			Individuals & Internationalization
2039	HIL:Mezzanine 10			Gender & Entrepreneurship 2
2040	HIL:Mezzanine 14			New Venture & Exit
2041	HIL:Mezzanine 8			Entrepreneurship, Finance & Evaluation
2042	HIL:Mezzanine 9			Social Capital & Networks
2043	HIL:Monterey			Entrepreneurship, Passion & Failure
2044	HIL:Salinas			Antecedents of Innovation
2045	HIL:Sunset			Social Entrepreneurship & Intentions
2046	HIL:Ventura			Entrepreneurship Literature Review 2
2047	HIL:El Capitan A			JS: Innovation in Chinese Context
2081	ACC:201B			JS: Creativity and Innovation
2100	MAR:Platinum Ballroom 2			JS: Celebrity

Gender & Diversity in Organizations

Program Chair: Patrick F. McKay, Rutgers U.
Professional Development Workshop Chair: Donna Maria Blancero, Bentley U.

Day	Start	#	Location	Session Information
Fri	8:00am	21	SHR:Plaza B	Men Advocate for Diversity
		22	SHR:Park D	Creating a Diverse Network
	10:15am	74	HIL:Catalina 3	Meaningful Work for Latinos
	12:30pm	107	SHR:Plaza D	Publishing Diversity Research Workshop
		108	SHR:Park D	Business and Refugee Crisis
	2:00pm	131	HIL:Catalina 3	Changing US Demographics
	2:45pm	139	SHR:Park D	Moving Gender Research Forward
		141	HIL:Malibu	Positive Identities
	4:15pm	161	SHR:Palm East	Diversity & Inclusion Practice
	6:00pm	181	SHR:Palm West	GDO Pre-conference Social Hour
	Sat	8:00am	211	SHR:Plaza B
250			MAR:Platinum Ballroom 10	Research on Stigmatization
265			SHR:Plaza A	Teaching Special Populations
9:00am		270	SHR:Palm East	2016 GDO Doctoral Consortium
9:45am		280	ACC:201C	Gender & Leadership in S. Asia
10:15am		290	SHR:Plaza B	Subtle Forms of Racism
1:00pm		352	ACC:203A	CAR Early Career Faculty Consortium
2:00pm		386	MAR:Grand Ballroom Salon A, B	Research in and on Africa
3:30pm		414	SHR:Plaza B	Networking in a Diverse AOM
3:45pm		419	SHR:Plaza A	Changing Culture for Diversity
Sun		12:45pm	593	SHR:Park A
	2:30pm	655	SHR:Park A	Gender and Ethnic Bias in Worker Outcomes
	3:30pm	699	SHR:Plaza C	GDO Executive Committee Meeting
	4:15pm	721	SHR:Park A	Composition and Performance
		722	HIL:San Simeon A	JS: The Everest Project
6:00pm	758	OS:21 OceanFront	GDO Executive Committee Dinner	
Mon	8:00am	837	SHR:Garden C	Intersection and Identity
		838	SHR:Palm West	GDO Welcome Breakfast
		839	SHR:Plaza C	Gender Stereotyping
		840	SHR:Plaza D	JS: Multiple Minority Identities in the Workplace
		877	ACC:208A	JS: Tensions in Authenticity
	9:45am	922	HIL:San Simeon A	SHCS: Sex in the Boardroom- A Debate
		944	SHR:Garden C	Intersectionality and Identity
		945	SHR:Park A	Organizational Change and Diversity Management
		946	SHR:Plaza C	Mixed Messages: Paradoxes for Women in Leadership
		947	SHR:Plaza D	JS: Diversity and POS
		967	ACC:304D	SHCS: Highly-Qualified Migrants
	11:30am	1048	SHR:Garden C	Racial-Ethnic Disparities
		1049	SHR:Park A	Diversity and Performance
		1050	SHR:Palm West	JS: D&I: Country Perspectives
		1051	SHR:Plaza C	JS: Change to Inclusion
		1052	SHR:Plaza D	JS: Bridging the Gap
		1098	ACC:208A	JS: Engaging Those in Power
	1:15pm	1153	HIL:Mezzanine 9	JS: Shattering the Glass Ceiling
		1168	SHR:Garden C	Gender Issues in Work Settings Around the World
1169		SHR:Park A	Demographic Composition	
1170		SHR:Plaza C	Gender Disparities in Work Outcomes	
1171		SHR:Palm West	SHCS: Diversity Climate	
1172		SHR:Park D	JS: Gender Disparities	
3:00pm	1287	SHR:Plaza D	GDO Plenary Session	

Gender & Diversity in Organizations (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1408	SHR:Garden C	Work-Life Balance
		1409	SHR:Park A	Diversity Management in Organizations
		1410	SHR:Plaza C	Gender Disparities
		1411	SHR:Palm East	JS: Diversity Perceptions
		1501	HIL:Pacific A	GDO Business Meeting
	8:00pm	1522	HIL:Pacific B	GDO Social Hour
Tue	8:00am	1566	SHR:Garden C	Age and Work Outcomes
		1567	SHR:Park A	Gender Discrimination
		1568	SHR:Plaza C	Managing Effectively in Global Contexts
		1569	SHR:Palm West	JS: Managing Diversity
		1570	SHR:Park D	JS: Social Class at Work
		1591	HIL:Carmel	JS: Leadership and Identity
	9:45am	1688	SHR:Garden C	Managing Across Cultures
		1689	SHR:Park A	Women in Leadership
		1690	SHR:Plaza C	Compliance, Governance, Bias, and Performance
		1691	SHR:Park D	JS: Gender and the Ideal Worker
		1692	SHR:Plaza D	JS: A Critical Dialogue on Mentorship and Sponsorship
		1693	SHR:Palm West	JS: HR and Sexual Orientation
		1731	ACC:206A	JS: New Effects on Voice
		1738	ACC:202B	JS: Leadership Research Mentoring
	11:30am	1799	SHR:Palm East	SHCS: Invisibility at Work
		1810	SHR:Garden C	Workers with Disabilities
		1811	SHR:Park A	Glass Ceiling Barriers
		1812	SHR:Plaza C	Recruiting for Diversity in Organizations
		1813	SHR:Plaza D	SHCS: Antecedents to Inequality
		1814	SHR:Palm West	JS: Career Success and Gender
		1848	ACC:210C	JS: Navigating in Hierarchies
		1886	ACC:303C	SHCS: Unconventional Research
	1:15pm	1934	SHR:Garden C	Sexual Orientation
		1935	SHR:Park A	Women in Upper Management Contexts
		1936	SHR:Plaza C	Social Class Diversity
		1937	SHR:Palm West	JS: Increasing Women on Boards
		1938	SHR:Plaza D	SHCS: Future of Diversity Climate
		1971	ACC:205A	JS: Work-Life and Careers
	3:00pm	2048	SHR:Park A	Gender and Ethics in Organizations
		2049	SHR:Palm West	SHCS: Women's Positive Leadership
		2107	MAR:Grand Ballroom Salon H	JS: Organizations and Domestic Violence

Health Care Management

Program Chair: Amy Yarbrough Landry, U. of Alabama, Birmingham
 Professional Development Workshop Chair: Mattia J Gilmartin, New York U.

Day	Start	#	Location	Session Information
Fri	8:00am	24	HIL:Avila AB	Clarity of Research Efforts
	10:00am	66	HIL:Ventura	Course Based Team Building
	10:15am	80	MAR:Grand Ballroom Salon H	Support & Engage Employees
	12:00pm	99	OS:Bubba Gump Shrimp Co.	Emerging Scholars Consortium Lunch
	2:15pm	135	HIL:Avila AB	Managing the Revise and Resubmit Process
	2:45pm	143	MAR:La Jolla, Los Angeles	Professions Research
	5:00pm	166	OS:Ruth's Chris Steak House	Emerging Scholars Consortium Reception
Sat	8:00am	216	HIL:Catalina 4	HCM Research Incubator: Research in the Rough
		217	HIL:Catalina 1	Improving Work Flow
		266	SHR:Plaza D	Teaching with Technology:
	9:45am	279	HIL:Catalina 1	Cultural Competence in Health
	10:15am	291	HIL:Catalina 4	HCM: Meet the Editors
	12:00pm	329	HIL:Catalina 1	Nurse Turnover
	2:45pm	401	HIL:Santa Monica	Errors in Health Care
	5:15pm	447	HIL:Avila AB	Engaged Scholarship
6:30pm	467	OS:McCormick & Schmick's Grille	HCMD PDW Social	
Sun	8:30am	499	HIL:Salinas	HCM Executive Committee Meeting
	12:45pm	594	HIL:Mezzanine 8	Leadership and Expertise
	2:30pm	656	HIL:Mezzanine 8	Learning and Collaboration in Healthcare
Mon	9:45am	948	HIL:Lido B	Hospital Efforts to Achieve Value in Healthcare
		949	HIL:Mezzanine 14	JS: Promoting Workplace Safety
	11:30am	1053	HIL:Lido B	How Organizations Affect the Patient Experience
		1054	HIL:Mezzanine 14	Cooperation and Collaboration in Healthcare
		1055	HIL:Pacific A	JS: Health Professional Workforce
	1:15pm	1173	HIL:Lido B	Improving Care Through Teamwork
		1174	HIL:Mezzanine 14	Innovation in Healthcare
		1175	HIL:Santa Monica	Hospital Strategies for Readmission Reduction
	3:00pm	1288	HIL:Lido B	Employee Attitudes and Behaviors
		1289	HIL:Malibu	Implementing New Models of Care
		1290	HIL:Mezzanine 14	Strategic Behavior of Healthcare Organizations
		1291	HIL:Santa Monica	JS: Leadership and Implementation
		1314	HIL:Mezzanine 12	SHCS: Learning from Errors
4:45pm	1412	HIL:Lido B	Motivation and Intention	
	1413	HIL:Mezzanine 14	Motivation and Burnout	
	1414	HIL:Pacific A	HCM Division Business Meeting	
	1415	HIL:Santa Monica	JS: Community of Hope and Cancer	
6:30pm	1502	OS:Fire + Ice Bar and Grill	HCM Division Social	
Tue	8:00am	1571	HIL:California A	HCMD Plenary Session
	9:45am	1694	HIL:Lido B	Healthcare Organizational Structure and Design
		1695	HIL:Malibu	The Impact of Health Information Technology
	11:30am	1815	HIL:Lido B	The Physician Work Environment
		1816	HIL:Santa Monica	Effects of Leadership on Care
	1:15pm	1939	HIL:Lido B	Professionals in Practice
		1940	HIL:Santa Monica	Patient Perceptions of Care
	3:00pm	2050	HIL:Lido B	Challenges in Work Environment
	2051	HIL:Santa Monica	SHCS: Boundary Work in Healthcare	

Human Resources

Program Chair: Deidra J Schleicher, Texas A&M U.
Professional Development Workshop Chair: Ingrid Fulmer, Rutgers U.

Day	Start	#	Location	Session Information	
Fri	8:00am	16	ACC:203A	Sequence Analysis	
		25	ACC:201D	Business Talent Challenges	
		45	ACC:211B	Research Productivity with R	
	9:00am	53	ACC:210D	Teaching HRM I	
	10:15am	73	ACC:201D	HR Ambassadors Program	
	12:30pm	109	ACC:210D	Teaching HRM II	
		110	ACC:203A	The Future of PhD Education	
	1:15pm	123	ACC:210A	Designing Executive Education	
	1:30pm	127	ACC:205B	Mentoring Graduate Students	
	2:00pm	131	HIL:Catalina 3	Changing US Demographics	
		132	HIL:Catalina 2	Reviewing in the Rough	
	3:00pm	146	ACC:201C	Careers in the Rough	
	3:15pm	151	ACC:210D	Case-based Teaching	
	3:45pm	156	ACC:212B	Publishing in Top Non-US Journals – Why and How?	
	6:00pm	182	ACC:210C	HR Doc. Consortium Icebreaker	
	7:00pm	186	OS:Fire + Ice Bar and Grill	HR Doc. Consortium Reception	
	Sat	8:00am	218	ACC:201D	HR Middle-Stage Doctoral PDW
			219	ACC:202A	HR Division: New Faculty Consortium
			220	ACC:210D	Design the Ultimate HR Analytics Course
221			ACC:304 C,D	HR Doctoral Consortium	
222			ACC:205A	Publishing in Top US Journals	
241			ACC:210A	Revise and Resubmit	
252			MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis	
257			ACC:207A	Multilevel Modeling	
266			SHR:Plaza D	Teaching with Technology:	
9:00am		271	ACC:207B	Publish for Real World Impact	
		276	ACC:303D	Bridging Science and Practice	
10:15am		292	ACC:201B	Multilevel Thinking in HRM	
11:15am		317	ACC:207B	Mid-Life Career Changers: Finding Meaning	
11:30am		323	ACC:201C	Being a Department Chair: Learning from Others	
12:00pm		326	HIL:El Capitan AB	The Micro-Macro Divide	
		329	HIL:Catalina 1	Nurse Turnover	
		330	OS:Roy's Restaurant	HR Division New Faculty Consortium Lunch	
		333	ACC:209B	Active Training Approaches	
12:30pm		350	ACC:213A	EFA vs CFA	
1:00pm		353	ACC:205A	Sabbatical Positions	
2:30pm		397	ACC:209A	Teaching Careers	
		398	ACC:207B	The Future of Proactivity in Organizations	
2:45pm		402	ACC:201D	Building the Compensation Research Community	
		408	ACC:205B	Mind Map Analytics	
3:15pm		412	HIL:Catalina 4	Managing Academic Conflict	
		413	ACC:201B	Work Design Across Cultures	
3:30pm		416	ACC:204C	Using Sports Data Effectively	
4:00pm		425	ACC:Ballroom B	OB Research Networking Forum	
Sun		12:45pm	595	ACC:201B	The Impact of HRM Systems and Practices
			596	ACC:201C	Individual Differences and HR
		2:30pm	657	ACC:201B	Qualitative HR Research
			658	ACC:201C	Work/Life and Employee Attitudes and Well-Being
			659	HIL:Catalina 4	JS: Disability and Work
	3:00pm	692	ACC:212A	HR Division Executive Board Meeting	
	6:00pm	759	ACC:208AB	HR Division Business Meeting	
	7:00pm	776	ACC:207D	HR Division Social	
Mon	7:30am	791	ACC:204A	HR Div Breakfast and Awards	

Human Resources (cont.)

Day	Start	#	Location	Session Information	
Mon	8:00am	817	ACC:212B	JS: Going the Distance	
		841	ACC:201C	HR, Creativity, and Performance	
		842	ACC:206B	Research on Work-Family Issues	
		843	ACC:209B	Contextual Influences on Employee Turnover	
		844	ACC:210A	Bias in Hiring	
		845	ACC:201D	JS: Volunteering & Meaningfulness	
		875	ACC:203B	JS: Traditional Predictors of OCB	
		876	ACC:303B	SHCS: Human Energy in Organizations	
			878	ACC:304A	JS: Rethinking Engagement at Work
		9:45am	950	ACC:201C	HR Practice and Attitudes
			951	ACC:201D	Diversity Issues: C-Suite and Elsewhere
			952	ACC:203B	The Effects of Leadership on Employees
			953	ACC:204A	The Role of HR in Corporate Social Responsibility
			954	ACC:205A	HRM and Multinational Enterprises
			955	ACC:206A	New Perspectives on Employee Socialization
			956	ACC:206B	Mediators of HR and Firm Perf
			957	ACC:208A	What Motivates Different Workers?
			958	ACC:209B	New Research in Employee Selection
			959	ACC:210A	JS: Leader Humility
	967		ACC:304D	SHCS: Highly-Qualified Migrants	
	968	ACC:304C	JS: Organizational Global Mindset		
	11:30am	1021	ACC:212B	JS: Attracting and Developing the Protean Employee	
		1027	HIL:Pacific B	JS: Justice is All Around Us	
		1050	SHR:Palm West	JS: D&I: Country Perspectives	
		1052	SHR:Plaza D	JS: Bridging the Gap	
		1056	ACC:201C	HR and Employee Well-Being	
		1057	ACC:201D	Job Design, Employee Adaptation, and Stress	
		1058	ACC:203A	Relational Models of High Performance Work Systems	
		1059	ACC:206B	Cross-Cultural Issues in HR Practice	
		1060	ACC:209B	The Impact of HRM on Firm-Level Outcomes	
		1061	ACC:210A	Pay and Employee Behaviors	
		1099	ACC:303B	JS: Passion: Buzzword or Theoretical Construct?	
	1:15pm	1153	HIL:Mezzanine 9	JS: Shattering the Glass Ceiling	
		1157	ACC:303D	SHCS: Probing Career Success	
		1171	SHR:Palm West	SHCS: Diversity Climate	
		1176	ACC:201C	Influences on Supervisory Performance Evaluations	
		1177	ACC:201D	Pay System Design and Firm Outcomes	
		1178	ACC:203A	Employee Mobility and Human Capital Flow	
		1179	ACC:210A	Employee Turnover	
		1180	ACC:206B	JS: JDM and Personnel Selection	
		1181	ACC:209B	JS: Organizations and Inequality	
		1200	ACC:303C	JS: Production of Meaning	
		1217	ACC:210D	JS: Strategic Followership	
	1219	ACC:304B	JS: Exploiting New Work Practices		
	2:30pm	1257	ACC:204B	HR Division Ice Cream Social	
	3:00pm	1292	ACC:201C	Feedback and Performance Management	
		1293	ACC:201D	New Perspectives on Training Research	
		1294	ACC:203A	Antecedents of HR Systems and Practices	
		1295	ACC:209B	SHCS: HRM Process Approach: Advancing the Field	
		1296	ACC:210A	HR Practices & Firm Performance	
		1297	ACC:206B	JS: Employer Branding and Social Recruiting	
		1303	ACC:304C	JS: Diasporic Repatriates	
		1330	ACC:210D	JS: Multiple Commitment Dynamics	
		1331	ACC:303A	JS: Leader Dark-Side Traits	
		1332	ACC:208A	JS: LMX in International Contexts	
		1333	ACC:304D	JS: Leader Identity	

Human Resources (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1416	ACC:206B	HR Research Methods
		1417	ACC:210A	JS: Leading Organizations
		1418	ACC:209B	SHCS: Employee Turnover: New Perspectives
Tue	8:00am	1548	ACC:303D	JS: Career Success Around World
		1555	HIL:San Simeon A	JS: The Role of Individual Differences in Negotiation
		1572	ACC:201C	Work-Life Balance Research
		1573	ACC:206B	Advances in Person-Group Fit
		1574	ACC:209B	Mgrs and HR Implementation
		1575	ACC:210A	Meaning of Talent
		1576	ACC:201D	JS: It's Relevant! Action Research and HRM
		1612	ACC:206A	JS: Leadership and Employee Voice
		1613	ACC:209A	SHCS: New Perspectives on Impression Management at Work
		1614	ACC:202B	JS: Meaningfulness through Cause
	1615	ACC:208A	JS: Org Culture and Context	
	9:45am	1670	ACC:303D	SHCS: Not My Breach!
		1691	SHR:Park D	JS: Gender and the Ideal Worker
		1692	SHR:Plaza D	JS: A Critical Dialogue on Mentorship and Sponsorship
		1693	SHR:Palm West	JS: HR and Sexual Orientation
		1696	ACC:201D	International HR Plenary
		1731	ACC:206A	JS: New Effects on Voice
		1732	ACC:201C	JS: Dark Triad at Work
		1733	ACC:208A	JS: Leadership and Followership
		1734	ACC:304A	JS: Proactivity Research: New Directions and Concepts
1735		ACC:210C	JS: Idiosyncratic deals	
11:30am	1792	ACC:303D	JS: Work-Nonwork Intersection	
	1814	SHR:Palm West	JS: Career Success and Gender	
	1817	ACC:201C	Explicitly Multi-Level Research in HRM	
	1818	ACC:201D	The Evolving Roles of the HR Function	
	1819	ACC:203A	Transforming Performance Mgmt	
	1820	ACC:209B	Leader/Mgrl Development	
	1821	ACC:210A	Research on Expatriates and Repatriates	
	1822	ACC:206B	JS: Event-Oriented Research	
	1836	ACC:212A	JS: Teaching and Spirituality	
	1849	ACC:206A	JS: Team/Manager Effects on Voice	
	1850	ACC:207A	JS: The IPO of Virtual Teams	
	1851	ACC:207C	JS: Empowering Leadership	
	1852	ACC:210D	JS: New Developments of OCB	
	1853	ACC:201A	JS: Underpinnings of Leadership	
	1854	ACC:303B	SHCS: Dynamic Modeling Symposium	
1858	ACC:304B	JS: The Power of Reflection at Work		
1864	HIL:Pacific A	JS: Group Norms in Virtual Work: New Directions		
1878	MAR:Platinum Ballroom 2	JS: Careers in Organizations		
1:15pm	1941	ACC:201C	Recruitment-Related Research	
	1942	ACC:201D	HR System Config/Implementation	
	1943	ACC:203A	Flexible Work Arrangements	
	1944	ACC:206B	SHRM Dissertation Award Winners	
	1945	ACC:209B	JS: Mind the HRM GAP	
	1946	ACC:210A	JS: Getting Rid of Ratings	
	1947	ACC:202A	JS: Socialize through Interactions	
	1973	ACC:207C	JS: The When, How and Who of Shared Leadership	
	1974	ACC:213A	SHCS: P-E Fit: Qualitative Insights	
	1975	ACC:204A	JS: New Insights Into the Development of Trust	
1976	ACC:208A	JS: Meeting the Leadership Demands of the 21st Century		

Human Resources (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2032	ACC:303D	JS: Employability: Beyond the Hype
		2052	ACC:201D	Leader Identity Development
		2053	ACC:203A	OCBs Service, and Creativity
		2054	ACC:206B	SHCS: New Perspectives on Deviance
		2079	ACC:202A	JS: Abusive Supervision
		2082	ACC:207A	JS: Affective Convergence in Teams
		2083	ACC:210D	JS: The Good, The Bad, The Pretty
		2084	ACC:205A	SHCS: Family and Employee Outcomes
		2085	ACC:201A	JS: Making Fit Meaningful
		2086	ACC:204B	JS: Intra-Individual Research
		2091	ACC:304A	JS: Developments Psych Ownership
		2108	MAR:Elite Ballroom 3	JS: Gendering the HRM - CSR Nexus

International Management

Program Chair: Aya S. Chacar, Florida International U.
Professional Development Workshop Chair: Elizabeth L. Rose, U. of Otago

Day	Start	#	Location	Session Information	
Fri	7:00am	4	ACC:204A	IM Div PDW Welcome Breakfast	
	8:00am	26	ACC:202B	Writing Better Theory	
		27	ACC:212B	Promoting Research in India	
		42	MAR:Grand Ballroom Salon G	Practice-Oriented Executive Programs That Impact	
	9:00am	55	ACC:204A	Action Learning	
	10:15am	73	ACC:201D	HR Ambassadors Program	
		75	ACC:202B	Constructive Reviews in IM	
		76	ACC:203A	IE & Social Entrepreneurship	
	11:00am	86	ACC:210A	IM Division PDW	
	11:30am	92	SHR:Plaza C	Responsible Faculty Developmnt	
	12:00pm	101	MAR:Grand Ballroom Salon H	Creativities	
	12:15pm	105	HIL:Pacific B	Entrepreneurship Under Adverse Conditions	
	12:30pm	110	ACC:203A	The Future of PhD Education	
		111	MAR:Gold Key III	Cross-Cultural Management	
	1:00pm	120	ACC:201D	Language in International Management Research	
		121	OS:Bowers Museum	Service at Bowers Museum	
	1:15pm	123	ACC:210A	Designing Executive Education	
	4:00pm	157	ACC:210A	Managing Your Doctoral Studies	
		160	MAR:Grand Ballroom Salon G	DBA professional Doctorates	
5:45pm	176	ACC:210A	IM Div Student Social		
7:00pm	187	ACC:210B	International Management Division PDW Social		
Sat	8:00am	207	HIL:Catalina 5	Institutions and Corporate Governance in East Asia	
		223	HIL:La Jolla	Entrepreneurship in LATAM	
		225	ACC:211B	IM Junior Faculty Consortium	
		226	ACC:212A	IM Doctoral Consortium	
		227	ACC:201C	State Capitalism 2.0.	
		241	ACC:210A	Revise and Resubmit	
	9:00am	257	ACC:207A	Multilevel Modeling	
		276	ACC:303D	Bridging Science and Practice	
	9:45am	280	ACC:201C	Gender & Leadership in S. Asia	
		283	MAR:Platinum Ballroom 10	Anti-Corruption	
	10:15am	296	ACC:213A	How Religion and Entrepreneurship Interact?	
		304	MAR:Northeast Marquis Ballroom	Leadership for a Healthy World	
	10:45am	308	HIL:Catalina 2	Research Frontiers in Non-market Strategy	
	11:15am	316	HIL:Palisades	Leveraging Asia, To Inform the World	
	12:00pm	331	ACC:212B	IM Mid-career Consortium	
	12:30pm	345	ACC:205B	Indian Diaspora Entrepreneurs	
	1:00pm	351	HIL:Catalina 2	Managing Externally Funded Research Projects	
		364	MAR:Platinum Ballroom 9	Advances in Patent Research	
	2:15pm	391	HIL:Catalina 3	New Paradigm in Auto Industry	
		392	ACC:202B	CSR and National Development	
	3:15pm	413	ACC:201B	Work Design Across Cultures	
	4:00pm	424	ACC:202B	Institutional Distance and Risk	
		425	ACC:Ballroom B	OB Research Networking Forum	
	4:30pm	433	ACC:213A	Meet the IM Editors!	
	6:00pm	461	ACC:213B	International Division PDW Reception	
	Sun	12:45pm	597	ACC:202B	International Business and Institutions
		1:30pm	622	ACC:205B	IM Executive Committee Meeting
2:30pm		660	ACC:202B	Firm Internationalization and Foreign Entry	
4:15pm		724	ACC:202A	Organizational Issues in International Business	
		725	ACC:202B	Multinational Corporation's Issues	
	726	HIL:San Simeon B	JS: Heterarchy		

International Management (cont.)

Day	Start	#	Location	Session Information
Mon	8:00am	846	ACC:207D	MNC Strategies and Performance
		847	ACC:210B	Rapid Internationalization
		848	ACC:211B	Justice in The Multinational
		849	ACC:213B	Institutional Voids: Drivers and Consequences
		850	ACC:213C	TMT Characteristics & Consequences
		851	ACC:304C	Internal & External Pressures
		852	ACC:304D	JS: Leadership in Global Roles
	9:45am	961	ACC:207D	Industry and Firm Organization
		962	ACC:210B	Consequence of Business Group Affiliation
		963	ACC:211B	Ethnic Similarities and Expatriates
		964	ACC:213B	Drives of Innovation in the International Context
		965	ACC:213C	Network Approaches in MNCs
		966	ACC:304B	Internationalization & Family Firms
		967	ACC:304D	SHCS: Highly-Qualified Migrants
		968	ACC:304C	JS: Organizational Global Mindset
		998	MAR:Orange County Ballroom 1	SHCS: Global Philanthropy
	11:30am	1062	ACC:207D	Organization & Implementation
		1063	ACC:210B	Liability of Foreignness or Not?
		1064	ACC:211B	Institutions Strategy Africa
		1065	ACC:213B	Political Connections & Risk
		1066	ACC:213C	Corporate Social Responsibility & Irresponsibility
1067		ACC:304D	SHCS: Global Diffusion of Korean Pop	
1068		ACC:304C	JS: Global Institutional Diversity	
1076		HIL:Mezzanine 12	JS: Explain&Manage Cul-difference	
1:15pm	1182	ACC:207D	National and Inst. Culture	
	1183	ACC:210B	Macro Approaches to International Business	
	1184	ACC:211B	Inst. Dist & Firm Strategy	
	1185	ACC:213B	Entry and Strategy in MNC and their Subsidiaries	
	1186	ACC:213C	Cross-Border M&As	
	1187	ACC:304C	JS: Contingent & Permanent Employ	
	1188	ACC:304D	JS: Identity, Cultural Adaptation	
3:00pm	1298	ACC:207D	Entry, Exit and Survival in the Multinational Firm	
	1299	ACC:210B	International Ventures and Cross-border Ties	
	1300	ACC:211B	Institutions and FDI	
	1301	ACC:213B	Home Country & MNC Strategy	
	1302	ACC:213C	MNC Performance & Persistence	
	1303	ACC:304C	JS: Diasporic Repatriates	
	1332	ACC:208A	JS: LMX in International Contexts	
	1377	ACC:201B	International Management Thought Leadership Cafe	
4:30pm	1378	HIL:California C	IM Eminent Scholar Award	
4:45pm	1419	ACC:210B	OFDI in Asian Firms	
	1420	ACC:211B	Internationalization Speed and Pace	
	1421	ACC:213C	Multiculturalism and Global Mindsets	
	1422	ACC:304C	Institutional Complexity	
	1423	HIL:Pacific D	IM Best Dissertation	
6:15pm	1495	HIL:Pacific D	International Management Division Business Meeting	
8:00pm	1524	OS:Catal Restaurant	International Management Division Gala	
Tue	8:00am	1548	ACC:303D	JS: Career Success Around World
		1577	ACC:207D	The Role of Subsidiaries' Capabilities
		1578	ACC:210B	Capabilities and Performance
		1579	ACC:211B	FSA & Human Assets
		1580	ACC:213B	Cultural Intelligence
		1581	ACC:213C	Political Risk: Bribery, Corruption and Diplomacy
		1655	MAR:Platinum Ballroom 8	JS: Innovation in China

International Management (cont.)

Day	Start	#	Location	Session Information
Tue	9:45am	1697	ACC:207D	Expatriate Learning
		1698	ACC:210B	MNC Subsidiary Conflicts
		1699	ACC:211B	Knowledge Diffusion & Transfer
		1700	ACC:213B	The Role of Capabilities and Structure in FDI
		1701	ACC:213C	Consequences of Firm Ownership Heterogeneity
		1702	ACC:304C	Strategic Human Assets
		1735	ACC:210C	JS: Idiosyncratic deals
	11:30am	1823	ACC:207D	Drivers of CSR in the Multinational
		1824	ACC:210B	Drivers of Ownership Changes
		1825	ACC:211B	Reputation & Performance
		1826	ACC:213B	Inst. Dist. & Location Choice
		1827	ACC:213C	Capability Development in MNCs
		1828	ACC:304C	Knowledge Creation & Diffusion
		1892	MAR:Elite Ballroom 3	JS: Business and Human Rights
	1:15pm	1948	ACC:207D	What is Cultural Distance and Its Impact?
		1949	ACC:210B	Culture Within Multinationals
		1950	ACC:211B	National Culture & Individuals
		1951	ACC:213B	Personality and Cognitive Processes in Expatriates
		1952	ACC:213C	Board of Directors Influences
		1953	ACC:304C	Scanning/Spanning/Translating
		1977	ACC:207A	JS: Cross Cultural Examinations of Team Process Models
		1986	HIL:Palisades	JS: Advancing Virtual Work Resch
	3:00pm	2055	ACC:207D	Ownership Strategies and Institutions
		2056	ACC:210B	Institutional Distance and MNC Performance
		2057	ACC:211B	HRM Practices in the Multinational Context
		2058	ACC:213B	Expatriates, Networks and Turnover
		2059	ACC:213C	Drivers of Locational Choice
		2060	ACC:304C	Technology & Knowledge in the International Arena

Management Consulting

Program Chair: Rosa Nelly Trevinyo-Rodríguez, Trevinyo-Rodríguez & Associates
 Professional Development Workshop Chair: Amandine Savall, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Day	Start	#	Location	Session Information
Fri	8:00am	22	SHR:Park D	Creating a Diverse Network
		37	MAR:Gold Key III	Co-creating Culture
	10:00am	67	MAR:Desert Springs	Emotional Intelligence
	11:45am	93	MAR:Desert Springs	Shadows & Group Learning
	12:30pm	111	MAR:Gold Key III	Cross-Cultural Management
	2:45pm	140	MAR:Orange County Ballroom 2	Leadership Training/Government
		143	MAR:La Jolla, Los Angeles	Professions Research
4:00pm	160	MAR:Grand Ballroom Salon G	DBA professional Doctorates	
Sat	8:00am	217	HIL:Catalina 1	Improving Work Flow
		230	MAR:Desert Springs	Professional Certification
		231	MAR:Grand Ballroom Salon C, D	Strategic Play Meaningfulness
		232	MAR:Platinum Ballroom 1	Create Knowledge Relationally
		244	MAR:Grand Ballroom Salon H	Scholar-Practitioner Roles
	9:00am	271	ACC:207B	Publish for Real World Impact
	9:45am	281	MAR:Desert Springs	Knowledge in Consulting
	11:30am	324	MAR:Desert Springs	Single Family Offices
	1:00pm	361	MAR:Northeast Marquis Ballroom	Scholarship into Practice
	1:15pm	367	MAR:Desert Springs	Intervention Research for Meaningful Teaching
		368	MAR:Platinum Ballroom 1	Client-Consultant Sense-Making
	1:30pm	372	MAR:Grand Ballroom Salon H	Reflective Hybrids
	2:00pm	384	SHR:Plaza D	Realizing Y-Our Impact
	2:45pm	408	ACC:205B	Mind Map Analytics
	3:00pm	409	MAR:Desert Springs	Higher Education and SEAM
	5:00pm	445	MAR:Grand Ballroom Salon E	MCD Business Meeting & Awards
	6:15pm	464	MAR:Grand Ballroom Salon E	Management Consulting Division Social Hour
Sun	12:45pm	598	MAR:Suite 304	Reflections on Management Consulting Experiences
	3:30pm	700	MAR:Grand Ballroom Salon H	MC Executive Committee Meeting
	7:00pm	778	OS:TBD	Management Consulting Members & Friends Dinner
Mon	8:00am	853	MAR:Suite 315	JS: Making Research Meaningful
	9:45am	969	MAR:Suite 315	The Consultant Profile, Behavior and Career
	11:30am	1069	MAR:Orange County Ballroom 2	Professional Service Firms
		1070	MAR:Suite 315	Organizational Change Processes & Transitions
	1:15pm	1189	MAR:Northwest Marquis Ballroom	Distinguished Speaker
4:45pm	1424	MAR:Orange County Ballroom 3	Power, Legitimacy and Morale	
Tue	8:00am	1583	MAR:Suite 315	Leadership and Entrepreneurship
	9:30am	1657	MAR:Orange County Ballroom 2	2017 Planning Meeting
	9:45am	1703	MAR:Suite 315	The Role of Coaching in Management Consulting
		1743	MAR:Grand Ballroom Salon J	SHCS: Academic-Practitioner Partners
	11:30am	1829	MAR:Suite 315	Management Consulting Cases and Perspectives
		1866	MAR:Grand Ballroom Salon J	JS: Failure to Adapt
	1:15pm	1946	ACC:210A	JS: Getting Rid of Ratings
		2010	MAR:Elite Ballroom 3	JS: Complexity and Corruption
3:00pm	2106	ACC:303C	JS: Chasing the Unicorn	

Management Education & Development

Program Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania
 Professional Development Workshop Chair: Paul Hibbert, U. of St Andrews

Day	Start	#	Location	Session Information
Fri	8:00am	28	SHR:Palm East	The Three Ds of Case Teaching
		29	SHR:Plaza D	Using Media to Teach Business
		30	SHR:Garden C	New Member Workshop
		38	MAR:La Jolla, Los Angeles	Meaningful Facilitation
		42	MAR:Grand Ballroom Salon G	Practice-Oriented Executive Programs That Impact
	9:45am	62	SHR:Plaza C	Making Your Response Meaningful
	10:30am	82	MAR:Northwest Marquis Ballroom	High Impact Change
	11:30am	92	SHR:Plaza C	Responsible Faculty Development
	12:00pm	100	SHR:Plaza B	Reducing Anxiety in Speaking
	1:15pm	124	SHR:Plaza C	Interactive Storytelling
	2:30pm	138	SHR:Palm East	Tackling Executive Stress
	3:00pm	148	SHR:Plaza C	Scaffolded Learning as Process
	3:45pm	154	HIL:Catalina 3	Finishing the Dissertation
	4:00pm	160	MAR:Grand Ballroom Salon G	DBA professional Doctorates
	5:00pm	167	SHR:Plaza D	MED Writers Workshop
		170	SHR:Park D	Challenges in Classroom Mgt
	Sat	8:00am	171	SHR:Plaza C
172			MAR:Orange County Ballroom 3	Service Learning & Engagement
9:45am		233	SHR:Palm West	Suppose We Took Student Teams Seriously
		266	SHR:Plaza D	Teaching with Technology:
10:15am		281	MAR:Desert Springs	Knowledge in Consulting
		294	SHR:Palm West	Towards Business School 2.0
		297	ACC:209B	Developing a Workplace Spirituality Skill Set
11:15am		318	SHR:Garden C	Teach Sustainability: Framing
12:30pm		346	SHR:Palm West	Self-handicapping Leadership
1:00pm		361	MAR:Northeast Marquis Ballroom	Scholarship into Practice
1:30pm		371	HIL:Palisades	PhDs in Management in Latam
2:00pm		383	ACC:204A	Research Collaborations
		384	SHR:Plaza D	Realizing Y-Our Impact
		385	HIL:California B	Teaching in the Rough
2:45pm		403	SHR:Palm West	Sustainability MGT Education
3:45pm		422	SHR:Palm East	Innovative Reflection Tools
4:45pm		442	SHR:Park D	Teaching Collaborations
7:30pm	476	SHR:Plaza D	MED/OBTS/NDSC Social	
Sun	12:45pm	599	SHR:Park C	Quo Vadis, MED?
	2:30pm	661	SHR:Park C	Teaching & Learning Approaches
Mon	8:00am	854	SHR:Park B	Culture and Management Education
		855	SHR:Plaza A	MED for a Better World
		856	SHR:Park D	JS: New Frontiers in Coaching Research
	9:45am	970	SHR:Park B	Ins and Outs of Online Education
		971	SHR:Plaza A	Scholarly Productivity
		972	SHR:Park D	SHCS: Perceived Value of Research
	11:30am	1071	ACC:204A	MED Keynote & Welcome Address
		1080	MAR:Grand Ballroom Salon E	SHCS: Leading Meaningfully
	1:00pm	1138	ACC:203B	MED Past Chairs Luncheon
	1:15pm	1190	SHR:Park B	Minds in MED
		1191	SHR:Plaza A	Workplace Development
		1192	SHR:Plaza D	Bridging Gaps in Management Research
		1218	ACC:208A	JS: Leadership and identity
		1304	SHR:Park A	Focusing on Faculty
	3:00pm	1305	SHR:Park B	Leadership Development
		1306	SHR:Park D	Teaching Processes & Outcomes
		1307	SHR:Plaza A	Emotions in Management Education

Management Education & Development (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1425	SHR:Park B	Learning Experiences & Demands
		1426	SHR:Plaza A	Innovative Teaching Approaches
	6:30pm	1506	SHR:Tiffany Terrace	MED Awards and Business Meeting
	7:30pm	1519	SHR:Tiffany Patio	MED's Social: Sweets, Drinks and Treats!
Tue	8:00am	1584	SHR:Park B	MED Executive Committee Meeting
		1585	SHR:Plaza A	Engaging Learners in Management Education
		1586	SHR:Plaza D	Eclectic Teaching Practices
	9:30am	1658	SHR:Park B	MED Members Thank You Coffee
	9:45am	1704	SHR:Plaza A	Socialization & Learning Transfer
		1712	ACC:212A	JS: Purpose in Action
	11:30am	1830	SHR:Park D	Teams in Management Education
		1831	SHR:Plaza A	Developing Entrepreneurs
		1834	HIL:Lido C	JS: Intuition in Organizations: Enhancing Intuition
	1:15pm	1915	ACC:303D	JS: Academic Careers in Management
		1954	SHR:Park B	Visions of Management Education
1955		SHR:Plaza A	Student Performance & Predictors	
1976		ACC:208A	JS: Meeting the Leadership Demands of the 21st Century	
3:00pm	2061	SHR:Park B	Improving Management Education	

Management History

Program Chair: Stephanie Pane Haden, Texas A&M U., Commerce
 Professional Development Workshop Chair: James M Wilson, U. of Glasgow

Day	Start	#	Location	Session Information
Fri	8:00am	30	SHR:Garden C	New Member Workshop
	10:15am	77	SHR:Garden C	Getting Published: Tips for Success
	1:45pm	129	SHR:Plaza B	Meet the Editors
	3:45pm	155	SHR:Plaza A	The Historical Method
Sat	8:00am	234	SHR:Park D	Opening up History
	10:15am	295	SHR:Park D	Event Study Methods
		296	ACC:213A	How Religion and Entrepreneurship Interact?
	12:30pm	347	SHR:Park D	Using Historical Approaches
Mon	8:00am	853	MAR:Suite 315	JS: Making Research Meaningful
		857	SHR:Plaza B	History in Organizations
	9:45am	973	SHR:Plaza B	Historical Leaders and Entrepreneurs
	11:30am	1072	SHR:Plaza B	MH Thought and Theory
	1:15pm	1187	ACC:304C	JS: Contingent & Permanent Employ
		1193	SHR:Plaza B	Global & Institutional Issues
	3:00pm	1308	MAR:Suite 315	MHD Executive Meeting
		1309	SHR:Plaza C	MH Methods and Tools
	4:45pm	1427	SHR:Park C	JS: Then & Now: Organizational Trust
	5:30pm	1493	MAR:Grand Ballroom Salon E	Management History Division Business Meeting
6:30pm	1507	MAR:Grand Ballroom Salon E	Management History Division Social Event	
Tue	8:00am	1648	MAR:Elite Ballroom 3	JS: History, Memory, and CSR

Management Spirituality & Religion

Program Chair: Mary Finney, Ohio U.
 Professional Development Workshop Chair: Michael Andreas Pirson, Fordham U.

Day	Start	#	Location	Session Information
Fri	8:00am	32	ACC:212A	Silence, Mindfulness & Meaning
	9:45am	61	ACC:212A	Humanistic Management
	6:00pm	183	OS:Bubba Gump Shrimp Co.	MSR Dinner
Sat	7:00am	193	ACC:206B	MSR Morning Meditation with Richard Peregoy
	8:00am	235	ACC:205B	Stories, Tools, Transformation
	9:45am	282	MAR:Orange County Ballroom 2	The Value of Values for Organization Theory
	10:15am	296	ACC:213A	How Religion and Entrepreneurship Interact?
		297	ACC:209B	Developing a Workplace Spirituality Skill Set
		298	ACC:202B	Improv to Organize Mindfully
		300	ACC:210C	Mindfulness Research Methods
		304	MAR:Northeast Marquis Ballroom	Leadership for a Healthy World
	10:45am	312	ACC:210D	Organizing for Meaning
		313	SHR:Plaza A	Interactive Exercises
	1:00pm	356	ACC:201B	Workplace Spiritual Facilitati
	2:45pm	403	SHR:Palm West	Sustainability MGT Education
	4:30pm	436	ACC:205B	Meaningful Organizations
Sun	7:00am	482	ACC:206B	MSR Morning Meditation with Richard Peregoy
	12:45pm	601	ACC:205A	MSR in Workplace
		602	HIL:Catalina 2	SHCS: CEO Perspective on Meaning
	5:00pm	749	ACC:213A	MSR Executive Committee Meeting
	6:30pm	773	ACC:213A	MSR Business Meeting
8:00pm	779	ACC:213B	MSR Social	
Mon	7:00am	788	ACC:203A	MSR Morning Meditation with Richard Peregoy
	8:00am	862	ACC:205A	Religion & Ethical Judgments
	9:45am	975	MAR:Grand Ballroom Salon E	MSR PLENARY
	11:30am	1078	ACC:212A	Workplace Spirit & Religion
		1079	ACC:303C	Faith & Work: Christian Views
		1080	MAR:Grand Ballroom Salon E	SHCS: Leading Meaningfully
	1:15pm	1199	ACC:212A	Spiritual Leadership
		1200	ACC:303C	JS: Production of Meaning
	3:00pm	1315	ACC:212A	Morals, Ethics, Work-Spirit
		1316	ACC:303C	MSR & Org Meaningfulness
	4:45pm	1434	ACC:205A	Spirituality, Religion at Work
		1435	ACC:212A	Tribute to Jerry Harvey
		1454	ACC:203A	JS: Climbing Mount Meaning
Tue	7:00am	1529	ACC:203A	MSR Morning Meditations with Richard Peregoy
	8:00am	1593	ACC:205A	Mindfulness & Artful Learning
		1594	ACC:212A	JS: Meaningful Sustainability
	9:45am	1711	ACC:205A	Workplace Spiritual Calling
		1712	ACC:212A	JS: Purpose in Action
	11:30am	1836	ACC:212A	JS: Teaching and Spirituality
	1:15pm	1960	ACC:212A	MSR Founders, Future Research
1980		ACC:304A	JS: Mindfulness at Work: Extensions and Explorations	

Managerial & Organizational Cognition

Program Chair: Spencer Harrison, Boston College
 Professional Development Workshop Chair: Morela Hernandez, U. of Virginia

Day	Start	#	Location	Session Information
Fri	8:00am	31	HIL:Pacific B	Content Analysis
		43	ACC:207C	Qualitative Dissertations
		44	ACC:202A	"Doing" Grounded Theory
	9:45am	63	HIL:Catalina 4	Writing Process Reengineering Workshop
	11:15am	91	MAR:Grand Ballroom Salon J, K	Organizational Ethnography
	2:00pm	132	HIL:Catalina 2	Reviewing in the Rough
	2:45pm	141	HIL:Malibu	Positive Identities
	3:00pm	150	MAR:Grand Ballroom Salon J, K	Experimental Methods
Sat	8:00pm	189	HIL:Carmel	MOC Hack-a-thon: Make MOC Better
	8:00am	250	MAR:Platinum Ballroom 10	Research on Stigmatization
	9:00am	275	HIL:California B	The Cognition in the Rough Workshop
	9:45am	282	MAR:Orange County Ballroom 2	The Value of Values for Organization Theory
	10:15am	301	MAR:Platinum Ballroom 7	Trust between Individuals and Organizations
		302	MAR:Grand Ballroom Salon J, K	Behavioral Strategy
	10:45am	312	ACC:210D	Organizing for Meaning
	12:00pm	332	HIL:Catalina 4	Diamonds in the Rough
	2:00pm	384	SHR:Plaza D	Realizing Y-Our Impact
		385	HIL:California B	Teaching in the Rough
	4:30pm	435	HIL:Catalina 6	MOC Social and Business Meeting
	4:45pm	443	MAR:Platinum Ballroom 1	Emotions and Fieldwork
Sun	10:00am	538	HIL:Lido A	MOC Executive Committee Meeting
	12:45pm	600	HIL:Mezzanine 9	Talk about the Passion: Emotion and Cognition
	2:30pm	662	HIL:Mezzanine 9	Learning to Fly: Learning as a Takeoff for Organ...
	4:15pm	727	HIL:La Jolla	Talk Talk Talk about It: Advancing our Understan...
Mon	8:00am	822	HIL:Santa Monica	JS: Micro-Effects of Resources
		858	HIL:Carmel	Every breath you take: Monitoring, favoritism, a...
		859	HIL:Lido C	Things to think about: Art, stories, & aesthetics
		860	HIL:Mezzanine 11	Darth Vader is Luke's Father! Coming up with cre...
		861	HIL:Mezzanine 12	SHCS: Understanding the Interplay of Trust and Emotions
		876	ACC:303B	SHCS: Human Energy in Organizations
		877	ACC:208A	JS: Tensions in Authenticity
		878	ACC:304A	JS: Rethinking Engagement at Work
		879	ACC:304B	JS: Errors in Organizations
	9:45am	943	HIL:Carmel	SHCS: New Venture Funding
		974	HIL:California A	MOC Distinguished Scholar and Awards Meeting
	11:30am	1028	HIL:Santa Monica	JS: Strategy, Contextualized
		1073	HIL:Carmel	Your fingerprints are all over this: Traces of o...
		1074	HIL:Lido C	Can you lead me? Developing leaders
		1075	HIL:Mezzanine 11	Careful leaders or leading with care?
		1076	HIL:Mezzanine 12	JS: Explain&Manage Cul-difference
		1077	HIL:El Capitan B	SHCS: Meaning Making in Organization
		1115	MAR:Platinum Ballroom 9	JS: How Institutions Really Think
		1116	MAR:Platinum Ballroom 2	JS: The Heart of Institutions
	1:15pm	1172	SHR:Park D	JS: Gender Disparities
		1194	HIL:Carmel	The Dark Night: Identity in moments of flux
		1195	HIL:Lido A	I can see for miles: Expanding the Attention Bas...
		1196	HIL:Lido C	Leading in the volatile now
1197		HIL:Mezzanine 11	Learging? Juxtaposing organizational learning an...	
1198		HIL:Mezzanine 12	SHCS: Moral Emotions and Institution	
1218		ACC:208A	JS: Leadership and identity	
1233	MAR:Northeast Marquis Ballroom	SHCS: Qualitative Theory Building		

Managerial & Organizational Cognition (cont.)

Day	Start	#	Location	Session Information
Mon	3:00pm	1310	HIL:Carmel	Who can it be now? Identity
		1311	HIL:Lido A	Rolling in the Deep: Turbulence and Behavioral S...
		1312	HIL:Lido C	There is a T in Team: And it stand for thinking
		1313	HIL:Mezzanine 11	Cr8tivity? Stretching what we know about making ...
		1314	HIL:Mezzanine 12	SHCS: Learning from Errors
		1333	ACC:304D	JS: Leader Identity
	4:45pm	1351	MAR:Platinum Ballroom 2	SHCS: Hierarchy on Trial
		1387	HIL:San Simeon A	JS: Cognition to Organizations
		1428	HIL:Carmel	LOST? Identity in modern work
		1429	HIL:Lido A	Power disrupts and absopowdilutley: Mixing behav...
		1430	HIL:Lido C	What were you thinking? Peeling back the layers ...
		1431	HIL:Mezzanine 11	DRAWKCAB KNIHT: Reflection and learning in organ...
		1432	HIL:Avila B	JS: Crossing Boundaries
		1433	HIL:Mezzanine 12	SHCS: Individual Experience in Teams
1474	MAR:Platinum Ballroom 7	JS: Learning from Organizational Errors and Failures		
Tue	8:00am	1587	HIL:Lido A	From Plato to JD Power: Decisions and sensemakin...
		1588	HIL:Lido C	How do stewardship, sustainability, and renewal ...
		1589	HIL:Mezzanine 11	The coolest case studies you've never heard of: ...
		1590	HIL:Mezzanine 12	Chameleon or Komodo Dragon? Issues of personhood...
		1591	HIL:Carmel	JS: Leadership and Identity
		1592	HIL:Avila B	JS: Compassion as a Resource
		1611	ACC:201A	SHCS: Responses to Bad Behavior
		1614	ACC:202B	JS: Meaningfulness through Cause
	1632	MAR:Platinum Ballroom 9	SHCS: Cognition in Environments	
	9:45am	1676	HIL:San Simeon A	JS: Causes and Consequences of Moral Judgment
		1705	HIL:Lido A	80's mixtape: Organizational puzzles to rock out...
		1706	HIL:Lido C	Things that rhyme with fun: Adaption, interrupti...
		1707	HIL:Mezzanine 11	Learn-getting!? Combining learning, forgetting, ...
		1708	HIL:Mezzanine 12	Loopers: Is the me from now the one from my past?
		1709	HIL:Carmel	SHCS: Identity and Leadership
		1710	HIL:Avila B	SHCS: Organization affects judgments
		1736	ACC:209A	SHCS: Behavioral Ethics at Work
		1759	MAR:Northeast Marquis Ballroom	JS: Logics and Categories
		11:30am	1832	HIL:Mezzanine 11
	1833		HIL:Mezzanine 12	Microfoundations of Macro
	1834		HIL:Lido C	JS: Intuition in Organizations: Enhancing Intuition
1835	HIL:Carmel		JS: Advances in Identity Work	
1853	ACC:201A		JS: Underpinnings of Leadership	
1855	ACC:204A		JS: Trust in Organizations	
1856	ACC:208A		JS: Within-Person Leader Behavior	
1857	ACC:303A		JS: Unpleasant Emotions at Work	
1858	ACC:304B		JS: The Power of Reflection at Work	
1859	ACC:304A		SHCS: Compassion and Empowerment	
1860	ACC:202B		JS: Meaningful Work	
1879	MAR:Northeast Marquis Ballroom		JS: Social Evaluations in Markets	
1:15pm	1938		SHR:Plaza D	SHCS: Future of Diversity Climate
	1956	HIL:Lido C	Laughing, motivating, leading: processes in moti...	
	1957	HIL:Mezzanine 11	Fear the reaper? Studies of shadows in the dark	
	1958	HIL:Mezzanine 12	I can't stop falling: Sensemaking and negotiatin...	
	1959	HIL:Carmel	JS: ID Work Beyond the Profession	
	1978	ACC:201B	JS: Motivation and Creativity	
	1979	ACC:303A	JS: Dynamism of Employee Affect	
	1980	ACC:304A	JS: Mindfulness at Work: Extensions and Explorations	
	1981	ACC:303B	SHCS: Temporality in Organizations	
	1982	ACC:201A	JS: Moral Drivers of Relationships	

Managerial & Organizational Cognition (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2049	SHR:Palm West	SHCS: Women's Positive Leadership
		2062	HIL:Lido C	Construal Level Theory
		2063	HIL:Mezzanine 11	Hot in the City: Emotion and Skill
		2064	HIL:Mezzanine 12	Can we share it? Memories, pasts, and networks
		2065	HIL:Carmel	SHCS: Multiple Identities
		2081	ACC:201B	JS: Creativity and Innovation
		2085	ACC:201A	JS: Making Fit Meaningful
		2087	ACC:203B	JS: Impression (Mis)Management
		2088	ACC:303B	JS: Thinking ahead
		2089	ACC:210C	JS: Perceptions in Social Networks

Operations Management

Program Chair: Manpreet Hora, Georgia Institute of Technology
 Professional Development Workshop Chair: Virpi Turkulainen, U. College Dublin

Day	Start	#	Location	Session Information
Fri	9:00am	57	SHR:Plaza A	Paper Development Workshop
	12:00pm	102	SHR:Garden C	Teaching Service Design in an OM/SCM Course
Sat	8:00am	245	SHR:Plaza C	OM Division Consortium Breakfast
		246	SHR:Garden C	Methodological Frontiers I
		264	MAR:Grand Ballroom Salon G	Link Strategy to Projects
	9:15am	277	SHR:Plaza C	OM Consortium I
	12:00pm	334	SHR:Plaza B	Methodological Frontiers Lunch
		335	SHR:Plaza C	OM Division Consortium Lunch
	1:00pm	351	HIL:Catalina 2	Managing Externally Funded Research Projects
		359	SHR:Garden C	Methodological Frontiers II
	1:45pm	377	SHR:Plaza C	OM Consortium II
	2:15pm	391	HIL:Catalina 3	New Paradigm in Auto Industry
	2:45pm	408	ACC:205B	Mind Map Analytics
4:30pm	438	SHR:Plaza C	OM Division Consortium Closing Drinks	
Sun	7:30am	485	SHR:Palm East	OM Division Sunday Morning Jog
	10:15am	541	SHR:Garden C	OM Division Officers Meeting
	3:00pm	694	SHR:Palm East	OM Division Business Meeting
	6:00pm	770	SHR:Park B	OM Division Social
Mon	8:00am	885	SHR:Tiffany Terrace	OM Division Breakfast and Meet Journal Editors
	9:45am	981	MAR:Grand Ballroom Salon J	JS: Sustainable Food Supply Chain
		982	SHR:Tiffany Terrace	OM Division Chan Hahn Best Paper Award Finalists
	11:30am	1106	SHR:Park D	OM and Project Management
	1:15pm	1225	SHR:Tiffany Terrace	OM Division Best Student Paper Finalists
	3:00pm	1339	SHR:Palm West	Innovation Research in OM
		1340	SHR:Plaza B	Organizing Projects
		1341	SHR:Tiffany Terrace	Servitization: Adding Value by Adding Services
	4:45pm	1462	SHR:Plaza B	Behavioral Research in Operations Management
		1463	SHR:Tiffany Terrace	ISM Best Paper in Supply Chain Management
6:30pm	1508	SHR:Palm West	OM Best SCM Paper Award and Reception	
Tue	8:00am	1621	SHR:Park C	Healthcare Operations Management
		1622	SHR:Plaza B	Strategic Nature of Operations Decisions
		1623	SHR:Tiffany Terrace	Contemporary Research in Service Operations
	9:45am	1744	SHR:Plaza B	Buyer-Supplier Relationships
		1745	SHR:Tiffany Terrace	Contemporary Research in Project Management
	11:30am	1867	SHR:Plaza B	Emerging Topics in Supply Chain Management
		1868	SHR:Tiffany Terrace	Socially Responsible Supply Chains
	1:15pm	1990	SHR:Park D	Sustainable Operations
		1991	SHR:Plaza B	Emerging Topics in Quality Management
		1992	SHR:Tiffany Terrace	Networks in Operations and Supply Chain Management
	3:00pm	2094	SHR:Park D	Operations Strategy

Organization & Management Theory

Program Chair: Marc-David L Seidel, The U. of British Columbia
 Professional Development Workshop Chair: Davide Ravasi, Cass Business School, City U. London

Day	Start	#	Location	Session Information
Fri	8:00am	15	HIL:Catalina 6	Multi-Method in Strategy/OT
		31	HIL:Pacific B	Content Analysis
		39	MAR:Orange County Ballroom 1	OMT Doctoral Consortium
		40	MAR:Orange County Ballroom 2	OMT Junior Faculty Consortium
		43	ACC:207C	Qualitative Dissertations
		44	ACC:202A	"Doing" Grounded Theory
		45	ACC:211B	Research Productivity with R
	9:30am	58	MAR:Grand Ballroom Salon J, K	Using Visual & Material Data
	9:45am	63	HIL:Catalina 4	Writing Process Reengineering Workshop
		64	HIL:Malibu	Academic Careers Worldwide
	10:00am	70	MAR:Northeast Marquis Ballroom	Design: A Research Agenda
	10:15am	78	MAR:La Jolla, Los Angeles	What's New in OD?
	10:45am	84	HIL:Lido A	Theory Development Workshop
	11:15am	91	MAR:Grand Ballroom Salon J, K	Organizational Ethnography
	12:00pm	103	MAR:Newport Beach, Rancho Las Palmas	Using Sport Data to Advance Management Theory
		104	HIL:Malibu	Qualitative Analysis Boot Camp
	1:30pm	127	ACC:205B	Mentoring Graduate Students
	1:45pm	128	SHR:Garden C	Philosophies of Organizational Research
	2:00pm	132	HIL:Catalina 2	Reviewing in the Rough
	2:15pm	136	MAR:Newport Beach, Rancho Las Palmas	Financial Markets and Organization Theory
	2:45pm	143	MAR:La Jolla, Los Angeles	Professions Research
	3:00pm	149	MAR:Northeast Marquis Ballroom	OMT Teaching Roundtables
		150	MAR:Grand Ballroom Salon J, K	Experimental Methods
	4:30pm	164	MAR:Grand Ballroom Salon F	OMT Research Forum
		165	MAR:La Jolla, Los Angeles	Developing a Theory of Business
	6:00pm	184	MAR:Grand Ballroom Salon E	Meet OMT Social
Sat	8:00am	207	HIL:Catalina 5	Institutions and Corporate Governance in East Asia
		209	HIL:El Capitan AB	Beyond the Case Method
		227	ACC:201C	State Capitalism 2.0.
		247	MAR:Northwest Marquis Ballroom	Business Collective Action in the 21st Century
		248	MAR:Grand Ballroom Salon A, B	Teaching Social Networks
		249	MAR:Platinum Ballroom 9	Brokers and Brokerage in a Dynamic Context
		250	MAR:Platinum Ballroom 10	Research on Stigmatization
		251	MAR:Grand Ballroom Salon J, K	INFORMS Dissertation Proposal
		252	MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis
	253	MAR:Orange County Ballroom 2	Cultural Entrepreneurship	
	9:45am	278	HIL:Carmel	Dealing with Endogeneity
		282	MAR:Orange County Ballroom 2	The Value of Values for Organization Theory
	10:15am	300	ACC:210C	Mindfulness Research Methods
		301	MAR:Platinum Ballroom 7	Trust between Individuals and Organizations
		302	MAR:Grand Ballroom Salon J, K	Behavioral Strategy
		303	MAR:Platinum Ballroom 8	Pragmatism Org and Mgmt
		305	HIL:Pacific B	Practice view on Paradox
	11:15am	321	MAR:Northwest Marquis Ballroom	Social Movements and Markets
	12:00pm	326	HIL:El Capitan AB	The Micro-Macro Divide
		336	OS:Roy's Restaurant.	OMT Dissertation Proposal Workshop
		337	MAR:Grand Ballroom Salon C, D	"Big Data" Research
	12:30pm	347	SHR:Park D	Using Historical Approaches
		349	MAR:Grand Ballroom Salon J, K	Rationality in Action
	1:00pm	351	HIL:Catalina 2	Managing Externally Funded Research Projects
		361	MAR:Northeast Marquis Ballroom	Scholarship into Practice
		363	ACC:201A	Process Research Methods PDW

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information	
Sat	1:15pm	366	SHR:Plaza B	Marx Political Economy	
		369	HIL:California D	Strategy and Discourse	
	1:30pm	374	ACC:210D	Exploring Complex Causality	
	2:15pm	394	MAR:Platinum Ballroom 10	Academic Careers & Change	
		395	MAR:Platinum Ballroom 8	Paradox Theory and Sustainability	
	2:30pm	399	MAR:Northwest Marquis Ballroom	Managing in the Age of Disruption	
	3:00pm	410	MAR:Platinum Ballroom 1	Teaching Alt Econ Futures	
	4:15pm	427	HIL:Carmel	The Social Construction of Markets	
		430	MAR:South Marquis Ballroom	Advanced Networks PDW	
		432	HIL:California D	Practice Theory and Markets	
	4:30pm	439	MAR:Platinum Ballroom 4	Organization Design	
		440	MAR:Orange County Ballroom 1	Hybrid Organizations	
		441	MAR:Orange County Ballroom 2	Time and Sustainability	
	4:45pm	443	MAR:Platinum Ballroom 1	Emotions and Fieldwork	
	5:15pm	448	MAR:Northwest Marquis Ballroom	Publishing Inductive Research	
	5:45pm	455	HIL:Malibu	New Methods and Approaches in Aspirations Research	
	Sun	8:30am	505	MAR:Rancho Las Palmas	OMT Executive Committee Meeting
		12:45pm	605	MAR:Suite 312	Activism & Change
			606	MAR:Suite 315	Entrepreneurship & Innovation
		2:30pm	666	MAR:Los Angeles	Relationship Dynamics
667			MAR:Suite 312	Adoption & Decoupling	
668			MAR:Suite 315	Identity & Categorization	
669			HIL:Catalina 5	JS: Entrepreneurship Worldwide	
4:15pm		730	MAR:Los Angeles	Status & Reputation	
		731	MAR:Suite 312	Change	
		732	MAR:Suite 315	Learning & Knowledge	
Mon		8:00am	879	ACC:304B	JS: Errors in Organizations
			886	MAR:Northwest Marquis Ballroom	OMT Distinguished Scholar Breakfast
	908		MAR:Platinum Ballroom 9	JS: Organization of Science	
	9:45am	922	HIL:San Simeon A	SHCS: Sex in the Boardroom- A Debate	
		959	ACC:210A	JS: Leader Humility	
		983	MAR:Elite Ballroom 1	Inequality & Discrimination	
		984	MAR:Grand Ballroom Salon A	Innovation & Collaboration	
		985	MAR:Grand Ballroom Salon B	Crisis & Organizations	
		986	MAR:Newport Beach	Bridging Professional Boundaries	
		987	MAR:Orange County Ballroom 4	Organizational Misconduct	
		988	MAR:Rancho Las Palmas	Trust & Cooperation	
		989	MAR:San Diego	Cultural Perspective	
		990	MAR:Suite 304	Imprinting & Knowledge	
		991	MAR:Suite 312	Technology & Organization	
		992	MAR:Northeast Marquis Ballroom	SHCS: Politics, Political Ideology and Organizations	
		993	MAR:Platinum Ballroom 3	JS: Networks and Routines in Digital Worlds	
		994	MAR:Platinum Ballroom 2	JS: Uncovering Novelty Emergence	
		1016	MAR:Platinum Ballroom 8	JS: Firms, Innovations, Crowds	

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information		
Mon	11:30am	1055	HIL:Pacific A	JS: Health Professional Workforce		
		1067	ACC:304D	SHCS: Global Diffusion of Korean Pop		
		1068	ACC:304C	JS: Global Institutional Diversity		
		1077	HIL:EI Capitan B	SHCS: Meaning Making in Organization		
		1107	MAR:Elite Ballroom 1	Gender & Inequality		
		1108	MAR:Grand Ballroom Salon A	Innovation Dynamics		
		1109	MAR:Grand Ballroom Salon B	Stigma		
		1110	MAR:Grand Ballroom Salon G	Innovation Learning & Diffusion		
		1111	MAR:Newport Beach	Bridging Organizational Boundaries		
		1112	MAR:Orange County Ballroom 4	Misconduct & Controversies in China		
		1113	MAR:Rancho Las Palmas	Interorganizational Cooperation & Coordination		
		1114	MAR:San Diego	Design, Structure & Control		
		1115	MAR:Platinum Ballroom 9	JS: How Institutions Really Think		
		1116	MAR:Platinum Ballroom 2	JS: The Heart of Institutions		
		1117	MAR:Platinum Ballroom 3	JS: Analytics at Work		
		1118	MAR:Northeast Marquis Ballroom	JS: Institutional Logics		
			1:15pm	1154	HIL:Monterey	JS: Managing Strategic Tensions
				1181	ACC:209B	JS: Organizations and Inequality
1198	HIL:Mezzanine 12			SHCS: Moral Emotions and Institution		
1222	HIL:Malibu			JS: Online Labor Markets		
1226	MAR:Elite Ballroom 1			Gender, Perception & Consequences		
1227	MAR:Grand Ballroom Salon A			Innovation & Culture		
1228	MAR:Grand Ballroom Salon B			Crisis & Resilience		
1229	MAR:Newport Beach			Bridging, Cooperation & Isolation		
1230	MAR:Orange County Ballroom 4			Activism Targeting		
1231	MAR:Rancho Las Palmas			Interorganizational Relations		
1232	MAR:San Diego			Cultural Production		
1233	MAR:Northeast Marquis Ballroom			SHCS: Qualitative Theory Building		
1234	MAR:Platinum Ballroom 9			JS: New Organizational Metaphors		
1235	MAR:Platinum Ballroom 3			JS: Bridging Research-Practice Gap		
1236	MAR:Platinum Ballroom 2			JS: Stigma and Legitimacy Loss		
1237	MAR:Grand Ballroom Salon E	SHCS: Organizing and Administration in Refugee Crises				
	3:00pm	1335	ACC:202B	SHCS: The Meaning of Work in Difficult Times		
		1342	MAR:Elite Ballroom 1	Selection & Socialization		
		1343	MAR:Grand Ballroom Salon A	Innovation & Inequality		
		1344	MAR:Grand Ballroom Salon B	Organizational Ethics & Impacts		
		1345	MAR:Grand Ballroom Salon J	Identity & Categorization		
		1346	MAR:Newport Beach	Diffusion of Practices		
		1347	MAR:Orange County Ballroom 1	Corporations & Society		
		1348	MAR:Orange County Ballroom 4	Activism Tools		
		1349	MAR:Rancho Las Palmas	Organizational Status		
		1350	MAR:San Diego	Organizations, Law & Government		
		1351	MAR:Platinum Ballroom 2	SHCS: Hierarchy on Trial		
		1352	MAR:Platinum Ballroom 9	JS: Doing field level ethnography		
		1353	MAR:Platinum Ballroom 3	JS: Ecologies of Routines		

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information		
Mon	4:45pm	1388	HIL:Malibu	JS: Regulatory Heterogeneity		
		1389	HIL:Palisades	JS: Simple Rules		
		1407	HIL:Avila A	SHCS: Gender Gap in Entrepreneurship		
		1455	ACC:202B	JS: Navigating Paradoxes		
		1464	MAR:Elite Ballroom 1	Referral		
		1465	MAR:Grand Ballroom Salon A	Innovation & the Chinese State		
		1466	MAR:Grand Ballroom Salon B	Organizational Reputation		
		1467	MAR:Grand Ballroom Salon H	All in the Family		
		1468	MAR:Grand Ballroom Salon K	Identity & Authenticity		
		1469	MAR:Newport Beach	Diffusion & Adoption		
		1470	MAR:Orange County Ballroom 4	Corporations & Social Performance		
		1471	MAR:Rancho Las Palmas	Politics of Cooperation		
		1472	MAR:San Diego	Institutions, Health & Risk		
		1473	MAR:Platinum Ballroom 2	JS: Advancing Multilevel Thinking		
		1474	MAR:Platinum Ballroom 7	JS: Learning from Organizational Errors and Failures		
		1475	MAR:Platinum Ballroom 10	JS: Leading Professionals		
		1476	MAR:Platinum Ballroom 9	JS: Logic Meaning		
		1482	ACC:303C	JS: QCA in Management Research		
				1492	MAR:Platinum Ballroom 8	JS: Leadership and Innovation
	6:30pm	1509	MAR:Northwest Marquis Ballroom	OMT Business Meeting		
	7:30pm	1520	MAR:Northeast Marquis Ballroom	OMT Social Hour		
Tue	8:00am	1544	HIL:Malibu	JS: Write Successful Articles		
		1570	SHR:Park D	JS: Social Class at Work		
		1592	HIL:Avila B	JS: Compassion as a Resource		
		1615	ACC:208A	JS: Org Culture and Context		
		1624	MAR:Elite Ballroom 1	Audience & Legitimacy		
		1625	MAR:Grand Ballroom Salon A	Emergence of Organizations & Fields		
		1626	MAR:Grand Ballroom Salon B	Learning & Knowledge Flows		
		1627	MAR:Newport Beach	Control & Governance		
		1628	MAR:Orange County Ballroom 4	Social Construction		
		1629	MAR:Rancho Las Palmas	Identity Dynamics		
		1630	MAR:San Diego	Merger Design & Integration		
		1631	MAR:Northeast Marquis Ballroom	JS: Movements and Accountability		
		1632	MAR:Platinum Ballroom 9	SHCS: Cognition in Environments		
		1633	MAR:Platinum Ballroom 2	JS: Time-Based Strategies		
		1634	MAR:Platinum Ballroom 3	JS: Culture and Networks		
		1642	HIL:Pacific A	JS: Meaningful Strategy		
		1648	MAR:Elite Ballroom 3	JS: History, Memory, and CSR		
			9:45am	1709	HIL:Carmel	SHCS: Identity and Leadership
				1746	MAR:Elite Ballroom 1	Audience Evaluation
				1747	MAR:Elite Ballroom 3	Failure & Dissolution
				1748	MAR:Grand Ballroom Salon A	Emergence of Categories & Networks
				1749	MAR:Grand Ballroom Salon B	Learning & Knowledge
				1750	MAR:Grand Ballroom Salon H	Innovation
				1751	MAR:Newport Beach	Control & Conformity
				1752	MAR:Orange County Ballroom 3	Play & Charisma
				1753	MAR:Orange County Ballroom 4	Status & Cooperation
				1754	MAR:Platinum Ballroom 7	Entrepreneurship & Culture
				1755	MAR:Rancho Las Palmas	Diffusion Dynamics
				1756	MAR:San Diego	Corporate Finance & Social Good
		1757	MAR:Platinum Ballroom 9	JS: Categories and Competition		
		1758	MAR:Platinum Ballroom 3	JS: Temporary Organizations		
		1759	MAR:Northeast Marquis Ballroom	JS: Logics and Categories		
		1760	MAR:Platinum Ballroom 2	SHCS: Gender Gap in Science		
		1767	ACC:303C	JS: Beyond Statistical Significance		
		1778	MAR:Platinum Ballroom 8	SHCS: Networks & Ecosystems		

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information		
Tue	11:30am	1791	HIL:California B	JS: The Dark Side		
		1797	HIL:San Simeon A	JS: Why We Care about Hierarchy		
		1835	HIL:Carmel	JS: Advances in Identity Work		
		1859	ACC:304A	SHCS: Compassion and Empowerment		
		1866	MAR:Grand Ballroom Salon J	JS: Failure to Adapt		
		1869	MAR:Elite Ballroom 1	Bridging Categories & Logics		
		1870	MAR:Grand Ballroom Salon A	Emergence		
		1871	MAR:Grand Ballroom Salon B	Learning & Change		
		1872	MAR:Newport Beach	Control, Power & Governance		
		1873	MAR:Northwest Marquis Ballroom	Using Social Media Data		
		1874	MAR:Orange County Ballroom 4	Status Dynamics		
		1875	MAR:Platinum Ballroom 9	Institutional Dynamics		
		1876	MAR:Rancho Las Palmas	Organizations & Regulation		
		1877	MAR:San Diego	Corporate Governance		
		1878	MAR:Platinum Ballroom 2	JS: Careers in Organizations		
		1879	MAR:Northeast Marquis Ballroom	JS: Social Evaluations in Markets		
		1880	MAR:Platinum Ballroom 3	JS: Grappling with Agency		
		1886	ACC:303C	SHCS: Unconventional Research		
				1893	MAR:Grand Ballroom Salon H	JS: Trade Associations: Role, Voice, and Strategy
			1:15pm	1911	HIL:La Jolla	JS: Strategic Leader Interfaces
1912	HIL:San Simeon A			JS: Digitization and Strategy		
1913	HIL:California B			JS: Social Structure, Trust, and Entrepreneurship		
1923	SHR:Palm East			JS: Philosophy and Organizational Research		
1981	ACC:303B			SHCS: Temporality in Organizations		
1983	ACC:210C			JS: Investigating Network Dynamics		
1993	MAR:Elite Ballroom 1			Failure		
1994	MAR:Grand Ballroom Salon B			Routines		
1995	MAR:Newport Beach			Change		
1996	MAR:Orange County Ballroom 4			Reputation & Evaluation		
1997	MAR:Rancho Las Palmas			Communities		
1998	MAR:San Diego			Performance		
1999	MAR:Platinum Ballroom 9			JS: Bridging Macro-Micro Analysis		
	3:00pm			2029	HIL:Mezzanine 1	SHCS: Beyond the Experience Curve
		2030	HIL:San Simeon A	JS: Entrepreneurial Labor Markets		
		2051	HIL:Santa Monica	SHCS: Boundary Work in Healthcare		
		2080	ACC:202B	JS: Manager as Leader and Follower		
		2089	ACC:210C	JS: Perceptions in Social Networks		
		2092	ACC:212A	JS: Coordination and Complexity		
		2095	MAR:Grand Ballroom Salon A	Entrepreneurship		
		2096	MAR:Grand Ballroom Salon B	Learning		
		2097	MAR:Newport Beach	Organizations & the State		
		2098	MAR:Orange County Ballroom 4	Status & Reputation		
		2099	MAR:Rancho Las Palmas	Rethinking Theory		
		2100	MAR:Platinum Ballroom 2	JS: Celebrity		
		2101	MAR:Elite Ballroom 1	JS: Conversation Analysis		
		2102	MAR:Orange County Ballroom 1	JS: Sustainable Business Models		

Organization Development & Change

Program Chair: John Matthew Amis, U. of Edinburgh
 Professional Development Workshop Chair: Danielle Zandee, Nyenrode Business U.

Day	Start	#	Location	Session Information
Fri	8:00am	32	ACC:212A	Silence, Mindfulness & Meaning
		37	MAR:Gold Key III	Co-creating Culture
		38	MAR:La Jolla, Los Angeles	Meaningful Facilitation
	10:00am	67	MAR:Desert Springs	Emotional Intelligence
	10:15am	78	MAR:La Jolla, Los Angeles	What's New in OD?
	10:30am	82	MAR:Northwest Marquis Ballroom	High Impact Change
	11:45am	93	MAR:Desert Springs	Shadows & Group Learning
	12:00pm	101	MAR:Grand Ballroom Salon H	Creativities
	12:30pm	111	MAR:Gold Key III	Cross-Cultural Management
		112	MAR:La Jolla, Los Angeles	A Concept for Finding Meaning
	2:00pm	132	HIL:Catalina 2	Reviewing in the Rough
	2:45pm	144	ACC:202B	Ask The Experts: Qualitative Research
	3:15pm	152	MAR:Grand Ballroom Salon H	Junior Faculty PDW
	4:00pm	159	MAR:Desert Springs	ODC Board Planning Meeting
	Sat	8:00am	217	HIL:Catalina 1
234			SHR:Park D	Opening up History
235			ACC:205B	Stories, Tools, Transformation
244			MAR:Grand Ballroom Salon H	Scholar-Practitioner Roles
8:30am		268	MAR:Platinum Ballroom 3	ODC Doctoral Consortium
10:15am		300	ACC:210C	Mindfulness Research Methods
		304	MAR:Northeast Marquis Ballroom	Leadership for a Healthy World
11:15am		319	MAR:Grand Ballroom Salon H	Purpose to Impact: Leading in a Digital Age
		320	MAR:Grand Ballroom Salon A, B	Mergers & Acquisitions
1:00pm		357	ACC:207A	Meaningful Leadership
		361	MAR:Northeast Marquis Ballroom	Scholarship into Practice
		363	ACC:201A	Process Research Methods PDW
1:15pm		368	MAR:Platinum Ballroom 1	Client-Consultant Sense-Making
1:30pm		372	MAR:Grand Ballroom Salon H	Reflective Hybrids
		373	MAR:Orange County Ballroom 3, 4	A New Wave of OD Innovation?
2:00pm		384	SHR:Plaza D	Realizing Y-Our Impact
		386	MAR:Grand Ballroom Salon A, B	Research in and on Africa
2:15pm		394	MAR:Platinum Ballroom 10	Academic Careers & Change
		395	MAR:Platinum Ballroom 8	Paradox Theory and Sustainability
3:45pm		419	SHR:Plaza A	Changing Culture for Diversity
4:15pm		431	MAR:Northeast Marquis Ballroom	Scholar-Practitioner Platform
4:30pm		439	MAR:Platinum Ballroom 4	Organization Design
5:15pm		448	MAR:Northwest Marquis Ballroom	Publishing Inductive Research
Sun	2:00pm	639	MAR:Grand Ballroom Salon G	ODC Board Meeting
	2:30pm	665	MAR:Suite 304	Change and firm performance
	4:15pm	729	MAR:Suite 304	Organizational Transformations Over Time
Mon	8:00am	853	MAR:Suite 315	JS: Making Research Meaningful
		856	SHR:Park D	JS: New Frontiers in Coaching Research
		880	ACC:210D	SHCS: Challenging the Status Quo
		883	MAR:Desert Springs	Power, leadership and change
		884	MAR:Grand Ballroom Salon J	Innovation and Change
	9:45am	949	HIL:Mezzanine 14	JS: Promoting Workplace Safety
		968	ACC:304C	JS: Organizational Global Mindset
		980	MAR:Desert Springs	Institutions and Fields
981	MAR:Grand Ballroom Salon J	JS: Sustainable Food Supply Chain		

Organization Development & Change (cont.)

Day	Start	#	Location	Session Information
Mon	11:30am	1051	SHR:Plaza C	JS: Change to Inclusion
		1080	MAR:Grand Ballroom Salon E	SHCS: Leading Meaningfully
		1098	ACC:208A	JS: Engaging Those in Power
		1104	MAR:Desert Springs	Change Practices and Stakeholder Perspectives
		1105	MAR:Grand Ballroom Salon J	ROCD: Current Trajectories
		1118	MAR:Northeast Marquis Ballroom	JS: Institutional Logics
	1:15pm	1219	ACC:304B	JS: Exploiting New Work Practices
		1223	MAR:Desert Springs	CEOs, Boards and Change
		1224	MAR:Grand Ballroom Salon J	JS: Leadership-as-Practice: Theory and Application
		1234	MAR:Platinum Ballroom 9	JS: New Organizational Metaphors
	3:00pm	1338	MAR:Northwest Marquis Ballroom	ODC Distinguished Scholar: Michael L. Tushman
		1353	MAR:Platinum Ballroom 3	JS: Ecologies of Routines
	4:45pm	1454	ACC:203A	JS: Climbing Mount Meaning
		1458	MAR:Desert Springs	Performance and Assessment
		1459	MAR:Grand Ballroom Salon J	Org learning and change
		1460	MAR:Orange County Ballroom 1	Employee commitment and organizational change
		1461	MAR:South Marquis Ballroom	ODC Division Business Meeting
		1475	MAR:Platinum Ballroom 10	JS: Leading Professionals
6:45pm	1514	MAR:South Marquis Ballroom	ODC Division Members' Reception	
Tue	8:00am	1576	ACC:201D	JS: It's Relevant! Action Research and HRM
		1594	ACC:212A	JS: Meaningful Sustainability
		1618	MAR:Desert Springs	Culture change in organizations
		1619	MAR:Grand Ballroom Salon J	Leading change
		1620	MAR:Orange County Ballroom 1	Roles, identities and change
	9:45am	1737	ACC:207A	JS: The Paradox of Predictability and Change in Teams
		1742	MAR:Desert Springs	Leading strategic change in times of uncertainty
		1743	MAR:Grand Ballroom Salon J	SHCS: Academic-Practitioner Partners
	11:30am	1822	ACC:206B	JS: Event-Oriented Research
		1865	MAR:Desert Springs	Organizational capabilities and change
		1866	MAR:Grand Ballroom Salon J	JS: Failure to Adapt
	1:15pm	1947	ACC:202A	JS: Socialize through Interactions
		1987	MAR:Desert Springs	Making (change and) organizations meaningful
		1988	MAR:Orange County Ballroom 1	Paradox and change
		1989	MAR:Grand Ballroom Salon J	JS: Change and Employee Outcomes
	3:00pm	2051	HIL:Santa Monica	SHCS: Boundary Work in Healthcare
		2090	ACC:204C	JS: The Well-being Research Agenda
		2091	ACC:304A	JS: Developments Psych Ownership
		2092	ACC:212A	JS: Coordination and Complexity
		2093	MAR:Grand Ballroom Salon J	Getting emotional about change
2106		ACC:303C	JS: Chasing the Unicorn	

Organizational Behavior

Program Chair: Jeffrey R. Edwards, U. of North Carolina
 Symposium Chair: Cristina Gibson, U. of Western Australia
 Professional Development Workshop Chair: Steffanie L. Wilk, The Ohio State U.

Day	Start	#	Location	Session Information
Fri	8:00am	16	ACC:203A	Sequence Analysis
		21	SHR:Plaza B	Men Advocate for Diversity
		25	ACC:201D	Business Talent Challenges
		33	ACC:204B	The Productivity Process
		34	ACC:205A	Innovative Decision-making
		35	ACC:205B	Measuring Work Relationships
		43	ACC:207C	Qualitative Dissertations
		44	ACC:202A	"Doing" Grounded Theory
	9:00am	52	HIL:Catalina 1	Research Incubator
	10:45am	84	HIL:Lido A	Theory Development Workshop
	11:15am	87	SHR:Plaza A	Dirty Work Research Incubator
		88	ACC:212B	New to OB? Navigating the OB Division and AOM
		89	ACC:205B	Thrive as Academics
		90	ACC:205A	A Stress Management Workshop for Junior Faculty
		91	MAR:Grand Ballroom Salon J, K	Organizational Ethnography
	11:45am	94	ACC:211B	Fit Research Incubator
	12:00pm	101	MAR:Grand Ballroom Salon H	Creativities
		103	MAR:Newport Beach, Rancho Las Palmas	Using Sport Data to Advance Management Theory
	1:00pm	120	ACC:201D	Language in International Management Research
	1:30pm	126	ACC:212B	Position Outside the US?
		127	ACC:205B	Mentoring Graduate Students
2:00pm	132	HIL:Catalina 2	Reviewing in the Rough	
	133	ACC:211B	OB Research & Family Business	
	134	ACC:202A	From Coding to Construction	
2:45pm	139	SHR:Park D	Moving Gender Research Forward	
	141	HIL:Malibu	Positive Identities	
	142	ACC:203A	Unconstrained by Fear	
3:00pm	146	ACC:201C	Careers in the Rough	
	147	HIL:Catalina 5	Emotions in Family Firm	
3:45pm	156	ACC:212B	Publishing in Top Non-US Journals – Why and How?	
4:00pm	158	ACC:208AB	OB Doctoral Consortium	
5:00pm	168	ACC:206A	Jr. Faculty Workshop	
Sat	8:00am	233	SHR:Palm West	Suppose We Took Student Teams Seriously
		237	ACC:201B	OB Research Incubator
		238	ACC:204C	Halfway There
		239	ACC:206A	Jr. Faculty Workshop
		240	ACC:208AB	OB Doctoral Consortium
		241	ACC:210A	Revise and Resubmit
		242	ACC:210C	International Sabbaticals
		243	ACC:209A	Implicit Personality Research
		248	MAR:Grand Ballroom Salon A, B	Teaching Social Networks
		249	MAR:Platinum Ballroom 9	Brokers and Brokerage in a Dynamic Context
		251	MAR:Grand Ballroom Salon J, K	INFORMS Dissertation Proposal
		252	MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis
		253	MAR:Orange County Ballroom 2	Cultural Entrepreneurship
		256	ACC:202B	Cloud-Based Meta-Analysis
	257	ACC:207A	Multilevel Modeling	
	9:00am	271	ACC:207B	Publish for Real World Impact
		276	ACC:303D	Bridging Science and Practice
	10:00am	285	ACC:210B	It Takes Two to Tango: Learning to Lead and Follow

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Sat	10:15am	299	ACC:207A	Teaching about Relationships
		300	ACC:210C	Mindfulness Research Methods
		301	MAR:Platinum Ballroom 7	Trust between Individuals and Organizations
		302	MAR:Grand Ballroom Salon J, K	Behavioral Strategy
		303	MAR:Platinum Ballroom 8	Pragmatism Org and Mgmt
	10:45am	307	HIL:Catalina 5	Psychological Foundations 2.0
		309	HIL:Santa Monica	CEO Influence PDW
		312	ACC:210D	Organizing for Meaning
	11:00am	314	HIL:Catalina 3	Negotiating Your (First) Job Offer
	12:00pm	326	HIL:El Capitan AB	The Micro-Macro Divide
		333	ACC:209B	Active Training Approaches
		339	ACC:202B	Using SRM in Management
	12:15pm	342	ACC:204C	Behavioral Ethics PDW
	12:30pm	348	ACC:210C	Addressing Impostor Phenomenon
		350	ACC:213A	EFA vs CFA
	1:00pm	352	ACC:203A	CAR Early Career Faculty Consortium
		353	ACC:205A	Sabbatical Positions
		357	ACC:207A	Meaningful Leadership
		361	MAR:Northeast Marquis Ballroom	Scholarship into Practice
		363	ACC:201A	Process Research Methods PDW
		365	SHR:Plaza A	Stop Worrying, Love Teaching
	1:45pm	376	ACC:208AB	Building your Academic Career
	2:30pm	397	ACC:209A	Teaching Careers
		398	ACC:207B	The Future of Proactivity in Organizations
	2:45pm	401	HIL:Santa Monica	Errors in Health Care
		402	ACC:201D	Building the Compensation Research Community
		404	ACC:210C	CSR: Micro and Macro Divide
	3:15pm	413	ACC:201B	Work Design Across Cultures
	3:30pm	414	SHR:Plaza B	Networking in a Diverse AOM
		416	ACC:204C	Using Sports Data Effectively
	4:00pm	425	ACC:Ballroom B	OB Research Networking Forum
	4:15pm	430	MAR:South Marquis Ballroom	Advanced Networks PDW
	4:45pm	443	MAR:Platinum Ballroom 1	Emotions and Fieldwork
6:00pm	462	ACC:303D	OB Division Awards Ceremony	
7:00pm	473	ACC:Ballroom A	OB Division Social	
Sun	9:30am	572	ACC:212A	OB Division Executive Committee Meeting
	12:45pm	603	HIL:Catalina 6	JS: Relational Ambivalence at Work

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Mon	8:00am	814	HIL:Lido B	JS: Psychological Heuristics and Biases in Management
		818	ACC:303D	JS: Relationships & Inclusion
		840	SHR:Plaza D	JS: Multiple Minority Identities in the Workplace
		845	ACC:201D	JS: Volunteering & Meaningfulness
		852	ACC:304D	JS: Leadership in Global Roles
		856	SHR:Park D	JS: New Frontiers in Coaching Research
		861	HIL:Mezzanine 12	SHCS: Understanding the Interplay of Trust and Emotions
		863	ACC:201A	Moral Reasoning and Behavior
		864	ACC:201B	Creativity and Innovation
		865	ACC:202A	Workplace Incivility
		866	ACC:202B	Meaningfulness of Work
		867	ACC:206A	Voice and Helping in Organizations
		868	ACC:207A	Decision-Making in Teams
		869	ACC:207B	Multiple Facets of Leading and Managing
		870	ACC:207C	Leader Effectiveness
		871	ACC:208B	Organizational Change and Crisis
		872	ACC:209A	Identity, Embeddedness, and Staying
		873	ACC:210C	Psychological Contracts
		874	ACC:303A	Personality and Performance
			9:15am	911
	9:45am	927	ACC:303D	JS: Careers in Context
		929	HIL:Santa Monica	JS: Perspective-Taking
		943	HIL:Carmel	SHCS: New Venture Funding
		947	SHR:Plaza D	JS: Diversity and POS
		949	HIL:Mezzanine 14	JS: Promoting Workplace Safety
		976	ACC:204BC	OB Plenary Session
		979	HIL:Malibu	JS: Measuring Virtuality

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Mon	11:30am	1021	ACC:212B	JS: Attracting and Developing the Protean Employee
		1027	HIL:Pacific B	JS: Justice is All Around Us
		1028	HIL:Santa Monica	JS: Strategy, Contextualized
		1052	SHR:Plaza D	JS: Bridging the Gap
		1076	HIL:Mezzanine 12	JS: Explain&Manage Cul-difference
		1077	HIL:El Capitan B	SHCS: Meaning Making in Organization
		1081	ACC:201A	Ethics and Behavior in Organizations
		1082	ACC:201B	Individual Differences and Creativity
		1083	ACC:202A	The Dark Sides of Behavior in Organizations
		1084	ACC:202B	Meaning and Engagement in Organizations
		1085	ACC:205A	Work-Life Balance
		1086	ACC:206A	Expressing Voice in the Workplace
		1087	ACC:207A	Team Composition and Performance
		1088	ACC:207B	Leading Through Climate and Culture
		1089	ACC:207C	Transformational Leadership
		1090	ACC:208B	Transactive Memory and Knowledge Sharing
		1091	ACC:209A	Triggers of Turnover
		1092	ACC:210C	Social Exchange In Organizations
		1093	ACC:210D	Exploring multiple perspective
		1094	ACC:303A	Multiple Pathways to Motivation
1095	ACC:304A	Empowerment, Involvement, and Creativity		
1096	ACC:304B	Managing Through Technology		
1097	MAR:Grand Ballroom Salon C	Emotions in Teams		
1098	ACC:208A	JS: Engaging Those in Power		
1099	ACC:303B	JS: Passion: Buzzword or Theoretical Construct?		
	1:15pm	1157	ACC:303D	SHCS: Probing Career Success
		1172	SHR:Park D	JS: Gender Disparities
		1180	ACC:206B	JS: JDM and Personnel Selection
		1188	ACC:304D	JS: Identity, Cultural Adaptation
		1198	HIL:Mezzanine 12	SHCS: Moral Emotions and Institution
		1200	ACC:303C	JS: Production of Meaning
		1201	ACC:201A	Ethical and Prosocial Behavior
		1202	ACC:201B	Contextual Factors in Creativity
		1203	ACC:202A	Envy and Cynicism
		1204	ACC:202B	Leadership, Empowerment, and Meaning
		1205	ACC:204A	Abuse, Mistreatment, and Injustice
		1206	ACC:205A	Work-Nonwork Linkages
		1207	ACC:206A	Dynamics of Voice in Organizations
		1208	ACC:207A	Spanning Team Boundaries
		1209	ACC:207B	Dysfunctional Leadership
		1210	ACC:207C	Leadership, Vision, and Innovation
		1211	ACC:208B	Networks and Roles in Organizations
		1212	ACC:209A	How We See Organizations
		1213	ACC:210C	Interpersonal Empathy
		1214	ACC:303A	Complexities in the Causes of Performance
		1215	ACC:303B	Humility in Organizations
		1216	ACC:304A	Engagement and Thriving at Work
		1217	ACC:210D	JS: Strategic Followership
		1218	ACC:208A	JS: Leadership and identity
		1219	ACC:304B	JS: Exploiting New Work Practices
		1224	MAR:Grand Ballroom Salon J	JS: Leadership-as-Practice: Theory and Application
		1234	MAR:Platinum Ballroom 9	JS: New Organizational Metaphors
		1256	MAR:Platinum Ballroom 8	JS: Recombination in Teams

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Mon	3:00pm	1286	HIL:Avila B	JS: Entrepreneurs And Well-being
		1314	HIL:Mezzanine 12	SHCS: Learning from Errors
		1317	ACC:202A	Deviant Behavior in Organizations
		1318	ACC:204A	Trust versus Distrust, Justice versus Injustice
		1319	ACC:204C	OB Division Making Connections Networking Event
		1320	ACC:205A	Work-Family Connections
		1321	ACC:206A	Understanding Employee Voice
		1322	ACC:207A	Interpersonal Dynamics in Teams
		1323	ACC:207B	Leadership, Stress, and Well-Being
		1324	ACC:207C	Shared Leadership
		1325	ACC:208B	Ties and Interlocks
		1326	ACC:209A	Organizational Image, Reputation, and Cooperation
		1327	ACC:304A	Employee Engagement
		1328	ACC:304B	Roles, Goals, and Job Design
		1329	ACC:303B	JS: Interpersonal Dynamics of Forgiveness
		1330	ACC:210D	JS: Multiple Commitment Dynamics
		1331	ACC:303A	JS: Leader Dark-Side Traits
		1332	ACC:208A	JS: LMX in International Contexts
		1333	ACC:304D	JS: Leader Identity
		1334	ACC:210C	JS: Interpersonal Communication
1335	ACC:202B	SHCS: The Meaning of Work in Difficult Times		
1351	MAR:Platinum Ballroom 2	SHCS: Hierarchy on Trial		
	4:45pm	1397	HIL:La Jolla	JS: Catching the Fifth Wave
		1411	SHR:Palm East	JS: Diversity Perceptions
		1418	ACC:209B	SHCS: Employee Turnover: New Perspectives
		1427	SHR:Park C	JS: Then & Now: Organizational Trust
		1432	HIL:Avila B	JS: Crossing Boundaries
		1433	HIL:Mezzanine 12	SHCS: Individual Experience in Teams
		1436	ACC:201A	Prosocial and Ethical Leadership
		1437	ACC:201B	Social Context and Creativity
		1438	ACC:202A	Organizational Misbehavior
		1439	ACC:204A	Social Aspects of Justice
		1440	ACC:206A	Innovation and Voice
		1441	ACC:207A	Team Process and Outcomes
		1442	ACC:207B	Authentic Leadership
		1443	ACC:207C	The Experience of Leadership
		1444	ACC:207D	Positives and Negatives of Networks
		1445	ACC:208A	Paradoxical leadership
		1446	ACC:208B	Economic Forces and Behavior in Organizations
		1447	ACC:209A	How We See Others in Organizations
		1448	ACC:210C	Efficacy, Control, and Social Capital
		1449	ACC:210D	Organizational Commitment
		1450	ACC:303A	Motivation in Groups
		1451	ACC:304B	Research with Psychophysiology
		1452	ACC:304D	Social Comparison and Performance
		1453	ACC:213B	SHCS: Choice Architecture
		1454	ACC:203A	JS: Climbing Mount Meaning
		1455	ACC:202B	JS: Navigating Paradoxes
		1456	ACC:303B	JS: Gratitude in Relationships
1474	MAR:Platinum Ballroom 7	JS: Learning from Organizational Errors and Failures		

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	8:00am	1554	HIL:Santa Monica	JS: New Directions in Negotiation Research
		1555	HIL:San Simeon A	JS: The Role of Individual Differences in Negotiation
		1569	SHR:Palm West	JS: Managing Diversity
		1592	HIL:Avila B	JS: Compassion as a Resource
		1594	ACC:212A	JS: Meaningful Sustainability
		1595	ACC:201B	Employee Creativity
		1596	ACC:202A	Abusive Supervision
		1597	ACC:203B	Drivers of Organizational Citizenship Behaviors
		1598	ACC:204A	Trust in the Workplace
		1599	ACC:204C	Burnout, Emotional Exhaustion, and Well-Being
		1600	ACC:207A	Leadership Effects on Team Performance
		1601	ACC:207B	Servant Leadership
		1602	ACC:207C	Social Dynamics of Leadership
		1603	ACC:208B	Innovation and Learning in Organizations
		1604	ACC:210C	Multifaceted Nature of the Job Seeker Experience
		1605	ACC:210D	Multi-Level Research
		1606	ACC:213A	Either a Hero or a Fool
		1607	ACC:303A	Emotional Intelligence
		1608	ACC:303B	Psychological Aspects of Time
		1609	ACC:304A	Job Demands and Work Engagement
1610	ACC:304B	Self-Regulation in Organizations		
1611	ACC:201A	SHCS: Responses to Bad Behavior		
1612	ACC:206A	JS: Leadership and Employee Voice		
1613	ACC:209A	SHCS: New Perspectives on Impression Management at Work		
1614	ACC:202B	JS: Meaningfulness through Cause		
1615	ACC:208A	JS: Org Culture and Context		

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	9:45am	1670	ACC:303D	SHCS: Not My Breach!
		1676	HIL:San Simeon A	JS: Causes and Consequences of Moral Judgment
		1693	SHR:Palm West	JS: HR and Sexual Orientation
		1709	HIL:Carmel	SHCS: Identity and Leadership
		1710	HIL:Avila B	SHCS: Organization affects judgments
		1713	ACC:201B	Creativity in Teams
		1714	ACC:202A	Supervisor Abuse and Employee Reactions
		1715	ACC:203A	Faultlines and Team Process
		1716	ACC:203B	Seeking and Giving Help
		1717	ACC:204A	Leadership and Trust
		1718	ACC:204B	OB Division Lifetime Achievement Award Coffee
		1719	ACC:204C	Well-Being at Work
		1720	ACC:206B	The Functions of Faultlines
		1721	ACC:207B	Leader-Member Exchange
		1722	ACC:207C	Strategic and Financial Leadership
		1723	ACC:208B	Innovation and Exploration in Organizations
		1724	ACC:209B	Safety and Errors in Organizations
		1725	ACC:210A	Power and Status
		1726	ACC:210D	Inclusion, Cooperation, and Collective Behavior
		1727	ACC:213A	Varieties of Congruence in Organizations
1728	ACC:303A	Emotional Labor		
1729	ACC:303B	Temporal Aspects of Organizational Behavior		
1730	ACC:304B	Decision-Making		
1731	ACC:206A	JS: New Effects on Voice		
1732	ACC:201C	JS: Dark Triad at Work		
1733	ACC:208A	JS: Leadership and Followership		
1734	ACC:304A	JS: Proactivity Research: New Directions and Concepts		
1735	ACC:210C	JS: Idiosyncratic deals		
1736	ACC:209A	SHCS: Behavioral Ethics at Work		
1737	ACC:207A	JS: The Paradox of Predictability and Change in Teams		
1738	ACC:202B	JS: Leadership Research Mentoring		
1739	ACC:201A	JS: Tackling Unethical Behaviors		
1767	ACC:303C	JS: Beyond Statistical Significanc		
	10:15am	1779	ACC:204B	OB Division Lifetime Achievement Award Address

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	11:30am	1797	HIL:San Simeon A	JS: Why We Care about Hierarchy
		1799	SHR:Palm East	SHCS: Invisibility at Work
		1834	HIL:Lido C	JS: Intuition in Organizations: Enhancing Intuition
		1835	HIL:Carmel	JS: Advances in Identity Work
		1837	ACC:201B	Team Process and Creativity
		1838	ACC:202A	Jealousy, Anger, and Aggression
		1839	ACC:203B	Helping and Citizenship Behavior in Organizations
		1840	ACC:204C	Well-Being in the Workplace
		1841	ACC:205A	Neuroscience For Leadership
		1842	ACC:205B	Creativity at Work
		1843	ACC:207B	Effects of Leaders on Followers
		1844	ACC:208B	Learning in Organizations
		1845	ACC:209A	Climate in Organizations
		1846	ACC:212B	Supervisor and Organizational Support
		1847	ACC:213A	Person-Environment Fit in Organizations
		1848	ACC:210C	JS: Navigating in Hierarchies
		1849	ACC:206A	JS: Team/Manager Effects on Voice
		1850	ACC:207A	JS: The IPO of Virtual Teams
		1851	ACC:207C	JS: Empowering Leadership
		1852	ACC:210D	JS: New Developments of OCB
		1853	ACC:201A	JS: Underpinnings of Leadership
		1854	ACC:303B	SHCS: Dynamic Modeling Symposium
		1855	ACC:204A	JS: Trust in Organizations
		1856	ACC:208A	JS: Within-Person Leader Behavior
		1857	ACC:303A	JS: Unpleasant Emotions at Work
		1858	ACC:304B	JS: The Power of Reflection at Work
		1859	ACC:304A	SHCS: Compassion and Empowerment
1860	ACC:202B	JS: Meaningful Work		
1864	HIL:Pacific A	JS: Group Norms in Virtual Work: New Directions		
1880	MAR:Platinum Ballroom 3	JS: Grappling with Agency		

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1915	ACC:303D	JS: Academic Careers in Management
		1938	SHR:Plaza D	SHCS: Future of Diversity Climate
		1945	ACC:209B	JS: Mind the HRM GAP
		1946	ACC:210A	JS: Getting Rid of Ratings
		1961	ACC:203B	Prosocial Behavior
		1962	ACC:204B	Reconsidering Organizational Behavior Research
		1963	ACC:204C	Distress in Organizational Life
		1964	ACC:206A	Conflict and Cooperation in Teams
		1965	ACC:207B	Affect, Emotions, and Leadership
		1966	ACC:208B	Networks and Guanxi in China
		1967	ACC:209A	Politics in Organizations
		1968	ACC:210D	Gender and Relationships
		1969	ACC:212B	Positive Leadership
		1970	ACC:304B	Ethical Leadership
		1971	ACC:205A	JS: Work-Life and Careers
		1972	ACC:202B	SHCS: Inequality as a Barrier
		1973	ACC:207C	JS: The When, How and Who of Shared Leadership
		1974	ACC:213A	SHCS: P-E Fit: Qualitative Insights
		1975	ACC:204A	JS: New Insights Into the Development of Trust
		1976	ACC:208A	JS: Meeting the Leadership Demands of the 21st Century
		1977	ACC:207A	JS: Cross Cultural Examinations of Team Process Models
		1978	ACC:201B	JS: Motivation and Creativity
		1979	ACC:303A	JS: Dynamism of Employee Affect
		1980	ACC:304A	JS: Mindfulness at Work: Extensions and Explorations
		1981	ACC:303B	SHCS: Temporality in Organizations
		1982	ACC:201A	JS: Moral Drivers of Relationships
		1983	ACC:210C	JS: Investigating Network Dynamics
		1986	HIL:Palisades	JS: Advancing Virtual Work Resch

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2047	HIL:El Capitan A	JS: Innovation in Chinese Context
		2049	SHR:Palm West	SHCS: Women's Positive Leadership
		2054	ACC:206B	SHCS: New Perspectives on Deviance
		2065	HIL:Carmel	SHCS: Multiple Identities
		2066	ACC:204A	Caregiving and Service to Others
		2067	ACC:206A	Team Process and Effectiveness
		2068	ACC:207B	Development and Effectiveness of Leadership
		2069	ACC:207C	Personal Attributes and Social Comparison
		2070	ACC:208A	Eminent Leadership Scholars Pa
		2071	ACC:208B	Cross-Cultural Cognition and Behavior
		2072	ACC:209A	Priming in OB
		2073	ACC:209B	Psychological Safety
		2074	ACC:210A	Power in Organizations
		2075	ACC:212B	The Positive Power of Leadership
		2076	ACC:213A	The Pains of Organizational Behavior
		2077	ACC:303A	Physical and Emotional OB
		2078	ACC:304B	Double-Edged Swords in Organizational Life
		2079	ACC:202A	JS: Abusive Supervision
		2080	ACC:202B	JS: Manager as Leader and Follower
		2081	ACC:201B	JS: Creativity and Innovation
		2082	ACC:207A	JS: Affective Convergence in Teams
		2083	ACC:210D	JS: The Good, The Bad, The Pretty
		2084	ACC:205A	SHCS: Family and Employee Outcomes
		2085	ACC:201A	JS: Making Fit Meaningful
		2086	ACC:204B	JS: Intra-Individual Research
		2087	ACC:203B	JS: Impression (Mis)Management
2088	ACC:303B	JS: Thinking ahead		
2089	ACC:210C	JS: Perceptions in Social Networks		
2090	ACC:204C	JS: The Well-being Research Agenda		
2091	ACC:304A	JS: Developments Psych Ownership		
2092	ACC:212A	JS: Coordination and Complexity		

Organizational Communication & Information Systems

Program Chair: Emmanuelle Vaast, McGill U.
Professional Development Workshop Chair: Likoebe M. Maruping, Georgia State U.

Day	Start	#	Location	Session Information
Fri	7:30am	6	HIL:Monterey	OCIS Kick-off breakfast
	8:00am	36	HIL:Catalina 3	Teaching Big Data Analytics
	9:00am	56	HIL:California B	OCIS Doctoral and Junior Faculty Consortium
	9:30am	58	MAR:Grand Ballroom Salon J, K	Using Visual & Material Data
	12:45pm	116	MAR:Northwest Marquis Ballroom	Researching Open Innovation
	4:00pm	160	MAR:Grand Ballroom Salon G	DBA professional Doctorates
Sat	8:00am	252	MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis
	8:30am	267	HIL:Catalina 3	Big Data and Research
	10:15am	294	SHR:Palm West	Towards Business School 2.0
	12:30pm	349	MAR:Grand Ballroom Salon J, K	Rationality in Action
	1:00pm	358	HIL:La Jolla	International Paper Development Workshop
		363	ACC:201A	Process Research Methods PDW
	2:15pm	393	HIL:Catalina 1	Process Theory in IS
	4:15pm	430	MAR:South Marquis Ballroom	Advanced Networks PDW
	4:30pm	437	HIL:Catalina 1	Organizing Work Online with Crowds
	6:00pm	463	HIL:Monterey	OCIS Doctoral Consortium and Member Reception
Sun	12:45pm	604	HIL:Palisades	Approaches to performance
	2:30pm	663	HIL:Lido A	OCIS Executive Committee Meeting
		664	HIL:Palisades	Organizing and Performing in Online Environments
	4:15pm	728	HIL:Palisades	Unexpected Facets of Online Dynamics
Mon	8:00am	881	HIL:Malibu	Fostering Creativity with IT
		882	HIL:Mezzanine 13	Network Approaches of Investment and Performance
		907	MAR:Platinum Ballroom 8	JS: Digital Platform Strategizing
	9:45am	977	HIL:Mezzanine 13	Reinventing Management with Social Media
		978	HIL:Palisades	Digital Innovation, Knowledge, and Value Creation
		979	HIL:Malibu	JS: Measuring Virtuality
	11:30am	1100	HIL:El Capitan A	Motivations and Patterns of Online Behaviors
		1101	HIL:Malibu	New Meanings of Work and Routines with Technology
		1102	HIL:Mezzanine 13	Funding and Sourcing with the Crowd
		1103	HIL:Palisades	Capabilities and IT
		1117	MAR:Platinum Ballroom 3	JS: Analytics at Work
	1:15pm	1220	HIL:Mezzanine 13	Technology Training, Acceptance, and Trust
		1221	HIL:Palisades	Digital Platforms
		1222	HIL:Malibu	JS: Online Labor Markets
	3:00pm	1334	ACC:210C	JS: Interpersonal Communication
		1336	HIL:Mezzanine 13	How e-commerce Goes Viral
		1337	HIL:Palisades	Work and Communication
4:45pm	1457	HIL:California A	OCIS Keynote Speech	
6:15pm	1496	HIL:California D	OCIS Business meeting	
7:15pm	1516	HIL:California D	OCIS Social reception	
Tue	8:00am	1616	HIL:Mezzanine 13	Experimental Approaches
		1617	HIL:Palisades	Networks' Work, or How Workers Network
	9:45am	1740	HIL:Mezzanine 13	Communication and Change
		1741	HIL:Palisades	Redefining Health and IT
	11:30am	1861	HIL:Malibu	Putting big data to work
		1862	HIL:Mezzanine 13	Pushing social frontiers with IT
		1863	HIL:Palisades	Inter-firm relationships
		1864	HIL:Pacific A	JS: Group Norms in Virtual Work: New Directions
	1:15pm	1984	HIL:Malibu	Complementary facets of team performance
		1985	HIL:Mezzanine 13	Collaborating on the edge of practice
	1986	HIL:Palisades	JS: Advancing Virtual Work Resch	

Organizations & the Natural Environment

Program Chair: Glen Dowell, Cornell U.

Professional Development Workshop Chair: Jonatan Pinkse, The U. of Manchester

Day	Start	#	Location	Session Information
Fri	8:00am	41	MAR:Grand Ballroom Salon H	Innovating for Sustainability
	10:45am	85	MAR:Gold Key III	Strategy and Climate Change
	12:30pm	113	MAR:Orange County Ballroom 3	ONE Doctoral Consortium
	1:00pm	122	MAR:Grand Ballroom Salon G	Designing a BoP Enterprise
	2:45pm	145	MAR:Orange County Ballroom 1	Beyond the Automobile
Sat	8:00am	235	ACC:205B	Stories, Tools, Transformation
		260	MAR:Platinum Ballroom 4	The 2016 Joint SIM-ONE Junior Faculty Consortium
	11:15am	318	SHR:Garden C	Teach Sustainability: Framing
	12:00pm	338	MAR:Platinum Ballroom 10	Apps for Teaching CS
	1:00pm	360	MAR:Orange County Ballroom 2	Stranded Assets in the Non-renewable Sector
	2:15pm	395	MAR:Platinum Ballroom 8	Paradox Theory and Sustainability
	2:45pm	403	SHR:Palm West	Sustainability MGT Education
			404	ACC:210C
		405	MAR:Orange County Ballroom 2	Organisational Resilience to Environmental Risks
	4:30pm	441	MAR:Orange County Ballroom 2	Time and Sustainability
	6:30pm	469	MAR:Platinum Ballroom 8	ONE Welcome Reception
Sun	12:45pm	607	MAR:Los Angeles	Stakeholders and Sustainability
	1:30pm	623	MAR:Orange County Ballroom 2	ONE Executive Meeting
	4:15pm	733	MAR:La Jolla	Governance in Sustainability
Mon	8:00am	887	MAR:Suite 304	Green Consumers
		888	MAR:Suite 312	Values and Firm Sustainability
	9:45am	995	MAR:Northwest Marquis Ballroom	ONE Plenary: Research and Practice in Water Issues
	11:30am	1119	MAR:Suite 304	Collaborations in Sustainability
		1120	MAR:Suite 312	Capabilities and Sustainability
		1121	MAR:Orange County Ballroom 1	JS: Sustainability, Ethics and Entrepreneurship
	1:15pm	1155	HIL:Mezzanine 10	JS: Corporate Short-Termism
		1166	SHR:Palm East	JS: Degrowth Symposium
		1238	MAR:Suite 304	Firms' Disclosure and Sustainability Reporting
		1239	MAR:Suite 312	Leader and Employee Engagement in Sustainability
	3:00pm	1240	MAR:Orange County Ballroom 1	JS: Environmental Entrepreneurship
		1277	SHR:Palm East	JS: Gender and Sustainability
		1354	MAR:Suite 304	Case Research in Sustainability
	4:45pm	1355	MAR:Suite 312	Internal and External Drivers of Sustainability
		1477	MAR:Platinum Ballroom 3	ONE Business Meeting
1478		MAR:Suite 304	Financial and Environmental	
	1479	MAR:Suite 312	Sustainable Entrepreneurship and Intrapreneurship	
6:30pm	1510	MAR:Grand Ballroom Salon F	ONE Social	
Tue	8:00am	1635	MAR:Suite 312	Paradox of Sustainability
		1636	MAR:Suite 304	JS: Green Signaling
	9:45am	1761	MAR:Suite 304	Moving Sustainability Through The Supply Chain
		1762	MAR:Suite 312	Socio-Ecological Forces in Sustainability
	11:30am	1881	MAR:Suite 304	Firms, Social Movements, and Stakeholder Pressures
		1882	MAR:Suite 312	Environmental Performance
	1:15pm	1999	MAR:Platinum Ballroom 9	JS: Bridging Macro-Micro Analysis
		2000	MAR:Suite 304	States and Stakeholders
		2001	MAR:Suite 312	Firms' Environmental Strategies
3:00pm	2102	MAR:Orange County Ballroom 1	JS: Sustainable Business Models	

Public & Nonprofit

Program Chair: Kira Kristal Reed, Syracuse U.
Professional Development Workshop Chair: Deborah A. Blackman, U. of New South Wales

Day	Start	#	Location	Session Information
Fri	9:00am	51	OS:Goodwill Southern California	Field Experiments for Poverty
	10:15am	79	MAR:Newport Beach, Rancho Las Palmas	Faculty Leadership and AOM
		80	MAR:Grand Ballroom Salon H	Support & Engage Employees
	12:45pm	116	MAR:Northwest Marquis Ballroom	Researching Open Innovation
	1:00pm	121	OS:Bowers Museum	Service at Bowers Museum
		122	MAR:Grand Ballroom Salon G	Designing a BoP Enterprise
	2:45pm	143	MAR:La Jolla, Los Angeles	Professions Research
	5:15pm	172	MAR:Orange County Ballroom 3	Service Learning & Engagement
Sat	8:00am	233	SHR:Palm West	Suppose We Took Student Teams Seriously
		254	MAR:Orange County Ballroom 1	PNP Doctoral Consortium
	9:45am	283	MAR:Platinum Ballroom 10	Anti-Corruption
	10:45am	308	HIL:Catalina 2	Research Frontiers in Non-market Strategy
	11:15am	321	MAR:Northwest Marquis Ballroom	Social Movements and Markets
	12:00pm	338	MAR:Platinum Ballroom 10	Apps for Teaching CS
	2:45pm	406	MAR:Orange County Ballroom 1	Publishing in PNP Journals
	3:45pm	417	HIL:Catalina 2	Value & Public Organizations
Sun	12:45pm	420	MAR:Grand Ballroom Salon H	Cross-Sector Design Challenge
		608	MAR:Platinum Ballroom 4	Education - context & variable
	609	MAR:Platinum Ballroom 7	Organizing options in nonprofits	
	2:30pm	670	MAR:Elite Ballroom 2	PNP Executive Board Meeting
	4:15pm	734	HIL:Catalina 6	SHCS: Mayors as Entrepreneurs
	4:30pm	744	MAR:Platinum Ballroom 9, 10	PNP Business Meeting
6:30pm	774	OS:Bowers Museum	PNP Social	
Mon	8:00am	889	MAR:Grand Ballroom Salon K	Inside Government Agencies
		890	MAR:Orange County Ballroom 1	Leadership in Healthcare
		891	MAR:Platinum Ballroom 10	Creating Meaning in Nonprofits
		892	MAR:Platinum Ballroom 2	Social Enterprise Performance
	9:45am	996	MAR:Grand Ballroom Salon K	Sector Comparisons Over Time
		997	MAR:Platinum Ballroom 10	Strategic Management
		998	MAR:Orange County Ballroom 1	SHCS: Global Philanthropy
	11:30am	1032	SHR:Palm East	JS: Rebuilding Ethical Governance
		1055	HIL:Pacific A	JS: Health Professional Workforce
		1122	MAR:Elite Ballroom 2	Leadership Studies
		1123	MAR:Grand Ballroom Salon K	Performance Measurement in Nonprofit Contexts
		1124	MAR:Platinum Ballroom 10	Employee Engagement and Motivation
	1:15pm	1237	MAR:Grand Ballroom Salon E	SHCS: Organizing and Administration in Refugee Crises
		1241	MAR:Grand Ballroom Salon K	Capabilities and Competition
	3:00pm	1291	HIL:Santa Monica	JS: Leadership and Implementation
		1356	MAR:Desert Springs	Social Enterprises in International Contexts
		1357	MAR:Grand Ballroom Salon K	Trust and Volunteer Behavior
		1358	MAR:Platinum Ballroom 10	Strategic Management
4:45pm	1415	HIL:Santa Monica	JS: Community of Hope and Cancer	
	1473	MAR:Platinum Ballroom 2	JS: Advancing Multilevel Thinking	
	1476	MAR:Platinum Ballroom 9	JS: Logic Meaning	
	1480	MAR:Northwest Marquis Ballroom	PNP Plenary Session	
Tue	8:00am	1636	MAR:Suite 304	JS: Green Signaling
		1637	MAR:Grand Ballroom Salon K	Qualitative and Experimental Research in Nonprof...
		1638	MAR:Platinum Ballroom 10	Societal Ills at Work
	9:45am	1763	MAR:Grand Ballroom Salon K	Stakeholder Management
		1764	MAR:Orange County Ballroom 1	Cross-Sector Collaborations and Inherent Conflict
		1765	MAR:Platinum Ballroom 10	Meaningfulness of engagement

Public & Nonprofit (cont.)

Day	Start	#	Location	Session Information
Tue	11:30am	1883	MAR:Grand Ballroom Salon K	Public Policy in France
		1884	MAR:Orange County Ballroom 1	Interorganizational Networks in Nonprofits
		1885	MAR:Platinum Ballroom 10	The Importance of Methodology in Policy Research
	1:15pm	2002	MAR:Grand Ballroom Salon K	Diversity in Networks
		2003	MAR:Platinum Ballroom 10	Theory and Measurement of Accountability in NGOs
	3:00pm	2103	MAR:Desert Springs	Organizational Behavior
		2104	MAR:Grand Ballroom Salon K	Economics, Terrorism, Turnover
		2105	MAR:Platinum Ballroom 10	Learning and Accountability

Research Methods

Program Chair: John Kammeyer-Mueller, U. of Minnesota
 Professional Development Workshop Chair: Michael S. Cole, Texas Christian U.

Day	Start	#	Location	Session Information	
Fri	8:00am	15	HIL:Catalina 6	Multi-Method in Strategy/OT	
		16	ACC:203A	Sequence Analysis	
		31	HIL:Pacific B	Content Analysis	
		35	ACC:205B	Measuring Work Relationships	
		43	ACC:207C	Qualitative Dissertations	
		44	ACC:202A	"Doing" Grounded Theory	
		45	ACC:211B	Research Productivity with R	
	10:45am	85	MAR:Gold Key III	Strategy and Climate Change	
	11:15am	91	MAR:Grand Ballroom Salon J, K	Organizational Ethnography	
	11:45am	95	ACC:202A	Qualimetrics and Ethnostatistics Research Methods	
	12:00pm	103	MAR:Newport Beach, Rancho Las Palmas	Using Sport Data to Advance Management Theory	
	12:30pm	115	ACC:202B	Panel Data and Estimation 101	
	2:00pm	134	ACC:202A	From Coding to Construction	
	2:45pm	144	ACC:202B	Ask The Experts: Qualitative Research	
	3:00pm	150	MAR:Grand Ballroom Salon J, K	Experimental Methods	
Sat	8:00am	243	ACC:209A	Implicit Personality Research	
		246	SHR:Garden C	Methodological Frontiers I	
		252	MAR:Orange County Ballroom 3, 4	Introduction to Social Network Analysis	
		256	ACC:202B	Cloud-Based Meta-Analysis	
		257	ACC:207A	Multilevel Modeling	
	9:00am	276	ACC:303D	Bridging Science and Practice	
	10:15am	292	ACC:201B	Multilevel Thinking in HRM	
	11:15am	322	ACC:209A	Necessary Condition Analysis (NCA)	
	12:00pm	326	HIL:El Capitan AB	The Micro-Macro Divide	
		339	ACC:202B	Using SRM in Management	
	12:30pm	347	SHR:Park D	Using Historical Approaches	
		350	ACC:213A	EFA vs CFA	
	1:00pm	359	SHR:Garden C	Methodological Frontiers II	
		363	ACC:201A	Process Research Methods PDW	
	1:30pm	374	ACC:210D	Exploring Complex Causality	
	2:15pm	393	HIL:Catalina 1	Process Theory in IS	
	2:45pm	407	ACC:213A	Managing Big Data using APIs	
		408	ACC:205B	Mind Map Analytics	
	3:30pm	416	ACC:204C	Using Sports Data Effectively	
	4:15pm	429	HIL:Palisades	Experiments and ENT research	
		430	MAR:South Marquis Ballroom	Advanced Networks PDW	
	4:45pm	443	MAR:Platinum Ballroom 1	Emotions and Fieldwork	
	5:30pm	452	ACC:207C	Research Methods Doctoral Consortium Social	
	Sun	2:30pm	671	ACC:202A	Emerging Areas in Research Methodology
		3:30pm	701	ACC:211B	RM Executive Committee
Mon	8:00am	893	ACC:303C	Dynamic and Multilevel Data	
	9:45am	979	HIL:Malibu	JS: Measuring Virtuality	
		1001	ACC:212B	Structure of Observations	
		1002	ACC:303C	Qualitative Data Collection	
		1003	ACC:304A	Measurement Designs	
	1:15pm	1235	MAR:Platinum Ballroom 3	JS: Bridging Research-Practice Gap	
		1242	ACC:212B	Diversity of Interpretation	
	3:00pm	1352	MAR:Platinum Ballroom 9	JS: Doing field level ethnography	
		1359	ACC:212B	Qualifying and Quantifying Data Quality	
	4:45pm	1481	ACC:212B	Structural Equation Models	
		1482	ACC:303C	JS: QCA in Management Research	
6:30pm	1511	ACC:201CD	Research Methods Division Business Meeting		
7:30pm	1521	ACC:201CD	Research Methods Division Reception		

Research Methods (cont.)

Day	Start	#	Location	Session Information
Tue	8:00am	1576	ACC:201D	JS: It's Relevant! Action Research and HRM
		1634	MAR:Platinum Ballroom 3	JS: Culture and Networks
		1639	ACC:303C	Understanding Nonverbal Organizational Behavior
	9:45am	1738	ACC:202B	JS: Leadership Research Mentoring
		1766	ACC:212B	Observation and Observer
		1767	ACC:303C	JS: Beyond Statistical Significanc
11:30am		1854	ACC:303B	SHCS: Dynamic Modeling Symposium
		1886	ACC:303C	SHCS: Unconventional Research
1:15pm		2004	ACC:303C	Philosophies of Research
3:00pm		2086	ACC:204B	JS: Intra-Individual Research
		2101	MAR:Elite Ballroom 1	JS: Conversation Analysis
		2106	ACC:303C	JS: Chasing the Unicorn

Social Issues in Management

Program Chair: Douglas A Schuler, Rice U.
Professional Development Workshop Chair: David M. Wasieleski, Duquesne U.

Day	Start	#	Location	Session Information
Fri	8:00am	47	MAR:Newport Beach, Rancho Las Palmas	Institutional Logics and CSR
		48	MAR:Orange County Ballroom 4	SIM Doctoral Consortium
	9:45am	61	ACC:212A	Humanistic Management
	11:30am	92	SHR:Plaza C	Responsible Faculty Developmnt
	12:30pm	108	SHR:Park D	Business and Refugee Crisis
	1:00pm	122	MAR:Grand Ballroom Salon G	Designing a BoP Enterprise
	2:00pm	132	HIL:Catalina 2	Reviewing in the Rough
	4:15pm	161	SHR:Palm East	Diversity & Inclusion Practice
	4:30pm	165	MAR:La Jolla, Los Angeles	Developing a Theory of Business
	5:30pm	175	MAR:Orange County Ballroom 1	SIM Speed Networking
	Sat	8:00am	259	MAR:La Jolla
260			MAR:Platinum Ballroom 4	The 2016 Joint SIM-ONE Junior Faculty Consortium
9:45am		282	MAR:Orange County Ballroom 2	The Value of Values for Organization Theory
		283	MAR:Platinum Ballroom 10	Anti-Corruption
10:15am		304	MAR:Northeast Marquis Ballroom	Leadership for a Healthy World
10:45am		312	ACC:210D	Organizing for Meaning
11:15am		321	MAR:Northwest Marquis Ballroom	Social Movements and Markets
12:00pm		340	MAR:Platinum Ballroom 8	SIM Research Development Workshop
12:15pm		342	ACC:204C	Behavioral Ethics PDW
1:00pm		357	ACC:207A	Meaningful Leadership
2:00pm		388	MAR:Grand Ballroom Salon G	Reinvigorating the SIM Mid-Career Scholar
2:15pm		396	MAR:Grand Ballroom Salon J, K	Research Poverty Alleviation
2:45pm		404	ACC:210C	CSR: Micro and Macro Divide
3:45pm		420	MAR:Grand Ballroom Salon H	Cross-Sector Design Challenge
4:30pm		441	MAR:Orange County Ballroom 2	Time and Sustainability
5:30pm		453	MAR:Center Marquis Ballroom	SIM/SBE Joint Keynote and Reception
Sun		12:30pm	573	MAR:Desert Springs
	12:45pm	610	MAR:Grand Ballroom Salon J	Corporate Corruption and Fraud
		611	MAR:Grand Ballroom Salon K	Stakeholder Reactions to the Firm
	2:30pm	672	MAR:Grand Ballroom Salon J	Stakeholders and Boundaries of the Firm
		673	MAR:Grand Ballroom Salon K	Stakeholders and the Management of the Workplace
	4:00pm	705	MAR:San Diego	SIM Best Dissertation Finalists Meeting
	4:15pm	736	MAR:Grand Ballroom Salon J	Enterprise and Social Context
		737	MAR:Grand Ballroom Salon K	Organizational Social Decision Making
	4:30pm	745	MAR:Orange County Ballroom 2	Business and Society Editorial Board Meeting
	6:00pm	771	MAR:Grand Ballroom Salon B	SIM Salon
	Mon	7:30am	794	MAR:Orange County Ballroom 3
8:00am		845	ACC:201D	JS: Volunteering & Meaningfulness
		895	MAR:Elite Ballroom 3	Dignity, Diversity, and Humanism in Organizations
		896	MAR:Grand Ballroom Salon H	Philanthropic Organizations
		897	MAR:La Jolla	Institutions and Social Behaviors
		898	MAR:Los Angeles	Interdisciplinary Examinations of Business Ethics
		899	MAR:Platinum Ballroom 7	Stakeholders and Value Creation
9:45am		923	HIL:Lido C	JS: Make/Buy in Political Strategy
		972	SHR:Park D	SHCS: Perceived Value of Research
		992	MAR:Northeast Marquis Ballroom	SHCS: Politics, Political Ideology and Organizations
		998	MAR:Orange County Ballroom 1	SHCS: Global Philanthropy
		1005	MAR:Elite Ballroom 3	Institutional Context and Theory of CSR
		1006	MAR:Grand Ballroom Salon H	Hybrid Organizations
		1007	MAR:La Jolla	Social Issues in Capital
		1008	MAR:Los Angeles	Moral Identity
		1009	MAR:Platinum Ballroom 7	Empirical Sustainability in Unique Contexts

Social Issues in Management (cont.)

Day	Start	#	Location	Session Information
Mon	11:30am	1118	MAR:Northeast Marquis Ballroom	JS: Institutional Logics
		1121	MAR:Orange County Ballroom 1	JS: Sustainability, Ethics and Entrepreneurship
		1127	MAR:Elite Ballroom 3	Political Behaviors of Firms
		1128	MAR:Grand Ballroom Salon H	CSR and Performance
		1129	MAR:La Jolla	Ethical Behavior
		1130	MAR:Los Angeles	Ethics and Leadership
		1131	MAR:Orange County Ballroom 3	CSR and Governance
		1132	MAR:Platinum Ballroom 1	Governance and CSR
	1:15pm	1133	MAR:Platinum Ballroom 4	Legitimization of CSR
		1134	MAR:Platinum Ballroom 7	New Theoretical Approaches to Sustainability
		1166	SHR:Palm East	JS: Degrowth Symposium
		1181	ACC:209B	JS: Organizations and Inequality
		1236	MAR:Platinum Ballroom 2	JS: Stigma and Legitimacy Loss
		1237	MAR:Grand Ballroom Salon E	SHCS: Organizing and Administration in Refugee Crises
3:00pm	1244	MAR:Elite Ballroom 3	Micro and Macro Logics of Stakeholder Management	
	1245	MAR:Grand Ballroom Salon H	Regulating the Firm	
	1246	MAR:La Jolla	Base of the Pyramid	
	1247	MAR:Los Angeles	Micro and Macro Foundations of CSR	
	1248	MAR:Orange County Ballroom 3	CSR Disclosure	
	1249	MAR:Platinum Ballroom 7	Environmental Sustainability	
	1277	SHR:Palm East	JS: Gender and Sustainability	
	1329	ACC:303B	JS: Interpersonal Dynamics of Forgiveness	
	1362	MAR:Elite Ballroom 3	Financial Fraud	
	1363	MAR:Grand Ballroom Salon H	Social Issues in the Workforce	
4:45pm	1364	MAR:La Jolla	Political Institutions and Markets	
	1365	MAR:Los Angeles	Corporate Malfeasance	
	1366	MAR:Orange County Ballroom 3	SIM Reviewer Favorites	
	1367	MAR:Platinum Ballroom 7	Value Creation through CSR and Stakeholders	
	1397	HIL:La Jolla	JS: Catching the Fifth Wave	
6:30pm	1456	ACC:303B	JS: Gratitude in Relationships	
	1476	MAR:Platinum Ballroom 9	JS: Logic Meaning	
	1484	MAR:Center Marquis Ballroom	SIM Division Business Meeting	
Tue	8:00am	1513	MAR:Center Marquis Ballroom	SIM Social Gathering
		1545	HIL:Lido B	JS: The Integration of Market and Nonmarket Strategy
		1643	MAR:Grand Ballroom Salon H	Reputation, Legitimacy, and CSR
		1644	MAR:La Jolla	Social Entrepreneurship
		1645	MAR:Los Angeles	Punishment and Altruism
		1646	MAR:Orange County Ballroom 3	CSR in Competitive and Cooperative Networks
		1647	MAR:Platinum Ballroom 7	CSR as a Resource and Capability
	9:45am	1648	MAR:Elite Ballroom 3	JS: History, Memory, and CSR
		1710	HIL:Avila B	SHCS: Organization affects judgments
		1739	ACC:201A	JS: Tackling Unethical Behaviors
	11:30am	1770	MAR:Northwest Marquis Ballroom	SIM Annual Plenary
		1860	ACC:202B	JS: Meaningful Work
		1888	MAR:La Jolla	Political Philosophies and Business Ethics
		1889	MAR:Los Angeles	Stakeholder Relationships
1890		MAR:Orange County Ballroom 3	Dignity in the Workplace	
1891		MAR:Platinum Ballroom 7	Corporate Social Irresponsibility	
1892		MAR:Elite Ballroom 3	JS: Business and Human Rights	
1893		MAR:Grand Ballroom Salon H	JS: Trade Associations: Role, Voice, and Strategy	

Social Issues in Management (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1923	SHR:Palm East	JS: Philosophy and Organizational Research
		1982	ACC:201A	JS: Moral Drivers of Relationships
		1989	MAR:Grand Ballroom Salon J	JS: Change and Employee Outcomes
		1999	MAR:Platinum Ballroom 9	JS: Bridging Macro-Micro Analysis
		2005	MAR:Grand Ballroom Salon H	CSR in Small Firms and Family Business
		2006	MAR:La Jolla	Philanthropy: Top and Bottom Views
		2007	MAR:Los Angeles	Firm Relationships with Suppliers and Customers
		2008	MAR:Orange County Ballroom 3	Conflict and Corruption
		2009	MAR:Platinum Ballroom 7	CSR Spillovers Across Organizations
		2010	MAR:Elite Ballroom 3	JS: Complexity and Corruption
	3:00pm	2107	MAR:Grand Ballroom Salon H	JS: Organizations and Domestic Violence
		2108	MAR:Elite Ballroom 3	JS: Gendering the HRM - CSR Nexus

Strategizing Activities and Practices

Program Chair: A. Paul Spee, U. of Queensland
Professional Development Workshop Chair: Sotirios Paroutis, U. of Warwick

Day	Start	#	Location	Session Information	
Fri	8:00am	46	HIL:Malibu	Bridging SAP and BI	
	9:45am	64	HIL:Malibu	Academic Careers Worldwide	
	10:15am	78	MAR:La Jolla, Los Angeles	What's New in OD?	
		81	MAR:Grand Ballroom Salon G	Impact studies	
	12:00pm	104	HIL:Malibu	Qualitative Analysis Boot Camp	
	6:00pm	185	OS:Zov's Restaurant	SAP Dinner	
Sat	8:00am	258	HIL:Pacific B	Strategy Process and Practice	
		264	MAR:Grand Ballroom Salon G	Link Strategy to Projects	
	10:15am	288	HIL:El Capitan AB	What Do We Know About Strategy Formation?	
		303	MAR:Platinum Ballroom 8	Pragmatism Org and Mgmt	
		305	HIL:Pacific B	Practice view on Paradox	
	12:30pm	349	MAR:Grand Ballroom Salon J, K	Rationality in Action	
	1:00pm	363	ACC:201A	Process Research Methods PDW	
	1:15pm	369	HIL:California D	Strategy and Discourse	
	2:00pm	384	SHR:Plaza D	Realizing Y-Our Impact	
	4:15pm	432	HIL:California D	Practice Theory and Markets	
		735	HIL:Mezzanine 7	Boundaries of SAP Research	
	Sun	5:00pm	751	HIL:Lido A	SAP Executive Committee Meeting
	Mon	8:00am	894	HIL:San Simeon A	Strategic Practices and the Strategy Process
972			SHR:Park D	SHCS: Perceived Value of Research	
9:45am		1004	HIL:Pacific A	Academic Relevance in Practice	
		1125	HIL:Mezzanine 2	The Influence Of Strategy Tools on Decision Making	
11:30am		1126	HIL:San Simeon A	Paradoxes in Strategy	
		1224	MAR:Grand Ballroom Salon J	JS: Leadership-as-Practice: Theory and Application	
1:15pm		1243	HIL:Mezzanine 2	The Performativity of Strategy Tools	
		1353	MAR:Platinum Ballroom 3	JS: Ecologies of Routines	
3:00pm		1360	HIL:Mezzanine 2	Materiality & Temporality in Strategy Research	
		1361	HIL:San Simeon A	Advancing Ambedixterity	
4:45pm		1483	HIL:Mezzanine 2	Strategizing & Senior Execs	
6:30pm		1512	HIL:El Capitan A	SAP Business Meeting	
7:00pm	1515	HIL:Sunset Deck	SAP Business Meeting and Social		
Tue	8:00am	1640	HIL:Mezzanine 2	Effectiveness & Value	
		1641	HIL:Mezzanine 7	The Relation of Identity and Strategy	
		1642	HIL:Pacific A	JS: Meaningful Strategy	
	9:45am	1768	HIL:Mezzanine 2	Capability and Collaboration as Sources for Success	
		1769	HIL:Mezzanine 7	Strategizing in Start-ups and Incumbent Firms	
	11:30am	1887	HIL:Mezzanine 2	Power, Discourse and Narrative	

Technology & Innovation Management

Program Chair: Aija E. Leiponen, Cornell U.

Professional Development Workshop Chair: Stefano Brusoni, ETH Zurich

Day	Start	#	Location	Session Information
Fri	8:00am	41	MAR:Grand Ballroom Salon H	Innovating for Sustainability
		45	ACC:211B	Research Productivity with R
		49	MAR:Orange County Ballroom 3	Innovating Teaching Innovation
	9:00am	57	SHR:Plaza A	Paper Development Workshop
	10:00am	65	HIL:Pacific A	Opportunities are Dead! Long Live Opportunities!
		68	MAR:Grand Ballroom Salon A, B	TIM Doctoral Consortium Day 1
		69	MAR:Grand Ballroom Salon C, D	TIM Junior Faculty Consortium Day 1
		70	MAR:Northeast Marquis Ballroom	Design: A Research Agenda
	12:00pm	98	HIL:California D	The "How" in Entrepreneurship
	12:30pm	115	ACC:202B	Panel Data and Estimation 101
	12:45pm	116	MAR:Northwest Marquis Ballroom	Researching Open Innovation
	2:45pm	145	MAR:Orange County Ballroom 1	Beyond the Automobile
	4:15pm	162	HIL:Carmel	Entrepreneurship Theories
	Sat	8:00am	208	HIL:Carmel
209			HIL:EI Capitan AB	Beyond the Case Method
248			MAR:Grand Ballroom Salon A, B	Teaching Social Networks
261			MAR:Platinum Ballroom 7	TIM Doctoral Consortium Day 2
262			MAR:Platinum Ballroom 8	TIM Junior Faculty Consortium Day 2
263			MAR:Northeast Marquis Ballroom	Platforms and Ecosystems
264		MAR:Grand Ballroom Salon G	Link Strategy to Projects	
9:45am		278	HIL:Carmel	Dealing with Endogeneity
10:00am		286	MAR:South Marquis Ballroom	TIM Meet the Editors
10:15am		294	SHR:Palm West	Towards Business School 2.0
		302	MAR:Grand Ballroom Salon J, K	Behavioral Strategy
12:00pm		328	HIL:Carmel	Entrepreneurial Ecosystems
		337	MAR:Grand Ballroom Salon C, D	"Big Data" Research
		341	MAR:Grand Ballroom Salon F	TIM Distinguished Scholar Luncheon
12:30pm		344	HIL:Santa Monica	S&T Entrepreneurship Education
		349	MAR:Grand Ballroom Salon J, K	Rationality in Action
1:00pm		363	ACC:201A	Process Research Methods PDW
		364	MAR:Platinum Ballroom 9	Advances in Patent Research
1:30pm		370	HIL:Catalina 5	Uncertainty and Management Theory
		375	MAR:Elite Ballroom 3	Exploring Experiments
2:00pm		389	MAR:Platinum Ballroom 7	TIM Doctoral Research Development Workshop
		390	MAR:South Marquis Ballroom	Lean Startups and Innovation
2:15pm		391	HIL:Catalina 3	New Paradigm in Auto Industry
2:30pm		399	MAR:Northwest Marquis Ballroom	Managing in the Age of Disruption
2:45pm		401	HIL:Santa Monica	Errors in Health Care
3:45pm		418	HIL:Catalina 5	Women Academics in Entrepreneurship
		421	MAR:Platinum Ballroom 9	Early Venture Evolution
4:15pm		429	HIL:Palisades	Experiments and ENT research
4:30pm		437	HIL:Catalina 1	Organizing Work Online with Crowds
		440	MAR:Orange County Ballroom 1	Hybrid Organizations
5:00pm		446	MAR:Grand Ballroom Salon F	Meet TIM: Research Networking
Sun		12:45pm	612	MAR:Grand Ballroom Salon C
	613		MAR:Grand Ballroom Salon D	Role of Individuals in Innovation
	2:30pm	674	MAR:Grand Ballroom Salon A	Institutional and Policy Context for Innovation
		675	MAR:Grand Ballroom Salon B	TIM Best Dissertation Presentations
		676	MAR:Grand Ballroom Salon C	Innovation Management Systems
		677	MAR:Grand Ballroom Salon D	Organization Forms for Open Innovation
	3:30pm	702	MAR:Elite Ballroom 3	TIM Executive Committee Meeting
	4:15pm	738	MAR:Grand Ballroom Salon C	Technological Discontinuities
		739	MAR:Grand Ballroom Salon D	Innovations in the Study of Innovation

Technology & Innovation Management (cont.)

Day	Start	#	Location	Session Information
Sun	5:30pm	755	MAR:Orange County Ballroom 3, 4	TIM Business Meeting
	6:30pm	775	MAR:Grand Ballroom Salon E	TIM Social
Mon	7:00am	789	MAR:Orange County Ballroom 2	TIM Breakfast
	8:00am	815	HIL:Pacific A	SHCS: Reconfiguring Capabilities
		900	MAR:Elite Ballroom 1	Process Studies
		901	MAR:Elite Ballroom 2	Adoption Dynamics
		902	MAR:Grand Ballroom Salon C	Multi-level Innovation: Teams and Mobility
		903	MAR:Grand Ballroom Salon D	Innovation Environment: Industry Dynamics
		904	MAR:Grand Ballroom Salon G	Product and Service Innovation
		905	MAR:Platinum Ballroom 1	Open Innovation: Innovation Communities
		906	MAR:Platinum Ballroom 4	Cooperation: University Relationships
		907	MAR:Platinum Ballroom 8	JS: Digital Platform Strategizing
	908	MAR:Platinum Ballroom 9	JS: Organization of Science	
	9:45am	993	MAR:Platinum Ballroom 3	JS: Networks and Routines in Digital Worlds
		994	MAR:Platinum Ballroom 2	JS: Uncovering Novelty Emergence
		1010	MAR:Elite Ballroom 2	Platform Dynamics, Competition
		1011	MAR:Grand Ballroom Salon C	Multi-level Innovation: Innovation Teams
		1012	MAR:Grand Ballroom Salon D	Innovation Environment: Industry Emergence
		1013	MAR:Grand Ballroom Salon G	Product Development: Product Success and Failure
		1014	MAR:Platinum Ballroom 1	Innovation Strategy: Business Models
		1015	MAR:Platinum Ballroom 4	Cooperation: Innovation Ecosystems
		1016	MAR:Platinum Ballroom 8	JS: Firms, Innovations, Crowds
	11:30am	1047	HIL:Avila B	JS: Women and Equity Finance
		1117	MAR:Platinum Ballroom 3	JS: Analytics at Work
		1135	MAR:Northwest Marquis Ballroom	Are TIM Theories "Patentable"?
	1:15pm	1155	HIL:Mezzanine 10	JS: Corporate Short-Termism
		1250	MAR:Grand Ballroom Salon C	Multi-level Innovation: Psychological Foundations
		1251	MAR:Grand Ballroom Salon D	Innovation Environment: Emerging Markets
		1252	MAR:Grand Ballroom Salon G	Product Development: Conflict and Networks
		1253	MAR:Orange County Ballroom 2	Grand Challenge Contests
		1254	MAR:Platinum Ballroom 1	Innovation Strategy: CEOs and Governance
		1255	MAR:Platinum Ballroom 4	Cooperation: Supplier Relations
	1256	MAR:Platinum Ballroom 8	JS: Recombination in Teams	
	3:00pm	1268	HIL:Pacific A	JS: The Pursuit of Innovation
		1368	MAR:Elite Ballroom 2	Venture Funding and Management
1369		MAR:Grand Ballroom Salon C	Multi-level Innovation: Employee Engagement	
1370		MAR:Grand Ballroom Salon D	Innovation Environment: Knowledge Networks	
1371		MAR:Grand Ballroom Salon G	Learning and Search: Innovation and Experience	
1372		MAR:Orange County Ballroom 2	Open Innovation: Crowds and Communities	
1373		MAR:Platinum Ballroom 1	Innovation Strategy: Innovative Search	
1374		MAR:Platinum Ballroom 4	Cooperation: Innovation Alliances	
1375		MAR:Platinum Ballroom 8	JS: Architectural Dynamics	
4:45pm	1389	HIL:Palisades	JS: Simple Rules	
	1485	MAR:Elite Ballroom 2	Systems of Innovation	
	1486	MAR:Grand Ballroom Salon C	Multi-level Innovation: Founders and Leaders	
	1487	MAR:Grand Ballroom Salon D	Social, Environmental Factors	
	1488	MAR:Grand Ballroom Salon G	Learning and Search: Innovating by Learning	
	1489	MAR:Orange County Ballroom 2	Open Innovation: Knowledge and Crowds	
	1490	MAR:Platinum Ballroom 1	Innovation Strategy: Timing Strategy	
	1491	MAR:Platinum Ballroom 4	Cooperation: R&D Alliances and Knowledge Creation	
	1492	MAR:Platinum Ballroom 8	JS: Leadership and Innovation	

Technology & Innovation Management (cont.)

Day	Start	#	Location	Session Information	
Tue	8:00am	1633	MAR:Platinum Ballroom 2	JS: Time-Based Strategies	
		1649	MAR:Elite Ballroom 2	Digital Innovation	
		1650	MAR:Grand Ballroom Salon C	Multi-level Innovation: Employee Coordination	
		1651	MAR:Grand Ballroom Salon D	Emerging Markets: East Asia	
		1652	MAR:Grand Ballroom Salon G	Frameworks in Network Analysis	
		1653	MAR:Platinum Ballroom 1	Innovation Strategy: Process and Design	
		1654	MAR:Platinum Ballroom 4	IP Strategy: Secrets and Selling	
			1655	MAR:Platinum Ballroom 8	JS: Innovation in China
	9:45am	1760	MAR:Platinum Ballroom 2	SHCS: Gender Gap in Science	
		1771	MAR:Elite Ballroom 2	Firm Capabilities	
		1772	MAR:Grand Ballroom Salon C	Multi-level Innovation: Integrating New Ideas	
		1773	MAR:Grand Ballroom Salon D	Innovation in India	
		1774	MAR:Grand Ballroom Salon G	Networks and Innovation	
		1775	MAR:La Jolla	New New Product Development	
		1776	MAR:Platinum Ballroom 1	Innovation Strategy: Perceptions and Status	
		1777	MAR:Platinum Ballroom 4	IP Strategy: Patents and Citations	
		1778	MAR:Platinum Ballroom 8	SHCS: Networks & Ecosystems	
	11:30am	1894	MAR:Elite Ballroom 2	Business Models and Performance	
		1895	MAR:Grand Ballroom Salon C	Psychological Factors	
		1896	MAR:Grand Ballroom Salon D	Innovation Ecosystems	
		1897	MAR:Grand Ballroom Salon G	Alliances and Innovation	
		1898	MAR:Platinum Ballroom 1	Innovation Strategy: Governance and Financing	
		1899	MAR:Platinum Ballroom 4	Cooperation: Customers and Competitors	
		1900	MAR:Platinum Ballroom 8	JS: Driving Innovation's Direction	
	1:15pm	1910	HIL:Pacific A	JS: The Limits of Open Innovation	
2011		MAR:Grand Ballroom Salon C	Talent Management and Innovation		
2012		MAR:Grand Ballroom Salon D	Macroeconomic Factors		
2013		MAR:Grand Ballroom Salon G	Protection Choices		
2014		MAR:Orange County Ballroom 2	Open Innovation: Search and Crowds		
2015		MAR:Platinum Ballroom 1	Innovation Strategy: Network Effects and Shakeout		
2016		MAR:Platinum Ballroom 4	IP Strategy: Patents and Innovation		
2017		MAR:Platinum Ballroom 8	Learning and Search: Absorptive Capacity		
2018		MAR:Suite 315	Firm and Market Boundaries		
3:00pm	2027	HIL:California B	JS: Hold On or Set Them Free?		
	2028	HIL:La Jolla	JS: Complementor Performance		
	2029	HIL:Mezzanine 1	SHCS: Beyond the Experience Curve		
	2030	HIL:San Simeon A	JS: Entrepreneurial Labor Markets		
	2102	MAR:Orange County Ballroom 1	JS: Sustainable Business Models		
	2109	MAR:Elite Ballroom 2	Open Innovation Strategy		
	2110	MAR:Grand Ballroom Salon C	Effect of Top Management		
	2111	MAR:Grand Ballroom Salon D	Academia and Innovation		
	2112	MAR:Grand Ballroom Salon G	IP and Competitive Advantage		
	2113	MAR:Orange County Ballroom 2	Open Innovation: Collaborative Innovation		
	2114	MAR:Platinum Ballroom 1	Innovation Strategy: Adoption and Growth		
	2115	MAR:Platinum Ballroom 4	IP Strategy: Patent Enforcement		
	2116	MAR:Platinum Ballroom 8	Learning and Search: Knowledge Sources		

In Conjunction With Activities

Program Chair: Mary Ann Glynn, Boston College
Professional Development Workshop Chair: Carol T. Kulik, U. of South Australia

Day	Start	#	Location	Session Information	
Fri	9:00am	54	HIL:Santa Barbara	IMD International Day 1 Room 1 AM	
	1:00pm	118	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 1 Room 2 PM	
		119	HIL:Santa Barbara	IMD International Day 1 Room 1 PM	
Sat	8:00am	224	HIL:Mezzanine 10	SAGE Human Resource Management Focus Group	
	9:00am	272	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 2 Room 2 AM	
		273	HIL:Santa Barbara	IMD International Day 2 Room 1 AM	
		274	MAR:Los Angeles	Administrative Science Quarterly Editors Meeting	
	10:00am	284	MAR:Platinum Ballroom 9	Wiley Author Event	
	1:00pm	354	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 2 Room 2 PM	
		355	HIL:Santa Barbara	IMD International Day 2 Room 1 PM	
	2:00pm	382	ACC:210A	IJHRM Meeting and Reception	
	3:30pm	415	HIL:Mezzanine 1	JMI Board Meeting	
	5:30pm	450	ACC:204C	JSCM Best Paper Award and Social	
		451	SHR:Park B	Management Learning 'Meet the Editors' Social	
	6:00pm	459	ACC:204B	2016 CMSC reunion	
		460	ACC:207D	CityU of HK Cocktail Reception	
	6:30pm	468	SHR:Tiffany Terrace	Singapore Management University Reception	
	Sun	7:30am	484	ACC:204B	Positive Organizational Scholarship Gathering
8:00am		495	HIL:Mezzanine 10	SAGE Entrepreneurship Focus Group	
		500	ACC:209B	JABS Associate Editors Meeting	
			HIL:Ventura	FBR Editors Retreat	
			MAR:Newport Beach	JOM Micro Associate Editors Review Issue Meeting	
			MAR:Suite 312	Pearson Focus Group - Principles of Management	
504		SHR:Plaza D	WU Vienna Breakfast Reception		
		9:00am	517	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 3 Room 2 AM
			518	HIL:Santa Barbara	IMD International Day 3 Room 1 AM
9:30am		520	ACC:202B	EJIM Informal Meeting	
		521	SHR:Plaza B	OSS ERB Meeting & Breakfast	
9:45am		532	ACC:209B	JABS Ed Board Meeting	
10:00am		536	ACC:213B	Personnel Psychology Reception	
		537	MAR:Suite 304	EMR Editorial Board Meeting	
11:30am		559	ACC:209B	ETP Ed Board Meeting	
		560	SHR:Plaza B	Organization Editorial Board	
11:45am		562	MAR:Newport Beach	JOM Associate Editors Lunch	
12:00pm		564	SHR:Park D	Journal of Management Studies Reception	
		565	SHR:Plaza D	Org Science SE Luncheon Mtg	
12:30pm		570	ACC:209A	GOM Ed Board Meeting	
		571	HIL:Ventura	Family Business Review (FBR) Editors' Retreat	
1:00pm		615	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 3 Room 2 PM	
		616	HIL:Santa Barbara	IMD International Day 3 Room 1 PM	
		617	MAR:Newport Beach	JOM Macro Associate Editors Review Issue Meeting	
		618	MAR:Rancho Las Palmas	JSCM AE Meeting	
1:30pm		620	ACC:210D	AKMS Meeting & Consortium	
		621	HIL:Carmel	JME Ed Board Mtg	
2:00pm		635	ACC:203A	ASQ Editorial Board Meeting	
		636	ACC:206A	Management Decision Editorial Board Meeting	
		637	HIL:Mezzanine 10	Sequences and Traces: Working meeting	
3:00pm		693	ACC:201D	Administrative Science Quarterly Reception	
4:15pm		723	SHR:Park C	Business & Society Editorial Board Meeting	
4:30pm	741	ACC:207D	SAGE Publishing Morgan Reception		
	742	MAR:Northwest Marquis Ballroom	JOM Editorial Board Meeting and Reception		
	743	SHR:Park D	Org Science ERB Reception		
4:45pm	746	SHR:Palm East	JOM Best Paper Award		

In Conjunction With Activities (cont.)

Day	Start	#	Location	Session Information
Sun	5:00pm	748	ACC:213C	Warwick Business School Reception
	5:30pm	754	ACC:210D	AKMS Meeting & Reception
	6:00pm	760	ACC:201D	UM Reception
		761	ACC:209B	O&E Ed Board Meeting
		762	ACC:213B	CJAS Annual Social Hour
		763	HIL:Mezzanine 14	IMD International Event
		764	MAR:Grand Ballroom Salon J	IABS Board Meeting
		765	SHR:Palm West	IFERA Reception for Family Business Scholars
		766	SHR:Park D	The HKUST Reception, 2016
		767	SHR:Plaza A	London School of Economics AOM 2016 Reception
		768	SHR:Plaza D	Management Faculty of Color
	769	SHR:Tiffany Terrace	Reception hosted by BI Norwegian Business School	
	7:00pm	777	MAR:Northwest Marquis Ballroom	Emerald Networking Event
	9:00pm	780	MAR:Grand Ballroom Salon J	ORM Ed Board Meeting
Mon	7:00am	785	MAR:Grand Ballroom Salon E	Christian Management Scholars Network Breakfast
		786	MAR:Northeast Marquis Ballroom	JMS Editorial Board Meeting
		787	MAR:Orange County Ballroom 4	Family Business Review (FBR) Board Meeting
	7:30am	792	MAR:Platinum Ballroom 3	University of New Mexico Breakfast Reception
	9:00am	909	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 4 Room 2 AM
		910	HIL:Santa Barbara	IMD International Day 4 Room 1 AM
	9:45am	960	ACC:209A	Memorial Service for Jerald Greenberg
	1:00pm	1136	HIL:Mezzanine Office A, 3rd Floor	IMD International Day 4 Room 2 PM
		1137	HIL:Santa Barbara	IMD International Day 4 Room 1 PM
	6:00pm	1494	MAR:Platinum Patio	Michigan Ross Business School
	6:30pm	1503	MAR:Elite Ballroom 3	CMU Tepper
		1504	MAR:La Jolla, Los Angeles	Africa Academy of Management (AFAM) Social
	8:00pm	1523	MAR:Platinum Ballroom 5	BYU Ice Cream Social
8:30pm	1525	MAR:Platinum Ballroom 6	CWRU Org Behavior/DM Reception	
Tue	9:00am	1656	HIL:Santa Barbara	IMD International Day 5 Room 1 AM

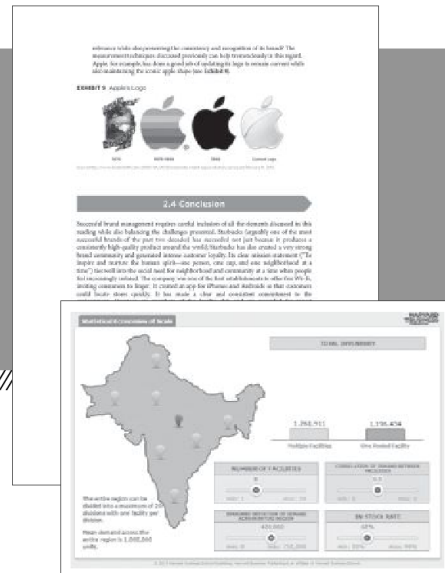
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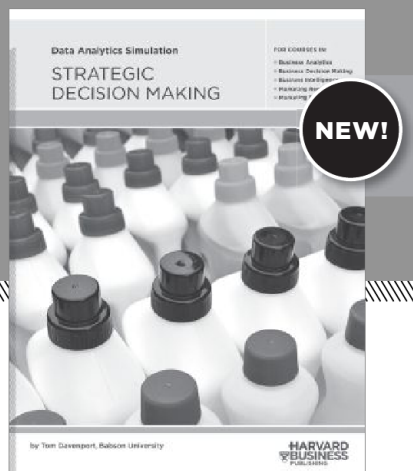
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By Michael A. Roberto

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The 3 items below are part of a comprehensive Conjoint Analysis toolkit.

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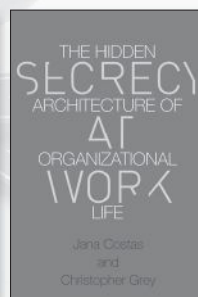
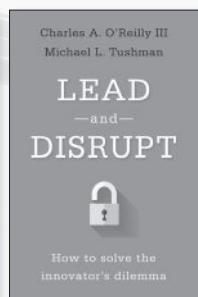
Elie Ofek, Olivier Toubia
#514712 | Seat Time: 60 minutes

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Elie Ofek, Olivier Toubia
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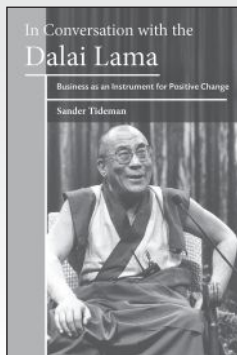
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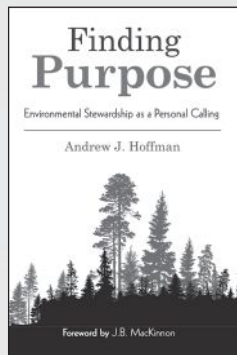
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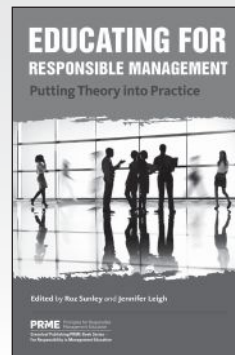
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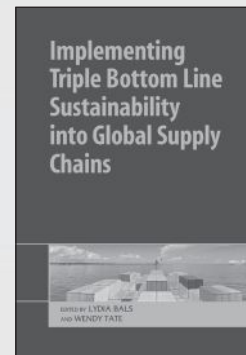
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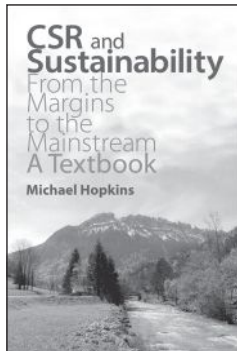
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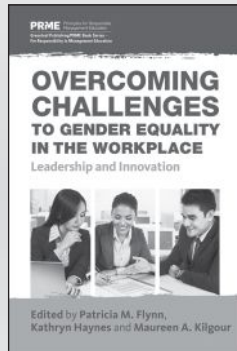
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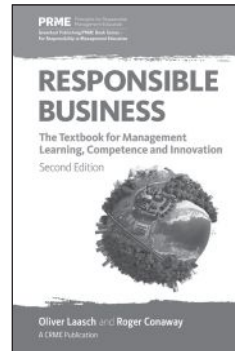
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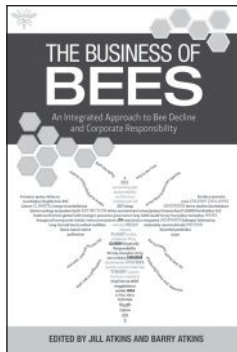
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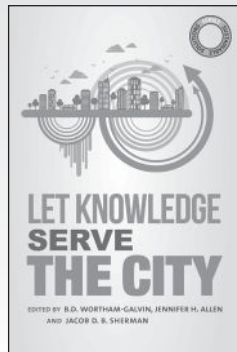
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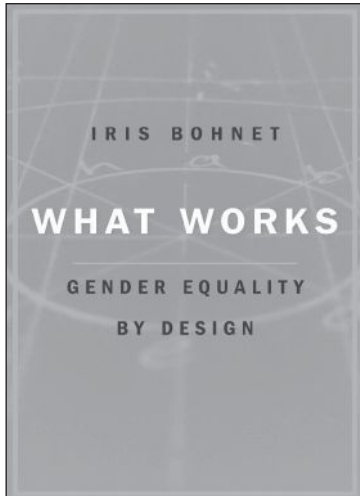
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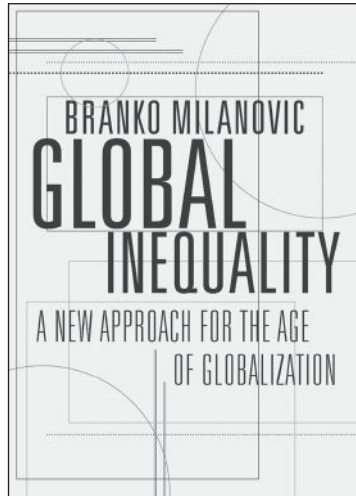


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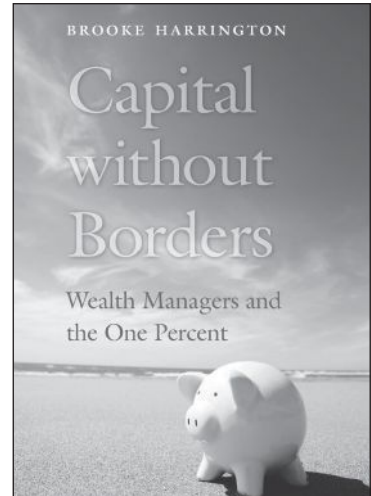
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Frank Pasquale
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Friday 12:01AM**1 : (AAA) Technology Center (Hilton)**

12:01am - 11:59pm Hilton Anaheim: Ballroom Level Foyer (2nd Floor)

Tweet this session: [#AOM2016 1](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

2 : (AAA) Technology Center (Marriott)

12:01am - 11:59pm Anaheim Marriott: Platinum Ballroom Foyer

Tweet this session: [#AOM2016 2](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

3 : (AAA) Technology Center (Sheraton)

12:01am - 11:59pm Sheraton Park Hotel: El Prado Foyer

Tweet this session: [#AOM2016 3](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

Friday 7:00AM**4 : (IM) International Management Division PDW Welcome Breakfast**

7:00am - 8:45am Anaheim Convention Center: 204A

Tweet this session: [#AOM2016 4](#)**Friday 7:30AM****5 : (AAA) Conference Registration**

7:30am - 8:00pm Anaheim Convention Center: Hall C

Tweet this session: [#AOM2016 5](#)

Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

6 : (OCIS) OCIS Kick-off breakfast

7:30am - 9:00am Hilton Anaheim: Monterey

Tweet this session: [#AOM2016 6](#)**Friday 8:00AM****7 : (AAA) Mother's Nursing Room**

8:00am - 8:00pm Anaheim Convention Center: 109

Tweet this session: [#AOM2016 7](#)

Room 109 is located between Halls A and B in the main lobby, on the ground floor.

8 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Convention Center: 213D

Tweet this session: [#AOM2016 8](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

9 : (AAA) Speaker Ready Room

8:00am - 8:00pm Hilton Anaheim: Mezzanine Office C, 3rd Floor

Tweet this session: [#AOM2016 9](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

10 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Marriott: Gold Key I, II

Tweet this session: [#AOM2016 10](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

11  (BPS) The Exploitation of Researchers' Degrees of Freedom and Malpractice in Management Research

8:00am - 9:30am Hilton Anaheim: Catalina 4

Tweet this session: [#AOM2016 11](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDW/Reg>. The deadline to register online is August 06, 2016.

Organizers: **Alfonso Gambardella**, Bocconi U.; **Elena Novelli**, Cass Business School, City U. London

Panelists: **Richard A. Bettis**, U. of North Carolina, Chapel Hill; **Andrew King**, Dartmouth College; **Zur Shapira**, New York U.

12  (BPS) Business Policy and Strategy Division (BPS) Dissertation Consortium

8:00am - 6:00pm Hilton Anaheim: El Capitan AB

Tweet this session: [#AOM2016 12](#)

The application deadline will likely be in mid-May. Please look for details on how to apply for the consortium in the Spring BPS Newsletter. If you have questions, contact PK Toh

(pk.toh@mcombs.utexas.edu) or Steve Kahl

(Steven.J.Kahl@tuck.dartmouth.edu).

Organizers: **Puay Khoon Toh**, The U. of Texas at Austin; **Steven Kahl**, Dartmouth College

Discussants: **Brian Boyd**, City U. of Hong Kong; **Tomasz Obloj**, HEC Paris; **Rory McDonald**, Harvard U.; **Deepak Somaya**, U. of Illinois at Urbana-Champaign; **David Tan**, Georgetown U.

Presenter: **Samina Karim**, Northeastern U.

13  (BPS) Business Policy and Strategy Division (BPS) Doctoral Consortium (Part 1)

8:00am - 6:00pm Hilton Anaheim: Santa Monica

Tweet this session: [#AOM2016 13](#)

Organizers: **Brian Wu**, U. of Michigan; **Nan Jia**, U. of Southern California

Distinguished Speakers: **Minyuan Zhao**, The Wharton School, U. of Pennsylvania; **Riitta Katila**, Stanford U.; **Michael Ryall**, U. of Toronto; **Olav Sorenson**, Yale U.; **David Souder**, U. of Connecticut; **Gwendolyn Kuo-fang Lee**, U. of Florida; **Jasjit Singh**, INSEAD; **Kannan Srikanth**, Singapore Management U.

14 📄: (BPS, ENT) **Research and Theory Building in the Informal Economy: An Interactive Workshop**

8:00am - 10:30am Hilton Anaheim: Lido A

Tweet this session: [#AOM2016 14](#)

Chair: **Paul C. Godfrey**, Brigham Young U.

Participants: **Joseph T. Mahoney**, U. of Illinois at Urbana-Champaign; **R. Duane Ireland**, Texas A&M U.

15 📄: (BPS, OMT, RM) **Using Multiple Methods in Strategy and Organization Theory**

8:00am - 10:00am Hilton Anaheim: Catalina 6

Tweet this session: [#AOM2016 15](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at daniel.engler@illinoisstate.edu to obtain the approval code. The deadline to register online is August 05, 2016.

Organizer: **Daniel Engler**, Illinois State U.

Presenters: **Paolo Aversa**, Cass Business School, City U. London; **Daniella Laureiro-Martinez**, ETH Zurich; **Chengwei Liu**, U. of Warwick; **Boris Maciejovsky**, U. of California, Riverside; **Mary Tripsas**, Boston College

16 📄: (CAR, HR, OB, RM) **Sequence Analysis in Career & HRM Research: Techniques and Practical Applications**

8:00am - 10:00am Sheraton Convention Center: 203A

Tweet this session: [#AOM2016 16](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at katja.dlouhy@bwl.uni-mannheim.de to obtain the approval code. The deadline to register online is August 05, 2016.

After registration, participants will be provided with a download link to the free software R, sample data, and some syntax for R that can serve as a blueprint for their own future analyses.

Organizers: **Torsten Biemann**, U. of Mannheim; **Katja Dlouhy**, U. of Mannheim; **Martin Gubler**, Schwyz U. of Teacher Education

17 📄📄📄: (CMS) **Doctoral and Early Career Consortium: Fostering Critical Scholars and Scholarship**

8:00am - 9:30am Sheraton Park Hotel: Plaza C

Tweet this session: [#AOM2016 17](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Organizer: **Mark Learmonth**, Durham U.

18 📄📄📄: (D&ITC, CMS) **Applied Theory Building for Women and Leadership Theory: Integrating Practice and Research**

8:00am - 12:00pm Sheraton Park Hotel: Palm West

Tweet this session: [#AOM2016 18](#)

Presenters: **Julia Storberg-Walker**, George Washington U.; **Susan R. Madsen**, Utah Valley U.

19 : (ENT) **ENT Doctoral Consortium Part 1**

8:00am - 4:30pm Hilton Anaheim: California A

Tweet this session: [#AOM2016 19](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at don.neubaum@bus.oregonstate.edu to obtain the approval code. The deadline to register online is May 27, 2016.

Organizers: **Dawn R. DeTienne**, Colorado State U.; **Alexander McKelvie**, Syracuse U.

Presenters: **Madeline Toubiana**, U. of Alberta; **Mark Geiger**, U. of Kansas / Duquesne U.; **Rene M. Bakker**, Indiana U. Kelley School; **Erik Monsen**, U. of Vermont; **Benson Honig**, McMaster U.; **Janet E. Salmons**, Vision2Lead; **Ronald Mitchell**, Texas Tech U.

20 : (ENT) **ENT Early Career Development Consortium**

8:00am - 11:30am Hilton Anaheim: San Simeon A

Tweet this session: [#AOM2016 20](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at don.neubaum@bus.oregonstate.edu to obtain the approval code. The deadline to register online is July 1, 2016.

Organizers: **Michael Carney**, Concordia U.; **Sharon Alvarez**, U. of Denver

Presenters: **Howard E. Aldrich**, U. of North Carolina; **David Deeds**, U. of St. Thomas; **Benson Honig**, McMaster U.; **Franz W.**

Kellermanns, U. of North Carolina, Charlotte; **Robert S. Nason**, Concordia U.; **Dean A. Shepherd**, Indiana U.

21 → 📄📄: (GDO, D&ITC, OB) **Why Some Men Advocate for Diversity and Inclusion: Drivers and Dividends**

8:00am - 10:00am Sheraton Park Hotel: Plaza B

Tweet this session: [#AOM2016 21](#)

Anyone interested in conducting Diversity and Inclusion research are invited to attend as we will be matching individuals with projects. White, heterosexual, able-bodied men are especially encouraged to attend.

Organizers: **Isabel Metz**, The U. of Melbourne; **Eddy S. Ng**, Dalhousie U.

Presenters: **Arthur P. Brief**, U. of Utah; **Alain Klarsfeld**, Toulouse Business School; **David A. Kravitz**, George Mason U.; **Michael Olbrich**, Saarland U.; **Gary N. Powell**, U. Connecticut/ Lancaster U.; **David Rapp**, Saarland U.

22 📄📄: (GDO, MC) **Strategies for Creating a Diverse and Effective Network**

8:00am - 10:00am Sheraton Park Hotel: Park D

Tweet this session: [#AOM2016 22](#)

Participants will receive a copy of the Leader Network Diagnostic Tool and workbook.

Facilitators: **Donna Chrobot-Mason**, U. of Cincinnati; **Kristin L. Cullen-Lester**, Center for Creative Leadership; **Phil Willburn**, Center for Creative Leadership

23 : (GOV) **Board of Governors Meeting**

8:00am - 6:00pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: [#AOM2016 23](#)

By invitation only

24 📄: (HCM) **Seeking Clarity for Tenure and Promotion: What is the "Right" Mix of Research/Scholarly Effort?**

8:00am - 9:30am Hilton Anaheim: Avila AB

Tweet this session: [#AOM2016 24](#)

Organizers: **Nancy Borkowski**, U. of Alabama, Birmingham; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Eric S. Williams**, The U. of Alabama

Presenters: Christy Harris Lemak, U. of Alabama, Birmingham; Nir Menachemi, Indiana U.; Dean Smith, Louisiana State U.; Christopher Johnson, U. of Washington; Daniel Gropper, Florida Atlantic U.

25 🗺️🗨️: (HR, OB) Exploring Meaningful Solutions to Business Talent Challenges: Conversations with Management Guests

8:00am - 10:00am Anaheim Convention Center: 201D

Tweet this session: #AOM2016 25

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at k.a.king@lse.ac.uk to obtain the approval code. The deadline to register online is July 15, 2016.

Organizer: Karin A. King, London School of Economics

Facilitators: David G Collings, Dublin City U.; Paul Sparrow, Lancaster U.; Patrick M. Wright, U. of South Carolina; Gary M. Power, Dublin City U.; Vlad Vaiman, California Lutheran U.

Presenter: Primo Custodio, Comcast NBC Universal (ret.)

26 🗺️🗨️: (IM, BPS) Writing Better Theory

8:00am - 10:00am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 26

Distinguished Speakers: Tailan Chi, U. of Kansas; Alvaro Cuervo-Cazurra, Northeastern U.; Lorraine Eden, Texas A&M U.; Yadong Luo, U. of Miami

Chair: Stephanie Lu Wang, Indiana U., Bloomington

27 🗺️🗨️: (INDAM, IM, BPS) Building and Strengthening Research Partnerships in India

8:00am - 11:00am Anaheim Convention Center: 212B

Tweet this session: #AOM2016 27

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at sivasubr@duq.edu to obtain the approval code. The deadline to register online is July 31, 2016.

Organizers: Nagaraj Sivasubramaniam, Duquesne U.; Aarti Ramaswami, ESSEC Business School; Senthil Kumar

Muthusamy, Middle Georgia State U.; Tanvi Kothari, San Jose State U.

28 🗺️🗨️: (MED, BPS) The Three Ds of Case Teaching: Design, Discuss, and Disseminate

8:00am - 11:00am Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 28

Organizer: Marilyn L. Taylor, U. of Missouri, Kansas City

Facilitators: Eric Aldrich, The Case Centre; Chi

Anyansi-Archibong, North Carolina A&T State U.; Todd

Bridgman, Victoria U. of Wellington; Theresa Coates, Clarkson U.;

Naga Lakshmi Damaraju, Indian School of Business; John

Gamble, U. of South Alabama; Armand Gilinsky, Sonoma State

U.; J. Kay Keels, Coastal Carolina U.; Neng Liang, China Europe

International Business School; Sunila Lobo, U. of Reading; Virpi

Malin, U. of Jyväskylä; Richard McCracken, The Case Centre;

Vijaya L. Narapareddy, U. of Denver; Boon Siong Neo, Nanyang

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Saginaw Valley State U.; Jaime Ruiz-Gutierrez, U. de los Andes;

Deniz Tuncalp, Istanbul Technical U.; Veronica Vecchi, Bocconi

U. / SDA Bocconi

Coordinators: Tania Casado, U. of São Paulo; Thomas Buergi,

Heriot-Watt U.; Debapratim Purkayastha, IBS Hyderabad

29 🗺️🗨️🗺️: (MED, TTC) Making Learning Meaningful: Using Videos to Engage Students in Management Education

8:00am - 9:30am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 29

This workshop is a multi-university, multi-disciplinary initiative that will provide participants with a library of free or low-cost videos resources and facilitator guides.

Organizer: Jennifer Lynn Schultz, Metropolitan State U.

Participants: Kathleen J. Barnes, U. of New Haven; Barton M

Sharp, Northern Illinois U.; Tracy H. Porter, Cleveland State U.;

Sharon Gibson Heilmann, Wright State U.; Rebecca J Evan,

Metropolitan State U.; Chanchai Tangpong, North Dakota State U.;

Melvin L. Smith, Case Western Reserve U.; Kevin Vincent

Cavanagh, Case Western Reserve U.; Hongguo Wei, Case

Western Reserve U.; Steven A Hirsch, Metropolitan State U.;

Sunyoung Park, Louisiana State U.; Alexis Downs, U. of

Oklahoma

30 🗺️🗨️: (MH, ITC, NDSC, IAM, AAM, INDAM, MED) New

Member Workshop: Volunteerism, Professional Development and the AOM Meeting

8:00am - 10:00am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 30

Organizer: Regina A. Greenwood, Nova Southeastern U.

Chair: Silvia Ines Monserrat, Unicen

Participants: Stephanie Case Henagan, Louisiana State U.;

Shaista E. Khilji, George Washington U.; Miguel R. Olivas-Lujan,

Clarion U. of Pennsylvania; Sabine Hoidn, U. of St. Gallen; Foster

B. Roberts, Southeast Missouri State U.; Louise Tourigny, U. of

Wisconsin, Whitewater; Franz T. Lohrke, Brock School of Business,

Samford U.

31 🗺️🗨️: (MOC, RM, OMT, BPS) Content Analysis in Organizational Research: Techniques and Applications

8:00am - 12:00pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 31

Organizers: Moriah A. Meyskens, U. of San Diego; Michael D.

Pfarrer, U. of Georgia

Facilitators: Jonathan Bundy, Arizona State U.; Jason Kiley,

Oklahoma State U.; Aaron Francis McKenny, U. of Central Florida;

Miles A. Zachary, West Virginia U.; Jeremy Short, U. of

Oklahoma, Norman; Michael K. Bednar, U. of Illinois; Anastasiya

Zavyalova, Rice U.; Lorenz Graf-Vlachy, U. of Passau

Presenters: Andreas Konig, U. of Passau; Federico Aime,

Oklahoma State U.; Daniel Gamache, U. of Georgia; Joseph

Harrison, Texas A&M U.

32 🗺️🗨️🗺️: (MSR, ODC, PTC) Silence as a Resource for Meaning and Mindfulness in Organizations: Practices for Mind and Body

8:00am - 9:30am Anaheim Convention Center: 212A

Tweet this session: #AOM2016 32

Presenters: Kathryn Goldman Schuyler, Alliant Intl U. / Coherent

Change; Mark P. Kriger, BI Norwegian Business School; Susan

Skjei, Naropa U.

33 🗺️🗨️: (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty

8:00am - 12:00pm Anaheim Convention Center: 204B

Tweet this session: #AOM2016 33

Organizers: Jaron Harvey, U. of Wyoming; Elizabeth Margaret

Campbell, U. of Minnesota; John J. Sumanth, Wake Forest U.

Discussants: **Alison Wood Brooks**, Harvard U.; **Leigh Plunkett Tost**, U. of Southern California; **Abhijeet K. Vadera**, Singapore Management U.

Presenters: **Allison S. Gabriel**, U. of Arizona; **Andrew P. Knight**, Washington U. in St. Louis; **Anthony Klotz**, Oregon State U.; **Celia Moore**, London Business School; **Katherine L. Milkman**, U. of Pennsylvania; **Klodiana Lanaj**, U. of Florida; **Nate Pettit**, New York U.

34 🗺️: (OB) Innovative Approaches to Improving Organizational Decision-making: Theory, Method, and Practice

8:00am - 11:00am Anaheim Convention Center: 205A

Tweet this session: #AOM2016 34

Organizer: **Jutta Tobias**, Cranfield School of Management

Chair: **Marta Sinclair**, Griffith U.

Facilitators: **Ellen Choi**, Ivey Business School; **Jennifer Llewellyn Robinson**, Cranfield School of Management

Presenters: **Peter Ping Li**, Xi'an Jiaotong-Liverpool U.; **Fabrizio Maimone**, Lumsa U.-CRESEC

35 🗺️: (OB, RM) Capturing Positive Relationships at Work: A Measurement Workshop and Research Incubator

8:00am - 11:00am Anaheim Convention Center: 205B

Tweet this session: #AOM2016 35

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 29, 2016.

Organizers: **Sarah Louise Wright**, U. of Canterbury; **Beth Schinoff**, Arizona State U.; **Melissa Chamberlin**, Arizona State U.; **Lyndon Earl Garrett**, U. of Michigan; **Kerry Roberts Gibson**, Babson College

Presenters: **Ryan K. Gottfredson**, California State U., Fullerton; **Jessica Method**, Rutgers U.; **Michele Williams**, Cornell U.; **Jelena Zikic**, York U.

36 🗺️➔🗨️: (OCIS, BPS) Teaching Big Data Analytics

8:00am - 10:00am Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 36

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at bernd.heesen@hs-ansbach.de to obtain the approval code. The deadline to register online is August 05, 2016.

Presenter: **Bernd Heesen**, U. of Ansbach

37 🗨️: (ODC, MC) Meanings that We Co-create: An Experiential Journey Into Changing Organizational Culture

8:00am - 10:30am Anaheim Marriott: Gold Key III

Tweet this session: #AOM2016 37

Presenter: **James MacQueen**, Virginia Tech

38 🗺️: (ODC, MED) Meaningful Facilitation of Leadership Development for Systems Change

8:00am - 10:00am Anaheim Marriott: La Jolla, Los Angeles

Tweet this session: #AOM2016 38

Organizers: **Kate Elgayeva**, Chicago School of Professional Psychology; **Patrice Rosenthal**, Fielding Graduate U.

Participants: **Richard Hall**, Monash Business School; **David Stephen Grant**, Griffith U.; **Ellen Brooks Van Oosten**, Case Western Reserve U.; **Mary M. Nash**, Rush U. Medical Center; **Keith W. Ray**, Act Too Consulting; **Joan Goppelt**, Act Too Consulting

39 🗺️: (OMT) OMT Doctoral Consortium

8:00am - 2:30pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 39

To facilitate close personal engagement, space for this workshop is limited and participation is by application only. If you are planning to enter the job market this coming year and your doctoral research focuses on OMT related topics, we encourage you to apply.

Pre-registration is required. Please contact the workshop organizers Patricia Thornton (phthornton@tamu.edu) or Nina Granqvist (nina.granqvist@aalto.fi) to register. The deadline to register online is July 15.

Organizers: **Patricia H Thornton**, Texas A&M U., College Station; **Nina Granqvist**, Aalto U.

Participants: **John Almandoz**, IESE Business School; **Shaz Ansari**, U. of Cambridge; **Joel A.C. Baum**, U. of Toronto; **Christine Beckman**, Robert H. Smith School of Business; **Tiziana Casciaro**, U. of Toronto; **Joep Cornelissen**, Erasmus U. Rotterdam; **David Courpasson**, EM Lyon; **Tina Dacin**, Queen's U.; **Gina Dokko**, U. of California, Davis; **Rodolphe Durand**, HEC Paris; **Vern Glaser**, U. of Alberta; **P Devereaux Jennings**, U. of Alberta; **Julien Jourdan**, Bocconi U.; **Mark Thomas Kennedy**, Imperial College Business School; **Joseph Lampel**, The U. of Manchester; **Omar Lizardo**, U. of Notre Dame; **Razvan Lungeanu**, Pennsylvania State U.; **Xiaowei Luo**, INSEAD; **Renate Elisabeth Meyer**, WU Vienna U. of Economics and Business; **Vilmos F. Misangyi**, Pennsylvania State U.; **Oliver Schilke**, U. of Arizona; **Wesley David Sine**, Cornell U.; **Michael Smets**, U. of Oxford; **Sameer B. Srivastava**, U. of California, Berkeley; **Laszlo Tihanyi**, Texas A&M U.; **Paul Tracey**, U. of Cambridge; **Edward Zajac**, Northwestern U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Trish Reay**, U. of Alberta; **David Obstfeld**, California State U., Fullerton

40 🗺️: (OMT) OMT Junior Faculty Consortium

8:00am - 2:30pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 40

To facilitate close personal engagement, space for this workshop is limited and participation is by application only. If you hold a faculty position as an Assistant Professor or comparable rank and your research focuses on OMT related topics, we encourage you to apply.





Pre-registration is required. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizers Anne-Claire Pache (pache@essec.edu) or Wendy Smith (smithw@udel.edu) to obtain the approval code. The fee to register is \$125.00 USD. The deadline to register online is July 15

Organizers: **Anne-Claire Pache**, ESSEC Business School; **Wendy K. Smith**, U. of Delaware


Facilitators: **Royston Greenwood**, U. of Alberta; **Jaco Lok**, U. of New South Wales; **Aparna Joshi**, Pennsylvania State U.; **Marc Ventresca**, U. of Oxford; **Marya L. Besharov**, Cornell U.; **J.P. Eggers**, New York U.; **Matthew Kraatz**, U. of Illinois; **Sebastian Raisch**, GSEM - U. of Geneva; **Violina Rindova**, The U. of Texas at Austin; **Filipe Manuel Simoes Dos Santos**, INSEAD; **Renate Elisabeth Meyer**, WU Vienna U. of Economics and Business; **Mary J. Benner**, U. of Minnesota; **Anne S. Tsui**, U. of Notre Dame; **Katalin Takacs Haynes**, U. of Delaware; **Chi-Nien Chung**, National U. of Singapore; **Anca Metiu**, ESSEC Business School; **Jane Lu**, The U. of Melbourne; **Ji-Yub Jay Kim**, INSEAD

41   : (ONE, TIM) **Innovating for Sustainability: The State of the Art and Beyond**

8:00am - 10:00am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: [#AOM2016 41](#)Chair: **Stefan Schaltegger**, Leuphana U. LüneburgFacilitator: **Mario Pansera**, Academy of Business in SocietyPresenters: **Steve Kennedy**, Rotterdam School of Management;**Nancy Bocken**, TU Delft; **Sally Randles**, The U. of Manchester;**Oliver Laasch**, The U. of Manchester**42**    : (PTC, MED, IM) **Practice-Oriented Executive Programs That Impact**


8:00am - 10:00am Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: [#AOM2016 42](#)Chair: **Emmanuel Monod**, Shanghai Jiao Tong U.Facilitator: **Usman A. Ghani**, The U. of Texas at DallasModerator: **Marilyn L. Taylor**, U. of Missouri, Kansas CityPresenters: **Elena P. Antonacopoulou**, U. of Liverpool;**Marie-Christine Chalus-sauvannet**, MAGELLAN, IAE Lyon, U. ofLyon, France; **Alan B. Eisner**, Lubin School of Business, Pace U.;**Florence Noguera**, U. Paul Valery, Montpellier; **Eric Knight**, TheU. of Sydney; **Emma Parry**, Cranfield U.; **Rajnandini Pillai**,California State U., San Marcos; **Miriam Y Lacey**, Pepperdine U.;**Sahid Khalla**, U. of Caen - Nimec; **Aline Scouarnec**, IAE deCAEN; **Denie Burks**, Georgia Highlands College; **Cordula****Barzantny**, Toulouse Business SchoolParticipants: **Helen Joanne Shipton**, Nottingham Trent U.; **Wei****Zheng**, U. of Wisconsin, River Falls**43** : (RM, MOC, OB, OMT) **Navigating Qualitative Dissertations: Advice from the Experts**

8:00am - 11:00am Anaheim Convention Center: 207C

Tweet this session: [#AOM2016 43](#)

Pre-registration is required for this workshop. The first half of this session (Q&A with facilitators) is open to everyone interested in attending. The second half (personalized feedback) requires prior application and acceptance. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at buip@mun.ca to obtain the approval code. The deadline to register online is July 29, 2016.

Organizers: **Bui K. Petersen**, Memorial U. of Newfoundland;**Nathan Tong**, U. of Cincinnati; **Tiffany Schroeder**, Case Western Reserve U.Facilitators: **Blake E. Ashforth**, Arizona State U.; **Tammy E. Beck**,U. of Nebraska, Lincoln; **Marya L. Besharov**, Cornell U.; **Shelley****Brickson**, U. of Illinois at Chicago; **Marlys K. Christianson**, U. ofToronto; **Kevin G. Corley**, Arizona State U.; **Aimee L. Hamilton**, U.of Denver; **Beth K. Humbert**, U. of Massachusetts, Lowell; **Jean****Helms Mills**, St. Mary's U.; **Shalini Khazanchi**, Rochester Instituteof Technology; **Jaco Lok**, U. of New South Wales; **Albert J. Mills**,St. Mary's U.; **Tommaso Ramus**, UCP - Católica Lisbon School ofBusiness & Economics; **Trish Reay**, U. of Alberta; **Kristie M****Rogers**, U. of Kansas; **Elizabeth D. Rouse**, Boston U.; **Scott****Sonenshein**, Rice U.; **Heather C. Vough**, U. of Cincinnati**44** : (RM, MOC, OB, OMT, BPS) **“Doing” Grounded Theory: Lessons and Techniques from Peering Behind the Curtain**

8:00am - 11:30am Anaheim Convention Center: 202A

Tweet this session: [#AOM2016 44](#)

Pre-registration and short pre-work is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 31, 2016.

Organizers: **Glen E. Kreiner**, Pennsylvania State U.; **Elaine C.****Hollensbe**, U. of Cincinnati; **Mathew L. Sheep**, Illinois State U.**45** : (RM, OMT, BPS, TIM, HR) **Facilitating Research Productivity Using R Statistical Software**

8:00am - 11:30am Anaheim Convention Center: 211B

Tweet this session: [#AOM2016 45](#)

We will learn to manipulate and prepare data for analysis more easily, including merging, computing and recoding variables, aggregating data etc., and we'll also look at creating tables and graphs. The PDW will start with a short R introduction, will cover the dplyr package for data manipulation in detail, then cover the xtable, knitr and stargazer packages to cover reporting capabilities. The basic principles of the R markdown for reproducible research will be introduced as well. This is an hands-on workshop. Please come with a Laptop with R installed. No previous R experience required.

Participants: **Amit Gal**, The Open U. of Israel; **Avner Kantor**, U. of Haifa**46**  : (SAP) **Bridging Strategic Practices and Information Systems for Real-time Strategic Management**

8:00am - 9:30am Hilton Anaheim: Malibu

Tweet this session: [#AOM2016 46](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Distinguished Speakers: **Eero Vaara**, Aalto U. School of Business;**Donald Farmer**, Qlik (IT Company)Chair: **Marko Kohtamäki**, U. of Vaasa/Luleå U. of TechnologyModerators: **Rodrigo Rabetino**, U. of Vaasa; **Risto Rajala**, AaltoU.; **Jukka Partanen**, Aalto U.; **Suvi Einola**, U. of Vaasa; **Jesse****Heimonen**, U. of Vaasa**47** : (SIM) **The ‘Institutional Logics’ Turn in CSR Research: an Opportunity to Engage Power and Values**

8:00am - 10:00am Anaheim Marriott: Newport Beach, Rancho Las Palmas

Tweet this session: [#AOM2016 47](#)Organizers: **Benjamin A. Neville**, The U. of Melbourne; **Peter****Gahan**, The U. of Melbourne; **Sara Bice**, The U. of MelbourneDiscussants: **Markus A. Höllerer**, WU Vienna U. of Economics andBusiness; **Dirk Matten**, York U.; **Bjørn-Tore Blindheim**, U. of

Stavanger

Speakers: **Natalya Turkina**, The U. of Melbourne; **Vitor Hugo Klein****Junior**, U. do Estado de Santa Catarina**48**   : (SIM) **SIM Doctoral Consortium**

8:00am - 6:00pm Anaheim Marriott: Orange County Ballroom 4

Tweet this session: [#AOM2016 48](#)

The SIM doctoral consortium serves to inspire and inform doctoral students who attend about how they can be successful in their scholarship, teaching, service and in their lives as academics. Several notable scholars within the social issues domain will share their knowledge in sessions throughout the day. These sessions are designed to interact with and engage the doctoral students.

Additionally, each student will have lunch with a senior faculty mentor to discuss the student's dissertation and early career research agenda. The doctoral consortium begins on Thursday evening with an interview by Dr. Michael Johnson-Cramer. He will interview Dr. R. Edward Freeman of the Darden School at the

University of Virginia. Ed will share observations on his scholarship and life as an academic.

An application and pre-registration is required for this workshop. To apply, please contact Shawn Berman atsberman@unm.edu or Katherina Glac Pattit at glac6548@stthomas.edu. The deadline to apply is June 30, 2016, but earlier applications are strongly encouraged.

Organizers: Shawn Berman, U. of New Mexico; Katherina Glac Pattit, U. of St. Thomas

Participants: Michael L. Barnett, Rutgers U.; Stephen Brammer, U. of Birmingham; Heather Elms, American U.; Virginia W Gerde, Furman U.; Jamie R. Hendry, Bucknell U.; Colin Patrick Higgins, Deakin U.; Michael E Johnson-Cramer, Bucknell U.; Jeffrey Lenn, George Washington U.; Elise Perrault, College of Charleston; Robert A. Phillips, U. of Richmond; Bruce A. Rayton, U. of Bath; Kathleen Rehbein, Marquette U.; Lori Versteegen Ryan, San Diego State U.; Harry J Van Buren, U. of New Mexico; Sandra Waddock, Boston College; David M. Wasieleski, Duquesne U.; James Weber, Duquesne U.; Michelle Karen Westermann-Behaylo, U. of Amsterdam; Duane Windsor, Rice U.; Michelle Greenwood, Monash U.; Dirk Matten, York U.; Tae Wan Kim, Carnegie Mellon U. - Tepper School of Business

49 🗨️: (TIM, ENT) Innovating How We Teach Innovation: Innov. & Entrepreneurship – Courses, Resources, & Incubators

8:00am - 10:00am Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 49

Organizers: Sebastian Fixson, Babson College; Tucker James Marion, Northeastern U.; Victor P. Seidel, Babson College
Presenters: Kimberly Eddleston, Northeastern U.; Oleksiy Osiyevskyy, Northeastern U.; Jennifer Tosti-Kharas, Babson College; Yasuhiro Yamakawa, Babson College

Friday 8:30AM

50 → 🗨️🌐: (BPS, IAM, INDAM, ITC) Fostering Publication from Around the World in Leading Organization and Strategy Journals

8:30am - 12:30pm Hilton Anaheim: Catalina 5

Tweet this session: #AOM2016 50

The PDW has a very practical orientation. The first two panels are open and everybody is welcome to share experiences and meet editors and global scholars. The final session is targeted to researchers from under-represented countries who seek successful publication of their research. For the last session, each participant will be asked to send his/her best non-published manuscript. The organizers are all scholars with successful publication experience, and participants will receive feedback from them on their individual manuscripts. Funding support is available for selected submitters. **Distinguished Speakers:** Samina Karim, Northeastern U.; Gerald A. McDermott, U. of South Carolina

Chair: Hernan Etienne, IAE Business School Argentina

Coordinators: Allya Paramita Koesoema, U. of New South Wales;

Brian Campbell Pinkham, Ivey Business School; Jie Wu, U. of

Macau; Vincent Amooti Bagire, Makerere U. Business School

Speakers: Roberto Vassolo, IAE Business School, Argentina AND

Pontificia U. Católica de Chile, Ingeniería Industrial; Ralf Wilden,

Newcastle U.; Haibin Yang, City U. of Hong Kong; Moses Acquaaah, U. of North Carolina, Greensboro

Friday 9:00AM

51 🗨️: (BPS, ENT, PNP) Making Organizational Research Meaningful: Designing Field Experiments for Poverty Alleviation

9:00am - 5:00pm Offsite: Goodwill Southern California

Tweet this session: #AOM2016 51

This offsite event will take place at Goodwill Southern California at 800 W Pacific Coast Hwy, Long Beach, CA 90806. Transportation for this event will be provided and will pick up participants at the main entrance of the Hilton.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at angeliquefiona@gmail.com to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: Angelique Slade Shantz, Schulich School of Business; Geoffrey Kistruck, Schulich School of Business

Facilitators: Justin W. Webb, U. of North Carolina, Charlotte; Libby Weber, U. of California, Irvine; Brett R. Smith, Miami U. Ohio;

David Gras, Texas Christian U.

52 🗨️: (CM, OB) Bringing Conflict and Leadership Together: A Research Incubator for Junior Faculty

9:00am - 4:30pm Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 52

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizer: Yekaterina Bezrukova, Santa Clara U.

Presenters: Leslie A. DeChurch, Georgia Institute of Technology;

Nir Halevy, Stanford U.; Geoffrey J. Leonardelli, U. of Toronto;

Chester Spell, Rutgers U., Camden; Jeroen Stouten, KU Leuven;

Thomas M. Tripp, Washington State U.; William P. Bottom,

Washington U. in St. Louis; Randall S. Peterson, London Business

School; Sim B. Sitkin, Duke U.; Sherry M Thatcher, U. of South

Catalina

53 🗨️: (HR) Innovative and Experiential Approaches to Teaching HRM I

9:00am - 11:30am Anaheim Convention Center: 210D

Tweet this session: #AOM2016 53

This is the first of a two-part workshop that focuses on new ways to teach HRM effectively and engagingly, and includes a presentation by the HR Division's Innovative Teaching Award winner for 2016.

This morning PDW is followed (in the same location) by Innovative and Experiential Approaches to Teaching HRM II (participants need not attend both sessions).

Distinguished Speakers: John E. Delery, U. of Arkansas; Bradford S Bell, Cornell U.

Chair: Christopher C. Rosen, U. of Arkansas

54 : (ICW) IMD International Day 1 Room 1 AM

9:00am - 1:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 54

IMD International

Organizer: Marianne Rothenbuehler, IMD International

55: (IM) Learning from Being There without Being There: Action Learning through Experiential Exercises

9:00am - 12:00pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 55

This workshop will focus on using experiential exercises and simulations to teach international management, showcasing several options for bringing understanding of the complexity and challenges inherent in managing across borders. Experiential exercises and simulations enable students to engage in "real" international situations without leaving the classroom. Led by the IM Division Teaching Committee, the workshop will feature faculty who are very experienced in using this pedagogy. We will provide participants with a resource that lists and reviews experiential exercises an
Organizers: **Gerhard Apfelthaler**, California Lutheran U.; **Jacobo Ramirez**, Copenhagen Business School (CBS); **Andreas P.J. Schotter**, Ivey Business School; **Mary B Teagarden**, Thunderbird School of Global Management; **Howard Yu**, IMD International
Chair: **Mary B Teagarden**, Thunderbird School of Global Management

56 : (OCIS) OCIS Doctoral and Junior Faculty Consortium

9:00am - 5:00pm Hilton Anaheim: California B

Tweet this session: #AOM2016 56

Doctoral Consortium will be held in California Ballroom B Junior Faculty Consortium will be held in California Ballroom C
Organizers: **Likoebe M. Maruping**, Georgia State U.; **Mary Beth Watson-Manheim**, U. of Illinois at Chicago
Panelists: **Marleen Huysman**, U. of Amsterdam; **Sunil Mithas**, U. of Maryland; **Suprateek Sarker**, U. of Virginia; **Atreyi Kankanhalli**, National U. of Singapore

57 : (OM, TIM) Paper Development Workshop for Operations and Innovation Management Research

9:00am - 11:00am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 57

Pre-registration is required. Deadline to submit a paper to the workshop is June 13. Authors who wish to submit a paper, please contact the workshop organizer at lydia.bals@hs-mainz.de. Authors of accepted papers will get the registration code. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 26, 2016.

Organizer: **Lydia Bals**, U. of Applied Sciences Mainz
Professional Development Workshop Chair: **Virpi Turkulainen**, U. College Dublin
Discussants: **Mikko Ketokivi**, IE Business School - IE U.; **Tomi M. M. Laamanen**, U. of St. Gallen; **Keld Laursen**, Copenhagen Business School; **Saku Mantere**, McGill U.; **Elena Novelli**, Cass Business School, City U. London; **Anne Parmigiani**, U. of Oregon; **Scott F. Turner**, U. of South Carolina; **Giovanni Valentini**, IESE Business School; **Charles Williams**, Bocconi U.

Friday 9:30AM

58 : (OMT, OCIS) Constructing Meaning Using Visual and Material Data

9:30am - 11:00am Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 58

Organizers: **Eva Boxenbaum**, Mines ParisTech; **Candace Jones**, Boston College; **Renate Elisabeth Meyer**, WU Vienna U. of Economics and Business

Presenters: **Markus A. Höllerer**, WU Vienna U. of Economics and Business; **Gazi Islam**, Grenoble Ecole de Management; **Paolo Quattrone**, U. of Edinburgh; **Silviya Svejnova**, Copenhagen Business School

Friday 9:45AM

59 : (ENT) AMP Showcase Session: Underdogs, Misfits and Weirdos: Entrepreneurship and Mental Health

9:45am - 11:45am Hilton Anaheim: Avila AB

Tweet this session: #AOM2016 59

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at i.hatak@utwente.nl to obtain the approval code. The deadline to register online is July 18, 2016.

Organizers: **Dimo Dimov**, U. of Bath; **Isabella Hatak**, U. of Twente; **Phillip H Phan**, The John Hopkins U.; **Johan Wiklund**, Syracuse U.
Presenters: **Brian C. Gunia**, The John Hopkins U.; **Keith Hmieleski**, Texas Christian U.; **Daniel Lerner**, U. de Deusto; **Andreas Rauch**, U. of Groningen; **Dean A. Shepherd**, Indiana U.; **Ute Stephan**, Aston Business School; **Wei Yu**, Syracuse U.

60 : (IAM, BPS) Competitive Dynamics in Natural Resources Industries

9:45am - 12:15pm Hilton Anaheim: Catalina 2

Tweet this session: #AOM2016 60

Strategic, Innovation, Organization, and International Management Perspectives on Competitive Dynamics in Natural Resources Industries

Chair: **Roberto Vassolo**, IAE Business School, Argentina AND Pontificia U. Católica de Chile, Ingeniería Industrial
Coordinator: **Angel Sevil**, IAE - U. Austral
Speakers: **Ariel Andres Casarin**, IAE - U. Austral; **Julio A. Pertuze**, Pontificia U. Católica de Chile; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Alfonso Cruz Novoa**, Pontificia U. Católica de Chile

61 : (ITC, MSR, SIM) A Paradigm for meaningful organizing: Global Perspectives on Humanistic Management.

9:45am - 11:45am Anaheim Convention Center: 212A

Tweet this session: #AOM2016 61

This PDW is an outgrowth of the work of the Humanistic Management Network which convenes academics, practitioners, policy makers and media professionals that wish to facilitate the transition towards a life-conducive economic system.

Coordinator: **Michael Andreas Pirson**, Fordham U.
Presenters: **Michal Zawadzki**, Jagiellonian U.; **Consuelo Adelaida Garcia-de-la-Torre**, EGADE Business School; **Osmar Arandia**, U. de Monterrey; **Luis Portales**, U. de Monterrey; **Jyoti Bachani**, Saint Mary's College of California; **Robert Blomme**, Nyenrode Business U.; **Ricardo Aguado**, U. de Deusto; **Ernestina Giudici**, U. of Cagliari
Participants: **Bertine Van Hoof**, Wisdom in Business; **Claudio Baccarani**, U. of Verona

62 : (MED, CAR) Making Your Response Meaningful: Addressing Reviewers Comments

9:45am - 11:15am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 62

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the

workshop organizer at d.blackman@adfa.edu.au to obtain the approval code. The deadline to register online is August 05, 2016.
Organizers: **Deborah A. Blackman**, U. of New South Wales;
Stephen A Leybourne, Boston U.
Participants: **Stephen T.T. Teo**, RMIT U.; **Richard T. Harrison**, U. of Edinburgh; **Veronique Ambrosini**, Monash U.; **Jon Billsberry**, Deakin U.; **Angela M Benson**, U. of Brighton; **Robert P. Gephart**, U. of Alberta; **Emma Bell**, Keele U.; **Andrew Harry Barton**, Nottingham Trent U.; **Bill Harley**, The U. of Melbourne; **Clare Kelliher**, Cranfield U.

63 (MOC, BPS, OMT) Writing Process Reengineering Workshop

9:45am - 12:45pm Hilton Anaheim: Catalina 4
 Tweet this session: #AOM2016 63
Organizer: **Randall E Westgren**, U. of Missouri
Presenter: **Thomas Basbøll**, Copenhagen Business School

64 (SAP, OMT) So you Finished your Dissertation... Now What? Advice for Managing Academic Careers Worldwide

9:45am - 11:45am Hilton Anaheim: Malibu
 Tweet this session: #AOM2016 64
Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizers at r.bednarek@bbk.ac.uk to obtain the approval code. In your email please indicate three round-table choices (of which you will be allocated to two). The deadline to register online is July 22, 2016.
Organizers: **Rebecca Bednarek**, Birkbeck, U. of London; **Katharina Dittrich**, U. of Zurich; **Anne D. Smith**, U. of Tennessee, Knoxville
Speakers: **Paula Jarzabkowski**, City U. London; **Julia Balogun**, U. of Liverpool
Presenter: **Henrika Franck**, Aalto U.
Participants: **Saku Mantere**, McGill U.; **A. Paul Spee**, U. of Queensland; **Violetta Splitter**, U. of Zurich; **Charlotte Cloutier**, HEC Montreal; **Torsten Schmid**, U. of St. Gallen; **Leonhard Dobusch**, U. Innsbruck; **Melissa Mazmanian**, U. of California, Irvine

Friday 10:00AM

65 (ENT, TIM) Opportunities are Dead! Long Live Opportunities!

10:00am - 1:00pm Hilton Anaheim: Pacific A
 Tweet this session: #AOM2016 65
Organizer: **Chris Welter**, Xavier U.
Discussant: **Roy R Suddaby**, U. of Victoria/ Newcastle U.
Presenters: **Sharon Alvarez**, U. of Denver; **Jay B Barney**, Eccles School, U. of Utah; **Keith Hmieleski**, Texas Christian U.; **Stratos Ramoglou**, U. of Southampton; **Justin W. Webb**, U. of North Carolina, Charlotte; **Matthew S. Wood**, Baylor U.

66 (HCM, TTC) Supporting the Dynamics of Course-based Team Building

10:00am - 11:30am Hilton Anaheim: Ventura
 Tweet this session: #AOM2016 66
Presenters: **Gouri Gupte**, Boston U.; **Victoria (Vicky) Parker**, Boston U.; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Nancy Borkowski**, U. of Alabama, Birmingham; **Jeff Canar**, Rush U.

67 (MC, ODC) Emotional Intelligence – in an Argentinian Tango with Social Constructionism

10:00am - 11:30am Anaheim Marriott: Desert Springs
 Tweet this session: #AOM2016 67
Discussant: **Frank J. Barrett**, Naval Postgraduate School
Presenters: **Jakob Rømer Barfod**, Royal Danish Defence College; **Bjarne Bakkegaard**, Royal Danish Defence College

68 (TIM) TIM Doctoral Consortium Day 1

10:00am - 6:00pm Anaheim Marriott: Grand Ballroom Salon A, B
 Tweet this session: #AOM2016 68
Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at l.frederiksen@mgmt.au.dk to obtain the approval code. The deadline to register online is August 05, 2016.
Organizers: **Lars Frederiksen**, Aarhus U.; **Cristina Rossi-Lamastra**, Politecnico di Milano
Presenters: **Oliver Alexy**, Technical U. of Munich (TUM); **Ludovic Dibiaggio**, SKEMA Business School; **Corey Phelps**, McGill U.; **Henning Piezunka**, INSEAD; **Anu Wadhwa**, Imperial College Business School; **Gary Dushnitsky**, London Business School; **Francesco Rullani**, Luiss U.; **Keld Laursen**, Copenhagen Business School; **Samina Karim**, Northeastern U.; **Carliss Baldwin**, Harvard U.; **Andrew B. Hargadon**, U. of California, Davis; **Sonali K. Shah**, U. of Illinois; **Ramkumar Ranganathan**, U. of Texas, McCombs; **Martin Ganco**, Wisconsin School of Business; **Emily C. Pahnke**, Foster Business School; **Stefan Haefliger**, Cass Business School, City U. London; **Ethan Mollick**, The Wharton School, U. of Pennsylvania; **Santi Furnari**, Cass Business School, City U. London; **Marion Kristin Poetz**, Copenhagen Business School

69 : (TIM) TIM Junior Faculty Consortium Day 1

10:00am - 6:00pm Anaheim Marriott: Grand Ballroom Salon C, D
 Tweet this session: #AOM2016 69
Pre-registration is required for this workshop. To register online, please send an email to TIMjrfaculty@gmail.com. The deadline to register is June 15, 2016. If registering for this workshop, you MUST also be registered for the TIM Junior Faculty Consortium (Day 2) on Saturday.
Organizers: **Amit Jain**, National U. of Singapore; **Jeff Furman**, Boston U.
Participants: **Andrew King**, Dartmouth College; **Anu Wadhwa**, Imperial College Business School; **Henry Sauermann**, Georgia Institute of Technology; **Kenneth G. Huang**, National U. of Singapore; **Kwanghui Lim**, The U. of Melbourne; **Lee Fleming**, U. of California, Berkeley; **Linus Dahlander**, ESMT European School of Management and Technology; **Myriam Mariani**, Bocconi U.; **Rahul Kapoor**, U. of Pennsylvania; **Stine Grodal**, Boston U.; **Waverly W. Ding**, U. of Maryland; **Aija E. Leiponen**, Cornell U.; **Keld Laursen**, Copenhagen Business School

70 (TIM, OMT, ENT) Using Design to Build (More) Meaningful Organizations: Toward a Research Agenda

10:00am - 12:30pm Anaheim Marriott: Northeast Marquis Ballroom
 Tweet this session: #AOM2016 70
Organizers: **Fabio Fonti**, ESC Rennes School of Business; **Jeanne Liedtka**, U. of Virginia; **Ileana Stigliani**, Imperial College London; **Feichin Ted Tschang**, Singapore Management U.
Panelists: **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Victor P. Seidel**, Babson College; **Andrew B. Hargadon**, U. of California, Davis; **Micki Eisenman**, Hebrew U. of Jerusalem; **Davide Ravasi**, Cass Business School, City U. London

Friday 10:15AM

71 🗣️📄: (CMS) Problematising Agency of the Subalterns in the Politics of Representation10:15am - 12:15pm Sheraton Park Hotel: Park D
Tweet this session: #AOM2016 71Organizer: **Fahreen Alamgir**, Massey U.Chair: **Raza A. Mir**, William Paterson U.*Participants:* **Gazi Islam**, Grenoble Ecole de Management; **Rafael Alcadipani**, FGV-EAESP; **Arun Kumar**, U. of York; **Ozan Nadir Alakavuklar**, Massey U. Palmerston North; **Alex Faria**, EBAPE/FGV; **Deborah Helen Jones**, Victoria U. of Wellington; **Farah Palmer**, Massey U.**72** 📄: (CMS) Sharing Untold Tales from the Field: Reconceptualising Research in Organizational Studies10:15am - 11:45am Sheraton Park Hotel: Plaza B
Tweet this session: #AOM2016 72Organizers: **Nadia C. DeGama**, Anglia Ruskin U.; **Amanda Peticca-Harris**, Grenoble Ecole de Management**73** →🗣️: (HR, IM, D&ITC) HR Ambassadors Program: Opening the Gate to the Academy10:15am - 12:45pm Anaheim Convention Center: 201D
Tweet this session: #AOM2016 73*This PDW targets junior international faculty, who may sometimes find it challenging to find their place within the Academy. In line with the Academy's ongoing outreach to international scholars, and its desire to be more inclusive and relevant to an increasing number of international faculty joining the academy, this workshop aims to provide a platform for peer-to-peer interaction, whereby well-established HR Ambassadors from a wide range of countries welcome new members to the HR Division, and to the HR Ambassador program more specifically.*Organizers: **Fida Afiouni**, American U. of Beirut; **Ilona Buciuniene**, ISM U. of Management and EconomicsChairs: **Fida Afiouni**, American U. of Beirut; **Ilona Buciuniene**, ISM U. of Management and EconomicsFacilitators: **Karin Sanders**, UNSW Australia Business School; **Michal Biron**, U. of HaifaDiscussants: **Michal Biron**, U. of Haifa; **Karin Sanders**, UNSW Australia Business School*Presenters:* **Aichia Chuang**, National Taiwan U.; **Alain Klarsfeld**, Toulouse Business School; **Andres Raineri**, Catholic U. of Chile; **Arnaldo Camuffo**, Bocconi U.; **Astrid Reichel**, WU Vienna U. of Economics and Business; **Audrey Chia**, National U. of Singapore; **Brian Harney**, Dublin City U.; **Cecile Dejoux**, Cnam U.; **Christina Sue-Chan**, City U. of Hong Kong; **Claire Gubbins**, U. College Cork; **Angelika Kornblum**, ETH Zurich; **Dana Unger**, ETH Zurich; **Eleni Stavrou**, U. of Cyprus; **Emmanuelle Andree Leon**, ESCP Europe; **Eve Saint-Germes**, U. of Nice Sophia Antipolis; **Ewan Oiry**, ESG-UQAM; **Fida Afiouni**, American U. of Beirut; **Ilona Buciuniene**, ISM U. of Management and Economics; **Jozsef Poor**, Szent István U.; **Junhee Kim**, Seattle U.; **Kristiina Mäkelä**, Aalto U.; **Lena Knappert**, Tilburg U.; **Marion Festing**, ESCP Europe; **Ruta Kazlauskaitė**, ISM U. of Management and Economics; **Sabrina Loufrani-Fedida**, U. of Nice Sophia Antipolis; **Sewon Kim**, State U. of New York Empire State College; **Silvia Bagdadli**, Bocconi U. / SDA Bocconi; **Veronique Tran**, ESCP Europe; **Wiebke Doden**, ETH Zurich; **Wolfgang Mayrhofer**, WU Vienna U. of Economics and Business; **Ying Wang**, U. of New South Wales; **Zivilė Stankeviciūtė**, Kaunas U. of Technology; **Cordula****Barzantny**, Toulouse Business School; **Li-Yun Sun**, Macau U. of Science and Technology**74** 🗣️📄👋: (IAM, GDO) "Dime con quién andas y te diré quien eres": Creating Meaningful Organizations for Hispanics/Latinos10:15am - 12:15pm Hilton Anaheim: Catalina 3
Tweet this session: #AOM2016 74

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Chairs: **Patricia G Martinez**, Loyola Marymount U.; **Carolina Gomez**, Florida International U.*Participants:* **Monica C. Gavino**, Saint Xavier U.; **Dayo Akinlade**, Saint Xavier U.; **James Hagen**, Saint Xavier U.; **Denise E. Williams**, Metropolitan State U.; **David Jacobson**, Metropolitan State U.; **Rowena Ortiz-Walters**, SUNY Plattsburgh; **Martha C. Andrews**, U. of North Carolina, Wilmington; **Sharon Purkiss**, California State U., Fullerton**75** →📄: (IM) Reviewing Papers in IM: The Power of Constructive Reviews10:15am - 12:15pm Anaheim Convention Center: 202B
Tweet this session: #AOM2016 75Organizers: **Ilya Cuyppers**, Singapore Management U.; **Bo Bernhard Nielsen**, The U. of SydneySpeakers: **Paula M Caligiuri**, Northeastern U.; **Jesper Edman**, Hitotsubashi U.; **Elizabeth Maitland**, U. of New South Wales; **Elizabeth L. Rose**, U. of Otago**76** 📄→🗣️📄: (IM, ENT) Exploring Synergies between International Entrepreneurship and Social Entrepreneurship10:15am - 12:15pm Anaheim Convention Center: 203A
Tweet this session: #AOM2016 76Participants: **Lei Li**, The U. of Nottingham, China; **Gary Knight**, Willamette U.; **Susan Marlow**, The U. of Nottingham**77** 📄: (MH) Getting Published: Tips for Success10:15am - 11:45am Sheraton Park Hotel: Garden C
Tweet this session: #AOM2016 77Chair: **Julia Teahen**, Baker CollegePresenters: **Regina A. Greenwood**, Nova Southeastern U.; **Kenneth R. Thompson**, DePaul U.; **Bradley G Bowden**, Griffith U.**78** 📄🗣️📄: (ODC, BPS, SAP, OMT) What is New in Research, Teaching and Consulting about Managing Major Organizational Change?10:15am - 12:15pm Anaheim Marriott: La Jolla, Los Angeles
Tweet this session: #AOM2016 78Organizer: **Quy Nguyen Huy**, INSEADCoordinator: **Michael Jarrett**, INSEADPresenters: **Phanish Puranam**, INSEAD; **Inger G. Stensaker**, Norwegian School of Economics; **Scott Sonenshein**, Rice U.; **Richard W. Woodman**, Texas A&M U.**79** 🗣️: (PNP) Faculty Careers, Academic Leadership, and PNP as an Organization of Meaning10:15am - 11:45am Anaheim Marriott: Newport Beach, Rancho Las Palmas
Tweet this session: #AOM2016 79Moderator: **Robert K Christensen**, U. of GeorgiaPanelists: **Laurie N DiPadova-Stocks**, Park U.; **R Karl Rethemeyer**, U. at Albany, State U. of New York; **Rebecca Tekula**, Pace U.; **Stephen T.T. Teo**, RMIT U.; **Bradley E. Wright**, U. of Georgia

80  : (PNP, HCM) Exploring How To Use Social Support To Shape Public Sector/NFP Employees' Engagement

10:15am - 11:45am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 80



*This workshop examines the best ways to give social support to different types of public sector employees to ensure their engagement.*Chair: **Kate Shacklock**, Griffith U.Facilitators: **Elisabetta Trincherio**, SDA Bocconi; **Benjamin Stuart Rodney Farr-Wharton**, U. of Technology, SydneyPresenters: **Rona Beattie**, Glasgow Caledonian U.; **Elio Borgonovi**, Bocconi U.; **Paulo Ignacio**, U. Estadual de Campinas - UNICAMP; **Joseph Azzopardi**, U. of Malta; **Stephen Procter**, Newcastle U.Participant: **Yvonne Brunetto**, Southern Cross U.**81**  : (PTC, SAP) Impact Studies as Collaborative Endeavors: Achieving Meaningfulness in Practice

10:15am - 12:45pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 81

Organizers: **Ninna Meier**, Copenhagen Business School; **Karen Ingerslev**, Aarhus U. HospitalPresenters: **Kasper Bjoern**, Central Denmark Region; **Sue Dopson**, U. of Oxford; **Susanne Oestergaard**, Central Denmark Region; **Madina Rival**, LIRSA-Cnam Paris; **Richard Jackson Major**, Institut de Gestion Sociale Paris; **Jacques Rojot**, U. Pantheon-Assas (Paris II)

Friday 10:30AM

82  : (ODC, TTC, MED) "That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change

10:30am - 12:30pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 82

Participants: **Gavin M. Schwarz**, U. of New South Wales; **Richard Dunford**, U. of Newcastle, Australia; **Ian Palmer**, RMIT U.; **Susan M. Adams**, Bentley U.; **Anthony F. Buono**, Bentley U.; **Ann E. Feyerherm**, Pepperdine U.; **Keith O Hunter**, U. of San Francisco; **Cynthia Martinez**, U. of Southern California; **Susan Resnick West**, U. of Southern California; **Gary Wagenheim**, Simon Fraser U.**83** : (PUBS) Rhythms of Academic Life: Research on Academic Careers 20 Years after Frost and Taylor

10:30am - 12:00pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 83

*This session is sponsored by AMLE.**Participants wishing to register for the research incubator part of the PDW should contact Tine Köhler at tkoehler@unimelb.edu.au by July 31st with a 1-2-page outline of their planned research project or a draft of their paper (for more advanced projects).*Organizer: **Jon Billsberry**, Deakin U.Presenters: **Jon Billsberry**, Deakin U.; **Michael Brian Cohen**, Deakin U.; **Tine Köhler**, The U. of Melbourne; **Micheal T. Stratton**, U. of North Carolina, Asheville; **M. Susan Taylor**, U. of Maryland

Friday 10:45AM

84 : (BPS, OMT, OB) What's Your Contribution? A Workshop on Developing a Real Theoretical Contribution

10:45am - 1:15pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 84

Chair: **Paul C. Godfrey**, Brigham Young U.Participants: **Benjamin M. Galvin**, Brigham Young U.; **W Gibb Dyer**, Brigham Young U.**85** : (ONE, RM) Application of Multilevel Research Methods in the Context of Business Strategy and Climate Change

10:45am - 12:15pm Anaheim Marriott: Gold Key III

Tweet this session: #AOM2016 85

*This PDW will contribute towards finding ways and means for doing interdisciplinary research in business strategy and climate change through the exploration of multilevel research methods.**Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.*Organizers: **Arijit Paul**, U. of Graz, Austria; **Rupert J. Baumgartner**, U. of Graz; **Matthias Damert**, U. of Graz, Austria
Speakers: **Ans Kolk**, U. of Amsterdam; **David Levy**, U. of Massachusetts, Boston; **Jonas W. B. Lang**, Ghent U.; **Martina K. Linnenluecke**, U. of Queensland; **Paul Bliese**, U. of South Carolina; **Tom Smith**, U. of Queensland

Friday 11:00AM

86 : (IM) International Management Division Paper Development Workshop

11:00am - 1:00pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 86



Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at elizabeth.rose@otago.ac.nz to obtain the approval code. The deadline to register online is June 18, 2016.
Chair: **Ajai Gaur**, Rutgers U.

Friday 11:15AM

87  : (CMS, OB) Dirty Work Research Incubator

11:15am - 1:15pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 87

Chair: **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor
Presenters: **Annilee Game**, U. of East Anglia; **Gina Grandy**, U. of Regina; **Kendra Dyanne Rivera**, California State U., San Marcos; **Andrew Schnackenberg**, U. of Denver; **Natasha Slutskaya**, Brunel U.**88**  : (OB) New to OB? Navigating the OB Division and AOM

11:15am - 1:15pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 88

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 04, 2016.*Organizers: **Adam C. Stoverink**, Northern Illinois U.; **Jennifer Carson Marr**, Georgia Institute of Technology

Presenters: Madan M. Pillutla, London Business School; Dora C. Lau, Chinese U. of Hong Kong; Keith Leavitt, Oregon State U.; Kira F. Schabram, The U. of British Columbia

89 🗺️: (OB, CAR) Thrive! Energizing Ourselves as Academics (3rd Annual)

11:15am - 1:15pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 89

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 31, 2016.

Organizers: Ulrich Leicht-Deobald, U. of St. Gallen; Chak Fu Lam, Suffolk U.; Petra Kipfelsberger, U. of St. Gallen; Evgenia Lysova, VU U. Amsterdam

Speakers: Sabine Sonntag, U. of Mannheim; Alexandra Michel, U. of Southern California

90 🗨️: (OB, CM) A Stress Management Workshop for Junior Faculty

11:15am - 2:15pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 90

The purpose of this session is to help junior faculty learn to manage stressors and as a result, find meaning in their career experiences.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is June 17, 2016.

Chairs: Payal Nangia Sharma, The Wharton School, U. of Pennsylvania; Jessica Rodell, U. of Georgia; Joo Hun Han, Rutgers U.

Facilitators: Tracy Chang, Rutgers U.; Rellie Rachel Derfler-Rozin, Robert H. Smith School of Business; Oscar Holmes IV, Rutgers U.; Sirkwoo Jin, Merrimack College; Lisa A Marchiondo, U. of New Mexico; Shimul Melwani, U. of North Carolina, Chapel Hill; Olivia Amanda O'Neill, George Mason U.; Naomi B. Rothman, Lehigh U.; Jennifer Tosti-Kharas, Babson College

Speakers: Katy Katherine, Harvard Business School; Ingrid Fulmer, Rutgers U.; David A Hofmann, U. of North Carolina, Chapel Hill; Matthew J Pearsall, U. of North Carolina, Chapel Hill; Myeong-Gu Seo, U. of Maryland

Presenters: Dana McDaniel Sumpter, California State U., Long Beach; Michael S Christian, U. of North Carolina, Chapel Hill; Gavin J Kilduff, New York U.

91 🗨️: (OMT, RM, OB, MOC) Being There/Being Them: Ethnography, Meaning, and Beyond

11:15am - 1:15pm Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 91

Organizers: Elizabeth Hansen, Harvard U.; Curtis Kwinyen Chan, Harvard U.; Julia DiBenigno, Yale School of Management; Michel Anteby, Boston U.

Panelists: Mark DeRond, U. of Cambridge; Curtis LeBaron, Brigham Young U.; Renee Rottner, U. of California, Santa Barbara; Sarah Kaplan, U. of Toronto

Friday 11:30AM

92 🗺️➔: (MED, SIM, IM) Responsible Management Education in Action: Developing Faculty Competences

11:30am - 1:00pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 92

Chairs: Dirk C. Moosmayer, The U. of Nottingham, China; Oliver Laasch, The U. of Manchester

Presenters: Jonas Haertle, PRME Secretariat / United Nations Global Compact Office; Oliver Laasch, The U. of Manchester; Dirk C. Moosmayer, The U. of Nottingham, China; Laura Albareda, Deusto Business School; Ricardo Aguado, U. de Deusto; Kai N. Hockerts, Copenhagen Business School; Michael Wei Zhang, Nottingham Trent U.; Taiga Brahm, U. of St. Gallen; Patrizia Kühner, U. of St. Gallen; Farley Simon Nobre, Federal U. of Parana; Ross Angus McDonald, The U. of Auckland; David Chandler, U. of Colorado, Denver; Mary Catherine Gentile, Babson College

Friday 11:45AM

93 🗨️: (MC, ODC, CM) Group Shadow Dancing: Transformation when Bion's Basic Assumptions Decorate the Cave Walls

11:45am - 1:15pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 93

Facilitators: Nancy C. Wallis, Pitzer College; Maria Spindler, Consulting and Research

94 ➔🗺️: (OB, CAR) Conducting Meaningful Research into the Experience of PE and Perceived Fit: An Incubator

11:45am - 1:45pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 94

Organizers: Rein De Cooman, KU Leuven; Wouter Vleugels, KU Leuven; Stefan T. Mol, U. of Amsterdam

Chair: Jon Billsberry, Deakin U.

Facilitators: Deanne N. DenHartog, U. of Amsterdam; Amy L. Kristof-Brown, U. of Iowa; Christian J. Resick, Drexel U.; Danielle Talbot, Coventry U.; Anthony R. Wheeler, U. of Rhode Island; Kang Yang Trevor Yu, Nanyang Technological U.

95 🗨️: (RM, PTC) Qualimetrics and Ethnostatistics Research Methods

11:45am - 1:45pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 95

Qualimetrics and ethnostatistics as innovative research methods enabling the creation of comprehensive performance metrics

Chair: Robert P. Gephart, U. of Alberta

Coordinator: Marc Bonnet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Presenters: Olivier Voyant, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Laurent Cappelletti, CNAM Paris, LIRSA, ISEOR

Participant: Henri Savall, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Friday 12:00PM

96 : (AAA) Placement Services

12:00pm - 5:00pm Hilton Anaheim: Hilton: Concourse Level (4th Floor)

Tweet this session: #AOM2016 96

Placement Services - Registration and Information

97 🗺️: (ENT) Entrepreneurial Motivations: Past, Present and Future Theoretical and Empirical Directions

12:00pm - 2:00pm Hilton Anaheim: Avila AB

Tweet this session: #AOM2016 97

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the

workshop organizer at yitshr@gmail.com to obtain the approval code. The deadline to register online is August 05, 2016.
 Coordinators: **Fredric Kropp**, Middlebury Institute of International Studies at Monterey and The U. of Adelaide; **Ronit Yitshaki**, Ariel U.

Participants: **Alan L. Carsrud**, Abo Akademi U.; **Malin Brannback**, Abo Akademi U.; **Matthew G. Grimes**, Indiana U.; **Charles Y. Murnieks**, Oregon State U.; **Erin Powell**, Clemson U.

98 : (ENT, TIM) Taking Stock of the “How” Question in Entrepreneurship

12:00pm - 2:00pm Hilton Anaheim: California D
 Tweet this session: [#AOM2016 98](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at william.b.gartner@gmail.com to obtain the approval code. The deadline to register online is August 05, 2016.
 Organizers: **William B. Gartner**, Copenhagen Business School / California Lutheran U.; **Neil Aaron Thompson**, VU Amsterdam; **Bruce T. Teague**, Eastern Washington U.; **A.M.C. Eveline Stam**, U. of Amsterdam

Discussants: **Kelly G Shaver**, College of Charleston; **Candida G Brush**, Babson College; **Siri Ann Terjesen**, NHH Norwegian School of Economics; **Michael H. Morris**, U. of Florida
 Presenters: **Jerome Katz**, Saint Louis U.; **Dimo Dimov**, U. of Bath

99 : (HCM) Emerging Scholars Consortium Lunch

12:00pm - 1:30pm Offsite: Bubba Gump Shrimp Co.
 Tweet this session: [#AOM2016 99](#)

Lunch is for attendees of the HCM consortium. This session will take place offsite at Bubba Gump Shrimp Co. at 321 W Katella Ave in Anaheim, CA. Please contact Nick Edwardson at (505) 926-1595 or via email at nedwardson@unm.edu with any questions.

100 : (MED) Reducing Anxiety and Improving Performance of Management Oral Presentations

12:00pm - 1:30pm Sheraton Park Hotel: Plaza B
 Tweet this session: [#AOM2016 100](#)

Donald Doty is a tenured Professor in the College of Business Management at Northwest University. His instructional methods and classroom atmosphere have reduced PSA in pre and post, repeated measures T tests, averaged over the past 3 years by an average of 31% (Doty, 2015). **Peter Koen** is a tenured Associate Professor in the Wesley J. Howe School of Technology Management at the Stevens Institute of Technology. The effectiveness of methods in reducing PSA in this flipped classroom is a current research study, with results expected in May of 2016.

Presenters: **Don Doty**, Northwest U.; **Peter A. Koen**, Stevens Institute of Technology

101 : (ODC, OB, ENT, IM) Creativities – Making Creativity Meaningful by Learning from Cultural Differences

12:00pm - 3:00pm Anaheim Marriott: Grand Ballroom Salon H
 Tweet this session: [#AOM2016 101](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.
 Organizers: **dt ogilvie**, Rochester Institute of Technology; **Stephen Cummings**, Victoria U. of Wellington; **Chris Bilton**, Warwick U.
 Chair: **dt ogilvie**, Rochester Institute of Technology
 Presenters: **Chris Bilton**, Warwick U.; **Stephen Cummings**, Victoria U. of Wellington; **Onome Igboavodha**, Rutgers Business

School; **Hao Jiao**, Beijing Normal U.; **Denise Luethge**, U. of Michigan, Flint / Doshisha Business School; **Vincent O. Ogutu**, STRATHMORE BUSINESS SCHOOL; **Asha Rao**, California State U., East Bay; **Feichin Ted Tschang**, Singapore Management U.

102 : (OM) Teaching Service Design in an OM/SCM Course

12:00pm - 1:30pm Sheraton Park Hotel: Garden C
 Tweet this session: [#AOM2016 102](#)

For more information about the workshop and to sign up go to <http://services.byu.edu/workshop> by August 1, 2016.
 Presenter: **Scott E. Sampson**, Brigham Young U.

103 : (OMT, OB, RM) Using Sport Data to Advance Management Theory

12:00pm - 2:00pm Anaheim Marriott: Newport Beach, Rancho Las Palmas
 Tweet this session: [#AOM2016 103](#)

Organizers: **Jan-Michael Ross**, Imperial College London; **Dmitry Sharapov**, Imperial College London

Chair: **Paolo Aversa**, Cass Business School, City U. London
 Presenters: **Martin J. Kilduff**, UCL School of Management; **Thomas P. Moliterno**, U. of Massachusetts, Amherst; **Matthew S. Bothner**, ESMT European School of Management and Technology; **Richard Donald Cotton**, U. of Victoria; **Yan Shen**, U. of Victoria; **Reut Livne-Tarandach**, U. of Oregon; **Fabrizio Castellucci**, Bocconi U. / SDA Bocconi

104 : (SAP, OMT) Coding in the Trenches: Qualitative Analysis Boot Camp

12:00pm - 2:45pm Hilton Anaheim: Malibu
 Tweet this session: [#AOM2016 104](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at asmith51@utk.edu to obtain the approval code. The deadline to register online is August 1, 2016.

Organizers: **Charlotte Cloutier**, HEC Montreal; **Anne D. Smith**, U. of Tennessee, Knoxville

Presenter: **Karen Golden-Biddle**, Boston U.
 Participants: **Davide Ravasi**, Cass Business School, City U. London; **Ann Langley**, HEC Montréal; **Santi Furnari**, Cass Business School, City U. London; **Nelson Phillips**, Imperial College London; **Curtis LeBaron**, Brigham Young U.; **Paula Marie O’Kane**, U. of Otago; **Michael Lerman**, U. of Tennessee

Friday 12:15PM

105 : (ENT, IM) Entrepreneurship Under Adverse Conditions

12:15pm - 3:15pm Hilton Anaheim: Pacific B
 Tweet this session: [#AOM2016 105](#)

Organizers: **Maija Renko**, U. of Illinois at Chicago; **Amanda Bullough**, U. of Delaware; **Ute Stephan**, Aston Business School; **Friederike Welter**, IfM Bonn / U. of Siegen
 Speakers: **Ted Baker**, Rutgers U.; **Michael Frese**, National U. of Singapore; **Susanna Khavul**, UTA/LSE; **Geoffrey Kistruck**, Schulich School of Business; **Tomasz Marek Mickiewicz**, Aston Business School; **Paul D Reynolds**, Aston U.; **Justin W. Webb**, U. of North Carolina, Charlotte

106 📖: (TTC) **Make ‘em Laugh: Using Humor as a Tool for Learning**

12:15pm - 2:15pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 106

*In this PDW, we will discuss humor in the classroom including humor styles, past humor experiences and how to incorporate it into future use.***Organizers:** Amanda Varley, Case Western Reserve U.; William G. Obenauer, Rensselaer Polytechnic Institute**Speaker:** Melvin L. Smith, Case Western Reserve U.**Friday 12:30PM****107** → 📖 🗣️: (GDO, D&ITC) **Publishing Diversity Research Workshop**

12:30pm - 3:30pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 107

*Registration will be required of all participants and needs to be submitted by July 1st, 2016. Junior faculty who wish to have their manuscripts reviewed need to submit their manuscripts by June 1, 2016, in order to provide adequate time for the review process. Please contact Raymond Trau (raymond.trau@rmit.edu.au) for registration and manuscript submission.***Chairs:** Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.**Discussants:** Derek R. Avery, Wake Forest U.; Jennifer L. Berdahl, The U. of British Columbia; Shelley Brickson, U. of Illinois at Chicago; Prithviraj Chattopadhyay, The U. of Auckland; Martin N. Davidson, U. of Virginia; Marta M. Elvira, IESE; David A. Harrison, The U. of Texas at Austin; Charmine E. J. Hartel, U. of Queensland; Michelle R. Hebl, Rice U.; Jenny M. Hoobler, U. of Pretoria; Aparna Joshi, Pennsylvania State U.; Eden King, George Mason U.; Alison M. Konrad, Western U.; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Patrick F. McKay, Rutgers U.; Tanya Menon, The Ohio State U.; Lisa Hisae Nishii, Cornell U.; Katherine W. Phillips, Columbia U.; Ashleigh Shelby Rosette, Duke U.; Maureen A. Scully, U. of Massachusetts, Boston; María Carmen Triana, U. of Wisconsin, Madison**Coordinator:** Raymond N. C. Trau, RMIT U.**108** 📖 → 🗣️ 📖 🗣️: (GDO, SIM, CMS, ITC) **Research Incubator on the Role of Business and the Private Sector in the Refugee Crisis**

12:30pm - 2:30pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 108

Organizer: Charlotte M. Karam, American U. of Beirut
Facilitators: Andrew Carnegie, FBG; Giles Hirst, The Australian National U.; Ghadir Ishqaidef, California State U., Chico; Alexander Newman, Deakin U.; Ingrid Nielsen, Deakin U.; Emmanuel Raufflet, HEC Montreal; Raymond Saner, Center For Socio-Economic Development; Russell Smyth, Monash U.; Katharina Spraul, U. of Kaiserslautern; Jawad Syed, U. of Huddersfield; Laura E. Mercer Traavik, BI Norwegian Business School; Lichia Yiu, Centre for Socio-Eco-Nomic Development
Discussant: Dima Jamali, American U. of Beirut**Coordinator:** Lena Safi, American U. of Beirut**Participants:** Jose Manuel Alcaraz, Murdoch U.; Leo Paul Dana, U. of Montpellier; Nada Kakabadse, Henley Business School; Nadeem Khan, Henley Business School; Katerina Nicolopoulou,

U. of Strathclyde; Kanellos Panagiotis Nikolopoulos, The Open U., Netherlands

109 📖: (HR) **Innovative and Experiential Approaches to Teaching HRM II**

12:30pm - 3:00pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 109

*This is the second part of a two-part workshop on teaching HRM innovatively and engagingly; it follows the morning session Innovative and Experiential Approaches to Teaching HRM I and will be in the same location (participants need not attend both sessions). Attendees will find valuable information, approaches, and experiential activities they can implement immediately in their HR courses or modules.***Chairs:** Suzanne C. de Janasz, Seattle U.; Caren Goldberg, George Mason U.**Participants:** Sally A Baack, San Francisco State U.; Laquita C. Blockson, Rutgers U.; Lynn Bowes, Western New England U.; Elizabeth A. Cooper, U. of Rhode Island; Joanna Elizabeth Crossman, U. of South Australia; Beverly J. DeMarr, Ferris State U.; Ellen Ensher, Loyola Marymount U.; Emmeline de Pillis, U. of Hawai'i, Hilo; Monica L. Forret, St. Ambrose U.; Colette A Frayne, C.A. Frayne & Associates, Inc.; Magid Mazen, Suffolk U.; Aimee D. Phelps Lee, U. of Rhode Island; Denise Potosky, Pennsylvania State U.; Vicki R. Whiting, Westminster College; Scott J Behson, Fairleigh Dickinson U.; Sanjeewa Samanmali Perera, U. of South Australia**110** 📖 →: (IM, BPS, HR) **Padawans or Class One Droids, Only? On the Future of Doctoral Education at Business Schools**

12:30pm - 2:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 110

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.***Organizers:** Michael C. Nippa, Free U. Bozen, Bolzano; Schon Beechler, INSEAD; Kristiina Mäkelä, Aalto U.; Kyle J. Mayer, U. of Southern California; Anne-valerie Ohlsson, Singapore Management U.**111** 🗣️ → 🗣️: (MC, IM, ODC) **How to Perform in Cross-Cultural Settings from a Management Consulting Point of View?**

12:30pm - 2:00pm Anaheim Marriott: Gold Key III

Tweet this session: #AOM2016 111

Professional Development Workshop Chair: Amandine Savall, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
Distinguished Speaker: Patrick Tabchoury, U. of Balamand
Coordinator: Veronique Zardet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin**Presenters:** Rony Saab, Paragon Shift; Maya El Hajjeh, U. of Balamand; Ziad Nabil Nehme, U. of Balamand**Participant:** Frantz Datry, ISEOR**112** 🗣️ 🗣️ 🗣️: (ODC) **A Theoretical Framework and Conceptualization for Making Organizations Meaningful**

12:30pm - 2:30pm Anaheim Marriott: La Jolla, Los Angeles

Tweet this session: #AOM2016 112

This PDW offers participants a researched based theoretical framework and conceptualization for making organizations meaningful. Participants will collaboratively consider the elements of a structure for finding meaning and consider ways in which it can be

adapted to organizations. Topics in leadership, generational differences, and readiness for change are part of the discussion. Facilitators: **Joseph C. Holler**, Pepperdine U.; **Janet McCollum**, U. of St Thomas; **Fonda Na'Desh**, Na'Desh & Associates

113 📖📄: (ONE) ONE Doctoral Consortium

12:30pm - 5:00pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 113

Organizers: **Adam Fremeth**, Ivey Business School; **Andrea Maria Prado**, INCAE Business School

114 : (PUBS) The Scholarship of Teaching & Learning: How to Design and Conduct a Great Management Learning and Education Research

12:30pm - 2:00pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 114

This session is sponsored by AMLE.

Organizer: **Tine Koehler**, The U. of Melbourne

Presenters: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Emma Bell**, Keele U.; **Todd Bridgman**, Victoria U. of Wellington; **Charles J. Fornaciari**, La Salle U.; **Jeanie M. Forray**, Western New England U.; **Vijay Kannan**, Utah State U.; **Tine Koehler**, The U. of Melbourne; **Kathy Lund Dean**, Gustavus Adolphus College; **Christine Quinn Trank**, Vanderbilt U.; **April Lee Wright**, U. of Queensland

115 📄: (RM, TIM) Panel Data and Estimation 101

12:30pm - 2:30pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 115

Presenter: **Lawrence A. Plummer**, Ivey Business School

Friday 12:45PM

116 📄: (TIM, BPS, ENT, OCIS, PNP) Researching Open Innovation: Opportunities and Challenges

12:45pm - 2:45pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 116

Interested participants should register via

www.marcelbogers.com/pdw before August 1st.

Organizers: **Marcel Bogers**, U. of Copenhagen; **Jonathan Sims**, Babson College

Facilitators: **Allan N Afuah**, U. of Michigan; **Esteve Almirall**, ESADE Business School; **Sabine Brunswicker**, Purdue U., West Lafayette; **Alberto Di Minin**, U. of California, Berkeley; **John E. Ettl**, Rochester Institute of Technology; **Lars Frederiksen**, Aarhus U.; **Annabelle Gawer**, U. of Surrey; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Stefan Haefliger**, Cass Business School, City U. London; **Dennis Hilgers**, Johannes Kepler U.; **Keld Laursen**, Copenhagen Business School; **Ann Majchrzak**, U. of Southern California; **Ian P. McCarthy**, Simon Fraser U.; **Satish Nambisan**, U. of Wisconsin, Milwaukee; **Susanne Ollila**, Chalmers U. of Technology; **Frank T. Piller**, RWTH Aachen U.; **Cristina Rossi-Lamastra**, Politecnico di Milano; **Anne L.J. ter Wal**, Imperial College Business School; **Wim Vanhaverbeke**, U. Hasselt/ESADE Business School/ National U. of Singapore; **Joel West**, Keck Graduate Institute

Friday 1:00PM

117 📖📄➔🗣️: (BPS, NDSC) Teaching Academic Writing in APA Style

1:00pm - 2:30pm Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 117

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at bernd.heesen@hs-ansbach.de to obtain the approval code. The deadline to register online is August 05, 2016. Presenters: **Bernd Heesen**, U. of Ansbach; **Jayanth Jacob**, Anna U.

118 : (ICW) IMD International Day 1 Room 2 PM

1:00pm - 5:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor

Tweet this session: #AOM2016 118

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

119 : (ICW) IMD International Day 1 Room 1 PM

1:00pm - 5:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 119

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

120 🗣️➔📄🗣️: (IM, OB) Language in International Management Research

1:00pm - 3:00pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 120

Organizers: **Mary-Yoko Brannen**, U. of Victoria; **Philippe Lecomte**, Toulouse Business School; **Terry Mughan**, Royal Roads U.; **Helene Tenzer**, Tübingen U.

Speaker: **Tsedal Neeley**, Harvard U.

121 🗣️: (PNP, IM) Community Service at International Arts Cultural Museum

1:00pm - 5:00pm Offsite: Bowers Museum

Tweet this session: #AOM2016 121

The Public and Nonprofit Division will provide a Certificate in Community Engagement to each participant in the service activity.

This event will be held offsite at Bowers Museum at 2002 N Main St, Santa Ana, CA 92706. For questions regarding this session, please contact **Laurie DiPadova-Stocks** at ldipadovastocks@park.edu
Facilitators: **Neil M. Boyd**, Bucknell U.; **Laurie N DiPadova-Stocks**, Park U.; **Eric C. Martin**, Bucknell U.; **Steven Papamarcos**, St. John's U.

Coordinator: **Don Wise**, Park U.

122 📖📄➔🗣️🗣️: (SIM, ONE, ENT, PNP) Designing a Base of the Pyramid Enterprise: An Interactive Simulation Game

1:00pm - 3:00pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 122

Coordinators: **Farley Simon Nobre**, Federal U. of Parana; **Stuart Hart**, U. of Vermont; **Ted London**, U. of Michigan; **Stefan Schaltegger**, Leuphana U. Lüneburg

Friday 1:15PM

123 📖📄➔🗣️: (IM, BPS, HR) Designing Executive Education Programs to Teach Content in Ways to be Readily Implemented in Firms

1:15pm - 3:45pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 123

Presenters: **Carl Fey**, Aalto U.; **Martha L Maznevski**, IMD; **Katherine Xin**, CEIBS

124 📖: (MED) **Storytelling in Management Education: How to Build an Online Interactive Story Game**

1:15pm - 2:45pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 124

Facilitator: **Alycia O'Sullivan**, Deakin U.Presenter: **Elizabeth Merlot**, Swinburne U.Participant: **Timothy Colin Bednall**, Swinburne U.**Friday 1:30PM****125** 🗨️: (D&ITC, AAM, IAM, INDAM) **“Continuing the dialogue: Making meaningful cross-border connections across the Academy”**

1:30pm - 3:30pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 125

Organizers: **Uma Kedharnath**, U. of Wisconsin, Whitewater; **Susana Velez-Castrillon**, U. of West Georgia; **Doyin Atewologun**, Queen Mary U. of LondonDiscussants: **José Ernesto Amorós**, Tecnológico de Monterrey; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Naresh Khatri**, U. of Missouri; **Elham Kamal Metwally**, American U. in Cairo; **Silvia Ines Monserrat**, Unicen; **Miguel Angel Palomo-Gonzalez**, U. Autónoma de Nuevo León; **David Wicks**, St. Mary's U.; **Daphne W. Yiu**, Chinese U. of Hong Kong**126** 📖➔📖: (OB) **Thinking of a Position Outside the US? “Dos and Don’ts” of International Business Schools**

1:30pm - 3:30pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 126

Organizers: **Andreas W. Richter**, U. of Cambridge; **Ashley Fulmer**, National U. of Singapore; **Simon Lloyd D. Restubog**, The Australian National U.; **David Patient**, UCP - Católica Lisbon School of Business & EconomicsParticipants: **Marjo-Riitta Diehl**, EBS International U.; **Donald L. Ferrin**, Singapore Management U.; **Cheri Ostroff**, U. of South Australia; **Jason D. Shaw**, Hong Kong Polytechnic U.; **Marco Tortoriello**, Bocconi U.**127** 📖📖📖: (OB, HR, CAR, OMT) **Mentoring Graduate Students: Tips, Best Practices, and Life-changing Stories from the Experts**

1:30pm - 3:30pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 127

Organizers: **Andrew P. Knight**, Washington U. in St. Louis; **Crystal I.C. Farh**, U. of Washington, Seattle; **Samir Nurmohamed**, The Wharton School, U. of PennsylvaniaParticipants: **Jean M. Bartunek**, Boston College; **Myeong-Gu Seo**, U. of Maryland; **Stefan Thau**, INSEAD; **Marko Pitesa**, U. of Maryland R.H. Smith School of Business; **Marie S. Mitchell**, U. of Georgia; **David Keating**, U. of Georgia; **Kathryn M. Bartol**, U. of Maryland; **Yuntao Dong**, U. of Connecticut; **David Mayer**, U. of Michigan; **Kristina Marie Workman**, Cornell U.; **Spencer Harrison**, Boston College; **Elizabeth D. Rouse**, Boston U.; **John Mathieu**, U. of Connecticut; **Margaret M. Luciano**, Arizona State U.**Friday 1:45PM****128** 📖: (CMS, OMT) **Philosophies of Organizational Research**

1:45pm - 3:45pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 128

Chair: **Raza A. Mir**, William Paterson U.Participants: **Ali Mir**, William Paterson U.; **Andre Spicer**, City U. London; **Cristina Neesham**, Swinburne U. of Technology; **Carl Cederström**, Stockholm U.; **Michelle Greenwood**, Monash U.**129** 📖: (MH) **Meet the Editors of Management and Marketing History Journals**

1:45pm - 3:45pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 129

Chairs: **Stephanie Case Henagan**, Louisiana State U.; **Roland E. Kidwell**, Florida Atlantic U.Participants: **Bradley G Bowden**, Griffith U.; **Peter M. Miskell**, U. of Reading; **Brian Jones**, Quinnipiac U.; **Eric H Shaw**, Florida Atlantic U.; **Terrence H. Witkowski**, California State U., Long Beach**Friday 2:00PM****130** : (AAM) **Asia Academy of Management/Asia Pacific Journal of Management Board Meeting**

2:00pm - 4:00pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 130

*This event is for the AAOM office bearers, APJM Editorial Board Members and other friends of the Asia Academy to discuss issues pertaining to AAOM and APJM.***131** 📖📖➔📖📖: (IAM, GDO, HR) **The Nation’s Changing Demographics and the Next America**

2:00pm - 3:30pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 131

Presenter: **Mark Lopez**, Pew Research Center**132** 📖: (MOC, OB, OMT, BPS, HR, ODC, SIM) **Reviewing in the Rough: A PDW for Doctoral Students and Junior Faculty**

2:00pm - 4:00pm Hilton Anaheim: Catalina 2

Tweet this session: #AOM2016 132

*Pre-registration is required for this workshop. To reserve your spot, please complete the following steps: 1. Send an e-mail to mocreview@gmail.com to request a copy of an original submission of Andrew Knight’s manuscript. 2. Complete a formal review of this manuscript (i.e., one or two single-spaced pages). 3. E-mail your completed review to mocreview@gmail.com. 4. We will email you the registration code for the PDW. 5. Register for the PDW at the AOM program website: <https://secure.aom.org/PDWReg>. The deadline to register online is July 15, 2016.*Organizers: **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin; **Kyeonggook Francis Park**, NYU Stern; **Yifeng Fan**, Georgia Institute of Technology; **Beth A. Devine**, INSEAD; **Christopher G Myers**, Johns Hopkins U.; **Jeffrey Bednar**, Brigham Young U.Chair: **Beth A. Devine**, INSEADFacilitators: **John B. Bingham**, Brigham Young U.; **Suzanne S. Masterson**, U. of Cincinnati; **Neal M. Ashkanasy**, U. of Queensland; **Erik Dane**, Rice U.; **Frits Pil**, U. of Pittsburgh; **Rebecca J. Bennett**, Louisiana Tech U.Speakers: **Michael G. Pratt**, Boston College; **Glen E. Kreiner**, Pennsylvania State U.Presenter: **Andrew P. Knight**, Washington U. in St. Louis

133 📄: (OB, ENT) **The Intersection of OB Research and Family Business**

2:00pm - 4:00pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 133

Organizers: Kathryn Keech Ostermeier, U. of North Texas; Michele N. Medina, U. of North Texas**Participants:** James M. Vardaman, Mississippi State U.; Danielle Cooper, U. of North Texas; Laura Elizabeth Marler, Mississippi State U.; Jon C. Carr, North Carolina State U.**134** 📄: (RM, OB) **From Coding to Construction: Building and Elaborating Theoretical Models in Qualitative Research**

2:00pm - 5:30pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 134

*The first half of this session (panel and presentations) is open to anyone interested in attending this session. The second half (facilitated feedback session) requires prior application and acceptance.**Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Registration code is only required for the second half of the PDW and will be provided to those whose applications are accepted. For information on the application process, please refer to call for applications sent to the OB, MOC, RM, and OMT Division listservs. Applications should be submitted to: codingtoconstruction2016@gmail.com.***Organizers:** Keimei Sugiyama, Case Western Reserve U.; Celia W. S. Chui, U. of Lausanne and Northwestern U.; Nathan Tong, U. of Cincinnati**Facilitators:** Blake E. Ashforth, Arizona State U.; Pratima Bansal, U. of Western Ontario; Jean M. Bartunek, Boston College; Kimberly D. Elsbach, U. of California, Davis; Kevin G. Corley, Arizona State U.; Jennifer Howard-Grenville, Cambridge Judge Business School; Spencer Harrison, Boston College; Curtis LeBaron, Brigham Young U.; Elizabeth D. Rouse, Boston U.; Anne D. Smith, U. of Tennessee, Knoxville; John Paul Stephens, Case Western Reserve U.**Speaker:** Michael G. Pratt, Boston College**Friday 2:15PM****135** 📄: (HCM) **Managing the Revise and Resubmit Process**

2:15pm - 3:45pm Hilton Anaheim: Avila AB

Tweet this session: #AOM2016 135

*Registration required for this session. Send your RSVP to HCMD@nyu.edu***Organizer:** Cathleen O. Erwin, Auburn U.**Presenters:** Mark L. Diana, Tulane U.; Deirdre McCaughey, U. of Alabama, Birmingham; Stephen James O'Connor, U. of Alabama, Birmingham**136** 📄: (OMT) **Financial Markets and Organization Theory**

2:15pm - 3:45pm Anaheim Marriott: Newport Beach, Rancho Las Palmas

Tweet this session: #AOM2016 136

Organizers: Daniel Beunza, London School of Economics; Emilio Marti, Cass Business School, City U. London**Presenters:** Mary J. Benner, U. of Minnesota; Paula Jarzabkowski, City U. London; Marc Schneiberg, Reed College**137** : (PUBS) **Strategic Management Education Roundtable Discussion**

2:15pm - 3:45pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 137

*This session is sponsored by AMLE.***Organizers:** Greg Bell, U. of Dallas; Igor Filatotchev, City U. London**Presenters:** Ryan Adam Krause, Texas Christian U.; Michael A. Hitt, Texas A&M U. / Texas Christian U.**Friday 2:30PM****138** 🗣️: (MED) **Leveraging Findings from Neuroscience and Psychodynamic Theory to Tackle Senior Executive Stress**

2:30pm - 4:00pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 138

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at caroline.rook@anglia.ac.uk to obtain the approval code. The deadline to register online is August 3, 2016.
Presenter: Thomas Hellwig, INSEAD**Friday 2:45PM****139** 🗣️📄📊📈: (GDO, OB, D&ITC) **Five Decades of Gender Research in the Academy, Four Calls to Action, Two Hours to Get Moving**

2:45pm - 4:45pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 139

*Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at aparnajo@psu.edu to obtain the approval code. The deadline to register online is July 29, 2016.***Organizers:** Aparna Joshi, Pennsylvania State U.; Cynthia G. Emrich, Catalyst**Participants:** Jennifer L. Berdahl, The U. of British Columbia; Sreedhari D. Desai, U. of North Carolina; Nancy DiTomaso, Rutgers U.; Jennifer Glass, The U. of Texas at Austin; Lisa M. Leslie, New York U.; Isabel Metz, The U. of Melbourne; Erin Marie Reid, McMaster U.; Paul Silvergate, Deloitte; Michelle Angier, Intuit; Bindu Garapaty, Juniper; Elizabeth Sepetjian, AECOM**140** 📄🗣️: (MC) **Moving from Leadership Training to Change Management: One US Federal Govt Agency Intervention**

2:45pm - 4:15pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 140

Organizer: Sergio A Mendez, DOJ/FBI**Participant:** Judith A Gebhardt, U. of Maryland, College Park**141** 📄🗣️📊📈: (MOC, OB, GDO, CAR) **Crafting Positive Identities Within and Between Workplace Organizations**

2:45pm - 5:45pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 141

Organizers: Brianna Barker Caza, Asper School of business, U. of Manitoba; Laura Morgan Roberts, Antioch U.; Courtney McCluney, U. of Michigan**Presenters:** Sally Maitlis, U. of Oxford; Heather C. Vough, U. of Cincinnati; Lakshmi Ramarajan, Harvard U.; David M. Sluss, Georgia Institute of Technology; Teresa Cardador, U. of Illinois at Urbana-Champaign; Lindsey D. Cameron, U. of Michigan, Ann

Arbor; **Wendy Marcinkus Murphy**, Babson College; **Stephanie J Creary**, Cornell U.; **Sandra Cha**, Brandeis U.
Participant: **Julia J. Lee**, U. of Michigan

142 🗄️: (OB) Unconstrained by Fear: Reallocating Our Resources for a More Meaningful Conference Experience

2:45pm - 5:15pm Anaheim Convention Center: 203A
Tweet this session: [#AOM2016 142](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Facilitator: **Mercedes McBride-Walker**, Case Western Reserve U.

143 🗄️: (OMT, PNP, MC, HCM) Professional Organization Research: More Methodological Issues, Challenges and Opportunities

2:45pm - 4:15pm Anaheim Marriott: La Jolla, Los Angeles
Tweet this session: [#AOM2016 143](#)

Prospective participants are welcome to contact the organizers, **David Brock** (dmb@bgu.ac.il), **Beth Goodrick** (goodrick@fau.edu), **Huseyin Leblebici**, (hleblebi@illinois.edu) and **Daniel Muzio** (daniel.muzio@newcastle.ac.uk) in advance with any questions or suggestions at all concerning the PDW, research in professional organizations, or queries about the Journal or Professions and Organization (<http://jpo.oxfordjournals.org/>).

Organizers: **David M Brock**, Ben Gurion U. of the Negev; **Daniel Muzio**, Newcastle U.; **Elizabeth Goodrick**, Florida Atlantic U.

Chair: **Huseyin Leblebici**, U. of Illinois

Presenters: **Forrest Briscoe**, Pennsylvania State U.; **Laura Empson**, Cass Business School, City U. London; **Michael Smets**, U. of Oxford

144 🗄️: (RM, ODC) Ask The Experts: Qualitative Research

2:45pm - 4:15pm Anaheim Convention Center: 202B
Tweet this session: [#AOM2016 144](#)

Chair: **Raza A. Mir**, William Paterson U.

Facilitator: **Sanjay Jain**, Santa Clara U.

Coordinator: **Thomas Greckhamer**, Louisiana State U.

Participants: **Paul Leonardi**, UC Santa Barbara; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Andrew Nelson**, U. of Oregon; **Philipp Tuertscher**, VU U. Amsterdam; **Pinar Ozcan**, Warwick Business School

145 🗄️: (TIM, ONE, BPS) Beyond the (Traditional) Automobile Part 1: Batteries and Fuel Cells (But No Drivers!)

2:45pm - 5:15pm Anaheim Marriott: Orange County Ballroom 1
Tweet this session: [#AOM2016 145](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizers: **Daniel Engler**, Illinois State U.; **John Paul MacDuffie**, U. of Pennsylvania; **Keith Malone**, California Fuel Cell Partnership; **Anja Schulze**, U. of Zurich; **Florian A. Täube**, U. Libre de Bruxelles
Presenters: **Stephen Ellis**, American Honda Motor Co., Inc.; **Bill Elrick**, California Fuel Cell Partnership; **Robert Wayne Gregory**, U. of Navarra; **Jeffrey Joyner**, E4 Mobility Alliance; **Daniel Sperling**, U. of California Davis

Friday 3:00PM

146 🗄️: (CAR, OB, HR) Careers in the Rough: A Research Development Workshop

3:00pm - 5:00pm Anaheim Convention Center: 201C

Tweet this session: [#AOM2016 146](#)

Please send a careers-related manuscript that is close to submission for a refereed journal, as well as a paragraph (up to 250 words) on a challenge you want help addressing. Kindly send requested documents to [Lauren Keating: I.a.keating@unsw.edu.au](mailto:Lauren.Keating@unsw.edu.au)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 18, 2016.

Organizer: **Lauren A. Keating**, UNSW Australia Business School

Facilitators: **Michael B. Arthur**, Suffolk U.; **Douglas T. Hall**, Boston U.; **Jeffrey H. Greenhaus**, Drexel U.; **Sherry E. Sullivan**, Bowling Green State U.; **Hugh P. Gunz**, U. of Toronto; **Maria Kraimer**, U. of Iowa; **Peter A. Heslin**, UNSW Australia Business School; **Wolfgang Mayrhofer**, WU Vienna U. of Economics and Business; **Berrin Erdogan**, Portland State U.; **Kimberly Edlestone**, Northeastern U.; **S. Gayle Baugh**, U. of West Florida; **Maury Peiperl**, Cranfield School of Management; **Yehuda Baruch**, Southampton Business School, U.K.; **Barbara S. Lawrence**, U. of California, Los Angeles; **Shoshana Dobrow Riza**, London School of Economics; **Jon P. Briscoe**, Northern Illinois U.; **Corinne Post**, Lehigh U.; **Daniel Turban**, U. of Missouri; **Gina Dokko**, U. of California, Davis; **Katharina Chudzikowski**, U. of Bath; **Julia Richardson**, Curtin U.; **Marijke Verbruggen**, KU Leuven

147 🗄️: (ENT, OB, CM) A Governance Approach of Emotions for More Meaningful Entrepreneurial and Family Businesses

3:00pm - 6:00pm Hilton Anaheim: Catalina 5

Tweet this session: [#AOM2016 147](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at gdallura@unict.it to obtain the approval code. The deadline to register online is August 05, 2016.

Organizers: **Giorgia Maria D'Allura**, U. of Catania; **Rania Labaki**, Montesquieu-Bordeaux IV U.

Distinguished Speakers: **Amir Erez**, U. of Florida; **Ronald H. Humphrey**, Lancaster U.; **Sigal Barsade**, U. of Pennsylvania
Facilitators: **Anita Van Gils**, Maastricht U.; **Rosario Faraci**, U. of Catania; **Pauline Schilpzand**, Oregon State U.; **Marina Biniari**, Aalto U.; **Fabian Bernhard**, EDHEC Business School

148 🗄️: (MED) Scaffolded Learning as Process

3:00pm - 5:00pm Sheraton Park Hotel: Plaza C

Tweet this session: [#AOM2016 148](#)

Organizers: **Thomas F Hawk**, Frostburg State U.; **Tim O Peterson**, North Dakota State U.

Presenters: **Claudette M. Peterson**, North Dakota State U.;

Kenneth G. Brown, U. of Iowa; **James C Spee**, U. of Redlands; **Joy E. Beatty**, U. of Michigan, Dearborn; **Shontarius D. Aikens**, North Dakota State U.

149 🗄️: (OMT) OMT Teaching Roundtables

3:00pm - 5:00pm Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: [#AOM2016 149](#)

Organizer: **William M Foster**, U. of Alberta

Participants: **Ellen R. Auster**, York U.; **Joe Broschak**, U. of Arizona; **Marvin Washington**, U. of Alberta; **Emily S. Block**, U. of

Notre Dame; **Forrest Briscoe**, Pennsylvania State U.; **David Chandler**, U. of Colorado, Denver; **Laura Empson**, Cass Business School, City U. London; **Chris White**, U. of Michigan; **Peer C. Fiss**, U. of Southern California

150 📄: (OMT, MOC, RM) Experiments in Institutional Theory and Strategy Research

3:00pm - 5:00pm Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 150

Organizers: **Alex B. Bitektine**, HEC Montreal; **Oliver Schilke**, U. of Arizona

Facilitators: **Sebastian Hafenbrädl**, Yale School of Management; **Derek Harmon**, U. of Michigan; **Jeffrey W. Lucas**, U. of Maryland; **Rachel Ruttan**, Northwestern U.; **Wesley David Sine**, Cornell U.; **Pamela S. Tolbert**, Cornell U.; **Leigh Plunkett Tost**, U. of Southern California; **Edward Zajac**, Northwestern U.

Presenters: **Koen Heimeriks**, Tilburg U.; **Jutta Stumpf-Wollersheim**, Technical U. of Munich

Friday 3:15PM

151 📄➔📄: (HR) Case-based Teaching: Showcasing the 2nd Edition of the Global HRM Casebook

3:15pm - 5:45pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 151

The Global HRM Casebook is a compilation of more than 30 chapters of real-life HR-related cases which HR Division Ambassadors from different countries have written. The HR Division is proud to launch the second edition at the AOM Meeting in Anaheim. Come learn more about case-based teaching using this great resource!

Organizer: **Anne Burmeister**, Leuphana U. Lüneburg
Chairs: **Liza Castro Christiansen**, U. of Reading; **Michal Biron**, U. of Haifa

Presenters: **Scott L. Martin**, Zayed U.; **Audrey Chia**, National U. of Singapore; **Jacobo Ramirez**, Copenhagen Business School (CBS); **Ingi Runar Edvadsen**, U. of Iceland; **Katharina Pernkopf**, WU Vienna U. of Economics and Business

152 📄📄➔📄: (ODC) The Scholarly and Practitioner Worlds of Organization Development and Change

3:15pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 152

Organizers: **Tomas Thundiyil**, Central Michigan U.; **Julie Smendzauk-O'Brien**, Fielding Graduate U.

Panelists: **Jeffrey D Ford**, The Ohio State U.; **Sonja A. Sackmann**, U. Bundeswehr, Munich; **James M. Vardaman**, Mississippi State U.; **David Jamieson**, U. of St. Thomas; **Tonya L Henderson**, Gly Solutions, LLC

Friday 3:30PM

153 : (AAA) The Ins and Outs of Faculty Recruiting

3:30pm - 5:00pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 153

Friday 3:45PM

154 ➔📄📄: (IAM, MED, INDAM) Students' Perspective on Finishing the Dissertation

3:45pm - 5:45pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 154

Purpose of the PDW: Sharing experiences in a common format as a round table of recent and no so recent graduates who had commonly experienced issues in starting; continuing; and finish their dissertation. The common thread is the fact that all participants - except the coordinator - finished their dissertation in the last ten years or are close to finishing their work in the next two years.

Coordinator: **Santiago Ibarreche**, The U. of Texas at El Paso
Participants: **Michelle Ruiz**, U. of Houston, Victoria; **Carole Cangioni**, Northern Kentucky U.; **Colleen Robb**, California State U., Chico; **Saul Valdiviezo**, The U. of Texas at El Paso

155 📄📄📄📄: (MH, CMS) The Practice of Management History: Following a Poorly Marked Trail on a Moonless Night in the Fog

3:45pm - 5:15pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 155

Coordinator: **Andrew Cardow**, Massey U.

Participants: **David D. Van Fleet**, Arizona State U.; **Mie Augier**, Naval Postgraduate School

156 ➔📄📄📄: (OB, HR, BPS, CM) Publishing in Top Non-US Journals – Why and How?

3:45pm - 5:45pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 156

Organizers: **Marjo-Riitta Diehl**, EBS International U.; **Bart A. de Jong**, U. of Amsterdam; **Bard Kuvaas**, BI Norwegian Business School; **Hui Wang**, Peking U.

Participants: **Sharon Clarke**, The U. of Manchester; **Dries Faems**, Groningen U. (RuG); **Marylene Gagne**, U. of Western Australia; **Trish Reay**, U. of Alberta; **Arie Y. Lewin**, Duke U.; **Mathew L. Sheep**, Illinois State U.

Friday 4:00PM

157 : (IM) Managing Your Doctoral Studies: What We Wish We Had Known!

4:00pm - 5:30pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 157

This workshop is intended for current doctoral students, especially those who are relatively early in their studies. The interactive session will be led by recent PhD graduates, including finalists for the 2016 IM Division D'Amore-McKim School of Business, Northeastern University Award for the Best Dissertation in International Management.

Organizers: **Whitney Douglas Fernandez**, San Diego State U.; **Stephanie Lu Wang**, Indiana U., Bloomington
Presenter: **Catherine Magelssen**, London Business School

158 📄📄: (OB) Organizational Behavior Doctoral Consortium (Friday, Part 1)

4:00pm - 7:00pm Anaheim Convention Center: 208AB

Tweet this session: #AOM2016 158

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at lgilson@business.uconn.edu to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Lucy L. Gilson**, U. of Connecticut; **Jennifer D. Nahrgang**, Arizona State U.

Discussants: **Mark C. Bolino**, U. of Oklahoma; **Ethan Burris**, The U. of Texas at Austin; **Michelle K. Duffy**, U. of Minnesota; **Karen J. Jansen**, The Australian National U.; **Kevin B Lowe**, The U. of Auckland; **Gerardo Okhuysen**, U. of California, Irvine; **Lakshmi**

Ramarajan, Harvard U.; Lynn Shore, Colorado State U.; Greg L Stewart, U. of Iowa

Speakers: Amy Wrzesniewski, Yale U.; Jacqueline A-M. Coyle-Shapiro, London School of Economics

159 : (ODC) ODC Board Planning Meeting

4:00pm - 6:00pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 159

Division Chair: David Stephen Grant, Griffith U.

160 (PTC, MED, IM, OCIS, MC) DBA and Professional Doctorates: Co-Production of Knowledge

4:00pm - 7:00pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 160

Chairs: Emmanuel Monod, Shanghai Jiao Tong U.; Julie 'JP' Palmer-Schuyler, Webster U.

Discussants: Denise M. Rousseau, Carnegie Mellon U.; Elena P. Antonacopoulou, U. of Liverpool

Presenters: Laurent Cappelletti, CNAM Paris, LIRSA, ISEOR; Alan B. Eisner, Lubin School of Business, Pace U.; Eric Knight, The U. of Sydney; Robert Krug, St. Joseph's College; Karim J. Nasr, U. of Balamand; Florence Noguera, U. Paul Valery, Montpellier; Patrick Tabchoury, U. of Balamand; Paul Beaulieu, UQAM; Aline Scouarnec, IAE de CAEN; Jean-Michel Plane, U. Paul Valery, Montpellier; Sahid Khalla, U. of Caen - Nimec; Marilyn L. Taylor, U. of Missouri, Kansas City; Odile Uzan, U. Paris 5 Descartes, faculté de droit; Tom Mierzwa, U. of Maryland U. College; Katherine A. Karl, U. of Tennessee, Chattanooga; Emma Parry, Cranfield U.; Phani Radhakrishnan, U. of Toronto; Claire Elizabeth Collins, Henley Business School; Usman A. Ghani, The U. of Texas at Dallas; Clare Rigg, U. of Liverpool; Nadine Tournois, IAE U. de Nice; Alexis Roche, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Aparna Vashisht-Rota, augustegroupeducation.com; Isabelle Barth, EM Strasbourg - U. de Strasbourg; Thierry Nobre, EM Strasbourg - U. de Strasbourg

Friday 4:15PM

161 (D&ITC, CMS, GDO, SIM) Making Diversity & Inclusion Meaningful: Moving from de jure codes to de facto practice

4:15pm - 6:15pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 161

Organizers: Laura J. Spence, Royal Holloway/ U. of London; Scott Taylor, U. of Birmingham

Chair: Laura J. Spence, Royal Holloway/ U. of London

Discussants: Nckeu Nyathi, The Open U.; Eileen Kwesiga, Bryant U.

Presenters: Rafael Alcadipani, FGV-EAESP; Yvonne Benschop, Radboud U. Nijmegen; Lauren McCarthy, Copenhagen Business School; Patrizia Zanoni, U. Hasselt

Panelists: Alex Faria, EBAPE/FGV; Sarah Elaine Gilmore, U. of Portsmouth; Scott Taylor, U. of Birmingham

162 (ENT, TIM) Bringing Entrepreneurship Theories to Life through Classroom Exercises

4:15pm - 6:45pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 162

Organizers: Craig E. Armstrong, The U. of Alabama; Phillip H. Kim, Babson College

Facilitators: Abdul Ali, Babson College; Craig E. Armstrong, The U. of Alabama; LaKami T. Baker, Auburn U.; Linda F. Edelman, Bentley U.; Phillip H. Kim, Babson College; Reddi Kotha,

Singapore Management U.; Scott L. Newbert, Villanova U.; Anders Daniel Richtner, Stockholm School of Economics; Siddharth Vedula, Babson College

Friday 4:30PM

163 (INDAM) Workforce Intelligence Planning and the Wider Enterprise: The Case of UK and India

4:30pm - 7:30pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 163

Chairs: Vijay Edward Pereira, U. of Portsmouth, UK; Pawan S. Budhwar, Aston U.

Participants: Surender Munjal, U. of Leeds; Ashish Malik, Newcastle U.; Judy Scully, Aston U.; Ankita Bilolikar, Aston Business School; Mike Gregson, Aston Business School; Joanna Parker, Aston Business School

164 (OMT) OMT New and Returning Member Networking and Research Forum

4:30pm - 6:00pm Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: #AOM2016 164

Organizers: Jo-Ellen Pozner, Santa Clara U.; Emily S. Block, U. of Notre Dame

Participants: Joe Broschak, U. of Arizona; Joel Gehman, U. of Alberta; Michael Lounsbury, U. of Alberta; Kimberly D. Elsbach, U. of California, Davis; Shon R Hiatt, U. of Southern California; Gerald F Davis, U. of Michigan; Michael Jensen, U. of Michigan; Tina Dacin, Queen's U.; Mark Thomas Kennedy, Imperial College Business School; Brandy Aven, Carnegie Mellon U.; Christine Beckman, Robert H. Smith School of Business; Lori Qingyuan Yue, U. of Southern California; Ming D. Leung, U. of California, Berkeley; Marc-David L Seidel, The U. of British Columbia; Scott D. Graffin, U. of Georgia; Patricia H Thornton, Texas A&M U., College Station; Mark Ebers, U. zu Koeln; Christine Quinn Trank, Vanderbilt U.; Jason Davis, INSEAD; Silviya Svejnova, Copenhagen Business School; Y. Sekou Bermess, The U. of Texas at Austin

165 (SIM, OMT) Developing a Theory of Business

4:30pm - 6:00pm Anaheim Marriott: La Jolla, Los Angeles

Tweet this session: #AOM2016 165

Organizers: Cristina Neesham, Swinburne U. of Technology;

Thomas J. Donaldson, U. of Pennsylvania; James P. Walsh, U. of Michigan, Ann Arbor

Friday 5:00PM

166 : (HCM) Emerging Scholars Consortium Reception

5:00pm - 7:00pm Offsite: Ruth's Chris Steak House

Tweet this session: #AOM2016 166

Reception for participants of Emerging Scholars Consortium This session will take place offsite at Ruth's Chris Steakhouse at 2041 S Harbor Blvd in Anaheim, CA 92802. Please contact Nick Edwardson at (505) 926-1595 or via email at nedwardson@unm.edu with any questions.

167 (MED) 2016 Management Education and Learning Writers Workshop

5:00pm - 7:00pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 167

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the

workshop organizer at kathleenjarnes@gmail.com to obtain the approval code. The deadline to register online is June 30, 2016.
Facilitators: **Veronique Ambrosini**, Monash U.; **Joy E. Beatty**, U. of Michigan, Dearborn; **Yvonne Benschop**, Radboud U. Nijmegen; **Alexander R. Bolinger**, Idaho State U.; **Maree Veronica Boyle**, Griffith U.; **Kerri Anne Crowne**, Widener U.; **Priscilla Elsass**, Clark U.; **Charles J. Fornaciari**, La Salle U.; **Thomas F Hawk**, Frostburg State U.; **Olivia del Roble Hernández-Pozas**, Tecnológico de Monterrey; **Stephen Jaros**, Southern U.; **Mark Learmonth**, Durham U.; **Magid Mazen**, Suffolk U.; **Dirk C. Moosmayer**, The U. of Nottingham, China; **Craig Prichard**, Massey U.; **Eugene Sadler-Smith**, U. of Surrey; **Maureen A. Scully**, U. of Massachusetts, Boston; **Rita Shea-Van Fossen**, Nova Southeastern U.; **James C Spee**, U. of Redlands; **John B Stark**, California State U., Bakersfield; **Lisa T. Stickney**, U. of Baltimore; **Carolyn Wiley**, Roosevelt U.; **April Lee Wright**, U. of Queensland; **Robert Phillip Wright**, Hong Kong Polytechnic U.
Coordinator: **Kathleen J. Barnes**, U. of New Haven

168 : (OB) OB Division's Junior Faculty Workshop (Friday, Part 1)

5:00pm - 9:00pm Anaheim Convention Center: 206A
 Tweet this session: [#AOM2016 168](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at rpiccolo@rollins.edu to obtain the approval code. The fee to register is \$150.00USD. Upon registration for this workshop, you will automatically be registered for Part 2, which takes place on Saturday. The deadline to register online is June 17, 2016.

Organizer: **Ronald F. Piccolo**, U. of Central Florida
Panelists: **John Antonakis**, U. of Lausanne; **Susan J. Ashford**, U. of Michigan; **Elaine C. Hollensbe**, U. of Cincinnati; **Talya N. Bauer**, Portland State U.; **Deanne N. DenHartog**, U. of Amsterdam; **Robin Ely**, Harvard U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Ronit Kark**, Bar Ilan U.; **Keith Murnighan**, Northwestern U.; **Philip M. Podsakoff**, U. of Florida

169 : (PUBS) Publishing and Reviewing in AMD: Tips from the Editors

5:00pm - 6:30pm Hilton Anaheim: Avila AB
 Tweet this session: [#AOM2016 169](#)

Organizer: **Andrew H. Van de Ven**, U. of Minnesota

170 : (TTC, MED) Challenges in Classroom Management: A TTC Interactive Workshop

5:00pm - 7:00pm Sheraton Park Hotel: Park D
 Tweet this session: [#AOM2016 170](#)

Organizer: **Beverly J. DeMarr**, Ferris State U.
Presenters: **Melissa Fender**, Holy Family U.; **Claudia J. Ferrante**, U.S. Air Force Academy; **Susan McNamara**, State U. of New York at Fredonia; **Paul A. Prosper**, U.S. Air Force Academy; **Lisa T. Stickney**, U. of Baltimore; **Caterina Tantalo**, San Francisco State U.

Friday 5:15PM

171 : (MED) Transformational Teaching and Learning

5:15pm - 7:45pm Sheraton Park Hotel: Plaza C
 Tweet this session: [#AOM2016 171](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the

workshop organizer at ryan.quinn@louisville.edu to obtain the approval code. The deadline to register online is July 6, 2016.
Organizers: **Jason Kanov**, Western Washington U.; **Rachel Ciporen**, Columbia U.; **Marc Hoffman Lavine**, U. of Massachusetts, Boston; **Ryan Quinn**, U. of Louisville
Facilitators: **Monica C. Worline**, U. of Michigan; **Schon Beechler**, INSEAD; **Marcella Benson-Quaziena**, Fielding Graduate U.; **Victoria Marsick**, Columbia U.; **Lisa DeAngelis**, U. of Massachusetts, Boston; **Tim O Peterson**, North Dakota State U.; **Claudette M. Peterson**, North Dakota State U.

172 : (PNP, MED, TTC) Service Learning: Creating Meaningful Learning & Relationships with Nonprofit Organizations

5:15pm - 6:45pm Anaheim Marriott: Orange County Ballroom 3
 Tweet this session: [#AOM2016 172](#)

Organizer: **Annetta R. Dolowitz**, U. of Alabama, Birmingham
Facilitator: **Christopher Eidson**, U. of Alabama, Birmingham
Presenter: **Barbara A Wech**, U. of Alabama, Birmingham

Friday 5:30PM

173 : (AAA) The Academic Job Search: Workshop for Applicants

5:30pm - 7:00pm Hilton Anaheim: Pacific A
 Tweet this session: [#AOM2016 173](#)

174 : (MBR) New Member Orientation

5:30pm - 7:30pm Anaheim Convention Center: Hall C....
 Tweet this session: [#AOM2016 174](#)

Join the Membership Committee and other Academy volunteers and leaders for an informative session designed specifically for new members to the Academy. Take advantage of this opportunity to network with your divisions/interest groups and learn about others that may also add value to your development. The first 30 minutes will consist of a presentation held in front of the Exhibit Hall, and then we'll transition into the Exhibit Hall where you'll find division tables set up and ready to greet you. You'll also have time to enjoy the Exhibitor's opening reception. It's a fun evening of refreshments and informal interaction where you get a chance to experience the larger Academy in action. Be sure to join us!
Organizer: **Hamid H Kazeroony**, Inver Hills Community College

175 : (SIM) SIM Speed Networking

5:30pm - 7:00pm Anaheim Marriott: Orange County Ballroom 1
 Tweet this session: [#AOM2016 175](#)

Organizers: **Erica L. Steckler**, U. of Massachusetts Lowell; **Anke Arnaud**, Embry Riddle Aeronautical U.

Friday 5:45PM

176 : (IM) International Management Division Doctoral Student Social

5:45pm - 6:45pm Anaheim Convention Center: 210A
 Tweet this session: [#AOM2016 176](#)

Come and connect with fellow doctoral students with interests in International Management! If you did not preregister - stop by anyway and check if there is room.

Friday 6:00PM

177 : (AAA) Conference Exhibits

6:00pm - 8:00pm Anaheim Convention Center: Hall C.

Tweet this session: **#AOM2016 177**

Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors, meet with representatives from our divisions and interest groups and visit the Member Resource Center for information on AOM Membership and Publications. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks, internet stations and an opening reception tonight! Look for a complimentary drink ticket on your conference name badge paper. Also, Stop by on Sunday during dedicated exhibit hours for a free 10 minute chair massage from 10:30am-12:30pm.

178 : (AAA) Exhibit Hall Opening Reception

6:00pm - 8:00pm Anaheim Convention Center: Hall C..

Tweet this session: **#AOM2016 178**

The Academy goes Hollywood! Look for a complimentary drink ticket on your conference name badge paper and don't forget to bring your camera (and autograph book)!

179 : (AAA) Technology Center (Convention Center)

6:00pm - 8:00pm Anaheim Convention Center: Hall C...

Tweet this session: **#AOM2016 179**

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

180 : (ENT, BPS) Family Entrepreneurship Reaching Out: an Innovation Lab PDW

6:00pm - 7:30pm Hilton Anaheim: Malibu

Tweet this session: **#AOM2016 180**

Submission of an abstract of the pitches to lorraine.uhlaner@edhec.edu by July 31st is strongly recommended pitches will take 5 min discussions 10 min

Chairs: **Céline Barrédy**, Paris X Nanterre, CEROS; **Cristina Bettinelli**, U. of Bergamo; **Clay Dibrell**, U. of Mississippi; **Esra Memili**, U. of North Carolina, Greensboro; **Kathleen Randerson**, EDC Paris; **Lorraine M. Uhlener**, EDHEC Business School

Discussants: **Howard E. Aldrich**, U. of North Carolina; **Kimberly Eddleston**, Northeastern U.; **Richard T. Harrison**, U. of Edinburgh; **Jennifer E Jennings**, U. of Alberta; **Franz W. Kellermanns**, U. of North Carolina, Charlotte; **Tom Lumpkin**, Syracuse U.; **Torsten Michael Pieper**, Kennesaw State U.; **Pramodita Sharma**, U. of Vermont; **Lloyd P Steier**, U. of Alberta; **Anita Van Gils**, Maastricht U.; **Shaker A. Zahra**, U. of Minnesota

Panelists: **Raphael H. Amit**, U. of Pennsylvania; **Maria B Gondo**, U. of Mississippi; **Michele Williams**, Cornell U.

181 : (GDO) GDO Pre-conference Social Hour

6:00pm - 7:30pm Sheraton Park Hotel: Palm West

Tweet this session: **#AOM2016 181**

Division Chair: **Lisa Hisae Nishii**, Cornell U.
 Division Chair-Elect: **Douglas Creed**, U. of Rhode Island
 Program Chair: **Patrick F. McKay**, Rutgers U.
 Professional Development Workshop Chair: **Donna Maria Blanco**, Bentley U.

182 : (HR) HR Division Doctoral Consortium (Dissertation-level): Ice-breaker and Networking

6:00pm - 7:00pm Anaheim Convention Center: 210C

Tweet this session: **#AOM2016 182**

Pre-registration is required for this workshop. This icebreaker session is designed for individuals working on their doctoral dissertation who will be participating in the Saturday HR doctoral consortium for dissertation-level students. This icebreaker is immediately followed by an offsite reception.

To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at alt.tim@gmail.com to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Timothy Gardner**, Utah State U.; **Julie I Hancock**, U. of North Texas; **Cody Reeves**, Brigham Young U.
 Chair: **Philip L. Roth**, Clemson U.

183 : (MSR) MSR Dinner

6:00pm - 9:00pm Offsite: Bubba Gump Shrimp Co.

Tweet this session: **#AOM2016 183**

All are cordially invited to join the MSR Dinner, Fri. night - Aug. 5th - 6:00PM - 9:00PM at Bubba Gump Shrimp Co. At: 321 West Katella Avenue, Suite 101, Anaheim. Pre-registration is required. To register online please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 29 and the cost for this event is US \$50.00, which includes taxes and tip and does not include drinks. Numbers limited to 40 participants. We welcome last-minute attendees provided spaces are available. Please contact [Kathryn Pavlovich; kpav@waikato.ac.nz](mailto:kpav@waikato.ac.nz) or Mary Finney; 750-590-9553 for more info.

184 : (OMT) Meet OMT Social

6:00pm - 8:00pm Anaheim Marriott: Grand Ballroom Salon E

Tweet this session: **#AOM2016 184**

Come join OMT for our Meet OMT cocktail hour. This social activity is a great opportunity to meet and network with other OMT division and Academy members in a casual setting.

Division Chair: **Nelson Phillips**, Imperial College London
 Division Chair-Elect: **Ann Langley**, HEC Montréal
 Program Chair: **Marc-David L Seidel**, The U. of British Columbia
 Professional Development Workshop Chair: **Davide Ravasi**, Cass Business School, City U. London
 Past Chair: **Candace Jones**, Boston College
 Treasurer: **Thomas P. Moliterno**, U. of Massachusetts, Amherst
 Chairs: **Jo-Ellen Pozner**, Santa Clara U.; **Ed Carberry**, U. of Massachusetts, Boston; **Derek Harmon**, U. of Michigan; **Christine Quinn Trank**, Vanderbilt U.; **William M Foster**, U. of Alberta; **Eunice Yunjin Rhee**, Seattle U.; **Emily S. Block**, U. of Notre Dame
 Representatives-at-Large: **Mark Ebers**, U. zu Koeln; **Brayden G King**, Northwestern U.; **Anne-Claire Pache**, ESSEC Business School; **Patricia H Thornton**, Texas A&M U., College Station; **Nina Granqvist**, Aalto U.; **Wendy K. Smith**, U. of Delaware; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology

185 : (SAP) SAP Dinner

6:00pm - 10:00pm Offsite: Zov's Restaurant

Tweet this session: **#AOM2016 185**

Registration is open to all members. Pre-registration and pre-payment required. If you are a doctoral student, please contact [Paul Spee \(p.spee@business.uq.edu.au\)](mailto:Paul Spee (p.spee@business.uq.edu.au)) to obtain a registration code. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 1, 2016.

This event will take place offsite at Zov's Anaheim at 1801 E Katella Ave #1001, Anaheim, CA. If you have questions about this event, please contact Paul Spee at p.spee@business.uq.edu.au

Friday 7:00PM

186 : (HR) HR Division Doctoral Consortium (Dissertation Level) Reception

7:00pm - 9:00pm Offsite: Fire + Ice Bar and Grill

Tweet this session: [#AOM2016 186](#)

Pre-registration is required. Offsite reception following Friday evening HR Doctoral Consortium Icebreaker & Networking Session for dissertation level doctoral students.

*This session is taking place offsite at Fire & Ice Grill & Bar at 321 W Katella Ave #315, Anaheim, CA. If you have any questions, please contact Julie Hancock at julie.hancock@unt.edu
Organizers: **Philip L. Roth**, Clemson U.; **Timothy Gardner**, Utah State U.*

187 : (IM) International Management Division PDW Social

7:00pm - 8:30pm Anaheim Convention Center: 210B

Tweet this session: [#AOM2016 187](#)

Come and let off some steam after a full day of thought-provoking PDW sessions. Bring your dancing shoes!

Friday 7:30PM

188 : (GOV) Board of Governors and Division & Interest Group Leadership Exchange

7:30pm - 10:30pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: [#AOM2016 188](#)

Organizers: **Maureen L. Ambrose**, U. of Central Florida; **Anita M. McGahan**, U. of Toronto; **Debra L. Shapiro**, U. of Maryland

Friday 8:00PM

189 : (MOC) MOC Hack-a-thon: Make MOC Better

8:00pm - 10:00pm Hilton Anaheim: Carmel

Tweet this session: [#AOM2016 189](#)

MOC Hack-a-thon

Saturday 12:01AM**190 : (AAA) Technology Center (Hilton)**

12:01am - 11:59pm Hilton Anaheim: Ballroom Level Foyer (2nd Floor)

Tweet this session: [#AOM2016 190](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

191 : (AAA) Technology Center (Marriott)

12:01am - 11:59pm Anaheim Marriott: Platinum Ballroom Foyer

Tweet this session: [#AOM2016 191](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

192 : (AAA) Technology Center (Sheraton)

12:01am - 11:59pm Sheraton Park Hotel: El Prado Foyer

Tweet this session: [#AOM2016 192](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

Saturday 7:00AM**193 : (MSR) MSR Morning Meditation with Richard Peregoy**

7:00am - 8:00am Anaheim Convention Center: 206B

Tweet this session: [#AOM2016 193](#)Facilitator: **Richard Peregoy**, U. of Dallas**Saturday 8:00AM****194 : (AAA) Mother's Nursing Room**

8:00am - 8:00pm Anaheim Convention Center: 109

Tweet this session: [#AOM2016 194](#)

Room 109 is located between Halls A and B in the main lobby, on the ground floor.

195 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Convention Center: 213D

Tweet this session: [#AOM2016 195](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

196 : (AAA) Conference Registration

8:00am - 5:00pm Anaheim Convention Center: Hall C

Tweet this session: [#AOM2016 196](#)

Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

197 : (AAA) Conference Exhibits

8:00am - 5:00pm Anaheim Convention Center: Hall C.

Tweet this session: [#AOM2016 197](#)

Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors, meet with representatives from our divisions and interest groups and visit the Member Resource Center for information on AOM Membership and Publications. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks and internet stations. Stop by on Sunday during dedicated exhibit hours for a free 10 minute chair massage from 10:30am-12:30pm.

198 : (AAA) Technology Center (Convention Center)

8:00am - 5:00pm Anaheim Convention Center: Hall C...

Tweet this session: [#AOM2016 198](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

199 : (AAA) Placement Services

8:00am - 5:00pm Hilton Anaheim: Hilton: Concourse Level (4th Floor)

Tweet this session: [#AOM2016 199](#)

Placement Services - Registration and Information

200 : (AAA) Speaker Ready Room

8:00am - 8:00pm Hilton Anaheim: Mezzanine Office C, 3rd Floor

Tweet this session: [#AOM2016 200](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

201 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Marriott: Gold Key I, II

Tweet this session: [#AOM2016 201](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

202 🌐👤📧: (AAM) Researching Pathways to Meaningful Work in China

8:00am - 10:30am Hilton Anaheim: Monterey

Tweet this session: [#AOM2016 202](#)

The importance of the purpose or meaning of work has been increasingly being recognised, and is particularly relevant for people-oriented Asian cultures. China as an emerging economy has been developing rapidly for the past two decades. Many people have become rich very quickly, but seeing the negative consequences of economic development, some are searching for purpose or meaningfulness in work. Business owners are seeking

new ways to operate, but not many know how. The participating papers offer examples on pathways to meaningfulness in work. Organizers: **Ping Ping Fu**, Chinese U. of Hong Kong; **'Alim J. Beveridge**, The U. of Nottingham, China
 Discussant: **Carolyn P. Egri**, Simon Fraser U.
 Presenters: **Abby Jingzi Zhou**, The U. of Nottingham, China; **Steven Shijin Zhou**, The U. of Nottingham, China; **Xuan Feng**, Ludwig Maximilian U. of Munich; **Qing Qu**, Tsinghua U.; **Guangtao Yu**, Central U. of Finance and Economics; **Fei Kang**, Tsinghua U.; **Chunhui Cao**, Shanghai International Studies U.

203 📄: (BPS) Business Policy and Strategy Division (BPS) Junior Faculty Paper Development Workshop

8:00am - 10:30am Hilton Anaheim: Avila AB

Tweet this session: #AOM2016 203

Eligibility and submission requirements:

The PDW is open to untenured faculty members only.

Pre-registration is required. Interested participants should send an application including:

1. Your most recent CV
2. A cover letter clearly stating the question(s) with which they are struggling in the paper
3. The most recent version of their research paper
4. Any reviews received – including rejection letters and / or friendly feedback

Please submit the material in a single file (pdf, Word) with your last name as file name.

Submission of these materials is a pre-requisite for participating in the PDW. For the PDW you are also expected to provide feedback to fellow junior faculty, which are assigned to your paper session. Applications should be sent to

aom.bps.paperworkshop@gmail.com. Submission of an application implies availability to participate in the PDW. Deadline for applications is June 13, 2016.

Note that submission of an application does not automatically imply acceptance into the PDW as places are limited. Applicants will be notified by July 1st whether their applications have been accepted or not.

Organizers: **Denisa Mindruta**, HEC Paris; **Thomas Klueter**, IESE Business School; **Mario Schijven**, U. of Illinois at Urbana-Champaign; **Yue Maggie Zhou**, U. of Michigan
 Discussants: **Anne Parmigiani**, U. of Oregon; **Benjamin A. Campbell**, The Ohio State U.; **Brian S. Silverman**, U. of Toronto; **Daniel Walter Eifenbein**, Washington U. in St. Louis; **Christoph Zott**, IESE Business School; **Deepak Somaya**, U. of Illinois at Urbana-Champaign; **Janet E.L. Bercovitz**, U. of Illinois at Urbana-Champaign; **Jay Anand**, The Ohio State U.; **James G. Combs**, The U. of Alabama; **Joseph T. Mahoney**, U. of Illinois at Urbana-Champaign; **Jeramy M Haleblan**, U. of California, Riverside; **Laszlo Tihanyi**, Texas A&M U.; **Margarethe F Wiersema**, U. of California, Irvine; **Marvin B. Lieberman**, U. of California, Los Angeles; **Maurizio Zollo**, Bocconi U.; **Tammy L. Madsen**, Santa Clara U.; **Timothy B Folta**, U. of Connecticut; **Todd Zenger**, Eccles School, U. of Utah; **Tomi M. M. Laamanen**, U. of St. Gallen; **Africa Arino**, IESE Business School; **Michelle Gittelman**, Rutgers U.

204 📄: (BPS) Business Policy and Strategy Division (BPS) Doctoral Consortium (Part 2)

8:00am - 1:00pm Hilton Anaheim: California D

Tweet this session: #AOM2016 204

Distinguished Speakers: **Minyuan Zhao**, The Wharton School, U. of Pennsylvania; **Riitta Katila**, Stanford U.; **Michael Ryall**, U. of Toronto; **Olav Sorenson**, Yale U.; **David Souder**, U. of Connecticut; **Gwendolyn Kuo-fang Lee**, U. of Florida; **Jasjit Singh**, INSEAD; **Kannan Srikanth**, Singapore Management U.
 Chairs: **Brian Wu**, U. of Michigan; **Nan Jia**, U. of Southern California

205 📄: (BPS) Business Policy and Strategy Division (BPS) New Faculty Consortium

8:00am - 5:30pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 205

Chairs: **Giovanni Gavetti**, Dartmouth College (TUCK);

Constantinos Markides, London Business School

Panelists: **Jay B Barney**, Eccles School, U. of Utah; **Kathleen M. Eisenhardt**, Stanford U.; **Raghu Garud**, Pennsylvania State U.;

Anne Marie Knott, Washington U. in St. Louis; **Dovev Lavie**,

Technion Israel Institute of Technology; **Daniel Levinthal**, U. of

Pennsylvania; **Marie Louise Mors**, Copenhagen Business School;

M Lourdes Sosa, the London School of Economics and Political

Science; **Magnus Torfason**, U. of Iceland; **Jorge Walter**, George

Washington U.; **William P. Wan**, City U. of Hong Kong

206 📄: (BPS) Exploring More Effective Ways to Study Board Effectiveness

8:00am - 10:30am Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 206

Chair: **Steven Boivie**, Texas A&M U.

Presenters: **Ruth V. Aguilera**, Northeastern U.; **Vilmos F.**

Misangyi, Pennsylvania State U.; **Christine Shropshire**, Arizona

State U.; **Anja Christine Tuschke**, LMU Munich; **David H. Zhu**,

Arizona State U.; **James Westphal**, U. of Michigan

Panelists: **Cynthia E. Devers**, Texas A&M U., College Station;

Michael K. Bednar, U. of Illinois; **Michael C. Withers**, Texas A&M

U.

207 → 📄: (BPS, IM, OMT, AAM, ITC) Institutions and Corporate Governance in East Asia

8:00am - 10:30am Hilton Anaheim: Catalina 5

Tweet this session: #AOM2016 207

Coordinator: **Richard Carney**, The Australian National U.

Participants: **Christina L Ahmadjian**, Hitotsubashi U.; **Michael**

Carney, Concordia U.; **Ulrike Schaeede**, U. of California, San Diego;

Markus D Taussig, National U. of Singapore

208 📄: (BPS, TIM, ENT) Innovation and Trends in Entrepreneurial Finance Research

8:00am - 9:30am Hilton Anaheim: Carmel

Tweet this session: #AOM2016 208

Organizers: **Benjamin L. Hallen**, U. of Washington, Seattle; **Emily**

C. Pahnke, Foster Business School

Speakers: **Philip Anderson**, INSEAD; **Maryann P Feldman**, U. of

North Carolina, Chapel Hill; **Riitta Katila**, Stanford U.; **Sharon F.**

Matusik, U. of Colorado, Boulder; **Atul Nerkar**, U. of North

Carolina, Chapel Hill; **E.J. Reedy**, Kauffman Foundation; **Saras D.**

Sarasvathy, U. of Virginia; **Scott Stern**, Massachusetts Institute of Technology

209 📄: (BPS, TIM, OMT, TTC) Beyond the Case Method: Innovative Approaches to Teaching Strategy

8:00am - 10:00am Hilton Anaheim: El Capitan AB

Tweet this session: #AOM2016 209

Organizers: Felipe A. Csaszar, U. of Michigan; Saikat Chaudhuri, The Wharton School, U. of Pennsylvania; Michael Roach, Cornell U.

Presenters: Victor Bennett, Duke U.; Ramon

Casadesus-Masanell, Harvard U.; Russell Coff, U. of Wisconsin, Madison; Felipe A. Csaszar, U. of Michigan; Sarah Kaplan, U. of Toronto; Aija E. Leiponen, Cornell U.

210 🗄️: (CAR) Qualitative Comparative Analysis (QCA) in Careers Research: A Methodological Primer

8:00am - 10:00am Sheraton Park Hotel: 209B

Tweet this session: #AOM2016 210

Organizers: Ryan Lee Klingler, Old Dominion U.; Mark Robert Mallon, Old Dominion U.

211 🗣️: (CMS, GDO, PTC) Acting Up: A Paper Development Workshop for Activist Writing in Critical Management Studies

8:00am - 10:00am Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 211

Organizers: Craig Prichard, Massey U.; Yvonne Benschop, Radboud U. Nijmegen

Presenters: Maureen A. Scully, U. of Massachusetts, Boston; Alison Pullen, Macquarie U.; Inge Bleijenbergh, Radboud U. Nijmegen

212 : (ENT) ENT Doctoral Consortium Part 2

8:00am - 1:00pm Hilton Anaheim: California A

Tweet this session: #AOM2016 212

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at don.neubaum@bus.oregonstate.edu to obtain the approval code. The deadline to register online is May 27, 2016.

Organizers: Dawn R. DeTienne, Colorado State U.; Alexander McKelvie, Syracuse U.

Presenters: Saras D. Sarasvathy, U. of Virginia; Keith Hmieleski, Texas Christian U.; Denis A. Gregoire, HEC Montreal; Melissa S. Cardon, Pace U.; Jeffery S. McMullen, Indiana U., Bloomington

213 🗄️: (ENT) Applied Survey Data Analysis: The Kauffman Firm Survey

8:00am - 10:30am Hilton Anaheim: Ventura

Tweet this session: #AOM2016 213

In depth hands on workshop to learn how to work with KFS data, how researchers in the field of entrepreneurship can use the KFS data in their research, description of the KFS sampling process, the proper use of weights, the KFS data structure, working with multiply imputed data files, longitudinal data analysis using Stata and longitudinal multiply imputed data analysis using Stata.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Presenters: Joseph Farhat, Central Connecticut State U.; Alicia Robb, Ewing Marion Kauffman Foundation

214 ➔🗣️🗄️: (ENT, BPS) Emergence of Meaningful Organizations: Panel Study of Entrepreneurial Dynamics (PSED) Program Update

8:00am - 11:00am Hilton Anaheim: Palisades

Tweet this session: #AOM2016 214

Organizer: Paul D Reynolds, Aston U.

Chair: Per Davidsson, Queensland U. of Technology

Discussants: Friederike Welter, IfM Bonn / U. of Siegen; Richard Curtin, U. of Michigan, Ann Arbor; Tiantian Yang, Duke U.

Presenters: Kim Klyver, U. of Southern Denmark; Pia Arenius, Hanken School of Economics; Gry Agnete Alsos, Nord U. Business School; Heiko Bergmann, U. of St. Gallen; David Urbano, Autonomous U. of Barcelona; Tomasz Marek Mickiewicz, Aston Business School; Casey Jonathan Frid, Pace U.

215 : (GOV) Board of Governors Meeting

8:00am - 1:00pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 215

By invitation only

216 🗄️: (HCM) HCM Research Incubator: Research in the Rough

8:00am - 10:00am Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 216

Attendees receive feedback on their health care management research projects that are "in-progress" from a panel of research mentors. Attendees will be matched with 4 research mentors to discuss challenges in a collegial setting.

Pre-registration is required for this workshop. All participants must complete an application for this session, and email it to lemcclelland@vcu.edu. The application is located here: http://hcm.aom.org/files/ResearchIncubatorApplication_final.pdf. Once we review applications, we will contact those participants regarding the registration code. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 28, 2016.

Organizers: Laura McClelland, Virginia Commonwealth U.; Brian Hilligoss, The Ohio State U.

Facilitators: Ariel C. Avgar, U. of Illinois at Urbana-Champaign; Emmeline Chuang, U. of California, Los Angeles; Jonathan Clark, The U. of Texas at San Antonio ; Thomas D'Aunno, New York U.; Mattia J Gilmartin, New York U.; Brian Hilligoss, The Ohio State U.; Timothy R. Huerta, The Ohio State U.; Larry R. Heard, U. of Alabama, Birmingham; Michele Issel, U. of North Carolina, Charlotte; Shoou-Yih Daniel Lee, U. of Michigan, Ann Arbor; Federico Lega, Bocconi U.; Christy Harris Lemak, U. of Alabama, Birmingham; Ann Scheck McAlearney, The Ohio State U.; Kathleen Montgomery, U. of California, Riverside; Ingrid M. Nembhard, Yale U.; Peter E. Rivard, Suffolk U.; Grant T. Savage, U. of Alabama, Birmingham; Sara J. Singer, Harvard U.; Melissa Valentine, Stanford U.; Robert Weech-Maldonado, U. of Alabama, Birmingham; Rebecca Wells, The U. of Texas

217 🗣️🗄️🗄️: (HCM, ODC, MC) Creating Meaningful Work Processes Across Professions in Hospitals

8:00am - 9:30am Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 217

Facilitators: Birgitte Juul Diekmann, U. Hospital, Capital Region; Ninna Brinch Jensen, CRECEA; Hans Wested, U. Hospital, Capital Region

Presenter: Liv Starheim, Technical U. of Denmark

218 🗄️🗣️➔🗄️🗣️: (HR) HR Division Middle-stage Doctoral Student Professional Development Workshop

8:00am - 2:30pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 218

Pre-registration is required. To register online, please visit <https://secure.aom.org/PDWRReg>. Note: You will need an

approval code in order to register. To obtain the approval code, please email a copy of your c.v. plus a short statement of your HR research interests and what you hope to gain from the workshop, to the organizer at: anthony.nyberg@moore.sc.edu. The session is limited to the first 35 students who register prior to July 20th.

Organizers: **Jill Ellingson**, U. of Kansas; **Erin E. Makarius**, The U. of Akron

Chair: **Anthony J Nyberg**, U. of South Carolina

Presenters: **Todd C. Darnold**, Creighton U.; **Paul Davis**, U. of Wisconsin, Madison; **Dana Minbaeva**, Copenhagen Business School; **Patrick E. Downes**, Rutgers U.; **Tina W. Thompson**, Illinois State U.; **Matthew J. Bidwell**, U. of Pennsylvania; **Ingo Weller**, LMU Munich; **John P. Hausknecht**, Cornell U.; **Mark A. Maltarich**, U. of South Carolina; **Mark Huselid**, Northeastern U.; **Monica C. Gavino**, Saint Xavier U.; **David T. Wagner**, U. of Oregon; **Jenny M. Hoobler**, U. of Pretoria; **David P. Lepak**, UMass; **Janet H. Marler**, U. at Albany, State U. of New York

219 : (HR) HR Division: New Faculty Consortium

8:00am - 12:00pm Anaheim Convention Center: 202A

Tweet this session: [#AOM2016 219](#)

This consortium provides practical insights on surviving and thriving in those challenging first two to three years of our academic careers.

Organizers: **James C. Hayton**, Rutgers U.; **Derek R. Avery**, Wake Forest U.

Speakers: **Christopher C. Rosen**, U. of Arkansas; **K. Michele Kacmar**, Texas State U.; **Jake Messersmith**, U. of Nebraska, Lincoln; **Shlomo Yedidia Tarba**, U. of Birmingham; **Patrick F. McKay**, Rutgers U.; **Eden King**, George Mason U.; **Scott Tonidandel**, Davidson College

220 : (HR) Design the Ultimate HR Analytics Course

8:00am - 10:30am Anaheim Convention Center: 210D

Tweet this session: [#AOM2016 220](#)

Organizers: **Sjoerd Van Den Heuvel**, U. of Twente; **Mark Huselid**, Northeastern U.

Distinguished Speakers: **Barbara L Rau**, U. of Wisconsin, Oshkosh; **Janet H. Marler**, U. at Albany, State U. of New York; **Alec Levenson**, U. of Southern California; **Dana Minbaeva**, Copenhagen Business School; **George S. Benson**, The U. of Texas at Arlington

221 : (HR) HR Division Doctoral Consortium (Dissertation-level): Saturday Session

8:00am - 5:30pm Anaheim Convention Center: 304 C,D

Tweet this session: [#AOM2016 221](#)

Pre-registration is required for this workshop. This session is aimed at individuals actively working on their dissertation. Participants are also encouraged to register for and attend the Friday night icebreaker and reception that kicks off this consortium.

To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at alt.tim@gmail.com to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Timothy Gardner**, Utah State U.; **Karin Sanders**, UNSW Australia Business School; **Julie I Hancock**, U. of North Texas; **Cody Reeves**, Brigham Young U.

Chair: **Philip L. Roth**, Clemson U.

Participants: **Patrick E. Downes**, Rutgers U.; **Steven D. Charlier**, Georgia Southern U.; **Michael R. Parke**, London Business School; **Nichelle C. Carpenter**, U. of Illinois at Urbana-Champaign; **Brad Harris**, Texas Christian U.; **Tashlin Lakhani**, The Ohio State U.; **In-Sue Oh**, Fox School of Business, Temple U.; **Chad H. Van**

Iddekinge, Florida State U.; **John P. Hausknecht**, Cornell U.; **Todd C. Darnold**, Creighton U.; **Susan Dustin**, Illinois State U.; **Fadel K. Matta**, U. of Georgia; **Christopher Berry**, Indiana U.; **Matthew Call**, U. of South Carolina; **Maria Kraimer**, U. of Iowa; **Mel Fugate**, U. of South Australia; **Herman Aguinis**, George Washington U.; **Jenny M. Hoobler**, U. of Pretoria; **Bradford S Bell**, Cornell U.; **Patrick M. Wright**, U. of South Carolina; **James C. Hayton**, Rutgers U.; **Gilad Chen**, U. of Maryland; **Peter A. Bamberger**, Tel Aviv U.; **Xiao-Ping Chen**, U. of Washington; **Elaine Farndale**, Pennsylvania State U.; **James M. LeBreton**, Pennsylvania State U.; **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Howard J. Klein**, The Ohio State U.; **Angela Langevin Heavey**, Florida International U.; **David G. Allen**, Rutgers U.; **Huy Le**, UTSA; **Janet H. Marler**, U. at Albany, State U. of New York; **Jeremy Beus**, Louisiana State U.; **James M. Vardaman**, Mississippi State U.; **Jose M. Cortina**, George Mason U.; **Kaifeng Jiang**, U. of Notre Dame; **Stephen H Courtright**, Texas A&M U.; **Timothy P. Munyon**, U. of Tennessee, Knoxville; **Tae-Youn Park**, Vanderbilt U.; **David G Collings**, Dublin City U.; **Remus Ilies**, National U. of Singapore; **Yehuda Baruch**, Southampton Business School, U.K.; **Lisa Dragoni**, Wake Forest U.; **Derek R. Avery**, Wake Forest U.; **Anthony J Nyberg**, U. of South Carolina; **Adrian Wilkinson**, Griffith U.; **David P. Lepak**, UMass

222 : (HR, D&ITC) Publishing in Top-tier US Journals for Non-US Scholars

8:00am - 10:30am Anaheim Convention Center: 205A

Tweet this session: [#AOM2016 222](#)

To reserve your spot, please complete the following three steps: 1. E-mail the HR-related manuscript you wish to receive feedback on during the workshop to burmeister@leuphana.de. Please follow the AOM paper submission guidelines to format your paper (<https://aom.org/annualmeeting/submission/guidelines/#paperguideline>). 2. We will email you the registration code for the PDW. 3. Register for the PDW at the AOM program website: <https://secure.aom.org/PDWReg>. The deadline to register online is June 30, 2016.

Organizer: **Anne Burmeister**, Leuphana U. Lüneburg

Chair: **Liza Castro Christiansen**, U. of Reading

Presenters: **Bernd Vogel**, U. of Reading; **Helen De Cieri**, Monash U.; **Elaine Farndale**, Pennsylvania State U.; **David G Collings**, Dublin City U.

Participants: **Scott L Martin**, Zayed U.; **Bard Kuvaas**, BI Norwegian Business School; **Denise Mary Jepsen**, Macquarie U.; **Clare Kelliher**, Cranfield U.; **Gary Rees**, Portsmouth Business School; **Hugh Scullion**, Nui Galway, Ireland; **Stefan Strohmeier**, Saarland U.; **Helen Joanne Sipton**, Nottingham Trent U.; **Claire Elizabeth Collins**, Henley Business School

223 : (IAM, ENT, IM) Entrepreneurship and Institutions in the Context of Latin America

8:00am - 10:30am Hilton Anaheim: La Jolla

Tweet this session: [#AOM2016 223](#)

Organizers: **José Ernesto Amorós**, Tecnológico de Monterrey;

David Urbano, Autonomous U. of Barcelona

Discussants: **Pablo Muñoz**, U. of Leeds; **Farzad Alvi**, EGADE Business School

224 : (ICW) SAGE Human Resource Management Focus Group

8:00am - 9:30pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 224

Organizer: **Georgia McLaughlin**, Sage Publications**225 : (IM) International Management Division Junior Faculty Consortium**

8:00am - 4:00pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 225

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at elizabeth.rose@otago.ac.nz to obtain the approval code. The deadline to register online is May 9, 2016.

Chair: **Kristiina Mäkelä**, Aalto U.

Presenters: **Kazuhiro Asakawa**, Keio U.; **Ingmar Björkman**, Aalto U.; **Mary-Yoko Brannen**, U. of Victoria; **John Cantwell**, Rutgers U.; **Rebecca Reuber**, U. of Toronto; **Elizabeth L. Rose**, U. of Otago; **Kendall Roth**, U. of South Carolina; **Michael A. Witt**, INSEAD; **Andreas P.J. Schotter**, Ivey Business School

226 : (IM) International Management Division Doctoral Consortium

8:00am - 4:00pm Anaheim Convention Center: 212A

Tweet this session: #AOM2016 226

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at elizabeth.rose@otago.ac.nz to obtain the approval code. The deadline to register online is May 9, 2016.

Chair: **Nandini Lahiri**, Temple U.

Presenters: **Heather Berry**, George Washington U.; **Alex Eapen**, The U. of Sydney; **Margaret E Phillips**, Pepperdine U.; **Taco Reus**, Erasmus U. Rotterdam; **Jasjit Singh**, INSEAD; **Jaeyong Song**, Seoul National U.; **Stephen B Tallman**, U. of Richmond; **Aks Zaheer**, U. of Minnesota

227 : (IM, BPS, OMT) State Capitalism 2.0: Implications for International Business and Corporate Governance

8:00am - 9:30am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 227

Organizers: **Anna Grosman**, Advanced Institute of Management Research and Aston Business School, UK; **Ilya Okhmatovskiy**, McGill U.; **Mike Wright**, Imperial College London

Distinguished Speaker: **Alvaro Cuervo-Cazurra**, Northeastern U.

Speakers: **Sergio Giovanetti Lazzarini**, Inesper Institute of Education and Research; **Pei Sun**, Fudan U.

228 : (INDAM, AAM) Smart Working for Multi-level Impacts: Adapting Global Design for Local Solutions

8:00am - 10:00am Anaheim Convention Center: 213A

Tweet this session: #AOM2016 228

Organizer: **Ashish Malik**, Newcastle U.

Presenters: **Martin Fitzgerald**, Newcastle Business School; **Philip Rosenberger III**, Newcastle Business School

229 : (MBR) Membership Committee Opening Meeting

8:00am - 9:30am Anaheim Convention Center: 211A

Tweet this session: #AOM2016 229

All interested volunteers are welcome to join us as we begin the planning process for our upcoming year. Come and add your voice!

Organizer: **Hamid H Kazeroony**, Inver Hills Community College**230 : (MC) Taming the Wild West of Professional Development Certifications**

8:00am - 9:30am Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 230

Presenters: **Adam Wood**, Woodbury U.; **Svetlana S. Holt**, Woodbury U.; **Joan Marques**, Woodbury U.; **Satinder K Dhiman**, Woodbury U.

231 : (MC) Creating Meaningful Organizational Connections Through Strategic Play

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon C, D

Tweet this session: #AOM2016 231

The effectiveness of an organization's capacity for change is closely associated with whether the change is meaningful, understood and accepted by those affected by the change. By choice or circumstance, owners, managers and staff must all reconcile themselves with the fact that change is a certainty and change avoidance isn't an option. Understanding the change, and enhancing meaningfulness with playfulness, is an approach to managing organizational change that can deliver value by involving all stakeholders.

Presenters: **Jacqueline Lloyd Smith**, Strategic Play; **Margaret Rudolf**, Fielding Graduate U.

232 : (MC) Creating Knowledge Relationally During Doctoral Studies

8:00am - 1:00pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 232

Pre-registration is required for this workshop. On the day of the workshop, doctoral students may sign in on condition of being present for entire session. To register online, please visit <http://secure.aom.org/PDWRReg>. Please contact the Chair to obtain the approval code. The deadline to register online is July 30, 2016.

Distinguished Speaker: **Sonja A. Sackmann**, U. Bundeswehr, MunichChair: **Nancy C. Wallis**, Pitzer College

Presenters: **Peter Sorensen**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Henri Savall**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Veronique Zardet**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Kurt Motamedi**, Pepperdine U.; **David Brian Szabla**, George Washington U.; **Carole Lalonde**, Laval U.; **David Jamieson**, U. of St. Thomas; **Cara T. Miller**, SpiritualLeadership; **Maria Spindler**, Consulting and Research; **Leon De Caluwe**, U. of Amsterdam

233 : (MED, OB, PNP) Suppose We Took Student Teams Seriously

8:00am - 10:00am Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 233

Organizer: **Tim O Peterson**, North Dakota State U.

Presenters: **Shontarius D. Aikens**, North Dakota State U.; **Jon W Beard**, Purdue U.; **David S. Bright**, Wright State U.; **Thomas A. Conklin**, Georgia State U.; **Lisa DeAngelis**, U. of Massachusetts, Boston; **Ragnhild Kvålshaugen**, BI Norwegian Business School; **Claudette M. Peterson**, North Dakota State U.; **David D. Van Fleet**, Arizona State U.

234 : (MH, CMS, ODC) **Opening Up History: Management's Past and its Traces in Cross-divisional Collaborations**

8:00am - 10:00am Sheraton Park Hotel: Park D
 Tweet this session: **#AOM2016 234**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at s.taylor@bham.ac.uk to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Stephen Cummings**, Victoria U. of Wellington; **Gabrielle A. T. Durepos**, Mount Saint Vincent U.; **Scott Taylor**, U. of Birmingham

Chair: **Stephen Cummings**, Victoria U. of Wellington
Speakers: **William M Foster**, U. of Alberta; **Albert J. Mills**, St. Mary's U.; **Michael Rowlinson**, Queen Mary U. of London; **Siri Ann Terjesen**, NHH Norwegian School of Economics
Presenters: **Bill Cooke**, U. of York; **Deborah Helen Jones**, Victoria U. of Wellington; **Lauren McCarthy**, Copenhagen Business School; **Donncha Kavanagh**, U. College Dublin; **dt ogilvie**, Rochester Institute of Technology; **Stefanie Ruel**, Athabasca U.; **R. Daniel Wadhvani**, U. of the Pacific

235 : (MSR, ONE, ODC, CMS) **What Happens When You Develop the Sustainability Mindset?**

8:00am - 10:00am Anaheim Convention Center: 205B
 Tweet this session: **#AOM2016 235**

Chair: **Isabel Rimanoczy**, Nova Southeastern U.
Facilitator: **Kerul Kassel**, Fielding Graduate U.
Presenters: **Amelia Naim Indrajaya**, IPMI International Business School, Jakarta, Indonesia; **Shelley F. Mitchell**, U. of New Hampshire; **Mehdi Majidi**, American U. of Paris; **Henrietta N Onwuegbuzie**, Lagos Business School; **Stacie Chappell**, Western New England U.; **Dennis P. Heaton**, Maharishi U.; **Eunice Mareth Areola**, U. of Santo Tomas; **Ashish Pandey**, Indian Institute of Technology, Bombay

236 : (NDSC) **New Doctoral Student Consortium**

8:00am - 4:00pm Anaheim Marriott: Platinum Ballroom 2
 Tweet this session: **#AOM2016 236**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at liaozenyu@u.nus.edu to obtain the approval code. The deadline to register online is July 9, 2016.

Organizers: **Andrea E. Caldwell**, The U. of Texas at Austin; **Jaclin Permann**, U. of Cincinnati; **Ravi Ramani**, George Washington U.
Chairs: **Christian J. Calderon**, U. of Memphis; **Zhenyu Liao**, National U. of Singapore; **John Ross**, New Mexico State U.

237 : (OB) **OB Research Incubator**

8:00am - 10:00am Anaheim Convention Center: 201B
 Tweet this session: **#AOM2016 237**

Facilitators: **Bruce J. Avolio**, U. of Washington; **Mark C. Bolino**, U. of Oklahoma; **Xiao-Ping Chen**, U. of Washington; **Berrin Erdogan**, Portland State U.; **Robert Folger**, U. of Central Florida; **Lindred L. Greer**, Stanford GSB; **David A. Jones**, U. of Vermont; **Ronit Kark**, Bar Ilan U.; **Dora C. Lau**, Chinese U. of Hong Kong; **Cheri Ostroff**, U. of South Australia; **Jana L. Raver**, Queen's U.; **Christian J. Resick**, Drexel U.; **Kerrie Unsworth**, U. of Leeds; **Jing Zhou**, Rice U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Niro Sivanathan**, London Business School; **Zhen Zhang**, Arizona State U.

Coordinators: **Steven Whiting**, U. of Central Florida; **Bart A. de Jong**, U. of Amsterdam; **Michael D. Johnson**, U. of Washington

238 : (OB) **Halfway There, But Now What? Advice for Pre-dissertation Doctoral Students (8th Annual)**

8:00am - 12:00pm Anaheim Convention Center: 204C
 Tweet this session: **#AOM2016 238**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Organizers: **Mike Baer**, Arizona State U.; **Ned Wellman**, Arizona State U.; **Maribeth Kuenzi**, Southern Methodist U.; **Cindy P. Zapata**, Texas A&M U.
Discussants: **Matthew Call**, U. of South Carolina; **Fadel K. Matta**, U. of Georgia; **Michael R. Parke**, London Business School; **John Wiley Lynch**, U. of Georgia; **Taeya Howell**, Brigham Young U.; **Troy Smith**, U. of Nebraska-Lincoln; **Lindsey M. Greco**, Oklahoma State U.; **Kira F. Schabram**, The U. of British Columbia; **Tiffany D. Johnson**, Pennsylvania State U.; **Sheryl Walter**, U. of Iowa; **Eric Anicich**, Columbia U.; **Emma Edelman Levine**, U. of Pennsylvania
Presenters: **Susan J. Ashford**, U. of Michigan; **Joyce E. Bono**, U. of Florida; **Jessica Rodell**, U. of Georgia

239 : (OB) **OB Division's Junior Faculty Workshop (Saturday, Part 2)**

8:00am - 4:30pm Anaheim Convention Center: 206A
 Tweet this session: **#AOM2016 239**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. To attend this workshop, you must be registered for Part 1, which takes place on Friday, and pay the registration fee of \$150.00USD. The deadline to register online is June 17, 2016.

Organizer: **Ronald F. Piccolo**, U. of Central Florida
Presenter: **Susan J. Ashford**, U. of Michigan
Panelists: **John Antonakis**, U. of Lausanne; **Talya N. Bauer**, Portland State U.; **Robin Ely**, Harvard U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Keith Murnighan**, Northwestern U.; **Philip M. Podsakoff**, U. of Florida; **Elaine C. Hollensbe**, U. of Cincinnati; **Deanne N. DenHartog**, U. of Amsterdam; **Ronit Kark**, Bar Ilan U.

240 : (OB) **Organizational Behavior Doctoral Consortium (Saturday, Part 2)**

8:00am - 1:30pm Anaheim Convention Center: 208AB
 Tweet this session: **#AOM2016 240**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at lgilson@business.uconn.edu to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Lucy L. Gilson**, U. of Connecticut; **Jennifer D. Nahrgang**, Arizona State U.
Discussants: **John B. Bingham**, Brigham Young U.; **Marcus M. Butts**, The U. of Texas at Arlington; **Jin Nam Choi**, Seoul National U.; **Mark Gavin**, West Virginia U.; **Beth Ann Livingston**, Cornell U.; **John Mathieu**, U. of Connecticut; **David Patient**, UCP - Católica Lisbon School of Business & Economics; **Orlando C. Richard**, The U. of Texas at Dallas; **Terri A. Scandura**, U. of Miami; **Christina E. Shalley**, Georgia Institute of Technology; **Christine Quinn Trank**, Vanderbilt U.; **David G. Allen**, Rutgers U.; **Soon Ang**, Nanyang Technological U.; **Leanne E Atwater**, U. of Houston; **Gilad Chen**, U. of Maryland; **Xiao-Ping Chen**, U. of Washington; **Martin J. Kilduff**, UCL School of Management;

William L. Gardner, Texas Tech U.; **Suzanne S. Masterson**, U. of Cincinnati; **Sherry M Thatcher**, U. of South Carolina
Presenters: **Ashleigh Shelby Rosette**, Duke U.; **Frederick P. Morgeson**, Michigan State U.; **David Mayer**, U. of Michigan

241 📄: (OB, BPS, HR, IM) **Congratulations, You Got a Revise and Resubmit! Now What?!**

8:00am - 10:00am Anaheim Convention Center: 210A

Tweet this session: #AOM2016 241

Host: **Rachel Clapp-Smith**, Purdue U., Calumet

Distinguished Speakers: **Paul Bliese**, U. of South Carolina; **William L. Gardner**, Texas Tech U.; **David G. Allen**, Rutgers U.; **Denis G. Arnold**, U. of North Carolina, Charlotte; **Hui Liao**, U. of Maryland
Moderator: **Gretchen Vogelgesang Lester**, San Jose State U.
Coordinator: **Jane Shumski Thomas**, Purdue U., Calumet

242 →: (OB, CAR, ITC) **Planning and Making the Most of an International Sabbatical**

8:00am - 10:00am Anaheim Convention Center: 210C

Tweet this session: #AOM2016 242

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at dapati@ucp.pt to obtain the approval code. The deadline to register online is July 29, 2016.

Organizers: **David Patient**, UCP - Católica Lisbon School of Business & Economics; **Jelena Zikic**, York U.

Participants: **Steven Grover**, U. of Otago; **Miriam Erez**, Technion Israel Institute of Technology; **Julia Richardson**, Curtin U.; **Peter A. Heslin**, UNSW Australia Business School

243 📄: (OB, RM) **Thinking about Implicit Personality Research? We've Got Your Back**

8:00am - 11:00am Anaheim Convention Center: 209A

Tweet this session: #AOM2016 243

Chairs: **Jeremy Lee Schoen**, Georgia Gwinnett College; **James M. LeBreton**, Pennsylvania State U.

244 📄🗣️📧: (ODC, MC) **How Scholar-practitioners Use Self to Integrate Research, Teaching, and Practice**

8:00am - 11:00am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 244

Facilitators: **Eric Sanders**, Marquette U.; **Thomas G. Cummings**, U. of Southern California; **Ramkrishnan (Ram) Tenkasi**, Benedictine U.; **George W. Hay**, Chicago School of Professional Psychology; **Mark Werwath**, Northwestern U.

245 : (OM) **OM Division Consortium Breakfast**

8:00am - 9:00am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 245

Breakfast to kick off the Joint Junior Faculty and Doctoral Student OM Consortium.

246 📄: (OM, RM) **Pushing the Methodological Frontiers of Survey Research: Endogeneity and Composite Modeling**

8:00am - 11:00am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 246

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at bbflynn@indiana.edu to obtain the approval code. The deadline to register online is July 29, 2016.

Organizers: **Barbara B. Flynn**, Indiana U.; **Mikko Ketokivi**, IE Business School - IE U.; **Daniel Guide**, Pennsylvania State U.

Participants: **Philip Bromiley**, U. of California, Irvine; **Mikko Rönkkö**, Aalto U.

247 📄: (OMT) **Business Collective Action in the 21st Century**

8:00am - 11:00am Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 247

Organizers: **Sean C. Buchanan**, U. of Manitoba; **Jochem Kroezen**, U. of Cambridge; **Lærke Højgaard Christiansen**, Copenhagen Business School; **Jose Carlos Marques**, Telfer School of Management, U. of Ottawa

Distinguished Speaker: **Mark S Mizruchi**, U. of Michigan

Discussants: **Michael L. Barnett**, Rutgers U.; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Klaus Weber**, Northwestern U.; **Sébastien Mena**, Cass Business School, City U. London; **Shon R Hiatt**, U. of Southern California

Presenters: **Lynette Spillman**, U. of Notre Dame; **Brandon H. Lee**, Melbourne Business School; **Edward T. Walker**, U. of California, Los Angeles; **Jocelyn M. Leitzinger**, U. of Michigan, Ann Arbor; **Marc Schneiberg**, Reed College

248 📄: (OMT, BPS, OB, TIM) **Teaching Social Networks**

8:00am - 11:00am Anaheim Marriott: Grand Ballroom Salon A, B

Tweet this session: #AOM2016 248

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is June 30, 2016.

Organizers: **Adam M. Kleinbaum**, Dartmouth College; **Isabel Fernandez-Mateo**, London Business School

Facilitators: **Brandy Aven**, Carnegie Mellon U.; **Ronald S. Burt**, The U. of Chicago; **Tiziana Casciaro**, U. of Toronto; **Giuseppe Labianca**, U. of Kentucky; **Bill McEvily**, U. of Toronto

Presenters: **David Krackhardt**, Carnegie Mellon U.; **Tanya Menon**, The Ohio State U.; **Sharique Hasan**, Stanford U.

249 📄: (OMT, ENT, OB) **Brokers and Brokerage in a Dynamic Context**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 249

Organizers: **William G. Mitchell**, U. of Toronto; **Kwangjune Ahn**, U. of Toronto

Moderator: **Tim Rowley**, U. of Toronto

Panelists: **Ronald S. Burt**, The U. of Chicago; **Timothy G. Pollock**, Pennsylvania State U.; **Russell J. Funk**, U. of Minnesota

250 🗣️📄👏: (OMT, GDO, MOC) **Research on Stigmatization: Understanding Stigma across Audiences, Categories and Levels**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 250

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at whelms@brocku.ca to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Karen D. W. Patterson**, U. of New Mexico; **Evelyn Rita Micelotta**, U. of New Mexico; **Wesley Helms**, Brock U.

Facilitators: **Douglas Creed**, U. of Rhode Island; **Cynthia E.**

Devers, Texas A&M U., College Station; **Bryant A. Hudson**, IÉSEG School of Management; **Mark Thomas Kennedy**, Imperial College Business School; **Jo-Ellen Pozner**, Santa Clara U.; **Thomas J. Roulet**, King's College London; **Paul Tracey**, U. of Cambridge; **Marvin Washington**, U. of Alberta

251 📄: (OMT, OB) Exemplar Dissertation Proposals: Tips from INFORMS Dissertation Proposal Contest Winners & Finalist

8:00am - 10:00am Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 251

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizers: **Phillip S. Thompson**, Case Western Reserve U.; **Y. Sekou Bermiss**, The U. of Texas at Austin

Facilitators: **Melissa Valentine**, Stanford U.; **Andrew Schnackenberg**, U. of Denver; **Chad B Murphy**, Oregon State U.; **Jessica Kennedy**, Vanderbilt U.; **Y. Sekou Bermiss**, The U. of Texas at Austin; **Tiffany D. Johnson**, Pennsylvania State U.

Moderator: **Y. Sekou Bermiss**, The U. of Texas at Austin

Coordinator: **Phillip S. Thompson**, Case Western Reserve U.
Presenters: **Chad B Murphy**, Oregon State U.; **Andrew Schnackenberg**, U. of Denver; **Melissa Valentine**, Stanford U.; **Jessica Kennedy**, Vanderbilt U.; **Tiffany D. Johnson**, Pennsylvania State U.

252 📄: (OMT, OB, BPS, RM, OCIS, HR) Introduction to Social Network Analysis

8:00am - 11:00am Anaheim Marriott: Orange County Ballroom 3, 4

Tweet this session: #AOM2016 252

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at balkundi@buffalo.edu to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Prasad Balkundi**, U. at Buffalo, The State U. of New York; **Daniel S. Halgin**, U. of Kentucky
Hosts: **Ning Xu**, U. at Buffalo, The State U. of New York; **Tejaswi Ajit**, U. of Kentucky

Speakers: **Rich DeJordy**, Northeastern U.; **Balagopal Vissa**, INSEAD; **Russell J. Funk**, U. of Minnesota

Participant: **Tanya Menon**, The Ohio State U.

253 🗣️: (OMT, OB, ENT) The Material and Cognitive Foundations of Culture in Cultural Entrepreneurship

8:00am - 9:30am Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 253

Organizers: **Kangsan Lee**, Northwestern U.; **Michael Mauskopf**, Northwestern U.

Discussants: **Klaus Weber**, Northwestern U.; **Noah Askin**, INSEAD; **Vern Glaser**, U. of Alberta; **Christopher William John Steele**, U. of Alberta

Presenters: **Candace Jones**, Boston College; **Nina Eliasoph**, U. of Southern California; **Paul Leonardi**, UC Santa Barbara; **Patricia H Thornton**, Texas A&M U., College Station

254 📄: (PNP) Public and Nonprofit Division Doctoral Student Professional Development Consortium

8:00am - 2:30pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 254

Note that this consortium will run until 5:15 to include the PDW 10753 Publishing in Public and Non Profit Journals: Why Would I Do That? which showcases editors from major PNP journals who will discuss the distinctive nature of PNP publishing.

Presenters: **Adam Eckerd**, U. of Tennessee; **Eva Michelle Witesman**, Brigham Young U.

255 : (PUBS) AMR Writing Theoretical Papers- A Workshop from the Editors

8:00am - 10:30am Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 255

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizers: **Cynthia E. Devers**, Texas A&M U., College Station; **Gary A. Ballinger**, U. of Virginia; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Presenters: **Jean M. Bartunek**, Boston College; **Joep Cornelissen**, Erasmus U. Rotterdam; **Kris Byron**, Georgia State U.; **Russell E. Johnson**, Michigan State U.; **Don Lange**, Arizona State U.; **Michael D. Pfarrer**, U. of Georgia; **Hugh Willmott**, City U. London; **Daniel Albert**, The Wharton School, U. of Pennsylvania / U. of Wisconsin, Milwaukee; **Stephanie J Creary**, Cornell U.; **Ingrid Fulmer**, Rutgers U.; **Lee C Jarvis**, Grenoble Ecole de Management; **Gerardo Okhuysen**, U. of California, Irvine

256 🗣️: (RM, OB) Generating Instant Custom Meta-analyses: A metaBUS Tutorial for Synthesizing Management Research

8:00am - 10:00am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 256

For a preview of the interface, see: **Bosco, F. A., Steel, P., Oswald, F. L., Uggerslev, K. L., & Field, J. G. (2015). Cloud-based meta-analysis to bridge science and practice: Welcome to metaBUS. Personnel Assessment and Decisions, 1, 3-17.**

Presenters: **Piers Steel**, U. of Calgary; **Frank A. Bosco**, Virginia Commonwealth U.; **Krista Uggerslev**, Northern Alberta Institute of Technology; **Jamie Field**, Virginia Commonwealth U.

257 🗣️: (RM, OB, HR, IM) Should I Use Multilevel Modeling? A Hands-on Demonstration

8:00am - 10:00am Anaheim Convention Center: 207A

Tweet this session: #AOM2016 257

We will analyze illustrative data sets with the program R. If interested, please install R on your laptop and bring your own data sets to conduct real-time analysis during the PDW. No prior knowledge of R is required—we will offer a brief tutorial on the use of R as well.

Presenters: **Steven A. Culpepper**, U. of Illinois at Urbana-Champaign; **Herman Aguinis**, George Washington U.

258 📄: (SAP, BPS) Intersections of Strategy Process and Practice Research

8:00am - 10:00am Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 258

Organizers: **Robert A Burgelman**, Stanford U.; **Tomi M. M. Laamanen**, U. of St. Gallen; **Xena Welch Guerra**, U. of St. Gallen

259 🗣️: (SIM, ENT) Ethics as a Source of Innovation and Entrepreneurial Opportunity

8:00am - 9:30am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 259

Panelists: **Ana Cristina O Siqueira**, Duquesne U.; **Benson Honig**, McMaster U.; **Alan D. Meyer**, U. of Oregon; **Jill Kickul**, New York U.; **Laura J. Spence**, Royal Holloway/ U. of London; **William Meek**, U. of Dayton; **Peter T. Gianiodis**, Clemson U.; **G. Tyge Payne**, Texas Tech U.

260 📄: (SIM, ONE) **The 2016 Joint SIM-ONE Junior Faculty Consortium**

8:00am - 12:30pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 260

Participants: **Bradley R. Agle**, Brigham Young U.; **Shaz Ansari**, U. of Cambridge; **Shawn Berman**, U. of New Mexico; **Oana Branzei**, U. of Western Ontario; **Stephen Brammer**, U. of Birmingham; **Nicole Darnall**, Arizona State U.; **Magali Delmas**, U. of California, Los Angeles; **Carolyn P. Egri**, Simon Fraser U.; **Minna Halme**, Aalto U.; **Pursey Heugens**, Erasmus U. Rotterdam; **Tobias Hahn**, Kedge Business School; **Ans Kolk**, U. of Amsterdam; **Maria J. Montes-Sancho**, U. Carlos III de Madrid; **Jeremy Moon**, Copenhagen Business School; **Marc Orlitzky**, U. of South Australia; **Guido Palazzo**, U. of Lausanne; **Jonatan Pinkse**, The U. of Manchester; **Juliane Reinecke**, U. of Warwick; **Kathleen Rehbein**, Marquette U.; **Jorge Rivera**, George Washington U.; **Lori Versteegen Ryan**, San Diego State U.; **Marshall Schminke**, U. of Central Florida; **Andreas Georg Scherer**, U. of Zurich; **Andre Spicer**, City U. London; **Mark P Sharfman**, U. of Oklahoma; **Sandra Waddock**, Boston College; **Klaus Weber**, Northwestern U.; **Duane Windsor**, Rice U.; **J Alberto Aragon-Correa**, U. of Surrey; **Luc Pierre Bres**, Laval U.; **Natalia Vidal**, U. of New Mexico; **Michael V. Russo**, U. of Oregon

261 : (TIM) **TIM Doctoral Consortium Day 2**

8:00am - 10:00am Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 261

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at l.frederiksen@mgmt.au.dk to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Lars Frederiksen**, Aarhus U.; **Cristina Rossi-Lamastra**, Politecnico di Milano

Presenters: **Oliver Alexy**, Technical U. of Munich (TUM); **Ludovic Dibiaggio**, SKEMA Business School; **Corey Phelps**, McGill U.; **Henning Piezunka**, INSEAD; **Anu Wadhwa**, Imperial College Business School; **Gary Dushnitsky**, London Business School; **Francesco Rullani**, Luiss U.; **Keld Laursen**, Copenhagen Business School; **Samina Karim**, Northeastern U.; **Carliss Baldwin**, Harvard U.; **Ramkumar Ranganathan**, U. of Texas, McCombs; **Martin Ganco**, Wisconsin School of Business; **Emily C. Pahnke**, Foster Business School; **Marion Kristin Poetz**, Copenhagen Business School; **Andrew B. Hargadon**, U. of California, Davis; **Andrew B. Hargadon**, U. of California, Davis; **Sonali K. Shah**, U. of Illinois; **Sonali K. Shah**, U. of Illinois; **Stefan Haefliger**, Cass Business School, City U. London; **Stefan Haefliger**, Cass Business School, City U. London; **Ethan Mollick**, The Wharton School, U. of Pennsylvania; **Ethan Mollick**, The Wharton School, U. of Pennsylvania; **Santi Furnari**, Cass Business School, City U. London; **Santi Furnari**, Cass Business School, City U. London

262 : (TIM) **TIM Junior Faculty Consortium Day 2**

8:00am - 10:00am Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 262

Organizers: **Amit Jain**, National U. of Singapore; **Jeff Furman**, Boston U.

Participants: **Andrew King**, Dartmouth College; **Henry Sauermann**, Georgia Institute of Technology; **Kenneth G. Huang**, National U. of Singapore; **Kwanghui Lim**, The U. of Melbourne; **Lee Fleming**, U. of California, Berkeley; **Linus Dahlander**, ESMT European School of Management and Technology; **Myriam Mariani**, Bocconi U.; **Rahul Kapoor**, U. of Pennsylvania; **Stine Grodal**, Boston U.;

Waverly W. Ding, U. of Maryland; **Anu Wadhwa**, Imperial College Business School; **Aija E. Leiponen**, Cornell U.; **Keld Laursen**, Copenhagen Business School

263 🗨️📄: (TIM, ENT) **Platforms and Ecosystems: New Perspectives for the Scope of the Firm in the Age of Open Innovation**

8:00am - 10:00am Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 263

Organizers: **Carmelo Cennamo**, Bocconi U.; **Annabelle Gawer**, U. of Surrey

Panelists: **Carliss Baldwin**, Harvard U.; **Tobias Kretschmer**, LMU Munich; **Satish Nambisan**, U. of Wisconsin, Milwaukee; **Anne Parmigiani**, U. of Oregon

264 🗨️📄: (TIM, SAP, OM) **Organizational Project Management: Crafting an Organizational View of Project Management**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 264

Organizer: **Shankar Sankaran**, U. of Technology, Sydney
Distinguished Speaker: **Stewart Clegg**, U. of Technology, Sydney
Facilitator: **Nathalie Drouin**, UQAM

Discussant: **Catherine Killen**, U. of Technology, Sydney
Speakers: **Monique Aubry**, UQAM; **Kam Jugdev**, Athabasca U.; **Martina Huemann**, WU Vienna U. of Economics and Business; **Christophe N. Bredillet**, U. du Québec à Trois-Rivières; **Kim van Oorschot**, BI Norwegian Business School

265 📖👉👈: (TTC, D&ITC, GDO) **Teaching Special Populations: Creating an Effective and Inclusive Classroom Experience**

8:00am - 10:30am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 265

Organizers: **Ines Alegre**, IESE Business School; **Anke Arnaud**, Embry Riddle Aeronautical U.; **Christina A. Hannah**, U. of Maryland U. College; **Claudia J. Ferrante**, U.S. Air Force Academy; **Rajnandini Pillai**, California State U., San Marcos; **Rita Shea-Van Fossen**, Nova Southeastern U.

Chairs: **Joseph T. Liu**, Georgia Institute of Technology; **Nicole C. Jones Young**, Franklin & Marshall College

266 📖🗨️: (TTC, MED, HR, HCM) **Teaching with Technology: Meaningful Classroom Experiences and Meaningful Organizational Skills**

8:00am - 10:00am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 266

Facilitator: **Kim Gower**, U. of Richmond

Presenters: **Randall B. Dunham**, U. of Wisconsin, Madison; **Joan L. Weiner**, Drexel U.; **Bonnie S. O'Neill**, Marquette U.; **Stuart Allen**, Robert Morris U.; **Jordan Mitchell**, U. of Houston, Clear Lake

Saturday 8:30AM**267** 🗨️📄: (OCIS) **Big Data: Implications for Research on Organizations and Technology**

8:30am - 10:30am Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 267

Organizer: **Mary Beth Watson-Manheim**, U. of Illinois at Chicago
Distinguished Speaker: **Alex Pentland**, Massachusetts Institute of Technology

Panelists: **Noshir Contractor**, Northwestern U.; **Heng Xu**, Pennsylvania State U.

268 📄: (ODC) ODC Doctoral Consortium

8:30am - 6:30pm Anaheim Marriott: Platinum Ballroom 3

Tweet this session: #AOM2016 268

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizers at julie.wolfram.cox@monash.edu or KElgayeva@thechicagoschool.edu to obtain the approval code. The deadline to register online is June 30, 2016.

Organizers: **Julie Wolfram Cox**, Monash U.; **Kate Elgayeva**, Chicago School of Professional Psychology

Panelists: **John Matthew Amis**, U. of Edinburgh; **Andre S. Avramchuk**, California State U., Los Angeles; **Robert A. Carpino**, California State U., Los Angeles; **Stephen Cummings**, Victoria U. of Wellington; **Jeffrey D Ford**, The Ohio State U.; **Ronald Fry**, Case Western Reserve U.; **David Stephen Grant**, Griffith U.; **Richard Hall**, Monash Business School; **Bruce Hanson**, Concordia U., Irvine; **Clifford Oswick**, City U. London; **Patrice Rosenthal**, Fielding Graduate U.; **Inger G. Stensaker**, Norwegian School of Economics; **Richard W. Stackman**, U. of San Francisco; **Richard W. Woodman**, Texas A&M U.; **Danielle Zandee**, Nyenrode Business U.

Saturday 9:00AM**269** 📄: (CAR) CAR Doctoral Consortium

9:00am - 12:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 269

Our speakers are distinguished senior & junior international faculty. They will share insights on the following topics: (1) Low hanging fruit: Making the most of AOM Annual Meetings (2) Surviving: Accessing and leveraging formal and informal resources during your doctoral program (3) Thriving: Recruiting mentors and collaborators for your network (4) Make it happen: Effectively navigating the dissertation process (5) Head of the class: Preparing for your first course assignment and teaching role. (6) Balancing act: How to juggle demands of academic life during your doctoral program and beyond.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 21, 2016.

Organizers: **Julie Unite**, Humber, Mundie and McClary; **Richard Donald Cotton**, U. of Victoria; **Katharina Chudzikowski**, U. of Bath
Facilitators: **Evgenia Lysova**, VU U. Amsterdam; **Astrid Reichel**, WU Vienna U. of Economics and Business; **Markus Latzke**, WU Vienna U. of Economics and Business; **Stefanie Gustafsson**, U. of Bath

Speakers: **Jon P. Briscoe**, Northern Illinois U.; **Mila B. Lazarova**, Simon Fraser U.; **Anders Dysvik**, BI Norwegian Business School; **Jelena Zikic**, York U.; **Holly Slay Ferraro**, Seattle U.; **Suzanne C. de Janasz**, Seattle U.

270 📄➔: (GDO) 2016 GDO Doctoral Consortium

9:00am - 3:30pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 270

The doctoral consortium is by invitation only due to limited space. To apply, please contact **Joy Beatty** (jebeatty@umich.edu) and **Oscar Holmes IV** (Oscar.HolmesIV@rutgers.edu)

Organizers: **Joy E. Beatty**, U. of Michigan, Dearborn; **Oscar Holmes IV**, Rutgers U.

Speakers: **Laquita C. Blockson**, Rutgers U.; **Stephanie J Creary**, Cornell U.; **David J. G. Dwertmann**, Rutgers U.; **Eden King**,

George Mason U.; **Alison M. Konrad**, Western U.; **David A. Kravitz**, George Mason U.; **Patrick F. McKay**, Rutgers U.; **Belle Rose Ragins**, U. of Wisconsin, Milwaukee; **Sabrina D Volpone**, U. of New Mexico; **Patrizia Zanoni**, U. Hasselt
Presenter: **Stephan Alexander Boehm**, U. of St. Gallen

271 🗣️: (HR, OB, MC) Publishing for Real World Impact: Editors and Researchers Share Tips on Making Research Meaningful

9:00am - 11:00am Anaheim Convention Center: 207B

Tweet this session: #AOM2016 271

This PDW focuses on how researchers can have greater impact on practice by publishing in journals that are circulated beyond the Academy. Senior editors representing "bridging" journals (e.g. HBR and PSJ) will share insights on how to publish in venues that impact both academics and practitioners.

Organizer: **Brad Winn**, Utah State U.

Participants: **Melinda Merino**, Harvard Business Review; **David Ulrich**, U. of Michigan; **Anna Tavis**, New York U.; **Anthony J. Rucci**, The Ohio State U.; **Ethan S. Bernstein**, Harvard U.

272 : (ICW) IMD International Day 2 Room 2 AM

9:00am - 1:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor

Tweet this session: #AOM2016 272

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

273 : (ICW) IMD International Day 2 Room 1 AM

9:00am - 1:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 273

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

274 : (ICW) Administrative Science Quarterly Editors Meeting

9:00am - 12:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 274

By invitation only

Organizer: **Joan Friedman**, Administrative Science Quarterly

275 📄: (MOC) The Cognition in the Rough Workshop

9:00am - 12:00pm Hilton Anaheim: California B

Tweet this session: #AOM2016 275

The submission deadline for this PDW is May 15, 2016. Submissions will be evaluated to ensure fit with the session and priority will be given to early submissions and first-time attendees. Given space constraints, the expectation for this PDW is that, even for co-authored papers with multiple authors, only one author will attend the PDW to represent the paper. This PDW is intended to help authors develop work in progress and, as a result, we cannot accept papers that have already been accepted for presentation elsewhere at the AOM 2016 Annual Meeting.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at erinreid@bu.edu to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Erin Marie Reid**, McMaster U.; **John Paul Stephens**, Case Western Reserve U.; **Beth A. Devine**, INSEAD
Facilitators: **Neal M. Ashkanasy**, U. of Queensland; **Peter Belmi**, U. of Virginia; **J. Stuart Bunderson**, Washington U.; **Andrea Casey**, George Washington U.; **Marlys K. Christianson**, U. of Toronto; **Dov Eden**, Tel Aviv U.; **Pacey Foster**, U. of Massachusetts, Boston; **Margaret Delaney Gorman**, Northeastern

U.; **Emily Heaphy**, U. of Rhode Island; **Gerard P. Hodgkinson**, U. of Warwick; **Glen E. Kreiner**, Pennsylvania State U.; **Theresa K Lant**, Pace U.; **Kyle Lewis**, U. of California, Santa Barbara; **Stephen Mezias**, INSEAD; **Chet Miller**, U. of Houston; **Frances J. Milliken**, New York U.; **Rhonda K. Reger**, U. of Tennessee; **Kevin W. Rockmann**, George Mason U.; **Kathleen M. Sutcliffe**, Johns Hopkins U.; **Subrahmaniam Tangirala**, U. of Maryland; **Philipp Tuertscher**, VU U. Amsterdam

276 🗣️📄📍: (OB, HR, IM, RM) **Bridging the Science-Practice Gap: How to Translate Research for Practitioners and the Public**

9:00am - 11:00am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 276

Organizer: **Shannon G. Taylor**, U. of Central Florida

Speakers: **Gary P. Latham**, U. of Toronto; **Ethan S. Bernstein**, Harvard U.; **Sean R. McMahon**, Elon U.; **Ronald F. Piccolo**, U. of Central Florida

Saturday 9:15AM

277 📄: (OM) **Joint Junior Faculty and Doctoral Student OM Consortium I**

9:15am - 11:45am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 277

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at dribbink@ivey.uwo.ca to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Dina Ribbink**, Western U.; **Finn Wynstra**, Erasmus U. Rotterdam

Discussants: **Ken Boyer**, The Ohio State U.; **Madeleine Pullman**, Portland State U.; **Raffaella Cagliano**, Politecnico di Milano; **Erik van Raaij**, Erasmus U. Rotterdam; **Morgan Swink**, Texas Christian U.; **Hale Kaynak**, The U. of Texas, Rio Grande Valley; **Zhaohui Wu**, Oregon State U.; **Kathryn Lee Blackmon**, U. of Oxford

Saturday 9:45AM

278 📄: (BPS, OMT, TIM) **Do I Have an Endogeneity Problem, and Does It Matter?**

9:45am - 11:45am Hilton Anaheim: Carmel

Tweet this session: #AOM2016 278

Presenters: **Victor Bennett**, Duke U.; **Lamar Pierce**, Washington U. in St. Louis; **Claudine Gartenberg**, New York U.; **Jason Snyder**, U. of California, Los Angeles; **Adina D. Sterling**, Stanford GSB
Participants: **Ashish Arora**, Duke U.; **Christine Beckman**, Robert H. Smith School of Business; **Todd Zenger**, Eccles School, U. of Utah; **Rajshree Agarwal**, U. of Maryland; **Alfonso Gambardella**, Bocconi U.

279 →: (HCM) **How Do Health Systems/Care Organizations Address Cultural Competence?**

9:45am - 11:45am Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 279

Organizers: **Sandra C. Buttigieg**, U. of Malta; **Cheryl Rathert**, Virginia Commonwealth U.

Chair: **Robert Weech-Maldonado**, U. of Alabama, Birmingham

Presenters: **Mark J. Lock**, U. of Newcastle, Australia; **Judy Scully**, Aston U.

280 →🗣️📄📍: (IM, GDO, AAM) **Gender, Generations and Leadership: Insights from South Asia**

9:45am - 11:15am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 280

Facilitators: **Jawad Syed**, U. of Huddersfield; **Mary F. Sully de Luque**, Thunderbird School of Global Management

Coordinator: **Shaista E. Khilji**, George Washington U.

Presenters: **Sumita Datta**, S.P.Jain Institute for Management and Research; **Edward F. Murphy**, Embry Riddle Aeronautical U.;

Memoona Tariq, U. of Huddersfield; **Khizran Zehra**, Jönköping International Business School

Participants: **Upsana Agarwal**, NITIE; **Huriye Ayygören**, Jönköping International Business School; **Ranjan M. J. George**, Simpson U.;

Regina A. Greenwood, Nova Southeastern U.; **Julia Teahen**, Baker College; **Arnel Onesimo O. Uy**, De La Salle U.

281 📄🗣️📍: (MC, MED) **Knowledge in 21st Century Management Consulting: between Consultants, Clients and Business Schools**

9:45am - 11:15am Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 281

Organizer: **Giacomo Carli**, The Open U.

Panelists: **Thomas C. Lawton**, The Open U.; **Sotirios Paroutis**, U. of Warwick; **Maria Rita Tagliaventi**, U. of Bologna; **Na Fu**, Maynooth U.; **Donatella Taurasi**, U. of New Haven

282 🗣️📄: (OMT, SIM, MSR, MOC) **The Value of Values for Organization Theory**

9:45am - 12:45pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 282

Organizers: **David Chandler**, U. of Colorado, Denver; **Ricardo Gabriel Flores**, U. of New South Wales

Presenters: **Matthew Kraatz**, U. of Illinois; **James P. Walsh**, U. of Michigan, Ann Arbor; **Violina Rindova**, The U. of Texas at Austin;

Jaco Lok, U. of New South Wales; **Marya L. Besharov**, Cornell U.; **Andrew Spicer**, U. of South Carolina

283 🗣️→🗣️: (PNP, SIM, IM, INDAM) **Anti-Corruption: a Multi-perspective Approach for Meaningful Organizations**

9:45am - 11:45am Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 283

Organizer: **Veronica Vecchi**, Bocconi U. / SDA Bocconi

Chair: **Manuela Brusoni**, Bocconi U. / SDA Bocconi

Participants: **David Jancsics**, Rutgers U., Newark; **Himanshu Rai**, MISB Bocconi; **Noemi Alexa**, Central European U.; **Davide Torsello**, Central European U.

Saturday 10:00AM

284 : (ICW) **Early Career Research Workshop: Increasing the visibility of your journal article**

10:00am - 11:00am Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 284

Organizer: **Caitlyn Dwyer**, John Wiley & Sons, Inc.

285 🗣️: (OB) **It Takes Two to Tango: Learning to Lead and Follow**

10:00am - 12:00pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 285

Primary sponsor: **Sharon Davis Brown, Ph.D., BC-DMT, LMHC, CMA Learning Objectives:**

1. Participants will learn about leadership and followership roles kinesthetically rather than cognitively.

2. Participants will learn skills to learn skills transform the leader/subordinate roles.
 3. Participants will be able to identify basic language of tango.
 Presenter: **Sharon Davis Brown**, Fielding Graduate U.

286 : (TIM) TIM Junior Faculty and Doctoral Consortia Meet The Editors Panel

10:00am - 12:00pm Anaheim Marriott: South Marquis Ballroom
 Tweet this session: **#AOM2016 286**

Join the discussion with the Editors of core journals in the TIM domain, including AMJ, ManSci, OrgSci, ResPol, SMJ, SEJ, JPIM, ICC and others. Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. Please contact the workshop organizer at l.frederiksen@mgmt.au.dk to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Amit Jain**, National U. of Singapore, Calcutta; **Lars Frederiksen**, Aarhus U.

Advances in Health Care Management, Health Care Management Review, Health Services Research, Medical Care, and Medical Care Research and Review.

Organizer: **Laura McClelland**, Virginia Commonwealth U.
 Speakers: **Thomas D'Aunno**, New York U.; **Michele Issel**, U. of North Carolina, Charlotte; **Grant T. Savage**, U. of Alabama, Birmingham; **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Patrick Romano**, U. of California Davis

292 ☞ (HR, RM) Advancing Multilevel Thinking and Methods in HRM Research

10:15am - 12:45pm Anaheim Convention Center: 201B
 Tweet this session: **#AOM2016 292**

Organizers: **Maarten Renkema**, U. of Twente; **Jeroen Meijerink**, U. of Twente

Moderators: **Kaifeng Jiang**, U. of Notre Dame; **Paul Sparrow**, Lancaster U.

Speakers: **Steve W. J. Kozlowski**, Michigan State U.; **Paul Bliese**, U. of South Carolina; **Helen Joanne Shipton**, Nottingham Trent U.

293 ☞☞☞ (ITC) International initiatives against social irresponsibility in business and management education.

10:15am - 12:15pm Anaheim Convention Center: 205B
 Tweet this session: **#AOM2016 293**

Organizers: **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Mary Catherine Gentile**, Babson College; **Claus Dierksmeier**, U. of Tuebingen; **Wolfgang Amann**, HEC Paris; **Oliver Laasch**, The U. of Manchester; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Marco Tavanti**, DePaul U.
Distinguished Speakers: **Nikos Passas**, Northeastern U.; **Mary Catherine Gentile**, Babson College; **Claus Dierksmeier**, U. of Tuebingen; **Oliver Laasch**, The U. of Manchester; **Wolfgang Amann**, HEC Paris

Presenters: **Marco Tavanti**, DePaul U.; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Wolfgang Amann**, HEC Paris; **Ajai Prakash**, U. of Lucknow; **Alfred Lewis**, Lewis Associates; **Andrea Tomo**, U. of Naples Federico II; **Alessandro Hinna**, Tor Vergata U.; **Anna B. Holm**, Aarhus U.; **Anna Svirina**, Kazan National Research Technical U.; **Augustin Suessmair**, U. of Lueneburg; **Carolyn Wiley**, Roosevelt U.; **Claire A. Simmers**, Saint Joseph's U.; **Robert Krug**, St. Joseph's College; **Waheeda Lillevik**, College of New Jersey; **Duane Windsor**, Rice U.; **Elizabeth Davis**, U. of San Francisco; **Hamid H Kazeroony**, Inver Hills Community College; **Hsu O'Keefe**, Pace U.; **Irene Tsachouridi**, Athens U. of Economics and Business; **Jaime Ruiz-Gutierrez**, U. de los Andes; **John P Ulhoi**, Aarhus U.; **Jose Guadalupe Vargas-Hernandez**, U. de Guadalajara; **Katherine Elizabeth Hyatt**, Reinhardt U.; **Lisa Toler**, Ashford U.; **Daniel Malan**, Stellenbosch U.; **Marjorie L McInerney**, Marshall U.; **Nina Chala**, National U. Kyiv-Mohyla Academy; **Sharon E. Norris**, Spring Arbor U.; **Nikos Passas**, Northeastern U.; **Peter Odrakiewicz**, Poznan U. College of Business; **David Odrakiewicz**, Poznan U. College of Business; **Rana Haq**, Laurentian U.; **Ranjini Swamy**, Goa Institute of Management; **Cristina Reis**, U. of London; **Romie Frederick Littrell**, Auckland U. of Technology; **Rosalie Holian**, RMIT U.; **Soojin Kim**, Singapore Management U.; **Thomas Kimeli Cheruiyot**, Moi U.; **Tom Elwood Culham**, The U. of British Columbia; **Vivek Khanna**, Indian Institute of Management, Indore; **Jae Eon Yu**, Keimyung U.; **Anna Sworowska**, West Pomeranian U. of Technology; **Shiv K Tripathi**, Mzumbe U.; **Patrick L. Onsando**, Moi U.; **Arabella Mocciano Li**

Saturday 10:15AM

287 : (AAA) Conference Break

10:15am - 10:45am Anaheim Convention Center: Hall C.
 Tweet this session: **#AOM2016 287**

Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

288 ☞ (BPS, SAP) What Do We Know About Strategy Formation?

10:15am - 11:45am Hilton Anaheim: El Capitan AB
 Tweet this session: **#AOM2016 288**

Organizers: **Erim Ergene**, U. of Massachusetts, Amherst; **Steven W. Floyd**, U. of Massachusetts, Amherst
 Speakers: **Saku Mantere**, McGill U.; **Chet Miller**, U. of Houston; **Laurent Mirabeau**, Telfer School of Management, U. of Ottawa; **Markus Reitzig**, U. of Vienna; **Zeki Simsek**, U. of Connecticut; **Jorge Walter**, George Washington U.

289 ☞☞☞ (CMS) Challenging Neo-liberal Feminism in Management Studies

10:15am - 12:15pm Sheraton Park Hotel: Plaza D
 Tweet this session: **#AOM2016 289**

Organizers: **Kate Grosser**, La Trobe U.; **Deborah Helen Jones**, Victoria U. of Wellington
 Presenters: **Charlotte M. Karam**, American U. of Beirut; **Banu Ozkazanc-Pan**, U. of Massachusetts, Boston; **Emma Bell**, Keele U.

290 ☞☞☞ (GDO, D&ITC, TTC) Exploring Subtle Forms of Racism at Higher Education Establishments

10:15am - 11:45am Sheraton Park Hotel: Plaza B
 Tweet this session: **#AOM2016 290**

Facilitators: **Lorianne D. Mitchell**, East Tennessee State U.; **Payal Kumar**, Xavier Labour Relations Institute
 Presenters: **Tracy Harmon-Kizer**, Crummer Graduate School of Business, Rollins College; **Christopher Dula**, East Tennessee State U.; **Stacie Furst-Holloway**, U. of Cincinnati; **Valerie Gray Hardcastle**, U. of Cincinnati; **Rachel Kallen**, U. of Cincinnati

291 ☞ (HCM) Publishing Health Care Management Research: Tips from the Editors

10:15am - 11:45am Hilton Anaheim: Catalina 4
 Tweet this session: **#AOM2016 291**

A 'Meet the Editors' session for authors of health care management research. Get tips from the editors of the following journals –

Destri, U. of Palermo; Aneta Aleksander, Silesian U. of Technology; Adela Jana McMurray, RMIT U.

294 📖🌐👤🗣️📱📧: (MED, OCIS, TIM) Towards Business School 2.0: Online Models for Management Education

10:15am - 12:15pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 294

Best MED PDW Award, Sponsored by ASFOR (the Italian Association for Managerial Formation)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at andrei.villarroel@hefr.ch to obtain the approval code. The deadline to register online is August 06, 2016. Chair: **Juan Andrei Villarroel**, School of Management Fribourg/ U. of Applied Sciences Western Switzerland

Participants: **Danica Purg**, IEDC-Bled School of Management; **Chuck Eesley**, Stanford U.; **Daniel Szpiro**, Jack Welch Management Institute; **Juan Andrei Villarroel**, School of Management Fribourg/ U. of Applied Sciences Western Switzerland; **Arshad Ahmad**, McMaster U.

295 📖📱: (MH, BPS) Using Event Studies to Study Historical Management Events

10:15am - 12:15pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 295

Participant: **Jay J Janney**, U. of Dayton

296 📖📱: (MSR, ENT, MH, IM) How Religion and Entrepreneurship Interact?

10:15am - 12:15pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 296

Organizers: **Junpei Wu**, State U. of New York at Oswego; **Sarfraz A Mian**, State U. of New York at Oswego

Discussants: **Shahid Qureshi**, Institute of Business Administration, Karachi; **David L. McLain**, State U. of New York at Oswego; **Shawn M. Carraher**, The U. of Texas at Dallas; **Miles Kevin Davis**, Shenandoah U.; **Hema Rao**, State U. of New York at Oswego

297 📖🌐👤🗣️📱📧: (MSR, MED) Developing a Workplace Spirituality Skill Set

10:15am - 11:45am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 297

This workshop details specific experiential exercises that can be used both in the classroom and for organizational training purposes. They have been proven effective by arguably the five top scholars in the field: those who will be overseeing this workshop. Participants will leave with copies of the exercises, clear ideas on how to implement them and how they can be used to increase organizational meaningfulness, and the opportunity to share and discuss their own action-oriented teaching and training materials in this vein.

Presenters: **Carole L. Jurkiewicz**, U. of Massachusetts, Boston; **Robert A Giacalone**, U. of Denver; **Louis W. (Jody) Fry**, Texas A&M U., Central Texas; **Ali Farazmand**, Florida Atlantic U.

298 📖📱🗣️: (MSR, PTC) Creativity, Imagination and Presence: Improv for Mindful Organizing

10:15am - 11:45am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 298

No spectators. Participation required.

Organizer: **Jyoti Bachani**, Saint Mary's College of California
Participants: **Stephen McGuire**, California State U., Los Angeles; **Rajender Kumar Gupta**, Management Development Institute;

Mikael Sondergaard, Aarhus U.; Vijaya L. Narapareddy, U. of Denver

299 📖: (OB) Being Generative: Teaching about Relationships and Teaching Relationship Courses

10:15am - 12:45pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 299

This PDW is designed to catalyze and inspire new ways of teaching about the relational side of organizations to students of all types in business schools. People attending this PDW will be exposed to multiple examples of highly impactful ways of teaching about relationships in work organizations as part of core courses (in organization behavior, human resource management or leadership) or as separate stand-alone electives. Pre-registration is encouraged for this event. Please contact janedut@umich.edu to register by August 04, 2016.

Participants: **Jane E. Dutton**, U. of Michigan; **Arne Carlsen**, BI Norwegian Business School; **Stacy Blake-Beard**, Simmons College; **Sally Maitlis**, U. of Oxford; **Wendy Marcinkus Murphy**, Babson College; **Tyrone S. Pitsis**, U. of Leeds/U. of Cambridge; **John Paul Stephens**, Case Western Reserve U.; **Lloyd Sandelands**, U. of Michigan, Ann Arbor; **Kristina Marie Workman**, Cornell U.

300 📖📱: (OB, OMT, MSR, ODC) Mindfulness Research Methods: Different Approaches to Understanding Mindfulness in the Workplace

10:15am - 12:15pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 300

Organizer: **Ellen Choi**, Ivey Business School

Participants: **Jutta Tobias**, Cranfield School of Management; **Jochen Reb**, Singapore Management U.; **Timothy J. Vogus**, Vanderbilt U.; **Adam Austen Kay**, The U. of British Columbia; **Lasse Lychnell**, Stockholm School of Economics; **Lindsey D. Cameron**, U. of Michigan, Ann Arbor; **Andrew C. Hafenbrack**, UCP - Católica Lisbon School of Business & Economics; **Francesco Sguera**, UCP - Católica Lisbon School of Business & Economics

301 📖: (OMT, BPS, CM, MOC, OB) Trust between Individuals and Organizations

10:15am - 1:15pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 301

Pre-registration is required for this workshop. To register only for the first and second segment (panel discussion and round tables), email one discussion question on trust. To register for all three segments (i.e., including paper development), email a discussion question as well as a working paper on trust. Emails should be sent to trustpdw@gmail.com no later than July 24, 2016. You will then receive an approval code that will allow you to register for the PDW online at <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Organizers: **Oliver Schilke**, U. of Arizona; **Bart A. de Jong**, U. of Amsterdam

Facilitators: **Craig D. Crossley**, U. of Central Florida; **T.K. Das**, City U. of New York; **Dries Faems**, Groningen U. (RuG); **Donald L. Ferrin**, Singapore Management U.; **Ashley Fulmer**, National U. of Singapore; **Melissa Graebner**, The U. of Texas at Austin; **Pri Pradhan Shah**, U. of Minnesota; **Andrew H. Van de Ven**, U. of Minnesota; **Cindy P. Zapata**, Texas A&M U.; **Todd Zenger**, Eccles School, U. of Utah

302 🗣️📖👤: (OMT, BPS, OB, MOC, TIM) **Behavioral Strategy VII — Micro, Macro, and In-between**

10:15am - 12:15pm Anaheim Marriott: Grand Ballroom Salon J, K
 Tweet this session: #AOM2016 302
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The cost to attend this workshop is \$19.00USD. The deadline to register online is August 06, 2016.

Chair: **Sheen S. Levine**, The U. of Texas at Dallas
 Participants: **Linda Argote**, Carnegie Mellon U.; **Gino Cattani**, New York U.; **Alfonso Gambardella**, Bocconi U.; **Dan Lovallo**, The U. of Sydney; **William Ocasio**, Northwestern U.; **Zur Shapira**, New York U.; **Libby Weber**, U. of California, Irvine; **Edward Zajac**, Northwestern U.

303 📖: (OMT, OB, SAP) **Pragmatism, Organizations and Management – Ideas and Applications**

10:15am - 11:45am Anaheim Marriott: Platinum Ballroom 8
 Tweet this session: #AOM2016 303
 Chairs: **Moshe Farjoun**, York U.; **Barbara Simpson**, U. of Strathclyde
 Facilitators: **Matthew Kraatz**, U. of Illinois; **Marc Ventresca**, U. of Oxford
 Presenters: **Chris Ansell**, U. of California, Berkeley; **John Paul MacDuffie**, U. of Pennsylvania; **Markus C. Becker**, U. of Southern Denmark

304 🗣️📖👤: (PTC, ODC, MSR, SIM, IM) **Leadership for a Healthy World: Creating Meaningful Organizations**

10:15am - 12:45pm Anaheim Marriott: Northeast Marquis Ballroom
 Tweet this session: #AOM2016 304
 Dynamic, globally-respected speakers share experiences about how conscious leadership can generate healthy organizations for a healthy world.

Organizer: **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change
 Hosts: **Kuo Frank Yu**, City U. of Hong Kong; **Marc Bonnet**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
 Distinguished Speakers: **Otto Scharmer**, MIT Sloan School of Management; **Subhanu Saxena**, CIPLA; **Robert E Quinn**, U. of Michigan; **Susan Skjei**, Naropa U.; **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change

305 📖: (SAP, OMT) **A Practice-based Perspective on Paradox: Studying Strategic Tensions**

10:15am - 12:15pm Hilton Anaheim: Pacific B
 Tweet this session: #AOM2016 305
 The PDW will be run in two parts. Part 1 will be run in an interactive and debate like fashion. In each case we will focus on short 5-minute presentations from leading scholars, then reflective commentary from the other panellists and audience Q&A. The panel will be chaired by the PDW organizers. Part 2 will focus on a series of interactive roundtable discussions. This will be an opportunity for the audience to engage in discussing particular themes with carefully selected scholars experienced in those particular areas.
 Organizers: **Eric Knight**, The U. of Sydney; **Jane Kirsten Le**, The U. of Sydney; **Rebecca Bednarek**, Birkbeck, U. of London
 Speakers: **Alexander Zimmermann**, U. of St. Gallen; **Mathew L. Sheep**, Illinois State U.; **David Oliver**, The U. of Sydney; **Callen Anthony**, Boston College; **Natalie Slawinski**, Memorial U. of Newfoundland; **Garima Sharma**, Ivey Business School, Western U.

Presenters: **Ann Langley**, HEC Montréal; **Wendy K. Smith**, U. of Delaware; **Eero Vaara**, Aalto U. School of Business; **Andrew H. Van de Ven**, U. of Minnesota

Saturday 10:30AM

306 🗣️📖: (INDAM) **Conducting Context-specific Research with Indigenous Constructs: The Case of China and India**

10:30am - 12:30pm Anaheim Convention Center: 201A
 Tweet this session: #AOM2016 306
 Chairs: **Pawan S. Budhwar**, Aston U.; **Charmi Patel**, U. of Edinburgh
 Participants: **Dharm P. S. Bhawuk**, U. of Hawaii at Manoa; **Qin Zhou**, U. of York; **James Jian Min Sun**, Renmin U. of China

Saturday 10:45AM

307 🗣️📖: (BPS, ENT, OB) **Psychological Foundations of Management 2.0: Core Self-Evaluation, Hubris, and Humility**

10:45am - 1:15pm Hilton Anaheim: Catalina 5
 Tweet this session: #AOM2016 307
 Pre-registration is required for this workshop. Additionally, participants to the roundtables are invited to submit the most recent version of their papers (or, alternatively, an extended abstract) that they would like to discuss. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at mpmicone@gmail.com to obtain the approval code. The deadline to register online is July 1, 2016.

Organizers: **Pasquale Massimo Picone**, U. of Catania; **Yi Tang**, Hong Kong Polytechnic U.; **Giovanni Battista Dagnino**, U. of Catania
 Distinguished Speakers: **Craig Crossland**, U. of Notre Dame; **Aaron Hill**, Oklahoma State U.; **Amy Y. Ou**, National U. of Singapore; **Yi Tang**, Hong Kong Polytechnic U.
 Discussant: **Arturo L. Capasso**, U. del Sannio

308 📖: (BPS, IM, PNP) **Research Frontiers in Non-market Strategy**

10:45am - 12:45pm Hilton Anaheim: Catalina 2
 Tweet this session: #AOM2016 308
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at luoj@umn.edu to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Sinziana Dorobantu**, New York U.; **Jiao Luo**, U. of Minnesota
 Speakers: **Guy Holburn**, U. of Western Ontario; **Tim Rowley**, U. of Toronto; **Mike Toffel**, Harvard U.; **Heli Wang**, Singapore Management U.; **Bennet A. Zelner**, U. of Maryland R.H. Smith School of Business

309 🗣️📖: (BPS, OB) **The Ins-and-Outs of CEO Influence: Sources, Processes, and Extensions**

10:45am - 12:15pm Hilton Anaheim: Santa Monica
 Tweet this session: #AOM2016 309
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.
 Organizers: **Yoojung Ahn**, U. of Massachusetts, Amherst; **Daniel Jinyong Zyung**, Rice U.

Speakers: Allen Amason, Georgia Southern U.; Craig Crossland, U. of Notre Dame; Steven W. Floyd, U. of Massachusetts, Amherst; Timothy J. Quigley, U. of Georgia; David A. Waldman, Arizona State U.

310 📱: (IAM) **Smartphones in the aesthetics of the teaching-learning relationship: A paradigmatic divide**

10:45am - 12:45pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 310

Presenter: Marcio Cesar Franco Santos, Pontificia U. Católica de Minas Gerais / Funesis

311 📧: (ITC) **English Writing for German Native Speakers**

Speakers

10:45am - 12:45pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 311

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 31, 2016.

Organizer: Markus Vodosek, German Graduate School of Management & Law (GGS)

Presenter: Mary Craig, English for Impact

312 🗣️: (MSR, MOC, OB, SIM) **Cultivating Well-being and Catalyzing Thriving in Our Work Practices, Organizations, and Society**

10:45am - 1:15pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 312

Organizers: Reut Livne-Tarandach, U. of Oregon; Erica L.

Steckler, U. of Massachusetts Lowell

Host: Jane E. Dutton, U. of Michigan

Facilitators: Oana Branzei, U. of Western Ontario; Cynthia Clark, Bentley U.; James A.F. Stoner, Fordham U.; David M. Wasieleski, Duquesne U.; Christopher Gohl, Global Ethic Institute; Gretchen M. Spreitzer, U. of Michigan

Discussants: Emily Heaphy, U. of Rhode Island; Katrin Muff, Business School Lausanne; Claus Dierksmeier, U. of Tuebingen

313 📱: (TTC, MSR) **Meaningful Interactions in the Classroom through Interactive Exercises**

10:45am - 12:45pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 313

Chairs: Rajnandini Pillai, California State U., San Marcos; Preeti

Wadhwa, California State Polytechnic U., Pomona

Participants: Christina A. Hannah, U. of Maryland U. College;

Anne Randerson, California State U., San Marcos; **Susan**

McNamara, State U. of New York at Fredonia

Saturday 11:00AM

314 🗣️: (CM, OB) **Negotiating Your (First) Job Offer**

11:00am - 2:00pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 314

Organizer: Ann-Sophie De Pauw, IESEG School of Management

Discussants: Ray Friedman, Vanderbilt U.; Robin L. Pinkley, Southern Methodist U.; Brian C. Gunia, The John Hopkins U.;

Modupe Akinola, Columbia U.

Presenter: Deepak Malhotra, Harvard U.

315 : (TLC) **TLC Precon Meeting**

11:00am - 12:00pm Hilton Anaheim: Executive Board Room

Tweet this session: #AOM2016 315

By invitation only.

Saturday 11:15AM

316 🌐➔📱🗣️: (AAM, IM, BPS, INDAM) **Leveraging Asia, To Inform the World**

11:15am - 1:15pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 316

The purpose of our PDW is to highlight the enormous research possibilities offered by the unique geographical contexts of Asia, to develop new knowledge that has relevance for audiences all over the world. As scholars of management, context and phenomena are important to us. It is often argued that the 21st century belongs to Asia and special focus is needed on the phenomena in Asian countries because they are interesting, important and have the potential to significantly question and/or change some of the management theories that have been primarily developed in entirely differe

Organizers: Raveendra Chittoor, U. of Victoria; Vikas Kumar, The U. of Sydney

Speakers: Mary-Yoko Brannen, U. of Victoria; Ajai Gaur, Rutgers U.;

Hicheon Kim, Korea U.; **Jing Li**, Simon Fraser U.;

Irina Mihailova, Aalto U.; **Elizabeth L. Rose**, U. of Otago; **Balagopal**

Vissa, INSEAD

317 🗣️📱: (CAR, HR) **Mid-Life Career Changers: Finding Meaning**

11:15am - 2:15pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 317

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizers: Kathleen Buse, Advancing Women in STEM; Ruth Sessler Bernstein, U. of Washington, Tacoma

Facilitators: Ellen Brooks Van Oosten, Case Western Reserve U.;

Ronald William Eastburn, U. of South Alabama; **Matthew T Luth**,

Valparaiso U.; **Julia Richardson**, Curtin U.;

Gary Wagenheim, Simon Fraser U.;

Carol Flinchbaugh, New Mexico State U.;

Kristine F. Hoover, Gonzaga U.

318 📱🌐➔🗣️: (MED, ONE, BPS) **Teaching Sustainability to Managers: Framing as an Effective Pedagogical Tool**

11:15am - 12:45pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 318

Distinguished Speakers: Kai N. Hockerts, Copenhagen Business School; Wendy Stubbs, Monash U.; Gregory G Dess, The U. of Texas at Dallas

Chairs: Aard J Groen, U. of Twente; Padmakumar Nair, LM

Thapar School of Management, Thapar U.

Discussants: Peter Love, York U.; Andrew Burke, Irish

Management Institute / Trinity College Dublin

Coordinators: Divya Bhutiani, U. of Twente; Michel Ehrenhard, U. of Twente

Presenter: Vanina Farber, U. del Pacifico (Lima)

319 🗣️🗣️: (ODC) **Purpose to Impact: Leading in a Digital Age**

11:15am - 1:15pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 319

Facilitators: Claudy Jules, Accenture; Carmen Mayali, Accenture

320 📖📱📧: (ODC, BPS) **Mergers & Acquisitions:**

Research, Practice & Teaching

11:15am - 1:45pm Anaheim Marriott: Grand Ballroom Salon A, B
 Tweet this session: #AOM2016 320

Organizers: Taco Reus, Erasmus U. Rotterdam; **Quy Nguyen Huy**, INSEAD

Speakers: David R. King, Iowa State U.; **Jerayr M Haleblian**, U. of California, Riverside; **Kimberly M. Ellis**, Florida Atlantic U.; **Olivier Bertrand**, SKEMA Business School; **Marie-Ann Betschinger**, U. of Fribourg; **Mario Schijven**, U. of Illinois at Urbana-Champaign; **Yaakov Weber**, College of Management, Israel; **Maurizio Zollo**, Bocconi U.; **Philip H. Mirvis**, Global Network on Corporate Citizenship; **Bruce T. Lamont**, Florida State U.

321 📖📱📧: (OMT, SIM, BPS, PNP) **Social Movements, Stakeholders, and Non-market Strategy**

11:15am - 2:15pm Anaheim Marriott: Northwest Marquis Ballroom
 Tweet this session: #AOM2016 321

Participation is open for the research presentations/speaker panel and the networking event. Pre-registration is required for the research round-table segment. To apply for the round-table, please submit a 1-2 pg description of your research idea to Jocelyn Leitzinger and Brayden King at MovementsandMarkets@gmail.com by July 1. At the beginning of your submission, please include your name, title, and school affiliation, and list your top three table preferences. To ensure enough discussion time for each participant, there will be a limited number of positions available.

Organizers: **Jocelyn M. Leitzinger**, U. of Michigan, Ann Arbor; **Brayden G King**, Northwestern U.

Discussants: Michael L. Barnett, Rutgers U.; **Forrest Briscoe**, Pennsylvania State U.; **Ed Carberry**, U. of Massachusetts, Boston; **Rodolphe Durand**, HEC Paris; **Shon R Hiatt**, U. of Southern California; **Kate Kellogg**, Massachusetts Institute of Technology; **Thomas P Lyon**, U. of Michigan; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Desiree F. Pacheco**, Portland State U.; **Jo-Ellen Pozner**, Santa Clara U.; **Ion Bogdan Vasi**, U. of Iowa; **Edward T. Walker**, U. of California, Los Angeles; **Timothy Werner**, The U. of Texas at Austin; **Jeffrey G. York**, U. of Colorado, Boulder; **Lori Qingyuan Yue**, U. of Southern California
Speakers: **Jonathan P Doh**, Villanova U.; **Jo-Ellen Pozner**, Santa Clara U.; **Mike Toffel**, Harvard U.; **Edward T. Walker**, U. of California, Los Angeles

Presenters: **Mario Aquino Alves**, Fundacao Getulio Vargas; **Forrest Briscoe**, Pennsylvania State U.; **Cyrus Dioun**, U. of California, Berkeley; **Sunasir Dutta**, Stanford U.; **Marcus Vinicius Peinado Gomes**, FGV-EAESP; **Brayden G King**, Northwestern U.; **Jocelyn M. Leitzinger**, U. of Michigan, Ann Arbor; **Hayagreeva Rao**, Stanford U.; **Sean Safford**, The U. of Chicago; **Ion Bogdan Vasi**, U. of Iowa

322 📖📱📧: (RM) **Necessary Condition Analysis (NCA)**

11:15am - 2:15pm Anaheim Convention Center: 209A
 Tweet this session: #AOM2016 322

Organizer: **Jan Dul**, Rotterdam School of Management

Saturday 11:30AM

323 📖📱📧: (HR, CM) **Being a Department Chair: Learning from Others**

11:30am - 3:30pm Anaheim Convention Center: 201C
 Tweet this session: #AOM2016 323

Pre-registration is required. This PDW is open to all AOM members who are, are becoming, or have interest in being a department chair. As such, it is open to all AOM Divisions. Department chairs are critical to faculty productivity - and sanity. Good departmental leadership is an acquired skill. Learn from AOM members who have been department chairs, Associate Deans, and Deans. To register for this workshop, please email Chuck Williams at crwillia@butler.edu. The deadline to pre-register is August 6, 2016.

Chair: **Chuck Williams**, Butler U.

Facilitators: **Sharon L Oswald**, Mississippi State U.; **Charles Greer**, Texas Christian U.; **Terry Leap**, U. of Tennessee; **Cesar Douglas**, Florida State U.; **Alan N. Miller**, U. of Nevada, Las Vegas; **Jim Jawahar**, Illinois State U.; **Gillian Warner-Söderholm**, BI Norwegian Business School

Speakers: **Thomas G. Cummings**, U. of Southern California; **Steve Barr**, North Carolina State U.

324 📖📱📧: (MC, ENT, ITC) **Single Family Offices: Framing an International Research & Consulting Project**

11:30am - 1:00pm Anaheim Marriott: Desert Springs
 Tweet this session: #AOM2016 324

Organizers: **Rosa Nelly Trevinyo-Rodríguez**, Trevinyo-Rodriguez & Associates; **Hung-Bin Ding**, Loyola U. Maryland; **Kandarp Mehta**, IESE Business School

Saturday 12:00PM

325 📖📱📧: (BPS) **Business Policy and Strategy Division (BPS) Managing Your Dissertation Workshop**

12:00pm - 4:00pm Hilton Anaheim: Avila AB
 Tweet this session: #AOM2016 325

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Organizer: **Johan S. G. Chu**, The U. of Chicago

Presenters: **Rodolphe Durand**, HEC Paris; **Asma Fattoum**, Copenhagen Business School; **Dimitrios Georgakakis**, U. of St. Gallen; **Mark S Mizruchi**, U. of Michigan; **Lionel Paoella**, U. of Cambridge; **Eunice Yunjin Rhee**, Seattle U.; **Winfried Ruigrok**, U. of St. Gallen; **Mary Tripsas**, Boston College; **Feng Zhu**, Harvard U.; **Tiona Zuzul**, London Business School

326 📖📱📧: (BPS, OB, OMT, RM, HR) **The Micro-Macro Divide in Management Research: Origins, Current State, and Future Directions**

12:00pm - 2:00pm Hilton Anaheim: El Capitan AB
 Tweet this session: #AOM2016 326

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 06, 2016.

Coordinators: **Alia Crocker**, Babson College; **Rory Eckardt**, Binghamton U.; **Yoojung Ahn**, U. of Massachusetts, Amherst; **Steven W. Floyd**, U. of Massachusetts, Amherst

Speakers: **Africa Arino**, IESE Business School; **Brian Boyd**, City U. of Hong Kong; **Gerard P. Hodgkinson**, U. of Warwick; **Steve W. J. Kozlowski**, Michigan State U.; **Thomas P. Moliterno**, U. of Massachusetts, Amherst; **William H. Starbuck**, U. of Oregon; **Patrick M. Wright**, U. of South Carolina

327 : (ENT) ENT Mid Career Consortium

12:00pm - 4:00pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 327

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at don.neubaum@bus.oregonstate.edu to obtain the approval code. The deadline to register online is July 1, 2016.

Organizers: **Linda F. Edelman**, Bentley U.; **Melissa S. Cardon**, Pace U.

Distinguished Speakers: **Candida G Brush**, Babson College; **Jerome Katz**, Saint Louis U.; **Gerard George**, Singapore Management U.; **Carlo Salvato**, Bocconi U.; **William B. Gartner**, Copenhagen Business School / California Lutheran U.; **Ted Baker**, Rutgers U.; **Lou Marino**, The U. of Alabama; **Jennifer E Jennings**, U. of Alberta; **Gideon D Markman**, Colorado State U.; **Jennifer E Jennings**, U. of Alberta; **Alexander McKelvie**, Syracuse U.

328 📖 (ENT, BPS, TIM) Entrepreneurial Ecosystems: Emerging Research Directions

12:00pm - 1:30pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 328

Organizer: **Llewellyn D W Thomas**, Abu Dhabi School of Management

Facilitators: **Erkko Autio**, Imperial College London; **Mike Wright**, Imperial College London; **Satish Nambisan**, U. of Wisconsin, Milwaukee; **Philip Auerswald**, George Mason U.

329 📖 (HCM, HR) Nurses' Job and Occupational Turnover: Old Approaches, New Directions.

12:00pm - 2:00pm Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 329

Please contact organizer if interested. A brief suggested reading list will be provided. christine.mahoney@mnsu.edu

Organizer: **Christine Brown Mahoney**, Minnesota State U., Mankato

Presenters: **Marilyn Fox**, Minnesota State U.; **Vivienne Byers**, Dublin Institute of Technology; **Beatrice Van der Heijden**, Radboud U. Nijmegen

330 : (HR) HR Division New Faculty Consortium Lunch

12:00pm - 2:00pm Offsite: Roy's Restaurant

Tweet this session: #AOM2016 330

This is a networking lunch for participants in the HR Division New Faculty Consortium. This lunch will take place offsite at Roy's Restaurant at 321 W Katella Ave, Anaheim, CA 92802. If you have any questions, please contact James Hayton at James.Hayton@smlr.rutgers.edu or 732 421 8430.

Organizer: **James C. Hayton**, Rutgers U.

331 : (IM) International Management Division Mid-career Faculty Consortium

12:00pm - 4:00pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 331

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at elizabeth.rose@otago.ac.nz to obtain the approval code. The deadline to register online is May 9, 2016.

Chair: **Nakiye A. Boyacigiller**, Sabanci U.

Presenters: **Nancy J Adler**, McGill U.; **Lorraine Eden**, Texas A&M U.; **Carl Fey**, Aalto U.; **Jiatao Li**, Hong Kong U. of Science and Technology; **Günter K. Stahl**, WU Vienna U. of Economics and Business

332 📖 (MOC) Diamonds in the Rough

12:00pm - 3:00pm Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 332

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at jennifer.petriglieri@insead.edu to obtain the approval code. The deadline to register online is May 15, 2016.

Organizers: **Jennifer Louise Petriglieri**, INSEAD; **Heather C. Vough**, U. of Cincinnati

Facilitators: **Linda Argote**, Carnegie Mellon U.; **Markus Baer**, Washington U. in St. Louis; **Shelley Brickson**, U. of Illinois at Chicago; **Erik Dane**, Rice U.; **Tracy L. Dumas**, The Ohio State U.; **Gerard P. Hodgkinson**, U. of Warwick; **Elaine C. Hollensbe**, U. of Cincinnati; **Jeffrey Loewenstein**, U. of Illinois at Urbana-Champaign; **Robert G. Lord**, Durham U.; **Sally Maitlis**, U. of Oxford; **Gerardo Okhuysen**, U. of California, Irvine; **Jeffery A. Thompson**, Brigham Young U.; **Dusya M. Vera**, U. of Houston

333 📖 (OB, HR, ENT) Active Training Approaches for Employees and Entrepreneurs

12:00pm - 4:30pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 333

Organizers: **Mona Mensmann**, Leuphana U. Lüneburg; **Michael Frese**, National U. of Singapore

Presenters: **Karoline Strauss**, ESSEC Business School; **Ciara M Kelly**, Loughborough U.; **Gary P. Latham**, U. of Toronto; **Gerard H Seijts**, Western U.

334 : (OM) Pushing the Methodological Frontiers of Survey Research PDW Lunch

12:00pm - 1:00pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 334

Lunch break for participants of the PDW on Pushing the Methodological Frontiers of Survey Research.

335 : (OM) OM Division Consortium Lunch

12:00pm - 1:30pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 335

OM Division Joint Junior Faculty and Doctoral Consortium participants break for lunch.

336 📖 (OMT) OMT Dissertation Proposal Workshop

12:00pm - 3:00pm Offsite: Roy's Restaurant

Tweet this session: #AOM2016 336

This is an offsite event for registered participants only and will take place at Roy's Restaurant at 321 W Katella Ave, Anaheim, CA. If you have questions regarding this session, please contact Nelson Phillips at n.phillips@imperial.ac.uk

Organizer: **Nelson Phillips**, Imperial College London
Facilitators: **Royston Greenwood**, U. of Alberta; **Eva Boxenbaum**, Mines ParisTech; **Ann Langley**, HEC Montréal; **Candace Jones**, Boston College; **Joel A.C. Baum**, U. of Toronto; **Henrich R. Greve**, INSEAD; **Paul Tracey**, U. of Cambridge

337 📖 (OMT, TIM, BPS) "Big Data" Research with MINIMAL Programming Background

12:00pm - 2:00pm Anaheim Marriott: Grand Ballroom Salon C, D

Tweet this session: #AOM2016 337

Social and organizational life are increasingly conducted and tracked online through electronic media, from emails to Twitter feeds to dating sites to GPS phone tracking. The traces these activities leave behind have acquired the (sometimes misleading) title of "big data." The three main objectives of this PDW will be to: (1) Make big data accessible for scholars with no prior background in






programming; (2) Spark connections between scholars with interests in big data; (3) Impart programming skills for using particular methodologies in research.

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 31, 2016.

Organizers: **Gerald F Davis**, U. of Michigan; **Yong H Kim**, U. of Michigan; **Dennis Ma**, The U. of British Columbia

Facilitators: **Theodore DeWitt**, U. of Michigan; **Simone Santoni**, Cass Business School, City U. London

Speakers: **Jean-Nicolas Reyt**, McGill U.; **Matthew G. Grimes**, Indiana U.; **Alex Liu**, IBM; **Jennifer Kurkoski**, Google

338     : (ONE, TTC, BPS, ITC, PNP) **The Use of Technology and Mobile Apps to Teach Corporate Sustainability**

12:00pm - 2:00pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: **#AOM2016 338**

Teaching Corporate Sustainability or any other management topic using innovative approaches is a challenge for management professors all around the world. This PDW aims to explore this new trend by assessing the appropriability of using mobile apps to teach Corporate Sustainability (CS). One of the main goals of this PDW is to improve our teaching methods by including new methodologies able to motivate and enable our students to become agents of change. The outcome of this PDW is to develop a guideline for CS mobile apps that can be used in the classroom to teach different CS top

Chairs: **Javier Delgado-Ceballos**, U. of Granada; **Ivan Montiel**, Baruch College and the Graduate Center, CUNY; **Natalia**

Ortiz-de-Mandojana, U. of Balearic Islands

Facilitators: **Peter Jack Gallo**, Creighton U.; **Raquel**

Antolin-Lopez, U. of Almeria

Presenter: **Heather R. Dixon-Fowler**, Appalachian State U.

Participants: **J Alberto Aragon-Correa**, U. of Surrey; **Desiree F.**

Pacheco, Portland State U.; **Gunae Choi**, Rutgers Business

School; **Diego Alfonso Vazquez**, Royal Holloway/ U. of London;

Javier Martínez-del-Río, U. de Almería; **Rebeca Mendez-Duron**,

U. de les Illes Balears; **Valentina De Marchi**, Department of

Economics and Management, U. of Padova; **Horacio Enrique**

Rousseau, IESE Business School; **Patricia G. Vidal**, U.

Presbiteriana MacKenzie; **Ambra Galeazzo**, U. of Padova; **Ahreum**

Lee, Temple U.; **Matilde Morales-Raya**, U. of Granada; **Héctor**

Blanes-Pomares, Loyola Marymount U.; **Jared Peifer**, City U. of

New York, Baruch College

339   : (RM, OB, CM) **Analyzing Round-robin Dyadic Data: The Social Relations Model in the Organizational Sciences**

12:00pm - 2:00pm Anaheim Convention Center: 202B

Tweet this session: **#AOM2016 339**

Facilitators: **Andrew C. Loignon**, U. of North Carolina, Charlotte;

Jane Shumski Thomas, Purdue U., Calumet; **David J Woehr**, U.

of North Carolina, Charlotte

340  : (SIM) **SIM Research Development Workshop**

12:00pm - 2:00pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: **#AOM2016 340**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the

workshop organizer at cneesham@swin.edu.au to obtain the approval code. The deadline to register online is August 4, 2016. Organizer: **Cristina Neesham**, Swinburne U. of Technology

341  : (TIM) **TIM Distinguished Scholar Luncheon**

12:00pm - 1:30pm Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: **#AOM2016 341**

Division Chair: **Mary Tripsas**, Boston College

Program Chair: **Aija E. Leiponen**, Cornell U.

Chair: **Keld Laursen**, Copenhagen Business School

Saturday 12:15PM

342  : (OB, SIM) **Paving a Path for Behavioral Ethics Research: A Pecha Kucha Springboard and Networking Session**

12:15pm - 3:15pm Anaheim Convention Center: 204C

Tweet this session: **#AOM2016 342**

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at msmitche@uga.edu to obtain the approval code. The deadline to register online is July 15, 2016.

Organizers: **Marie S. Mitchell**, U. of Georgia; **Niki A. den**

Nieuwenboer, U. of Kansas; **Linda K. Trevino**, Pennsylvania State U.

Participants: **Michael E. Brown**, Pennsylvania State U., Erie;

Michelle K. Duffy, U. of Minnesota; **Ryan Fehr**, U. of Washington,

Seattle; **Robert Folger**, U. of Central Florida; **Jonathan Haidt**, New

York U.; **Sean Hannah**, Wake Forest U.; **Maryam Kouchaki**,

Northwestern Kellogg School of Management; **Keith Leavitt**,

Oregon State U.; **David Mayer**, U. of Michigan; **Celia Moore**,

London Business School; **Lamar Pierce**, Washington U. in St.

Louis; **Scott J. Reynolds**, U. of Washington; **Marshall Schminke**,

U. of Central Florida; **Kristin Smith-Crowe**, Boston U.; **Ann**

Tenbrunsel, U. of Notre Dame; **Gary R. Weaver**, U. of Delaware;

David Welsh, Arizona State U.

Saturday 12:30PM

343  : (BPS, ENT) **Teaching Free Market Thinking and Market-based Management**

12:30pm - 2:30pm Hilton Anaheim: Pacific B

Tweet this session: **#AOM2016 343**

Organizers: **Siri Ann Terjesen**, NHH Norwegian School of

Economics; **Marshall Schminke**, U. of Central Florida

Discussants: **Rajshree Agarwal**, U. of Maryland; **Steven Walter**

Bradley, Baylor U.; **Per L. Bylund**, Oklahoma State U.; **Diana**

Hechavarria, U. of South Florida; **Michael Louis Troilo**, U. of

Tulsa; **Amy Willis**, Liberty Fund

Presenters: **Eric B. Dent**, Florida Gulf Coast U.; **Peter G. Klein**,

Baylor U.; **John A Parnell**, U. of North Carolina, Pembroke; **Ryan**

Yonk, Strata

344   : (ENT, TIM) **Effective Models of Science & Technology Entrepreneurship Education**

12:30pm - 2:30pm Hilton Anaheim: Santa Monica

Tweet this session: **#AOM2016 344**

Chairs: **Alain Fayolle**, EM Lyon; **Wadid Lamine**, Toulouse

Business School; **Sarfraz A Mian**, State U. of New York at Oswego

Presenters: **Aard J Groen**, U. of Twente; **Phillip H. Kim**, Babson

College; **Magnus Klofsten**, Linköping U.; **Jonathan Levie**, U. of

Strathclyde; **Jonathan D. Linton**, School of Management, U. of

Ottawa; **Philippe Mustar**, Mines ParisTech; **Andrew Nelson**, U. of Oregon; **Shahid Qureshi**, Institute of Business Administration, Karachi; **Donald Siegel**, U. at Albany, State U. of New York

345 → 🗨️ 📄: (INDAM, ENT, AAM, IM) Indian Diaspora and Venture Creation in Host and Home Countries: A Design Thinking Approach

12:30pm - 2:30pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 345

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at sarika.pruthi@sjsu.edu to obtain the approval code. The deadline to register online is June 30, 2016.

Organizer: **Sarika Pruthi**, San Jose State U.

Chair: **Anuradha Basu**, San Jose State U.

Moderator: **Tanvi Kothari**, San Jose State U.

346 🗨️: (MED) Self-handicapping Leadership: Needs and Opportunities for Classroom, Research, and Training

12:30pm - 2:30pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 346

Organizer: **Jordan Mitchell**, U. of Houston, Clear Lake

Presenters: **Phillip J Decker**, U. of Houston, Clear Lake; **Kim Gower**, U. of Richmond

347 🗨️: (MH, OMT, CMS, RM) Using Historical Approaches in Management and Organizational Research

12:30pm - 4:30pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 347

Participants: **R. Daniel Wadhvani**, U. of the Pacific; **Marcelo Bucheli**, U. of Illinois at Urbana-Champaign; **Roy R Suddaby**, U. of Victoria/ Newcastle U.; **William M Foster**, U. of Alberta; **Christina Lubinski**, Copenhagen Business School; **Michael Rowlinson**, Queen Mary U. of London; **Milorad M. Novicevic**, U. of Mississippi; **David A. Kirsch**, U. of Maryland

348 🗨️ 🗨️ 🗨️ 🗨️ 🗨️: (OB, CAR) When Will They Realize the Truth? Identifying and Overcoming Impostor Phenomenon in Academia

12:30pm - 2:30pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 348

A PDW for junior faculty, doctoral students, and other academics managing career transitions

Chairs: **Chantal van Esch**, Case Western Reserve U.; **Anna Perlmutter**, Case Western Reserve U.

Facilitators: **Rebecca Lee Badawy**, Youngstown State U.; **Sherry E. Sullivan**, Bowling Green State U.; **Diane Bergeron**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

349 🗨️: (OMT, OCIS, TIM, SAP) Explorations in Performativity: Rationality in Action

12:30pm - 2:00pm Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 349

The PDW is open to all participants.

Organizers: **Vern Glaser**, U. of Alberta; **Stella Pachidi**, U. of Cambridge; **Christopher William John Steele**, U. of Alberta
Presenters: **Arvind Karunakaran**, Massachusetts Institute of Technology; **Joel Gehman**, U. of Alberta; **Paul Leonardi**, UC Santa Barbara; **William Ocasio**, Northwestern U.

350 🗨️ 🗨️: (RM, OB, HR) Factor Analysis: Exploratory, Confirmatory & Exploratory Structural Equation Modeling

12:30pm - 2:30pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 350

Chairs: **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Terri A. Scandura**, U. of Miami

Presenters: **Larry J. Williams**, U. of North Dakota; **Robert J. Vandenberg**, U. of Georgia; **Mark Gavin**, West Virginia U.; **Cristina Marie Giannantonio**, Chapman U.; **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Terri A. Scandura**, U. of Miami

Saturday 1:00PM

351 🗨️: (BPS, IM, OMT, OM) Managing Externally Funded Research Projects

1:00pm - 3:30pm Hilton Anaheim: Catalina 2

Tweet this session: #AOM2016 351

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 01, 2016.

Distinguished Speakers: **David C. Croson**, Southern Methodist U.; **Maryann P Feldman**, U. of North Carolina, Chapel Hill; **Catherine A Maritan**, Syracuse U.; **Dana Minbaeva**, Copenhagen Business School; **Winfried Ruigrok**, U. of St. Gallen; **Thomas A. Stewart**, Fisher College of Business

Chair: **Michael J. Leiblein**, The Ohio State U.

352 🗨️ → 🗨️: (CAR, OB, GDO) CAR Early Career Faculty Consortium

1:00pm - 4:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 352

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is July 31, 2016.

Organizers: **Yan Shen**, U. of Victoria; **Emma Parry**, Cranfield U.
Speakers: **Douglas T. Hall**, Boston U.; **Hugh P. Gunz**, U. of Toronto; **Sherry E. Sullivan**, Bowling Green State U.; **Maury Peiperl**, Cranfield School of Management; **Scott Seibert**, U. of Iowa; **Roxana Barbulescu**, HEC Paris

353 🗨️ → 🗨️: (HR, OB) A Guide to International Visiting and Sabbatical Positions

1:00pm - 3:30pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 353

Organizers: **Anne Burmeister**, Leuphana U. Lüneburg; **Sumita Raghuram**, Pennsylvania State U.

Chair: **Liza Castro Christiansen**, U. of Reading

Presenters: **Helen De Cieri**, Monash U.; **Pawan S. Budhwar**, Aston U.; **Bard Kuvaas**, BI Norwegian Business School; **Scott L Martin**, Zayed U.; **Jian Min Sun**, Renmin U. of China

354 : (ICW) IMD International Day 2 Room 2 PM

1:00pm - 5:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor

Tweet this session: #AOM2016 354

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

355 : (ICW) IMD International Day 2 Room 1 PM

1:00pm - 5:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 355

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

356 : (MSR) Sources of Workplace Spirituality Facilitation: Strategies of Organizational Implementation

1:00pm - 3:00pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 356

Discussion will be held under a proposed framework of analysis in following three sources of spiritual capital, 1st, 2nd, 3rd person spirituality. 1st person spirituality: prayers, moments of silence, meditation reflection, and individual's conversation with one's own source of spiritual guidance 2nd person: strategic activities of community spiritual gatherings such as church or religious support groups. Third person spirituality: counseling sessions with spiritual leaders and/or trained organizational leaders in religions and religious practices

Organizers: **Sunny Jeong**, Wittenberg U.; **Orneita Burton**, Abilene Christian U.; **Kanti Mohan Saini**, Mohanlal Sukhadia U.

Facilitators: **Ian Mitroff**, U. of California, Berkeley; **David W. Miller**, Princeton U.; **Carole L. Jurkiewicz**, U. of Massachusetts, Boston; **Mark P. Kriger**, BI Norwegian Business School; **Miroslav Volf**, Yale U.

Participant: **Sandra King Kauanui**, Florida Gulf Coast U.

357 : (OB, SIM, ODC) Meaningful Leadership Responses to the Global Refugee Crisis

1:00pm - 5:00pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 357

Organizers: **Eric Guthey**, Copenhagen Business School; **Neela Rajendra**, Claremont McKenna College; **Patrick Sweet**, GCSP-CCL Leadership Alliance

Facilitators: **Marlen De La Chau**, U. of Cambridge; **Derick De Jongh**, U. of Pretoria; **David Hansen**, Technical U. of Denmark; **Steve John Kempster**, Lancaster U.; **Brad Jackson**, Victoria U. of Wellington; **Ronald E. Riggio**, Claremont McKenna College; **Mary Uhl-Bien**, Texas Christian U.

358 : (OCIS) International Paper Development Workshop

1:00pm - 2:30pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 358

Organizer: **Youngjin Yoo**, Temple U.

359 : (OM, RM) Pushing the Methodological Frontiers of Survey Research: 'Urban Legends' and Common Method Bias

1:00pm - 4:30pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 359

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at bbflynn@indiana.edu to obtain the approval code. The deadline to register online is July 29, 2016.

Organizers: **Barbara B. Flynn**, Indiana U.; **Daniel Guide**, Pennsylvania State U.

Participant: **Jeffrey R. Edwards**, U. of North Carolina

360 : (ONE) Stranded Assets in the Non-renewable Sector

1:00pm - 2:30pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 360

The PDW will include pre-PDW preparations and post-PDW interactions in order to support the workshop at the conference.

Participants will be asked to pre-register to allow information gathering and to tailor the workshop to the interests of those participating. This will enable significant preparation, dialogue and debate prior to the session. To register online, please

visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Rupert J. Baumgartner**, U. of Graz; **Deborah E. de Lange**, Ryerson U.; **Martina K. Linnenluecke**, U. of Queensland; **Tom Smith**, U. of Queensland

361 : (PTC, MED, MC, OB, OMT, ODC) Translating Scholarship Into Practice – Which Comes First: Theory or Practice?

1:00pm - 4:00pm Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 361

Organizer: **Melanie Cohen**, U.S. Department of Housing & Urban Development

Participants: **Geoffery Seaver**, National Defense U.; **Krzysztof Dembek**, The U. of Melbourne; **Stefan Krummaker**, Queen Mary U. of London; **Ian Mitroff**, U. of California, Berkeley; **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change; **Usha C. V. Haley**, West Virginia U.; **Ann Cullen**, Harvard U.; **Stephanie Hurt**, Meredith College; **Sonja A. Sackmann**, U. Bundeswehr, Munich; **Janet E. Salmons**, Vision2Lead; **Kent Rondeau**, U. of Alberta; **Ted London**, U. of Michigan; **Suzanne L Geigle**, MITRE Corporation; **Richard Hunt**, Virginia Polytechnic Institute; **Ronald F. Piccolo**, U. of Central Florida; **Patrice Rosenthal**, Fielding Graduate U.; **Darlene Joy Alexander-Houle**, UoP; **Determined Financial Planning**; **Gigi Johnson**, Marelme Institute; **Julie 'JP' Palmer-Schuyler**, Webster U.; **Wanda Tisby Cousar**, Economicstrategolutions,LLC; **Kuo Frank Yu**, City U. of Hong Kong; **Erin Leitheiser**, Copenhagen Business School

362 : (PUBS) Publishing in AMJ: Tips from the Editors

1:00pm - 4:00pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 362

Organizer: **Jason D. Shaw**, Hong Kong Polytechnic U.

363 : (RM, OMT, SAP, OB, OCIS, TIM, ODC) Process Research Methods PDW: Representing Process in Process Research

1:00pm - 4:30pm Anaheim Convention Center: 201A

Tweet this session: #AOM2016 363

Facilitators: **Jennifer Howard-Grenville**, Cambridge Judge Business School; **Harry Sminia**, U. of Strathclyde

Discussant: **Alan D. Meyer**, U. of Oregon

Presenters: **Martha Feldman**, U. of California, Irvine; **Hans Berends**, VU U. Amsterdam; **Fleur Deken**, U. of Amsterdam; **A. Paul Spee**, U. of Queensland

Participant: **Moshe Farjoun**, York U.

364 : (TIM, BPS, ENT, IM) Advances in Patent Research: New Data, Measures, and Methods

1:00pm - 3:30pm Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 364

Organizers: **Kenneth Younge**, EPFL; **Tony W. Tong**, U. of Colorado

Discussant: **Dietmar Harhoff**, Max Planck Institute for Innovation and Competition

Presenters: **Luis Rios**, Duke U.; **Jeffrey Kuhn**, U. of California, Berkeley; **Deepak Somaya**, U. of Illinois at Urbana-Champaign; **Vikas A. Aggarwal**, INSEAD

365 : (TTC, OB) Strangelove the instructor, or: How I learned to stop worrying and love teaching

1:00pm - 3:30pm Sheraton Park Hotel: Plaza A

Tweet this session: [#AOM2016 365](#)

Presenters: G. James Lemoine, U. at Buffalo, The State U. of New York; Gamze Koseoglu, The U. of Melbourne; Laura C. Amo, U. at Buffalo, The State U. of New York; Sejin Keem, Georgia Institute of Technology

Saturday 1:15PM

366 : (CMS, OMT) How is Marx's Critique of Political Economy Meaningful in Management Studies Today?

1:15pm - 3:15pm Sheraton Park Hotel: Plaza B

Tweet this session: [#AOM2016 366](#)

No pre-registration required

Organizers: Patrizia Zanoni, U. Hasselt; Craig Prichard, Massey U.

Participants: Juliane Reinecke, U. of Warwick; Paul S. Adler, U. of Southern California; Fahreen Alamgir, Massey U.; Alessia Contu, U. of Massachusetts, Boston; Frederick Harry Pitts, U. of Bath; Ali Mir, William Paterson U.

367 : (MC) Intervention Research for Meaningful Teaching

1:15pm - 2:45pm Anaheim Marriott: Desert Springs

Tweet this session: [#AOM2016 367](#)

Professional Development Workshop Chair: Amandine Savall, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Coordinator: Yue Cai Hillon, Western Carolina U.

Presenter: Alexis Roche, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Participants: Olivier Voyant, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Maité Rateau, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

368 : (MC, ODC, PTC) Facilitating Client and Consultant Sense-Making: A "Master-Mind" Workshop

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: [#AOM2016 368](#)

Maximizing opportunities for client (and consultant) sense-making is the aim of process consulting. Participants have the opportunity to bring their latest consulting challenge for a master-mind session with expert scholar-practitioners from the field. In this workshop you will learn to adapt your facilitation style by blending best practices and your own strengths, regardless of your level of experience.

Chair: Joanne C Preston, Joanne C. Preston & Associates

Facilitators: David Jamieson, U. of St. Thomas; Thomas G. Cummings, U. of Southern California; Anthony F. Buono, Bentley U.; Leon De Caluwe, U. of Amsterdam; Tonya L Henderson, Gly Solutions, LLC; Philip N. Brown, Six Points Consulting

369 : (SAP, OMT, BPS) Opportunities for Integrating Discourse Analysis into Strategy Research

1:15pm - 4:00pm Hilton Anaheim: California D

Tweet this session: [#AOM2016 369](#)

Organizer: Steven Kahl, Dartmouth College

Presenters: Stine Grodal, Boston U.; Sarah Kaplan, U. of Toronto;

Eero Vaara, Aalto U. School of Business; Loizos Th. Heracleous, U. of Warwick; Tyler Earle Wry, The Wharton School, U. of Pennsylvania; Mukti V Khaire, Harvard U.; R. Daniel Wadhvani, U. of the Pacific; William Ocasio, Northwestern U.

Saturday 1:30PM

370 : (BPS, TIM, ENT) Uncertainty and Management Theory

1:30pm - 3:30pm Hilton Anaheim: Catalina 5

Tweet this session: [#AOM2016 370](#)

Organizers: Nathan Furr, INSEAD; Robert Joseph Wuebker, U. of Utah

Participants: Kathleen M. Eisenhardt, Stanford U.; Jeffrey H. Dyer, Brigham Young U.; Jack A. Nickerson, Washington U.; Benjamin L. Hallen, U. of Washington, Seattle

371 : (IAM, MED) Challenges & Opportunities in the Development of PhD Programs in Management in Latin America

1:30pm - 4:00pm Hilton Anaheim: Palisades

Tweet this session: [#AOM2016 371](#)

Organizers: Erica Salvaj, U. del Desarrollo; Leda Perez, U. del Pacifico

Participants: Roberto Vassolo, IAE Business School, Argentina AND Pontificia U. Católica de Chile, Ingeniería Industrial; Anabella Davila, Tecnológico de Monterrey; Jonathan P Doh, Villanova U.; Santiago Mingo, U. Adolfo Ibanez; Constanza Bianchi, U. Adolfo Ibañez; Miguel Quinones, Southern Methodist U.; Carlos Pombo, U. de los Andes; Eric Quintane, U. de los Andes

372 : (ODC, MC) Reflective Hybrids: Accessing Theory and Practice through Somatic Intelligence

1:30pm - 3:30pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: [#AOM2016 372](#)

Organizer: Gary Wagenheim, Simon Fraser U.

Participants: Andrea Schueller, Consulting and Leadership Development; Maria Spindler, Consulting and Research; Tonnie van der Van Der Zouwen, Van der Zouwen Consultancy; Liselotte Zvacek, Organisationsberatung

373 : (ODC, PTC) A New Wave of OD Innovation? Fertile Soil at the Nexus of Dialogic OD and Positive Social Science


1:30pm - 4:30pm Anaheim Marriott: Orange County Ballroom 3, 4

Tweet this session: [#AOM2016 373](#)

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. For the approval code, visit <http://odinnovations.davidsbright.com/> or contact the workshop organizer at brightds@gmail.com. The deadline to register online is August 06, 2016.

Organizers: David S. Bright, Wright State U.; Meghana Rao, Claremont Graduate U.; Lindsey N. Godwin, Champlain College
Distinguished Speakers: Robert E Quinn, U. of Michigan; David Stephen Grant, Griffith U.

Facilitators: Laura Morgan Roberts, Antioch U.; Scott N. Taylor, Babson College; James D Ludema, Benedictine U.; Bernd Vogel, U. of Reading; Tojo Thatchenkery, George Mason U.; Lyndon Earl Garrett, U. of Michigan; Jacqueline M. Stavros, Lawrence Technological U.; Matthew Lawrence Cole, Lawrence Technological U.

374 : (RM, OMT, BPS) Exploring Complex Causality: Qualitative Comparative Analysis (QCA) for New and Advanced Users

1:30pm - 5:00pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 374

While Part I of the PDW is open to everyone and registration is not required, those wishing to obtain a list of recommended pre-readings should email Peer Fiss (fiss@marshall.usc.edu). A call for research abstracts for participation in Part II of the PDW will go out in late May 2016.

Organizers: **Donal Crilly**, London Business School; **Peer C. Fiss**, U. of Southern California; **Santi Furnari**, Cass Business School, City U. London; **Thomas Greckhamer**, Louisiana State U.; **Rodney Lacey**, Emory U.; **Vilmos F. Misangyi**, Pennsylvania State U.
 Discussants: **Joanna Tochman Campbell**, U. of Cincinnati; **Roberto Garcia-Castro**, IESE Business School; **Johannes Meuer**, ETH Zurich


375 : (TIM, BPS) Exploring Experimental Techniques: A Hands-on and Rapid Prototyping Session

1:30pm - 4:30pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 375

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at dlaureiro@gmail.com to obtain the approval code. The deadline to register online is August 2, 2016.

Organizer: **Daniella Laureiro-Martínez**, ETH Zurich
 Facilitators: **Maurizio Zollo**, Bocconi U.; **Sheen S. Levine**, The U. of Texas at Dallas; **Stephan Billinger**, U. of Southern Denmark; **Jayanth Narayanan**, National U. of Singapore; **Marlo Raveendran**, U. of California, Riverside; **Anna Deréky**, ETH Zurich; **Stephen Xu Zhang**, Pontificia U. Católica de Chile

Saturday 1:45PM**376** : (OB) OB Doctoral Student PDW: Building your Academic Career: Here, There, and Everywhere

1:45pm - 5:15pm Anaheim Convention Center: 208AB

Tweet this session: #AOM2016 376

This workshop is designed for OB Doctoral students and will consist of two panels with a short break in between for refreshments and networking. The first panel will focus on what academic careers can look like in terms of opportunities to take jobs in different countries, research vs. teaching schools, etc. The second panel will start around 3:30 pm and will focus on balance, meaningfulness, health, and well-being. Pre-registration is required for this workshop. Please contact the workshop organizers Igilson@business.uconn.edu or Jennifer.Nahrgang@asu.edu to obtain the registration access code. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is July 20, 2016.

Organizer: **Jennifer D. Nahrgang**, Arizona State U.
 Discussant: **Robert Litchfield**, Washington and Jefferson College
 Coordinator: **Lucy L. Gilson**, U. of Connecticut
 Speakers: **Cheri Ostroff**, U. of South Australia; **Ronit Kark**, Bar Ilan U.; **Lisa M. Leslie**, New York U.; **Christine Lynn Jackson**, Purdue U.; **West Lafayette**; **Subrahmaniam Tangirala**, U. of Maryland; **Andrew M. Carton**, The Wharton School, U. of Pennsylvania; **Brent A. Scott**, Michigan State U.; **Theresa M. Glomb**, U. of Minnesota; **Caren Goldberg**, George Mason U.; **Keith Leavitt**, Oregon State U.; **Kelly Schwind Wilson**, Purdue U., West Lafayette; **Celine**

Abecassis-Moedas, U. Católica Portuguesa; **Amy L. Kristof-Brown**, U. of Iowa
 Presenter: **Travis Maynard**, Colorado State U.

377 : (OM) Joint Junior Faculty and Doctoral Student OM Consortium II

1:45pm - 4:15pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 377

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at dribbink@ivey.uwo.ca to obtain the approval code. The deadline to register online is August 06, 2016.

Organizers: **Finn Wynstra**, Erasmus U. Rotterdam; **Dina Ribbink**, Western U.
 Discussants: **Lisa Marie Ellram**, Miami U.; **Daniel Guide**, Pennsylvania State U.; **Thomas Goldsby**, The Ohio State U.; **Erik van Raaij**, Erasmus U. Rotterdam; **Damien Power**, The U. of Melbourne; **Stephanie Eckerd**, U. of Tennessee, Knoxville; **Fabrice Lumineau**, Purdue U.

Saturday 2:00PM**378** : (AAA) Orientation for Session Chairs and Discussants

2:00pm - 3:00pm Anaheim Convention Center: 203B

Tweet this session: #AOM2016 378

Please join us as we review how to effectively execute your role as a Session Chair and/or as a Discussant in a paper session. We will discuss the expectations of each role and will provide tips on how to maximize your session's effectiveness.

Organizers: **Jel Erica Hampson**, Academy of Management; **Michelle Donohue**, Academy of Management; **Gabriel Bramson**, Academy of Management
 Program Chair: **Mary Ann Glynn**, Boston College
 Professional Development Workshop Chair: **Carol T. Kulik**, U. of South Australia

379 : (AAA) Forum for Leaders of the Academy's Affiliated & Associated Societies

2:00pm - 4:00pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 379

380 : (AAA) Connecting with the Academy: Tools and Best Practices to Communicate with Your Fellow Members

2:00pm - 4:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 380

This invitation-only session brings together Division & Interest Group Leadership, communications officers and committee volunteers with Academy staff to discuss exciting new opportunities and tools being rolled out that can be used to engage the Academy's global membership. Discover what the Academy already has in place to help members interact with each other; get a sneak peek into new, cutting edge communications technologies that will be unveiled in the coming year; and hear stories from your fellow volunteers who are successfully speaking with members. For more information and RSVP, please contact Connect@aom.org.

Organizer: **Luke Vander Linden**, Academy of Management

381 : (D&ITC) Diversity and Inclusion in the Academy: A Town Hall Meeting

2:00pm - 4:00pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 381

Please join us as we build upon past years' efforts to make the AOM more welcoming and inclusive to its members. At this highly interactive session, the D&ITC leadership will share progress since last year's Town Hall. Most of this session will focus on participant sharing of their inclusion experiences in the Academy, ideas about how to make the AOM more inclusive, and best practices at AOM for diversity and inclusion. Your input will allow us to work toward developing guidelines and tools for diversity and inclusion practices in the AOM.

Professional Development Workshop Chair: Christina Sue-Chan, City U. of Hong Kong

Past Chair: Christina L. Stamper, Western Michigan U.

Chair: Isabel Metz, The U. of Melbourne

Listserv Manager: Hamid H Kazeroony, Inver Hills Community College

Participants: J Goosby Smith, The Citadel; Jenny M. Hoobler, U. of Pretoria; David A. Kravitz, George Mason U.; Doyin Atewologun, Queen Mary U. of London; David B. Zoogah, Xavier U.; Yuka Fujimoto, Sunway U.; Tiffany Trzebiatowski, U. of Massachusetts, Amherst

382 : (ICW) The International Journal of Human Resource Management Editorial Board Meeting and Reception

2:00pm - 4:00pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 382

The International Journal of Human Resource Management Editorial Board Meeting and Reception

Organizer: Rachel Boswell, Taylor & Francis

383    (ITC, MED) Forging International Research Collaborations of Consequence




2:00pm - 6:00pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 383

Organizers: Charles Wankel, St. John's U.; Augustin Suessmair, U. of Lueneburg; Olivia del Roble Hernández-Pozas, Tecnológico de Monterrey

Presenters: Alexandria Alisa Proff, United Arab Emirates U.; Ruth Alas, Estonian Business School; Wissam Al-Hussaini, Lebanese American U.; Ariane Berthoin Antal, WZB Berlin Social Science Center; Raquel Antolin-Lopez, U. of Almeria; Bostjan Antoncic, U. of Ljubljana; Jasna Auer Antoncic, U. of Primorska; Guler Aras, Georgetown U. / Yildiz Technical U.; Alpha Ayande, UQAM; Vincent Amooti Bagire, Makerere U. Business School; Sara Banki, U. of Toronto; Rico J. Baldegger, U. of Fribourg; Allan Claudius Queiroz Barbosa, Federal U. of Minas Gerais; Philip Benson, New Mexico State U.; Virginia Bodolica, American U. of Sharjah; Sandra C. Buttigieg, U. of Malta; Ilona Buciuaniene, ISM U. of Management and Economics; Nasima Mohamed Hoosen Carrim, U. of Pretoria; Alia Crocker, Babson College; Grace K. Dagher, Lebanese American U.; Rida Elias, American U. of Beirut; Päivi Eriksson, U. of Eastern Finland; Bjarne Espedal, Norwegian School of Economics; Joel M. Evans, Sungkyunkwan U.; Bassam Farah, American U. of Beirut; Shameem Farouk, Indiana U., Bloomington; Driss Ferar, U. de Caen Basse-Normandie; Orlando J. Fernandes, Warwick Business School; Nikolay B. Filinov, NRU Higher School of Economics; Riccardo Fini, U. of Bologna; Cristina Marie Giannantonio, Chapman U.; Aldona Joanna Glinska-Newes, Nicolaus Copernicus U.; Andrew C. Hafenbrack,

UCP - Católica Lisbon School of Business & Economics; John Robert Hamilton, James Cook U.; Rana Haq, Laurentian U.; Olivia del Roble Hernández-Pozas, Tecnológico de Monterrey; Helge Hernes, U. of Agder; Sandra Idrovo, INALDE; Amelia Naim Indrajaya, IPMI International Business School, Jakarta, Indonesia; Jody Johannessen, Zayed U.; Marios I Katsioloudes, Qatar U.; Saleema Kauser, The U. of Manchester; Hamid H Kazeroony, Inver Hills Community College; Ruta Kazlauskaitė, ISM U. of Management and Economics; Eric Kearney, U. of Potsdam; Kinga Kerekes, Babes-Bolyai U.; Violetta Khoreva, Hanken School of Economics; Cheol Young Kim, Seoul National U.; Constantine Kontoghiorghes, Cyprus U. of Technology; Alina Kozarkiewicz, AGH U. of Science and Technology; Enyonam Canice Kudonoo, Ashesi U. College; C Lakshman, Tongji U.; Li Xiao, U. of Lancaster; Terri R Lituchy, McMaster U.; Karen Moustafa Leonard, U. of Arkansas, Little Rock; Hanna Lehtimäki, U. of Eastern Finland; Mehdi Majidi, American U. of Paris; Dalhia Mani, HEC Paris; Daniel E. Martin, California State U., East Bay; Adela Jana McMurray, RMIT U.; Elham Kamal Metwally, American U. in Cairo; Simon C Mueller, Technical U. Munich; Maurice J. Murphy, Alfaisal U.; Jino Mwaka, Sacred Heart U.; Robert C. Myrtle, U. of Southern California; Saima Naseer, International Islamic U., Islamabad; Farley Simon Nobre, Federal U. of Parana; Alexander Tetteh Kwasi Nuer, Wageningen U.; Rikki Nouri, Pennsylvania State U.; Eugene Agboifo Ohu, Lagos Business School; Jacob Park, Green Mountain College; Susan Prattis, American U. of Beirut; Srinivasa Rao, BITS, Pilani; Corina D Riantoputra, U. Indonesia; Hector O. Rocha, IAE Business School Argentina; Patricio Rojas, ESE Business School; Winfried Ruigrok, U. of St. Gallen; Erica Salvaj, U. del Desarrollo; Andrea Santiago, De La Salle U.; Leon Schjoedt, Mahasarakham U.; Grishma Shah, Manhattan College; Galina Shirokova, Saint Petersburg State U.; Martin Spraggon, American U. of Sharjah; Augustin Suessmair, U. of Lueneburg; Li-Yun Sun, Macau U. of Science and Technology; Mehmet Nasih Tag, Mersin U.; Hayfaa Tlaiss, Alfaisal U.; Jose Guadalupe Vargas-Hernandez, U. de Guadalajara; Sinikka Vanhala, Aalto U.; Elza Fátima Rosa Veloso, Faculdades Metropolitanas Unidas; Charles Wankel, St. John's U.; Josef Wieland, Zeppelin U.; Steve Gove, U. of Vermont; David Watkins, Southampton Business School, U.K.; Tor A Johannessen, NHH Norwegian School of Economics; Giselle Antoine, Alfaisal U.; Carlos Adrian Rodriguez, INCAE Business School; Nicole Knight, U. of the West Indies; Linda M Sama, St. John's U.; Abraham Stefanidis, St. John's U.; Detelin S Elenkov, Angelo State U.; Annukka Jyrämä, Aalto U.; Anna Svirina, Kazan National Research Technical U.; Adam Sulkowski, Babson College; James A.F. Stoner, Fordham U.; Giorgio Touburg, Erasmus U. Rotterdam; Bella L. Galperin, U. of Tampa; Runolfur Smari Steinthorsson, U. of Iceland

384    (MED, CMS, ITC, MC, MOC, ODC, PTC, SAP)

Realizing Y-Our Impact: Meaningfulness in Professionalism Through Reflexivity and Art-based Methods

2:00pm - 5:00pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 384

Join us to learn how to participate in designing leadership development interventions using art-based methods as innovative learning modes, supporting professionals practising reflexivity and deal with professional dilemmas, cultivating judgment and fostering beyond competence, the development of character and conscience.

Organizer: Elena P. Antonacopoulou, U. of Liverpool
Chair: Elena P. Antonacopoulou, U. of Liverpool
Discussants: George Dervakos, Founder & CEO Art of Learning International; Kristian Mjoen, Trondheim Kommune; Luciano C Oviedo, Intel Corporation
Presenters: Regina F. Bento, U. of Baltimore; Louise Grisoni, Oxford Brookes U.; Hanna Lehtimäki, U. of Eastern Finland; Virpi Malin, U. of Jyväskylä; Cecilie Meltzer, Oslo and Akershus U. College; Clare Rigg, U. of Liverpool; Georges Romme, Eindhoven U. of Technology; Isabella Chinelato Sacramento, U. Federal Fluminense; Eila Szendy, U. of Paris 8; Grete Wennes, Trondheim Business School

385 📖: (MOC, MED) **Teaching in the Rough**
 2:00pm - 4:00pm Hilton Anaheim: California B
 Tweet this session: #AOM2016 385
 All participants - faculty, instructors, doctoral students, consultants, and anyone with an interest in cognition-related topics - are welcome to attend.
Facilitators: Kathy Lund Dean, Gustavus Adolphus College; Sheli Sillito, Brigham Young U.; Jenny Gibb, U. of Waikato; Judy Matthews, Queensland U. of Technology; Tyler C. Burch, Idaho State U.; Pernille Rydén, Technical U. of Denmark; Marc Idelson, The U. of Nottingham, China; Kumaran Rajaram, NTU
Coordinator: Alexander R. Bolinger, Idaho State U.

386 📖: (ODC, GDO, BPS) **Elevating Research and Collaboration: Developing a Research Agenda in and on Africa**
 2:00pm - 5:00pm Anaheim Marriott: Grand Ballroom Salon A, B
 Tweet this session: #AOM2016 386
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at arevalo1@wpunj.edu to obtain the approval code. The deadline to register online is August 06, 2016.
Chairs: Jorge Alexis Arevalo, William Paterson U.; Nasima Mohamed Hoosen Carrim, U. of Pretoria
Facilitators: Roxanne Zolin, Queensland U. of Technology; Bruce T. Lamont, Florida State U.; Laura Maria Ferri, Catholic U. of the Sacred Heart, Milan; Dorothea Roumpi, U. of Arkansas
Discussants: David B. Zoogah, Xavier U.; Angeliq Slade Shantz, Schulich School of Business; Margaret A White, Oklahoma State U.; Anne O'Leary-Kelly, U. of Arkansas
Presenters: Nuno A Gil, The U. of Manchester; Rehema Sophia Msulwa, The U. of Manchester; Moses N Kiggundu, Carleton U.; Ru-Shiun Liou, Texas A&M U., Central Texas; Mario Molteni, Catholic U. of the Sacred Heart, Milan; Benedetto Lorenzo Cannatelli, U. Cattolica del Sacro Cuore; Matteo Pedrini, U. Cattolica del Sacro Cuore

387 : (PUBS) **Publishing in AMP**
 2:00pm - 3:30pm Hilton Anaheim: Carmel
 Tweet this session: #AOM2016 387
Organizers: Mike Wright, Imperial College London; Phillip H Phan, The John Hopkins U.

388 📖: (SIM) **Reinvigorating the SIM Mid-Career Scholar**
 2:00pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon G
 Tweet this session: #AOM2016 388
Organizer: Anke Arnaud, Embry Riddle Aeronautical U.

389 : (TIM) **TIM Doctoral Research Development Workshop**
 2:00pm - 5:00pm Anaheim Marriott: Platinum Ballroom 7
 Tweet this session: #AOM2016 389
 Pre-registration is required for this workshop. To register, please send an email to timdoctoralresearchdev@gmail.com. The deadline to register for this workshop is August 05, 2016.
Organizers: Laurina Zhang, U. of Western Ontario; Navid Asgari, Fordham U.; Hila Lifshitz-Assaf, New York U.; Florenta Teodoridis, California Southern U.

390 📖: (TIM, ENT, BPS) **Lean Startups and Innovation Strategy: Towards a New Paradigm?**
 2:00pm - 4:00pm Anaheim Marriott: South Marquis Ballroom
 Tweet this session: #AOM2016 390
 Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. The deadline to register online is August 05, 2016. Further details for this PDW can be found here: www.innovationstrategyresearch.com
Organizers: David R. Clough, INSEAD; Andy Wu, Harvard Business School
Speakers: Robert D. Austin, Ivey Business School; Gary Dushnitsky, London Business School; Nathan Furr, INSEAD; Raghu Garud, Pennsylvania State U.; Benjamin L. Hallen, U. of Washington, Seattle; Ted Ladd, Hult International Business School; Rita Gunther McGrath, Columbia U.; Ethan Mollick, The Wharton School, U. of Pennsylvania; Sonali K. Shah, U. of Illinois; Christoph Zott, IESE Business School

Saturday 2:15PM

391 🚗: (AAM, OM, IM, TIM) **Beyond the (Traditional) Automotive Industry Part 2: New Capabilities and New Paradigm?**
 2:15pm - 4:15pm Hilton Anaheim: Catalina 3
 Tweet this session: #AOM2016 391
 This PDW is held in collaboration with the PDW "Beyond the (Traditional) Automobile Part 1: Batteries and Fuel Cells (But No Drivers!)" scheduled on Friday, Aug 5, at 2:45PM - 5:15PM at Marriott in Orange County Ballroom 1. This session is organized by Prof. MacDuffi and others, discussing and showcasing cutting edge technologies in automobile and related industries.
Organizers: Masahiro Okada, Keio U.; Tsutomu Nakano, Aoyama Gakuin U.; Jin-Ichiro Yamada, Osaka City U.
Chair: Shigeru Asaba, Waseda U.
Moderator: Marvin B. Lieberman, U. of California, Los Angeles
Speaker: Takahiro Fujimoto, U. of Tokyo
Presenters: Daniel Arturo Heller, Yokohama National U.; Xudong Gao, Tsinghua U.; Sung Joo Park, Korea Advanced Institute of Science and Technology (KAIST); John Paul MacDuffie, U. of Pennsylvania

392 🚗: (IM) **MNEs' Corporate Social Responsibility as Complementary to National Development**
 2:15pm - 3:45pm Anaheim Convention Center: 202B
 Tweet this session: #AOM2016 392
Organizer: Pekka Torvinen, Lappeenranta U. of Technology
Chair: Juha Väätänen, Lappeenranta U. of Technology
Facilitator: Bruno K. Woeran, U. of Vaasa
Speakers: George Owusu Essegbey, STEPRI - Science and Technology Policy Research Institute; Pervez N Ghauri, U. of Birmingham; Suraksha Gupta, U. of Kent; Andre Martinuzzi, WU

Vienna U. of Economics and Business; **Rushva Parihar**, UNU MERIT

Presenters: **Florian Findler**, WU Vienna U. of Economics and Business; **Norma Schönherr**, WU Vienna U. of Economics and Business; **Eduardo Urias**, UNU MERIT

393 🗄️: (OCIS, RM) Using Process Theory to Accumulate Knowledge Regarding Dynamic Phenomena

2:15pm - 4:15pm Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 393

Facilitator: **Fred A Niederman**, Saint Louis U.

394 🗄️🗄️🗄️🗄️: (OMT, ODC, CAR) Academic Career Options in a Changing Higher-education Environment

2:15pm - 3:45pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 394

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. The deadline to register online is August 06, 2016.

Organizer: **Jason Kanov**, Western Washington U.

Speakers: **J B Arbaugh**, U. of Wisconsin, Oshkosh; **David S. Bright**, Wright State U.; **Charles J. Fornaciari**, La Salle U.; **Kathy Lund Dean**, Gustavus Adolphus College; **Jennifer Lynn Schultz**, Metropolitan State U.; **Sarah Louise Wright**, U. of Canterbury

395 🗄️🗄️: (OMT, ONE, ODC) Paradox Theory and Sustainability

2:15pm - 3:45pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 395

Chair: **Lutz Preuss**, U. of East Anglia

Moderators: **Guido Palazzo**, U. of Lausanne; **Garima Sharma**, Ivey Business School, Western U.; **Natalie Slawinski**, Memorial U. of Newfoundland; **Andromachi Athanasopoulou**, Queen Mary U. of London; **Jeffrey G. York**, U. of Colorado, Boulder

Panelists: **Tobias Hahn**, Kedge Business School; **Wendy K. Smith**, U. of Delaware; **Pratima Bansal**, U. of Western Ontario; **Jason Jesurum Jay**, Massachusetts Institute of Technology; **Michael V. Russo**, U. of Oregon

396 🗄️🗄️🗄️: (SIM, ENT, D&ITC) Building Partnerships to Research Poverty Alleviation

2:15pm - 4:45pm Anaheim Marriott: Grand Ballroom Salon J, K

Tweet this session: #AOM2016 396

Chairs: **Sanjay Jain**, Santa Clara U.; **Jennifer Kuan**, Stanford U.

Facilitators: **Geoffrey Kistruck**, Schulich School of Business; **Aruna Ranganathan**, Stanford U.; **Ans Kolk**, U. of Amsterdam; **Ted London**, U. of Michigan; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Saurabh Lall**, Aspen Network of Development Entrepreneurs; **Amisha Miller**, Ewing Marion Kauffman Foundation; **Pamela Roussos**, Santa Clara U.; **Colm Fay**, U. of Michigan

Discussants: **Alan D. Meyer**, U. of Oregon; **Tarun Khanna**, Harvard U.; **Oana Branzei**, U. of Western Ontario; **James L Koch**, Santa Clara U.; **Wendi Copeland**, Goodwill Industries International, Inc.

Saturday 2:30PM

397 🗄️🗄️: (CAR, HR, OB) Toolkit for Teaching Careers Topics: From 15 Minutes to 13 Weeks

2:30pm - 5:00pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 397

Facilitators: **Maria Kraimer**, U. of Iowa; **Peter A. Heslin**, UNSW Australia Business School; **Shoshana Dobrow Riza**, London School of Economics; **Jeffrey H. Greenhaus**, Drexel U.

Coordinator: **Leisa D. Sargent**, UNSW Australia

398 🗄️🗄️: (OB, HR) The Future of Proactivity in Organizations

2:30pm - 5:00pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 398

Organizers: **Uta Bindl**, London School of Economics and Political Science; **Sharon K. Parker**, U. of Western Australia

Facilitators: **Madeline Ong**, U. of Michigan; **Kaifeng Jiang**, U. of Notre Dame; **Ciara M Kelly**, Loughborough U.; **Heather J.**

Anderson, U. of Oklahoma; **Tina Davidson**, Vlerick Business School; **Mona Mensmann**, Leuphana U. Lüneburg

Speakers: **Linn Van Dyne**, Michigan State U.; **Susan J. Ashford**, U. of Michigan; **Katleen De Stobbeleir**, Vlerick Business School;

Amy Wrzesniewski, Yale U.; **Sabine Sonnentag**, U. of Mannheim; **Michael Frese**, National U. of Singapore; **Thomas S. Bateman**, U.

of Virginia; **J Michael Crant**, U. of Notre Dame; **Wen-Dong Li**, Kansas State U.; **Karoline Strauss**, ESSEC Business School;

Deanne N. DenHartog, U. of Amsterdam; **Bradley L. Kirkman**, North Carolina State U.; **Mark C. Bolino**, U. of Oklahoma

399 🗄️: (TIM, ENT, OMT) Managing in the Age of Disruption

2:30pm - 5:00pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 399

Organizers: **Shaz Ansari**, U. of Cambridge; **Raghu Garud**, Pennsylvania State U.; **Arun Kumaraswamy**, West Chester U. of Pennsylvania

Speakers: **Giovanni Battista Dagnino**, U. of Catania; **Erwin**

Danneels, U. of South Florida; **Dries Faems**, Groningen U. (RuG); **Devi R Gnyawali**, Virginia Polytechnic Institute; **Rahul Kapoor**, U.

of Pennsylvania

Saturday 2:45PM

400 : (AAA) Conference Break

2:45pm - 3:15pm Anaheim Convention Center: Hall C..

Tweet this session: #AOM2016 400

Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

401 🗄️🗄️: (HCM, OB, TIM) Errors in Health Care

Organizations: Building Synergy Between Theory and Practice Across Disciplines

2:45pm - 4:45pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 401

Organizers: **Zhike Lei**, Georgetown U.; **Eitan Naveh**, Technion Israel Institute of Technology; **Sara J. Singer**, Harvard U.; **Timothy J. Vogus**, Vanderbilt U.

402 🗄️: (HR, OB) Building the Compensation Research Community

2:45pm - 5:45pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 402

*Pre-registration for this PDW is not required. However, participants who are interested in participating in the mentoring sessions should contact **Samantha Conroy** (samantha.conroy@colostate.edu) or **Yeong Joon Yoon** (yeongjoon.yoon@gmail.com) by July 1, 2016, and include a 1 to 2 page research proposal on a compensation topic.*

Organizers: **Samantha A. Conroy**, Colorado State U.; **Yeong Joon Yoon**, Cornell U.

Panelists: Peter A. Bamberger, Tel Aviv U.; Elena Belogolovsky, Cornell U.; Barry Gerhart, U. of Wisconsin, Madison; Nina Gupta, U. of Arkansas; Felice B. Klein, Michigan State U.; Anthony J Nyberg, U. of South Carolina; Sanghee Park, Rutgers U.; Tae-Youn Park, Vanderbilt U.; Jason D. Shaw, Hong Kong Polytechnic U.; Michael Sturman, Cornell U.

403 (MED, ONE, MSR, IAM) **Sustainability in Management Education—purpose, Linkage, Assessment & External Stakeholders**

2:45pm - 4:15pm Sheraton Park Hotel: Palm West
 Tweet this session: #AOM2016 403

Complete Title: Sustainability in Management Education – Finding Purpose & Linkage in Program Characteristics, Assessment & the Role of External Stakeholders

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. Please contact the workshop organizer at arevalo1@wpunj.edu to obtain the approval code. The deadline to register online is August 06, 2016.

Distinguished Speakers: Gordon P. Rands, Western Illinois U.; Mark Starik, San Francisco State U.

Chairs: Jorge Alexis Arevalo, William Paterson U.; Shelley F. Mitchell, U. of New Hampshire

Facilitators: Melissa Edwards, U. of Technology, Sydney; Natalia Yakovleva, Newcastle U.; Diego Alfonso Vazquez, Royal Holloway/ U. of London; Claire A. Simmers, Saint Joseph's U.; Sara B. Soderstrom, U. of Michigan; Robert Sroufe, Duquesne U.; Nagaraj Sivasubramaniam, Duquesne U.; Katrin Muff, Business School Lausanne; Thomas L Dyllick, U. of St. Gallen
Discussants: Catherine Liston-Heyes, Ottawa U.; Ana Cristina O Siqueira, Duquesne U.; Isabel Rimanoczy, Nova Southeastern U.; Eban Goodstein, Bard MBA in Sustainability; Adam Sulkowski, Babson College; Denise Cardoso Pereira, U. Presbiteriana MacKenzie

404 (OB, ONE, SIM) **An Invitation to Break Down Silos: What Macro and Micro CSR Scholars Can Learn from Each Other**

2:45pm - 4:45pm Anaheim Convention Center: 210C
 Tweet this session: #AOM2016 404

Facilitators: Ante Glavas, Kedge Business School; David A. Jones, U. of Vermont; Chelsea Willness, U. of Saskatchewan

405 (ONE) **Organisational Resilience to Environmental Risks**

2:45pm - 4:15pm Anaheim Marriott: Orange County Ballroom 2
 Tweet this session: #AOM2016 405

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. The deadline to register online is August 06, 2016.

Organizers: Martina K. Linnenluecke, U. of Queensland; Brent A McKnight, McMaster U.; Viviane Clement, George Washington U.; Tom Smith, U. of Queensland

406 (PNP) **Publishing in Public and Nonprofit Journals: Why Would I do That?**

2:45pm - 4:15pm Anaheim Marriott: Orange County Ballroom 1
 Tweet this session: #AOM2016 406

Organizer: Andrew Harry Barton, Nottingham Trent U.
Participants: Carol Brunt, U. of Wisconsin, Whitewater; Jeffrey Brudney, U. of North Carolina, Wilmington; R. Paul Battaglio, The U. of Texas at Dallas; Ali Farazmand, Florida Atlantic U.; Steven

Kelman, Harvard U.; Mark A. Hager, Arizona State U.; Bradley E. Wright, U. of Georgia; Evert Lindquist, Victoria U.

407 (RM, BPS) **An Introduction to Collecting and Managing Big Data Using APIs**

2:45pm - 4:15pm Anaheim Convention Center: 213A
 Tweet this session: #AOM2016 407

Presenters: John DeLeon, Tarleton State U.; Brian Martinson, Tarleton State U.; Lee Warren Brown, Texas A&M U., Central Texas

408 (RM, MC, OM, HR) **Mind Map Analytics: Generating Meaningful Insights From Abundant Data**

2:45pm - 4:15pm Anaheim Convention Center: 205B
 Tweet this session: #AOM2016 408

This workshop benefits researchers and practitioners by introducing mind mapping as an analytical tool for generating meaningful insights from abundant data. Hands on exercises and additional discussion incorporate alternate uses of mind mapping, such as conference strategy, project design and management, group work, etc.

Facilitator: Kathryn Bingham, LEADistics

Saturday 3:00PM

409 (MC, PTC) **How to Improve Higher Education Performance with SEAM?**

3:00pm - 5:00pm Anaheim Marriott: Desert Springs
 Tweet this session: #AOM2016 409

Distinguished Speakers: Henri Savall, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Peter Sorensen, Benedictine U.

Chair: Veronique Zardet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Discussants: Yue Cai Hillon, Western Carolina U.; María-Ángeles Rastrollo-Horrillo, U. of Málaga; Omayya Kuran, U. of Balamand
Presenters: Therese F. Yaeger, Benedictine U.; Martha Margarita Fernandez Ruvalcaba, UAM Xochimilco; Denie Burks, Georgia Highlands College; Osmar Arandia, U. de Monterrey

410 (OMT) **Creating Alternative Economic Futures through Teaching**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 1
 Tweet this session: #AOM2016 410

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. The deadline to register online is August 06, 2016.

Organizers: Tracy A. Thompson, U. of Washington, Tacoma; Jill M. Purdy, U. of Washington, Tacoma; Paul S. Adler, U. of Southern California; Gerald F Davis, U. of Michigan
Hosts: Raymond Saner, Center For Socio-Economic Development; Nancy E. Landrum, Loyola U. Chicago; David Jacobs, Morgan State U.; Jennifer Miller, U. of Southern California; Christopher Michael, City U. of New York; Fedor Ovchinnikov, Institute for Evolutionary Leadership; Diane Burton, Cornell U.; Jill Kickul, New York U.; Sophie Bacq, Northeastern U.; Mary Kay Chess, Pinchot U.

411 (PUBS) **AMR Editors Only**

3:00pm - 5:00pm Hilton Anaheim: San Simeon B
 Tweet this session: #AOM2016 411

By invitation only.

Organizer: Belle Rose Ragins, U. of Wisconsin, Milwaukee

Saturday 3:15PM

412 🗨️📄: (CM, HR) **Why Can't We Just Get Along? Practical Conflict Management Techniques and the Role of Ombudspersons**

3:15pm - 6:15pm Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 412

Participants: **Nancy E. Day**, U. of Missouri, Kansas City; **Mary Sue Love**, Southern Illinois U., Edwardsville; **Gregory K. Stephens**, Texas Christian U.

413 →📄: (HR, OB, IM) **Work Design Across Cultures: Exploring the Meaning of Good Work Around the World**

3:15pm - 5:15pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 413

Organizers: **Frederick P. Morgeson**, Michigan State U.; **Michal Biron**, U. of Haifa; **Elaine Farnedale**, Pennsylvania State U.; **Jian Min Sun**, Renmin U. of China; **Eleni Stavrou**, U. of Cyprus
Presenters: **Jaime Andrés Bayona**, Pontificia U. Javeriana; **Karin Sanders**, UNSW Australia Business School; **Ilona Buciuniene**, ISM U. of Management and Economics; **Dana Unger**, ETH Zurich; **Aichia Chuang**, National Taiwan U.; **Cai-Hui Veronica Lin**, Queen's U. Belfast; **Florence Nansubuga**, Makerere U.; **Vincent Angel**, U. of Bordeaux; **Melanie Trottier**, ESG-U. du Québec à Montréal; **Radha R. Sharma**, Management Development Institute, India; **Brian Harney**, Dublin City U.; **Lena Knappert**, Tilburg U.
Participants: **Li-Yun Sun**, Macau U. of Science and Technology; **Helen De Cieri**, Monash U.

Saturday 3:30PM

414 🗨️→🗨️🗨️: (D&ITC, GDO, OB) **Building a More Meaningful Academy Experience: Creating Connections in Today's Diverse AOM**

3:30pm - 5:30pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 414

We invite all members of the AOM to engage in a session focused on building relationships among our various AOM members. If you are new to AOM, or a returning member, and would like to build a diverse set of contacts in an interactive and relaxed environment, please consider attending this session.

Organizers: **Waheeda Lillevik**, College of New Jersey; **Janet K. Tinoco**, Embry Riddle Aeronautical U.; **Kahlil King**, Drexel U.; **Joseph Roberts**, Webster U.; **Susan Prattis**, American U. of Beirut; **Muhammad Ali ASADULLAH**, Air U.

415 : (ICW) **Journal of Management Inquiry Editorial Board Meeting**

3:30pm - 5:00pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 415

The Journal of Management Inquiry Editorial Board Meeting is open to all editorial board members, authors, and reviewers, as well as anyone with an interest in the journal. The Editors-in-Chief and publisher will provide an update on the past year as well as discuss plans for the future development of the journal.

Organizer: **Nelson Phillips**, Imperial College London

416 📄: (RM, OB, HR) **Best-practice Recommendations for Using Sports Data in Management Research**

3:30pm - 5:00pm Anaheim Convention Center: 204C

Tweet this session: #AOM2016 416

Feel free to bring questions and challenges about the use or potential use of sports data to address specific research questions, domains, and theories.

Participants: **Kyle J. Bradley**, Indiana U., Bloomington; **Herman Aguinis**, George Washington U.; **Youngduk Lee**, Indiana U. Kelley School

Saturday 3:45PM

417 🗨️📄: (BPS, PNP) **Value Creation and Value Appropriation in the Context of Public and Nonprofit Organizations**

3:45pm - 6:15pm Hilton Anaheim: Catalina 2

Tweet this session: #AOM2016 417

In the first part of the workshop sponsors and some prominent scholars working on the PDW topic will share their view about the main trends of value creation and capture in public and non-profit organizations. In the second part, participants who intend to submit their papers to a SMJ Special Issue organized by the workshop sponsors (see Call for Papers on the SMJ website) can present their current work and receive feedback from sponsors, invited scholars, and eventually the audience. For that, papers must be sent to the workshop sponsor (sandro.cabral@uol.com.br, sandroc2@insper.edu.br) by July 8th. Workshop sponsors will handle the submissions and communicate the authors about the presentation dynamics prior the AOM conference. General audience interested in the strategy in the context of public organizations and who cannot send a paper to be presented in the PDW can benefit from the discussions and are particularly welcome.

Organizers: **Sandro Cabral**, Insper Institute of Education and Research; **Joseph T. Mahoney**, U. of Illinois at Urbana-Champaign; **Matthew Potoski**, U. of California, Santa Barbara
Discussants: **Trevor L. Brown**, The Ohio State U.; **Ilze Kivleniece**, Imperial College London; **Peter G. Klein**, Baylor U.; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Bertrand V. Quelin**, HEC Paris

418 : (ENT, TIM) **Women Academics in Entrepreneurship**

3:45pm - 5:45pm Hilton Anaheim: Catalina 5

Tweet this session: #AOM2016 418

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWReg>. Please contact the workshop organizer at don.neubaum@bus.oregonstate.edu to obtain the approval code. The deadline to register online is July 1, 2016.

Presenters: **Candida G Brush**, Babson College; **Angela Randolph**, Babson College

419 🗨️: (GDO, ODC) **Changing Organizational Culture: Best Practices for Developing Diversity Inclusiveness**

3:45pm - 5:45pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 419

Organizer: **Millicent F. Nelson**, Middle Tennessee State U.
Facilitators: **Garry L. Adams**, Auburn U.; **Daniel L. Morrell**, Middle Tennessee State U.; **Velvet L. Weems-Landingham**, Kent State U.; **Jakari Griffith**, Bridgewater State U.

Presenters: **Matrecia S.L. James**, Jacksonville U.; **Angela K. Miles**, North Carolina Central U.; **Sally Sledge**, Norfolk State U.; **Jennifer Collins**, Florida A&M U.

420 📖 (PNP, SIM) **Design Challenge: Developing Students' Cross-Sector Competencies**3:45pm - 5:15pm Anaheim Marriott: Grand Ballroom Salon H
Tweet this session: #AOM2016 420**Organizers:** **Lea Stadler**, U. of Geneva; **Adriane MacDonald**, U. of Lethbridge**Facilitators:** **David Graham Hyatt**, U. of Arkansas; **Jennifer S. A. Leigh**, Nazareth College**421** 📖👉👤 (TIM, ENT) **Early Venture Evolution**3:45pm - 5:45pm Anaheim Marriott: Platinum Ballroom 9
Tweet this session: #AOM2016 421**Organizer:** **Netra Danette Pan**, Ecole Polytechnique Fédérale de Lausanne**Discussant:** **Yael Hochberg**, Northwestern U.**Presenters:** **Michael W. Lawless**, U. of San Diego; **Philip Anderson**, INSEAD; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Sharon Alvarez**, U. of Denver; **Chuck Eesley**, Stanford U.; **Jacqueline Brener Kirtley**, Boston U.**422** 📖👉👤 (TTC, MED) **Innovative Reflection Tools for Management Development and Education**3:45pm - 5:45pm Sheraton Park Hotel: Palm East
Tweet this session: #AOM2016 422**Presenters:** **Susan R. Madsen**, Utah Valley U.; **Katherine A. Tunheim**, Gustavus Adolphus College**Saturday 4:00PM****423** : (AAA) **Ethics Education Committee Open Forum on Ethical Scholarship**4:00pm - 5:30pm Anaheim Marriott: Elite Ballroom 1
Tweet this session: #AOM2016 423*The AOM Ethics Education Committee hosts this open discussion on ethical issues of interest to session attendees. Come talk about the best practices, ethical dilemmas or questions related to conducting research, supervising or teaching research, or publishing your research. All are welcome!***Organizer:** **Janet E. Salmons**, Vision2Lead**424** →: (IM) **Institutional Distance and Risk**4:00pm - 5:30pm Anaheim Convention Center: 202B
Tweet this session: #AOM2016 424**Organizers:** **Sinziana Dorobantu**, New York U.; **Thomas Lindner**, WU Vienna U. of Economics and Business; **Jakob Muellner**, WU Vienna U. of Economics and Business**Presenters:** **Heather Berry**, George Washington U.; **Sinziana Dorobantu**, New York U.; **Thomas Lindner**, WU Vienna U. of Economics and Business; **John Mezas**, U. of Miami; **Jakob Muellner**, WU Vienna U. of Economics and Business; **Susan Perkins**, Northwestern U.; **Robert Salomon**, NYU Stern; **Arjen Slangen**, Erasmus U. Rotterdam**425** 📖: (OB, HR, IM, CM) **OB Research Networking Forum**4:00pm - 5:30pm Anaheim Convention Center: Ballroom B
Tweet this session: #AOM2016 425**Presented by the Making Connections Committee***Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. Please contact the workshop organizer at bbuckman@fiu.edu to obtain the approval code. The deadline to register online is July 31, 2016.***Organizers:** **Margaret M. Luciano**, Arizona State U.; **Kristie M Rogers**, U. of Kansas; **Brooke R. Buckman**, Florida International U.**Facilitators:** **Amy E. Colbert**, U. of Iowa; **Marylene Gagne**, U. of Western Australia; **William L. Gardner**, Texas Tech U.; **Terri A. Scandura**, U. of Miami; **Maureen L. Ambrose**, U. of Central Florida; **Nathan J. Hiller**, Florida International U.; **Christopher C. Rosen**, U. of Arkansas; **Sabine Sonnentag**, U. of Mannheim; **Neal M. Ashkanasy**, U. of Queensland; **Sigal Barsade**, U. of Pennsylvania; **John Mathieu**, U. of Connecticut; **Stephen E. Humphrey**, Pennsylvania State U.; **Jeffery LePine**, Arizona State U.; **Bradley L. Kirkman**, North Carolina State U.; **Christina E. Shalley**, Georgia Institute of Technology; **Giles Hirst**, The Australian National U.; **Joyce E. Bono**, U. of Florida; **Murray R. Barrick**, Texas A&M U.; **Robert E Quinn**, U. of Michigan; **Scott Sonenshein**, Rice U.; **Blake E. Ashforth**, Arizona State U.; **Michelle K. Duffy**, U. of Minnesota; **Lakshmi Ramarajan**, Harvard U.; **Michel Anteby**, Boston U.; **Jason Colquitt**, U. of Georgia; **Michele Williams**, Cornell U.; **David A. Harrison**, The U. of Texas at Austin; **Miriam Erez**, Technion Israel Institute of Technology**426** : (PUBS) **AMD Advisory Committee and Editorial Review Board**4:00pm - 5:30pm Hilton Anaheim: El Capitan AB
Tweet this session: #AOM2016 426*By invitation only.***Organizer:** **Andrew H. Van de Ven**, U. of Minnesota**Saturday 4:15PM****427** 📖: (BPS, OMT) **The Social Construction of Markets**4:15pm - 6:15pm Hilton Anaheim: Carmel
Tweet this session: #AOM2016 427**Organizer:** **Jessica Burshell**, U. of Toronto**Speakers:** **William G. Mitchell**, U. of Toronto; **Violina Rindova**, The U. of Texas at Austin; **Joseph Porac**, New York U.; **Marvin B. Lieberman**, U. of California, Los Angeles**428** : (D&ITC) **Diversity and Inclusion Theme Committee's Connections Cafe**4:15pm - 6:15pm Anaheim Convention Center: 202A
Tweet this session: #AOM2016 428*Open to all AOM conference attendees. You are invited to connect with other members at this social following the D&ITC Town Hall meeting. Afternoon tea (self-serve) - cupcakes, muffins, finger sandwiches, tea, coffee, etc. - will be available.***Professional Development Workshop Chair:** **Christina Sue-Chan**, City U. of Hong Kong**Past Chair:** **Christina L. Stamper**, Western Michigan U.**Chair:** **Isabel Metz**, The U. of Melbourne**Listserv Manager:** **Hamid H Kazeroony**, Inver Hills Community College**Participants:** **J Goosby Smith**, The Citadel; **Jenny M. Hoobler**, U. of Pretoria; **David A. Kravitz**, George Mason U.; **Doyin Atewologun**, Queen Mary U. of London; **David B. Zoogah**, Xavier U.; **Yuka Fujimoto**, Sunway U.; **Tiffany Trzebiatowski**, U. of Massachusetts, Amherst

429 📄: (ENT, RM, BPS, TIM) **Publishing Entrepreneurship Research using Experimental Methods: Best Practices and Advice**

4:15pm - 7:15pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 429

Organizer: **David W. Williams**, U. of Tennessee

Moderator: **Lowell W. Busenitz**, U. of Oklahoma

Speakers: **Matthew S. Wood**, Baylor U.; **Denis A. Gregoire**, HEC Montreal; **Diemo Urbig**, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research; **Jeffery S. McMullen**, Indiana U., Bloomington; **Andreas Rauch**, U. of Groningen

430 📄: (OMT, OB, BPS, RM, OCIS) **Advanced Networks PDW: Cutting-edge Social Network Theoretical Work and ERGM Workshop**

4:15pm - 7:15pm Anaheim Marriott: South Marquis Ballroom

Tweet this session: #AOM2016 430

Coordinators: **Meredith Lauren Woehler**, U. of Kentucky;

Giuseppe Labianca, U. of Kentucky; **Wyatt Taylor**, U. of Kentucky

431 🔄: (PTC, ODC) **Connecting the Dots of Scholar-Practitioner Collaboration at the AOM**

4:15pm - 6:15pm Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 431

Organizers: **Krzysztof Dembek**, The U. of Melbourne; **Fedor Ovchinnikov**, Institute for Evolutionary Leadership; **Melanie Cohen**, U.S. Department of Housing & Urban Development; **Nagaraj Sivasubramaniam**, Duquesne U.; **Geoffery Seaver**, National Defense U.; **Prakash Jagat Singh**, The U. of Melbourne

432 🔄: (SAP, OMT) **Social Practice Theory: Uncovering Large-scale, Systemic Risks In Financial Markets**

4:15pm - 6:15pm Hilton Anaheim: California D

Tweet this session: #AOM2016 432

Organizers: **Rebecca Bednarek**, Birkbeck, U. of London; **Paula Jarzabkowski**, City U. London; **A. Paul Spee**, U. of Queensland

Speakers: **Yuval Millo**, Leicester U.; **Davide Nicolini**, U. of Warwick; **Hugh Willmott**, City U. London

Saturday 4:30PM

433 : (IM) **Meet the IM Editors!**

4:30pm - 6:00pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 433

Editors of key International Management journals will share their insights into the publishing process and the positioning of their journals.

Presenter: **Jonathan P Doh**, Villanova U.

434 📄: (INDAM) **Stepping out with the Indian Academy of Management**

4:30pm - 6:30pm Offsite: Hilton Anaheim Reception Desk

Tweet this session: #AOM2016 434

We will meet at the reception desk of the Hilton Anaheim before the walk begins. If you have any questions, please contact Lakshman Chandrashekhar at clakshman2003@yahoo.com.

Organizers: **Aarti Ramaswami**, ESSEC Business School; **C Lakshman**, Tongji U.

Facilitators: **Sushil Nifadkar**, Georgia State U.; **Rajashi Ghosh**, Drexel U.; **Stacy Blake-Beard**, Simmons College; **Charmi Patel**, U. of Edinburgh

435 : (MOC) **MOC Social and Business Meeting**

4:30pm - 6:30pm Hilton Anaheim: Catalina 6

Tweet this session: #AOM2016 435

MOC Social and Business Meeting

436 🔄: (MSR) **Creating Meaningful Organizations: Role of Values, Spirituality, Mindfulness and Leadership.**

4:30pm - 6:30pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 436

Organizers: **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Claus Dierksmeier**, U. of Tuebingen; **Marco Tavanti**, DePaul U.; **Alfred Lewis**, Lewis Associates; **Radha R. Sharma**, Management Development Institute, India; **Elizabeth Davis**, U. of San Francisco; **Alfredo Sfeir-Younis**, Zambuling Institute For Human Transformation; **Aneta Aleksander**, Silesian U. of Technology

Distinguished Speakers: **Agata Stachowicz-Stanusch**, Silesian U. of Technology; **Claus Dierksmeier**, U. of Tuebingen; **Marco Tavanti**, DePaul U.; **Alfred Lewis**, Lewis Associates; **Elizabeth Davis**, U. of San Francisco

Presenters: **Aneta Aleksander**, Silesian U. of Technology; **Adela Jana McMurray**, RMIT U.; **Regine Bendl**, WU Vienna U. of Economics and Business; **Carrie M Duncan**, U. of Missouri; **Chizu Nakajima**, London Metropolitan U.; **Claire A. Simmers**, Saint Joseph's U.; **Robert Krug**, St. Joseph's College; **Waheeda Lillevik**, College of New Jersey; **Ernestina Giudici**, U. of Cagliari; **Francisco J. Lara**, U. Catolica de Valencia, Indore; **Hsu O'Keefe**, Pace U.; **Jose Guadalupe Vargas-Hernandez**, U. de Guadalajara; **Katherine Elizabeth Hyatt**, Reinhardt U.; **Kenneth Mølbjerg Jørgensen**, Aalborg U.; **Ken Nishikawa**, Konan U.; **Louise Kelly**, Alliant International U.; **Noemi Alexa**, Central European U.; **Sharon E. Norris**, Spring Arbor U.; **Peter Odrakiewicz**, Poznan U. College of Business; **David Odrakiewicz**, Poznan U. College of Business; **Rana Haq**, Laurentian U.; **Cristina Reis**, U. of London; **Tay Keong Tan**, Radford U.; **Kenneth R. Thompson**, DePaul U.; **Timothy G West**, Houston Baptist U.; **Unsal Sigri**, Baskent U.; **Vivek Khanna**, Indian Institute of Management, Indore; **Jae Eon Yu**, Keimyung U.; **Anna Sworowska**, West Pomeranian U. of Technology; **Daniel E. Martin**, California State U., East Bay; **Radha R. Sharma**, Management Development Institute, India; **Alfredo Sfeir-Younis**, Zambuling Institute For Human Transformation; **Dasmesh Kaur Lally**, CSU East Bay; **Mehdi Majidi**, American U. of Paris; **Yotam Heineberg**, Stanford U./ Palo Alto U.; **Wolfgang Amann**, HEC Paris; **Shiv K Tripathi**, Mzumbe U.; **Marjorie L McInerney**, Marshall U.

437 📄: (OCIS, TIM) **Organizing Work Online with Crowds**

4:30pm - 6:30pm Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 437

This PDW highlights the challenges associated with organizing crowds in a variety of contexts, including contests, open-innovation and citizen science. This session brings together an expert panel of academics and practitioners to facilitate an interactive session which will compare and contrast best practice in crowdsourcing management, highlighting what works (and what doesn't), the implications for existing organizational theory and the extent to which it can be applied in each particular context.

Chair: **Joe Cox**, U. of Portsmouth

Discussants: **Samer Faraj**, McGill U.; **Ann Majchrzak**, U. of Southern California; **Yuqing Ren**, U. of Minnesota; **Pete Forsyth**, Wiki Strategies; **Ehsan Ehsani**, ZS Associates

Coordinators: **Natalia Levina**, New York U.; **Emmanouil Gkeredakis**, Warwick Business School; **Gary Graham**, U. of Leeds; **Anita Greenhill**, The U. of Manchester; **Chris Lintott**, U. of Oxford; **Karen Masters**, U. of Portsmouth

438 : (OM) OM Division Consortium Closing Drinks

4:30pm - 5:30pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 438

OM Division Joint Junior Faculty and Doctoral Consortium participants may enjoy a beverage while reflecting on the learnings of the day.

439 : (OMT, BPS, ODC) **Current Research in Organization Design: Topics, Tools, and Triumphs**

4:30pm - 7:30pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 439

Organizers: **Charles Williams**, Bocconi U.; **Dorthe Døjbak Haakonsson**, Aarhus U.; **Oliver Baumann**, U. of Southern Denmark; **Felipe A. Csaszar**, U. of Michigan; **Phanish Puranam**, INSEAD; **Nils Stieglitz**, Frankfurt School of Finance & Management
Panelists: **Martine Haas**, U. of Pennsylvania; **Tobias Kretschmer**, LMU Munich; **Aija E. Leiponen**, Cornell U.; **Giuseppe Soda**, Bocconi U.

Participants: **Linda Argote**, Carnegie Mellon U.; **John Joseph**, U. of California, Irvine; **Daniella Laureiro-Martinez**, ETH Zurich; **Sheen S. Levine**, The U. of Texas at Dallas; **Kristina McElheran**, The U. of Toronto; **Marlo Raveendran**, U. of California, Riverside

440 : (OMT, TIM) **Hybrid Organizations and Organizing: Challenges and Opportunities for Research**

4:30pm - 6:00pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 440

Organizers: **Matthew Lee**, INSEAD; **Tommaso Ramus**, UCP - Católica Lisbon School of Business & Economics

Facilitator: **Laura Claus**, U. of Cambridge

Presenters: **Guillermo Casasnovas**, U. of Oxford; **Jason Jesurum Jay**, Massachusetts Institute of Technology; **Filipe Manuel Simoes Dos Santos**, INSEAD; **John Almandoz**, IESE Business School; **Francesco Rullani**, Luiss U.

441 : (ONE, SIM, OMT) **Time and Sustainability**

4:30pm - 6:30pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 441

Organizers: **Garima Sharma**, Ivey Business School, Western U.; **Hadi Chapardar**, Ivey Business School; **Pratima Bansal**, U. of Western Ontario

Participants: **Philip Bromiley**, U. of California, Irvine; **Caroline Flammer**, Boston U.; **Joel Gehman**, U. of Alberta; **Frank Figge**, Kedge Business School; **Anna Kim**, HEC Montreal; **Kevin J. Lavery**, U. of Washington, Bothell; **Matilde Morales-Raya**, U. of Granada; **Natalia Ortiz-de-Mandojana**, U. of Balearic Islands; **Deborah Philippe**, U. of Lausanne; **Juliane Reinecke**, U. of Warwick; **Natalie Slawinski**, Memorial U. of Newfoundland; **Kimberly A Wade-Benzoni**, Duke U.; **Taiyuan Terry Terry Wang**, IE Business School

Saturday 4:45PM

442 : (MED, TTC) **Crafting Meaningful International Teaching Collaborations**

4:45pm - 6:45pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 442

Organizers: **Ruth Alas**, Estonian Business School; **Charles Wankel**, St. John's U.

Presenters: **Ruth Alas**, Estonian Business School; **Meena Andiappan**, Montpellier Business School; **Raquel Antolin-Lopez**, U. of Almeria; **Guler Aras**, Georgetown U. / Yildiz Technical U.; **Alpha Ayande**, UQAM; **Shahin D Bahrani**, American U. in Dubai; **Virginia Bodolica**, American U. of Sharjah; **Detelin S Elenkov**, Angelo State U.; **Riccardo Fini**, U. of Bologna; **Cristina Marie Giannantonio**, Chapman U.; **Marios I Katsioloudes**, Qatar U.; **Eric Kearney**, U. of Potsdam; **Violetta Khoreva**, Hanken School of Economics; **Wolfgang H. Guettel**, Johannes Kepler U.; **Helge Hernes**, U. of Agder; **Amelia Naim Indrajaya**, IPMI International Business School, Jakarta, Indonesia; **Amanda Martin**, Melbourne Business School / Swinburn U. of Technology; **Alberto Melgoza**, Saudi Aramco; **Elham Kamal Metwally**, American U. in Cairo; **Simon Mosey**, The U. of Nottingham; **John Chrysestomus Kigozi Munene**, Makerere U.; **Kamla Mungal**, Accreditation and Quality Enhancement Center/Leadership Institute; **Robert C. Myrtle**, U. of Southern California; **Ken Nishikawa**, Konan U.; **Claus Noppeney**, Bern U. of Applied Sciences; **Hee Jin Park**, Yonsei U.; **Ricardo Fernando Paiz**, U. del Valle de Guatemala; **Jozsef Poor**, Szent István U.; **Jeanine Pieternel Porck**, National U. of Singapore; **Andreas Pazi Raharso**, Organizational Analytics; **Srinivasa Rao**, BITS, Pilani; **Andrea Santiago**, De La Salle U.; **Radha R. Sharma**, Management Development Institute, India; **Martin Spraggon**, American U. of Sharjah; **Valance Smith**, AUT U.; **Sinikka Vanhala**, Aalto U.; **Elza Fátima Rosa Veloso**, Faculdades Metropolitanas Unidas; **Charles Wankel**, St. John's U.; **David Watkins**, Southampton Business School, U.K.; **Patrice Cailleba**, Groupe ESC Pau; **Margaret Jemima Crabbe**, African U. College of Communications; **Linda M Sama**, St. John's U.; **Abraham Stefanidis**, St. John's U.; **Anna Svirina**, Kazan National Research Technical U.

Participants: **Giorgio Touburg**, Erasmus U. Rotterdam; **Giorgio Touburg**, Erasmus U. Rotterdam

443 : (OMT, OB, MOC, RM) **Emotions and Fieldwork: Navigating Emotionally Laden Field Sites**

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 443

Organizers: **Tiona Zuzul**, London Business School; **Luciana Silvestri**, Harvard U.

Presenters: **Michel Anteby**, Boston U.; **Kimberly D. Elsbach**, U. of California, Davis; **Amy Wrzesniewski**, Yale U.

Saturday 5:00PM

444 : (ENT) ENT New Member Meeting

5:00pm - 7:00pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 444

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. Please contact the workshop organizer at terjesen@american.edu to obtain the approval code. The deadline to register online is August 06, 2016.
Organizer: **Siri Ann Terjesen**, NHH Norwegian School of Economics

Facilitators: **Christina Guenther**, WHU - Otto Beisheim School of Management; **Franz T. Lohrke**, Brock School of Business, Samford U.; **Diana Hechavarria**, U. of South Florida; **Norris F. Krueger**, Entrepreneurship Northwest; **Josh Wei-Jun Hsueh**, Bocconi U.; **Carlo Salvato**, Bocconi U.; **Alain Fayolle**, EM Lyon; **Linda M Sama**, St. John's U.; **Rachida Justo**, IE Business School; **Peter G.**

Klein, Baylor U.; Justin W. Webb, U. of North Carolina, Charlotte; Kathleen Randerson, EDC Paris; Clay Dibrell, U. of Mississippi; Varkey K Titus, U. of Nebraska, Lincoln

445 : (MC) Management Consulting Division Business Meeting & Awards

5:00pm - 6:00pm Anaheim Marriott: Grand Ballroom Salon E
Tweet this session: #AOM2016 445

446 : (TIM) Meet TIM: Research Networking

5:00pm - 6:30pm Anaheim Marriott: Grand Ballroom Salon F
Tweet this session: #AOM2016 446

Research networking along TIM research themes

Organizers: Karen Nicholas, West Virginia U.; Jennifer Colleen Sexton, West Virginia U.; Stefano Brusoni, ETH Zurich; Mary Tripsas, Boston College; Keld Laursen, Copenhagen Business School; Aija E. Leiponen, Cornell U.

Saturday 5:15PM

447 : (HCM) Engaged Scholarship: Navigating the Labyrinth of Academic-Practice Collaborative Research

5:15pm - 7:45pm Hilton Anaheim: Avila AB
Tweet this session: #AOM2016 447

Facilitators: Ingrid M. Nembhard, Yale U.; Cheryl Rathert, Virginia Commonwealth U.; Federico Lega, Bocconi U.; Suzanne J. Wood, U. of Washington

Moderator: Michele Issel, U. of North Carolina, Charlotte
Presenters: Rebecca Wells, The U. of Texas; Victoria (Vicky) Parker, Boston U.; Sara J. Singer, Harvard U.; Sandra C. Buttigieg, U. of Malta

448 : (ODC, OMT) Publishing Inductive Research in Prominent Academic Journals

5:15pm - 7:15pm Anaheim Marriott: Northwest Marquis Ballroom
Tweet this session: #AOM2016 448

Chair: Quy Nguyen Huy, INSEAD
Presenters: Jason Davis, INSEAD; Melissa Graebner, The U. of Texas at Austin; David Obstfeld, California State U., Fullerton

Saturday 5:30PM

449 : (BPS) Business Policy and Strategy Division (BPS) Mid-Career Workshop: Managing Your Evolving Career

5:30pm - 7:30pm Hilton Anaheim: Ventura
Tweet this session: #AOM2016 449

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at semadeni@asu.edu to obtain the approval code. The deadline to register online is June 15, 2016.

Organizers: Matthew Semadeni, Arizona State U.; Gerry McNamara, Michigan State U.
Panelists: Ruth V. Aguilera, Northeastern U.; Ansgar Richter, U. of Liverpool; Zeki Simsek, U. of Connecticut; Yan Anthea Zhang, Rice U.

450 : (ICW) JSCM Best Paper Award and Social

5:30pm - 7:30pm Anaheim Convention Center: 204C
Tweet this session: #AOM2016 450

The session including a reception will be hosted by the editors (Craig Carter and Lisa Ellram) of Journal of Supply Chain Management

Organizer: Manpreet Hora, Georgia Institute of Technology

451 : (ICW) Management Learning 'Meet the Editors' Social

5:30pm - 7:30pm Sheraton Park Hotel: Park B
Tweet this session: #AOM2016 451

Organizer: Emma Bell, Keele U.

452 : (RM) Research Methods Doctoral Consortium Social

5:30pm - 7:30pm Anaheim Convention Center: 207C
Tweet this session: #AOM2016 452

453 : (SIM) SIM/SBE Joint Keynote and Reception

5:30pm - 9:00pm Anaheim Marriott: Center Marquis Ballroom
Tweet this session: #AOM2016 453

OPEN TO ALL MEMBERS

Saturday 5:45PM

454 : (AAA) Open Forum on Global Ethics for Business & Academia

5:45pm - 7:15pm Anaheim Marriott: Elite Ballroom 1
Tweet this session: #AOM2016 454

AOM is increasingly a global organization, with members who bring diverse perspectives, cultures, and beliefs about ethical behavior. In this open forum hosted by the Ethics Education Committee, we will discuss experiences and ideas about what this means for our collective activities. All are welcome!

Organizer: Janet E. Salmons, Vision2Lead

455 : (BPS, OMT) New Methods and Approaches in Aspirations Research

5:45pm - 7:45pm Hilton Anaheim: Malibu
Tweet this session: #AOM2016 455

Participants will be required to register two weeks before the meeting and at that point have the opportunity to submit a research outline (max. 2 pages describing a novel research proposal) that relates to the topic of this PDW (to be discussed in subgroups during the PDW).

Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRReg>. Please contact the workshop organizer at glucas@sfu.ca to obtain the approval code. The deadline to register online is July 22, 2016.

Organizers: Gerardus JM Lucas, Simon Fraser U.; Horacio Enrique Rousseau, IESE Business School
Moderator: J.P. Eggers, New York U.
Discussants: Pino G. Audia, Dartmouth College; Richard A. Bettis, U. of North Carolina, Chapel Hill; Philip Bromiley, U. of California, Irvine
Presenters: Daniela Patricia Blettner, Simon Fraser U.; Dongil Daniel Keum, New York U.; Viktorie Sevcenko, London Business School

456 : (PUBS) How Can We Do Exploratory Research on Innovation and Organizational Change?

5:45pm - 7:00pm Hilton Anaheim: El Capitan AB
 Tweet this session: **#AOM2016 456**

By invitation only.

Sponsored by the University of Minnesota and Academy of Management Discoveries, this session explores ways in which scholars can do research on organizational innovation and change processes in ways that are consistent with AMD's mission of publishing exploratory empirical research. To this end, the session will begin with comments by a few leading scholars on the topic of organizational innovation and change processes. There will also be an opportunity for open discussion among attendees and the assembled panelists. The session will conclude with an opportunity for informal socializing and idea-exchange. Refreshments will be available.

Organizer: **Daniel P. Forbes**, U. of Minnesota
 Presenter: **Shaker A. Zahra**, U. of Minnesota
 Panelists: **Andrew H. Van de Ven**, U. of Minnesota; **Kevin Dooley**, Arizona State U.

Saturday 6:00PM

457 : (AAC) Southwest Academy of Management Executive Board

6:00pm - 7:30pm Anaheim Marriott: Los Angeles
 Tweet this session: **#AOM2016 457**

458 : (IAM) Iberoamerican Academy of Management Business Meeting

6:00pm - 7:00pm Hilton Anaheim: San Simeon A
 Tweet this session: **#AOM2016 458**

Open to All Members

459 : (ICW) Chinese Management Scholars' Community (CMSC)－2016 open reunion

6:00pm - 10:00pm Anaheim Convention Center: 204B
 Tweet this session: **#AOM2016 459**

2016 CMSC reunion will host a panel on "Empirical research in Chinese context" followed by round-table discussions.

Organizer: **Jianhong Chen**, U. of New Hampshire

460 : (ICW) City University of Hong Kong, Cocktail Reception, 2016 Academy of Management Annual Meeting

6:00pm - 10:00pm Anaheim Convention Center: 207D
 Tweet this session: **#AOM2016 460**

Organizer: **Julyanna Chan**, City U. of Hong Kong

461 : (IM) International Division PDW Reception

6:00pm - 7:30pm Anaheim Convention Center: 213B
 Tweet this session: **#AOM2016 461**

Join us to celebrate the 2016 PDW, and to connect with colleagues - and to meet some new ones!

462 : (OB) OB Division Awards Ceremony

6:00pm - 7:00pm Anaheim Convention Center: 303D
 Tweet this session: **#AOM2016 462**

Join us as we honor the winners of the OB Division Awards. The OB Social will immediately follow this session.

Division Chair: **Mary Uhl-Bien**, Texas Christian U.

Program Chair: **Jeffrey R. Edwards**, U. of North Carolina

463 : (OCIS) OCIS Doctoral Consortium and Member Reception

6:00pm - 7:30pm Hilton Anaheim: Monterey
 Tweet this session: **#AOM2016 463**

Come mix and mingle to celebrate the OCIS doctoral consortium and new members! This social event is a perfect opportunity for reconnecting, meeting, and networking with other OCIS and AOM members.

Saturday 6:15PM

464 : (MC) Management Consulting Division Social Hour

6:15pm - 8:00pm Anaheim Marriott: Grand Ballroom Salon E
 Tweet this session: **#AOM2016 464**

Saturday 6:30PM

465 : (BPS) BPS Conversations

6:30pm - 9:00pm Hilton Anaheim: California D
 Tweet this session: **#AOM2016 465**

Come and get involved with BPS! This social/reception event is designed for you to learn more about the Division's activities. There will be two main sessions within the event:

- 1) "Conversations" (preregistration required, please contact the organizer) is for new members only (from 6.30pm till 7.30pm). This will be a special occasion for new members to feel part of the BPS community and learn directly from the experiences of officers, track chairs, committee members and senior members.
- 2) "Meet the BPS Officers" is open to all members (from 7.30pm till 9.00pm). There will be a brief formal introduction of the BPS officers and their responsibilities. Both sessions offer ample opportunity for you to mingle with BPS committee members (including, but not limited to executive, research, teaching, international representatives committees) in small group/round table discussions.

Organizers: **Ramon Casadesus-Masanell**, Harvard U.; **Nandini Lahiri**, Temple U.; **Giovanni Battista Dagnino**, U. of Catania

466 : (CMS) CMS Division PDW and New Member Welcome Social

6:30pm - 8:30pm Sheraton Park Hotel: Palm West
 Tweet this session: **#AOM2016 466**

The CMS Division warmly welcomes members -- new and old -- to this year's meeting.

Organizer: **Mark Learmonth**, Durham U.

467 : (HCM) HCM PDW Social

6:30pm - 8:00pm Offsite: McCormick & Schmick's Grille
 Tweet this session: **#AOM2016 467**

This session will take place offsite at McCormick & Schmick's Grille at 321 W Katella Ave, Anaheim, CA 92802. Please contact Nick Edwardson at (505) 926-1595 or via email at nedwardson@unm.edu with any questions.

468 : (ICW) Singapore Management University Reception

6:30pm - 8:00pm Sheraton Park Hotel: Tiffany Terrace
 Tweet this session: **#AOM2016 468**

Organizer: **Jasmine Ang**, Singapore Management U.

469 : (ONE) ONE Welcome Reception for PDW Participants & New Members

6:30pm - 8:30pm Anaheim Marriott: Platinum Ballroom 8
 Tweet this session: **#AOM2016 469**

470 : (PTC) Practice Theme Committee Celebration and Awards

6:30pm - 8:30pm Anaheim Marriott: Grand Ballroom Salon C, D

Tweet this session: **#AOM2016 470***Celebrate the out-going and past chairs of the PTC, plus the Practice Impact and PTC Research Center awards*Host: **Christof Backhaus**, Newcastle U.Professional Development Workshop Chair: **Marc Bonnet**, ISEOR, Magellan, IAE Lyon, U. Jean MoulinChairs: **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change; **Kuo Frank Yu**, City U. of Hong KongCoordinator: **Wendy Marcinkus Murphy**, Babson College**475 : (ENT) Entrepreneurship Division Social Event**

7:30pm - 10:30pm Offsite: City National Grove of Anaheim

Tweet this session: **#AOM2016 475***Pre-registration is required for this workshop. To register online, please visit <https://secure.aom.org/PDWRreg>. The fee to register is \$70.00USD prior to July 10, 2016. After July 10, 2016, the fee to register will be \$75.00USD. The deadline to register online is July 28, 2016.**This session will take place offsite at City National Grove of Anaheim at 2200 E Katella Ave, Anaheim, CA 92806. If you have questions regarding this event, please contact Donald Neubaum at don.neubaum@bus.oregonstate.edu***476 : (MED) MED/OBTS/NDSC Social**

7:30pm - 10:00pm Sheraton Park Hotel: Plaza D

Tweet this session: **#AOM2016 476***Join the fun with MED, OBTS and NDSC members! Drinks and hors d'oeuvres in the best company!*Hosts: **Paul Hibbert**, U. of St Andrews; **Barbara A. Ritter**, Coastal Carolina U.; **Joseph Seltzer**, LaSalle U.; **Tim O Peterson**, North Dakota State U.; **Christian J. Calderon**, U. of Memphis; **John Ross**, New Mexico State U.; **Zhenyu Liao**, National U. of Singapore**Saturday 7:00PM****471 : (D&ITC) Diversity and Inclusion Theme Committee Executive Committee Business Dinner**

7:00pm - 9:00pm Offsite: Catal Restaurant

Tweet this session: **#AOM2016 471***All members of the DIT&C executive committee are invited to attend the business dinner during which we will have our annual meeting.**This session will be held offsite at Catal Restaurant at 1580 Disneyland Dr, Anaheim, CA 92802. If you have any questions regarding this event, please contact Christian Sue-Chan at csuechan@cityu.edu.hk*Professional Development Workshop Chair: **Christina Sue-Chan**, City U. of Hong KongPast Chair: **Christina L. Stamper**, Western Michigan U.Chair: **Isabel Metz**, The U. of MelbourneListserv Manager: **Hamid H Kazeroony**, Inver Hills Community CollegeParticipants: **J Goosby Smith**, The Citadel; **Jenny M. Hoobler**, U. of Pretoria; **David A. Kravitz**, George Mason U.; **Doyin Atewologun**, Queen Mary U. of London; **David B. Zoogah**, Xavier U.; **Yuka Fujimoto**, Sunway U.; **Tiffany Trzebiatowski**, U. of Massachusetts, Amherst**472 : (IAM) Iberoamerican Academy of Management Social**

7:00pm - 8:30pm Hilton Anaheim: San Simeon B

Tweet this session: **#AOM2016 472***All Members Welcome***473 : (OB) OB Division Social**

7:00pm - 8:00pm Anaheim Convention Center: Ballroom A

Tweet this session: **#AOM2016 473***Join us for the OB Division Social.***Saturday 7:30PM****474 : (CAR) Careers Division PDW Social**

7:30pm - 9:30pm Offsite: Roy's Restaurant

Tweet this session: **#AOM2016 474***Come mix and mingle to celebrate the Careers' PDW program! This social event is a perfect opportunity for reconnecting, meeting, and networking with other CAR and AOM members. The session will be held offsite at Roy's Restaurant at 321 W Katella Ave, Anaheim, CA 92802. For questions, please contact Wendy Murphy at wmurphy@babson.edu or via cell at 617-816-5388.*Division Chair: **Tania Casado**, U. of São PauloDivision Chair-Elect: **Corinne Post**, Lehigh U.Program Chair: **Bert Schreurs**, Maastricht U.Professional Development Workshop Chair: **Scott Seibert**, U. of Iowa**Saturday 8:00PM****477 : (GOV) President's Dessert Reception (Invitation Only)**

8:00pm - 10:00pm Hilton Anaheim: Lanai Deck

Tweet this session: **#AOM2016 477***By invitation only*Organizer: **Debra L. Shapiro**, U. of Maryland

Sunday 12:01AM

478 : (AAA) Technology Center (Hilton)

12:01am - 11:59pm Hilton Anaheim: Ballroom Level Foyer (2nd Floor)

Tweet this session: **#AOM2016 478**

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

479 : (AAA) Technology Center (Marriott)

12:01am - 11:59pm Anaheim Marriott: Platinum Ballroom Foyer

Tweet this session: **#AOM2016 479**

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

480 : (AAA) Technology Center (Sheraton)

12:01am - 11:59pm Sheraton Park Hotel: El Prado Foyer

Tweet this session: **#AOM2016 480**

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

Sunday 6:30AM

481 : (TLC) TLC@AOM Committee Breakfast

6:30am - 7:30am Anaheim Convention Center: Ballroom B

Tweet this session: **#AOM2016 481**

By invitation only.

Sunday 7:00AM

482 : (MSR) MSR Morning Meditation with Richard Peregoy

7:00am - 8:00am Anaheim Convention Center: 206B

Tweet this session: **#AOM2016 482**

Facilitator: Richard Peregoy, U. of Dallas

Sunday 7:30AM

483 : (GOV) AOM Past Presidents Breakfast

7:30am - 8:30am Anaheim Marriott: Elite Ballroom 1

Tweet this session: **#AOM2016 483**

By invitation only

484 : (ICW) Positive Organizational Scholarship Gathering

7:30am - 9:00am Anaheim Convention Center: 204B

Tweet this session: **#AOM2016 484**

POS Gathering

Organizer: Kim Cameron, U. of Michigan

485 : (OM) OM Division Sunday Morning Jog

7:30am - 9:00am Sheraton Park Hotel: Palm East

Tweet this session: **#AOM2016 485**

The OM Division is again hosting a Sunday morning group run. All interested attendees should meet outside of Palm East, in the Lobby, at 7:30am sharp.

486 : (TLC) TLC@AOM Coffee, Conversation & Welcome

7:30am - 8:20am Anaheim Convention Center: Ballroom B

Tweet this session: **#AOM2016 486**

Please join us for informal conversations, a light continental breakfast (pastries and coffee), and a few welcoming remarks.

This session is part of the Teaching and Learning Conference.

Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: Benjamin Blackford, Northwest Missouri State U.;

Michael Brian Cohen, Deakin U.; Susan Fox-Wolffgramm, Hawaii

Pacific U.; Gemma George, U. of Redlands; Linda Klonsky,

Chicago School of Professional Psychology; Rob Koonce,

Creighton U.; Brett Paul Matherne, Georgia State U.; Rebecca A.

Thacker, Ohio U.

Sunday 8:00AM

487 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Anaheim Convention Center: 109

Tweet this session: **#AOM2016 487**

Room 109 is located between Halls A and B in the main lobby, on the ground floor.

488 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Convention Center: 213D

Tweet this session: **#AOM2016 488**

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

489 : (AAA) Conference Registration

8:00am - 5:00pm Anaheim Convention Center: Hall C

Tweet this session: **#AOM2016 489**

Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

490 : (AAA) Conference Exhibits

8:00am - 5:00pm Anaheim Convention Center: Hall C.

Tweet this session: **#AOM2016 490**

Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors, meet with representatives from our divisions and interest groups and visit the Member Resource Center for information on AOM Membership and Publications. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks and internet stations. Stop by today during dedicated exhibit hours for a free 10 minute chair massage from 10:30am-12:30pm.

491 : (AAA) Technology Center (Convention Center)

8:00am - 5:00pm Anaheim Convention Center: Hall C...

Tweet this session: #AOM2016 491

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

492 : (AAA) Placement Services

8:00am - 5:00pm Hilton Anaheim: Hilton: Concourse Level (4th Floor)

Tweet this session: #AOM2016 492

Placement Services - Registration and Information

493 : (AAA) Speaker Ready Room

8:00am - 8:00pm Hilton Anaheim: Mezzanine Office C, 3rd Floor

Tweet this session: #AOM2016 493

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

494 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Marriott: Gold Key I, II

Tweet this session: #AOM2016 494

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

495 : (ICW) SAGE Entrepreneurship Focus Group

8:00am - 9:30am Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 495

Organizer: **Georgia McLaughlin**, Sage Publications**496 : (PUBS) AMLE Editors Meeting**

8:00am - 9:00am Hilton Anaheim: Carmel

Tweet this session: #AOM2016 496

By invitation only.

Organizer: **Christine Quinn Trank**, Vanderbilt U.**Sunday 8:30AM****497 : (AAA) All-Academy Networking Breakfast**

8:30am - 9:00am Anaheim Marriott: Platinum Ballroom 5, 6

Tweet this session: #AOM2016 497

Please join us at the All-Academy Networking Breakfast. Enjoy a cup of coffee and a pastry while you network, reconnect with old friends, and make new ones. The Presidential Address and Awards Ceremony, hosted by the AOM President, Debra L. Shapiro, will immediately follow.

498 : (CMS) CMS Division Executive Meeting

8:30am - 10:00am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 498

Organizers: **Emma Bell**, Keele U.; **Scott Taylor**, U. of Birmingham**499 : (HCM) HCM Executive Committee Meeting**

8:30am - 10:30am Hilton Anaheim: Salinas

Tweet this session: #AOM2016 499

500 : (ICW) Journal of Applied Behavioral Science**Associate Editors Meeting**

8:30am - 9:30am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 500

This meeting is intended for Associate Editors of the Journal of Applied Behavioral Science (JABS).

Organizer: **Cynthia Nalevanko**, Sage Publications**501 : (ICW) FBR Editors Retreat**

8:30am - 12:30pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 501

Organizer: **Pramodita Sharma**, U. of Vermont**502 : (ICW) JOM Micro Associate Editors Review Issue Meeting**

8:30am - 11:30am Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 502

Organizer: **Patrick M. Wright**, U. of South Carolina**503 : (ICW) Pearson Focus Group - Principles of Management**

8:30am - 12:30pm Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 503

By invitation only, Pearson's focus groups offer the opportunity to provide feedback on your undergraduate Principles of Management courses and new products/courseware we are developing. If you are interested in attending but didn't receive an invitation, please email Becky Brown at becky.brown@pearson.com

Organizer: **Lauren Lopez**, Pearson**504 : (ICW) WU Vienna Breakfast Reception**

8:30am - 11:30am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 504

WU Vienna Breakfast Reception

Organizer: **Clemens Rogi**, WU Vienna U. of Economics and Business**505 : (OMT) OMT Executive Committee Meeting**

8:30am - 10:30am Anaheim Marriott: Rancho Las Palmas

Tweet this session: #AOM2016 505

This is an invitation only meeting of the OMT Executive Committee.

Division Chair: **Nelson Phillips**, Imperial College LondonDivision Chair-Elect: **Ann Langley**, HEC MontréalProgram Chair: **Marc-David L Seidel**, The U. of British ColumbiaProfessional Development Workshop Chair: **Davide Ravasi**, Cass

Business School, City U. London

Past Chair: **Candace Jones**, Boston CollegeTreasurer: **Thomas P. Moliterno**, U. of Massachusetts, AmherstChairs: **Jo-Ellen Pozner**, Santa Clara U.; **Ed Carberry**, U. ofMassachusetts, Boston; **Derek Harmon**, U. of Michigan; **Christine****Quinn Trank**, Vanderbilt U.; **William M Foster**, U. of Alberta;**Eunice Yunjin Rhee**, Seattle U.; **Emily S. Block**, U. of Notre DameRepresentatives-at-Large: **Mark Ebers**, U. zu Koeln; **Brayden G****King**, Northwestern U.; **Anne-Claire Pache**, ESSEC BusinessSchool; **Patricia H Thornton**, Texas A&M U., College Station; **Nina****Granqvist**, Aalto U.; **Wendy K. Smith**, U. of Delaware; **Bilian Ni****Sullivan**, Hong Kong U. of Science and Technology**506 : (PUBS) AMP Editorial Review Board**

8:30am - 9:30am Hilton Anaheim: El Capitan AB

Tweet this session: #AOM2016 506

By invitation only.

Organizers: **Mike Wright**, Imperial College London; **Phillip H Phan**,

The John Hopkins U.

507 📖: (TLC) **Strategic Followership in the Classroom**

8:30am - 9:30am Anaheim Convention Center: 303A

Tweet this session: **#AOM2016 507**

Track 1: Course Management Approaches

There is a growing interest in followership, the process by which individuals who occupy follower roles, collaborate with leaders to facilitate mutual goal achievement. One emerging area is strategic followership, a bottom-up perspective that examines the process by which followers and leaders relate to achieve strategic objectives of the organization. Given the interest of organizations in the contribution of employees to their strategic goals, and the role of business schools in shaping the behaviors of potential employees, it seems imperative to incorporate strategic followership within classroom instruction. In this interactive 60 minute session, participants will learn how to design and integrate strategic followership in their online MBA curriculum. To begin, we will introduce the concepts of strategic followership and highlight the components, processes, and outcomes of strategic followership to guide instruction. Next, participants will learn about the various types of strategic followers and will engage in an exercise to examine strategic followership behaviors. Last, we will discuss methods for integrating strategic followership within the course curriculum. We conclude the workshop with suggestions for adaptations of the exercise.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **David B. Zoogah**, Xavier U.; **Erica L Anthony**, Morgan State U.

508 📖: (TLC) **Teaching with Cases Online**

8:30am - 9:30am Anaheim Convention Center: 303B

Tweet this session: **#AOM2016 508**

Track 1: Course Management Approaches

This interactive session focuses on practical advice that online case instructors can implement immediately. We'll talk about how to plan a case-based online course, how to teach it, and how to evaluate it and provide feedback to students. The session is for faculty who already teach with cases, but perhaps have never taught an online case-based class, or if they have, are looking to refine their skills. I hope the session sparks ideas for how instructors can improve their own teaching by taking the ideas attendees share back to their own class environments. The key learning objectives center around 3 elements of a great case-based online course: --Foundation: planning the structure of the online course and establishing mutual expectations with students. --Flow: mastering the techniques of creating lively discussion, both synchronously and asynchronously. --Feedback: communicating effective and actionable feedback to students, both during and after the course.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Facilitator: **Bill Schiano**, Bentley U.

509 📖🗣️: (TLC) **Making Online Graduate Education Meaningful**

8:30am - 9:30am Anaheim Convention Center: 303C

Tweet this session: **#AOM2016 509**

Track 1: Course Management Approaches

In this interactive session, the presenters and participants will discuss the growth, influence, challenges and opportunities of online education. Participants will be provided with practical ideas, activities and strategies for developing and implementing meaningful online education at the masters and doctoral level by presenters with many years of experience in online teaching, online learning, online course and program development, and administration of online academic programs. The latest research and best practices for meaningful online education will be shared and participants will leave this session with guides for meaningful online teaching, how to find and utilize various free/open educational resources in online courses and a tool for determining the quality of online faculty engagement.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Anthony Pina**, Sullivan U.; **Ashley Lesko**, Harvard Extension - Square Peg Solutions; **Gary Boettcher**, Conflict Management Strategies, Inc. - Sullivan U. Online Graduate School; **Kenneth Moran**, Sullivan U.

510 📖: (TLC) **Writing and Publishing Instructive and Popular Business Cases**

8:30am - 9:30am Anaheim Convention Center: 303D

Tweet this session: **#AOM2016 510**

Track 1: Course Management Approaches

Case writing has become a valuable skill. Educators who can write cases have the power to: fill in worrisome voids in a teaching plan; engage students with relevant, current material; gain a competitive edge by tailoring executive education programs; develop research ideas with practitioners; and, increasingly, receive publishing credit applicable to tenure decisions. Consistent with the conference theme, case writing allows researchers to explore organizational meaningfulness in a holistic manner that includes different levels of analysis and encourages examination of the mechanisms and structures that affect non-financial impact. This 90-minute case writing overview is designed for new case writers, or for moderately experienced case writers who are looking for a refresher. Potential audience members include new and experienced faculty from every division and interest group in the Academy, and even doctoral students – anyone with plans to teach undergraduate, master's level, and/or executive education courses. This dynamic, interactive session will offer practical advice on how to address each step of the case writing process, including: determining what kind of case to write; finding leads in the field; collecting data; writing a well-liked case and teaching note; getting the case released; and testing the case. Participants will leave with a number of guides and checklists that can be put to use immediately to facilitate their personal case writing process.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Chair: **Karen Teresa MacMillan**, Wilfrid Laurier U.

Presenters: Meredith J. Woodwark, Wilfrid Laurier U.; Karin Schnarr, Wilfrid Laurier U.; Brent D Beal, The U. of Texas at Tyler

511 📖🗣️: (TLC) Using Excel to Decrease Grading Time and Increase Personalization of Student Feedback

8:30am - 9:30am Anaheim Convention Center: 304A

Tweet this session: #AOM2016 511

Track 1: Course Management Approaches

The objective of this workshop is to introduce TLC@AOM attendees to using intermediate Excel functions as a tool for expediting their grading process and enhancing personalization of their feedback. It is tailored towards all instructors who assign frequent written assessments in their classes and who wish to continue providing direct, timely, and personalized feedback to their students. Because the main suggested use of Excel as a feedback tool is to save time by creating shortcuts for common essay errors, faculty assigning multiple iterations of their assignments or those working with ESL students might especially benefit from its use. Over the course of 60 minutes, participants will learn the following: 1) how to use basic Excel features to create a feedback-ready grading rubric; 2) how to generate Excel shortcuts based on common mistakes their students make and how to integrate those shortcuts with their own personalized comments; 3) how to use mail merge to send students highly personalized, meaningful, and impactful feedback that grabs their attention.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Facilitator: Maja Graso, Zayed U.

512 📖🗣️🌐: (TLC) Pedagogical Design For Online Courses In Business & Management

8:30am - 9:30am Anaheim Convention Center: 304B

Tweet this session: #AOM2016 512

Track 1: Course Management Approaches

This session will be informed by a research project involving five institutions from Europe and North America and one 3rd party content provider. This international group of researchers are comparing and contrasting the pedagogical design of online courses in various disciplines. The researchers are tabulating a menu of tools being used, reports of success and challenges in a number of disciplines within business and management. The intent of this seminar will be to inform the audience on the preliminary findings of the research project as well as to engage the audience in discussing their own experience on online course design and teaching; on the tools that they believe are effective to engage students in the learning process; and on their perception of any differences in design required in various subject areas. The seminar will conclude with an overview of the range of current practices as discovered in the research process and the outcome of the session. The session will serve to further inform the research effort and may uncover future expanded research opportunities and collaborations.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Chair: Sylvie Albert, U. of Winnipeg

Facilitators: Maurice Grzeda, Laurentian U.; Alex Janes, U. of Exeter

Presenter: Diane Fulton, Clayton State U.

513 🗣️: (TLC) The Practice of Teaching (Share and Compare Classroom Practices)

8:30am - 9:30am Anaheim Convention Center: Ballroom A- II

Tweet this session: #AOM2016 513

Track 1: Course Management Approaches

This session will create groupings among subject areas (i.e., OB, Strategy, HR...) for colleagues to share and compare their experiences in the classroom. The goal of this session is to help create a broader network for individuals specifically targeting the practices of teaching. In a sense, we hope to encourage the level of professionalism in teaching and increase the socialization among individuals that are passionate about teaching. Participants are encouraged to bring their favorite exercises, cases, syllabi, grading rubrics, etc...to share and compare with others.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: Rebecca A. Thacker, Ohio U.; Susan Fox-Wolfgramm, Hawaii Pacific U.

514 : (TLC) TLC Cafe

8:30am - 9:30am Anaheim Convention Center: Ballroom A- III

Tweet this session: #AOM2016 514

The TLC Cafe welcomes TLC attendees to come to network and/or conduct informal discussions throughout the day.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Sunday 9:00AM

515 : (AAA) Academy of Management Presidential Address and Awards Ceremony

9:00am - 10:30am Anaheim Marriott: Platinum Ballroom 5, 6

Tweet this session: #AOM2016 515

Join us for the All-Academy General Session on Sunday morning as Debra L. Shapiro, the 71st President of the Academy, presents the 2016 Presidential Address. The George R. Terry Book Award and the Career Achievement Awards will be presented during this session.

516 : (AAC) Eastern Academy of Management: Coffee, Conversation, & Collegiality

9:00am - 11:00am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 516

517 : (ICW) IMD International Day 3 Room 2 AM

9:00am - 1:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor

Tweet this session: #AOM2016 517

IMD International

Organizer: Marianne Rothenbuehler, IMD International

518 : (ICW) IMD International Day 3 Room 1 AM

9:00am - 1:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 518

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

519 : (PUBS) AMJ Incoming Editors

9:00am - 10:30am Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 519

By invitation only.

Organizer: **Jason D. Shaw**, Hong Kong Polytechnic U.

Sunday 9:30AM

520 : (ICW) European Journal of International Management (EJIM) Editorial Board and Friends informal meeting

9:30am - 11:00am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 520

RSVP required

Organizer: **Vlad Vaiman**, California Lutheran U.

521 : (ICW) Organization Studies Editorial Board Meeting & Breakfast

9:30am - 11:00am Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 521

Breakfast meeting for the "Organization Studies" Senior & Book Review Editors, Editorial Board members, and EGOS Board members

Organizer: **Sophia Tzagaraki**, Organization Studies

572 : (OB) OB Division Executive Committee Meeting

9:30am - 11:00am Anaheim Convention Center: 212A

Tweet this session: #AOM2016 572

This meeting is for OB Division Executive Committee members only
Division Chair: **Mary Uhl-Bien**, Texas Christian U.

Sunday 9:40AM

522 📖: (TLC) How to Develop a Problem-based Learning Experience

9:40am - 10:40am Anaheim Convention Center: 303A

Tweet this session: #AOM2016 522

Track 2: Innovative Teaching Ideas

This session will focus on how to create an effective learning and highly student- engaged culture in the classroom using problem-based learning (PBL). We will focus on the experiences of the presenters, their different levels of expertise in using PBL, their challenges, and how PBL improved the engagement, the knowledge, and the skills of their students. Then we will engage the session participants in discussing their experiences using PBL or questions about the approach. We will use a model we developed to present the key elements (planning, execution, and assessment) important in developing and sustaining a PBL approach. The session participants will examine key components of developing an effective PBL environment including the development of the appropriate scale and scope in defining the problem, strategies for faculty preparation, and effective preparation of the students for a radically different approach to learning. In addition, topics will be covered related to selecting effective problem(s) for the class to study, adjustment of the faculty role to a facilitator with a holistic approach to assessing student learning, and the effectiveness of the

PBL approach – its challenges and benefits. In the workshop experienced, successful PBL instructors will kick- start the learning of faculty members to assist them to develop their own approach to problem-based learning and give them the tools to create an effective and highly engaged classroom experience based on lessons learned. We are passionate about using PBL as a way to bring the students closer to understanding how concepts work, decision-making in a real world context, and active course integration with teams.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Kenneth R. Thompson**, DePaul U.; **Toni Ungaretti**, The John Hopkins U.; **Tim O Peterson**, North Dakota State U.; **Richard G. Milter**, Johns Hopkins U.

523 📖: (TLC) Watch out for the Sharks: Shark Tank as an Experiential Exercise

9:40am - 10:40am Anaheim Convention Center: 303B

Tweet this session: #AOM2016 523

Track 2: Innovative Teaching Ideas

This session will begin with a panel discussion of faculty who have implemented Shark Tank into a variety of courses, mainly related to entrepreneurship and negotiations. During the brief introductory discussion, the panelists will provide details on how the show is used in their classrooms and a discussion of best practices and the issues that have been encountered by the panel when utilizing the show as an educational tool. This session will be of interest to a variety of TLC participants. It will help participants who are considering similar activities be better prepared and give them ideas of what to expect. Those who already use similar activities will also benefit through the sharing of best practices and potential new ways to utilize such projects. The session will include an actual example of how one member of the panel uses Shark Tank in their classroom. This portion of the session will include watching a segment of the show, completing a sample exercise, and reflecting on the activity. The overall goal is to bring together those who use, or would like to use, this experiential exercise to provide practical advice on how to best apply it to the classroom. In addition, it is expected that many of the best practices outlined during this session could be applied to other video experiential exercises in a variety of classes and not just to Shark Tank in the classes discussed during the session.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Organizer: **Benjamin Blackford**, Northwest Missouri State U.
Participants: **Shruti Sardeshmukh**, U. of South Australia; **Ronda M. Smith**, Ball State U.; **Roger Volkema**, IAG PUC Rio; **Charles A Wolfe**, Fort Hays State U.

524 📖🗣️📱: (TLC) **Making Meaning: Mythopoesis in Business**

9:40am - 10:40am Anaheim Convention Center: 303C

Tweet this session: #AOM2016 524

Track 2: Innovative Teaching Ideas

Scholarly interest in the creative economy and innovation is widespread, but until recently, there has been little consideration for the integration of innovation into business education. Current trends indicate that a convergence of global competition, aging populations, revolutionary changes in technology and a demand for sustainability and corporate social responsibility are mandatory. According to Canadian HR Reporter nearly one-half of Canadian employers anticipate losing 20% or more of their executives (due to retirement) by 2017 and 90% of respondents believe the next generation of managers is not ready to take over. These statistics have significant implications for leadership education. The retirement trend coupled with increased complexities of the 21st century mean that educators must be far more intentional in designing transformational and authentic experiential learning that encourages leadership development, creativity and innovation that prepare learners for their future careers. But how? A constructivist approach to scholarship and teaching seeks to transform the learning experience by having the student deeply engage with their own belief structure and personal story to create meaning. In this interactive session, I will discuss the introduction of intentional reflective practice encompassing experiential learning, critical reflection and the use of mythopoesis in a business school setting. I will conclude by offering recommendations for faculty members who wish to embark on their own transformative learning experiences with the aid of an eportfolio tool.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participant: **Ginger Grant**, Sheridan Institute of Technology and Advanced Learning

525 📖🗣️: (TLC) **Pop-Ups and Hackathons: Creating Meaningful Learning Experiences**

9:40am - 10:40am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 525

Track 2: Innovative Teaching Ideas

This session introduces pop-ups and hackathons in business and management education. We argue for short, problem-focused units to align learning and teaching styles to learning that has become increasingly open, fragmented, on demand, and problem driven. Higher education meaningfulness arises from engaging students in ways that capitalize on their learning preferences and delivering experiences that generate social and economic impact. We use lessons learned from a pop-up (Refugees and Business in Australia) and a hackathon (The Australian Rhino Project Challenge) to introduce participants to the topic and examine the suitability of pop-ups and hackathons, delivered in a face-to-face and blended format that also extends to the students, the outcomes and solutions provided. Through workbooks and guided group discussion participants then get a primer in designing and/or improving their education practices by focusing on the time dimensions and problem solving aspects that characterize new generation learning habits.

Participants co-create take-aways by designing their own pop-up or hackathon. They make and examine choices around themes, topics, participants from inside and outside the university, business and community, coordination and sequencing and institutional and practical challenges to these practices and implementation. The participants share their pop-up and/or hackathon plans and also gain access to additional support materials as well as an incipient network of practitioners.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Facilitator: **Kishi Di Pan**, The U. of Sydney

Coordinator: **Sandra Peter**, The U. of Sydney

526 📖🗣️: (TLC) **Embodying Followership and Leadership: Four Classroom Activities**

9:40am - 10:40am Anaheim Convention Center: 304A

Tweet this session: #AOM2016 526

Track 2: Innovative Teaching Ideas

When a key organizational role is invisible, not discussed, underappreciated, or even denigrated, it creates stress. Furthermore, when this role is also used as a decision criterion for rewards such as promotions or choice assignments, and when it directly impacts personal effectiveness, this silence can create a deep sense of injustice, lower morale, and destroy engagement (Beehr, Nair, Gudanowski, & Such, 2004). One such role is followership – in most organizations 100% of employees, from CEO to frontline staff, are followers. Followership is integral to organizational effectiveness (Agho, 2009; Podsakoff & MacKenzie, 1997) and to career success (Dixon & Westbrook, 2003; Shipper & Dillard, 2000) yet there are few instructional tools to help students understand followership, expose innate prejudices against followership, unpack good followership, or foster discussions about all the ways leadership and followership co-create healthy partnerships. In this highly experiential session, attendees will learn innovative teaching approaches that have been used to make the invisible concept of followership visible including an embodied learning, craft work, introductions, and an activity specifically for more introverted students. Each activity has a specific purpose from starting a discussion about the bias against followership (Hopton, Christie, & Barling, 2012), to knowing what constitutes good followership.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Marc Hurwitz**, U. of Waterloo; **Samantha Hurwitz**, FlipSkills

527 📖🗣️: (TLC) **Leading a Musical Movement: Meaningful Arts-based Methodologies for Business Management Education**

9:40am - 10:40am Anaheim Convention Center: 304B

Tweet this session: #AOM2016 527

Track 2: Innovative Teaching Ideas

This in-depth interactive workshop uses an experiential music exercise to better understand current conceptualizations of team

leadership. As an accessible, inclusive and generative arts-based medium, music provides a natural platform for the investigation of creative team-based leadership. The workshop is therefore relevant for all academic faculty that teach and/or practice leadership. Premised on open space learning techniques, participants will engage with embodied forms of learning and navigate the landscape of possibilities that are enabled by the musical exercise. Traditional forms of management education have been somewhat slow to embrace alternative pedagogical approaches in terms of delivery. For instance, those involving the arts. Through experiential learning this workshop contributes to these emerging teaching methodologies via a team-based musical leadership exercise. The reflections from participants of this workshop (co-facilitated by a musical artist and two academics) will uncover alternative conceptualizations of team leadership, and the discussions will illuminate the benefits/challenges of arts-based methodologies in business management education. Notably, an evaluation of the proposed heightened degree of meaning for participants of these more creative forms of pedagogy will be explored.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7. Participant: **Ashley James Byron Roberts**, Warwick Business School

528 📖: (TLC) Teaching Entrepreneurship: The Challenge of Getting Students to “Get Out of the Building” (GOTB)

9:40am - 10:40am Anaheim Convention Center: 304C
 Tweet this session: **#AOM2016 528**
 Track 2: Innovative Teaching Ideas

Entrepreneurship education has moved from whether it should be taught to how it should be taught. Action-based entrepreneurship education approaches seem to be gaining in popularity powered by recent paradigms such as the lean startup methodology by Eric Ries and Steven Blank and the principles of effectuation by Saras Sarasvathy. A majority of these programs are very customer-centric and highlight the importance of co-creating the venture idea in conversation with the customer. One of the core tenets of this customer-centric view is that “valuable” information about the market rests with the customer which often is out of the student’s comfort zone. To get closer to the customer and understand the pains and needs, one needs to adopt a “get out of the building approach”. We propose that this core tenet of the lean startup methodology has not been properly understood or applied by the students. The symposium will, through an interactive participant participation, run through the challenges and biases that students are subject to when trying to “get out of the building”. This will be followed by proposed innovative pedagogical and gamification interventions with a second round of participant discussions on the proposed impact of interventions before reflections and round-up. Participants are expected to go back with increased awareness of the reality and the challenge of “the get out of the building” exercise but more importantly experience cross-disciplinary innovative approaches to a “real-world” student problem.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Rajiv Vaid Vaid Basaiawmoit**, Aarhus U.; **Suresh Bhagavatula**, Indian Institute of Management, Bangalore

529 📖: (TLC) Enhancing Motivation in the Classroom via Meaningful Experience

9:40am - 10:40am Anaheim Convention Center: 304D
 Tweet this session: **#AOM2016 529**
 Track 2: Innovative Teaching Ideas

Whether we are teaching a quantitative course such as big data analytics, or a hard skills course such as ethical leadership, student motivation can be a significant concern for faculty. In this Teaching and Learning Conference (TLC) interactive session, we’ll start with a group discussion of the fundamental question of “what is motivation?” Building on this foundation, we’ll utilize important insights from education and social psychology research to identify five research supported strategies to enhance motivation in the classroom by creating a meaningful experience. For each teaching strategy, the strategy is concretely explored with video examples, group exercises, small group discussions, and classroom examples.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7. Presenter: **Don Vandewalle**, Southern Methodist U.

530 📖: (TLC) 21st Century Tools and Technology in the Classroom (Futuristic)

9:40am - 10:40am Anaheim Convention Center: Ballroom A- II
 Tweet this session: **#AOM2016 530**
 Track 2: Innovative Teaching Ideas

This session addresses the increasing rate of technological change and how it affects teaching. This directed session will include discussion of using different media, platforms, and course delivery mechanisms. We approach this session in a holistic manner, and anticipate the involvement of many stakeholders, that experience the impact of increased technological advances in their teaching and programs.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7. Presenters: **Michael Brian Cohen**, Deakin U.; **Brett Paul Matherne**, Georgia State U.

531 : (TLC) TLC Cafe

9:40am - 10:40am Anaheim Convention Center: Ballroom A- III
 Tweet this session: **#AOM2016 531**

The TLC Cafe welcomes TLC attendees to come to network and/or conduct informal discussions throughout the day.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Sunday 9:45AM

532 : (ICW) Journal of Applied Behavioral Science Editorial Review Board Meeting

9:45am - 11:00am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 532

*This meeting is intended for Editorial Review Board members for the Journal of Applied Behavioral Science (JABS).*Organizer: **Cynthia Nalevanko**, Sage Publications

Sunday 10:00AM

533 : (AAA) Ethics Education Committee Meeting

10:00am - 11:30am Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 533

*By invitation only*Organizer: **Janet E. Salmons**, Vision2Lead**534 : (AAC) Midwest Academy of Management Board of Governors Meeting**

10:00am - 12:00pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 534

535 : (AAC) Southern Management Association

10:00am - 12:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 535

536 : (ICW) Personnel Psychology Editorial Board Reception (By Invitation Only)

10:00am - 12:00pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 536

Organizer: **Bradford S Bell**, Cornell U.**537 : (ICW) EMR Editorial Board Meeting**

10:00am - 12:00pm Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 537

Organizer: **Lila E Robinson**, Weatherhead School of Management, CWRU**538 : (MOC) MOC Executive Committee Meeting**

10:00am - 11:30am Hilton Anaheim: Lido A

Tweet this session: #AOM2016 538

*MOC Executive Committee Meeting***539 : (PUBS) AMR Editorial Review Board**

10:00am - 11:30am Hilton Anaheim: El Capitan AB

Tweet this session: #AOM2016 539

*By invitation only*Organizer: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

Sunday 10:15AM

540 : (AAA) Conference Break

10:15am - 10:45am Anaheim Convention Center: Hall C..

Tweet this session: #AOM2016 540

*Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.***541 : (OM) OM Division Executive Committee and Officers Meeting**

10:15am - 11:45am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 541

Division Chair: Dayna Simpson, Monash University The annual meeting of the executive committee and officers of the OM Division.

Sunday 10:50AM

542 (TLC) Creating and Providing Management Education in Emerging Markets that Best Serves its Stakeholders

10:50am - 11:50am Anaheim Convention Center: 303A

Tweet this session: #AOM2016 542

Track 3: Teaching the Human Connection

*In our TLC@AOM session, we invite participants to explore three broad themes with us: 1) the philosophy and design of management education in emerging markets; 2) the design of curricula and teaching for students at business schools in these markets; and 3) forging community ties and conducting academic and case study research relevant to local realities. Group facilitators (Greg, Saikal, and Seth) will lead separate breakout sessions and share their experience in these various aspects of management education in emerging markets. Participants will be encouraged to provide feedback, share their own experiences, and to propose alternative perspectives and ways of viewing the issues.**This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.**Facilitators: Gregory Dunn, American U. of Central Asia; Saikal Anvar kyzy, American U. of Central Asia; Seth Fearey, American U. of Central Asia***543 (TLC) Understanding How We Can Better Integrate Our International and Domestic Students.**

10:50am - 11:50am Anaheim Convention Center: 303B

Tweet this session: #AOM2016 543

Track 3: Teaching the Human Connection

In creating meaning for their stakeholders, nearly all business schools seek to include some reference to delivering globally competent managers or international leaders. There are a number of strategies that institutions use in order to provide that international experience to their students, some of which are more meaningful and successful than others. It seems that facilitating a change in the thinking and behavior of our students is often problematic. However, it is suggested by some that actions taken by individuals in the classroom and at policy level can provide an opportunity for students' personal development. In this highly interactive workshop, we address these challenges. Specifically, we address the challenges of facilitating integration a) within the classrooms where student integration can be limited by cultural, personal and linguistic issues, b) within student assessment regimes where students' actions outside of the classroom can build or destroy relationships, c) within the social setting of a vibrant and diverse student social life, and d) at policy level, where unintended consequences can damage a well-intentioned idea. We strongly encourage participants to bring their own challenges in delivering an international experience for their students. We will discuss these challenges at round tables. Participants will go home with a deeper understanding of the issues and assumptions that affect their students' experiences. They will also generate new ideas about how to address these challenges in their everyday teaching practice with the support of a network of colleagues with an interest in meaningful experiences.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Peter G. Morgan**, The U. of Nottingham, China; **Marilyn R Kaplan**, The U. of Texas at Dallas; **Dirk C. Moosmayer**, The U. of Nottingham, China; **'Alim J. Beveridge**, The U. of Nottingham, China; **Kenneth G. Brown**, U. of Iowa

544 📖🗣️: (TLC) **Making Your Classroom Meaningful: Best Practices for Promoting Integrity**

10:50am - 11:50am Anaheim Convention Center: 303C

Tweet this session: **#AOM2016 544**

Track 3: Teaching the Human Connection

Academic integrity is more than “do not cheat” or “do not plagiarize.” In this interactive session, participants will reflect on how they communicate academic integrity in their classrooms. Through interactive exercises, participants will consider a values-driven approach to not only communicating standards for academic integrity, but to integrating ‘integrity’ into their course curriculum. By promoting integrity more broadly—through class discussions, activities, and assignments—instructors can engage students in values that will ultimately serve them well in the professional workplace, and in turn, create a forum that fosters a meaningful learning experience. In preparation for this session, participants are encouraged to bring the syllabus for one of their courses.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Jennifer Lynn Eury**, Pennsylvania State U.; **Tricia Bertram Gallant**, U. of California, San Diego

545 📖🗣️: (TLC) **Managing Teams and Projects - Identifying Learning Outcomes, Educational Objectives and Skills**

10:50am - 11:50am Anaheim Convention Center: 303D

Tweet this session: **#AOM2016 545**

Track 3: Teaching the Human Connection

The purpose of this session is to help participants design a curriculum or course involving working in teams, or leading and managing projects. A well designed course dealing with these curriculum topics can prepare students very well for a competitive work force. The teaching and learning goals for our session are to identify learning outcomes, educational topics, and transferable skills for an applicable business or management course. We will also discuss the relevance of our effort to assessment of learning outcomes at both the course and program level.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Chair: **Vijay Kanabar**, Boston U.

546 📖➔🗣️👤: (TLC) **Got Competencies - Now How Do I Teach Them?**

10:50am - 11:50am Anaheim Convention Center: 304A

Tweet this session: **#AOM2016 546**

Track 3: Teaching the Human Connection

This session will address the difficult issue of developing managerial competencies for undergraduate business students. Rutgers Business School in 2012-2013 undertook a comprehensive review of the introductory courses in management and organizational behavior to better serve undergraduate students in their development of managerial competencies and to meet the changing needs of industry/. This session will address the themes of continuous improvement and innovation in teaching, redesigning curriculum, and attempts to address the needs of employers and changes in the global workplace while motivating undergraduate students to participate more fully in class discussions and case studies. The new courses that came out of this redesign have been deployment on the Newark and New Brunswick campuses since 2013 and this session will allow for the presenters to share their experiences in improving the teaching practice of introductory course in management.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Organizers: **Alexander Settles**, Rutgers U.; **Joseph Markert**, Rutgers U.

547 📖🗣️: (TLC) **Creating Experiential Learning Opportunities for Students to Market Their Soft Skills**

10:50am - 11:50am Anaheim Convention Center: 304B

Tweet this session: **#AOM2016 547**

Track 3: Teaching the Human Connection

This interactive session is designed to motivate participants involved in interdisciplinary methodologies such as career development, business communication or organizational behavior. It should interest any level faculty member interested in learning and sharing best practices as they relate to students' development of soft skills. This session is ideal for faculty who teach theory (the why) who want to provide students with an opportunity to put what they learned into professional practice (the how). Session participants will learn how to create a project framework, how to assess the project's viability, and how to analyze and evaluate the results in order to provide feedback to students. After the presenter provides job aids to the attendees and demonstrates how they can be used, the attendees will participate in a guided activity and will share and discuss their concerns. Participants should walk away with ideas to improve the balance needed for successful job placement. Strategies used can help improve job acceptance rates used in the accreditation process, which also supports the conference theme of “Making Organizations Meaningful”.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenter: **Carol H Stewart**, Southern CT State U.

548 📖🗣️👤: (TLC) **What Can We Learn from Silence and Stillness? Building Mindfulness into Management Curriculum**

10:50am - 11:50am Anaheim Convention Center: 304C

Tweet this session: **#AOM2016 548**

Track 3: Teaching the Human Connection

In recent years, there has been an exponential growth of research on mindfulness and its benefits for many aspects of organizations, from meaningful work and productivity to mindful leadership. Mindfulness-based learning and teaching shifts the pedagogical paradigm in management education from traditional, expert-centered, subject-specialized teaching to student-centered, internally-oriented, wholistic-learning. Traditional teaching and learning utilizes only a fraction of our human capacity to know, to learn, and to change – our students' capacity as well as our own capacity as faculty. Mindfulness offers a method for discovering one's potential and the meaning of work and leadership by engaging all human senses. Mindfulness training equips students with the "trans-disciplinary" skill and ability to thrive in the unprecedented uncertainty and complexity that characterize the 21st century. This training is particularly relevant to the conference theme of "Making Organizations Meaningful" because it is by the self-discovery of the meaning and purpose of their work that future organizational leaders lay the foundation of meaningful organizations. This session explores techniques for building rigorous and science-based mindfulness practice into undergraduate, graduate, MBA, and executive education courses. It features a panel of faculty members who have distinguished academic careers as well as extraordinary deep and extensive personal mindfulness practice and professional and science-based mindfulness trainings. They will share how they design innovative organizational behavior and leadership courses incorporating rigorous, evidence-based mindfulness practice, lead a mindfulness practice, engage the participants in the mindfulness teaching exercises and techniques used in their classes, and present the consistently positive student learning outcomes from their courses.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.
Organizer: **Tracy Chang**, Rutgers U.

549 🗃️ (TLC) **Case Writing as a Student Assignment: The Student-Written, Instructor-Facilitated (SWIF) Approach**
10:50am - 11:50am Anaheim Convention Center: 304D
Tweet this session: **#AOM2016 549**
Track 3: Teaching the Human Connection

Cases are popular in business schools because they are effective at bridging theories and real world situations. In this 60-minute session, we will examine how to use case writing as a pedagogical tool to increase student engagement and learning. Case writing as a student assignment (or class project) asks students to move from a mostly passive analyst role to take on a variety of roles – researcher, interviewer, writer, and, ultimately, teacher. Students must not only demonstrate an understanding of course material, they are required to take the 'pedagogical turn' to determine how to guide the learning of others. We will address each component of the student case writing process including: preparing students for case writing, customizing the assignment to fit the class learning objectives, requiring incremental work, addressing unique challenges associated with case writing as a student project, facilitating peer critique, grading students cases, managing student teams, and determining potential outlets for finished cases. This session is designed for faculty members from every division and

interest group in the Academy, and even doctoral students – anyone with plans to teach undergraduate, master's level, and/or executive education courses in either a traditional or online format. Consistent with the conference theme, case writing allows researchers to explore organizational meaningfulness in a holistic manner that includes different levels of analysis and encourages examination of the mechanisms and structures that affect non-financial impact.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Chair: **Brent D Beal**, The U. of Texas at Tyler
Presenters: **Karin Schnarr**, Wilfrid Laurier U.; **Meredith J. Woodwark**, Wilfrid Laurier U.; **Karen Teresa MacMillan**, Wilfrid Laurier U.

550 🌐 (TLC) **TLC World Cafe-international Faculty (Share and Compare)**
10:50am - 11:50am Anaheim Convention Center: Ballroom A- II
Tweet this session: **#AOM2016 550**
Track 3: Teaching the Human Connection

This session invites faculty from around the world to share their teaching insights, based on their unique cultural perspectives. The potential to discuss the most pressing issues in different contexts is strongly encouraged, as the Academy of Management looks to expand its TLC conferences in different locations and times around the world.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.
Facilitator: **Linda Klonsky**, Chicago School of Professional Psychology

551 : (TLC) **TLC Cafe**
10:50am - 11:50am Anaheim Convention Center: Ballroom A- III
Tweet this session: **#AOM2016 551**
The TLC Cafe welcomes TLC attendees to come to network and/or conduct informal discussions throughout the day.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Sunday 11:00AM

552 : (AAA) **Incoming Professional Development Workshop Chairs Meeting**
11:00am - 12:30pm Anaheim Convention Center: 201A
Tweet this session: **#AOM2016 552**
By invitation only
Organizers: **Michelle Donohue**, Academy of Management; **Jel Erica Hampson**, Academy of Management; **Gabriel Bramson**, Academy of Management
Professional Development Workshop Chair: **Jacqueline A-M. Coyle-Shapiro**, London School of Economics

553 : (AAA) Leadership Forum on DIG Innovation

11:00am - 12:00pm Anaheim Convention Center: 203B

Tweet this session: [#AOM2016 553](#)

By invitation only. This annual interactive workshop is designed to help build cooperative relationships among those serving the Academy through their leadership roles. Representatives from the Board of Governors, divisions and interest groups come together to share best practices and promote conversations among volunteer leaders.

Organizers: **Maureen L. Ambrose**, U. of Central Florida; **Kerry Ignatz**, Academy of Management; **Carrie R. Leana**, U. of Pittsburgh; **Quinetta Roberson**, Villanova U.

554 → 🗨️: (AAT) Conducting Meaningful Research in Management in Africa

11:00am - 12:30pm Hilton Anaheim: Malibu

Tweet this session: [#AOM2016 554](#)

Organizers: **Constant D. Beugre**, Delaware State U.; **David B. Zoogah**, Xavier U.

Presenters: **David B. Zoogah**, Xavier U.; **James P. Walsh**, U. of Michigan, Ann Arbor; **Bruce T. Lamont**, Florida State U.; **Kimberly M. Ellis**, Florida Atlantic U.; **Moses N Kiggundu**, Carleton U.; **Carsten Nico Hjortso**, U. of Copenhagen

555 🗨️: (AAT) Making Universities Meaningful: The Influence of College Athletics

11:00am - 12:30pm Hilton Anaheim: San Simeon A

Tweet this session: [#AOM2016 555](#)

Organizers: **Richard Wolfe**, U. of Victoria; **Lyndon Earl Garrett**, U. of Michigan

Discussants: **Thomas J. Donaldson**, U. of Pennsylvania; **Audrey Murrell**, U. of Pittsburgh

Presenters: **Kim Cameron**, U. of Michigan; **Paul C. Godfrey**, Brigham Young U.

556 🗨️: (AAT) Are Organizations Still Relevant to Organizational Studies, Theoretically, Empirically, Pragmatically?

11:00am - 12:30pm Hilton Anaheim: Santa Monica

Tweet this session: [#AOM2016 556](#)

Facilitator: **Mary Ann Glynn**, Boston College

Panelists: **Gerald F Davis**, U. of Michigan; **W. Richard (Dick) Scott**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.

557 : (PUBS) AMLE Editorial Review Board

11:00am - 12:00pm Hilton Anaheim: San Simeon B

Tweet this session: [#AOM2016 557](#)

By invitation only

Organizer: **Christine Quinn Trank**, Vanderbilt U.

Sunday 11:15AM

558 : (AAC) Eastern Academy of Management International Advisory Board and Executive Committee Meeting

11:15am - 12:45pm Anaheim Marriott: La Jolla

Tweet this session: [#AOM2016 558](#)

Sunday 11:30AM

559 : (ICW) Entrepreneurship Theory and Practice Editorial Board Meeting

11:30am - 1:00pm Anaheim Convention Center: 209B

Tweet this session: [#AOM2016 559](#)

This meeting is intended for members of Entrepreneurship Theory and Practice's Editorial Board.

Organizer: **Cynthia Nalevanko**, Sage Publications

560 : (ICW) Editorial Board Meeting for Organization: The Critical Journal of Organization, Theory and Society

11:30am - 1:30pm Sheraton Park Hotel: Plaza B

Tweet this session: [#AOM2016 560](#)

Organizer: **Craig Prichard**, Massey U.

561 : (PUBS) Annals Outgoing Associate Editors and Advisory Board

11:30am - 1:00pm Hilton Anaheim: La Jolla

Tweet this session: [#AOM2016 561](#)

By invitation only

Organizers: **Sim B. Sitkin**, Duke U.; **Laurie R. Weingart**, Carnegie Mellon U.

Sunday 11:45AM

562 : (ICW) JOM Associate Editors Lunch

11:45am - 12:45pm Anaheim Marriott: Newport Beach

Tweet this session: [#AOM2016 562](#)

Organizer: **Patrick M. Wright**, U. of South Carolina

Sunday 12:00PM

563 : (AAA) Division Treasurers' Meeting

12:00pm - 1:00pm Anaheim Convention Center: 203A

Tweet this session: [#AOM2016 563](#)

By invitation only

564 : (ICW) Journal of Management Studies Reception

12:00pm - 2:00pm Sheraton Park Hotel: Park D

Tweet this session: [#AOM2016 564](#)

A reception for the Journal of Management Studies community.

Organizer: **Margaret Turner**, Journal of Management Studies

565 : (ICW) Organization Science Senior Editors Luncheon Meeting

12:00pm - 2:00pm Sheraton Park Hotel: Plaza D

Tweet this session: [#AOM2016 565](#)

Organization Science Senior Editors Luncheon Meeting

Organizer: **Toni Riley**, INFORMS

566 : (ITC) ITC Committee Meeting

12:00pm - 2:00pm Anaheim Convention Center: 202A

Tweet this session: [#AOM2016 566](#)

567 : (PTC) Practice Theme Committee Business Meeting

12:00pm - 2:00pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: [#AOM2016 567](#)

Chairs: **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change; **Kuo Frank Yu**, City U. of Hong Kong; **Marc Bonnet**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

568 : (TLC) TLC@AOM Luncheon & Plenary

12:00pm - 1:30pm Anaheim Convention Center: Ballroom B

Tweet this session: [#AOM2016 568](#)

TLC@AOM welcomes you to enjoy lunch and listen to a lively talk by Dr. Max Bazerman, our distinguished speaker, whose topic is Teaching People What They Don't Know: Back to Lewin's Idea of Unfreezing. Professor Bazerman will focus on the role of experiential learning in the context of decision making, negotiation and ethics,

discuss the role of failure, and conclude by connecting to Kurt Lewin's ideas from the 1940's.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7

Sunday 12:30PM

569 : (AAA) Incoming and Outgoing Division Chairs Meeting

12:30pm - 2:00pm Hilton Anaheim Convention Center: 203B
Tweet this session: #AOM2016 569
By invitation only.

Incoming and Outgoing Division Chairs are invited to meet with your fellow Chairs, your primary contacts on the Board of Governors, and your staff liaison at AOM Headquarters. This session provides an opportunity to debrief on the past year's activities, ensure a smooth transition between officers, and prepare for the year ahead. We will highlight key guidebook and policy materials, review important dates and deadlines for the upcoming year, and hold a general question and answer discussion. Outgoing Chairs will be recognized for their volunteer service to the Academy.

Organizer: **Kerry Ignatz**, Academy of Management
Participants: **Mary Ann Glynn**, Boston College; **Carrie R. Leana**, U. of Pittsburgh

570 : (ICW) Group & Organization Management Editorial Review Board Meeting

12:30pm - 2:00pm Anaheim Convention Center: 209A
Tweet this session: #AOM2016 570
This meeting is intended for members of Group & Organization Management's Editorial Review Board.
Organizer: **Cynthia Nalevanko**, Sage Publications

571 : (ICW) Family Business Review (FBR) Editors' Retreat

12:30pm - 4:30pm Hilton Anaheim: Ventura
Tweet this session: #AOM2016 571
Organizer: **Pramodita Sharma**, U. of Vermont

573 : (SIM) SIM Governance Committee Meeting

12:30pm - 4:00pm Anaheim Marriott: Desert Springs
Tweet this session: #AOM2016 573
BY INVITATION ONLY

Sunday 12:45PM

574 : (AAA) Incoming and Outgoing Program Chairs Meeting

12:45pm - 2:15pm Anaheim Convention Center: 201A
Tweet this session: #AOM2016 574
By invitation only
Organizers: **Jel Erica Hampson**, Academy of Management; **Michelle Donohue**, Academy of Management; **Gabriel Bramson**, Academy of Management
Program Chair: **Mary Ann Glynn**, Boston College
Professional Development Workshop Chair: **Carol T. Kulik**, U. of South Australia

575 (AAT) Errors of the Third Kind in Management Research: Creating Meaning in Scholarly Work

12:45pm - 2:15pm Hilton Anaheim: Catalina 1
Tweet this session: #AOM2016 575
Organizers: **Ian Mitroff**, U. of California, Berkeley; **Sandra Waddock**, Boston College
Panelists: **Nancy J Adler**, McGill U.; **Robert Edward Freeman**, U. of Virginia; **Robert E Quinn**, U. of Michigan

576 (AAT) Making Organizations (More) Meaningful via Improved Diversity Scholarship and Practice

12:45pm - 2:15pm Hilton Anaheim: Catalina 4
Tweet this session: #AOM2016 576
Organizer: **Dilene Crockett**, Northeastern State U.
Discussant: **Cynthia S. Cycyota**, U.S. Air Force Academy
Classroom Role Models: The Effects of Professor Gender on Non-traditional Student Success | **Sandra Edwards**, Northeastern State U.; **Dilene Crockett**, Northeastern State U.; **Julie Mercado**, Northeastern State U.
What Fosters Gender Diversity on Boards of Directors? A Meta-analytical Examination | **Cynthia S. Halliday**, Florida International U.; **Samantha C. Paustian-Underdahl**, Florida International U.; **Stav Fainshmidt**, Florida International U.
Diversity in the Discipline: Does Entrepreneurship Research Really Reflect the Academy? | **Dilene Crockett**, Northeastern State U.; **Cynthia S. Cycyota**, U.S. Air Force Academy; **David Kern**, Northeastern State U.
Making Excellence Inclusive at USAFA: The Perils and Processes of Implementing Diversity Programs | **Cynthia S. Cycyota**, U.S. Air Force Academy

577 (AAT) Shaping the Enterprise Future: Large Companies that Transcend their Early Success

12:45pm - 2:15pm Hilton Anaheim: Catalina 5
Tweet this session: #AOM2016 577
Host: **Art Kleiner**, PwC
Discussant: **Dan Simpson**, Haas School of Business
Participants: **Sydney Finkelstein**, Dartmouth College; **George Roth**, Massachusetts Institute of Technology; **Paul Leinwand**, PwC; **Jose B. Martinez Madero**, CEMEX; **Newton Branda**, Natura

578 (AAT) To B or Not to B: Hybrids as Meaning-making Opportunities within and across Disciplines

12:45pm - 2:15pm Hilton Anaheim: Malibu
Tweet this session: #AOM2016 578
Organizers: **Oana Branzei**, U. of Western Ontario; **Nina Rosenbusch**, Wilfrid Laurier U.
Distinguished Speakers: **James P. Walsh**, U. of Michigan, Ann Arbor; **Thomas J. Donaldson**, U. of Pennsylvania; **Jeffery S. McMullen**, Indiana U., Bloomington; **Shaz Ansari**, U. of Cambridge
To B or Not to B? Social structure and the emergence of social enterprises | **Suntae Kim**, Boston College; **Todd Schifeling**, U. of Michigan, Ann Arbor
B Lab certification: Do voluntary social and environmental audits impact growth? | **Edward Gamble**, Montana State U.; **Simon C Parker**, Ivey Business School; **Peter William Moroz**, U. of Regina
Hybrid Internationalization: A benefit-informed internationalization theory for social enterprises | **Nina**

Rosenbusch, Wilfrid Laurier U.; Oana Branzei, U. of Western Ontario

Prosocial organizing through the lens of social entrepreneurship: The role of civic wealth creation | Tom Lumpkin, Syracuse U.; Sophie Bacq, Northeastern U.

579 (AAT) **The Ecosystem of Meaningfulness: Through Innovation to Social Impact**

12:45pm - 2:15pm Hilton Anaheim: Santa Monica
 Tweet this session: #AOM2016 579

Organizer: **Bruce Kogut**, Columbia Business School
 Purpose Driven Organizations and Alternative Energy | **Rebecca Henderson**, Harvard U.

Social Finance Ecosystems and Alternative Energies | **Nalin Kulatilaka**, Boston U.

Meaningfulness and the Ecosystem of Microfinance | **Bruce Kogut**, Columbia Business School

580 (AAT) **Workshop on Measuring Meaning at the Collective Level**

12:45pm - 3:15pm Anaheim Marriott: Grand Ballroom Salon F
 Tweet this session: #AOM2016 580

Organizers: **Christi Lockwood**, Boston College; **Andrea Tunarosa**, Boston College; **Lee Watkiss**, Boston College

Participants: **Peer C. Fiss**, U. of Southern California; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Chad Navis**, Clemson U.; **Nelson Phillips**, Imperial College London; **Ryan Raffaelli**, Harvard U.; **Hayagreeva Rao**, Stanford U.; **Davide Ravasi**, Cass Business School, City U. London; **Mary Tripsas**, Boston College; **Lee Watkiss**, Boston College; **Tyler Earle Wry**, The Wharton School, U. of Pennsylvania

581 (AAT) **Senior Faculty Refresh: Renewing Self and Career by Identifying and Engaging in what is Meaningful**

12:45pm - 3:15pm Anaheim Marriott: Platinum Ballroom 1
 Tweet this session: #AOM2016 581

Participants are strongly encouraged to pre-register (dejanasz@outlook.com) and will be asked to complete a reflection assignment prior to attending the workshop.

Chair: **Suzanne C. de Janasz**, Seattle U.
 Facilitator: **Robin T. Ben-Hur**, Executive Coach and Life Strategist
 Presenters: **Sally A Baack**, San Francisco State U.; **Lynn Bowes**, Western New England U.; **Monica L. Forret**, St. Ambrose U.; **Suzanne C. de Janasz**, Seattle U.; **Maury Peiperl**, Cranfield School of Management; **Emmeline de Pillis**, U. of Hawai'i, Hilo; **Vicki R. Whiting**, Westminster College; **Scott J Behson**, Fairleigh Dickinson U.

582 (AAT) **Creating a More Reliable and Cumulative Knowledge Ecosystem**

12:45pm - 3:45pm Anaheim Marriott: Platinum Ballroom 2
 Tweet this session: #AOM2016 582

Represented journals: *AMR, ASQ, JAP, JIBS, MISQ*
 Organizer: **Victor Zitian Chen**, U. of North Carolina, Charlotte
 Panelists: **Kris Byron**, Georgia State U.; **Christopher Marquis**, Cornell U.; **Gilad Chen**, U. of Maryland; **John Cantwell**, Rutgers U.; **Arun Rai**, Georgia State U.

583 (AAT) **Making Organizations Meaningful: What's Next in Measurement, Data and Analytic Toolkits?**

12:45pm - 3:15pm Anaheim Marriott: Platinum Ballroom 3
 Tweet this session: #AOM2016 583

Organizer: **Joel Gehman**, U. of Alberta
 Panelists: **Matthew G. Grimes**, Indiana U.; **Sara B. Soderstrom**, U. of Michigan; **Joseph Porac**, New York U.; **Timothy R. Hannigan**, U. of Alberta; **Klaus Weber**, Northwestern U.; **Jonathan Bundy**, Arizona State U.; **James B. Wade**, Emory U., Gozueta Bus Sch; **Scott D. Graffin**, U. of Georgia

584 (DISC Paper Session) - (BPS) **Alliances, Complementarity and Complexity**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 1
 Tweet this session: #AOM2016 584

Chair: **Alex Makarevich**, ESADE Business School
 Partial Partner Complementarity And Alliance Performance | **Ramin Vandaie**, U. at Buffalo, The State U. of New York
 Alliance Portfolio Complexity and Order-of-Entry Learning Effects in Int'l Alliance Formations | **Jinju Lee**, Seoul National U.; **Namgyoo Kenny Park**, Seoul National U.; **Seoyun Paik**, Seoul National U.

Unpacking Coopetition Practices – A Theoretical Model of Coopetition Management | **Stefanie Dorn**, U. of Cologne, Dept. of Business Policy & Logistics

Managing Tensions in Competitor Collaborations to Improve Social or Ecological Sustainability | **Lori E. DiVito**, U. of Amsterdam

585 (DISC Paper Session) - (BPS) **TMTs, Families and Politics**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 2
 Tweet this session: #AOM2016 585

Chair: **Kalin D. Kolev**, Marquette U.
 Executive Interplay: CEO Dominance & TMT Integration Effect on Competitive Readiness & Performance | **Hao-Chieh Lin**, National Sun Yat-Sen U.; **John G Michel**, U. of Notre Dame; **Kuo-i Chang**, Dong Hwa U., Taiwan; **Ming-Jer Chen**, U. of Virginia

Does Top Management Team Diversity Matter in Abruptly Dynamic Environments? | **Wein-Hong Emily Chen**, National Dong Hwa U.; **Yi-Yuan Liu**, Oriental Institute of Technology

Socioemotional Wealth Preservation in Dynamic Environments: Do Involved Families Hold More Slack? | **Marko Reimer**, WHU - Otto Beisheim School of Management; **Utz Schaeffer**, WHU - Otto Beisheim School of Management; **Torben Tretbar**, WHU - Otto Beisheim School of Management

The Determinants of Businessperson Political Candidacy | **David Scott Szakonyi**, Columbia U.

586 (DISC Paper Session) - (BPS) **Information Discovery and Strategic Renewal**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 3
 Tweet this session: #AOM2016 586

Chair: **Achim Schmitt**, Ecole Hoteliere de Lausanne
 Antecedents to M&A Deal Dissolution in Mergers of Equals | **Rich Devine**, Florida State U.; **Bruce T. Lamont**, Florida State U.; **Reginald Jamar Harris**, Florida State U.
 The Influence of External Information on Acquisition Completion Decisions | **Mirko Hwan Benischke**, Erasmus U. Rotterdam; **Riccardo Valboni**, Erasmus U. Rotterdam; **Ruben M. Verdoorn**, Erasmus U. Rotterdam

- 🗣️ Stakeholders' Values and R&D Investment: The Role of Internal Resources | **Mengmeng Shan**, Shanghai U.; **Jianxin You**, Tongji U.; **Xuemei Xie**, Shanghai U.
- 📖 The Impact of Success and Failure Experience on Organizational Learning in the Biotech Industry | **Antonio Garzon-Vico**, U. College Dublin; **Patrick T. Gibbons**, U. College Dublin; **Jan Rosier**, U. College Dublin; **Peter McNamara**, Maynooth U.

587 → 🗣️: (DISC Paper Session) - (CMS) **Business Schools and Academia: Searching for Emancipation, Meritocracy and Identities**

12:45pm - 2:15pm Sheraton Park Hotel: Garden C
Tweet this session: #AOM2016 587

Chair: **David Levy**, U. of Massachusetts, Boston

- 🗣️ Micro-Emancipation in Academia? Subjectivation Processes of Jr. Academics in Austrian Universities | **Katharina Kreissl**, WU Vienna U. of Economics and Business
- Institutions as Actants: Translating Meritocracy from American to Indian Business Education | **Keshav Krishnamurty**, U. of Massachusetts, Boston
- 📖 Influences of Business School Space on Postgraduate Student Experience and Identity | **Jakov Jandric**, U. of Edinburgh; **Wendy Loretto**, U. of Edinburgh

588 : (DISC Paper Session) - (ENT) **Social Entrepreneurship**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 4
Tweet this session: #AOM2016 588

Discussant: **Othmar Manfred Lehner**, U. of Oxford

- 🗣️ → 🗣️ 🗣️ What's Mine Is Ours: Social Entrepreneurship, Property Rights, and the Co-Creation of Value | **Chris J Sutter**, Miami U. Ohio; **Rakesh Kumar Pati**, XLRI-Xavier School of Management; **Niharika Garud**, XLRI-Xavier School of Management
- 🗣️ 📖 Extending community-based enterprise theory: The example of community-specific currencies | **Ana Cristina O Siqueira**, Duquesne U.; **Benson Honig**, McMaster U.; **Sandra R. H. Mariano**, U. Federal Fluminense; **Joysi Moraes**, U. Federal Fluminense
- 🗣️ 🗣️ 📖 Med startup for an accountant: social systems view on knowledge-intensive social entrepreneurship | **Olga Belousova**, Groningen U. (RuG); **Aard J Groen**, U. of Twente; **Aniek M. Ouendag**, Groningen U. (RuG)
- 🗣️ 🗣️ What support do social entrepreneurs need? Evidence from a global survey (WITHDRAWN) | **Peter Vandor**, WU Vienna U. of Economics and Business; **Reinhard Millner**, WU Vienna U. of Economics and Business

589 : (DISC Paper Session) - (ENT) **Entrepreneurship, Experience & Networks**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 5
Tweet this session: #AOM2016 589

Discussant: **Patricia H Thornton**, Texas A&M U., College Station

- Institutional Network Associations and International Entrepreneurship of SMEs | **Gospel Onyema Oparaocha**, Turku School of Economics in the U. of Turku
- 📖 "Somebody that I Used to Know": A Process Model of Latent Ties' Reactivation | **Emanuela Rondi**, Lancaster U. Management School

- 🗣️ Founders' Prior Shared Experience and the Survival of Born Global Firms | **Giuseppe Criaco**, Jonkoping International Business School
- When does reputation from others really help? Evidence from VC-backed IPOs | **Giovanni Liotta**, EPFL

590 : (DISC Paper Session) - (ENT) **Entrepreneurship & Challenges**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 590

Discussant: **Jaume Villanueva**, ESADE Business School

- 🗣️ → 🗣️ Emancipating the woman: how gender-mix in entrepreneurial teams leads to women's emancipation | **Asma Zafar**, U. of Alberta; **Maria Paola Ometto**, U. of Alberta School of Management
- 🗣️ 📖 Other-Regarding Behavior and Sustainable Entrepreneurship: The Role of Activated Responsibility | **Marcus Wagner**, U. of Augsburg; **Hüseyin Doluca**, U. Augsburg
- Experiencing Value over Time: An Integrative Theory of Entrepreneurial Engagement and Disengagement | **Cristina Martinez**, IE Business School; **Peter T. Bryant**, IE Business School - IE U.
- 📖 Don't stop believin': The journey to entrepreneurial burnout and back again. | **John Ross**, New Mexico State U.

591 : (DISC Paper Session) - (ENT) **Entrepreneurship, Goals & Performance**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 591

Discussant: **Manish Unhale**, U. of East London

- 📖 The Advisor's Influence on Post-Succession Performance | **Alexandra Michel**, U. of St. Gallen
- 🗣️ → 🗣️ 🗣️ Meaningfulness for creation of growth in small and medium-sized enterprises. | **Tove Andrea Brink**, U. of Southern Denmark; **Mette Neville**, Aarhus U.
- 🗣️ On the Goals of Family Firms: A Review and Integration | **Pedro Vazquez**, IAE - U. Austral; **Hector O. Rocha**, IAE Business School Argentina
- 📖 A visual-rich bibliometric analysis of entrepreneurship research in strategy venue (1991-2015) | **Jing Tang**, EMLYON Business School; **Wenyao Will Zhao**, EMLYON Business School

592 📖 → 🗣️ 🗣️ JS: (ENT, AAT) **Entrepreneur Negotiations: Building Meaningful Organizations**

12:45pm - 2:15pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 592

Moderator: **Ellen Knebel**, U. of Oxford

Speakers: **Lawrence Susskind**, Massachusetts Institute of Technology; **Sara Jansen Perry**, Baylor U.; **Ethne M Swartz**, Fairleigh Dickinson U.; **Paula Gutlove**, Simmons College

593 🗣️ 🗣️ 🗣️: (DISC Paper Session) - (GDO) **Stigma, Diversity Management, and Inclusion**

12:45pm - 2:15pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 593

Chair: **Chris Zatzick**, Simon Fraser U.

- 🗣️ 🗣️ Stigma identity management in hybrid organizations | **Brent J. Lyons**, Simon Fraser U.; **Chris Zatzick**, Simon Fraser U.; **Gervase R Bushe**, Simon Fraser U.; **Tracy A. Thompson**, U. of Washington, Tacoma

- ☞ → 🗣️ Building an Inclusive Organizational Culture | **Eric Sanders**, Marquette U.
- 📖 🗣️ Expanding our Understanding of Black Americans' Experiences of Workplace Incivility | **Kimberly Sherman**, Westfield State U.

594 : (DISC Paper Session) - (HCM) Leadership, Governance, and Expertise in Healthcare Organizations: Implications for Organizational Success

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 594

Chair: **J'Aime Jennings**, U. of Louisville

- ☞ 📖 The Texas Health Presbyterian Hospital Ebola Crisis: A Mindfulness Perspective | **Elizabeth Anderson-Fletcher**, U. of Houston; **Dusya M. Vera**, U. of Houston; **Jeanna Lanza Abbott**, U. of Houston

Narcissist Executives and Coopetition Strategy Adoption | **Justin Lord**, U. of Alabama, Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham

- Towards a Rhizomatic Understanding of Medical Expertise. Insights from the Case of TAVI | **Davide Nicolini**, U. of Warwick; **Bjorn Erik Mork**, U. of Oslo; **Jasmina Masovic**, U. of Oslo

A (Strong) Structuration Framework for Macro-micro Governance Integration in Healthcare Settings | **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah

- ☞ 🗣️ Assimilating New Leaders During Unprecedented Change: Executive Onboarding at Cleveland Clinic | **Kevin S. Groves**, Pepperdine U.

595 📖 : (DISC Paper Session) - (HR) The Impact of HRM Systems and Practices

12:45pm - 2:15pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 595

Discussant: **Kerstin Alfes**, ESCP Europe

- 📖 An Empirical Examination of the Relationship between HPWS and Firm Performance | **Amina Malik**, Trent U. / York U.; **Laxmikant Manroop**, Eastern Michigan U.; **Pankaj C Patel**, Villanova U.

- ☞ → 📖 A Meta-Analysis Study of High Performance Work System and Job Performance with National Culture | **Meiyu Fang**, National Central U.; **Hsiu Ying Yen**, National Central U.

📖 Testing the Effect of LMX and HR System Strength on Employee and Work Unit Outcomes | **Brian Martinson**, Tarleton State U.; **John DeLeon**, Tarleton State U.

📖 "Best" HRM-Performance Configurations? A Critical Review and Research Agenda | **Milana Korotka**, U. of Twente; **Anna Christina Bos-Nehles**, U. of Twente

596 📖 : (DISC Paper Session) - (HR) The Effect of Individual Differences on HR-Related Choices, Performance, and Perceptions

12:45pm - 2:15pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 596

Discussant: **Karin Sanders**, UNSW Australia Business School
 Network Building and Subsidiary Managerial Performance | **Ilo Lee**, U. of New South Wales; **Julie Ann Cogin**, U. of New South Wales

📖 Individual Differences in 401(k) Plan Allocation Choices | **Eric Schulz**, Eastern Michigan U.; **Megan Lee Endres**, Eastern Michigan U.; **Sergei S. Kolomeitsev**, Advanced Motors Electromagnetics

- ☞ 📖 Lightening Supervisor's Load: Can Supervisor Helping Explain Employees' Perceptions of HRM and EOR? | **Jeroen Meijerink**, U. of Twente; **Sargam Garg**, Rutgers U.

📖 The Facilitative Role of Affectivity in Job Search for Individuals with Strong Goal Orientations | **Jomel Wei Xuan Ng**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Serge P. da Motta Veiga**, American U.

597 → 📖 : (DISC Paper Session) - (IM) International Business and Institutions

12:45pm - 2:15pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 597

- Who Are These Emerging Markets Anyway? | **Alexander Assouad**, Belmont U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Rebecca Monette Guidice**, U. of North Carolina, Wilmington

→ Types of Ownership and Innovation in Different Institutional Environments | **Irina Stoyneva**, Philadelphia U.

- ☞ → 📖 Adapting Adaptation: Expanding Adaptive Strategy Theory to Account for East Asia's Business Context | **Randy Fowler**, U. of Leeds; **Hanna Gajewska-DeMattos**, U. of Leeds; **Malcolm Chapman**, U. of Leeds

→ 📖 Renting institutions for innovation by emerging market multinationals | **Rajeev J Sawant**, City U. of New York, Baruch College

- ☞ → The Long and the Short of It: Searching for Long-Term Orientation in East Asian Business Practices | **Randy Fowler**, U. of Leeds

☞ → 📖 Local, Foreign Firms and Supra-National Institutions: The Pace of Intellectual Property Compliance | **Izzet Sidki Darendeli**, California State U., East Bay; **Kristin Brandl**, Henley Business School; **Robert D. Hamilton**, Temple U.

598 ☞ → : (DISC Paper Session) - (MC) Reflections on Management Consulting Experiences

12:45pm - 2:15pm Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 598

Chair: **Hung-Bin Ding**, Loyola U. Maryland

- ☞ → 📖 New Insights of Strategic Venturing Through Socio-Economic Approach to Management | **Amandine Savall**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Yue Cai-Hillon**, Western Carolina U.

📖 Combining Qualitative and Quantitative Data: A Powerful Lever for Driving a Change Process | **Miguel Delattre**, IAE - U. of Lyon 3 - Centre EUGINOV; **Veronique Zardet**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

📖 → 🗣️ Shivganga: Organizing Tribals in Jhabua, India for Sustainable Water Harvesting | **Jyoti Bachani**, Saint Mary's College of California; **Neelu Bhullar**, Management Development Institute

Winner of the Management Consulting Division Outstanding Field Report Paper Award

599 📖🗣️📄: (DISC Paper Session) - (MED) **Quo Vadis, MED?**

12:45pm - 2:15pm Sheraton Park Hotel: Park C
Tweet this session: #AOM2016 599

Discussant: **Tatiana Rodriguez Leal**, U. of Oxford

📖🗣️📄 Responsible Management Competences: Building a Portfolio for Professional Competence | **Oliver Laasch**, The U. of Manchester; **Dirk C. Moosmayer**, The U. of Nottingham, China

📖🗣️📄 The Meaning of Management: Realizing the Impact of Scholarship through Rediscovering Paideia | **Elena P. Antonacopoulou**, U. of Liverpool

📖🗣️📄 The Beauty of Ivy: When Inequality Meets Equality | **Julia M. Puschunder**, The New School

600 📖: (DISC Paper Session) - (MOC) **Talk about the Passion: Emotion and Cognition**

12:45pm - 2:15pm Hilton Anaheim: Mezzanine 9
Tweet this session: #AOM2016 600

🗣️📖 Knowledge Leadership and Innovation: Facilitating Behaviors and Resource Moderators | **C Lakshman**, Tongji U.

Augmenting or Diminishing Crisis Preparedness: Leadership Style and Sensation-Seeking As Mediators | **Zachary Sheaffer**, Ariel U.; **Yael Brender-Ilan**, Ariel U.

📖🗣️ Linking Affect and Cognition: A Theoretical Contribution on Entrepreneurial Decision Making (WITHDRAWN) | **Sara Sasseti**, U. of Pisa; **Sara Lombardi**, Luiss Guido Carli U.; **Vincenzo Cavaliere**, U. of Florence

🗣️📖 Positive Affect and Internal Corporate Venturing Failure | **Natalia Vuori**, Aalto U.; **Marina Biniari**, Aalto U.; **Timo Vuori**, Aalto U.

🗣️📖 Yesterday Once More: From Event Stigma to Core Stigma | **Ying Li**, Renmin U. of China; **Ming Wang**, Renmin U. of China

601 : (DISC Paper Session) - (MSR) **Spirituality, Religion, Mindfulness and Theology in the Workplace**

12:45pm - 2:15pm Anaheim Convention Center: 205A
Tweet this session: #AOM2016 601

Discussant: **Avi Kay**, Jerusalem College of Technology

📖🗣️ Workplace Spirituality in Social Services Departments | **Anat Freund**, U. of Haifa; **Rivka Yahav**, U. of Haifa; **Bar Gilboa**, U. of Haifa

🗣️📖 Role of Religious Coping in the Lives of Rural Working Women | **Jatin Pandey**, Indian Institute of Management, Ahmedabad; **Manjari Singh**, Indian Institute of Management, Ahmedabad

🗣️📖 U.S. Roman Catholic Archdioceses "At Will" Employment Patterns and Roman Catholic Social Teaching | **Charles Thomas Tackney**, Copenhagen Business School; **Alexander Turøy**, Copenhagen Business School

🗣️📖 Skillful Means, Right Action and Mindfulness | **Mai Chi Vu**, The U. of Auckland; **Rachel Maunganui Wolfram**, The U. of Auckland; **Chellie Spiller**, The U. of Auckland; **Mark P. Kriger**, BI Norwegian Business School

Religion as a Guiding Light for Morally Responsible Sustainability in Organizations | **Susan S. Case**, Case Western Reserve U.; **Edward Chavez**, Case Western Reserve U.

602 📖🗣️📄SHCS: (MSR, AAT) **Distinguished Silicon Valley CEOs Dialog on Spiritual Practice and Organizational Meaning**

12:45pm - 2:15pm Hilton Anaheim: Catalina 2
Tweet this session: #AOM2016 602

Organizer: **Andre L Delbecq**, Santa Clara U.

Presenters: **Ricardo B Levy**, Catalytica; **Agnieszka Winkler**, The Winkler Group; **Andre L Delbecq**, Santa Clara U.

603 📖JS: (OB, AAT) **Relational Ambivalence at Work**

12:45pm - 2:15pm Hilton Anaheim: Catalina 6
Tweet this session: #AOM2016 603

Organizer: **Kyle E Ingram**, U. of Greenwich

Chair: **Kyle E Ingram**, U. of Greenwich

Discussant: **Blake E. Ashforth**, Arizona State U.

A Typology of Workplace Relationship: The Role of Relational Ambivalence | **Allan Lee**, The U. of Manchester; **Robin Martin**, The U. of Manchester; **Geoff Thomas**, U. of Surrey

Where do I Stand with my Boss? Implications for Supervisor Relational Ambivalence | **Cécile Emery**, U. of Greenwich; **Kyle E Ingram**, U. of Greenwich

Friend and Foe: The Psychological and Social Network Effects of Ambivalent Relationships | **Jessica Methot**, Rutgers U.; **Emily Rosado-Solomon**, Rutgers U.; **Daniel Z. Levin**, Rutgers U.

More than Meets the Client's Eye: A Sociological Ambivalence Lens on Positive Professional Image | **Camille Pradies**, EDHEC Business School; **Vanessa Pouthier**, Bocconi U.

604 📖: (DISC Paper Session) - (OCIS) **New Approaches to Individual and Organizational Performance**

12:45pm - 2:15pm Hilton Anaheim: Palisades
Tweet this session: #AOM2016 604

Chair: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

→ 📖 Exploring Project Work Practices in the Context of Constant Connectivity | **Bijan Azad**, American U. of Beirut; **Randa Salamoun**, American U. of Beirut

Organizational and Systems Factors Leading to Systems Integration Success after M&A | **Monika Glazar-Stavnicky**, Cleveland State U.; **Raymond M. Henry**, Cleveland State U.

Technostressors and Employee Innovation: Examining the Linear and Curvilinear Relationships | **Shalini Chandra**, S P Jain School of Global Management; **Anuragini Shirish**, Telecom School of Management; **Shirish C. Srivastava**, HEC Paris

605 🗣️📖: (DISC Paper Session) - (OMT) **Activism & Change**

12:45pm - 2:15pm Anaheim Marriott: Suite 312
Tweet this session: #AOM2016 605

Discussant: **Jennifer Howard-Grenville**, Cambridge Judge Business School

🗣️📖 The Role of Sensemaking and Institutions in Regulatory Change: The Case of Medical Marijuana | **David Wicks**, St. Mary's U.

📖🗣️ Firm Decisions and the Emergence of Mobilization: Reactions to Nuclear Power in U.S. Communities | **Alessandro Piazza**, Columbia Business School; **Fabrizio Perretti**, Bocconi U.

→ 📖 Elasticity of institutions: The case of petroleum exploration and production sector reforms in India | **Kshitij Awasthi**, Indian Institute of Management, Bangalore; **Abhoy**

Kumar Ojha, Indian Institute of Management, Bangalore; **K.V. Gopakumar**, Indian Institute of Management, Bangalore
 Hubris and Activist Hedge Fund Success | **Albert Minkyu Ahn**, U. of California, Irvine; **Yu Zhang**, CEIBS

606 🗄️: (DISC Paper Session) - (OMT) **Entrepreneurship & Innovation**

12:45pm - 2:15pm Anaheim Marriott: Suite 315
 Tweet this session: #AOM2016 606

Discussant: **Deborah J Dougherty**, Rutgers U.

- 🗄️🗄️ IPO Exit Risk: The Timing and Sequencing of Innovation, Investment, Financing and Payout Decisions | **Elizabeth Zhu**, U. of Queensland; **Jennifer Gippel**, Not Applicable; **Martina K. Linnenluecke**, U. of Queensland; **Tom Smith**, U. of Queensland
- 🗄️🗄️ Institutional maintenance and the proliferation of hybrid lighthouses, 1950-2014 | **Margarita Cruz**, U. of Lugano; **Martina Montauti**, IE Business School
- 🗄️🗄️ Fields in flux: institutional bricolage during a technological shock. | **Sara Lara Marquez-gallardo**, Cass Business School, City U. London
- 🗄️🗄️ Consensus formation in non-hierarchical organizations: An inductive study | **Fang He**, ETH Zurich; **Yash Shrestha**, ETH Zurich; **Georg von Krogh**, ETH Zurich
- 🗄️🗄️ Entrepreneurship in Collaborative Ecosystem Setting for Achieving Sustainable Impact | **Monique de Ritter**, Nyenrode Business U.

607 🗄️: (DISC Paper Session) - (ONE) **Stakeholders Throughout the Value Chain and Their Impact on Corporate Sustainability**

12:45pm - 2:15pm Anaheim Marriott: Los Angeles
 Tweet this session: #AOM2016 607

- 🗄️🗄️ How Technological Lock-in Affects the Adoption and Growth of Green Power Programs | **Ion Bogdan Vasi**, U. of Iowa
- 🗄️🗄️ Unfolding Organizational Actor-Communities and Roles in Ghana's Agriculture Adaptation Regime | **Abrar Chaudhury**, U. of Oxford
- 🗄️🗄️ Mental Budgets and Green Consumerism: Consumer Responses to Categorization of Organic Premiums | **Graham Bullock**, Davidson College; **Philip Yu**, Davidson College
- 🗄️🗄️ Impacts of Natural Disasters in Brazilian Supply Chain: the case of São Paulo drought | **Renata Peregrino de Brito**, FHS St. Gallen U. of Applied Sciences; **Priscila Laczynski de Souza Miguel**, Fundacao Getulio Vargas; **Susana C.F. Pereira**, FGV-EAESP

608 🗄️🗄️: (DISC Paper Session) - (PNP) **Exploring Education as a Context, a Moderator, and a Representation of Philanthropy**

12:45pm - 2:15pm Anaheim Marriott: Platinum Ballroom 4
 Tweet this session: #AOM2016 608

Three discussion papers explore educational institutions as context, education as a moderator, and charitable giving.

Discussant: **Edward O Akoto**, Henderson State U.

- 🗄️🗄️ Cohorts Goal Motives, Satisfaction and Performance: Implications for Managing in Public Colleges | **Edward O Akoto**, Henderson State U.; **Nathanael Campbell**, Henderson

State U.; **Eunice V. Akoto**, Henderson State U.; **Christie Hough**, Southern Arkansas U.; **Ajay Aggarwal**, Henderson State U.

- 🗄️ Gender based wage inequality in the public and private sector: The moderating effect of education | **Justin M Stritch**, Arizona State U.; **Anders R. Villadsen**, Aarhus U.
- 🗄️ Charitable giving as a luxury good: Supply-side support and the Philanthropic Sphere of influence | **Crystal A. Evans**, Regis U.; **Lorin M Mayo**, None

609 → 🗄️🗄️: (DISC Paper Session) - (PNP) **The Relevance of Networks, Collaborations and Other Organizing Practices in Nonprofits and Cultural Institutions**

12:45pm - 2:15pm Anaheim Marriott: Platinum Ballroom 7
 Tweet this session: #AOM2016 609

Organizing practices in nonprofits and cultural organizations are explored in four discussion papers.

Discussant: **Anna Perlmutter**, Case Western Reserve U.

- Regional 'meta-networks' for Dutch public-policy implementation: A mixed-methods field study | **Esther Klaster**, U. of Twente; **Dennis Muntslag**, U. of Twente
- 🗄️🗄️ Evaluation for Improvement in International Development Agencies - Learning from a Pilot Project | **Sami Ullah Bajwa**, U. of Management and Technology; **Katie Minderhoud**, Solidaridad; **Muhammad Asif**, Small and Medium Enterprises Development Authority
- 🗄️→ 🗄️🗄️ Through the looking glass: Organizing practice in less institutionalized organizations | **Qian Li**, U. of Missouri
- 🗄️🗄️ Building Ties that Bind: Hub Firms and Collaborative Capacity in Inter-Organizational Networks | **Anna Perlmutter**, Case Western Reserve U.

610 : (DISC Paper Session) - (SIM) **Corporate Corruption and Fraud**

12:45pm - 2:15pm Anaheim Marriott: Grand Ballroom Salon J
 Tweet this session: #AOM2016 610

Chair: **Chris M Bell**, York U.

- 🗄️→ 🗄️🗄️🗄️ The Roles of Power, Status, and Culture in Organizational Corruption | **Sixuan Chen**, Central South U.; **Chris M Bell**, York U.; **Yongmei Liu**, Central South U.
- Testing a Multilevel Model of Whistleblowing in the US and Japan | **Masahisa Yamaguchi**, U. of Hawaii at Manoa; **Dharm P. S. Bhawuk**, U. of Hawaii at Manoa
- 🗄️ Corporate philanthropy after corporate financial fraud punishment | **Lin Zhang**, National Sun Yat-Sen U.; **Yuehua Xu**, National Sun Yat-Sen U.

611 : (DISC Paper Session) - (SIM) **Stakeholder Reactions to the Firm**

12:45pm - 2:15pm Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 611

Chair: **Anand Gopal**, U. of Maryland

- 🗄️🗄️ Traders, Guns, and Money | **Anand Gopal**, U. of Maryland; **Brad N Greenwood**, Fox School of Business, Temple U.
- 🗄️ Communicating with stakeholders when bad news is uncertain | **Scott Baker**, U. of Virginia
- Social Media-driven advocacy and collective actions of stakeholders | **Walid Shibib**, U. of Geneva; **Emmanuel Josserand**, U. of Technology, Sydney

612 📄🗣️: (DISC Paper Session) - (TIM) **Relational and Transactional Search for Innovation**

12:45pm - 2:15pm Anaheim Marriott: Grand Ballroom Salon C
 Tweet this session: #AOM2016 612

Chair: **Alexandra Feldberg**, Harvard U.

Online Information Practices for User Innovation in Data-Rich Environments | **John Qi Dong**, U. of Groningen

📄 Searching for External Knowledge: Are Relational and Transactional Search Complementary? | **Christoph Grimpe**, Copenhagen Business School; **Wolfgang Sofka**, Copenhagen Business School

Absorptive Capacity of Emerging Economy Firms: Rationalization, Professionalism and Isomorphism | **Kathleen Yi Jia Low**, WU Vienna U. of Economics and Business; **Jonathan P Doh**, Villanova U.; **James A. Robins**, WU Vienna U. of Economics and Business

📄 R&D Collaborations: Is Diversity Enhancing Innovation Performance? | **Areti Gkypali**, U. of Patras; **Despoina Filiou**, Centre for International Business and Innovation; **Konstantinos Tsekouras**, U. of Patras

613 📄🗣️: (DISC Paper Session) - (TIM) **Role of Individuals in Innovation**

12:45pm - 2:15pm Anaheim Marriott: Grand Ballroom Salon D
 Tweet this session: #AOM2016 613

Chair: **Jennifer Miller**, U. of Southern California

Do firms base their patent application filings on individuals? | **Srikanth Paruchuri**, Pennsylvania State U.; **Martin C. Goossen**, U. of Lugano / Tilburg U.

📄 Workforce Mobility and Innovation Outcomes | **Philipp Cornelius**, UCL School of Management; **Bilal Gokpinar**, UCL School of Management; **Fabian J. Sting**, Erasmus U. Rotterdam

🗣️📄 How Start-Ups Organize and Manage Open Innovation Successfully with Large Companies | **Muhammad Usman**, U. Hasselt; **Wim Vanhaverbeke**, U. Hasselt/ ESADE Business School/ National U. of Singapore

📄 How Much Do Individuals and Organizations Contribute to Innovation? | **Ajay Bhaskarabhatla**, Erasmus U. Rotterdam; **Deepak Hegde**, New York U.; **Thomas Peeters**, Erasmus U. Rotterdam

Sunday 1:00PM**614** : (CAR) **CAR Executive Meeting**

1:00pm - 3:00pm Anaheim Convention Center: 211B
 Tweet this session: #AOM2016 614

Division Chair: **Tania Casado**, U. of São Paulo

Division Chair-Elect: **Corinne Post**, Lehigh U.

Program Chair: **Bert Schreurs**, Maastricht U.

Professional Development Workshop Chair: **Scott Seibert**, U. of Iowa

615 : (ICW) **IMD International Day 3 Room 2 PM**

1:00pm - 5:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor
 Tweet this session: #AOM2016 615

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

616 : (ICW) **IMD International Day 3 Room 1 PM**

1:00pm - 5:00pm Hilton Anaheim: Santa Barbara
 Tweet this session: #AOM2016 616

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

617 : (ICW) **JOM Macro Associate Editors Review Issue Meeting**

1:00pm - 4:30pm Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 617

Organizer: **Patrick M. Wright**, U. of South Carolina

618 : (ICW) **JSCM AE Meeting**

1:00pm - 3:00pm Anaheim Marriott: Rancho Las Palmas

Tweet this session: #AOM2016 618

This session is for JSCM Board meeting.

Organizer: **Craig R. Carter**, Arizona State U.

Sunday 1:15PM**619** : (PUBS) **Annals Incoming Associate Editors and Advisory Board**

1:15pm - 2:45pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 619

By invitation only

Organizers: **Kimberly D. Elsbach**, U. of California, Davis; **Daan van Knippenberg**, Erasmus U. Rotterdam

Sunday 1:30PM**620** : (ICW) **Association of Korean Management Scholars Annual Meeting and Doctoral Consortium**

1:30pm - 5:30pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 620

Organizer: **Yangmin Kim**, Sogang U.

621 : (ICW) **Journal of Management Education - Editorial Review Board Meeting**

1:30pm - 3:00pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 621

By Invitation only.

Organizer: **Jeanie M. Forray**, Western New England U.

622 : (IM) **International Management Executive Committee Meeting with the Division Committees**

1:30pm - 4:30pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 622

Division Chair: **Alvaro Cuervo-Cazurra**, Northeastern U.

Division Chair-Elect: **Jay Anand**, The Ohio State U.

Program Chair: **Aya S. Chacar**, Florida International U.

Professional Development Workshop Chair: **Elizabeth L. Rose**, U. of Otago

Past Chair: **Sea Jin Chang**, National U. of Singapore

623 : (ONE) **ONE Executive Meeting**

1:30pm - 3:00pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 623

Sunday 1:40PM

624 📖🗣️: (TLC) Teaching Leadership: Aesthetics, Experiential Knowing, and Relational Reflexivity

1:40pm - 2:40pm Anaheim Convention Center: 303A

Tweet this session: #AOM2016 624

Track 4: From Classroom to Society

The complexity and uncertainty of organizational life in the 21st century requires innovative executive or doctoral education that shifts from traditional leadership concepts to evolving post-modern theories. Engaging students in meaningful explorations of cutting-edge leadership theory and practice necessitates creative pedagogies. This emergent challenge calls for overturning outdated teaching approaches to design the classroom as a leadership laboratory merging experiential education, epistemological perspectives, and leadership concepts. Three streams of thought underlie this workshop: 1) experiential knowing (Heron & Reason, 1997; Kolb & Kolb, 2005) – “the transformation of experience into new knowing ...occurring at the intersection of engaged participation within an event and making connections between that event and one’s self...” (Sutherland & Jelinek, 2015, p. 291); 2) the social constructionist perspective of relational leadership where the process of leadership emerges during situated interaction (Cunliffe, 2009; Sutherland & Jelinek, 2015; Uhl-Bien, 2006); and 3) aesthetic leadership (Mack, 2015) – “involv[ing] meanings ... construct[ed] based on feelings and emotions about what we experience via our senses” (Hansen, Ropo, & Sauer, 2007, p. 545). This one hour highly interactive session utilizes an improvisational musical exercise, developed by Ron Heifetz at Harvard’s Kennedy School, to explore leadership, aesthetics, and interdependency in moments of action. Targeted for students and faculty, this session is a holistic model for the teaching of leadership at the doctoral level, allowing for deep insights into theory, practice, and relational reflexivity while assessing the implications for leadership in situations of uncertainty.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Facilitator: **Linda Klonsky**, Chicago School of Professional Psychology

625 📖🗣️: (TLC) The “Ambidexterity Challenge”: What is it and How do we Address it?

1:40pm - 2:40pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 625

Track 4: From Classroom to Society

Since Duncan’s introduction of the term “ambidexterity” into the management literature in 1976 and March’s (1991) popularization of the concept to include the exploitation of competencies with the search for innovations (i.e., exploration), considerable attention has been given on the need to reconcile the two seemingly antithetic functions of exploitation versus exploration. Yet, few have studied the implications of ambidexterity in the context of the classroom. How can it be taught? What does it mean for organizations and for individual professional development purposes? We term this the “ambidexterity challenge”. To address it, we present, in our 60-minute session, three experiential and in-classroom exercises that business faculty can use with undergraduate and graduate students to build awareness of the nature and challenges of ambidexterity.

The outcomes from our session connect to broader management themes of how to develop exploitative and exploratory potential needed to address broader marketplace and personal demands.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Nicole C. Jackson**, U. of Connecticut; **Isabelle Lescent-Giles**, U. of San Francisco

626 📖: (TLC) The Seven Deadly Sins of Service Learning

1:40pm - 2:40pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 626

Track 4: From Classroom to Society

This session applies the classic seven deadly sins to the contemporary context of service learning. The presentation will provide an overview of these sins and their virtuous contrasts based on a review of service learning literature, input from a service learning faculty focus group, and presenter experience. This interactive session will feature presentation, audience discussion, participant reflection, and a series of guided mindfulness exercises. The goal of this proposed TLC session is to help cultivate individual reflective capacity and also resilience to address the myriad challenges related to planning, managing, and evaluating service learning efforts today.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenter: **Heather Getha-Taylor**, U. of Kansas

627 📖: (TLC) Teaching Lean Startup in the Undergraduate Classroom: From Opportunity to Crowdfunding Campaign

1:40pm - 2:40pm Anaheim Convention Center: 303D

Tweet this session: #AOM2016 627

Track 4: From Classroom to Society

Entrepreneurship has recently seen a proliferation of books in the popular press on innovative approaches to entrepreneurship. These books include *The Four Steps to the Epiphany*, *The Lean Startup*, *Value Proposition Design*, *Business Model Generation*, and *The Startup Owner’s Manual*. The availability of so many new and novel sources of idea makes it difficult for an instructor to organize a course around the chapters of a traditional textbook and keep the material relevant. At the same time, more and more free Web tools like *Launchrock.com*, *Wix.com*, and *Google sites, forms, and analytics*, as well as crowdfunding sites like *Kickstarter*, have dramatically reduced the costs of starting a startup. This one-hour workshop leads participants through the steps of learning about and teaching lean startup techniques in the classroom. The texts and hands-on tools I will teach are from the semester-long “New Venture Development: From Opportunity to Crowdfunding Campaign” course that received the Entrepreneurship Division’s “Innovation in Pedagogy” award in 2015. Participants will learn what these lean startup techniques and tools are, how to teach them to their students, and how to oversee their use by students. Instructors will learn how to lead students through different lean startup exercises

toward the development of a promising crowdfunding campaign for student's proposed products or services.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.
Presenter: **Craig E. Armstrong**, The U. of Alabama

628 📖🗣️: (TLC) The Neurobiology of Learning: Teaching Meaning in Work Life

1:40pm - 2:40pm Anaheim Convention Center: 304A
Tweet this session: **#AOM2016 628**
Track 4: From Classroom to Society

More than half of post-secondary students attend college with the goal of discovering their purpose and meaning in life. Given the hunger felt by both college students entering the workforce and by established workers to find a meaning in life that is greater than the self, it is imperative that professors of management have tools to help future employees and managers develop this asset. Neuroscience and cognitive science research provide rich data on how the brain learns and ways in which to help students both retain new information and develop novel insights. The workshop will cover how the brain learns, the process for the transfer of learning to creative applications, and the practical strategies that correlate with this research to improve students' successful learning. This information will be applied to teaching students to identify meaning in life, as well as develop ways to experience meaning in work.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.
Presenter: **Michelle French**, Mount Saint Mary's U., Los Angeles

629 📖🗣️: (TLC) Treating Your Service Learning Class as a Project Manager

1:40pm - 2:40pm Anaheim Convention Center: 304B
Tweet this session: **#AOM2016 629**
Track 4: From Classroom to Society

Service learning continues to gain popularity as a means to connect students with their local communities and to help students connect theory with practice. In project oriented service learning courses, managing and assessing students is a challenge. This is especially true for courses where the student to teacher ratio is greater than 35:1. This session shares how co-instructors in a management department at a Hong Kong university used formal project management techniques to facilitate a university wide Sustainability Service Learning course of 102 students. The two instructors guided 22 student project teams (4-5 students each) working with 8 NGOs in the Hong Kong community. This interactive session will expose participants to these project methods via similar activities used to develop project management skills for the service learning teams. Participants will also gain insights on how various technologies including social media were used to monitor and assess students throughout the semester.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Kenneth Ward**, U. of Kansas; **Lianne Lam**, Hong Kong Polytechnic U.

630 📖🗣️: (TLC) Munchiez: An Experiential Learning Initiative Cultivating Collaborations and Entrepreneurship

1:40pm - 2:40pm Anaheim Convention Center: 304C
Tweet this session: **#AOM2016 630**
Track 4: From Classroom to Society

Through concrete examples, role play and reflection, this seminar suggests a way to implement a student initiative through experiential learning, interdepartmental collaboration, mentoring prospects, and application of critical thinking. In the Spring of 2014, three students in a business plan preparation course introduced the idea of starting a late night food truck operation for the Southern NH University community. The Munchiez food truck has been successfully operating since utilizing entrepreneurship, innovation, and real-world practices. This experience will be used as a backdrop for the seminar to explore the challenges, opportunities, and successes that have been observed over the past 2 years. The profundity of the learning for students, faculty, administration and staff has surpassed the original intended outcomes of this initiative and has provided added value for all stakeholders. These benefits will also be explored during this seminar. The objective is to further the body of knowledge used to effectively implement and utilize experiential learning. This transfer of knowledge can assist with future initiatives by faculty, administration, staff and students and propose the creation of a networking opportunity for experiential initiatives.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Susan Losapio**, Southern New Hampshire U.; **Sophia N. Koustas**, Southern New Hampshire U.

631 📖🗣️: (TLC) Using Exemplar Activist Organizations to Add Meaning through the Integration of Sustainability

1:40pm - 2:40pm Anaheim Convention Center: 304D
Tweet this session: **#AOM2016 631**
Track 4: From Classroom to Society

This session is intended to directly respond to the AOM meeting theme of "Making Organizations Meaningful." It will demonstrate how the use of exemplar activist organizations can inspire and enable faculty to integrate sustainability frameworks, concepts, processes and practices into existing courses. As a result, existing course content becomes more relevant and students are more likely to open up to changing expectations about business and organizations generally. This session will address how required elements of disciplinary content can be complemented and enhanced by using inspiring and critically positioned examples that integrate sustainability into courses. This session is specifically designed for those seeking to gain a foothold in introducing sustainable organizations. The session's material is appropriate for use at the undergraduate and graduate (masters) levels and in traditional or online formats.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenter: **Linda Forbes**, Western Connecticut State U.

632 🗣️: (TLC) **Matching Teaching Practices to Workplace Productivity**

1:40pm - 2:40pm Anaheim Convention Center: Ballroom A- II

Tweet this session: **#AOM2016 632**

Track 4: From Classroom to Society

This session will create a unique interaction among a sample of students from local universities in California and companies, to discuss management education. We anticipate a robust discussion among employers, faculty, and students about increasing the effectiveness of management in the future.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenter: **Benjamin Blackford**, Northwest Missouri State U.

633 : (TLC) **TLC Cafe**

1:40pm - 2:40pm Anaheim Convention Center: Ballroom A- III

Tweet this session: **#AOM2016 633**

The TLC Cafe welcomes TLC attendees to come to network and/or conduct informal discussions throughout the day.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Sunday 2:00PM

634 : (CM) **Conflict Management Division Executive Committee Meeting**

2:00pm - 5:00pm Hilton Anaheim: Salinas

Tweet this session: **#AOM2016 634**

Division Chair: **Mara Olekalns**, The U. of Melbourne

Division Chair-Elect: **Matthew A. Cronin**, George Mason U.

Program Chair: **Peter H Kim**, U. of Southern California

Professional Development Workshop Chair: **Yekaterina Bezrukova**, Santa Clara U.

Past Chair: **Michael A. Gross**, Colorado State U.

Representatives-at-Large: **Mary Kern**, City U. of New York, Baruch College; **Alexandra A. Mislin**, American U.; **Ann-Sophie De Pauw**, IESEG School of Management; **Stephen M Garcia**, U. of Michigan

635 : (ICW) **Administrative Science Quarterly Editorial Board Meeting**

2:00pm - 3:00pm Anaheim Convention Center: 203A

Tweet this session: **#AOM2016 635**

By invitation only

Organizer: **Joan Friedman**, Administrative Science Quarterly

636 : (ICW) **Management Decision Editorial Board Meeting**

2:00pm - 3:30pm Anaheim Convention Center: 206A

Tweet this session: **#AOM2016 636**

Invitation Only

Organizer: **Patrick J. Murphy**, DePaul U.

637 : (ICW) **Sequences and Traces: Working meeting**

2:00pm - 5:00pm Hilton Anaheim: Mezzanine 10

Tweet this session: **#AOM2016 637**

Organizer: **Brian T Pentland**, Michigan State U.

638 : (ITC) **Carolyn Dexter Award Reception**

2:00pm - 4:00pm Anaheim Convention Center: 204C

Tweet this session: **#AOM2016 638**

The Carolyn Dexter Award is an All-Academy award given to the paper that best meets the objective of internationalizing the Academy. This serves the mission of the Academy and the charge of the International Theme Committee, which sponsors this Award.

639 : (ODC) **ODC Board Meeting**

2:00pm - 6:00pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: **#AOM2016 639**

Division Chair: **David Grant**, Griffith University

Division Chair: **David Stephen Grant**, Griffith U.

Sunday 2:30PM

640 🗣️: (AAT) **Transformation Through Inclusion: Business an Agent of World Benefit**

2:30pm - 4:00pm Hilton Anaheim: Catalina 2

Tweet this session: **#AOM2016 640**

Organizers: **Lori D Kendall**, Case Western Reserve U.; **Chantal van Esch**, Case Western Reserve U.

Discussant: **Andre L Delbecq**, Santa Clara U.

Transforming a Global Business School Network to Contribute to Flourishing: A Work in Progress | **James A.F. Stoner**, Fordham U.

Integrating Religious Identity into the Classroom: Student Transformation Through Moral Conversation | **Susan S. Case**, Case Western Reserve U.; **Edward Chavez**, Case Western Reserve U.; **Chantal van Esch**, Case Western Reserve U.

The Arc of Interconnectedness: A Theory of the Evolution of Business Toward Flourishing | **Ignacio Pavez**, Case Western Reserve U.; **Lori D Kendall**, Case Western Reserve U.; **Chris Laszlo**, Case Western Reserve U.

Quantum Leadership: New Consciousness in Business | **Joseph S. Leah**, Florida Gulf Coast U. / Case Western U.; **Chris Laszlo**, Case Western Reserve U.; **Morgan Bulger**, Case Western Reserve U.; **Edward Chavez**, Case Western Reserve U.

641 🗣️: (AAT) **Business Journalism at a Crossroads**

2:30pm - 4:00pm Hilton Anaheim: Catalina 6

Tweet this session: **#AOM2016 641**

Moderator: **Art Kleiner**, PwC

Participants: **Ernest Wilson**, Annenberg School for Communication, U. of So. California; **Juliette Powell**, Strategy & Business; **Willow Bay**, Annenberg School for Communication, U. of So. California

642 🗣️📄: (AAT) **Authenticity, Meaning & Organizations: Challenges & Channels for Advancing Authenticity Research**

2:30pm - 4:00pm Hilton Anaheim: Malibu

Tweet this session: **#AOM2016 642**

Organizers: **Erica L. Steckler**, U. of Massachusetts Lowell; **Brooke R. Buckman**, Florida International U.; **Hannes Leroy**, Erasmus Research Institute of Management

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Organizers: **Erica L. Steckler**, U. of Massachusetts Lowell; **Brooke R. Buckman**, Florida International U.; **Hannes Leroy**, Erasmus Research Institute of Management

Discussants: **Robert Edward Freeman**, U. of Virginia; **Patricia Faison Hewlin**, McGill U.; **Michael G. Pratt**, Boston College; **Laura Morgan Roberts**, Antioch U.

643 🗣️📄: (AAT) The Role of Values-based Leadership and Followership in Employee Stress

2:30pm - 4:00pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 643

Organizer: **Sara Jansen Perry**, Baylor U.

Discussant: **Michael Palanski**, Rochester Institute of Technology

Meta-Analysis of Servant Leadership in Predicting Needs-Based Motivation and Well-Being | **Daniel D. Goering**, U. of Iowa; **Jordan Nielsen**, U. of Iowa; **Patrick E. Downes**, Rutgers U.

The Protection of the Ethical Leader: Challenge Stress, Exhaustion, and Deviance | **Sara Jansen Perry**, Baylor U.; **Matthew J. Quade**, Baylor U.; **Emily M Hunter**, Baylor U.

Ethical Leadership, Ethical Climate, and Negative Affect on the Deviance of Coworkers | **Jacqueline L. Power**, Odette School of Business; **Al-Karim Samnani**, U. of Windsor; **Barbara A Wech**, U. of Alabama, Birmingham

Bad Leadership and Followers' Restorative Behaviors: The Mediating Role of Psychological Capital | **David B. Zoogah**, Xavier U.

Ethical Leadership in Multiple Domains: The Impact on Leader/Follower Well-Being and Stress | **Michael Palanski**, Rochester Institute of Technology; **Gretchen Vogelgesang Lester**, San Jose State U.; **Rachel Clapp-Smith**, Purdue U., Calumet; **Michelle Hammond**, U. of Limerick

644 🗣️📄: (AAT) Changing Conceptions of 'The Good Corporation': Purpose and Beyond

2:30pm - 4:30pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 644

Organizers: **Basak Yakis-Douglas**, U. of Oxford; **Amanda Moss Cowan**, U. of Rhode Island; **Andrew White**, U. of Oxford

Speakers: **David Levy**, U. of Massachusetts, Boston; **Thomas J. Donaldson**, U. of Pennsylvania; **Rebecca Henderson**, Harvard U.; **Meng Zhao**, Renmin U. of China; **Marc Thompson**, U. of Oxford; **Matthew G. Grimes**, Indiana U.; **Ioannis Ioannou**, London Business School; **Valery G Keller**, Ernst & Young

645 : (BPS) BPS Global Representatives Meeting

2:30pm - 3:30pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 645

By invitation only

646 🗣️📄: (DISC Paper Session) - (BPS) Networks, Coordination and Performance

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 646

Chair: **Ehsan Fakhharizadi**, U. of Houston, Victoria

Herding Cats: Deciphering Integrative Coordination Process in the Information Era | **Guo Bai**, HEC Paris

🗣️📄 Instrumental Love: Political Marriage and the Performance of Family Firms | **Feifei Lu**, Shanghai U. of Finance and Economics; **Xu Huang**, Hong Kong Baptist U.; **Erica Xu**, Hong Kong Baptist U.; **Xiaogang He**, Shanghai U. of Finance and Economics

📄 Sole External Networks and Strategizing Mechanisms | **Yi-Ju Lo**, Yuan Ze U.; **Ming-Je Tang**, National Taiwan U.; **Tung M. Hung**, Rutgers U.

📄 The Cross-Level Effects of SCI on the Relationships between TSIs and Firm Performance | **Ming-Chang Huang**, Providence U.; **Min-Ping Kang**, National Taiwan Normal U.

647 📄: (DISC Paper Session) - (BPS) Agency, Boards, and Politics

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 647

Chair: **Razvan Lungeanu**, Pennsylvania State U.

📄 The Political Landscape: A New Approach to Understanding Corporate Political Activity | **Michael Greiner**, Wayne State U.; **Jaegul Lee**, Wayne State U.

📄 Corporate Disorder and Wrongdoing | **Karen Schnatterly**, U. of Missouri; **Brent Clark**, U. of Nebraska - Omaha; **Timothy R. Moake**, U. of Missouri

Intrafamily Succession Intention: An Interplay between Family Business Owners and Institution | **Yonglong Zhou**, Peking U.; **Qiongjing Hu**, Peking U.; **Jingjing Yao**, IESEG School of Management

Toward an Affect-Based View of Principal-Agent Problems | **Hansin Bilgili**, U. of Arkansas; **Jacqueline Tilton**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas

648 📄: (DISC Paper Session) - (BPS) Cognition and Human Capital

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 648

Chair: **Seth Carnahan**, U. of Michigan

📄 'Star Wars': Conflict Between Star Employees, and Between Star Employees and Star Organizations | **Paolo Aversa**, Cass Business School, City U. London; **Alessandro Marino**, Luiss Guido Carli U.; **Simone Santoni**, Cass Business School, City U. London

📄 Cognitive Antecedents of Acquisition Premium, Private Synergy and Foresight | **Burak Cem Konduk**, U. of North Georgia

📄 Human Capital Information Disclosure in the North-American Financial Services Industry | **Kaouthar Lajili**, U. of Ottawa

📄 Toward a Theory of Supply-Side Mobility Constraints: Assessing Value Creation and Value Capture | **Brian M. Saxton**, John Carroll U.; **Alison M. Dachner**, John Carroll U.

📄 Embracing Paradox: Paradoxical Cognition as Mediating Factor Between Reflexivity and Ambidexterity | **Pepijn van Neerijnen**, U. of Amsterdam; **Michiël Pieter Tempelaar**, U. of Amsterdam; **Vareska Van De Vrande**, Erasmus U. Rotterdam

649 📄: (DISC Paper Session) - (CM) Inductive Insights into Conflict and its Resolution

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 649

Chair: **Kandarp Mehta**, IESE Business School

What is Workplace Incivility? An Investigation of Relational Schemas (WITHDRAWN) | **Jonathan Samosh**, Smith School of Business, Queen's U.

🗣️ Workplace Mediation, Transformation and Feedback Loops: An Organisational Learning Approach. | **Ria Deakin**, U. of Huddersfield; **Helge Hoel**, The U. of Manchester

Humor in Civil Case Mediations: A Functional Approach | **Christopher Robert**, U. of Missouri; **James A Wall**, U. of Missouri

Collective Bargaining Behavior: Reconciling Macro and Micro Perspectives | **Bui K. Petersen**, Memorial U. of Newfoundland

650 → 🗨️📄: (DISC Paper Session) - (CMS) **Alternative and Critical Perspectives on Economic Value**

2:30pm - 4:00pm Sheraton Park Hotel: Garden C
Tweet this session: #AOM2016 650

Chair: **Ozan Nadir Alakavuklar**, Massey U. Palmerston North
🗨️📄 Towards Power in Contradictory Institutional Logics and Organizational Fields | **Anusha Chaitanya Satturu**, U. of Massachusetts, Boston

→ Issue Framing in Corporate Social Responsibility | **Minh Nhien Thi Pham**, U. of Lausanne

📄 Free Food Store: A Case for Alternative Organising and Diverse Economy | **Ozan Nadir Alakavuklar**, Massey U. Palmerston North

651 : (CMS) **CMS Division Business Meeting**

2:30pm - 4:00pm Sheraton Park Hotel: Palm West
Tweet this session: #AOM2016 651

Organizers: **Nimruji Jammulamadaka**, Indian Institute of Management, Calcutta; **Latha Poonamallee**, Michigan Technological U.

652 : (DISC Paper Session) - (ENT) **Entrepreneurship, Institutions & Politics**

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 4
Tweet this session: #AOM2016 652

Discussant: **Christian Linder**, Free U. Bozen, Bolzano
Community Status and New Organizational Founding | **Lingli Luo**, U. of New South Wales; **Xufei Ma**, Chinese U. of Hong Kong; **Shige Makino**, Chinese U. of Hong Kong

🗨️📄 Political connection and ownership concentration | **Peter G. Klein**, Baylor U.; **Jingjing Wang**, U. of Missouri

Facing formalization pressures: Understanding options and choices for informal entrepreneurs | **Aurélie Toivonen**, EMLYON Business School; **Miguel Rivera-Santos**, Babson College

📄 Thinking like politicians: What can crowdfunding projects learn from political campaigns? | **Yuanqing Li**, The U. of Texas, Rio Grande Valley; **Jennifer L. Welbourne**, The U. of Texas, Rio Grande Valley

653 : (DISC Paper Session) - (ENT) **Entrepreneurship & Psychology**

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 5
Tweet this session: #AOM2016 653

Discussant: **Michiel Bosman**, Oklahoma State U.

🗨️📄 Lifestyle entrepreneurship as a political act: contextualized entrepreneurship | **Maria Aggestam**, Lund U.; **Caroline Wigren**, Lund U.

📄🗨️📄 Risk Propensity and Financial Returns to Entrepreneurship | **Jun Huang**, KU Leuven

Creating a measure for the entrepreneurial inclination to "Be Your Own Boss" | **Candace A. Esken**, Louisiana State U.

The impact of personal freedom aspirations and personal stability requirements | **Winston Wayne Wilson**, Lubin School of Business, Pace U.

654 : (DISC Paper Session) - (ENT) **Corporate Entrepreneurship**

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 6
Tweet this session: #AOM2016 654

Discussant: **Kathleen Randerson**, EDC Paris

🗨️📄 Family Influence on Corporate Entrepreneurship: A Path Way To Sustainable Entrepreneurship | **Sondos Gamal Abdelgawad**, IE Business School

🗨️📄 Dispersed entrepreneurship within large organizations-when stretch goals work | **Saeedeh Ahmadi**, Erasmus U. Rotterdam; **Saeed Khanagha**, Radboud U. Nijmegen

Protective covenants as a safeguard in interfirm relationships | **Crysal Hsin-Ju Bien**, Purdue U.

🗨️📄 Comparing the Entrepreneurial Management and Corporate Entrepreneurship Assessment Instruments | **Jonathan Levie**, U. of Strathclyde; **Marina Biniari**, Aalto U.; **Erik Monsen**, U. of Vermont

655 → 🗨️📄🗨️: (DISC Paper Session) - (GDO) **Gender and Ethnic Bias in Worker Outcomes**

2:30pm - 4:00pm Sheraton Park Hotel: Park A
Tweet this session: #AOM2016 655

Chair: **Diana Bilimoria**, Case Western Reserve U.

🗨️🗨️ Accent Controllability Beliefs and Bias against Nonnative English Speakers | **Christy Zhou Koval**, Duke U.; **Grainne Fitzsimons**, Duke U.

🗨️ Doing More Harm Than Good? Communicating the Gender Confidence Gap | **Keimei Sugiyama**, Case Western Reserve U.; **Sophie Elizabeth Jané**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

→ 🗨️🗨️ Behind Chinese Female CEOs' Underpayment | **Joyce Wang**, The U. of Texas at Dallas; **Livia Anna Markoczy**, The U. of Texas at Dallas

656 📄: (DISC Paper Session) - (HCM) **Learning and Collaboration in Healthcare**

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 8
Tweet this session: #AOM2016 656

Chair: **Stephen James O'Connor**, U. of Alabama, Birmingham

🗨️🗨️ Achieving Social Sustainability in a Non-profit Community Hospital | **Stephen Craig Waldhoff**, Mayo Clinic Health System; **Lana V. Ivanitskaya**, Central Michigan U.; **Daniel K Zismer**, U. of Minnesota; **Misty Bennett**, Central Michigan U.

Access to Capital, Leverage and System Membership | **Nathan Carroll**, U. of Alabama, Birmingham; **Dean Smith**, Louisiana State U.; **Jack Wheeler**, U. of Michigan, Ann Arbor

🗨️📄 Serendipity in Simulation: Organizational Learning from Hypothetical Healthcare Histories | **Michal Tamuz**, Northwell Health; **Ilana Kafer**, Northwell Health; **Gary Dellacerra**, Northwell Health; **Erin McLaughlin**, Nova Southeastern U.; **Andrew Rotjan**, Northwell Health; **Barry Kanzer**, Northwell Health; **Gregory Grimaldi**, Northwell Health

🗨️ Perceptions of Group Peer Support for People Living with Multiple Sclerosis | **Denise Mary Jepsen**, Macquarie U.; **Kalani Koswatta Liyanage**, Macquarie U.

📄 Organizational and Environmental Context for Including APPs in Hospitalist Models | **Johanna E. Bellon**, U. of Pittsburgh; **Julia Driessen**, U. of Pittsburgh; **Joel M. Stevans**, U.

of Pittsburgh; **Everette James**, U. of Pittsburgh; **Benjamin R. Reynolds**, UPMC Health System; **Jeanette M. Trauth**, U. of Pittsburgh


657 : (DISC Paper Session) - (HR) Qualitative HR Research


2:30pm - 4:00pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 657

Chair: **Deirdre Anderson**, Cranfield U.

Using Agile Development to Generate Value from Workforce Analytics | **Derrick A McIver**, Western Michigan U.; **Mark L. Lengnick-Hall**, The U. of Texas at San Antonio ; **Cynthia A. Lengnick-Hall**, The U. of Texas at San Antonio

 Emotions in Elite Identity Work - Young Talents and the Pressure to Perform | **Pernilla Bolander**, Stockholm School of Economics; **Andreas Werr**, Stockholm School of Economics; **Kajsa Asplund**, Stockholm School of Economics

 Managing Human Resources in Open Boundaries Communities: The Case of 3D Printing Fablabs | **Marta Gasparin**, Leicester U.; **Maria Rita Micheli**, IESEG; **Mario Campana**, U. of London, Goldsmiths College


What Drives Successful Innovation Strategies: HRM Practices and Firms Absorptive Capacity | **Amal Aribi**, Kedge Business School; **Olivier Dupouët**, Kedge Business School; **Yochanan Altman**, Middlesex U. and Teesside U.




658 : (DISC Paper Session) - (HR) Work/Life and Employee Attitudes and Well-Being

2:30pm - 4:00pm Anaheim Convention Center: 201C


Tweet this session: #AOM2016 658

Discussant: **Liza Castro Christiansen**, U. of Reading

 Participation, Organisational Commitment and Employee Well-Being: A Longitudinal Analysis | **Duncan Gallie**, U. of Oxford; **Ying Zhou**, U. of Surrey; **Alan Felstead**, Cardiff U.; **Francis Green**, UCL; **Golo Henseke**, UCL

   The Influence of Family Systems on Expatriate Performance and Adjustment in Dangerous Locations | **Philipp Paulus**, U. of Trier; **Katrin Muehlfeld**, U. of Trier

Telework's Role Explaining Outcomes of Work/Home Segmentation: Preferences & Supplies | **Timothy Golden**, Rensselaer Polytechnic Institute; **Carrie A Bulger**, Quinnipiac U.; **Mark Hoffman**, Quinnipiac U.

 Work-Family Practice Variations: The Recursive Relationship between Work-Family Policies and Actors | **Matthew B. Perrigino**, Purdue U.; **Nina Granqvist**, Aalto U.

659 JS: (HR, AAT) Supporting Employment Outcomes for Individuals with a Disability

2:30pm - 4:00pm Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 659

Chairs: **Jennifer R. Spoor**, La Trobe U.; **Jillian Cavanagh**, La Trobe U.

Discussant: **Robert D. Austin**, Ivey Business School
Disability Accommodation and Equal Career Advancement Opportunities | **Michele L. Swift**, Oregon State U.

The Importance of Social Ties for Employees with Disabilities | **Mark E. Moore**, East Carolina U.; **Yang Yang**, Rowan U.

Seeking Self Employment in the Deaf Community: The Entrepreneurial Factors and Antecedents | **Richard DeMartino**, Rochester Institute of Technology; **W Scott Atkins**,

Rochester Institute of Technology; **Robert J. Barbato**, Rochester Institute of Technology

An Exploratory Study of the Retention of Workers with an Intellectual Disability in the Hotel Sector | **Hannah Meacham**, La Trobe U.; **Amie Shaw**, Griffith U.; **Jillian Cavanagh**, La Trobe U.; **Timothy Bartram**, La Trobe U.


The Dandelion Program: Supporting Meaningful Work for Individuals with Autism | **Jennifer R. Spoor**, La Trobe U.; **Darren Hedley**, La Trobe U.; **Cheryl Dissanayake**, La Trobe U.; **Amanda Richdale**, La Trobe U.; **Mirko Uljarevic**, La Trobe U.

660 : (DISC Paper Session) - (IM) Firm Internationalization and Foreign Entry


2:30pm - 4:00pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 660

Chair: **Lorraine Eden**, Texas A&M U.


 Entry timing in international markets: Looking back and ahead for opportunities | **Bernadine J. Dykes**, U. of Delaware; **Kalin D. Kolev**, Marquette U.

Sand their wheels? The case of exporting SMEs in africa | **Emanuel Gomes**, U. of Birmingham; **Ferran Vendrell-Herrero**, U. of Birmingham; **Kamel Mellahi**, Warwick Business School; **Duncan Angwin**, Lancaster U. Management School

 The moderating role of group affiliation on the internationalization of firms from Latin America | **Claudia Frias Pinto**, FGV-EAESP; **Manuel Portugal Ferreira**, Nove de Julho U.; **Maria Tereza Leme Fleury**, Fundacao Getulio Vargas; **Dan Li**, Indiana U.

 The Effect of Home Country Institutional Constraints on Internationalization of Chinese Firms | **Fangrong Li**, Xi'an Jiaotong-Liverpool U.; **Yuanyang Song**, East China U. of Science and Technology

 Equity ownership in Brazilian cross-border acquisitions: The moderating role of government support | **Claudia Frias Pinto**, FGV-EAESP; **Christian Falaster**, Nove de Julho U.; **Maria Tereza Leme Fleury**, Fundacao Getulio Vargas; **Afonso Carlos Fleury**, U. of São Paulo



 Government Venture Capital and Cross-Border Investment | **Brian P Cozzarin**, U. of Waterloo; **Douglas Cumming**, York U.; **Arash Soleimani Dahaj**, U. of Waterloo

661 : (DISC Paper Session) - (MED) Teaching & Learning Approaches




2:30pm - 4:00pm Sheraton Park Hotel: Park C




Tweet this session: #AOM2016 661


Discussant: **Olga Ryazanova**, Maynooth U.

  Should Strategic-Management Courses Be Interdisciplinary? A Content Analysis and Empirical

Analysis | **Meredith E David**, Baylor U.; **Fred R David**, Francis Marion U.; **Forest David**, Management Consultant

   Toward a Transcultural Learning after Fukushima Disaster: Promoting Reader-Centred Reflexivity | **Nobuyuki Chikudate**, Hiroshima U.

   Delivering an Online UK MBA Course in Post-Soviet Countries: Global and Local Perspectives | **Ruslan Ramanau**, The Open U.

 English Language Learning and Career Development: Internationalizing from Developing Economies | **Kathleen**

Park, Massachusetts Institute of Technology; **Janet Testerman**, Gulf U. for Science and Technology; **Anthony Gould**, Laval U.

662 🗨️: (DISC Paper Session) - (MOC) **Learning to Fly: Learning as a Takeoff for Organizational Phenomena**

2:30pm - 4:00pm Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 662

🗨️ Interim Rank Biases of Subjective Performance Evaluation in Contests | **Hitoshi Mitsuhashi**, Keio U.; **Jungwon Min**, Kyushu U.

Countering Bounded Rationality: Cognitive Integration As Basis of Superior Performance | **Jaana Woiceshyn**, U. of Calgary

🗨️ Team Leader Modeling Fallibility and Learning from Errors in Organizations | **Bin Zhao**, Simon Fraser U.; **Minghui Yao**, Shanghai U. of Engineering Science; **Craig Emby**, Simon Fraser U.; **Jost Sieweke**, U. of Duesseldorf

🗨️ Cognitive Biases and Power in Investment Clubs | **Gustavo Rodrigues Cunha**, Faculdade Novos Horizontes; **Lorenzo Mizzau**, U. of Modena and Reggio Emilia

Care and instrumentality in organizations: the construction of ethical issues at work | **Anne Antoni**, Warwick Business School; **Juliane Reinecke**, U. of Warwick; **Marianna Fotaki**, Warwick Business School

663 : (OCIS) **OCIS Executive Committee Meeting**

2:30pm - 4:00pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 663

664 🗨️: (DISC Paper Session) - (OCIS) **Organizing and Performing in Online Environments**

2:30pm - 4:00pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 664

Chair: **Shi-Ying Lim**, The U. of Texas at Austin

🗨️ Cybersecurity governance: An experiment with Brazilian bank employees on Facebook® | **Marco Alexandre Terlizzi**, FGV-EAESP; **Fernando Souza Meirelles**, FGV-EAESP; **Maria Alexandra V. Cortez Cunha**, FGV-EAESP

🗨️ Factors that Influence Advertising Effect: Perspective from Sina Weibo as a Type of Social Media | **Zuomiao Xie**, Minzu U. of China; **Jinjing Zhu**, U. at Buffalo, The State U. of New York

🗨️ Building Discursive Consensus in Online Technology Standards Development | **Takumi Shimizu**, McGill U.

665 🗨️: (DISC Paper Session) - (ODC) **Understanding Determinants of Effective Change and Firm Performance**

2:30pm - 4:00pm Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 665

Chair: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

🗨️ Leading Firm Transitions: The Importance Of The CEO In Initial Public Offerings | **Skylar Rolf**, U. of Nebraska, Lincoln

➔ 🗨️ Meaning and Identity: The 2011 Attempted Hostile Takeover of Parco, A Tokyo Based Urban Developer | **Toyoko Sato**, Copenhagen Business School

🗨️ The Impact of Hedge Fund Activism on Firm Strategic Resource Allocation and Performance | **Shirish Sundaresan**, U. of North Carolina, Chapel Hill; **Deepak Jena**, U. of North Carolina, Chapel Hill; **Ting Yao**, U. of North Carolina, Chapel Hill

666 🗨️: (DISC Paper Session) - (OMT) **Relationship**

Dynamics

2:30pm - 4:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 666

Discussant: **Giuseppe Labianca**, U. of Kentucky

🗨️ Multiplex Ties and Knowledge Sharing: Effects of Tie Formation Order | **Hyeyeon Gong**, McGill U.; **Brian Rubineau**, McGill U.

🗨️ Patterned Fluidity of Chinese Ethnic Identity: Networks, Time, and Place | **Cynthia Baiqing Zhang**, Christopher Newport U.

IJVs' CEOs as Boundary Spanners and Inter-Organization Cooperation | **Bi-Juan Zhong**, City U. of New York, Baruch College; **Yaping Gong**, Hong Kong U. of Science and Technology; **Oded Shenkar**, The Ohio State U.; **Yadong Luo**, U. of Miami

➔ 🗨️ Self-Regulation in Collaborative Environments: The Case of the Equator Principles in Banking | **Martha Gabriela Contreras**, Radboud U. Nijmegen; **Jaap Bos**, Maastricht U.; **Stefanie Kleimeier**, Maastricht U.

🗨️ Signalling Legitimacy and Shaping Ethics: Impact of Nonprofit Interlocks on Corporate Misconduct | **Daphne Teh**, INSEAD

667 🗨️: (DISC Paper Session) - (OMT) **Adoption &**

Decoupling

2:30pm - 4:00pm Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 667

Discussant: **Rodney Lacey**, Emory U.

🗨️ How do conflicting logics lead to decoupled activities? Evidence from rural Ghana | **Mira Slavova**, GIBS / U. of Pretoria; **Stan Karanasios**, U. of Leeds

🗨️ Examining attributes and salience in not-for-profit and for-profit stakeholders | **Shahzad Khurram**, U. of Paris Sud; **Florent Pestre**, U. of Paris Sud

🗨️ Exploring the Process of Institutional Isomorphism in Patchy Organizational Fields | **Fiona A.E. McQuarrie**, U. of the Fraser Valley; **Alex Z. Kondra**, Athabasca U.

Flexibility Stigma: It's About Time! | **Laurens Steed**, Georgia Institute of Technology

668 🗨️: (DISC Paper Session) - (OMT) **Identity & Categorization**

2:30pm - 4:00pm Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 668

Discussant: **Tina Dacin**, Queen's U.

🗨️ Organizational Identity Categories in a Labor Market | **Özgecan Koçak**, Sabanci U.; **Mahmut Bayazit**, Sabanci U.; **Cagla Afife Bozer**, Sabanci U.; **Nazli Fikriye Senol**, Sabanci U.

🗨️ Producers and Their Products: Genre Ambiguity in the U.S. Publishing Industry, 1999-2013 | **Mijeong Kwon**, Yonsei U.; **Sangchan Park**, Korea Advanced Institute of Science and Technology (KAIST); **Dongyoub Shin**, Yonsei U.

🗨️ A Study of Firm Exit Decisions: The Interplay of Private and Social Signals | **Yeonsin Ahn**, Seoul National U.

🗨️ Drawing Lines in the Sand: Organizational Responses to Evaluations in a Swedish University | **Stefan Jonsson**, Uppsala U.; **Niklas Bomark**, Uppsala U.

Competitive Dynamics of Incumbents and Challengers in British Electoral Competition, 1955- 2005 | **Soorjith Karthikeyan**, Indian Institute of Management, Udaipur; **Stefan Jonsson**, Uppsala U.

669 📄JS: (OMT, AAT) Institutional Foundations of Entrepreneurship in Global Contexts

2:30pm - 4:00pm Hilton Anaheim: Catalina 5

Tweet this session: #AOM2016 669

Organizers: **Ryan S. Coles**, Cornell U.; **Shon R Hiatt**, U. of Southern California; **Wesley David Sine**, Cornell U.

Discussant: **Zur Shapira**, New York U.

Changing Entrepreneurial Strategies to Developing Institutions | **Chuck Eesley**, Stanford U.

Lowering Entry Barriers(But also Providing Resources): How Governments Spur Funding | **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Kathleen M. Eisenhardt**, Stanford U.; **Chuck Eesley**, Stanford U.

Financialization of Everyday Life: Mobile Money and (In)formal Activity in a Developing Context | **Christopher B. Yenkey**, The U. of Chicago; **Laura Doering**, U. of Toronto; **Pete Aceves**, The U. of Chicago

Weapons of the Weak: How Violence Shapes Firm Foundings and Firm Survival | **Shon R Hiatt**, U. of Southern California; **Ryan S. Coles**, Cornell U.; **Wesley David Sine**, Cornell U.

Revisiting Schumpeter: Conditions associated with assumption of entrepreneurial risk in Jordan | **Ryan S. Coles**, Cornell U.; **Loren Rich**, U. of Utah; **Wesley David Sine**, Cornell U.; **Zaid Al-Attar**, Brigham Young U.

Presenters: **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Chuck Eesley**, Stanford U.; **Christopher B. Yenkey**, The U. of Chicago; **Loren Rich**, U. of Utah

Participants: **Kathleen M. Eisenhardt**, Stanford U.; **Laura Doering**, U. of Toronto; **Pete Aceves**, The U. of Chicago; **Zaid Al-Attar**, Brigham Young U.

670 : (PNP) PNP Executive Board Meeting

2:30pm - 4:00pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 670

671 📄: (DISC Paper Session) - (RM) Emerging Areas in Research Methodology

2:30pm - 4:00pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 671

This discussion session features three papers that address emerging topics in methodology related to eliciting information from interviews and text sources. While the topics are varied, they are unified in presenting innovative techniques for inquiry, and show considerable promise for future development.

📄(I Can't Get No) Saturation: A Simulation and Guidelines for Sample Sizes in Qualitative Research | **Frank van Rijnsoever**, Utrecht U.

🗨️➔📄Using a 'Scenario Development' Delphi to Understand the Complexities of Work in the Future | **Paula Marie O'Kane**, U. of Otago; **Sara C. Walton**, U. of Otago; **Diane Rongo Ruwhiu**, U. of Otago; **Virginia Ilene Cathro**, U. of Otago

➔📄The Potential of Computer-Aided Text Analysis for Longitudinal Studies of Sustainability Reports | **Irene Pollach**, Aarhus U.

672 : (DISC Paper Session) - (SIM) Stakeholders and Boundaries of the Firm

2:30pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 672

Chair: **Jeffrey Gauthier**, State U. of New York College at Plattsburgh

🗨️📄Translating strategies of boundary spanners within an MNC: the case of CSR reporting | **Gabriela Gutierrez-Huerter O**, King's College London; **Stefan Gold**, The U. of Nottingham; **Jeremy Moon**, Copenhagen Business School; **Wendy Chapple**, The U. of Nottingham

➔🗨️📄Profit or legitimacy? What drives firms to prioritize social stakeholders? | **Lihua Wang**, San Francisco State U.; **Xiaoya Liang**, Fudan U.

🗨️🗨️📄Championing Triple Bottom Line Improvement: Middle Managers and Social Intrapreneurship | **Jeffrey Gauthier**, State U. of New York College at Plattsburgh; **Chris Meyer**, Fordham U.; **David Cohen**, Skidmore College

673 : (DISC Paper Session) - (SIM) Stakeholders and the Management of the Workplace

2:30pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: #AOM2016 673

Chair: **Elise Perrault**, College of Charleston

🗨️🗨️📄Who Cares? Firms' Legitimizing Stakeholders and Board Gender Diversity Pre- and Post-IPO | **Patrick Joseph McHugh**, Brown U.; **Elise Perrault**, College of Charleston

📄Do firms with broad employee ownership manage their external stakeholders more responsibly? | **Anne-Laure P. Winkler**, City U. of New York, Baruch College; **David Finegold**, Rutgers U.

📄Job Insecurity and Deviant Workplace Behavior: The Moderating Effect of Core Self-Evaluation | **Chet E Barney**, U. of South Dakota; **Steven M. Elias**, New Mexico State U.

674 ➔🗨️📄: (DISC Paper Session) - (TIM) Institutional and Policy Context for Innovation

2:30pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 674

Chair: **Margaret Dalziel**, U. of Waterloo

The role of the government in promoting and steering cluster development | **Anne-Lorène Vernay**, Grenoble Ecole de Management; **Beatrice D'Ippolito**, U. of York; **Jonatan Pinkse**, The U. of Manchester

➔📄What Determines the Duration of Patent Examination in China? | **Kun Zhang**, U. of Colorado, Boulder; **Tony W. Tong**, U. of Colorado; **Zi-Lin He**, Tilburg U.; **Yuchen Zhang**, U. of Colorado, Boulder

Does Institutional Context matter in Building Innovation Capability? | **Sukanlaya Sawang**, Queensland U. of Technology; **Ying Zhou**, Nanjing Audit U.; **Xiaohua Yang**, U. of San Francisco

📄Home and/or Away: The Impact of Multi-Level Public Support on Local and International Collaboration | **Gary Chapman**, Queen's U. Belfast; **Ghassan Yacoub**, Cass Business School, City U. London

675 : (TIM) TIM Best Dissertation Presentations

2:30pm - 3:30pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 675

Chairs: **Henry Sauermann**, Georgia Institute of Technology; **Jason Davis**, INSEAD

Presenters: **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Bo Cowgill**, U. of California, Berkeley; **Remco Stefan Mannak**, Tilburg U.; **Joost Rietveld**, Rotterdam School of Management

676 🗄️: (DISC Paper Session) - (TIM) **Innovation Management Systems**

2:30pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: **#AOM2016 676**

Chair: **John E. Ettlie**, Rochester Institute of Technology

🗄️ Social Capital, Knowledge Integration and Ambidexterity of Project-Based Teams in R&D Organizations | **Isabel M. Prieto**, Valladolid U.; **Natalia Martin Cruz**, U. de Valladolid; **Victor Martin Perez**, U. de Valladolid

🗄️ Building Innovation Capabilities-Influences at the individual, organizational & structural levels | **Patricio Rojas**, ESE Business School; **Ivan Diaz Molina**, ESE Graduate Business School, U. de los Andes, Chile

➔ Employee development and innovation in emerging economy SMEs | **Tam Nguyen**, U. of Queensland; **Martie-Louise Verreyne**, U. of Queensland; **John T Steen**, U. of Queensland

🗄️ Open Innovation: Systematization of Knowledge Exploration and Exploitation for Commercialization | **Christian Tabi Amponsah**, Skyline U., UAE; **Samuel Adams**, Ghana Institute of Management and Public Administration

677 🗄️👤: (DISC Paper Session) - (TIM) **Organization Forms for Open Innovation**

2:30pm - 4:00pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: **#AOM2016 677**

Chair: **Patia J. McGrath**, U. of Pennsylvania

🗄️ Collaboration vs. Competitive Advantage Across the Value Chain: A Study of Pharmaceutical Consortia | **Joel West**, Keck Graduate Institute; **Paul Olk**, U. of Denver

➔ M&A as Substitutes or Stepping Stones to Innovation? Examining the Impact of Financial Crisis | **Jiwon Hwang**, Columbia Business School; **Christine Choi**, Seoul National U.

🗄️ Crowdsourcing and market performance | **Francesco Cappa**, Luiss Guido Carli U.; **Raffaele Oriani**, Luiss Guido Carli U.; **Michele Pinelli**, Luiss Guido Carli U.

Unraveling Value Capture Strategies from Modular Products: The Case of Automotive Industry | **Jose-Mauricio Galli Geleilate**, Florida International U.; **Ronaldo C. Parente**, Florida International U.; **Bruno Barreto De Goes**, Temple U.

Sunday 2:45PM

678 : (AAA) **Conference Break**

2:45pm - 3:15pm Anaheim Convention Center: Hall C..

Tweet this session: **#AOM2016 678**

Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

Sunday 2:50PM

679 🗄️: (TLC) **The Use of Concept Maps to Enhance Your Lectures (WITHDRAWN)**

2:50pm - 3:50pm Anaheim Convention Center: 303A

Tweet this session: **#AOM2016 679**

Concept map (CM) is a way of graphical representation of concepts and can be seen as a cognitive tool for enhancing learning and introduces a "new" way to organize, structure and hierarchize the subjects in a cognitive way. CM is one active learning method and can influence motivation and performance of a significant number of students. The session will consist in a sequence of steps in which the TLC participants will understand the meaning of CM, know how to build it in a hand on exercise and see its benefits for them and for the students. They will benefit from this session because they will know and understand a collaboration tool in teacher education; enhance the quality in lecturing using an active learning instrument; integrate the concept map strategy into their pedagogical course; have better conceptual understanding of issues and the interrelations among these issues when incorporating visual aids; use CM as a teaching, learning and assessment tool.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenter: **Hong Yuh Ching**, Centro U. da FEI

680 🗄️: (TLC) **Make Your Course Count in Developing Knowledge and Skills for Success**

2:50pm - 3:50pm Anaheim Convention Center: 303B

Tweet this session: **#AOM2016 680**

Track 5: Professional Development

*All of us want to improve the quality of the courses we teach. Only by having a clear understanding of the desired outcomes, is it possible to have a good understanding of what should be included in a high- quality course. This session is an interactive discussion of how to make a course more occupationally relevant by using well-recognized research into the knowledge and skills that help prepare students for management occupations. It does so in four steps. First, we work with session participants to determine the career tracks that their former students have historically followed and that future students may aspire to. Second, we show how the O*NET database (www.onetline.org) can help participants translate their students' expectations into the knowledge and skills needed to excel in their careers. Third, we help the participants determine how to assess some on the knowledge and skills mentioned in steps one and two. Fourth, we help participants fine-tune a particular course with which most of them are highly familiar: Principles of Management. The participants will take way skills that can be applied to almost any management course.*

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Kenneth R. Thompson**, DePaul U.; **Daniel J Koys**, DePaul U.; **Phil Lewis**, National Center for O*NET Development; **William F. Martin**, DePaul U.

681 (TLC) Scholarship for Actionable Results: Reversing the Devolution of Care?

2:50pm - 3:50pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 681

Track 5: Professional Development

The co-authors of this submission suspect that the profile and skills-set of the graduates of Executive MBA and doctoral researcher programs need to change if the Academy is to produce the leaders of the future who will make organizations more meaningful; and results more actionable for the world we face today where societies need to be made more sustainable, less unequal and safer. We believe that executive managers and leaders are key to evolving new regimes of common- sense and institutional logics of societies since they are responsible for directing resource allocation, organizational focus, and sustaining high-level discourses around these initiatives. We share the concerns of management scholars who state that an over- emphasis of representational knowledge in curricula as well as the prevailing tendency to pursue theoretical fetishism and mono-disciplinary isolationism in management research (Birkinshaw et al., 2014) contributes to the devolution of researcher care (Schwarz et al 2015). In this panel we ask what the consequences of reversing these trends are for the re-design of Executive MBA and doctoral researcher training programs? Our proposal brings together contributors from across three continents: Europe, Africa, and the United States. Together, we share this analysis, and share the view that change involving curriculum re-design is necessary. Our session will show-case experiments in doctoral training innovation for future sustainability scholars and practitioners; in researching for actionable results which partner business; in leadership and values- centered E-MBA training; and in co-construction design methodologies to address some of our most pressing societal problems.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Chair: **Kosheek Sewchurran**, U. of Cape Town

Participants: **Sally Randles**, The U. of Manchester; **Prasad Boradka Boradka**, Arizona State U.; **Annemieke Roobeek**, Nyenrode Business U.; **Mario Pansera**, Academy of Business in Society

682 (TLC) The Role of Faculty in Creating High Impact Internships

2:50pm - 3:50pm Anaheim Convention Center: 303D

Tweet this session: #AOM2016 682

Track 5: Professional Development

This experiential exercise is intended to assist faculty members, who serve as mentors to students in both undergraduate and graduate programs, in creating high-impact internships. A high impact internship is one in which students learn to use their professional voices to offer new ideas or suggested improvements in the workplace under the proper conditions. Our model focuses on three main variables. And though the variables vary with individual differences, they are common in their influence on the choice to exercise voice or to remain silent. These include the broader organizational culture, external legitimacy perceived by the student exercising voice in the current situation, and internal utility derived

by the student from the exercise of voice. The model works best when facilitated by a faculty mentor. We demonstrate how the model can be (and has been) used in two different internship situations. In other empirical work, we have data on the utility of the model in a variety of actual internship situations (Arora & Rovenpor, in preparation). We believe that our work can be beneficial to any faculty member who oversees a student's internship. It addresses the need to render internships meaningful to students and to prepare them for opportunities that will arise in the workplace about whether or not to exercise voice. It reflects on the theme of continuous improvement and innovation in teaching.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Janet Linda Rovenpor**, Manhattan College; **Poonam Arora**, Manhattan College

683 (TLC) Designing, Developing, and Delivering High Potential Development Programs in Executive Education

2:50pm - 3:50pm Anaheim Convention Center: 304A

Tweet this session: #AOM2016 683

Track 5: Professional Development

Customized executive education programs commissioned by companies aim to serve needs at both the individual and the organizational level. Companies use executive education as a tool to facilitate strategic change, and demand to see measurable impact of their investments into personnel development – especially so in the case of programs targeted to the organization's most promising employees, so-called High Potentials. At the individual level, current viewpoints on executive education tend to favor the opinion of broadening perspectives and shaping mind- sets rather than on teaching immediate solutions. In the interactive 60-minute session, the authors give rich accounts of two unique customized High Potential programs and one additional generic program structure. The feedback from the participants on the two delivered programs was positive, and the impact on the individual participant's behavior and future career, based on their own account was favorable and has been described as career enhancing by superiors of certain individuals who participated. The authors have been personally involved with these programs and will be able to give firsthand information about different phases of the design, delivery and feedback on the programs. Participants in the session are provided with background information on the programs in question and shown the different phases of the design and delivery together with actions taken in view of the further development of the programs.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Riitta Maria Lumme-Tuomala**, Aalto U.; **Mikko Laukkanen**, Aalto U.; **Pekka Mattila**, Aalto U.

684 📖🗣️🗣️: (TLC) Teaching the Teacher: Developing a Culture of Learning in a Business Faculty

2:50pm - 3:50pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 684

Track 5: Professional Development

Abstract: Faculty members want to do a good job in the classroom. We ask them to do it, we reward them if they do it, but we often leave their teaching development up to learning and teaching centers instead of using in-house faculty expertise to improve teaching. This session will address several cultural stepping stones that any faculty can implement towards developing a teaching and learning culture. Specifically, we will focus on topics from a series of faculty lunch-and-learns developed by the authors for a Canadian research intensive business school. Lunch time sessions that run from 60-90 minutes are an easy way to inject learning into a faculty member's schedule. Developing these at the start of the semester so faculty can plan around them is critical for attendance. Support from the dean and department chairs is helpful and easily gained. The most difficult part of educating faculty is motivating them to change their lessons. This motivation only comes if they can see a reason to teach another way, and if they feel confident with the new lesson plan. This workshop will provide a buffet of ideas for teaching management students, along with supportive ways to gain faculty buy-in. Participants in this workshop will leave with many new teaching methods/classroom activities; an outline for developing a teaching and learning workshop; and ideas for supporting faculty as they develop new classroom teaching methods.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participant: **Heather Ranson**, Gustavson School of Business

685 📖🗣️🗣️: (TLC) Unleashing Creativity in Business Students: Challenges and Opportunities

2:50pm - 3:50pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 685

Track 5: Professional Development

In this session, we will discuss experiences, challenges, solutions, and best practices for unleashing creativity for undergraduate, MBA, and EMBA audiences. The participants all agree that as educators, we need to reflect on how we should go about designing or redesigning our curricula to develop creative capabilities in our students. This session is an opportunity for this type of shared inquiry among the participants and the audience. We will identify and describe challenges in teaching creativity, and focus on experiential learning activities to overcome those challenges. The discussion will be appropriate for traditional, non-traditional, or hybrid formats of delivery. We expect the content to appeal to a broad AOM audience spanning multiple divisions and interest groups. We will open with brief presentations by each of the participants and then invite audience interaction. We plan to wrap up the session with participant reflection and take-aways.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: **Berna Polat Aksu**, Saint Mary's College of California; **Geoffrey Desa**, San Francisco State U.; **Nancy Lam**, Saint Mary's College of California; **Natasha Vijay Munshi**, Wright State U.; **Xin Yao**, U. of Colorado, Boulder

686 📖🗣️🗣️: (TLC) Walking the Talk: Embodying Organizational Values

2:50pm - 3:50pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 686

Track 5: Professional Development

Holebeche's (2012: 10) report: Changing Times in Universities, refers to the need for 'openness to new ideas, genuine questioning for improvement, and commitment to a common cause'. As executive leadership and management continue to become increasingly mission critical and performance driven, the need for organizational agility and flexibility is imperative. Like many of these competencies, they require active exploration and practice. This interactive and immersive workshop, relevant to all academic Faculty and Practitioners, will illustrate how Warwick Business School (WBS) is taking steps to re-imagine its role and responsibility in preparing undergraduate students for employment. The session's focus will be placed on how WBS uncovers the skills and competencies that are now deemed necessary to thrive in what is a competitive and uncertain graduate market place (Barnett, 2011; Stiglitz & Greenwald, 2014). The session will provide participants with a guided, illustrative and interactive tour of a 10 week, required core module (entitled CORE Practice) for 600 first year students. Using fictionalized case material drawn from the module, and based in a similar open space learning environment, the session will model the importance of seeing things differently from a range of perspectives and viewpoints. Emphasis will be placed on reflective inquiry (Dewey, 2008, 2009, 2011) as well as on the open-minded, flexible (Kolb, 1984; 2015) and risk adverse attitudes that are necessary to build trust and manage uncertainty (Kolb, 1984; 2015; Zgaga, 2009).

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participant: **Ashley James Byron Roberts**, Warwick Business School

687 🗣️: (TLC) Integrating and Facilitating Adjunct Faculty

2:50pm - 3:50pm Anaheim Convention Center: Ballroom A- II

Tweet this session: #AOM2016 687

Track 5: Professional Development

This session addresses the increasing use of adjuncts in universities and how to integrate and coordinate them. Topics to be discussed in this interactive session include job descriptions for adjuncts, textbook adoption, syllabus templates, involvement in other college/university events, student perspectives of adjuncts, and monitoring. We anticipate a holistic view during this session, and therefore, encourage deans, department chairs, course coordinators, and adjuncts to attend, share, and compare their perspectives.

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Presenters: **Rob Koonce**, Creighton U.; **Gemma George**, U. of Redlands

688 : (TLC) **TLC Cafe**

2:50pm - 3:50pm Anaheim Convention Center: Ballroom A- III

Tweet this session: **#AOM2016 688**

This session is part of the Teaching and Learning Conference. Registration for USD\$130 is required at <https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Sunday 3:00PM

689 : (AAA) **AOM Ethics Committee Meeting**

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 1

Tweet this session: **#AOM2016 689**

By invitation only

Organizer: **Paul S. Adler**, U. of Southern California

690 → 🗨️: (AAT) **Moving Towards Meaningful**

Management Theories for and from Africa: What is Next?

3:00pm - 6:30pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: **#AOM2016 690**

Organizers: **David B. Zoogah**, Xavier U.; **Tim Weiss**, Zeppelin U.
Speakers: **James P. Walsh**, U. of Michigan, Ann Arbor; **Bruce T. Lamont**, Florida State U.; **Kenneth Amaeshi**, U. of Edinburgh;
Bitange Ndemo, U. of Nairobi; **Itibari M. Zulu**, California Institute of Pan African Studies

691 🗨️: (AAT) **Finding Meaning: Semantic Network Analysis for Organization Studies (WITHDRAWN)**

3:00pm - 6:30pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: **#AOM2016 691**

Registration required to facilitate software installation.

Facilitators: **Kirstin Phelps**, U. of Illinois at Urbana-Champaign;
Evgenia Dolgova, Tilburg U. / Erasmus U.

Presenter: **Jana Diessner**, U. of Illinois at Urbana-Champaign

692 : (HR) **HR Division Executive Board Meeting**

3:00pm - 5:00pm Anaheim Convention Center: 212A

Tweet this session: **#AOM2016 692**

By invitation only (HR Division Executive Board Members)

Division Chair: **David P. Lepak**, UMass

Division Chair-Elect: **Maria Kraimer**, U. of Iowa

Program Chair: **Deidra J Schleicher**, Texas A&M U.

Professional Development Workshop Chair: **Ingrid Fulmer**, Rutgers U.

Participant: **Frederick P. Morgeson**, Michigan State U.

693 : (ICW) **Administrative Science Quarterly Reception**

3:00pm - 5:00pm Anaheim Convention Center: 201D

Tweet this session: **#AOM2016 693**

By invitation only

Organizer: **Joan Friedman**, Administrative Science Quarterly

694 : (OM) **OM Division Business Meeting**

3:00pm - 4:30pm Sheraton Park Hotel: Palm East

Tweet this session: **#AOM2016 694**

The annual business meeting. We will review the status and the activities of the division, and present several awards.

695 : (PUBS) **AMJ Editorial Review Boards (Outgoing and Incoming)**

3:00pm - 5:00pm Hilton Anaheim: Pacific A

Tweet this session: **#AOM2016 695**

By invitation only

Organizers: **Jason D. Shaw**, Hong Kong Polytechnic U.; **Gerard George**, Singapore Management U.

Sunday 3:30PM

696 🗨️: (AAT) **The Unintended Consequences of Best Corporate Governance Practices: Implications for the Meaningfulness of Organizations**

3:30pm - 6:30pm Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: **#AOM2016 696**

Participants: **William G. Mitchell**, U. of Toronto; **Sea Jin Chang**, National U. of Singapore; **Ruth V. Aguilera**, Northeastern U.; **Richard Carney**, The Australian National U.; **Christina L Ahmadjian**, Hitotsubashi U.; **Amanda Cowen**, U. of Virginia

697 🗨️: (AAT) **Collective Action II: New Connections between Collaboration, Technology & Organization Design**

3:30pm - 6:30pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: **#AOM2016 697**

Organizers: **Rehema Sophia Msulwa**, The U. of Manchester; **Nuno A Gil**, The U. of Manchester; **Ann Majchrzak**, U. of Southern California; **Philipp Tuertscher**, VU U. Amsterdam

Participants: **Luca Giustiniano**, Luiss Guido Carli U.; **Brian Keegan**, Harvard Business School; **Renee Rottner**, U. of California, Santa Barbara; **Sonali K. Shah**, U. of Illinois; **Jochem T. Hummel**, U. of Amsterdam; **Hans Berends**, VU U. Amsterdam

698 : (ENT) **ENT Executive Committee Meeting**

3:30pm - 5:00pm Hilton Anaheim: Carmel

Tweet this session: **#AOM2016 698**

699 : (GDO) **GDO Executive Committee Meeting**

3:30pm - 5:30pm Sheraton Park Hotel: Plaza C

Tweet this session: **#AOM2016 699**

Committee members only

700 : (MC) **Management Consulting Division Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: **#AOM2016 700**

701 : (RM) **Research Methods Division Executive Committee Meeting**

3:30pm - 5:30pm Anaheim Convention Center: 211B

Tweet this session: **#AOM2016 701**

Committee Members Only.

702 : (TIM) **TIM Executive Committee Meeting**

3:30pm - 5:00pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: **#AOM2016 702**

Chair: **Keld Laursen**, Copenhagen Business School

Sunday 4:00PM

703 : (BPS) BPS Executive Committee Meeting

4:00pm - 5:00pm Hilton Anaheim: Catalina 3

Tweet this session: #AOM2016 703

By invitation only.

704 : (INDAM) Indian Academy of Management Executive Committee Meeting

4:00pm - 5:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 704

705 : (SIM) SIM Best Dissertation Finalists Meeting

4:00pm - 5:00pm Anaheim Marriott: San Diego

Tweet this session: #AOM2016 705

OPEN TO ALL MEMBERS

706 : (TLC) TLC@AOM Cookies FEEDback

4:00pm - 5:00pm Anaheim Convention Center: Ballroom A- III

Tweet this session: #AOM2016 706

Please join us for reflections, feedback and thoughts for next year!

This session is part of the Teaching and Learning Conference.

Registration for USD\$130 is required at

<https://aom.link/RegisterForAOM2016>. The deadline to register is August 7.

Participants: Benjamin Blackford, Northwest Missouri State U.; Michael Brian Cohen, Deakin U.; Susan Fox-Wolfgramm, Hawaii Pacific U.; Gemma George, U. of Redlands; Linda Klonsky, Chicago School of Professional Psychology; Rob Koonce, Creighton U.; Brett Paul Matherne, Georgia State U.; Rebecca A. Thacker, Ohio U.

Sunday 4:15PM

707 : (AAT) Identity, Entrepreneurship, and Meaning Construction through Cultural Resources

4:15pm - 5:45pm Hilton Anaheim: Catalina 1

Tweet this session: #AOM2016 707

Organizers: Shannon LT Younger, U. of Wisconsin, Madison;

Chad Navis, Clemson U.

Discussant: Mary Tripsas, Boston College

The Dynamic Process of Garnering Support for Early-Stage Entrepreneurial Endeavors | Alex Murray, U. of Washington, Seattle; Suresh Kotha, U. of Washington, Seattle; Greg Fisher, Indiana U.

The Value of Cultural Resources | Shannon LT Younger, U. of Wisconsin, Madison

Strategic Reorientation and Identity Management in New Ventures | Rory McDonald, Harvard U.; Cheng Gao, Harvard Business School

A Cultural-Resource Perspective on Entrepreneurial Value Articulation | Violina Rindova, The U. of Texas at Austin; Santosh B Srinivas, The U. of Texas at Austin

708 : (AAT) Making Work Meaningful through Play

4:15pm - 5:45pm Hilton Anaheim: Catalina 2

Tweet this session: #AOM2016 708

Organizers: Lyndon Earl Garrett, U. of Michigan; Ulrich

Leicht-Deobald, U. of St. Gallen

Discussant: Lloyd Sandelands, U. of Michigan, Ann Arbor

What if play were the core motive of work? | Charalampos (Babis) Mainemelis, ALBA Graduate Business School; Marc Benjamin Stierand, Ecole Hoteliere de Lausanne

Work hard, play hard: Developing firm internal social capital through recreation at work | Stephen H Courtright, Texas A&M U.; Mat D. Duerden, Brigham Young U.; Troy Smith, U. of Nebraska-Lincoln; Mark Widmer, Brigham Young U.

How humor shapes innovation processes within and across organizations | Marcel Bogers, U. of Copenhagen; Alexander Brem, U. of Southern Denmark; Trine Heinemann, U. of Helsinki; Elena Tavella, U. of Copenhagen

Actors at play: Creating high quality connections through play in community theatre | Lyndon Earl Garrett, U. of Michigan

709 : (AAT) Twenty-five Years after the ADA: How Can Organizations Meaningfully Impact People with Disabilities?

4:15pm - 5:45pm Hilton Anaheim: Catalina 4

Tweet this session: #AOM2016 709

Chair: Asha Rao, California State U., East Bay

Managing epilepsy in the workplace: Eliminating the fear factor | Asha Rao, California State U., East Bay; Jody Iorns, Northern California Epilepsy Foundation

Portraying disability and its consequences in the workplace | Beth Haller, Towson U.

Employment and retention of individuals with Autism: What can human resource management do? | Rajan Selvarajan, Montclair State U.

Mental illness at work: Supporting mental health and eliminating stigma | Aruna Rao, National Alliance on Mental Illness

Presenters: Beth Haller, Towson U.; Aruna Rao, National Alliance on Mental Illness; Rajan Selvarajan, Montclair State U.; Jody Iorns, Northern California Epilepsy Foundation

710 : (AAT) Looking into the Bhagavad Gita for Managing Organizations to Become Meaningful

4:15pm - 5:45pm Hilton Anaheim: Catalina 5

Tweet this session: #AOM2016 710

Organizer: A. D. Amar, Seton Hall U.

Discussants: Swami Ishwarananda, Chinmaya Rameshwaram; BhuDev Sharma, Jaypee Business School

Leadership and Communication in the Bhagavad Gita: Unity, Duty, and Equanimity | Jon P. Radwan, Seton Hall U. Old Text New Leadership Context | Satinder K Dhiman, Woodbury U.

Timeless Values for Today's Management | Paul Palmarozza, Principled Business

The Wisdom of Self-Management | Swami Sarvapriyananda, Vedanta Society of Southern California

Training the Mind for Creative Work: How to Manage Knowledge Workers Meaningfully | A. D. Amar, Seton Hall U.

711 : (AAT) Making Organizations Meaningful-Rethinking Management around Dignity and Well-being

4:15pm - 5:45pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 711

Organizer: Michael Andreas Pirson, Fordham U.

Facilitator: Erica L. Steckler, U. of Massachusetts Lowell

Discussants: **Ian Mitroff**, U. of California, Berkeley; **Henry Mintzberg**, McGill U.

Presenters: **Thomas J. Donaldson**, U. of Pennsylvania; **James P. Walsh**, U. of Michigan, Ann Arbor; **Sandra Waddock**, Boston College; **Otto Scharmer**, MIT Sloan School of Management

712 → 🗣️: (AAT) Mobilizing Meaning in Times of Crisis

4:15pm - 5:45pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 712

Organizers: **Ryann Manning**, Harvard U.; **Christi Lockwood**, Boston College

Panelists: **Christi Lockwood**, Boston College; **Ryann Manning**, Harvard U.; **Trent A Williams**, Syracuse U.; **Marlys K. Christianson**, U. of Toronto; **Rich DeJordy**, Northeastern U.

713 🗣️📖👤: (AAT) Organizational Meaningfulness and the Contributions, Career Development, and Achievement of Women

4:15pm - 6:15pm Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 713

Organizers: **Kathleen Buse**, Advancing Women in STEM; **Diana Bilimoria**, Case Western Reserve U.

Presenters: **Alison M. Konrad**, Western U.; **Ruth Sessler Bernstein**, U. of Washington, Tacoma; **Romila Singh**, U. of Wisconsin, Milwaukee; **Kate Walsh**, Cornell U.; **Marian Ruderman**, Center for Creative Leadership; **Kathleen Buse**, Advancing Women in STEM; **Diana Bilimoria**, Case Western Reserve U.

714 → 🗣️📖👤: (DISC Paper Session) - (BPS) Governance, TMTs, and CSR

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 714

Chair: **Christine Shropshire**, Arizona State U.

📖 Large Corporate Lawsuits, Market Reaction and Ex-Post Boardroom Adjustments | **Joseph Simpson**, The U. of Texas, Rio Grande Valley; **Michael Abebe**, The U. of Texas, Rio Grande Valley

→ 🗣️📖 Political Competition and Corporate Bribery: Evidence from South Korea | **Yujin Jeong**, American U.; **Jordan Siegel**, Harvard U.

How Does Corporate Orientation and CSR Initiatives Contribute to Reputation? An Integrated Framework | **Xingping Jia**, Shanghai Jiao Tong U.; **Yi Liu**, Shanghai Jiao Tong U.

→ 🗣️📖 Steady Sailing on Rough Seas: An Investigation of TMT Diversity in Times of Turbulent Markets | **Tassilo Schuster**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Bastian Felix Breitmayer**, Leuphana U. Lüneburg; **Benjamin Bader**, Leuphana U. Lüneburg; **Matthias Pelster**, Leuphana U. Lüneburg

715 🗣️📖: (DISC Paper Session) - (BPS) Industry Dynamics and Competitive Interactions

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 715

Chair: **Brian M. Saxton**, John Carroll U.

📖 Newcomers Slip-In? The Effects of Incumbent Competition Networks on Newcomer Entry | **Siddharth Natarajan**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

Industry Shakeouts and Product Strategies: The Case of the US Laser Printer Industry | **KwangWook Gang**, Ulsan

National Institute of Science and Technology; **Min Jeong**, Ulsan National Institute of Science and Technology

🗣️📖 Developing a Business Model Taxonomy of Industrial Clusters | **Elisabeth F. Mueller**, U. of Passau

🗣️📖 The Price Seems Right: Explaining Suboptimal Strategic Pricing Decisions | **Scott Mitchell**, U. of Kansas

716 🗣️📖: (DISC Paper Session) - (BPS) Process, Renewal and Change

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 716

Chair: **Adam Steinbach**, Michigan State U.

🗣️📖 Bottom-up Learning, Strategic Flexibility, and Strategic Change | **Meng Gu**, Xi'an Jiaotong U.; **Yaqun Yi**, Xi'an Jiaotong U.; **Zelong Wei**, Xi'an Jiaotong U.

Strategic Renewal: A Theoretical Review | **Achim Schmitt**, Ecole Hoteliere de Lausanne

Being Different by Being Yourself: Identity as a Driver of Business Model Innovation | **Elia Giovacchini**, Stockholm U.; **Nicole Alexandra Rosenkranz**, ETH Zurich; **Robin Teigland**, Stockholm School of Economics

📖 Examining the Effect of Overall Strategic Fit on Firm Performance in Different Industry Type | **Chin-Shien Vincent Lin**, National Chung Hsing U.; **Van Thac Dang**, Tajen U.

717: (DISC Paper Session) - (CAR) Careers and Education

4:15pm - 5:45pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 717

Chair: **Tania Casado**, U. of São Paulo

Discussant: **Richard Donald Cotton**, U. of Victoria

📖 Unpacking Human Capital: Exploring the Role of Experience and Education in Shaping Access to Jobs | **Matthew J. Bidwell**, U. of Pennsylvania

Do I Really Want to Study This? Assessing the Career Motivation Profile of Business Grad Students | **Gerard Beenen**, California State U., Fullerton

📖🗣️📖 Proactivity and Employability: The Role of Protean Career and Networking | **Sasa Batistic**, Portsmouth Business School; **Alex Tymon**, Portsmouth Business School

📖📖 (How) Do Work Placements Work? Scrutinizing the Quantitative Evidence with a Systematic Review | **Ilke Inceoglu**, U. of Surrey; **Eva Selenko**, The U. of Sheffield; **Almuth McDowall**, Birkbeck College; **Svenja Schlachter**, U. of Surrey

Skill Development at School and at Work and How it Relates to Adolescents' Mental Health | **Karin Proost**, KU Leuven; **Joris Van Ruysseveldt**, The Open U., Netherlands; **Stef Adriaenssens**, KU Leuven; **Dieter Verhaest**, KU Leuven; **Dries Berings**, KU Leuven

718: (DISC Paper Session) - (ENT) Entrepreneurship & Sustainability

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 718

Discussant: **Nancy B Kurland**, Franklin & Marshall College

🗣️🗣️🗣️ Start-Up Sustainability: An Insurmountable Cost or a Life-Giving Investment? | **Deborah E. de Lange**, Ryerson U.

- 📖 Business model innovation for simultaneously creating social value and capturing economic value | **Elena Dowin Kennedy**, Elon U.; **Nardia Haigh**, U. of Massachusetts
- 📖 Entrepreneurial Opportunity to Build Institutions for Sustainable Nature Conservation | **Nabin Baral**, U. of Washington; **Mohan P. Pokharel**, Concord U.
- 📖 Do Women Entrepreneurs Make Unique Environmental Innovation Decisions? | **Bari Bendell**, Suffolk U.

719 : (DISC Paper Session) - (ENT) Employees & Experience

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 719

- Discussant: **Juhana Peltonen**, Hanken School of Economics
- 📖 Pain or Gain? A Cultural Perspective on Management of Pay Disparity in Family Businesses (WITHDRAWN) | **Georges Samara**, ESADE Business School
- 🗣️ 📖 Family Firm Employees: Identification, Stewardship Practices, and Citizenship Behaviors | **Michele N. Medina**, U. of North Texas; **Danielle Cooper**, U. of North Texas
- 🗣️ 📖 The Underlying Process Through Which Knowledge Transfer and Learning are Influenced in Family Firms | **Flora F T Chiang**, Hong Kong Baptist U.; **Jean SK Lee**, CEIBS; **Thomas A Birtch**, U. of Cambridge; **Yuen Lam Bavik**, Hong Kong Polytechnic U.
- 📖 Experienced Hires and Growth of Start-ups | **Anusha Sirigiri**, Bocconi U.

720 : (DISC Paper Session) - (ENT) Entrepreneurship & Opportunities

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 720

- Discussant: **Dr. Muhammad Shahid Qureshi**, Institute of Business Administration, Karachi
- 📖 A Configurational Model of Academic Entrepreneurship in Research Teams | **Esther Sackett**, Duke U.; **Jonathon N. Cummings**, Duke U.
- 📖 Imagination in New Venture Ideation | **Alexander S. Kier**, Indiana U. Kelley School
- 📖 Exploring The Use of Imagination by Experienced High-Tech Entrepreneurs | **Arjan Frederiks**, Northeastern U.; **Michel Ehrenhard**, U. of Twente; **Aard J Groen**, U. of Twente

721 → 🗣️ 📖 : (DISC Paper Session) - (GDO) Demographic Composition and Diversity Climate Effects on Team-level and Firm-Level Performance

4:15pm - 5:45pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 721

- Chair: **Orlando C. Richard**, The U. of Texas at Dallas
- 🗣️ 📖 TMT Relationship- vs. Task-Based Demographic Faultline Strength on Firm Performance | **Orlando C. Richard**, The U. of Texas at Dallas; **Jie Wu**, U. of Macau; **Livia Anna Markoczy**, The U. of Texas at Dallas
- 🗣️ 📖 Masculinity, Diversity Perceptions & Knowledge Exchange: Organizational Context's Moderating Effects | **Sebastian Stoermer**, U. of Goettingen; **Fabian Jintae Froese**, U. of Goettingen
- 📖 The Moderation Role of Subjective Age in the Chronological Age/ Absenteeism Relationship in Teams | **Theresa Felicitas Elisabeth Goecke**, U. of Constance; **Florian Kunze**, U. of Konstanz

722 🗣️ 🗣️ JS: (GDO, AAT) The EVErest Project: Executive Women at the Intersection of Race, Gender & Power

4:15pm - 5:45pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 722

- Organizers: **Alexis Nicole Smith**, Oklahoma State U.; **Marla Baskerville Watkins**, Northeastern U.
- Discussant: **Atira Cherise Charles**, Florida A&M U.
- Influencing from the Intersections of Race and Gender: Change Agency among Diverse Women | **Alexis Nicole Smith**, Oklahoma State U.; **Shalei V. K. Simms**, State U. of New York College at Old Westbury
- The Effects of Perceived Gender Inequality on Organizational Cultures of Innovation | **Jennifer A. Whitson**, U. of California, Los Angeles
- The Effects of Climate for Innovation and Team Demography on Innovative Behavior for Executive Wom | **Rachel Mui**, Oklahoma State U.
- Leaning into Glass-Cliff Roles: Executive-Level Black Women's Decisions, Experiences and Outcomes | **Marla Baskerville Watkins**, Northeastern U.

723 : (ICW) Business & Society Editorial Board Meeting

4:15pm - 5:45pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 723

- This event is for the associate editors and the editorial board members of 'Business & Society' only.
- Organizer: **Dirk Matten**, York U.

724 → 🗣️ : (DISC Paper Session) - (IM) Organizational Issues in International Business

4:15pm - 5:45pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 724

- Chair: **Azusa Ebisuya**, Osaka U.
- 🗣️ 📖 Language standardization as Organizational Change | **Jakob Lauring**, Aarhus U.; **Charlotte Jonasson**, Aarhus U.; **Annamária Kubovcikova**, Aarhus U.
- 🗣️ 🗣️ 📖 Upper Echelons Research in Asia: A Review, Contextualization and Guide for Future Research | **Peder M. Greve**, Henley Business School; **Mathias Imbach**, RNT Associates International; **Dimitrios Georgakakis**, U. of St. Gallen; **Winfried Ruigrok**, U. of St. Gallen
- Organizational identification processes across societal contexts | **Mette Zoelner**, Copenhagen Business School
- 📖 Developing adaptive political capabilities for "difficult" political host markets | **Maria Andrea De Villa**, U. EAFIT; **Tazeeb Rajwani**, Cranfield U.
- 🗣️ 🗣️ 📖 A model of subsidiary manager communication with HQ | **Almasa Sarabi**, U. of Goettingen; **Soo Min Toh**, U. of Toronto
- 🗣️ 📖 Knowledge Sharing Optimization through Embeddedness in International Organizations | **Loreta Haring**, ISM U. of Management and Economics; **Aldas Pranas Kriauciunas**, Purdue U.

725 → 🗣️ : (DISC Paper Session) - (IM) Multinational Corporation's Issues

4:15pm - 5:45pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 725

- Chair: **Anish Purkayastha**, Indian Institute of Management, Ahmedabad

- Conceptualizing Cross-Border Differences in MNC Apologies as a Strategic Response to Culture | **Eric S. Rhodes**, U. of Hawaii at Manoa
- Corporate diversification, ambidexterity, and firm performance: Evidence from EMNEs | **Heng-Yih Liu**, Yuan Ze U.; **Chia-Wen Hsu**, National Chung Cheng U.
- Divergent Paths to Global Expansion: The Cases of Thai Multinational Corporations | **Chaturong - Napathorn**, Cornell U. / Thammasat U.
- International opportunity identification during the internationalization of Chinese MNEs | **Shuang Ren**, Deakin U.; **Di Fan**, Deakin U.; **Zijie Li**, U. of International Business and Economics
- Walking a tightrope: Synchronizing first mover advantages within the Multinational Enterprise | **Shalini Rogbeer**, European Business School; **Barbara Brenner**, Danube-U. Krems; **Denis Ferdows**, European Business School; **Christian Landau**, EBS Business School
- Cross-cultural Collaboration Mechanisms that Facilitate Global Innovation for MNCs | **Karina R. Jensen**, NEOMA Business School

726 → JS: (IM, AAT) Creating and Orchestrating Heterarchical Advantage in the Global and Local Context

4:15pm - 5:45pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 726

Organizers: **Kiyohiko Ito**, U. of Hawaii at Manoa; **Tanya A Peacock**, Army-Baylor U.

Participants: **Kazuhiro Asakawa**, Keio U.; **Yves Doz**, INSEAD; **Elizabeth L. Rose**, U. of Otago

727 (DISC Paper Session) - (MOC) Talk Talk Talk about It: Advancing our Understanding of Cognition

4:15pm - 5:45pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 727

A Moderated Mediation Model of Student Resiliency | **Julia Backmann**, LMU Munich; **Matthias Weiss**, LMU Munich; **Michaéla C. Schippers**, Erasmus U. Rotterdam

How organizations manage the tensions of hybrid identity? | **Asma Zafar**, U. of Alberta

→ Dealing with Dissimilar Teammates: Do Emotions Experienced in the Initial Team Meetings Matter? | **Elizabeth George**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, The U. of Auckland; **Vishal Gupta**, Indian Institute of Management, Ahmedabad; **Jiping Li**, Hong Kong U. of Science and Technology

Sources of CEO Power and Firm Diversification: How Threat Plays a Role | **Jieyu Zhou**, Hong Kong U. of Science and Technology

728 (DISC Paper Session) - (OCIS) Unexpected Facets of Online Dynamics

4:15pm - 5:45pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 728

Chair: **Maria Christina Binz-Scharf**, City U. of New York

Governance and Leadership in Open Source Software Development: A Scoping Review | **Diego Mastroianni**, McGill U.

- Embedded but not Enchanted: Identifying Likely Adopters in an Online Social Network | **Shiyang Gong**, U. of International Business and Economics; **Jun Huang**, KU Leuven
- Crowdsourcing: Organizations using social media for meaningful crisis management | **Kerrie Aman Carfagno**, U. of Virginia; **John A Parnell**, U. of North Carolina, Pembroke

729 (DISC Paper Session) - (ODC) Organizational Transformations Over Time

4:15pm - 5:45pm Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 729

Chair: **Marlene Walk**, Indiana U. / Purdue U., Indianapolis

→ The Role of Change Recipient Meaningfulness & Engagement in the Development of Health Organizations | **Neil Kimberley**, Monash U.; **Peter O'Neill**, Monash U.; **Kirti Mishra**, Monash U., Australia; **Whitney Winspear**, Monash U., Australia

→ The effect of intergenerational value divergence on post-succession change in Chinese family firms | **Majid Ghorbani**, Renmin U. of China; **Jinfang Liu**, Renmin U. of China; **Weijia Fang**, Renmin U. of China

→ Bureaucratic power and corruption: Imprinting of the past | **Shaheen Naseer**, Erasmus U. Rotterdam; **Klaus Heine**, Erasmus U. Rotterdam

730 (DISC Paper Session) - (OMT) Status & Reputation

4:15pm - 5:45pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 730

Discussant: **Noah Askin**, INSEAD

→ Frame Of Crisis: Mitigating Effect Of Crisis On Organizational Identity & Organizational Reputation | **Arab-ul-Mateen**, U. of Management and Technology, Lahore; **Maria Tariq**, U. of Management and Technology, Lahore

→ Organizational status and international alliance formation | **K. Skylar Powell**, Western Washington U.; **Hidegori Takahashi**, Kobe U.; **Thomas Roehl**, Western Washington U.

→ When Is the Performance-Pay Relationship Stronger? Evidence from the Big-5 Football Leagues | **Antonio Giangreco**, IESEG; **Barbara Slavich**, IESEG School of Management; **Alessandro Piazza**, Columbia Business School; **Cyrus Mohadjer**, IESEG; **Fabrizio Castellucci**, Bocconi U. / SDA Bocconi

Can the learning of the board be independent from its social status?: The dynamics of CEO dismissal | **Ali Radfard**, Bocconi U.; **Fabrizio Castellucci**, Bocconi U. / SDA Bocconi

Status Not Alone: Revisiting the Relationship Between Status and Uncertainty | **Tae-Ung Choi**, Yonsei U.; **Mooweon Rhee**, Yonsei U.; **Daegyu Yang**, Kyung Hee U.

731 (DISC Paper Session) - (OMT) Change

4:15pm - 5:45pm Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 731

Discussant: **Marvin Washington**, U. of Alberta

Unraveling the mechanics of change: a problem-solving perspective to dynamic capabilities | **Emre Karali**, Erasmus U. Rotterdam

→ Organizational Accidents Revisited: Situational Variables that Contribute to Organizational Inaction | **Junko Shimazoe**, IDE-JETRO

A Contingency Theory of Institutional Entrepreneurship | Francesca Capo, Luiss Guido Carli U.; **Federica Brunetta**, Luiss Guido Carli U.; **Paolo Boccardelli**, Luiss Guido Carli U.
The importance of scale on organizational attention to issues | Michael Wood, U. of Waterloo; **Pratima Bansal**, U. of Western Ontario; **Anna Kim**, HEC Montreal
When the farmgate becomes a revolving door: an institutional approach to functional labour turnover | Lotte Staelens, Ghent U.; **Celine Louche**, Audencia Nantes School of Management

732 (DISC Paper Session) - (OMT) **Learning & Knowledge**

4:15pm - 5:45pm Anaheim Marriott: Suite 315
 Tweet this session: #AOM2016 732
 Discussant: **Martin Schulz**, The U. of British Columbia
The Case for Inefficiency in HR: An Organizational Learning Perspective | Kurt Sandholtz, Brigham Young U.; **Isaac Waisberg**, Tel Aviv U.

Development of Organisationally Contingent Practices in Professional Knowledge work | Hanna Timonen, Aalto U.
Inclusive Leadership and Employee's Learning from Errors: A Moderated Mediation Model | Qingyan Ye, Zhejiang U.; **Duanxu Wang**, Zhejiang U.; **Xi Li**, Zhejiang U.
Rethinking Exploration and Exploitation: A Contextual Explanation and Elaboration | Doyoon Kim, Korea U. Business School

Does strategic management of knowledge matter for organizational performance? An empirical test | Tatiana Andreeva, Maynooth U.; **Aino Kianto**, Lappeenranta U. of Technology

733 (DISC Paper Session) - (ONE) **Governance and Agency in Driving Corporate Sustainability Improvements**

4:15pm - 5:45pm Anaheim Marriott: La Jolla
 Tweet this session: #AOM2016 733
Sustainability and Scorecards: Creating Meaningfulness at Work | Enoch Kusi Asare, U. of Dallas; **Niki Kissinger**, U. of Dallas; **Donna Morrow**, U. of Dallas
Agents for sustainability: People and structure in organisational strategy for ecology | Simon Lockrey, RMIT U.

Who eases fiscal downturn from greenhouse gas emissions? Moderating role of corporate governance | Seonghoon Kim, Seoul National U.; **Jootae Kim**, Dankook U.; **Taewoo Roh**, Soonchunhyang U.

734 SHCS: (PNP, AAT) **Mayors as Entrepreneurs: Meaningful Leadership Legacies With Immediate Impact**

4:15pm - 5:45pm Hilton Anaheim: Catalina 6
 Tweet this session: #AOM2016 734
 Chairs: **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.
 Moderator: **Jeffrey Alan Sonnenfeld**, Yale U.
 Participants: **Amy Elizabeth Hurley-Hanson**, Chapman U.; **Cristina Marie Giannantonio**, Chapman U.; **Jeffrey Alan Sonnenfeld**, Yale U.; **Richard J. Berry**, Mayor, Albuquerque, NM; **Javier Gonzales**, Mayor, Santa Fe, NM; **Tom Tait**, Mayor, Anaheim, CA; **Murali Chandrashekar**, U. of Columbia; **Dane Stangler**, Kaufmann Foundation; **Myung Lee**, Cities of Service

735 (DISC Paper Session) - (SAP) **Extending the boundaries of strategy-as-practice research**

4:15pm - 5:45pm Hilton Anaheim: Mezzanine 7
 Tweet this session: #AOM2016 735
 Chair: **Shenghui Ma**, U. of Zurich
Safeguarding Pre-Existing Resources Versus Creating Value in Industrial Procurement Contracts (WITHDRAWN) | Desmond Lo, Santa Clara U.; **Giorgio Zanarone**, Colegio U. de Estudios Financieros; **Mrinal Ghosh**, U. of Arizona
The Genesis of the Fables Business Model: Institutional Entrepreneurs in an Adaptive Ecosystem | Sumita Sarma, U. of Missouri, Kansas City
Strategy Restoration: Conceptualization and Theory | Emanuel Gomes, U. of Birmingham; **David Lehman**, U. of Virginia; **Kent D Miller**, Michigan State U.
The Boundaries of Strategy Tools as Boundary Objects | Giulia Solinas, U. of Liverpool

736 (DISC Paper Session) - (SIM) **Enterprise and Social Context of Developing Countries**

4:15pm - 5:45pm Anaheim Marriott: Grand Ballroom Salon J
 Tweet this session: #AOM2016 736
 Chair: **Aloysius Marcus Newenham-Kahindi**, U. of Saskatchewan
Traditional indigenous institutional systems versus modern corporations: An East African context | Aloysius Marcus Newenham-Kahindi, U. of Saskatchewan; **Ken Kamoche**, The U. of Nottingham
Roles of Engagement: Subsistence Entrepreneurship in Rural India | Jayaram Suryanarayana Uparna, U. of California, Irvine
Asylum, Bequeaths and Charities: Business Response to Disability in Colonial India | Sanjukta Choudhury Kaul, Monash U.; **Manjit Singh Sandhu**, Monash U.; **Quamrul Alam**, Monash U.

737 (DISC Paper Session) - (SIM) **Organizational Social Decision Making**

4:15pm - 5:45pm Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 737
 Chair: **Virginia W Gerde**, Furman U.
Exploring the Antecedents of Organization Resilience: A Conceptual Approach | Virginia W Gerde, Furman U.; **Manisha Singal**, Virginia Tech; **Richard E Wokutch**, Virginia Tech; **Alex Naar**, Virginia Tech
Different Thinking Styles and Ethical Decision-making: A Case of Korean Managers | Yongsun Paik, Loyola Marymount U.; **Jong Min Lee**, U. of Reading; **Yong Suik Pak**, Yonsei U.

Why do we feel responsible? Developing a model of stakeholder responsibility perceptions | Christian Voegtlin, U. of Zurich; **Andreas Butz**, Zurich U. of Applied Sciences

738 (DISC Paper Session) - (TIM) **Sources and Consequences of Technological Discontinuities**

4:15pm - 5:45pm Anaheim Marriott: Grand Ballroom Salon C
 Tweet this session: #AOM2016 738
 Chair: **Enrico Forti**, U. College London
This Changes Everything: The Role of Music Labels' Knowledge in the Adoption of the MP3 Technology | Eugene Paik, U. of Arizona; **Kenneth W Koput**, U. of Arizona

- 📖📱 Replacing the Old with the New: What Motivates Improvements in New Technologies? (WITHDRAWN) | **Jeffrey Lee Funk**, National U. of Singapore
- 📖 The Effect of Corporate Governance on Response to Technological Discontinuities | **Jimi Kim**, Fox School of Business, Temple U.; **Mitrabaran Sarkar**, Temple U.; **Anu Wadhwa**, Imperial College Business School
- Strategies of Exploiting Established Technology in Response to Disruptive Innovations | **Soumodip Sarkar**, U. of Évora; **Oleksiy Osiyevskyy**, Northeastern U.

739 📖📱: (DISC Paper Session) - (TIM) **Innovations in the Study of Innovation**

4:15pm - 5:45pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 739

Chair: **Nathan Furr**, INSEAD

- 📖📱 Innovation as a Dynamic Capability: The Role of Design Thinking and its Parallels to TQM | **Jeanne Liedtka**, U. of Virginia
- 📖 Geographic Localization of Knowledge Spillovers from R&D: A Reassessment Using Text Mining | **Sam Arts**, KU Leuven; **Bruno Cassiman**, IESE Business School
- 📖 Data-Driven vs. Hypothesis-Driven Research: Making sense of big data | **Willy Shih**, Harvard U.; **Sen Chai**, ESSEC Business School
- 📖 Major innovation in energy incumbents: A science-based design approach | **Madis Talmar**, Eindhoven U. of Technology; **Bob Walrave**, Eindhoven U. of Technology; **Jan Holmstrom**, Aalto U.; **Georges Romme**, Eindhoven U. of Technology

Sunday 4:30PM

740 : (AAA) **AOM Tweet Up**

4:30pm - 6:30pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 740

The AOM Tweet Up is a great chance to meet and engage with fellow social media gurus. Beer and wine will be served, as well as light refreshments. To RSVP, please email connect@aom.org.

Organizer: **Catey Strycharz**, Academy of Management

741 : (ICW) **SAGE Publishing Morgan Reception**

4:30pm - 6:30pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 741

Join *SAGE Publishing* for drinks and appetizers in honor of their new *Morgan, Images of Organization* text

Organizer: **Georgia McLaughlin**, Sage Publications

742 : (ICW) **JOM Editorial Board Meeting and Reception**

4:30pm - 6:30pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 742

Organizer: **Patrick M. Wright**, U. of South Carolina

743 : (ICW) **Organization Science Editorial Review Board Reception**

4:30pm - 5:30pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 743

Reception for *Organization Science ERB Members*

Organizer: **Toni Riley**, INFORMS

744 : (PNP) **PNP Business Meeting**

4:30pm - 6:00pm Anaheim Marriott: Platinum Ballroom 9, 10

Tweet this session: #AOM2016 744

745 : (SIM) **Business and Society Editorial Board Meeting**

4:30pm - 6:00pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 745

BY INVITATION ONLY

Sunday 4:45PM

746 : (ICW) **Journal of Operations Management Best Paper Award Session**

4:45pm - 6:15pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 746

*The session will be hosted by the editors of *Journal of Operations Management (JOM)* and the finalists for the Best Paper published in 2015 will discuss their papers.*

Organizer: **Manpreet Hora**, Georgia Institute of Technology

Sunday 5:00PM

747 : (CM) **Conflict Management Division Business Meeting**

5:00pm - 6:30pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 747

Division Chair: **Mara Olekalns**, The U. of Melbourne

Division Chair-Elect: **Matthew A. Cronin**, George Mason U.

Program Chair: **Peter H Kim**, U. of Southern California

Professional Development Workshop Chair: **Yekaterina Bezrukova**, Santa Clara U.

Past Chair: **Michael A. Gross**, Colorado State U.

Representatives-at-Large: **Mary Kern**, City U. of New York, Baruch College; **Alexandra A. Mislin**, American U.; **Ann-Sophie De Pauw**, IESEG School of Management; **Stephen M Garcia**, U. of Michigan

748 : (ICW) **Warwick Business School Reception**

5:00pm - 7:00pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 748

Organizer: **Kally Dulai**, Warwick Business School

749 : (MSR) **MSR Executive Committee Meeting**

5:00pm - 6:00pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 749

750 : (PUBS) **AMR's 40th Anniversary Reception**

5:00pm - 6:00pm Hilton Anaheim: Avila AB

Tweet this session: #AOM2016 750

By Invitation Only.

Organizer: **Belle Rose Ragins**, U. of Wisconsin, Milwaukee

751 : (SAP) **SAP Executive Committee Meeting**

5:00pm - 7:00pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 751

Restricted to Strategizing, Activities & Practices executive committee and advisory board members.

752 : (TTC) **Teaching Theme Committee Business Meeting**

5:00pm - 7:00pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 752

Chair: **Claudia J. Ferrante**, U.S. Air Force Academy

Sunday 5:30PM

753 : (BPS) BPS Teaching Committee Meeting

5:30pm - 6:30pm Hilton Anaheim: Catalina 3

Tweet this session: **#AOM2016 753**

By invitation only.

754 : (ICW) Association of Korean Management Scholars Annual Meeting

5:30pm - 7:30pm Anaheim Convention Center: 210D

Tweet this session: **#AOM2016 754**

Organizer: **Yangmin Kim**, Sogang U.

755 : (TIM) TIM Business Meeting

5:30pm - 6:30pm Anaheim Marriott: Orange County Ballroom 3, 4

Tweet this session: **#AOM2016 755**

Chair: **Keld Laursen**, Copenhagen Business School

Presenters: **Aija E. Leiponen**, Cornell U.; **Stefano Brusoni**, ETH Zurich; **Amit Jain**, National U. of Singapore; **Lars Frederiksen**, Aarhus U.; **Henry Sauermann**, Georgia Institute of Technology; **Elena Novelli**, Cass Business School, City U. London

Tweet this session: **#AOM2016 761**

This meeting is intended for members of the Organization & Environment's Editorial Review Board.

Organizer: **Cynthia Nalevanko**, Sage Publications

762 : (ICW) Canadian Journal of Administrative Sciences Annual Social Hour

6:00pm - 7:00pm Anaheim Convention Center: 213B

Tweet this session: **#AOM2016 762**

Please join us for our annual reception where we celebrate outstanding reviewers and best paper winners. All are welcome.

Organizer: **Melissa Corey**, Canadian Journal of Administrative Sciences

763 : (ICW) IMD International Event

6:00pm - 8:00pm Hilton Anaheim: Mezzanine 14

Tweet this session: **#AOM2016 763**

IMD International Event

Organizer: **Marianne Rothenbuehler**, IMD International

764 : (ICW) IABS Board Meeting

6:00pm - 9:00pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: **#AOM2016 764**

Organizer: **Vanessa Hill**, U. of Louisiana at Lafayette

765 : (ICW) IFERA Reception for Family Business Scholars

6:00pm - 8:00pm Sheraton Park Hotel: Palm West

Tweet this session: **#AOM2016 765**

Hosted by Sanjay Goel and Torsten Pieper on behalf of IFERA.

Organizer: **Sanjay Goel**, U. of Minnesota, Duluth

766 : (ICW) The Reception of The Hong Kong University of Science and Technology, AOM 2016

6:00pm - 8:00pm Sheraton Park Hotel: Park D

Tweet this session: **#AOM2016 766**

Organizer: **Jiatao Li**, Hong Kong U. of Science and Technology

767 : (ICW) London School of Economics AOM 2016 Reception

6:00pm - 9:00pm Sheraton Park Hotel: Plaza A

Tweet this session: **#AOM2016 767**

Organizer: **Karin A. King**, London School of Economics

768 : (ICW) Management Faculty of Color Association (MFCA) Business Meeting and Social

6:00pm - 10:00pm Sheraton Park Hotel: Plaza D

Tweet this session: **#AOM2016 768**

Organizer: **Jakari Griffith**, Bridgewater State U.

769 : (ICW) Reception hosted by BI Norwegian Business School

6:00pm - 8:00pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: **#AOM2016 769**

With its approximately 20 000 students and 400 faculty, the BI Norwegian Business School is Europe's second largest business school, and is Norway's largest supplier of economic and administrative professionals. BI's academic rigor places the business school among the top schools in Europe. Since 1983, more than 200 000 graduates have completed their studies at BI. BI Norwegian Business School is a "Triple Crown School"

Organizer: **Tove Orheim**, BI Norwegian Business School

Sunday 6:00PM

756 : (AAA) All-Academy Reception

6:00pm - 8:00pm Anaheim Convention Center: The Grand Plaza

Tweet this session: **#AOM2016 756**

Please join us at the All-Academy Reception to network and relax with your colleagues from from 6pm-8pm, outside in the Grand Plaza. The Grand Plaza is centrally located between the Anaheim Convention Center, Hilton Anaheim, and Marriott Anaheim. Food trucks will be provided. Members will be required to show an AOM badge upon entry.

757 : (BPS) 2016 Irwin Outstanding Educator Award

6:00pm - 8:00pm Hilton Anaheim: Pacific A

Tweet this session: **#AOM2016 757**

758 : (GDO) GDO Executive Committee Dinner

6:00pm - 9:00pm Offsite: 21 OceanFront

Tweet this session: **#AOM2016 758**

This event will be held offsite at 21 Oceanfront at 2100 W Oceanfront, Newport Beach, CA. If you have any questions regarding this session, please contact Patrick McKay at pmckay@smr.rutgers.edu

Division Chair: **Lisa Hisae Nishii**, Cornell U.

Division Chair-Elect: **Douglas Creed**, U. of Rhode Island

Program Chair: **Patrick F. McKay**, Rutgers U.

Professional Development Workshop Chair: **Donna Maria Blancero**, Bentley U.

759 : (HR) HR Division Business Meeting

6:00pm - 7:00pm Anaheim Convention Center: 208AB

Tweet this session: **#AOM2016 759**

Open to all members. Drink ticket for attending!

Division Chair: **David P. Lepak**, UMass

760 : (ICW) The University of Maryland, Robert H. Smith School of Business

6:00pm - 8:00pm Anaheim Convention Center: 201D

Tweet this session: **#AOM2016 760**

Organizer: **Tina Rollason**, U. of Maryland

761 : (ICW) Organization & Environment Editorial Review Board Meeting

6:00pm - 7:30pm Anaheim Convention Center: 209B

770 : (OM) OM Division Social

6:00pm - 8:00pm Sheraton Park Hotel: Park B

Tweet this session: [#AOM2016 770](#)*Join your OM Division Colleagues for appetizers and drinks!***771 : (SIM) SIM Salon**

6:00pm - 7:00pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: [#AOM2016 771](#)**OPEN TO ALL MEMBERS****Sunday 6:30PM****772 : (CM) Conflict Management Division Social**

6:30pm - 9:30pm Hilton Anaheim: El Capitan AB

Tweet this session: [#AOM2016 772](#)**773 : (MSR) MSR Business Meeting**

6:30pm - 8:00pm Anaheim Convention Center: 213A

Tweet this session: [#AOM2016 773](#)*Come and Collaborate with engaged members from throughout the world. Please join us in celebrating and strengthening this open and friendly professional community!***774 : (PNP) PNP Social**

6:30pm - 8:30pm Offsite: Bowers Museum

Tweet this session: [#AOM2016 774](#)*This event will be held offsite at Bowers Museum at 2002 N Main St, Santa Ana, CA 92706. For questions regarding this session, please contact Kira Reed at kireed@syr.edu***775 : (TIM) TIM Social**

6:30pm - 8:00pm Anaheim Marriott: Grand Ballroom Salon E

Tweet this session: [#AOM2016 775](#)*Party time!***Sunday 7:00PM****776 : (HR) HR Division Social**

7:00pm - 8:30pm Anaheim Convention Center: 207D

Tweet this session: [#AOM2016 776](#)*All members welcome!***777 : (ICW) Emerald Networking Event**

7:00pm - 7:00pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: [#AOM2016 777](#)*Organizer: Helen Evans, Emerald Group Publishing***778 : (MC) Management Consulting Members & Friends****Dinner**

7:00pm - 9:00pm Offsite: TBD

Tweet this session: [#AOM2016 778](#)*This event is scheduled to take place offsite at Catal Restaurant at 1580 Disneyland Dr, Anaheim, CA 92802. If you have any questions regarding this event, contact Søren H. Jensen via email at Shj.mpp@cbs.dk or phone +45 40291766.***Sunday 8:00PM****779 : (MSR) MSR Social**

8:00pm - 9:30pm Anaheim Convention Center: 213B

Tweet this session: [#AOM2016 779](#)*Come to connect with old friends and new ones — join us on this MSR social!***Sunday 9:00PM****780 : (ICW) Organizational Research Methods (ORM) Editorial Review Board Meeting**

9:00pm - 9:30pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: [#AOM2016 780](#)*This meeting is intended for members of Organizational Research Methods' Editorial Review Board.**Organizer: Cynthia Nalevanko, Sage Publications***Sunday 9:30PM****781 : (D&ITC) Late Night at the Academy**

9:30pm - 11:00pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: [#AOM2016 781](#)*Join us live in the Anaheim studio of WAOM with host Dr. Q (Quinetta Roberson) and the Late Night Crew, as we celebrate "Making Organizations Meaningful"! Using a talk-show format, this interactive event will engage the audience with invited guests (academicians, practitioners, and artists) as we explore meaningfulness in the Academy of Management, our schools and other organizations through interviews, comedy, games and music. We had a great time with the other shows and are excited to return for "Season 3". We hope you'll join us! Open to all AOM members. Hosts: Quinetta Roberson, Villanova U.; C. Douglas Johnson, Georgia Gwinnett College; Lynn Bowes, Western New England U.; Marcus Maharg Stewart, Bentley U.*

Monday 12:01AM

782 : (AAA) Technology Center (Hilton)

12:01am - 11:59pm Hilton Anaheim: Ballroom Level Foyer (2nd Floor)
 Tweet this session: [#AOM2016 782](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

783 : (AAA) Technology Center (Marriott)

12:01am - 11:59pm Anaheim Marriott: Platinum Ballroom Foyer
 Tweet this session: [#AOM2016 783](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

784 : (AAA) Technology Center (Sheraton)

12:01am - 11:59pm Sheraton Park Hotel: El Prado Foyer
 Tweet this session: [#AOM2016 784](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

Monday 7:00AM

785 : (ICW) Christian Management Scholars Network Breakfast

7:00am - 8:45am Anaheim Marriott: Grand Ballroom Salon E
 Tweet this session: [#AOM2016 785](#)

Baylor University is the primary host for this event. The breakfast is open to all, but an RSVP is appreciated. To RSVP, please contact Julie_Tonkin@baylor.edu
 Organizer: **Mitchell J. Neubert**, Baylor U.

786 : (ICW) Journal of Management Studies Editorial Board Breakfast

7:00am - 8:45am Anaheim Marriott: Northeast Marquis Ballroom
 Tweet this session: [#AOM2016 786](#)

A working breakfast for the Editorial Board of the Journal of Management Studies. By invitation only.
 Organizer: **Margaret Turner**, Journal of Management Studies

787 : (ICW) Family Business Review (FBR) Board Meeting

7:00am - 8:45am Anaheim Marriott: Orange County Ballroom 4
 Tweet this session: [#AOM2016 787](#)

Organizer: **Pramodita Sharma**, U. of Vermont

788 : (MSR) MSR Morning Meditation with Richard

Peregoy

7:00am - 8:00am Anaheim Convention Center: 203A
 Tweet this session: [#AOM2016 788](#)

Facilitator: **Richard Peregoy**, U. of Dallas

789 : (TIM) TIM Breakfast

7:00am - 8:00am Anaheim Marriott: Orange County Ballroom 2
 Tweet this session: [#AOM2016 789](#)

Rise and shine

Participants: **Keld Laursen**, Copenhagen Business School; **Aija E. Leiponen**, Cornell U.; **Stefano Brusoni**, ETH Zurich

Monday 7:30AM

790 : (AAA) AOM Committee Chairs Meeting

7:30am - 9:00am Hilton Anaheim: La Jolla
 Tweet this session: [#AOM2016 790](#)

AOM Activity & Theme Committee Chairs

Organizer: **Anita M. McGahan**, U. of Toronto

791 : (HR) HR Division Welcome Breakfast and Awards Presentation

7:30am - 9:30am Anaheim Convention Center: 204A
 Tweet this session: [#AOM2016 791](#)

Program Chair: **Deidra J Schleicher**, Texas A&M U.

792 : (ICW) University of New Mexico Breakfast Reception

7:30am - 8:45am Anaheim Marriott: Platinum Ballroom 3
 Tweet this session: [#AOM2016 792](#)

Organizer: **Megan Borders**, U. of New Mexico

793 : (MBR) Community of Academy Senior Scholars (CASS)

7:30am - 11:00am Anaheim Convention Center: 213A
 Tweet this session: [#AOM2016 793](#)

This two part session will begin with light refreshments at 7:30 a.m. followed by a strategic planning session from 8:00 - 9:30, led by Myron Fottler, U. of Central Florida, to discuss and organize ideas as to how CASS can best serve senior members of the Academy. This will be a highly interactive session and all interested senior scholars are invited to share their thoughts. The second part of the session will be a discussion panel of past presidents who will share their thoughts on the topic "To Retire or Not To Retire: That is the Question" from 9:30 to 11:00. Moderated by Regina Greenwood, Nova Southeastern U. and Julia Teahen, Baker C. these presenters will discuss the decision process they followed as they considered retirement. Past President Panelists include Mike Hitt, Texas A&M U., Anne Huff, Maynooth U., Fred Luthans, U. Nebraska, and Bill Starbuck, U. of Oregon, with others scheduled to appear via SKYPE. Their experiences will frame an audience driven conversation about retiring, retirement, and finding new or encore careers.

Organizer: **Robert C. Ford**, U. of Central Florida

794 : (SIM) IABS/SIM Jumpstart Breakfast with Editors of Business and Society

7:30am - 8:00am Anaheim Marriott: Orange County Ballroom 3
 Tweet this session: [#AOM2016 794](#)

Open to all members.

Monday 8:00AM

795 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Anaheim Convention Center: 109

Tweet this session: [#AOM2016 795](#)

Room 109 is located between Halls A and B in the main lobby, on the ground floor.

796 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Convention Center: 213D

Tweet this session: [#AOM2016 796](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

797 : (AAA) Conference Registration

8:00am - 5:00pm Anaheim Convention Center: Hall C

Tweet this session: [#AOM2016 797](#)

Pre-Registration Badge Pick-up, Onsite Registration, and Exhibitor Registration

798 : (AAA) Conference Exhibits

8:00am - 2:00pm Anaheim Convention Center: Hall C.

Tweet this session: [#AOM2016 798](#)

Today is the last day that the Exhibit Hall will be open. Don't forget to stop by to take advantage of show discounts!

799 : (AAA) Technology Center (Convention Center)

8:00am - 2:00pm Anaheim Convention Center: Hall C...

Tweet this session: [#AOM2016 799](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

800 : (AAA) Placement Services

8:00am - 5:00pm Hilton Anaheim: Hilton: Concourse Level (4th Floor)

Tweet this session: [#AOM2016 800](#)

Placement Services - Registration and Information

801 : (AAA) Speaker Ready Room

8:00am - 8:00pm Hilton Anaheim: Mezzanine Office C, 3rd Floor

Tweet this session: [#AOM2016 801](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

802 : (AAA) Speaker Ready Room

8:00am - 8:00pm Anaheim Marriott: Gold Key I, II

Tweet this session: [#AOM2016 802](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

803 : (Paper Session) - (BPS) Individuals Driving Innovation

8:00am - 9:30am Hilton Anaheim: Avila B

Tweet this session: [#AOM2016 803](#)Chair: **Frances H. Fabian**, U. of Memphis

Serial Breakthrough Innovators: The Generation and Pursuit of Heterodox Ideas | **Melissa A. Schilling**, New York U.

Corporate Venture Capital: A Study of Manager Discretion and Adoption of Novel Innovation Vehicles | **Joseph J. Cabral**, Rensselaer Polytechnic Institute

Say Yes to the Mess! How Top Executive Empowerment Leads to Innovativeness | **Ruth Maria Stock**, Technische U., Darmstadt; **Matthias Groß**, Technische U., Darmstadt; **Katherine Xin**, CEIBS

When Old Truths Become New Falsehoods: Learning, Unlearning, and Adaptation to Discontinuities | **Thomas Keil**, U. of Zurich; **Dirk Martignoni**, U. of Lugano

804 : (Paper Session) - (BPS) Competitive Heterogeneity: Individuals and Firm Processes

8:00am - 9:30am Hilton Anaheim: California B

Tweet this session: [#AOM2016 804](#)Chair: **Nicholas N Bartkoski**, Ball State U.

The 'Matthew Effect' in Strategic Decision-Making: How CEO Status Affects Investment Decisions | **Russell Fralich**, HEC Montreal; **Alex B. Bitektine**, HEC Montreal

Women Do Not Play Their Aces - The Consequences of Shying Away | **Joerg Claussen**, LMU Munich; **Eszter Czibor**, The U. of Chicago; **Mirjam Van Praag**, CBS

Returns to Bargaining Ability in the Market Process | **Mohammad Keyhani**, Haskayne School of Business; **Moren Levesque**, York U.

A Stakeholder Based View of Firm Growth: Stakeholder Orientation and Value Creation from Growth | **Peter Snoeren**, Bocconi U.

805 : (Paper Session) - (BPS) Exploration and Exploitation

8:00am - 9:30am Hilton Anaheim: El Capitan B

Tweet this session: [#AOM2016 805](#)Chair: **Kathleen Park**, Massachusetts Institute of Technology

A Meta-Analysis of the Relationship between Exploration and Exploitation | **Sebastian Fourné**, WHU - Otto Beisheim School of Management; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Nina Rosenbusch**, Wilfrid Laurier U.

Disentangling Exploitation: The Role of Negative Media Coverage on Different Forms of Local Search | **Varkey K Titus**, U. of Nebraska, Lincoln; **Owen Nelson Parker**, Oklahoma State U.; **Erin Bass**, U. of Nebraska, Omaha

Re-Framing Ambidexterity: A Multi-Level Processual Approach (WITHDRAWN) | **Allanah Johnston**, Newcastle U.; **Constantine Andriopoulos**, Cass Business School, City U. London; **Manto Gotsi**, Cardiff U.

The Joint Influence of Strategic Planning and Ambidextrous Culture on Organizational Ambidexterity | **Arthur Posch**, WU Vienna U. of Economics and Business; **Christian Garaus**, WU Vienna U. of Economics and Business

806 : (Paper Session) - (BPS) Behavioral Strategy and Attention-Based View

8:00am - 9:30am Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 806

Chair: **Michael C. Nippa**, Free U. Bozen, Bolzano

📄 How Does Visibility in the Labor Market Influence

Compensation? | **Jingoo Kang**, Nanyang Technological U.; **Andy Kim**, Sungkyunkwan U.

📄 The Effects of a CEO's Expressed Dedication to Resolving an Organizational Crisis | **Björn Lasse Milinski**, U. of Passau; **Fabian D. Struck**, U. of Passau; **Lorenz Graf-Vlachy**, U. of Passau; **Wolf-Christian Gerstner**, U. of Passau; **Andreas Koenig**, U. of Passau; **Donald C. Hambrick**, Pennsylvania State U.

Overshooting Opportunities: CEO Self-Regulation, Competitive Behavior and Firm Performance | **Iiro Vaniala**, Aalto U.; **Jukka Luoma**, Aalto U.; **Henrikki Tikkanen**, Aalto U.; **Johanna Frösén**, Saint Petersburg State U.; **Cecile Cho**, Korea U. Business School; **Juho-Petteri Huhtala**, Aalto U.

Driven to Avoid Errors: CEO Regulatory Focus, Product Recalls and Firm Reputation | **Bruce Greenbaum**, California Polytechnic State U., San Luis Obispo

807 📄: (Paper Session) - (BPS) Organizational Response to Performance Feedback

8:00am - 9:30am Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 807

Chair: **Georg Wernicke**, Copenhagen Business School

A Recovery Time after Recall Crises in the Pharmaceutical Industry | **Pawinee Changphao**, The U. of Texas at Dallas

📄 Benefits of Formal ERM Implementation and the Role of Risk Awareness (WITHDRAWN) | **Evelyn Braumann**, WU Vienna U. of Economics and Business

📄 The Role and Impact of Organizational Resistor in Dynamic Resource Configuration on Firm Performance | **Sang-Joon Kim**, Ewha Womans U.; **Sheewon Park**, Washington U. in St. Louis

📄 When Firms Respond to An Emerging CSR Rating | **Yuehua Xu**, National Sun Yat-Sen U.; **Guangtao Zeng**, Keio U.

808 → 📄: (Paper Session) - (BPS) Strategies in Emerging Economies

8:00am - 9:30am Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 808

Chair: **Bat Batjargal**, The U. of Nottingham, China

Environmental Sustainability and Competitive Advantage: Evidence From Latin America | **Punit Arora**, City U. of New York; **Prabal De**, City U. of New York

📄 Effect of Political Connections on Profit Persistence: Evidence from India | **Kshitij Awasthi**, Indian Institute of Management, Bangalore; **Sai Krishna Yayavaram**, Indian Institute of Management, Bangalore; **Rejie George**, Indian Institute of Management, Bangalore; **Trilochan Sastry**, Indian Institute of Management, Bangalore

→ Political Connections and Multinational Companies from Emerging Economy | **Tianzhen Tang**, Nanjing U.; **Danxue Gao**, Peking U.; **Hong Zhang**, Peking U.

→ Political Risk and MNC Exit | **Danxue Gao**, Peking U.; **Tianzhen Tang**, Nanjing U.; **Hong Zhang**, Peking U.

809 📄: (Paper Session) - (BPS) Dynamic Capabilities 1: Current State of DC Research and Novel Approaches

8:00am - 9:30am Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 809

Chair: **Vincent Amooti Bagire**, Makerere U. Business School

📄 The Blind Men and the Elephant: Dynamics in Strategy Research | **Markus Schwenke**, U. of St. Gallen; **Stefan N. Groesser**, U. of Applied Sciences Bern

📄 Rethinking Prescriptions? A Review of Managerial Takeaways From Dynamic Capabilities Research | **Svante Schriber**, Stockholm U.; **Joakim Netz**, Stockholm U.

📄 Exploring Configurations for Change: A Multi-Method Study on Dynamic Capabilities Types | **Hendrik Wilhelm**, U. of Cologne; **Indre Maurer**, U. of Goettingen

📄 Finding the Signal of Dynamic Capabilities: A Bayesian Analysis of Performance Variations | **Phebo D. Wibbens**, The Wharton School, U. of Pennsylvania

810 → 📄: (Paper Session) - (BPS) Branding, Signalling and Value Creation in Alliances

8:00am - 9:30am Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 810

Chair: **Hans T. W. Frankort**, Cass Business School, City U. London

📄 Inter-organizational Capabilities and Network Member Dynamics | **Sascha Albers**, U. of Antwerp; **Bastian Schweiger**, U. of Cologne; **Jenny Gibb**, U. of Waikato

Constructive and Destructive Dynamics of Value Creation in Temporary Collaborations | **Nuno Oliveira**, LSE

📄 The Determinants of Voluntary Disclosures in R&D Alliances | **Edward Levitas**, U. of Wisconsin, Milwaukee; **M Ann McFadyen**, The U. of Texas at Arlington; **Mujtaba Ahsan**, San Diego State U.

📄 A Principal-Agent View on International Hotel Branding | **Shih-Fen S. Chen**, U. of Western Ontario; **Chya-Yi Emily Liaw**, City U. of Hong Kong

811 📄: (Paper Session) - (BPS) Knowledge-Based View of Strategy

8:00am - 9:30am Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 811

Chair: **Tim Kessler**, U. of Bayreuth, Germany

📄 The Performance Benefits of Contracted Knowledge | **Kate Walsh**, Cornell U.; **Linda Canina**, Cornell U.; **Cathy A Enz**, Cornell U.

Helpful When It's Hurtful: Do Intangible Resources Help Prevent Bankruptcy After Restructuring? | **Michelle Zorn**, Auburn U.; **Patricia M. Norman**, Baylor U.; **Frank Christopher Butler**, U. of Tennessee, Chattanooga; **Manjot Singh Bhussar**, Auburn U.

📄 The Effect of Knowledge Decomposability on Technological Exploration in Technological Acquisitions | **Zhengyu Li**, Shanghai U. of Finance and Economics; **Geert Duysters**, Tilburg U.; **Victor Gilsing**, U. of Antwerp

📄 Exploring Agency Adequacy in VC – Entrepreneur Relationship: A Firm Life – Cycle Perspective | **Swati Panda**, Institute of Management Technology

812 → 📄: (Paper Session) - (BPS) Product and Business Scopes

8:00am - 9:30am Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 812

Chair: **Solon Moreira**, IESE Business School

How and When Acqui-Hires Create Value for Acquirers: A Real Options Analysis | **Beril Boyacıođlu**, Koç U.; **Mahmut N. Özdemir**, Koç U.

What are We Really Good At? Product Strategy with Uncertain Capabilities | **Matthew Selove**, Chapman U.; **Jeanine Miklos-Thal**, U. of Rochester; **Michael Raith**, U. of Rochester

Product Variety, Complexity and the Bottleneck of Coordination | **Yue Maggie Zhou**, U. of Michigan; **Xiang Wan**, The Ohio State U.

Dealing with Institutional Entry Barriers: How Does Antidumping Protection Impact Firm Scope | **Lin ÖÅÖ Zhang**, Peking U.; **Changqi Wu**, Peking U.

813 (Paper Session) - (BPS) CEO Dismissals and Successions

8:00am - 9:30am Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 813

Chair: **Stephen V Horner**, Pittsburg State U.

How Do Newly Appointed CEOs Use Influence Tactics to Manage the Leadership Transition Process? | **Xiwei Yi**, Rice U.; **Yan Anthea Zhang**, Rice U.; **Duane Windsor**, Rice U.

Learning during CEO Transitions: The Impact of Identity, Social Context, and Enactment | **Rida Elias**, American U. of Beirut; **Roderick E White**, Ivey Business School

Endogenously Determined CEO Turnover: The Struggle for Continuance in Public and Private Firms | **Esteban Lafuente**, Autonomous U. of Barcelona; **Miguel Garcia-Cestona**, Autonomous U. of Barcelona

Staying Agile in the Saddle: CEO Tenure, TMT Characteristics, and Organizational Ambidexterity | **Paul Ferreira**, U. of Geneva; **Patricia Klärner**, U. of Munich; **Sebastian Raisch**, GSEM - U. of Geneva

814 JS: (BPS, OB) Psychological Heuristics and Biases in Management

8:00am - 9:30am Hilton Anaheim: Lido B

Tweet this session: #AOM2016 814

Organizers: **Pasquale Massimo Picone**, U. of Catania; **Giovanni Battista Dagnino**, U. of Catania; **Yi Tang**, Hong Kong Polytechnic U.

Discussant: **Yi Tang**, Hong Kong Polytechnic U.

Implications of CEO Core Self-Evaluation for Firm Outcomes | **Zeki Simsek**, U. of Connecticut

Dark and Light Sides of Managerial Behavior: Greed, Hubris and Altruism | **Katalin Takacs Haynes**, U. of Delaware; **Michael A. Hitt**, Texas A&M U. / Texas Christian U.

Executive Job Satisfaction: A Study of Its Antecedents | **David H. Zhu**, Arizona State U.; **Liangding Jia**, Nanjing U.

The Entanglement of Leader Character and Leader Competence and its Impact on Performance | **Rachel E. Sturm**, Wright State U.; **Dusya M. Vera**, U. of Houston; **Mary M. Crossan**, Western U.

815 SHCS: (BPS, TIM) Reconfiguring Capabilities for Knowledge Development and Market Entry

8:00am - 9:30am Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 815

Organizers: **Nilanjana Dutt**, Bocconi U.; **Elena Vidal**, City U. of New York, Baruch College; **Mahka Moeen**, U. of North Carolina, Chapel Hill

Discussant: **Samina Karim**, Northeastern U.

Divesting towards Knowing More in the Global Pharmaceuticals Industry | **Nilanjana Dutt**, Bocconi U.; **Elena Vidal**, City U. of New York, Baruch College

Institutional Voids as Opportunities: Market Demand, Institutional Weakness, and Firm Entry | **Aseem Kaul**, U. of Minnesota; **Brian Wu**, U. of Michigan; **Yan Yang**, Hunan U.

Resource Reconfiguration: Learning from Performance Feedback | **Dovev Lavie**, Technion Israel Institute of Technology; **Ari Dothan**, Technion Israel Institute of Technology

The Effect of Industry Incubation on Internal and External Sourcing of Capabilities | **Rajshree Agarwal**, U. of Maryland; **William G. Mitchell**, U. of Toronto; **Mahka Moeen**, U. of North Carolina, Chapel Hill

816 : (Paper Session) - (CAR) Wages and Compensations

8:00am - 9:30am Anaheim Convention Center: 205B

Tweet this session: #AOM2016 816

Chair: **Corinne Post**, Lehigh U.

Discussant: **Roxana Barbulescu**, HEC Paris

Scandal and Stigma: Does Corporate Misconduct Affect the Future Compensation of Bystander Managers? | **Boris Groysberg**, Harvard U.; **Eric Lin**, United States Military Academy; **George Serafeim**, Harvard U.

Digital Work: New Opportunities or Lost Wages | **Michael Dunn**, U. of North Carolina, Chapel Hill

The Careers Best International Paper Award Finalist

Does Contracting Pay for Managerial Workers? The Role of Contracting in the Careers of Managers | **Tracy Anderson**, The Wharton School, U. of Pennsylvania; **Matthew J. Bidwell**, U. of Pennsylvania

Effects of Occupational Licensing and Unions on Compensation in Canada | **Tingting Zhang**, U. of Toronto

817 JS: (CAR, HR) Going the Distance: Contextualizing and Examining the Sustainable Career

8:00am - 9:30am Anaheim Convention Center: 212B

Tweet this session: #AOM2016 817

Organizers: **Jos Akkermans**, U. of Amsterdam; **Ans De Vos**, U. of Antwerp/ Antwerp Management School; **Beatrice Van der Heijden**, Radboud U. Nijmegen

Discussants: **Michael B. Arthur**, Suffolk U.; **Wolfgang Mayrhofer**, WU Vienna U. of Economics and Business

Exploring the "Time Dimension" of Sustainable Careers: The Role of Alternative Age Concepts | **Noemi Nagy**, U. of Bern; **Daniel Spurk**, U. of Bern; **Andreas Hirschi**, U. of Bern

Ecosystem Theory as a Foundation for Sustainable Careers | **Yehuda Baruch**, Southampton Business School, U.K.

Agency in the Sustainable Career: Development of the Career Crafting Survey | **Jos Akkermans**, U. of Amsterdam; **Maria Tims**, Vrije U. Amsterdam

Meaning in the Sustainable Career | **Jon P. Briscoe**, Northern Illinois U.

818 JS: (CAR, OB) Positive Work Relationships: Building Diversity and Inclusion in a Global Business Environment

8:00am - 9:30am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 818

Organizer: **Alison M. Konrad**, Western U.

Facilitator: **Stacy Blake-Beard**, Simmons College

Realizing Positive Work Relationships Through Inclusive Leadership | **Amy Randel**, San Diego State U.; **Lynn Shore**, Colorado State U.; **Beth G Chung**, San Diego State U.; **Uma Kedharnath**, U. of Wisconsin, Whitewater; **Benjamin M. Galvin**, Brigham Young U.; **Karen Holcombe Ehrhart**, San Diego State U.; **Michelle A. Dean**, San Diego State U.

Feeling Heard: Understanding Listening Opportunities and Perceptions in the Workplace | **Tiffany Schroeder**, Case Western Reserve U.

The Impact of Mentoring on the Development of Authentic Leadership Among Elite Leaders | **Jennifer Jones-Morales**, U. of the West Indies; **Alison M. Konrad**, Western U.

What We Feel Informs Who We Choose to Work With: A Study of Affect in Task Networks | **Virginie Lopez Kidwell**, Florida International U.; **Alexandra Gerbasi**, U. of Surrey; **Marco Tonellato**, Grenoble Ecole de Management; **Karen Rochelle Niven**, The U. of Manchester

Relational Coordination in the Operating Room - Coordination in Interdisciplinary Teamwork | **Birgitte Tørring**, Aalborg U.; **Mogens Berg Laursen**, Aalborg U.; **Bodil Steen Rasmussen**, Aalborg U.; **Jody Hoffer Gittel**, Brandeis U.; **Erik Elgaard Sørensen**, Aalborg U.

819 CAU: (CAU) Leader-member Exchange (LMX)

Research Incubator Caucus

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: #AOM2016 819

Attendees reading the chapter(s) of the Oxford Handbook on LMX (Bauer & Erdogan, 2016) in which they are interested will be helpful, but is not required.

Organizers: **Jeremy David Meuser**, U. of Illinois at Chicago; **Talya N. Bauer**, Portland State U.

Discussants: **David V. Day**, U. of Western Australia; **Jennifer D. Nahrgang**, Arizona State U.; **Olga Epitropaki**, Durham U.; **Raymond T Sparrowe**, Washington U. in St. Louis; **Smriti Anand**, IIT Stuart School of Business; **Prajya Rakshit Vidyarthi**, The U. of Texas at El Paso; **Ekin K. Pellegrini**, U. of Missouri, St. Louis; **Terri A. Scandura**, U. of Miami; **Robert C Liden**, U. of Illinois at Chicago; **Sandy J. Wayne**, U. of Illinois at Chicago; **Cécile Emery**, U. of Greenwich

Presenter: **Berrin Erdogan**, Portland State U.

820 (Paper Session) - (CM) Assessing Trustworthiness and Moral Character

8:00am - 9:30am Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 820

Chair: **Ed Tomlinson**, West Virginia U.

Emotional Displays and Partner Trust in Negotiations: The Role of Benevolence and Unpredictability | **Liuba Y. Belkin**, Lehigh U.; **Naomi B. Rothman**, Lehigh U.

Perils of Calling a Lemon a Lemon: Transference in Communicating Past Experience | **Niro Sivanathan**, London Business School; **Nate Pettit**, New York U.; **Hemant Kakkar**, London Business School

Exploring the Differential Predictors of Cognition- and Affect-Based Trust | **Ed Tomlinson**, West Virginia U.; **Andrew**

Schnackenberg, U. of Denver; **David Dawley**, West Virginia U.; **Steven R Ash**, U. of Akron

Low Interpersonal Trust Improves Judgments of Moral Character | **Rebecca L. Schaumberg**, New York U.; **Frank Flynn**, Stanford U.

821 (Paper Session) - (CM) Cultural Effects on Coordination

8:00am - 9:30am Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 821

Chair: **Aki-Mauri Huhtinen**, National Defense U.

Dances with Wolves: Institutional Monitoring, Coordination and Acquisition Decision in China | **Fei Peng**, Shanghai Lixin U. of Commerce; **Lili Kang**, Shanghai Finance U.; **Xiacong Yang**, U. of Birmingham; **Xue Li**, Shanghai Lixin U. of Commerce

Judging Hypocrisy: Inconsistency Receives Greater Condemnation in Western Than in Asian Cultures | **Daniel A. Effron**, London Business School; **Lauren Jackman**, Stanford U.; **Hazel Markus**, Stanford U.; **Yukiko Muramoto**, U. of Tokyo; **Hamdi Muluk**, U. of Indonesia

Germanic vs Turkic Negotiators' Ethical Propensity and Formal Contracts: The Moderating Role of Trust | **Abraham Stefanidis**, St. John's U.; **Moshe Banai**, City U. of New York, Baruch College; **Ana Shetach**, Max Stern Emek Yezreel College; **Ursula Schinzel**, United Business Institutes; **Svetlana Shakirova**, Almaty Management U.; **Herbert Goelzner**, Salzburg U. of Applied Sciences; **Ahmet Erkus**, Bahcesehir U.; **Mehmet Ferhat Özbek**, U. of Gumushane

Cultural Effects on Relationality in Negotiations: An Experimental Study | **Junjun Cheng**, Macquarie U.; **Yimin Huang**, Macquarie U.; **Yong Su**, Fudan U.

822 JS: (CM, MOC) Emerging Trends on the Micro-Effects of Resources within Organizations

8:00am - 9:30am Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 822

Organizers: **Siyu Yu**, New York U.; **Lindred L. Greer**, Stanford GSB

Discussant: **Margaret A. Neale**, Stanford U.

Scarcity Contagion: How Generalizations about Resource Scarcity can Increase Competitive Behaviors | **Siyu Yu**, New York U.; **Lindred L. Greer**, Stanford GSB

Is Status a Zero-Sum Game? An Implicit Theories Approach to Status | **Anat Hurwitz**, New York U.; **Nate Pettit**, New York U.; **Steven Blader**, New York U.

Lack of Material Resources Hinders Integrative Value Generation By Inducing a Zero-Sum Construal | **Tianyu He**, INSEAD; **Rellie Rachel Derfler-Rozin**, Robert H. Smith School of Business; **Marko Pitesa**, U. of Maryland R.H. Smith School of Business

Fights Before Flights: A Stressor-Strain Framework of Predictors of Customer Mistreatment | **Katy Katherine**, Harvard Business School; **Sanford Ely DeVoe**, UCLA; **Anat Rafaeli**, Technion Israel Institute of Technology; **Shira Agasi**, U. of Toronto

Seeing Time as a Precious Resource: The Role of Merit Beliefs, Optimism, and Social Class | **Peter Belmi**, U. of Virginia; **Kristin Laurin**, Stanford U.

823 → 🗨️ 📄 🗨️ 🗨️: (Paper Session) - (CMS) **Critical Views on Leadership: Development and Performativity**

8:00am - 9:30am Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 823

Chair: **Latha Poonamallee**, Michigan Technological U.🗨️ 🗨️ Is Critical Leadership Studies Critical Enough? | **Mark Learmonth**, Durham U.🗨️ Men, Middle Managers and Gender Inclusive Leadership – A Critical Performative Approach (WITHDRAWN) | **Elisabeth K. Kelan**, Cranfield School of Management🗨️ The Return of the 'Great Man'? Critical Performativity in Practice | **Nick Butler**, Lund U.; **Helen Delaney**, The U. of Auckland; **Sverre Spoelstra**, Lund U.🗨️ 🗨️ 🗨️ In the Eye of the Beholder: Making 'Sense' of Leadership Development in Africa | **Vanessa Iwowo**, London School of Economics**Best Critical Paper****824** 🗨️ 📄: (Paper Session) - (CMS) **Crafting Critical Research**

8:00am - 9:30am Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 824

Chair: **Emma Bell**, Keele U.🗨️ 🗨️ Video-based Ethnographic Documentary: Toward Collaborative Organizational Research | **John Hassard**, The U. of Manchester; **Diane Burns**, The U. of Sheffield; **Paula Hyde**, The U. of Manchester; **John-Paul Burns**, Yorkshire Art Space🗨️ Exercising Power in Autoethnographic Vignettes | **Guy Huber**, U. of East London🗨️ Theory as Fantasy: Affective Dimensions to Grounded Theory | **Annette Clancy**, U. College Dublin; **Russ Vince**, U. of Bath🗨️ 🗨️ Organizational Research Craft and the Politics of Feeling | **Emma Bell**, Keele U.; **Hugh Willmott**, City U. London**825** 🗨️ 🗨️ → 🗨️: (Paper Session) - (CMS) **Development: From Control to Emancipation?**

8:00am - 9:30am Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 825

Chair: **Arturo E. Osorio**, Rutgers U.🗨️ Be Creative!: Control, Demand, Hypocrisy, and the Management of Creativity | **Stephan Schaefer**, Lund U.; **Vijayta Doshi**, Indian Institute of Management, Udaipur🗨️ Is a Favela a Window of New Opportunities? | **Fabio Prado Saldanha**, HEC Montréal🗨️ 🗨️ 🗨️ Arts and Business Oriented Thinking: The Problematic When Bringing Together Two Different Worlds | **Anne Pässilä**, Lappeenranta U. of Technology; **Virpi Malin**, U. of Jyväskylä; **Allan Owens**, U. of ChesterRe-Imagining Social Entrepreneurship Research (WITHDRAWN) | **Catarina Pessanha Gomes**, Copenhagen Business School**826** : (Paper Session) - (ENT) **Entrepreneurial Teams 1**

8:00am - 9:30am Hilton Anaheim: Avila A

Tweet this session: #AOM2016 826

Chair: **Sergio Janczak**, The U. of Western OntarioDiscussant: **Tom Mierzwa**, U. of Maryland U. College🗨️ Centrifugal or Centripetal? Surface-level and Deep-level Dissimilarities and Founder Departure | **Wei Yang**, The U. of Texas at Austin🗨️ Why Do Some Entrepreneurs Act on Opportunities Outside their Domain Knowledge? | **Chiung-Yi Hwang**, National Chiao Tung U.; **Hsiao-Han Lu**, Imperial College Business School🗨️ Gender Composition, Flexible Working Arrangements, and New Venture Performance: A Moderated Model | **David S. DeGeest**, Groningen U. (RuG); **Floor Rink**, U. of Groningen; **Janka Ireen Stoker**, U. of Groningen🗨️ Can We Venture? Yes We Can! Intra- and Interpersonal Effects of Narcissism in Entrepreneurial Dyads | **Tobias Kollmann**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen; **Jana Wenka Linstaedt**, U. of Duisburg-Essen; **Anika Peschl**, U. of Duisburg-Essen; **Bill Wales**, U. at Albany, State U. of New York**827** → 🗨️: (ENT) **Emerging Theories of Entrepreneurial Behavior in Uncertain and Resource Constrained Environments**

8:00am - 9:30am Hilton Anaheim: California A

Tweet this session: #AOM2016 827

Organizers: **Reija A. Häkkinen**, U. of Jyväskylä; **Merie Joseph Kannampuzha**, U. of JyväskyläDiscussants: **Ted Baker**, Rutgers U.; **Keith Hmieleski**, Texas Christian U.; **Benson Honig**, McMaster U.; **Anne S Miner**, U. of Wisconsin, Madison; **Erin Powell**, Clemson U.; **Saras D. Sarasvathy**, U. of Virginia**828** : (Paper Session) - (ENT) **Culture & Country**

8:00am - 9:30am Hilton Anaheim: Lido A

Tweet this session: #AOM2016 828

Chair: **Philipp Sieger**, U. of St. GallenDiscussant: **Manjula S Salimath**, U. of North Texas🗨️ Beyond the Convention: A Novel Incremental Predictor of Entrepreneurial Psychology and Activity | **Daniel Lerner**, U. de Deusto; **Markus Fitza**, Texas A&M U., College Station→ 🗨️ The Impact of Individual-level Cultural Perceptions on Entrepreneurial Behavior | **Philipp Sieger**, U. of St. Gallen; **Miriam Bird**, U. of St. Gallen; **Ghulam Nabi**, Manchester Metropolitan U.; **Francisco Liñán**, U. of Seville→ 🗨️ Location, Location, Location: Does Country's Position influence Entrepreneurship Activity Levels? | **Ricardo Gabriel Flores**, U. of New South Wales; **Suleiman K. Kassiech**, U. of New Mexico→ Culture and entrepreneurship in China: Evidence on stable long-run regional variation | **Sonja Opper**, Lund U.; **Fredrik N.G. Andersson**, Lund U.; **Ross Wilson**, Lund U.**829** : (Paper Session) - (ENT) **Succession Planning**

8:00am - 9:30am Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 829

Chair: **Matthias Waldkirch**, Jonkoping International Business SchoolDiscussant: **Susan McNamara**, State U. of New York at Fredonia🗨️ 🗨️ Breaking out or Breaking In? Exploring family dynamics in planning for succession. | **Natalia A. Vershinina**, U. of Birmingham; **Kiranjit Kaur**, De Montfort U.; **Kassa Woldesenbet**, De Montfort U.; **Kiran Trehan**, U. of Birmingham

- 📖 The shadow of the prince: Incumbents' coercive control over successors in family organizations | **Xu Huang**, Hong Kong Baptist U.; **Louis Litsung Chen**, Soochow U.; **Erica Xu**, Hong Kong Baptist U.; **Feifei Lu**, Shanghai U. of Finance and Economics; **Ka-Chai Tam**, Hong Kong Baptist U.
- 🗓️ CEO Temporal Focus and Succession Planning in Family Firms | **Feifei Lu**, Shanghai U. of Finance and Economics; **Ho Kwong Kwan**, Shanghai U. of Finance and Economics; **Bin Ma**, City U. of New York, Baruch College; **Jinsong Li**, Shanghai U. of Finance and Economics; **Deyuan Zhang**, Shanghai U. of Finance and Economics
- 📖 When Does a Founder Firm Become a Family Firm: Institutional Antecedents to Entrepreneurial Exit | **Marta Widz**, U. of St. Gallen

830 : (Paper Session) - (ENT) Entrepreneurship & Health

8:00am - 9:30am Hilton Anaheim: Mezzanine 14

Tweet this session: **#AOM2016 830**

Chair: **Marcus Wolfe**, Ball State U.

Discussant: **Neil Aaron Thompson**, VU Amsterdam

- 🗓️ To Your Health: The Relationship between Health Insurance and Self-Employment Exit | **Marcus Wolfe**, Ball State U.
- Does Engaging in Entrepreneurship Increase Life-Stress? | **Nina Hashem**, Cass Business School, City U. London; **Nicos Nicolaou**, U. of Warwick; **Vangelis Souitaris**, City U. London
- 🗓️ Self-employment and stress: Cross-sectional, longitudinal and experimental evidence | **Cornelius A. Rietveld**, Erasmus U. Rotterdam; **Jolanda Hessels**, Erasmus U. Rotterdam; **Peter van der Zwan**, Erasmus U. Rotterdam
- 📖 Work characteristics' effects on entrepreneurs' health and success | **Dominika Wach**, Technische U. Dresden

831 : (Paper Session) - (ENT) Crowdfunding 1

8:00am - 9:30am Hilton Anaheim: Mezzanine 8

Tweet this session: **#AOM2016 831**

Chair: **Sibin Wu**, The U. of Texas, Rio Grande Valley

Discussant: **Michael P. Ciuchta**, U. of Massachusetts, Lowell

- Simplicity as a virtue: The effect of readability and complexity on crowdfunding attractiveness | **Yuanqing Li**, The U. of Texas, Rio Grande Valley; **Sibin Wu**, The U. of Texas, Rio Grande Valley; **Tammi Redd**, Ramapo College of New Jersey
- 📖 Do Conflicting Signals Work Together in Early Stage Financing? Evidence from Hybrid Entrepreneurship | **Pyayt P. Oo**, Washington State U.; **Thomas H. Allison**, Washington State U.
- 🗓️ Does Practice Make Perfect? Influence of Track Record on the Outcome of Crowdfunding Campaigns | **Vitaly Skirnevskiy**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.; **David Bendig**, RWTH Aachen U.
- Crowdfunding Innovations: How Incremental and Radical Innovativeness Influence Funding Outcomes | **Richard Chan**, Stony Brook U.-State U. of New York; **Annaleena Parhankangas**, U. of Illinois at Chicago

832 : (Paper Session) - (ENT) Ecosystems 1

8:00am - 9:30am Hilton Anaheim: Mezzanine 9

Tweet this session: **#AOM2016 832**

Chair: **Norris F. Krueger**, Entrepreneurship Northwest

Discussant: **Xaver Neumeier**, U. of Florida

- 📖 Conceptualizing Entrepreneurial Ecosystems: Definition, Configurations and Health | **Xianwei Shi**, U. of Cambridge; **Yongjiang Shi**, U. of Cambridge
- 🗓️ Entrepreneurship Platforms: A Two-Sided Network View of Entrepreneurial Ecosystems | **Benjamin Nathan Alexander**, Cal Poly San Luis Obispo; **Geoffrey Parker**, Tulane U.
- Creating Experiential Knowledge Networks in Emerging Entrepreneurial Ecosystems | **Srivardhini K Jha**, Indian Institute of Management, Bangalore
- 🗓️ Venture capital as an ecosystem engineer for regional innovation in an emerging market | **Sanwar Azam Sunny**, U. of Missouri, Kansas City; **Sunny Li Sun**, U. of Missouri, Kansas City

833 : (Paper Session) - (ENT) Entrepreneurship & Self-Efficacy

8:00am - 9:30am Hilton Anaheim: Monterey

Tweet this session: **#AOM2016 833**

Chair: **Tina R. Opie**, Babson College

Discussant: **Justin Paul**, U. of Puerto Rico

- 🗓️ Entrepreneurial Self-efficacy: The Role of Emotional Carrying Capacity and Network Ethnic Diversity | **Tina R. Opie**, Babson College; **Golshan Javadian**, Morgan State U.; **Salvatore Parise**, Babson College
- Proactive entrepreneurs: An empirical investigation into unique characteristics | **Raymond K VanNess**, U. at Albany (SUNY); **Charles F. Seifert**, Siena College; **Janet H. Marler**, U. at Albany, State U. of New York; **Mark Hughes**, Albany State U.
- 🗓️ Mumpreneurship: Does Motherhood Influence Women's Entrepreneurial Self-Efficacy? | **Magdalena Markowska**, Jönköping U.
- 🗓️ Role of Social ties in Opportunity Recognition & moderation effect of SE | **Anita Sharma**, LM Thapar School of Management, Thapar U.; **Prof Prashant Salwan**, Indian Institute of Management, Indore

834 : (Paper Session) - (ENT) Entrepreneurship & Institutions

8:00am - 9:30am Hilton Anaheim: Salinas

Tweet this session: **#AOM2016 834**

Chair: **Alain Fayolle**, EM Lyon

Discussant: **Santiago Ibarreche**, The U. of Texas at El Paso

- 🗓️ Unemployment, active labor market program and entrepreneurship | **Catherine Laffineur**, EMLYON Business School; **Saulo Dubard Barbosa**, EMLYON Business School; **Alain Fayolle**, EM Lyon; **Emeran Nziali**, EMLYON Business School
- Entrepreneurship Rates and Health Insurance Dependent Coverage Mandates | **Andrew Boysen**, The Wharton School, U. of Pennsylvania
- Opportunity Recognition and Prior Knowledge: A Meta-Analysis | **Sergio Canavati**, California State U., Los Angeles; **Hessamoddin Saroghi**, U. of Missouri, Kansas City; **Dirk P Libaers**, Northeastern U.; **Andrew C Burkemper**, U. of Missouri, Kansas City; **Jeffrey S Hornsby**, U. of Missouri, Kansas City
- 🗓️ Institutional Logics and Frame-Switching Ability: A Model of Entrepreneurial Insight | **Christopher Morin**, U. of Calgary; **Olga Petricevic**, U. of Calgary

835 : (Paper Session) - (ENT) Entrepreneurship & Experience

8:00am - 9:30am Hilton Anaheim: Sunset

Tweet this session: #AOM2016 835

Chair: **Christoph Winkler**, City U. of New York, Baruch CollegeDiscussant: **Craig E. Armstrong**, The U. of Alabama

📖📖 Differentiating Novice, Non-expert and Expert

Entrepreneurs: A Self-regulated Learning Perspective |

Christoph Winkler, City U. of New York, Baruch College;**Alexander Fust**, U. of St. Gallen; **Tobias Jenert**, U. of St. Gallen📖 Founder Prior Experience as a Driver of Market Scope of New Ventures | **Sung Namkung**, Fox School of Business, Temple U.; **Mitrabarun Sarkar**, Temple U.📖 Getting specific about the relationship between pre-entry experience and new venture performance | **Zhi Cao**, U. of Wisconsin, Madison; **Joseph Raffiee**, U. of Wisconsin, MadisonThe Role of Different Types of Experience on Expectations and Persistence in the Startup Process | **Matthias Alfred Tietz**, IE Business School; **José Lejarraga**, IE U.; **Maud Pindard-Lejarraga**, IE U.**836 : (Paper Session) - (ENT) Sensing Opportunities**

8:00am - 9:30am Hilton Anaheim: Ventura

Tweet this session: #AOM2016 836

Chair: **Alessandro Giudici**, Cass Business School, City U. LondonDiscussant: **Jeff Vanevenhoven**, U. of Wisconsin, Whitewater

Translating Ideas into Opportunities: The Role of

Sensemaking & Sensegiving | **Cherisse A S Hoyte**, Coventry U.;**Hannah Noke**, The U. of Nottingham; **Simon Mosey**, The U. of Nottingham📖📖 The relational sensing of new opportunities in business matchmaking events | **Alessandro Giudici**, Cass Business School, City U. London; **Yiannis Kouropalatis**, Cardiff U.;**Patrick Reinmoeller**, Cranfield U.Where Did Interpretivism Go in the Theory of Entrepreneurship? The Creative Enactive Approach | **Mark Packard**, U. of MissouriEntrepreneurial Ideation: Unpacking the Relationships between Creativity, Style and Trends | **Tobias Pret**, U. of Strathclyde; **Sara Carter**, U. of Strathclyde; **Eleanor Shaw**, U. of Strathclyde**837 📖📖📖📖 (Paper Session) - (GDO) Intersections Across Cultural, Gender, Racial, and Occupational Identities**

8:00am - 9:30am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 837

Chair: **Anna Katherine Ward**, Virginia TechAn Exploration of the Intersectional Manifestations of Demographic and Occupational Stereotypes | **Emily Rosado-Solomon**, Rutgers U.; **Tracy H. Porter**, Cleveland State U.; **Sasha Pustovit**, Rutgers U.📖📖📖 More Different than Alike: A Gender and Cultural Analysis of Academic Entitlement | **David L. Turnipseed**, U. of South Alabama; **Scott Cohen**, SKEMA Business School📖📖 Impression Management and Perceptions about Advancement of Black Female Corporate Lawyers | **Tsedale M. Melaku**, The Graduate Center, CUNY**838 : (GDO) GDO Welcome Breakfast**

8:00am - 9:00am Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 838

Division Chair: **Lisa Hisae Nishii**, Cornell U.**839 📖📖📖 (Paper Session) - (GDO) Gender Stereotyping, Leadership, and Worker Outcomes**

8:00am - 9:30am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 839

This broad session contains a mix of quantitative and qualitative papers that assess gender stereotyping and its influence on leadership and other worker outcomes.

Chair: **Katherine W. Phillips**, Columbia U.📖📖📖 Leading against Gender Stereotypes: The Positively Deviant Effect of Leader Epistemic Motivation | **Jack Ting-Ju Chiang**, Peking U.; **Haiyang Liu**, Peking U.; **Ye Zhang**, Peking U.; **Shengming Liu**, Peking U.; **Siting Wang**, U. of Illinois at Chicago; **Jih-Yu Mao**, Peking U.📖📖 Being tough while being nice: How women leaders manage the paradox of agency and communion | **Wei Zheng**, U. of Wisconsin, River Falls; **Olca Surgevil**, Dokuz Eylül U.An authenticity approach to role congruity theory. | **Jasmien Khattab**, Erasmus U. Rotterdam; **Hannes Leroy**, Erasmus Research Institute of Management📖📖📖 The Granny Buffer: Older Women Avoid Prescriptive Stereotypes more than Older Men | **Ashley E. Martin**, Columbia Business School; **Michael S. North**, New York U.; **Katherine W. Phillips**, Columbia U.**840 📖📖 JS: (GDO, OB, CAR) Multiple Minority Identities in the Workplace**

8:00am - 9:30am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 840

Organizers: **Demetria F. Henderson**, The U. of Texas at Arlington; **Christian J. Calderon**, U. of Memphis; **Myrtle P. Bell**, The U. of Texas at ArlingtonDiscussant: **Oscar Holmes IV**, Rutgers U.Interpretational Ambiguity, Identity Verification and Sensemaking in Organizations | **Gwendolyn M. Combs**, U. of Nebraska, Lincoln; **Ivana Milosevic**, U. of Wisconsin, OshkoshSelf-Efficacy and the Development of Female Leaders of Color | **Ashley A. Membere**, George Mason U.; **Enrica N Ruggs**, U. of North Carolina, Charlotte; **Eden King**, George Mason U.; **Ashleigh Shelby Rosette**, Duke U.The Effect of Intersectional Stereotypes on Perceptions of Managers | **Tarani Joy Merriweather Woodson**, Columbia U.; **Caryn J Block**, Teachers College, Columbia U.Fitting in and Standing Outside of Faultlines: How Transformational Leaders Leverage Diverse Teams | **Juanita Forrester**, Georgia State U.; **Melenie J. Lankau**, Wake Forest U.**841 📖 (Paper Session) - (HR) Influence of HRM on Employee Creativity, Knowledge Sharing, and Performance**

8:00am - 9:30am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 841

Chair: **Qinglian Lin**, School of Management, Xiamen U.📖 The Cross Level Study of Human Resource Management System, Stressors, and Job Performance | **Chu-Chun Hsu**, Southern Taiwan U. of Science and Technology; **Hsi-An Shih**,

National Cheng Kung U.; **Yun-Hwa Chiang**, Ming-Chuan U.; **Tuong Vy Nguyen**, National Cheng Kung U.

How Do High Performance Human Resource Practices Matter for Team Creativity? | **Zixiang Ma**, Huazhong U. of Science and Technology; **Lirong Long**, Huazhong U. of Science and Technology; **Yong Zhang**, Huazhong Agricultural U.; **Junwei Zhang**, Huazhong Agricultural U.

🗨️📄 Influence of HRM on Knowledge Sharing: The Mediating Role of Learning Goal Orientation | **Huadong Yang**, U. of Liverpool; **Timothy Colin Bednall**, Swinburne U.; **Monique van Rijn**, Hanze U. of Applied Sciences

🌐➔📄 Examining the Effectiveness of Trust as a Mechanism between HPWS, Creativity & Performance | **Hoa Do**, Aston Business School; **Pawan S. Budhwar**, Aston U.; **Charmi Patel**, U. of Edinburgh

842 📄: (Paper Session) - (HR) **Research on Work-Family Issues**

8:00am - 9:30am Anaheim Convention Center: 206B
 Tweet this session: #AOM2016 842

Chair: **Tyler C. Burch**, Idaho State U.

📄 A Longitudinal Study of Work/Family Demands and Workplace Injuries | **Amit Kramer**, U. of Illinois at Urbana-Champaign; **Seong Hee Cho**, U. of Illinois

📄 How Do Work-Family Practices Influence Work-Family Conflict: Moderations of HRM and Human Capitals | **Yu Zhou**, Renmin U. of China; **Chenxi Wang**, Renmin U. of China; **Xiaoxi Chang**, Rey Juan Carlos U.

📄 Consequences of Positive Work-Family/Family-Work Interface: A Meta-Analytical | **Yucheng Eason Zhang**, Southwestern U. of Finance and Economics; **Shan Diae Xu**, Southwestern U. of Finance and Economics; **Jiafei Jin**, Southwestern U. of Finance and Economics; **Michael T. Ford**, U. at Albany, State U. of New York; **Jie Feng**, Rutgers U.; **Long Zhang**, U. of New South Wales

📄 The Impact of Couple-Level Work-Family Conflict on the Composition of the Family over Time | **Tyler C. Burch**, Idaho State U.

843 📄: (Paper Session) - (HR) **Contextual Influences on Employee Turnover**

8:00am - 9:30am Anaheim Convention Center: 209B
 Tweet this session: #AOM2016 843

Chair: **Timothy Gardner**, Utah State U.

🌐📄 A Multilevel Study on the Role of Team Turnover for Stayers' Turnover Intention | **Anna Sender**, U. of Zurich; **Marion B. Eberly**, U. of Washington, Tacoma; **Bruno Staffelbach**, U. of Zurich

🗨️📄 Cause and effect: An Expanded Meta-Analytic Exploration and Comparison of Collective Turnover | **Julie I Hancock**, U. of North Texas; **David G. Allen**, Rutgers U.; **Craig Spencer Soelberg**, U. of North Texas

🗨️📄 Social Network Contagion in The Job Satisfaction-Intention-Turnover Model | **Wei Wang**, U. of Central Florida; **Daniel A. Newman**, U. of Illinois at Urbana-Champaign; **Robert L Dipboye**, U. of Central Florida
Winner of HR Division Best Conference Paper Award

The Impact of Workforce Differentiation on Intentions to Remain | **Michael Koch**, U. of Kent; **Sarah Park**, King's College London

844 📄: (Paper Session) - (HR) **Physical Attributes and Other Biases in Employee Hiring Decisions**

8:00am - 9:30am Anaheim Convention Center: 210A
 Tweet this session: #AOM2016 844

Chair: **Karin Proost**, KU Leuven

Self-Fulfilling Prophecies Linking Physical Attractiveness and Interviewer Evaluation | **Tun-Chun Huang**, National Changhua U. of Education; **Yen Hui Lin**, National Changhua U. of Education

Look Alike or Talk Alike? Applying Construal Level Theory to the Similar-to-Me Effect | **Karin Proost**, KU Leuven; **Filip Germeys**, KU Leuven; **Bert Schreurs**, Maastricht U.

Does Hair Hurt Career Marketability? Investigating the Influence of Hairstyle on Hiring Decisions | **Katerina Gonzalez**, City U. of New York, Baruch College; **Brittany K. Mercado**, City U. of New York, Baruch College; **Stephan Dilchert**, City U. of New York, Baruch College

🗨️🗨️🗨️ A Field Study Assessing the Role of Structured Interview Training and Panels | **Denise Luta**, U. of Guelph; **Ekaterina Pogrebtsova**, U. of Guelph; **Peter Hausdorf**, U. of Guelph

845 🗨️JS: (HR, SIM, OB) **Volunteering as a Source of Meaningfulness: From HR in Nonprofits to Employer-Sponsored Volunteering**

8:00am - 9:30am Anaheim Convention Center: 201D
 Tweet this session: #AOM2016 845

Organizers: **Kerstin Alfes**, ESCP Europe; **Ishbel McWha-Hermann**, U. of Edinburgh; **Amanda Shantz**, U. of Greenwich

Discussant: **Jessica Rodell**, U. of Georgia

Accelerating Volunteering through Employee Volunteer Programs | **Benjamin J. Lough**, U. of Illinois at Urbana-Champaign; **Yvonne Siu Turner**, Points of Light Corporate Institute

The Relationship between Performance and Volunteering and the moderating Influence of Commitment | **Alexander Gloss**, North Carolina State U.; **Paul W Mulvey**, North Carolina State U.; **Beth Ritter**, North Carolina State U.

The Job Satisfaction and Volunteering Link: A Compensation – Spillover Longitudinal Investigation | **Jonathan Edward Booth**, London School of Economics; **Daniela Lup**, London School of Economics

How Inclusive are Voluntary Organizations? | **Georg von Schnurbein**, U. of Basel; **Sibylle Studer**, U. of Lucerne

Strategic HR Management of Volunteer/Employee Interchangeability: A Social Enterprise Case Study | **Kunle Akingbola**, Lakehead U.

Presenters: **Benjamin J. Lough**, U. of Illinois at Urbana-Champaign; **Paul W Mulvey**, North Carolina State U.; **Jonathan Edward Booth**, London School of Economics; **Georg von Schnurbein**, U. of Basel; **Kunle Akingbola**, Lakehead U.

Participants: **Yvonne Siu Turner**, Points of Light Corporate Institute; **Alexander Gloss**, North Carolina State U.; **Beth Ritter**, North Carolina State U.; **Daniela Lup**, London School of Economics; **Sibylle Studer**, U. of Lucerne

846 → 📄: (Paper Session) - (IM) **Institutional and Strategic Drivers of MNC Strategies and Performance**

8:00am - 9:30am Anaheim Convention Center: 207D

Tweet this session: #AOM2016 846

Chair: **Ayse Saka-Helmhout**, Radboud U. Nijmegen

- Business Group Effects on the R&D Intensity-Internationalization Relationship | **Saptarshi Purkayastha**, Indian Institute of Management, Calcutta; **Tatiana S. Manolova**, Bentley U.; **Linda F. Edelman**, Bentley U.
- MNE Subsidiary Responses to Cross-National Institutional Complexity | **Ayse Saka-Helmhout**, Radboud U. Nijmegen; **Jesper Edman**, Hitotsubashi U.
- Foreign Cuisine or Local Delicacies? How Sectors Matter in the Acquisition-Productivity Linkage | **Daitian Li**, Bocconi U.
- Understanding Multinational Corporations' (MNCc') Operational Sustainability | **Rilana Riikinen**, Aalto U.

847 → 📄: (Paper Session) - (IM) **Internationalization and Rapid Internationalization Drivers**

8:00am - 9:30am Anaheim Convention Center: 210B

Tweet this session: #AOM2016 847

Chair: **Oksana Grebivnych**, EMLYON Business School

- ☞ → Capturing Global Opportunities: The Phenomenon of Accelerated Multinationalization | **Sinead M Monaghan**, Rutgers Business School; **Esther Tippmann**, U. College Dublin
- Accelerate or delay? The consequences of big step internationalization | **Shu Yu**, National U. of Singapore
- Institutional fragility and firm characteristics: the internationalization of Chinese SMEs | **Shuo Zhang**, Cornell U.
- 📄 SEMI-GLOBAL STRATEGIES OF SERVICE MNEs: AN EMPIRICAL CASE OF GLOBAL RETAIL INDUSTRY | **Oksana Grebivnych**, EMLYON Business School

848 → 📄: (Paper Session) - (IM) **Justice in The Multinational**

8:00am - 9:30am Anaheim Convention Center: 211B

Tweet this session: #AOM2016 848

Chair: **Yujin Jeong**, American U.

- 📄 An Examination of Cross-Cultural Justice Judgments | **Hsin-Chen Lin**, U. of New Brunswick; **Patrick Bruning**, U. of New Brunswick; **Nina D Cole**, Ryerson U.; **Douglas H. Flint**, U. of New Brunswick; **Chanrith Ngin**, Royal U. of Phnom Penh; **Vivien Supangco**, U. of the Philippines
- ☞ 📄 Charismatic Leadership Behavior in Crises: An Analysis of Justice Perceptions and Cultural Context | **Daniel Rottig**, Florida Gulf Coast U.; **Bryan Schaffer**, Florida Gulf Coast U.
- A cross-cultural approach on presenteeism climate, organizational justice and work-family conflict | **Aristides Isidoro Ferreira**, ISCTE; **Merce Mach**, U. of Barcelona; **Luis F. Martinez**, NOVA School of Business and Economics; **Chris Brewster**, Henley Business School; **Grace K. Dagher**, Lebanese American U.; **Amalia Raquel Perez-Nebreda**, Centro U. de Brasilia; **Antonina Lisovskaia**, Saint Petersburg State U.
- ☞ → 📄 Revisiting the Relationship between Justice and Extra-role Behavior: The Role of State Ownership | **Xi Chen**, New York U.; **Douglas Guthrie**, Apple Inc.

849 → 📄: (Paper Session) - (IM) **Institutional Voids: Drivers and Consequences**

8:00am - 9:30am Anaheim Convention Center: 213B

Tweet this session: #AOM2016 849

Chair: **Stephen B Tallman**, U. of Richmond

- 📄 The influence of institutional voids in emerging markets on entrant firms' resource commitment | **Claudio Giachetti**, U. Ca' Foscari of Venice; **Augustine Awuah Peprah**, U. Ca' Foscari of Venice
- Do Institutional Voids Facilitate Explorative Adaptation? | **Defeng Sun**, Kyoto U.; **Yasuo Sugiyama**, Kyoto U.; **Tatsuya Kikutani**, Kyoto U.
- 📄 Heterogeneity of Country-of-Origin Effects: A Spatial Analysis Approach | **Minyoung Kim**, U. of Kansas; **Sunghoon Kim**, Arizona State U.; **Jongkuk Lee**, Ewha Womans U.
- Mobile money around the world: International business models, institutional voids, and spillovers | **Adeline Gilberte Pelletier**, London School of Economics; **Susanna Khavul**, UTA/LSE; **Saul Estrin**, London School of Economics

850 → 📄: (Paper Session) - (IM) **TMT Characteristics & Consequences**

8:00am - 9:30am Anaheim Convention Center: 213C

Tweet this session: #AOM2016 850

Chair: **Bo Bernhard Nielsen**, The U. of Sydney

- The Influence of CEO Overconfidence on Ownership Choice in Foreign Market Entry Decisions | **Jung-Ho Lai**, National Taipei U. of Business
- 📄 📄 TMT Faultlines, Acquisition Experience and Frequency of Cross-border Acquisitions | **Jianzu Wu**, Lanzhou U.; **Jing'an Tang**, Sacred Heart U.; **Liling Chen**, Lanzhou U.
- 📄 📄 Upper Echelons Nationality Diversity and Compensation: Implications for Firm Performance | **Sabina Nielsen**, Copenhagen Business School
- 📄 CEO International Experience and Firms' Temporal Orientation in a Transition Economy | **Lipeng Gary Ge**, Hong Kong U. of Science and Technology; **Tianyu Gong**, Hong Kong U. of Science and Technology; **Cuili Qian**, City U. of Hong Kong

851 → 📄: (Paper Session) - (IM) **The Internal & External Environmental Pressure on MNC Strategic Responses**

8:00am - 9:30am Anaheim Convention Center: 304C

Tweet this session: #AOM2016 851

Chair: **Chris Jones**, Aston U.

- 📄 Emerging Market Environmental Influences on EMNCs: A Knowledge Based Typology of EMNC Strategies | **Indu Ramachandran**, Texas State U.; **Joshua J. Daspit**, Mississippi State U.
- Foreign subsidiary top managers' identification with the MNC and MNC opportunism | **Orhun Guldiken**, Old Dominion U.
- Legitimizing Resistance to Activism: Royal Dutch/Shell's Response to Divestment Pressure | **Ishva Minefee**, U. of Illinois at Urbana-Champaign
- ☞ → Tax Haven Networks and the Role of the Big 4 Accountancy Firms | **Chris Jones**, Aston U.; **Yama Temouri**, Aston U.; **Alex Cobham**, Tax Justice Network

852 → JS: (IM, OB, BPS) **Understanding Executive Leadership in Global Roles: What We Know and What We Need to Know**

8:00am - 9:30am Anaheim Convention Center: 304D

Tweet this session: #AOM2016 852

Organizer: **Mansour Javidan**, Thunderbird School of Global Management

Discussant: **Albert Cannella**, Texas A&M U., College Station
Towards a Theory of Executive Global Leadership | **Mansour Javidan**, Thunderbird School of Global Management; **David A. Waldman**, Arizona State U.; **Virgil Fenters**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.

Board Interlocks and CEO Succession in a Global Context: The Case of Emerging Markets | **Michael C. Withers**, Texas A&M U.; **Kai Xu**, The U. of Texas at San Antonio ; **Jingyu Li**, Texas A&M U., College Station

Leading Beautifully Globally: Change the Music, Change the Dance | **Nancy J Adler**, McGill U.

Responsible Global Leadership: Driving Social Responsibility and Sustainability in Organizations | **Günter K. Stahl**, WU Vienna U. of Economics and Business; **Christof Miska**, WU Vienna U. of Economics and Business; **Igor Filatotchev**, City U. London

Presenters: **David A. Waldman**, Arizona State U.; **Michael C. Withers**, Texas A&M U.; **Nancy J Adler**, McGill U.; **Günter K. Stahl**, WU Vienna U. of Economics and Business

Participants: **Virgil Fenters**, Arizona State U.; **Suzanne J. Peterson**, Arizona State U.

853 JS: (MC, ODC, MH) **Making Research Meaningful: Translating Scholarly Work to Application**

8:00am - 9:30am Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 853

Distinguished Speakers: **Susan A. Mohrman**, U. of Southern California; **Peter Sorensen**, Benedictine U.; **Edward E. Lawler III**, U. of Southern California; **Michael Beer**, Harvard U.; **Warner Burke**, Columbia U.

Chair: **Therese F. Yaeger**, Benedictine U.

854 → JS: (Paper Session) - (MED) **Culture and Management Education**

8:00am - 9:30am Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 854

Chair: **Peter Bemski**, Northcentral U.

→ Negotiating with Faith: Professional Preferences of Haredi and Secular Social Work Students | **Anat Freund**, U. of Haifa

→ Organizational Culture, Cultural Intelligence, & Transformational Leadership: Performance Impacts | **Sunyoung Park**, Louisiana State U.; **Kyoung-Ah Nam**, American U.

→ Pursuing Purposeful Organizations: Business Ethics Education in Saudi Arabia and the Islamic World | **Maurice J. Murphy**, Alfaisal U.; **Giselle Antoine**, Alfaisal U.; **Jason Blaire MacDonald**, Boise State; **Jan M. Smolarski**, Alfaisal U.

855 JS: (Paper Session) - (MED) **MED for a Better World**

8:00am - 9:30am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 855

Chair: **Alan T Belasen**, SUNY Empire State College

→ A Positive Approach Answering Business Ethics Educational Ineffectiveness | **Jeff Hillard**, Stevenson U.; **Eric B. Dent**, Florida Gulf Coast U.

→ Understanding Responsible Management | **Guenola Nonet**, Nova Southeastern U.; **Kerul Kassel**, Fielding Graduate U.

→ Leadership for Sustainability: The Role of Values, Sustainability Understanding, and Education | **Anna Sundermann**, Leuphana U. Lüneburg; **Steven A. Brieger**, Leuphana U. Lüneburg; **Jan Seidel**, Leuphana U. Lüneburg; **Pepe Strathoff**, U. of St. Gallen

856 JS: (MED, OB, ODC) **New Frontiers in Coaching Research**

8:00am - 9:30am Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 856

Organizers: **Ellen Brooks Van Oosten**, Case Western Reserve U.; **Angela M. Passarelli**, College of Charleston

Discussants: **Darren Good**, Pepperdine U.; **Claudy Jules**, Accenture

Critical Need for Coach Competency Research | **Richard E. Boyatzis**, Case Western Reserve U.

Positive Affect: Examining the Association Between Coach Self-awareness and Coach Effectiveness | **Scott N. Taylor**, Babson College

Coach Effectiveness: An Integration of Competence, Relationship, and Process Factors | **Ellen Brooks Van Oosten**, Case Western Reserve U.; **Angela M. Passarelli**, College of Charleston

Executive Coaching Outcomes and How Organizations Can Capitalize on Them | **Andromachi Athanasopoulou**, Queen Mary U. of London; **Sue Dopson**, U. of Oxford

Presenters: **Richard E. Boyatzis**, Case Western Reserve U.; **Scott N. Taylor**, Babson College; **Ellen Brooks Van Oosten**, Case Western Reserve U.; **Angela M. Passarelli**, College of Charleston; **Andromachi Athanasopoulou**, Queen Mary U. of London; **Sue Dopson**, U. of Oxford

MED Best Symposium in Management Education and Development Award sponsored by McGraw Hill/Irwin for the symposium that offers the most significant contribution to advance management education and development.

857 JS: (Paper Session) - (MH) **History in Organizations**

8:00am - 9:30am Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 857

Chair: **Jack W. Deem**, Kaplan U.

Discussant: **James C Spee**, U. of Redlands

→ Useful rhetorical history: An ideographic analysis of Fortune 500 corporations | **William M Foster**, U. of Alberta; **Diego Coraiola**, U. of Victoria; **Roy R Suddaby**, U. of Victoria/ Newcastle U.

John F. Mee Award for Paper with the Best Management History Division Contribution

→ The Meaningfulness of Organizational History | **Brad Hadrioui**, Concordia U.; **Kai Lamertz**, Concordia U.

Intertextuality in Organizational Transition | **Mairi Maclean**, U. of Bath; **Charles Harvey**, Newcastle U.; **John Sillince**, Newcastle U.; **Ben Golant**, Newcastle U.

→ Nostalgia as vehicle for legitimation and critique of post-socialist transformation | **Karolina Mikolajewska-Zajac**,

Kozminski U./ U. of California, Berkeley; **Joanna Wawrzyniak**, U. of Warsaw

858 📄: (Paper Session) - (MOC) **Every breath you take: Monitoring, favoritism, and mistaken identities**

8:00am - 9:30am Hilton Anaheim: Carmel
Tweet this session: #AOM2016 858

Chair: **Alyson Meister**, U. de los Andes, Colombia

How 'Feeling Misidentified' Impacts an Individual's Attitudes and Performance at Work | **Alyson Meister**, U. de los Andes, Colombia; **Karen A. Jehn**, The U. of Melbourne; **Emma Y. Zhao**, The U. of Melbourne; **Amanda Sinclair**, Melbourne Business School; **Carol Gill**, Melbourne Business School

House of Mirrors: A Contextual Model of Reflected Appraisal in Organizations | **Tony Bongiorno**, Concordia U.; **Kai Lamertz**, Concordia U.

→ 🗣️📄 Determined by Myself or by My Group? Lay Theories of Agency and Favoritism in the Workplace | **Zhi Liu**, Peking U.

Monitoring and team performance: The mediating role of Task mental model accuracy | **Prosper Ameh Kwei-Narh**, BI Norwegian Business School; **Sigmund Valaker**, BI Norwegian Business School; **Thorvald Hærem**, BI Norwegian Business School; **Jon Erland Lervik**, Norwegian School of Management

859 🗣️📄: (Paper Session) - (MOC) **Things to think about: Art, stories, & aesthetics**

8:00am - 9:30am Hilton Anaheim: Lido C
Tweet this session: #AOM2016 859

Chair: **Alessandra Zamparini**, U. of Lugano

🗣️ Experiencing Meaningful Work: The Potential of Artistic Interventions | **Ariane Berthoin Antal**, WZB Berlin Social Science Center; **Gervaise Debucquet**, Audencia Nantes School of Management; **Sandrine Fremaux**, Audencia Nantes School of Management

🗣️📄 Once upon a Time: How Stories Construct Meaning for New Collective Identities | **Alessandra Zamparini**, U. of Lugano; **Ileana Stigliani**, Imperial College London; **Francesco Lurati**, U. of Lugano

📄 Toward a theory of effective aesthetic communication | **Micki Eisenman**, Hebrew U. of Jerusalem; **Michal Frenkel**, Hebrew U. of Jerusalem; **Varda Wasserman**, The Open U., Israel

📄 A Meta-Narrative Story of Organizational Stories: A Review and Typology | **Mina Beigi**, Liverpool John Moores U.; **Christopher Michaelson**, U. of St. Thomas; **Jamie L. Callahan**, Drexel U.

860 📄: (Paper Session) - (MOC) **Darth Vader is Luke's Father! Coming up with creative ideas**

8:00am - 9:30am Hilton Anaheim: Mezzanine 11
Tweet this session: #AOM2016 860

Chair: **Elizabeth D. Rouse**, Boston U.

🗣️📄 In the Space Between: Creative Workers' Psychological Ownership in Idea Handoffs | **Elizabeth D. Rouse**, Boston U.

Creativity Across Nations: Cultural Differences through the Prism of Cognitive Processing | **Marina McCarthy**, Nova Southeastern U.

📄 The Creativity Curse: When Attempts at Improvement have Psychological Cost | **Joshua H. Katz**, Cornell U.

📄 Creativity in Dyadic Collaborations | **Kevyn Yong**, ESSEC Business School; **Celine Flipo**, HEC Paris

861 📄SHCS: (MOC, OB, CM) **Understanding the Interplay of Trust and Emotions**

8:00am - 9:30am Hilton Anaheim: Mezzanine 12
Tweet this session: #AOM2016 861

Chairs: **Nicole Gillespie**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland

Discussant: **Michele Williams**, Cornell U.

Much Affected: The Influence of Affective Processes in the Development of Interpersonal Trust | **Changhong Serena Lu**, Singapore Management U.; **Donald L. Ferrin**, Singapore Management U.

Moral Outrage or Business as Usual? The Role of Moral Emotions in Responding to Trust Violation | **Sophia Soyoung Jeong**, Chinese U. of Hong Kong; **Audrey Korsgaard**, U. of South Carolina

Emotional Intelligence Buffers Stress Caused by Supervisors who Abuse Trust: A Cortisol Study | **Jemma B. King**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland; **Nicole Gillespie**, U. of Queensland; **Erin C. Gallagher**, U. of Queensland; **Jereme G. Spiers**, U. of Queensland; **Hsiao-Jou Cortina Chen**, U. of Queensland; **Adrian J. Bradley**, U. of Queensland

The Inter-Relationship of Trust, Anger, and Aggression: A Multi-Level Perspective | **Shay S Tzafirir**, U. of Haifa; **Guy Enosh**, U. of Haifa; **Laliv Egozi**, U. of Haifa

862 → 🗣️📄: (Paper Session) - (MSR) **Religion, Spirituality, Ethical Judgments, Sustainability: Making Organizations Meaningful**

8:00am - 9:30am Anaheim Convention Center: 205A
Tweet this session: #AOM2016 862

Chair: **Agata Stachowicz-Stanusch**, Silesian U. of Technology

→ 📄 Join In or Opt Out? A Normative–Ethical Analysis of Affective Ties and Networks in South Korea | **Sven Horak**, St. John's U.

→ 🗣️ Eco-Islam: Beyond the Principles of Why and Into the Principles of How | **Dina AbdelZaher**, U. of Houston, Clear Lake; **Amr Kotb**, Prince Sultan U. & Cairo U.; **Akrum Helfaya**, Keele U.

→ 📄 Image Construction and Trust Building: Three Cultural Orientations from Confucian Ethics | **Jae Hyeung Kang**, Oakland U.; **Lizabeth A Barclay**, Oakland U.

📄 The Impact of Religious Beliefs and Cultural Identity on Work Ethic | **Shiva Taghavi**, NEOMA Business School; **Michael Segalla**, HEC Paris

The Effects of Islamic Religiosity on the Ethical Judgment | **Faisal Ali Alshehri**, TAIBAH U.; **Marianna Fotaki**, Warwick Business School; **Saleema Kauser**, The U. of Manchester

863: (Paper Session) - (OB) **Moral Reasoning and Behavior**

8:00am - 9:30am Anaheim Convention Center: 201A
Tweet this session: #AOM2016 863

Chair: **Huiwen Lian**, Hong Kong U. of Science and Technology

🗣️📄 Leader UPB and Employee Unethical Conduct: A Moral Disengagement Perspective | **Huiwen Lian**, Hong Kong U. of Science and Technology; **Mingyun Huai**, Hong Kong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of

Science and Technology; **Jia-Chi Huang**, National Chengchi U.; **Melody Manchi Chao**, Hong Kong U. of Science and Technology

☒ Consistent or Inconsistent Acts after Doing Good Deeds? A Preliminary Test of Moral Elasticity | **Bilian Lin**, The Chinese U. of Hong Kong; **Xiao-Ping Chen**, U. of Washington; **Xiji Zhu**, Chinese U. of Hong Kong

☒☑ Moral Reasoning and Creativity | **Yeun Joon Kim**, U. of Toronto; **Chen-Bo Zhong**, U. of Toronto

☑☒ Moral Tainting and Moral Reasoning: Leadership Responses to Unethical Subordinate Behavior | **Bin Ma**, City U. of New York, Baruch College; **Jingzhou Pan**, Tianjin U.; **Donald Vredenburg**, City U. of New York, Baruch College

864 : (Paper Session) - (OB) Creativity and Innovation

8:00am - 9:30am Anaheim Convention Center: 201B

Tweet this session: #AOM2016 864

Chair: **Shuye Lu**, U. of Maryland

☒ Being Visual and Persuasive: How to Get One's Creative Ideas Recognized | **Shuye Lu**, U. of Maryland; **Kathryn M. Bartol**, U. of Maryland; **Vijaya Venkataramani**, U. of Maryland; **Xiaoming Zheng**, Tsinghua U.; **Xin Liu**, Tsinghua SEM

☒ Curiosity Enabled the Cat: Curiosity as a Driver of Creativity | **Lydia Paine Hagtvedt**, Boston College; **Karyn Dossinger**, U. of Minnesota; **Spencer Harrison**, Boston College

☒ A New Perspective on Individual Ambidexterity and its Relationship with Innovative Performance | **Kathrin Rosing**, U. of Kassel; **Hannes Zacher**, Queensland U. of Technology

☒ Different Moods Lead to Different Creativity | **Tae Jin Hwang**, Washington U. in St. Louis; **Jin Nam Choi**, Seoul National U.

865 ☒ : (OB) Workplace Incivility: New Frontiers and Research Directions

8:00am - 9:30am Anaheim Convention Center: 202A

Tweet this session: #AOM2016 865

Organizers: **Trevor Foulk**, U. of Florida; **Pauline Schilpzand**, Oregon State U.

The Cognitive, Motivational Effects of Rudeness | **Pauline Schilpzand**, Oregon State U.; **Trevor Foulk**, U. of Florida

Effects of Rudeness on Day-level Performance and Withdrawal Behaviors | **Andrew Woolum**, U. of Florida; **Trevor Foulk**, U. of Florida; **Klodiana Lanaj**, U. of Florida; **Amir Erez**, U. of Florida

When Customers Behave Badly: A Silver Lining to Customer Incivility | **Sandy Hershcovis**, U. of Calgary; **Namita Bhatnagar**, U. of Manitoba

Exploring the Role of Competitive and Collective Threat in Incivility among Women in the Workplace | **Shanna R Daniels**, Florida State U.; **Oscar Holmes IV**, Rutgers U.; **Lisa A Marchiondo**, U. of New Mexico

Happy and Uncivil: The Role of Moral Disengagement and Perspective-taking | **Yang Guo**, National U. of Singapore; **Sandy Lim**, National U. of Singapore; **Remus Ilies**, National U. of Singapore

866 : (Paper Session) - (OB) Meaningfulness of Work

8:00am - 9:30am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 866

Chair: **Katie Bailey**, U. of Sussex

☑☒ A Narrative Evidence Synthesis of Meaningful Work: Progress and Research Agenda | **Katie Bailey**, U. of Sussex; **Ruth Yeoman**, U. of Oxford; **Adrian Madden**, U. of Greenwich; **Marc Thompson**, U. of Oxford; **Gary Kerridge**, Warwick Business School

☑☒ Increasing the Meaningfulness of Work with Motivational Self-Transcendence | **Mike A Morrison**, Michigan State U.

☑☒ Positive work reflection and work centrality in the meaningfulness and commitment relationship | **Lixin Jiang**, U. of Wisconsin, Oshkosh; **Matthew Joseph Johnson**, Central Michigan U.

☑☑ INSPIRED AND EFFECTIVE: The role of the ideal self in the meaningfulness of work | **Hector Augusto Martinez**, Case Western Reserve U.

867 : (Paper Session) - (OB) Voice and Helping in Organizations

8:00am - 9:30am Anaheim Convention Center: 206A

Tweet this session: #AOM2016 867

Chair: **Zhou Jiang**, Griffith U.

☑☒ Employee-oriented HRM and voice behavior: A moderated mediation model | **Zhou Jiang**, Griffith U.; **Xiaowen Hu**, U. of Western Australia; **Zhongmin Wang**, James Cook U.

☑☒ Effects of High-Performance Work Systems on Expanding Employee OCB Role Definitions | **Chun-Hsiao Wang**, National Central U.; **Vishwanath V. Baba**, McMaster U.; **Rick D. Hackett**, McMaster U.; **Ying Hong**, Fordham U.

☑☒ Inclusive Leadership and Team Innovation: The Role of Team Voice and Performance Pressure | **Qingyan Ye**, Zhejiang U.; **Duanxu Wang**, Zhejiang U.; **Weixiao Guo**, Zhejiang U.

☒ Who Speaks Up More Matters for Team Performance: A Status Perspective on Voice Distribution | **Mingyun Huai**, Hong Kong U. of Science and Technology; **Lida Lingling Zhang**, U. of Macau; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology; **Xin Wu**, Beijing U. of Aeronautics and Astronautics (BUAA)

868 : (Paper Session) - (OB) Decision-Making in Teams

8:00am - 9:30am Anaheim Convention Center: 207A

Tweet this session: #AOM2016 868

Chair: **Chieh-Peng Lin**, National Chiao Tung U.

☒ Modeling Decision Quality and Team Performance | **Chieh-Peng Lin**, National Chiao Tung U.; **Sheng-Wuu Joe**, Vanung U.; **Yuan Hui Tsai**, Chihlee Institute of Technology; **Her-Ting Huang**, National Chiao Tung U.; **Chou-Kang Chiu**, National Taichung U.

☒ Enhancing Adaptive Performance: Task variation, Team Mental Models, and Strategy Development | **Andra Toader**, Friedrich Schiller U. Jena; **Thomas Kessler**, Friedrich Schiller U. Jena

☑☒ Group Ethical Decision Making: A Social Influence Approach | **Anjier Chen**, Pennsylvania State U.

☒ A meta-analysis of whether groups make more risky or more cautious decisions than individuals | **Gabi Dodoiu**, Tilburg U.; **Roger T.A.J. Leenders**, Tilburg U.; **Hans van Dijk**, Tilburg U.

869 : (Paper Session) - (OB) Multiple Facets of Leading and Managing

8:00am - 9:30am Anaheim Convention Center: 207B

Tweet this session: #AOM2016 869

Chair: **Guiquan Li**, Nankai U.

- 📖 Benevolent leadership and team performance: The moderating role of team commitment | **Guiquan Li**, Nankai U.; **Weipeng Lin**, Nankai U.; **Xingwen Chen**, Nankai U.
- 🗣️ Aren't Bosses Supposed to Manage You? A Qualitative Examination of Managing Your Boss | **Elizabeth Welsh**, U. of St. Thomas; **Kevin E. Henderson**, U. of St. Thomas; **Erica Diehn**, U. of St. Thomas
- 📖 Leading Professionals | Social Identification | **Bonjin Koo**, Korea Advanced Institute of Science and Technology (KAIST); **Eun-Suk Lee**, Korea Advanced Institute of Science and Technology (KAIST)
- 🗣️ Paying for Leadership (in More Ways Than One) | **Kevin M. Kniffin**, Cornell U.; **James R. Detert**, Cornell U.

870 : (Paper Session) - (OB) Leader Effectiveness

8:00am - 9:30am Anaheim Convention Center: 207C

Tweet this session: #AOM2016 870

Chair: **Junting Lu**, Xi'an Jiaotong U.

- 📖 Social harmony or social competition: which most influences leadership and employees' OCB? | **Junting Lu**, Xi'an Jiaotong U.; **Zhe Zhang**, Xi'an Jiaotong U.; **Ming Jia**, Northwestern Polytechnical U.
- ➔ Effective and ineffective managerial leadership behaviors: An indigenous Korean perspective | **Dae Seok Chai**, Texas A&M U., College Station; **Shinhee Jeong**, Texas A&M U., College Station; **Junhee Kim**, Seattle U.; **Sewon Kim**, State U. of New York Empire State College; **Robert Hamlin**, U. of Wolverhampton

Leader - Follower relationship quality in a global environment; Network attributes of leaders | **Nikolaos Smyrlakis**, Bocconi U.; **Giuseppe Soda**, Bocconi U.; **Ajay Mehra**, U. of Kentucky

- 📖 Unnecessary Leaders: Designating Unnecessary Leaders and the Effect on Group Members' Performance | **Dave Howe**, U. of Utah

871 : (Paper Session) - (OB) Organizational Change and Crisis

8:00am - 9:30am Anaheim Convention Center: 208B

Tweet this session: #AOM2016 871

Chair: **Hermien Wiechers**, VU Amsterdam

- 📖 Triggers of Transition: Psychological Recontracting in Organizational Change | **Hermien Wiechers**, VU Amsterdam; **Xander Lub**, VU Amsterdam; **Steven ten Have**, U. of Amsterdam
- 🗣️ How do change-oriented leaders cultivate employee openness to change? | **Zhihua Qin**, Renmin U. of China; **Runna Wang**, Renmin U. of China; **Wenwen Zhao**, Renmin U. of China; **Zhichao Qian**, Leicester U.; **Jinming Chen**, Shenwan Hongyuan securities co., LTD
- 🗣️ The Emergence & Dynamics of Collective Leadership During an Organizational Crisis | **Synnové Nesse**, NHH Norwegian School of Economics
- 📖 Adapting to Change while Stuck between a Rock and a Hard Place: An Organizational Identification Perspective |

Shefali V. Patil, The U. of Texas at Austin; **Basima Tewfik**, The Wharton School, U. of Pennsylvania

872 : (Paper Session) - (OB) Identity, Embeddedness, and Staying

8:00am - 9:30am Anaheim Convention Center: 209A

Tweet this session: #AOM2016 872

Chair: **Barjinder Singh**, U. of Houston, Victoria

- 🗣️ Investigating the Criterion Domain of Embeddedness: The Mediating Role of Life Satisfaction | **Barjinder Singh**, U. of Houston, Victoria; **Rajan Selvarajan**, Montclair State U.
- 📖 'Community' or 'Communities'? A Multifoci Perspective on Off-the Job Factors Towards Staying | **Eren Akkan**, IESE Business School
- 🗣️ Organizational Identification in the Family Business | **Irmak Erdogan**, Bogazici U.; **Hayat Kabasakal**, Bogazici U.
- 🗣️ Motivation as an antecedent for employees' embeddedness in intra-organizational cooperative networks | **Natalie David**, U. of Freiburg; **Olaf N Rank**, U. of Freiburg

873 : (Paper Session) - (OB) Psychological Contracts

8:00am - 9:30am Anaheim Convention Center: 210C

Tweet this session: #AOM2016 873

Chair: **Jacqueline A-M. Coyle-Shapiro**, London School of Economics

- 📖 The Role of Resource Depletion in Explaining Consequences of Psychological Contract Violation | **Hong Deng**, U. of Birmingham; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics
- 🗣️ Mentors' Social Dilemmas: Psychological Contract, Informal Mentoring, and Team Performance (WITHDRAWN) | **Chih-Ting Shih**, National Pingtung U.; **Chih-Jung Hank Lee**, National Pingtung U.
- 🗣️ Manager psychological contract breach and employee outcomes: The role of economic and social LMX | **Melanie De Ruiter**, Nyenrode Business U.; **Rene Schalk**, Tilburg U.; **Jaap Schaveling**, Nyenrode Business U.; **Robert Blomme**, Nyenrode Business U.
- 📖 Bad Apples or Barrels - or Bad Bosses? A Psychological Contract Perspective to Unethical Behaviour | **Marjo-Riitta Diehl**, EBS International U.

874 : (Paper Session) - (OB) Personality and Performance

8:00am - 9:30am Anaheim Convention Center: 303A

Tweet this session: #AOM2016 874

Chair: **Silke Nagel**, U. Magdeburg

- 🗣️ Personality Traits, Task Characteristics, and Job Performance: A Moderated Mediation Model of OCB | **Silke Nagel**, U. Magdeburg; **Marjaana Gunkel**, Free U. Bozen, Bolzano; **Christopher Schlaegel**, U. Magdeburg
- 🗣️ Relationship between Peer and Follower Transparency: Moderating Role of Follower Personality | **Cass Shum**, UNLV; **Anthony Gatling**, UNLV; **Laura Book**, UNLV; **Billy Bai**, UNLV
- 🗣️ Emotional Stability and Contextual Job Performance: The Moderating Effects of Meaning and Autonomy | **Jeffrey Muldoon**, Emporia State U.; **Jennifer L. Kisamore**, U. of Oklahoma; **Eric W Liguori**, The U. of Tampa; **Jim Jawahar**, Illinois State U.; **Josh Bendickson**, U. of Louisiana at Lafayette

☞ Personality Strength and Situational Influences on Within-Person Performance Variation | **Jennifer Pearl Green**, George Mason U.; **Reeshad Sam Dalal**, George Mason U.; **Melissa Ann Bleiberg**, Fors Marsh Group; **Kristen Lee Swigart**, George Mason U.; **David Michael Wallace**, George Mason U.; **Amber Kaye Hargrove**, George Mason U.

875 🗣️📄JS: (OB, HR) **Traditional Predictors of OCB: Reviews and Recommendations for Future Research**

8:00am - 9:30am Anaheim Convention Center: 203B

Tweet this session: **#AOM2016 875**

Chairs: **Nathan Philip Podsakoff**, U. of Arizona; **Tomas M. Martinez**, U. of Arizona

Personality Traits and Citizenship Behavior: Current Research and Future Directions | **Dan S. Chiaburu**, Texas A&M U.; **In-Sue Oh**, Fox School of Business, Temple U.; **Sophia Vladimirova Marinova**, The U. of Alabama

Organizational Justice and Organizational Citizenship Behavior | **Russell Cropanzano**, U. of Colorado, Boulder; **Deborah Elizabeth Rupp**, Purdue U.; **Meghan Thornton**, The U. of Texas at San Antonio ; **Ruodan Shao**, U. of Manitoba

Organizational Citizenship Behavior and Trust: The Double Reinforcing Spiral | **Robert Moorman**, Elon U.; **Holly H Brower**, Wake Forest U.; **Steven Grover**, U. of Otago

Leadership and OCB: Going Above and Beyond | **Ronald F. Piccolo**, U. of Central Florida; **Timothy A. Judge**, U. of Notre Dame; **Claudia Buengeler**, U. of Amsterdam

876 📄SHCS: (OB, HR, MOC) **Human Energy in Work Organizations: A Look at the Everyday**

8:00am - 9:30am Anaheim Convention Center: 303B

Tweet this session: **#AOM2016 876**

Organizers: **Chen Zhang**, U. of Michigan; **Gretchen M. Spreitzer**, U. of Michigan

Discussant: **Sabine Sonnentag**, U. of Mannheim

Sleepy First Impressions: Lack of Sleep and Development of Leader-Follower Relationships over Time | **Cristiano L. Guarana**, U. of Virginia; **Christopher M. Barnes**, U. of Washington

Mindful Moments: Dynamic Fluctuations in Meaningfulness and Employee Deviance Behavior | **Erin D. Cooke Long**, U. of North Carolina, Chapel Hill; **Michael S Christian**, U. of North Carolina, Chapel Hill; **Jocelyn Alisa Lê**, U. of North Carolina, Chapel Hill

Job Stressors, Unethical Behavior, and the Buffering Role of Recovery Activities at Work | **Chen Zhang**, U. of Michigan; **David Mayer**, U. of Michigan

Reenergizing through Work Recovery: Predictors and Results of Recovery Profiles | **John P. Trougakos**, U. of Toronto; **Allison S. Gabriel**, U. of Arizona; **Andrew A. Bennett**, Old Dominion U.; **Jason Dahling**, College of New Jersey; **Charles Calderwood**, Virginia Commonwealth U.

877 🗣️📄JS: (OB, MOC, GDO) **Feeling Good about Me or Influence Others Positively? Exploring Tensions in Authenticity Research.**

8:00am - 9:30am Anaheim Convention Center: 208A

Tweet this session: **#AOM2016 877**

Organizers: **Hannes Leroy**, Erasmus Research Institute of Management; **Brooke R. Buckman**, Florida International U.; **Erica L. Steckler**, U. of Massachusetts Lowell

Authenticity Serves as a Buffer against Rejections | **Maryam Kouchaki**, Northwestern Kellogg School of Management

Responses to Authenticity Threat: Short-term versus Long-term Affect | **Anja Van den Broeck**, KU Leuven; **Kathleen Vangronsveld**, KU Leuven

Towards a Model of Workplace Authenticity | **Beth A. Devine**, INSEAD

The Authenticity Gap: When Authentic Individuals are not Regarded as Such and Why it Matters. | **Laura Guillen**, ESMT; **Natalia Karelaia**, INSEAD; **Hannes Leroy**, Erasmus Research Institute of Management

The Effects of Leader Competence, Authenticity, and Trust on Follower Performance | **Patrick J. Sweeney**, U.S. Military Academy, West Point; **Sean Hannah**, Wake Forest U.; **Nikos Dimotakis**, Georgia State U.; **Bruce J. Avolio**, U. of Washington

Presenters: **Beth A. Devine**, INSEAD; **Nikos Dimotakis**, Georgia State U.; **Maryam Kouchaki**, Northwestern Kellogg School of Management; **Laura Guillen**, ESMT; **Sean Hannah**, Wake Forest U.; **Patrick J. Sweeney**, U.S. Military Academy, West Point; **Anja Van den Broeck**, KU Leuven; **Kathleen Vangronsveld**, KU Leuven; **Natalia Karelaia**, INSEAD; **Bruce J. Avolio**, U. of Washington

878 🗣️📄JS: (OB, MOC, HR) **Rethinking Engagement at Work**

8:00am - 9:30am Anaheim Convention Center: 304A

Tweet this session: **#AOM2016 878**

Organizers: **Gregory Hennessy**, Claremont Graduate U.; **Jeffrey Yip**, Claremont Graduate U.

Discussant: **James Kevin Harter**, Gallup Organization

Momentary Work Engagement: A Multilevel Model of Positive Experiences at Work | **Masakatsu Ono**, Claremont Graduate U.

The Relationship Between Employee and Supervisor Perceptions of Engagement | **Nancy Rothbard**, U. of Pennsylvania; **Steffanie L. Wilk**, The Ohio State U.

The Nature and Consequence of Relational Engagement | **Jeffrey Yip**, Claremont Graduate U.; **Dayna Walker**, Claremont Graduate U.; **Shannon Bendixen**, Center for Creative Leadership; **Michael Campbell**, Center for Creative Leadership

Team Engagement Toward Tasks and Members | **Heejin Kim**, Claremont Graduate U.; **Kathryn Doiron**, Claremont Graduate U.; **Maritza Salazar**, Claremont Graduate U.

879 🗣️📄JS: (OB, MOC, OMT) **Errors in Organizations: History, Renaissance, and Future of a Multi-dimensional construct**

8:00am - 9:30am Anaheim Convention Center: 304B

Tweet this session: **#AOM2016 879**

Organizers: **Zhike Lei**, Georgetown U.; **Eitan Naveh**, Technion Israel Institute of Technology

Chair: **Zhike Lei**, Georgetown U.

Speakers: **Michael Frese**, National U. of Singapore; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Eitan Naveh**, Technion Israel Institute of Technology; **Rangaraj Ramanujam**, Vanderbilt U.

880 🗣️📄SHCS: (OB, ODC) **Challenging the Status Quo in Organizations: From Subordinate Challenge to Superior Reactions**

8:00am - 9:30am Anaheim Convention Center: 210D

Tweet this session: **#AOM2016 880**

Chair: **Andrew Brodsky**, Harvard Business School

Discussant: **Hui Liao**, U. of Maryland
 A Field Quasi-Experimental Study of Incentives, Choice, and Employee Creativity | **Jing Zhou**, Rice U.; **Greg R. Oldham**, Tulane U.; **Aichia Chuang**, National Taiwan U.; **Ryan Shuwei Hsu**, National Taiwan U., Taiwan
 Challenging the Status Quo One Courageous Act at a Time | **Evan Bruno**, Cornell U.; **James R. Detert**, Cornell U.
 Open Innovation, Closed Minds: An Analysis of Idea Selection in an Open Innovation Funnel | **Ajit Sharma**, Carnegie Mellon U. - Tepper School of Business; **Yan Huang**, U. of Michigan; **Gautam Ahuja**, U. of Michigan; **M.S. Krishnan**, U. of Michigan, Ann Arbor
 System Justifying Motivates Cause Endorsement of Essentialist Explanations for Gender Differences | **Victoria L Brescoll**, Yale U.; **George Newman**, Yale U.; **Eric Luis Uhlmann**, HEC Paris
 Do Top Executives Matter for Innovation? | **Wei Vivian Guo**, Hong Kong Polytechnic U.; **Ken Smith**, U. of Maryland; **Patrick G. Maggitti**, Villanova U.; **Paul E. Tesluk**, U. at Buffalo, The State U. of New York

881 🗨️📄📱👤: (Paper Session) - (OCIS) **Fostering Creativity with IT**

8:00am - 9:30am Hilton Anaheim: Malibu
 Tweet this session: **#AOM2016 881**
Chair: **Marleen Huysman**, U. of Amsterdam
 🔄Converting Expertise Dissimilarity to Creativity: Impacts of Team TMS and Geographical Dispersion | **Wei He**, Hong Kong Polytechnic U.; **Andreas Schroeder**, Aston Business School; **Yulin Fang**, City U. of Hong Kong; **JJ Po-An Hsieh**, Georgia State U.
 How digital technology shapes creative work practice: a microfoundational perspective | **Luuk Versteegen**, Eindhoven U. of Technology; **Wybo Houkes**, Eindhoven U. of Technology; **Isabelle Reymen**, Eindhoven U. of Technology
 📄New Work Design Model with ICT and Internal/External Social Capital for Team Creativity | **Hyejung Lee**, Yonsei U.; **Jungwoo Lee**, Yonsei U.

882 📄: (Paper Session) - (OCIS) **Network Approaches of Investment and Performance**

8:00am - 9:30am Hilton Anaheim: Mezzanine 13
 Tweet this session: **#AOM2016 882**
Chair: **Theophanis C. Stratopoulos**, U. of Waterloo
 🗨️📄Think before you speak – The effect of conference call style on the cost of equity capital | **Sebastian Firk**, U. of Goettingen; **Jan Christoph Hennig**, U. of Goettingen
 📄How IT Complements Positioning In Competition Networks to Enhance Innovation and Firm Performance | **Mariana Giovanna Andrade Rojas**, Nanyang Technological U.; **Abhishek Kathuria**, The U. of Hong Kong; **Hsiao-hui Lee**, The U. of Hong Kong
 📄Boardroom Segregation, Investment Responsiveness, and Firm Performance: The Role Of CEO Centrality | **Jinyuan Song**, Pennsylvania State U.; **Kai Du**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.

883 📄: (Paper Session) - (ODC) **The Power of Leadership for Organizational Development and Change**

8:00am - 9:30am Anaheim Marriott: Desert Springs

Tweet this session: **#AOM2016 883**

Chair: **Kyle B. Stone**, Colorado Mesa U.

📄Crafting a Change Message and Delivering it with Success: An Experimental Study | **Secil Bayraktar**, Ozyegin U.
 📄Is Change All in The Mind? A Study of Change Leadership, Leader Mindfulness and Change Success | **Roger Bellis**, RH Consulting; **Deborah Rowland**, Leadfree Consulting; **Malcolm John Higgs**, Southampton U.
 Resonant Leadership as an enabler of positivity in the organizations | **Rupali Pardasani**, AON Hewitt; **Radha R. Sharma**, Management Development Institute, India; **Soumendu Biswas**, Management Development Institute
 🗨️📄All for the Best: The Generativity of Organizational Demise in a Geographic Community | **Matthew C Lyle**, U. of Massachusetts, Amherst; **Bogdan Prokopovych**, U. of Massachusetts, Amherst; **Ian J. Walsh**, U. of Massachusetts, Amherst

884 📄: (Paper Session) - (ODC) **Innovation and Change**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: **#AOM2016 884**

Chair: **Michael Jarrett**, INSEAD

📄Multiple Forms of Innovation Implementation: The Roles of Goal Orientation and Boundary Conditions | **Seyeon Choi**, Seoul National U.; **Xiao Qian**, Kline Asia; **Jin Nam Choi**, Seoul National U.
 🗨️Dynamic life cycles of publicly funded R&D consortia: case analyses from mining and beyond. | **Pablo E. Pinto**, U. Catolica del Norte; **Damian C Hine**, U. of Queensland; **Peter F. Knight**, U. of Queensland; **Micah Nehring**, U. of Queensland
 🗨️Leadership Practices for Teaming Across Boundaries | **Jean-Francois Harvey**, Harvard U.; **Amy C. Edmondson**, Harvard U.
 🗨️➔🗨️Leading Innovation and Collaboration: Transforming Local and Global Strategy-making | **Karina R. Jensen**, NEOMA Business School

885 : (OM) **OM Division Breakfast and Meet Journal Editors**

8:00am - 9:30am Sheraton Park Hotel: Tiffany Terrace

Tweet this session: **#AOM2016 885**

Join the OM Division for breakfast as we kick-off the scholarly program.

886 : (Plenary) - (OMT) **OMT Distinguished Scholar Breakfast**

8:00am - 9:30am Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: **#AOM2016 886**

*Since 1980, the Organization and Management Theory Division has been presenting the Distinguished Scholar Award to scholars whose contributions have been central to the intellectual development of the field of organization studies. As individuals, each recipient embodies a career of scholarly achievement and has had a significant impact on OMT scholarship. Come join the OMT division to hear from our Distinguished Scholar, John W. Meyer, (and to eat breakfast). Open to all OMT members and prospective members. Host: Nelson Phillips, Imperial College London
 Award Recipient: John W. Meyer, Stanford U.
 Moderator: Davide Ravasi, Cass Business School, City U. London*

887 🗄️: (Paper Session) - (ONE) **Green Consumers and the Information they Depend Upon**

8:00am - 9:30am Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 887

Chair: **Glen Dowell**, Cornell U.

- 🗄️🗣️ The Influence of Greenwashing Perception on Green Purchasing Intentions (WITHDRAWN) | **Dayuan Li**, Business School, Central South U.; **Cuicui Cao**, Business School, Central South U.
- 🗄️ The Institutional Design of Ecolabels: Sponsorship Signals Rule Strength | **Nicole Darnall**, Arizona State U.; **Hyunjung Ji**, U. of Alabama; **Matthew Potoski**, U. of California, Santa Barbara
- 🗄️ Social Sustainability as Buying Local: Social Influences on Purchase Intentions | **Francesco Testa**, Sant'Anna School of Advanced Studies; **Michael V. Russo**, U. of Oregon; **T. Bettina Cornwell**, U. of Oregon
- 🗣️🗄️ Emergent Strategies for the Nascent Sustainable Product Market: Lessons from Walmart's Experience | **Andrew Spicer**, U. of South Carolina; **David Graham Hyatt**, U. of Arkansas

888 🗣️🗄️: (Paper Session) - (ONE) **The Role of Values and Incentives in Fostering Corporate Sustainability**

8:00am - 9:30am Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 888

Chair: **Eunice SQ Ng**, Nanyang Technological U.

- 🗣️🗄️ Getting to the Heart of Corporate Sustainability: The Role of Managerial Values and Motivation | **Eunice SQ Ng**, Nanyang Technological U.; **Judith Walls**, Nanyang Technological U.; **Ganchimeg Wingard**, Denver Zoological Foundation
- 🗄️ Juggling Multiple Bottom Lines: The Interplay of Feedback from Financial and Environmental Goals | **Ann Terlaak**, U. of Wisconsin, Madison
- 🗣️ Corporate carbon emissions: Impacts of incentives, hierarchical alignment, and organizational size | **Frederik Dahlmann**, Warwick Business School; **Layla Branicki**, U. of Birmingham; **Stephen Brammer**, U. of Birmingham
- Is it all about Knowledge and Attitudes? Exploring Antecedents of Corporate Environmental Strategy | **Nuri T. Morava**, RWTH Aachen U.; **Andrea Greven**, RWTH Aachen U.

889 🗣️🗄️: (Paper Session) - (PNP) **Political Behavior, Bureaucracy and Professionalism in Government Agencies**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: #AOM2016 889

Four papers explore political behavior, bureaucracy, professionalism and data analysis in government agencies.

Chair: **Meghan Kallman**, Brown U.

- 🗣️ Ethical and Procedural Professionalization in the Peace Corps | **Meghan Kallman**, Brown U.
- How do we measure Public Confidence in Policing? Analysis of large scale survey data | **Kevin Morrell**, U. of Warwick; **Basit Javid**, WMP
- 🗣️🗄️ The Plan and the Pork. Factors Influencing Agency Implementation of the National Fire Plan | **Stuart Kasdin**, George Washington U.; **Sarah Anderson**, U. of California, Santa Barbara; **Heather Hodges**, Reed College

- 🗄️ Formalization and Organizational Red Tape Revisited: Rule Design, Implementation, and Enforcement | **Wesley Kaufmann**, Groningen U. (RuG)

890 → 🗣️🗄️: (PNP) **Leadership for Evidence-based Practice Implementation in 3 Countries and 3 Healthcare Settings**

8:00am - 9:30am Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 890

Organizer: **Gregory A. Aarons**, U. of California, San Diego

Discussant: **Mark G. Ehrhart**, San Diego State U.

- Improving Implementation Leadership: Training Transformational & Transactional Leadership Behaviors | **Anne Richter**, Karolinska Institutet; **Henna Hasson**, Karolinska Institutet; **Ulrica von Thiele Schwarz**, Karolinska Institutet; **Rebecca Mosson**, Karolinska Institutet; **Caroline Lornudd**, Karolinska Institutet; **Robert Lundmark**, Karolinska Institutet
- Developing Leadership for Implementing Falls Prevention EBPs in Long- Term Care in Canada | **Wendy Gifford**, U. of Ottawa
- Testing the Leadership & Organizational Change for Implementation (LOCI) Intervention in Healthcar | **Gregory A. Aarons**, U. of California, San Diego; **Mark G. Ehrhart**, San Diego State U.

891 🗣️🗄️: (Paper Session) - (PNP) **Creating Meaning in Nonprofits**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 891

Chair: **Jennifer Jones**, U. of Florida

- 🗣️ Taking A Closer Look: The Influence of Type of Nonprofit Organization on Management Capabilities | **Adelle Bish**, Queensland U. of Technology; **Karen Becker**, Queensland U. of Technology; **Bernd Erhard Imer**, Queensland U. of Technology
- 🗄️ Constructing Meaningfulness across Institutional Logics in a Hybrid Organization | **Pernille M. Smith**, Aarhus U.; **Cæcilie Maibom**, Aarhus U.
- 🗣️ Meaning Making in Nonprofit Organizations: Developmental Profiles of Engaged Donors | **Jennifer Jones**, U. of Florida

892 → 🗣️🗄️: (Paper Session) - (PNP) **Strategy, Performance and Allocation of Non-earned Income in Social Enterprises**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 892

Chair: **Chao Guo**, U. of Pennsylvania

- 🗄️ Social Enterprises: Who gets the non-earned income? | **Catherine Liston-Heyes**, Ottawa U.; **Nemanja Jevtovic**, Ottawa U.; **Peter Elson**, Mount Royal U.; **Peter V Hall**, Simon Fraser U.
- 🗄️🗣️ Organizational identification in hybrid-identity social enterprises: An ASS model of identification | **Ying-Che Hsieh**, National Tsing Hua U.; **Jingjing Weng**, Yuan Ze U.; **Ting Lin**, National Tsing Hua U.
- 🗄️🗣️ The Social Entrepreneur's Dilemma: Entrepreneurial Strategy and Charter School Performance | **Charlotte Ren**, U. of Pennsylvania; **Chao Guo**, U. of Pennsylvania

893 📄: (Paper Session) - (RM) **Reconsidering Dynamic and Multilevel Data Structures**

8:00am - 9:30am Anaheim Convention Center: 303C

Tweet this session: #AOM2016 893

Chair: **Muhammed Idris**, Concordia U.

- 📄 Bottom-Up Linear Models: Estimating the Effect of Lower-Level Variables on Higher-Level Outcomes | **Noah Eisenkraft**, U. of North Carolina, Chapel Hill
- 📄 Simulating macro-level effects from micro-level observations | **Edward Bishop Smith**, Northwestern Kellogg School of Management; **William Rand**, U. of Maryland
- 📄 Endogeneity and the Dynamics of Upper Echelons Research | **Guoguang Wan**, Hong Kong U. of Science and Technology
- 📄 Biased and Unbiased Specification of the Learning Curve: Coping with Unobserved History | **Nile W. Hatch**, Brigham Young U.

894 📄: (Paper Session) - (SAP) **Strategic Practices and the Strategy Process**

8:00am - 9:30am Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 894

Chair: **Sotirios Paroutis**, U. of Warwick

- 🗨️ Intended Strategy Emergence in Internationalizing Firms | **Roberto M Gamarra**, The New School
- 🗨️ → 🗨️ Practising Strategizing: Strategy Processing | **Elena P. Antonacopoulou**, U. of Liverpool; **Luciano C Oviedo**, Intel Corporation
- 🗨️ Micro Mechanisms of Sub-Strategy Implementation Processes and Practices | **Iris-Ariane Hengst**, LMU Munich; **Paula Jarzabkowski**, City U. London; **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, LMU Munich
- 🗨️ Strategizing, organizing and emerging strategy | **Ann-Kristin Weiser**, U. of St. Gallen; **Simon Grand**, U. of St. Gallen

895 📄🗨️: (Paper Session) - (SIM) **Dignity, Diversity, and Humanism in Organizations**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 895

Chair: **Anastasia Cortes**, Virginia Tech

- 🗨️🗨️ Dignity, Counterproductive Work Behavior, and Employee Engagement | **Kristen Lucas**, U. of Louisville; **Andrew Manikas**, U. of Louisville; **Eric Shaunn Mattingly**, Boise State U.; **Cole Crider**, U. of Louisville
- 🗨️🗨️ The Unintended Consequences of Diversity Management in Humanitarian Organizations | **Joshua R. Knapp**, U. of Wisconsin, Whitewater
- 🗨️ Making firms meaningful for humans: A normative humanistic stakeholder view (NHSV) | **Sybille Sachs**, U. of Applied Sciences, Zurich; **Edwin Ruhli**, U. of Applied Sciences, Zurich
- 🗨️ Legitimizing a diversity policy in the midst of conflicting stakeholder perspectives | **Meena Andiappan**, Montpellier Business School; **Lucas Dufour**, Montpellier Business School; **Magalie Marais**, U. of Montpellier; **Maryline Meyer**, U. of Montpellier; **Cedrine Joly**, U. of Montpellier; **Myriam Kessari**, U. of Montpellier; **Melanie Jaeck**, U. of Montpellier; **Sandrine Gherra**, U. of Montpellier

896 📄: (Paper Session) - (SIM) **Philanthropic Organizations**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 896

Chair: **Balaji R. Koka**, Rice U.

- 🗨️🗨️ Getting Workers to Do More by Doing Good: Field Experimental Evidence | **Vanessa Burbano**, Columbia Business School
- 🗨️ What's the Value in It? Corporate Philanthropic Giving under Uncertainty | **Yongqiang Gao**, Huazhong U. of Science and Technology; **Haibin Yang**, City U. of Hong Kong; **Ya Lisa Lin**, Hong Kong Baptist U.
- 🗨️🗨️ Not so random acts of kindness: The corporate philanthropic orientations of organizations | **Nazli Fikriye Senol**, Sabanci U.
- 🗨️ Stakeholder Management and Corporate Governance in Philanthropic Organizations | **Pushpika Vishwanathan**, U. of Amsterdam

897 📄: (Paper Session) - (SIM) **Institutions and Social Behaviors**

8:00am - 9:30am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 897

Chair: **Nancy B Kurland**, Franklin & Marshall College

- 🗨️ MNCs, Institutional Complexity and the Internal Dynamics of Selective Stakeholder Representation | **Sebastian Öttl**, U. of Passau
- 🗨️ Beyond Compliance An event history analysis | **Remco Vink**, Organization Studies; **Tobias Goessling**, Tilburg U.; **Konstantinos Pitsakis**, Kingston U. London
- 🗨️ Cognitive Isomorphism Among B Corporations | **Dan L. Worrell**, U. of Arkansas
- 🗨️ Strategic Caring Empirical Study | **Thomas Weber**, U. of Southern Indiana; **Edward Markowski**, Old Dominion U.; **Timothy M. Madden**, Old Dominion U.; **M. Lance Frazier**, Creighton U.

898 📄: (Paper Session) - (SIM) **Interdisciplinary Examinations of Business Ethics**

8:00am - 9:30am Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 898

Chair: **Gary R. Weaver**, U. of Delaware

- 🗨️🗨️ Reconciling the Social/Economic Tension: Issue Prioritization in Multi-Objective Organizations | **David Weitzner**, York U.; **Yuval Deutsch**, York U.
- 🗨️ Double-Edged Effects of Collectivism on Unethical Behavior in the Workplace | **Mo Chen**, Shanghai Jiao Tong U.; **Chao C. Chen**, Rutgers U.
- 🗨️ Morality of Tax Avoidance as a Question of Sociopolitical Legitimacy and CSR | **Kirsi Eräranta**, Aalto U.; **Johanna K. Moisander**, Aalto U.; **Visa Penttilä**, Aalto U.
- 🗨️ Interdisciplinary perspectives on the role and significance of empathy in business ethics | **Joé T. Martineau**, institut de recherches cliniques de Montréal (IRCM); **Eric Racine**, Institut de recherches cliniques de Montréal

899 📄: (Paper Session) - (SIM) **Stakeholders and Value Creation**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 899

Chair: **Mark P Sharfman**, U. of Oklahoma

→🗣️📄 An Instrumental Perspective of Value Creation through Multi-stakeholder Initiatives | **Vivek Soundararajan**, U. of Birmingham; **Jill Ann Brown**, Bentley U.; **Andrew C Wicks**, U. of Virginia

Toward a Relational Stakeholder Theory: Attributes of Value-creating Stakeholder Relationships | **Johanna Kujala**, U. of Tampere; **Hanna Lehtimäki**, U. of Eastern Finland; **Päivi Myllykangas**, U. of Tampere

🗣️ The Bright, Dark and Far Side of Stakeholder Reciprocity: Moral Psychology and Value Creation | **Katinka J.P. Quintelier**, U. of Amsterdam; **J.W. Stoelhorst**, U. of Amsterdam; **Flore Bridoux**, U. of Amsterdam

Activities and Value: Framework for Sustainable Business Models | **Krzysztof Dembek**, The U. of Melbourne; **Prakash Jagat Singh**, The U. of Melbourne; **Benjamin A. Neville**, The U. of Melbourne

900 🗣️📄: (Paper Session) - (TIM) **TIM Conversations in Innovation Strategy: Process Studies in Innovation Management**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 1

Tweet this session: **#AOM2016 900**

Track B: *Technology Innovation Strategy*

Discussant: **Jennifer Woolley**, Santa Clara U.

→🗣️📄👤 Crowdsourcing: An inductive study of business model value creation | **Kathleen Wilson**, The U. of Melbourne; **Daniel Samson**, The U. of Melbourne; **Vikram Bhakoo**, The U. of Melbourne

Boxing-In and Box-Breaking of Attention: a Process Model of Innovation Measurement | **Anna Brattström**, Lund U.; **Johan Frishammar**, Luleå U. of Technology; **Anders Daniel Richtrén**, Stockholm School of Economics; **Jennie Björk**, The Royal Institute of Technology; **Mats Magnusson**, KTH Royal Institute of Technology

📄 Reconfiguration of Routines by Incumbents Facing Emerging Technologies: The Case of Solvay | **Ambarin Khan**, The U. of Manchester; **Silvia Massini**, The U. of Manchester

📄 Maintaining meaningfulness in a discrepant innovation routine through a sense of exceptional | **Heini Ikävalko**, Aalto U.; **Tea Maarit Lempiälä**, Aalto U.

901 🗣️📄: (Paper Session) - (TIM) **TIM Conversations in Technology Strategy: Understanding the Adoption of Digital Innovations**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 2

Tweet this session: **#AOM2016 901**

Track B: *Technology Innovation Strategy*

Discussant: **Jon W Beard**, Purdue U.

📄 The adoption of Big Data Services by Manufacturing firms: An empirical investigation in India. | **Surabhi Verma**, National Institute of Industrial Engineering; **Som Sekhar Bhattacharyya**, National Institute of Industrial Engineering

📄 Perceived Disempowerment and Its Relevance for Designing Smart Products | **Fiona Maria Schweitzer**, U. of St. Gallen

🗣️📄 Engaging Stakeholders via Social Media: From the Real World to the Virtual World | **Subrata Chakrabarty**, The U. of Texas at El Paso; **Lucas Wang**, Ivey Business School

The rise and fall of wearable fitness trackers | **Lynn Coorevits**, iMinds/ MICT/ UGent; **Tanguy Coenen**, iMinds-SMIT-VUB

902 🗣️📄: (Paper Session) - (TIM) **Multi-level Innovation: Teams and Mobility**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: **#AOM2016 902**

Track F. *Multi-Level Innovation: Creativity & Teams*

Chair: **Svjetlana Pantic-Dragisic**, Linköping U.

📄 Organizational team formation: projects, processes, and performance | **Seunggho Choi**, Ewha Womans U.; **Kent D Miller**, Michigan State U.

📄 External Developmental Feedback, Internal Structure and Team Creativity: A Social Cognitive View | **Zizhen Geng**, Xi'an International Studies U.; **Caifeng Li**, Xi'an Jiaotong U.; **Xia Yang**, Xi'an International Studies U.; **Haiping Zheng**, Xi'an International Studies U.

📄 On the move to stay current: Knowledge cycling and scheduled labor mobility in technical consulting | **Svjetlana Pantic-Dragisic**, Linköping U.; **Jonas Söderlund**, BI Norwegian Business School

→ Collaborate to Innovate? Team Size, Patenting, and Collaborative Complexity in a Global R&D Center (WITHDRAWN) | **Martine Haas**, U. of Pennsylvania; **Prithwiraj Choudhury**, Harvard U.

903 📄: (Paper Session) - (TIM) **Innovation Environment: Industry Dynamics**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: **#AOM2016 903**

Track D. *The Innovation Environment: Competition, Industry, and Institutions*

Chair: **Dimo Ringov**, ESADE Business School

When do Industries Modularize? Firm Actions and the Role of Product and Organization Architecture | **Richard Tee**, Luiss Guido Carli U.

🔗📄 Unpacking Environmental Dynamism: From Operationalization to Characterization | **Travis Howell**, U. of North Carolina, Chapel Hill; **Deepak Jena**, U. of North Carolina, Chapel Hill; **Patia J. McGrath**, U. of Pennsylvania; **Christopher B. Bingham**, U. of North Carolina, Chapel Hill

🗣️📄 How Do Industry Evolution and Industry Conditions Prompt Product Firms to Offer Services? | **Sam Arts**, KU Leuven; **Dimo Ringov**, ESADE Business School

Anatomy of Entry in a Nascent Phase of Industry: the Ascendant Curve by Technological Traits | **Jung Kwan Kim**, Temple U.; **Won Kyung Min**, Temple U.

904 📄: (Paper Session) - (TIM) **Product Development: Product and Service Innovation**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: **#AOM2016 904**

Track G. *New Product Development & Introduction*

Chair: **Allard C.R. Van Riel**, Radboud U. Nijmegen

📄 service orientation and new product development in manufacturing firms | **Dong Liu**, U. of South Florida; **Wenhong Zhang**, Nanjing U.; **Depeng Liu**, Nanjing U.

🗣️📄 New Product Screening Decision-Making - A Group-Level Absorptive Capacity Perspective | **Wafa Hammedi**, U. of

Namur; **Zuzana Sasovova**, U. of Amsterdam; **Allard C.R. Van Riel**, Radboud U. Nijmegen
 Internal R&D, External R&D, and Product Innovation in an Emerging Economy | **Alex Xin CHEN**, Sun Yet-sen U.; **Dandan Gui**, Horwath HTL
 Firm-specific advantages-product innovation capability complementarities and innovation success | **Yung-Chang Hsiao**, National U. of Tainan

905 (Paper Session) - (TIM) Open Innovation: Innovation Communities

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 1
 Tweet this session: #AOM2016 905

Chair: **Marcel Bogers**, U. of Copenhagen.

Crowdsourcing Business Model Innovation | **Florian Waldner**, U. of Vienna; **Marion Kristin Poetz**, Copenhagen Business School; **Marcel Bogers**, U. of Copenhagen
 Entrepreneurial Intent and Commercialization of Applications on a Technology Platform | **Morten H. J. Fenger**, Aarhus U.; **Lars Frederiksen**, Aarhus U.; **Hans Jørn Juhl**, Aarhus U.; **Joachim Scholderer**, Aarhus U.
 The influence of network positions on user innovation communities | **Wonho Lee**, Korea Advanced Institute of Science and Technology (KAIST); **Youngbae Kim**, Korea Advanced Institute of Science and Technology (KAIST)
 The Distance Dilemma: Effects of Knowledge Distance on Solvers' Adoption of Broadcasted R&D Problems | **Christoph Ihl**, Hamburg U. of Technology; **Robin Kleer**, RWTH Aachen U.; **Jan Willem Reerink**, Hamburg U. of Technology

906 (Paper Session) - (TIM) Cooperation: University Relationships

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 4
 Tweet this session: #AOM2016 906

Track C. Alliances & Ecosystems

Chair: **Matt Marx**, Massachusetts Institute of Technology

How do Industry-University Relationships Coevolve with Firm Strategy? | **Julio A. Pertuze**, Pontificia U. Católica de Chile
 Location of Academia & Knowledge Flow to Industry: Evidence from Simultaneous Discoveries | **Michael Alexandre Bikard**, London Business School; **Matt Marx**, Massachusetts Institute of Technology

Exploring the distinct patterns of engagement in university-industry interactions | **Pablo D'Este**, Polytechnic U. of Valencia; **Oscar Llopis**, ESC Rennes School of Business; **Francesco Rentocchini**, Southampton Business School, U.K.; **Alfredo Yegros**, Leiden U., Centre for Science and Technology Studies (CWTS)

Publication Maximizing Scientists and the Impact of Funding on Organization of Science | **Hazhir Rahmandad**, MIT Sloan School of Management; **Keyvan Vakili**, London Business School

907 JS: (TIM, BPS, OCIS) Strategy and Platform Boundaries in the Age of Digital Innovation

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 8
 Tweet this session: #AOM2016 907

Organizers: **Robin Gustafsson**, Aalto U.; **Kimmo Karhu**, Aalto U.; **Annabelle Gawer**, U. of Surrey
 Moderator: **Robin Gustafsson**, Aalto U.

Discussant: **Annabelle Gawer**, U. of Surrey
 Digital Platforms and Complexity | **Kalle Lyytinen**, Case Western Reserve U.; **David Tilson**, U. of Rochester; **Carsten Sorensen**, London School of Economics
 The Open-Ended Value Landscape of Digital Innovation | **Ola Henfridsson**, U. of Warwick; **Joe Nandhakumar**, U. of Warwick; **Harry Scarbrough**, City U. of London; **Nikiforos Panourgias**, Warwick Business School
 Open-Source License Strategizing in Digital Platform Business | **Kimmo Karhu**, Aalto U.; **Robin Gustafsson**, Aalto U.
 Exposing Apples Strategy for Building Boundary Resources | **Ben Eaton**, Copenhagen Business School; **Stefan Henningson**, Copenhagen Business School; **Carsten Sorensen**, London School of Economics

908 JS: (TIM, OMT, BPS) The Organization of Science: A Multi-Disciplinary Approach

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 9
 Tweet this session: #AOM2016 908

Chair: **Christopher C. Liu**, U. of Toronto

Me Too or Something New: Credit Constraints and Drug Similarity | **Danielle Li**, Harvard Business School
 The Impact of Open Access Mandates on Invention | **Kevin Bryan**, U. of Toronto
 Helpful Thirds and the Durability of Collaborative Ties | **Alexander Oettl**, Georgia Institute of Technology
 Where is the Promised Land? | **Waverly W. Ding**, U. of Maryland
 Is Bigger Better? Lab Productivity and Lab Size | **Christopher C. Liu**, U. of Toronto
 Presenters: **Danielle Li**, Harvard Business School; **Kevin Bryan**, U. of Toronto; **Alexander Oettl**, Georgia Institute of Technology; **Waverly W. Ding**, U. of Maryland; **Christopher C. Liu**, U. of Toronto

Monday 9:00AM

909 : (ICW) IMD International Day 4 Room 2 AM

9:00am - 1:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor
 Tweet this session: #AOM2016 909

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

910 : (ICW) IMD International Day 4 Room 1 AM

9:00am - 1:00pm Hilton Anaheim: Santa Barbara
 Tweet this session: #AOM2016 910

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

Monday 9:15AM

911 : (OB) OB Division Plenary Session Coffee

9:15am - 9:45am Anaheim Convention Center: 204BC
 Tweet this session: #AOM2016 911

Join the OB Division for coffee preceding our plenary session.

Division Chair: **Mary Uhl-Bien**, Texas Christian U.

Program Chair: **Jeffrey R. Edwards**, U. of North Carolina

Monday 9:45AM

912 🗣️👤📄: (Paper Session) - (BPS) **Interdisciplinary**

Perspectives on Innovation

9:45am - 11:15am Hilton Anaheim: Avila B

Tweet this session: #AOM2016 912

Chair: **David R. King**, Iowa Stae U.

- 🗣️👤 The Era of Ferment, Liability of Ferment and the Role of Corporate Development in Firm Survival | **Tuhin Chaturvedi**, U. of Pittsburgh; **John E Prescott**, U. of Pittsburgh
- 🗣️👤 Ownership Transition, Managerial Short-Termism, and Exploratory vs Exploitative Innovation Strategy | **Guoli Chen**, INSEAD; **Huasheng Gao**, Nanyang Technological U.; **Po-Hsuan Hsu**, The U. of Hong Kong; **Kai Li**, Sauder Business School
- 🗣️👤 Innovation in Family Business: How Does Family Social Capital Affect New Product Development? | **Chia-Jung Lee**, National Taiwan U.; **Hsueh Liang Wu**, National Taiwan U.; **Cheng-Yu Lee**, Southern Taiwan U. of Science and Technology
- 🗣️👤 How Firm's Dealing With the Dual-Forces in China's Mid-Range Economy Affect Innovation Performance | **Yu Gao**, Xi'an Jiaotong U.; **Kuo-Feng Huang**, National Chengchi U.; **Ting Wang**, Xi'an Jiaotong U.; **Jia Pan**, Xi'an Jiaotong U.; **Wei Yang**, Chang'an U.; **Hongchang Yan**, Xi'an Jiaotong U.

913 🗣️👤📄: (Paper Session) - (BPS) **Competitive**

Heterogeneity: Empirical Applications

9:45am - 11:15am Hilton Anaheim: California B

Tweet this session: #AOM2016 913

Chair: **William Bogner**, Georgia State U.

- Hidden Fees and Firm Reputation: Evidence from the U.S. Hotel Industry | **Bennett Stulting Chiles**, UCLA
- 🗣️👤 Making Fuel Hedging a Meaningful Strategy - The Case of Airlines | **Rico Merkert**, The U. of Sydney; **Hassan Swidan**, The U. of Sydney
- 🗣️👤 "Eating, Drinking, and Karaokeing": Rent-Appropriation of Knowledge-based Assets in China | **Guoguang Wan**, Hong Kong U. of Science and Technology; **Luqun Xie**, Hong Kong U. of Science and Technology; **Dequan Jiang**, Wuhan U.
- Firm Performance and the Strategic Components of the Bankruptcy Reorganization Plan | **Guilherme Fowler Monteiro**, Insper Institute of Education and Research; **Silvia Morales Q. Caleman**, Federal U. of Mato Grosso do Sul; **Leandro Pongeluppe**, Insper Institute of Education and Research

914 🗣️👤📄: (Paper Session) - (BPS) **Organizational**

Design, Decentralization and Performance

9:45am - 11:15am Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 914

Chair: **Peter G. Klein**, Baylor U.

- 🗣️👤 Complementarity of Performance Pay and Task Allocation | **Bryan Hong**, Western U.; **Lorenz Kueng**, Northwestern Kellogg School of Management; **Mu-Jeung Yang**, U. of Washington
- 🗣️👤 Selecting Corporate Structure for Diversified Firms | **Arkadiy V. Sakhartov**, The Wharton School, U. of Pennsylvania
- 🗣️👤 Super Size Me? Determinants and Consequences of Corporate Development and Strategy Function Size | **Markus Menz**, U. of Geneva; **Fabian Barnbeck**, U. of St. Gallen

- 🗣️👤 Task Interdependence and Resource Allocation: Examining Decentralization and Interchangeability | **Samina Karim**, Northeastern U.; **Manuela N. Hoehn-Weiss**, Oregon State U.

915 🗣️👤📄: (Paper Session) - (BPS) **CSR and Outcomes**

9:45am - 11:15am Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 915

Chair: **Mohammed R Ahmed**, Nova Southeastern U.

- 🗣️👤 Philanthropic vs. Discount-Based Promotions: Field Experiments on a Taxi Booking Platform | **Jasjit Singh**, INSEAD; **Nina Teng**, INSEAD; **Serguei Netessine**, INSEAD
- 🗣️👤 Relation Between Corporate Social Responsibility, Intangibles, and Corporate Financial Performance | **Hee-Jae Cho**, Mintsage Inc.
- 🗣️👤 Inconsistency in Corporate Social Responsibility and Corporate Risk | **Limin Fu**, The U. of Adelaide; **Dirk Michael Boehe**, The U. of Adelaide; **Marc Orlitzky**, U. of South Australia; **Diane L Swanson**, Kansas State U.
- Interactive Effects of CSR and Other Value-Creating Investments on Corporate Financial Performance | **Xiaodan Wang**, Western Michigan U.; **Mingming Feng**, Western Michigan U.; **Timothy B Palmer**, Western Michigan U.

916 🗣️👤📄: (Paper Session) - (BPS) **Aspiration Levels and Performance Feedback at Business Unit Level of Analysis**

9:45am - 11:15am Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 916

Chair: **Luca Berchicci**, Erasmus U. Rotterdam

- 🗣️👤 A Behavioral View of Family Firm Disclosures | **Toru Yoshikawa**, Singapore Management U.; **Marleen Dieleman**, National U. of Singapore; **Xuesong Geng**, Singapore Management U.
- 🗣️👤 Peer Effects and Operating Efficiency: Evidence Using Self-Benchmarking at the Subunit Level | **Eun-Hee Kim**, George Washington U.
- Vicarious Learning in Multiunit-Multimarket Firm | **Changhui Zhou**, Peking U.; **Can Li**, Peking U.
- 🗣️👤 Who Learns from Whom? Divisionalization and Local Learning | **Megan Lynn Lawrence**, Vanderbilt U.

917 🗣️👤📄: (Paper Session) - (BPS) **CEO and Director Decision-Making**

9:45am - 11:15am Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 917

Chair: **Poonam Khanna**, The U. of Texas at San Antonio

- Explaining Ambidextrous Leadership in High Technology Organizations | **Olga Kassotaki**, Warwick Business School
- A Fish in a Pond: An Exploration of the Dynamics Between the CEO and Firm Status | **Eunyoung Park**, Seoul National U.; **Theresa S. Cho**, Seoul National U.
- 🗣️👤 Leader Tenure And Organizational Performance: The Moderating Role Of Prior Leadership Experience | **Malay Desai**, Nottingham U. Business School
- Directors' Devaluation From Firm Bankruptcy: An Integrated Model | **Klavdia Ballard**, U. of Houston

918 🗣️👤📄👤: (Paper Session) - (BPS) **The Resource Based View of the Firm in Context**

9:45am - 11:15am Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 918

Chair: Narayana Venkata Lakshmi Bhyrovabhotla, Indian Institute of Management, Ahmedabad

- 📄 Competition and the Redistribution of Resources in the Multi-Business Firm | **Raffaele Morandi Stagni**, IE Business School; **Juan Santalo**, Instituto de Empresa Business School
- 🗣️→ Can Strategy Help? A Capability-Based View Of Firm Survival And Strategic Response In A Recession | **Ramin Vandaie**, U. at Buffalo, The State U. of New York
- 📄 Human Resource Slack, Financial Slack and Firm Performance Under Differing Contextual Factors. | **Frederick Scott Bentley**, Rutgers U.
- 📄 Competitive Actions of Firms: The Moderating Role of Rivals' Attacks | **Chih-Yi Su**, National Tsing Hua U.; **Bou-Wen Lin**, National Tsing Hua U.

919 → 📄: (Paper Session) - (BPS) Knowledge, Resources, and Learning in Alliances

9:45am - 11:15am Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 919

Chair: Annika Lorenz, U. Hasselt

- 📄 Resource Complementarity and Alliance Performance in Emerging Economies | **Xu Jiang**, Xi'an Jiaotong U.; **Sali Li**, U. of South Carolina; **Feifei Jiang**, Xi'an Jiaotong U.
- Knowledge Upgrading through Alliances with Foreign MNEs in Emerging Markets | **Linda Rademaker**, BI Norwegian Business School

When Friends are Located Near Enemies: Knowledge Protection Concerns in R&D Alliances | **Wonsang Ryu**, Purdue U., West Lafayette; **Brian T. McCann**, Vanderbilt U.; **Jeffrey J. Reuer**, U. of Colorado, Boulder

Competitive Response Speed of Joint Ventures: Slow down, then, Speed up | **Hiroyuki Sasaki**, Waseda U.

920 → 🗣️📄: (Paper Session) - (BPS) Divestiture Strategies

9:45am - 11:15am Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 920

Chair: Naga Lakshmi Damaraju, Indian School of Business
Imperfect but Constructive: Debiasing Attempts in M&A Departments | **Xena Welch Guerra**, U. of St. Gallen

- 📄 Activist-Led Divestitures | **Emilie Feldman**, U. of Pennsylvania; **Siwen Chen**, The Wharton School, U. of Pennsylvania
- 📄 Firm Divestiture Experience and Divestiture Process Performance | **Patia J. McGrath**, U. of Pennsylvania
- 🗣️→ 📄 Institutional Escapism and Internationalization of SMEs: Evidence from Chinese Private Firms | **Bing Wu**, East China U. of Science and Technology; **Ping Deng**, Cleveland State U.

921 📄: (Paper Session) - (BPS) Layoff Decisions

9:45am - 11:15am Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 921

Chair: Martin Weiss, U. of Erlangen-Nuremberg

How Layoff Characteristics Influence a Firm's Reputation: An Empirical Analysis of the S&P 100 Firms | **Ann-Christine Schulz**, Free U. Berlin; **Sarah Kim Johann**, TU Berlin

- 🗣️📄 Investor Information Processing and Workforce Downsizing Performance | **Martin Zimmermann**, Mannheim U.; **Matthias F. Brauer**, Mannheim U.

The Impact of Earnings Pressure on Layoff Decisions | **Ann-Christine Schulz**, Free U. Berlin; **Margarethe F Wiersema**, U. of California, Irvine

- 🗣️📄 Strategic Corporate Layoffs | **Ruchir Agarwal**, International Monetary Fund; **Julian Kolev**, Southern Methodist U.

922 🗣️ SHCS: (BPS, GDO, OMT) Sex in the Boardroom: Does Gender Really Matter in the Upper Echelons? - A Debate

9:45am - 11:15am Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 922

Organizer: Priyanka Dwivedi, Pennsylvania State U.

Chair: Priyanka Dwivedi, Pennsylvania State U.

Discussant: Donald C. Hambrick, Pennsylvania State U.

Panelists: Aparna Joshi, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **James Westphal**, U. of Michigan; **Albert Cannella**, Texas A&M U., College Station; **Christine Shropshire**, Arizona State U.; **Christine Beckman**, Robert H. Smith School of Business; **Debra L. Shapiro**, U. of Maryland

923 📄 JS: (BPS, SIM) The "Make or Buy" Decision in Political and Nonmarket Strategy

9:45am - 11:15am Hilton Anaheim: Lido C

Tweet this session: #AOM2016 923

Organizer: Nan Jia, U. of Southern California

Discussant: Brian S. Silverman, U. of Toronto

Make-or-Buy Decisions in Corporate Political Strategy | **Nan Jia**, U. of Southern California

Lobbying Strategy: The Choice between Insourcing and Outsourcing Activities | **Leonard Bierman**, Texas A&M U.; **Scott Kuban**, Texas A&M U., College Station; **Michael Seth Nalick**, Texas A&M U.; **Mario Schijven**, U. of Illinois at Urbana-Champaign; **Asghar Zardkoohi**, Texas A&M U.

How Do Plural-Sourcing Firms Make and Buy? The Impact of Supplier Portfolio Design | **Mari Sako**, U. of Oxford; **George Chondrakis**, Pompeu Fabra U.; **Paul M Vaaler**, U. of Minnesota

924 : (Paper Session) - (CAR) Work/Non-Work Dynamics

9:45am - 11:15am Anaheim Convention Center: 205B

Tweet this session: #AOM2016 924

Chair: Mihaela Dimitrova, Oakland U.

Discussant: Elizabeth M Boyd, Kennesaw State U.

- 🗣️📄 Understanding the Nonlinear Late Life Career Choices of Health Professionals | **Denise Mary Jepsen**, Macquarie U.; **Marjorie Spooner O'Neill**, Cal Poly San Luis Obispo
- 🗣️📄 Unpaid Caregiving Responsibilities and Their Impact on Employees' Careers | **Hugh T. J. Bainbridge**, U. of New South Wales; **Timothy R. Broady**, Carers New South Wales
- 📄 The Influence of Networking on the Work-Life Interface: Insights from a Diary and Panel Study | **Franziska Baumeler**, U. of Bern; **Andreas Hirschi**, U. of Bern
- 🗣️📄 When Do Multiple Roles Matter? The Moderating Effect of Personality | **Austin Lee Nichols**, U. of Central Florida; **Vicky Hannebauer**, Siemens

925 : (Paper Session) - (CAR) Career Resilience: Rebounding from Career Setbacks

9:45am - 11:15am Anaheim Convention Center: 207A

Tweet this session: #AOM2016 925

Chair: Jim Jawahar, Illinois State U.

Discussant: **Stefanie Gustafsson**, U. of Bath

📖 Two Years Later: A Follow-up Study of Career Behavior in a Crisis Economy | **Maria Simosi**, U. of Roehampton; **Denise M. Rousseau**, Carnegie Mellon U.; **Maria Daskalaki**, Kingston U.

The Role of Self-Esteem and Emotional Intelligence in Managing Employment Gaps and Employment Fit | **Scott B. Dust**, Miami U.; **Joseph Charles Rode**, Miami U. Ohio; **Marne L. Arthaud-Day**, Kansas State U.; **Satoris S. Culbertson**, Kansas State U.; **Aarti Ramaswami**, ESSEC Business School

📖👋 Bounced Back or Held Back: Differences in the Perceived Skills of Men and Women after Joblessness | **Steffanie L. Wilk**, The Ohio State U.; **Gina Dokko**, U. of California, Davis; **Erin E. Makarius**, The U. of Akron

👉 Six Proposals on Workplace Suffering - Hypermodern Times and Impacts on Career Development | **Tania Casado**, U. of São Paulo; **Francisco Rodrigues Alves de Moura**, U. of Sao Paulo

926 🗨️: (Paper Session) - (CAR) **Establishing Meaningful Careers**

9:45am - 11:15am Anaheim Convention Center: 212A

Tweet this session: #AOM2016 926

Chair: **Sylvie Guerrero**, UQAM

Discussant: **Yan Shen**, U. of Victoria

📖 Managers' Work-to-Family Enrichment: The Role of Customer Misbehavior and Work Meaningfulness | **Raymond Loi**, U. of Macau; **Angela J. Xu**, U. of Macau; **Cheris W. C. Chow**, U. of Macau; **Man Lung Jonathan Kwok**, Hong Kong Polytechnic U.

The Careers Michael Driver Best Applied Paper Finalist

Using History to Shape "Meaningful" Careers | **Emily T. Porschitz**, Keene State College

👉📖👋 Meaningful Careers: Employment Decisions Among Indigenous Art Centre Workers in Remote Australia | **Pi-Shen Seet**, Flinders U.; **Janice Jones**, Flinders U.; **Tim Acker**, Curtin U.

📖 Achieving Meaningful Retirement Adjustment in Late Career | **Ariane Froidevaux**, U. of Lausanne; **Géraldine Curchod**, U. of Lausanne; **Saskia Degli-Antoni**, U. of Lausanne; **Christian Maggiori**, School of Social Work Fribourg HES-SO // U. of Applied Sciences Western Switzerland; **Jérôme Rossier**, U. of Lausanne

The Careers Arnon Reichers Best Student Paper Award Finalist

927 📖JS: (CAR, OB) **Job Insecurity, Employability, and Turnover in the Face of Different Labor Market Conditions**

9:45am - 11:15am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 927

Organizer: **Wiebke Doden**, ETH Zurich

Chair: **Wiebke Doden**, ETH Zurich

Discussant: **Hugh P. Gunz**, U. of Toronto

Career Prospects Before and After the Onset of the Great Recession – A Multi-Level Perspective | **Petra M. Eggenhofer-Rehart**, WU Vienna U. of Economics and Business;

Michael Schiffinger, WU Vienna U. of Economics and Business

How the Labor Market Situation Affects Employees' Trust in Organizations and Themselves | **Wiebke Doden**, ETH Zurich; **Manuela Morf**, U. of Zurich; **Gudela Grote**, ETH Zurich

Employability of Temporary and Permanent Workers: The Importance of Symbolic Capital | **Jasper Delva**, KU Leuven; **Anneleen Forrier**, KU Leuven; **Nele De Cuyper**, KU Leuven
Predicting Career Transitions: Effects of Labor Market Situation and Individual Determinants | **Angelika Kornblum**, ETH Zurich; **Dana Unger**, ETH Zurich; **Gudela Grote**, ETH Zurich

928 📖CAU: (CAU) **Big Data in HRM – Does it Create a New Set of Ethical Dilemmas for Employers?**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: #AOM2016 928

Organizers: **Laxmikant Manroop**, Eastern Michigan U.; **Ralph Haug**, Roosevelt U.

Participants: **Nadia C. DeGama**, Anglia Ruskin U.; **Amina Malik**, Trent U. / York U.; **J Stephanie Collins**, Southern New Hampshire U.; **Anita Boey**, York U.; **Richard Magner**, Roosevelt U.

929 🗨️📖JS: (CM, OB) **Seeing Others' Perspectives: Linking Perspective-Taking with Anger, Culture, Options & Performance**

9:45am - 11:15am Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 929

Chairs: **Jeremy Yip**, The Wharton School, U. of Pennsylvania;

Maurice Schweitzer, U. of Pennsylvania

Discussant: **Joe Magee**, New York U.

To Be or Not to Be Your Authentic Self? Catering to Others' Preferences Hinders Performance | **Ovul Sezer**, Harvard U.; **Laura Huang**, The Wharton School, U. of Pennsylvania

Anger Harms Perspective-taking | **Jeremy Yip**, The Wharton School, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

Perceived Choice Sets in Strategic Interactions: When and Why We See Extra Options for Ourselves | **David P. Daniels**, Stanford GSB; **Nathaniel Nakashima**, Stanford GSB; **Nir Halevy**, Stanford U.

The Cultural Boundaries of Perspective-taking: When and Why Perspective-taking Reduces Stereotypin | **Cynthia S. Wang**, Oklahoma State U.; **Margaret Lee**, London Business School; **Gillian Ku**, London Business School; **Angela Leung**, Singapore Management U.

930 🗨️🗨️: (Paper Session) - (CMS) **Dark Side Case Competition**

9:45am - 11:15am Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 930

Chairs: **Jonathan Murphy**, Cardiff U.; **Fernanda Filgueiras**

Sauerbronn, FACC/UFRJ

📖🗨️👋 DARK SIDE CASE: Canadian Broadcasting Corporation and the Ghomeshi Sex Scandal | **Cara-Lynn Scheuer**, St. Mary's U.; **Jean Helms Mills**, St. Mary's U.; **J. Kay Keels**, Coastal Carolina U.

📖 DARK SIDE CASE: Compromised Livelihoods in Vapi: What Needs to Be Cleaned Up in the Armpit of India? | **Nimruji Jammulamadaka**, Indian Institute of Management, Calcutta; **Biswatosh Saha**, Indian Institute of Management, Calcutta; **Manisha Goswami**, CPR - Namati; **Bharatkumar Kacharabhai Patel**, CPR - Namati

Dark Side Case Award

🗨️👉 DARK SIDE CASE: Whose Wealth Is That? Discussing Human Rights and Mining in the Global South | **Nicole**

Spoehr, FGV-EAESP; Amon Barros, FGV-EAESP; Marcus Vinicius Peinado Gomes, FGV-EAESP
Dark Side Case Award

- 📖 DARK SIDE CASE: Revealing the 'Real Julia': Authenticity and Gender in Australian Politics | **Carin Sundstedt**, Victoria U. of Wellington; **Todd Bridgman**, Victoria U. of Wellington; **Janet Tyson**, Victoria U. of Wellington
- 📖 DARK SIDE CASE: Blood on the Gatepost: Managerial Conflict down on the Farm | **Craig Prichard**, Massey U.

931 🗨️➔📄: (Paper Session) - (CMS) **Critical Perspectives on Finance**

9:45am - 11:15am Sheraton Park Hotel: Park C

Tweet this session: [#AOM2016 931](#)

Chair: **Joeri M. Mol**, The U. of Melbourne

- 🗨️➔📄 Laws for Nothing and Ores for Free? A Case Study of Tax Planning in the Finnish Mining Sector | **Matti Ylönen**, Yale U.; **Lauri Finér**, U. of Helsinki

- 📖➔📄 Field-Level Legitimization of Corporate Tax Minimization | **Mattia Anesa**, U. of Queensland; **Nicole Gillespie**, U. of Queensland; **A. Paul Spee**, U. of Queensland; **Kerrie Sadiq**, Queensland U. of Technology

Best Critical Paper on International Business

- 🗨️📄 Investment in Sustainable Finance: Highlighting the Role of Fantasy, Affect and Subjectivity | **Simon Parker**, City U. London

- 📖 A Sorry State? Financial Regulation in an Algorithmic Age | **Marc Lenglet**, European Business School; **Joeri M. Mol**, The U. of Melbourne

932 : (Paper Session) - (ENT) **Entrepreneurial Teams 2**

9:45am - 11:15am Hilton Anaheim: Avila A

Tweet this session: [#AOM2016 932](#)

Chair: **Maximilian Martin Wachter**, WHU - Otto Beisheim School of Management

Discussant: **Mark Clark**, New Mexico State U.

- 🗨️ Entrepreneurial team gender diversity and innovation performance of new high technology ventures | **Ye Dai**, Southern Illinois U.; **Philip T. Roundy**, U. of Tennessee, Chattanooga; **Gukdo Byun**, Southern Illinois U. Carbondale

- 📖🗨️ Predicting Start-up Team Success: Taking a Team Compositional Approach | **Qin Su**, Chinese U. of Hong Kong; **Lingli Luo**, U. of New South Wales; **Dora C. Lau**, Chinese U. of Hong Kong

- 📖 Hidden Disadvantages for Women: Explaining Gender Inequality in Entrepreneurial Teams | **Tiantian Yang**, Duke U.; **María Carmen Triana**, U. of Wisconsin, Madison

- 🗨️ Performance Effects of Owner Diversity | **Maximilian Martin Wachter**, WHU - Otto Beisheim School of Management; **Maximilian Andre Mueller**, WHU - Otto Beisheim School of Management; **Franz W. Kellermanns**, U. of North Carolina, Charlotte

933 : (Paper Session) - (ENT) **Entrepreneurship & Culture**

9:45am - 11:15am Hilton Anaheim: Lido A

Tweet this session: [#AOM2016 933](#)

Chair: **Werner Liebrechts**, U. Utrecht School of Economics

Discussant: **Rajaram Veliyath**, Kennesaw State U.

- 📖 Culture and the discovery of entrepreneurial opportunities: The mediating role of social capital | **Nuria**

Gonzalez-Alvarez, U. of León; **Sarah Cooper**, U. of Edinburgh; **Mariano Nieto**, U. of Leon

- Is Managers Strategy Culture Bound? International Differences in Strategy Choice | **Laura Paulina Mathiaszyk**, U. of Wuppertal; **Christine Katharina Volkmann**, U. Wuppertal
- ➔ A Cross-Cultural Approach to the Allocation of Talent across Entrepreneurship and Intrapreneurship | **Werner Liebrechts**, U. Utrecht School of Economics; **Coen Rigtering**, U. Utrecht School of Economics
- ➔ 📄 Immigration and Entrepreneurship | **Chengguang Li**, U. of Paderborn; **Rodrigo Isidor**, U. of Paderborn; **Luis Alfonso Dau**, Northeastern U.; **Ruediger Kabst**, U. of Paderborn

934 : (Paper Session) - (ENT) **Employment in Family Firms**

9:45am - 11:15am Hilton Anaheim: Mezzanine 10

Tweet this session: [#AOM2016 934](#)

Chair: **Kristen Madison**, Mississippi State U.

Discussant: **Torsten Wulf**, Philipps-U. Marburg

- ➔ 📄 Organizational Justice, POS and Employee Job Effectiveness in Family-Owned Businesses in Uganda | **Moses Acquah**, U. of North Carolina, Greensboro; **Kwasi Amoako-Gyampah**, U. of North Carolina, Greensboro; **Eddy Kurobuza Tukamushaba**, Stenden U., Qatar

- 📄 (Un)Intended Effects of Professionalization: An Investigation of Bifurcation Bias in Family Firms | **Kristen Madison**, Mississippi State U.; **Joshua J. Daspit**, Mississippi State U.; **Kyle Turner**, U. of South Carolina Upstate

- 🗨️ Working for Divergent Principals: Effects of Private Equity on Employment Practices in Family Firms | **Jeroen Neckebrouck**, Vlerick Business School; **Sophie Manigart**, Vlerick Business School; **Miguel LCJ Meuleman**, Vlerick Business School

- 📄 Examining HRM Activities in Family Business Research: A Critical Review | **Holly Slay Ferraro**, Seattle U.; **Jennifer Ann Marrone**, Seattle U.

935 : (Paper Session) - (ENT) **SMEs & Environment**

9:45am - 11:15am Hilton Anaheim: Mezzanine 12

Tweet this session: [#AOM2016 935](#)

Chair: **Spiros Batas**, U. of Northampton

Discussant: **Drew Gertner**, U. of Birmingham

- 📄 Environmental Uncertainty and Positive Performance of Small Firms: The Roles of Key Mediators | **Ananda Mukherji**, Texas A&M International U.; **Jyotsna Mukherji**, Texas A&M International U.

- 🗨️📄 Culture: For Small to Medium Sized Firms, It May Be More Important Than Entrepreneurial Orientation | **Donald Chambers**, Case Western Reserve U.

- ➔ 🗨️ Home and Host Country Differences as Determinants of the Immigrant Entrepreneurs' Business Growth | **Serghei Musaji**, IE Business School; **Julio O. De Castro**, IE Business School

- ➔ 📄 Everyday-Life Business Delinquencies of Chinese SME Owners | **Junzhe Ji**, Tongji U.; **Pavlos Dimitratos**, U. of Glasgow Adam Smith Business School; **Qingan Huang**, U. of East London; **Taoyong Su**, Tongji U.

936 : (Paper Session) - (ENT) **Mentors & Feedback**

9:45am - 11:15am Hilton Anaheim: Mezzanine 7

Tweet this session: [#AOM2016 936](#)

Chair: **Giuseppe Criaco**, Jonkoping International Business School

Discussant: **Joris J. Ebberts**, U. of Amsterdam
 To Ask or not to Ask? How Entrepreneurs Manage the Feedback-seeking Paradox | **Andreana Drencheva**, The U. of Sheffield; **Ute Stephan**, Aston Business School; **Malcolm Patterson**, The U. of Sheffield; **Anna Topakas**, The U. of Sheffield

- 📖 Entrepreneurs' assessment of mentors - The role of experience, values, and subjective stress | **Rieke Sophie Dibbern**, Technical U. Munich; **Nicola Breugst**, Technische U. München
- 📖 A Longitudinal Assessment of Mentoring on Self-efficacy: the Effect of Learning Goal Orientation | **Etienne St-Jean**, U. du Québec à Trois-Rivières; **Maripier Tremblay**, Laval U.
- 📖 New Venture Founder's Responses to Third-Party Feedback | **Ruben van Werven**, VU U. Amsterdam; **Joep Cornelissen**, Erasmus U. Rotterdam; **Onno Bouwmeester**, U. of Amsterdam

937 📖: (Paper Session) - (ENT) **Crowdfunding 2**

9:45am - 11:15am Hilton Anaheim: Mezzanine 8
 Tweet this session: #AOM2016 937
Chair: **Christopher Courtney**, U. at Buffalo, The State U. of New York

- Discussant:* **John M Mueller**, California State U., Fresno
- 📖 The product, the mind and the heart of crowdfunding: The effect of signals on technology projects | **Ruben Ceballos**, The U. of Texas, Rio Grande Valley; **Wanrong Hou**, The U. of Texas, Rio Grande Valley
- Wisdom and Learning: Equity Crowdfunding's Role in Reducing Information Asymmetries | **Samuel Clarke**, U. of Hawaii at Manoa
- 🗣️📖 Resolving Information Asymmetries: Influence of Media and Crowd Sentiment on Crowdfunding Success | **Christopher Courtney**, U. at Buffalo, The State U. of New York; **Supradeep Dutta**, U. at Buffalo, The State U. of New York; **Yong Li**, U. at Buffalo, The State U. of New York
 - 📖 The Impact of Crowdfunding Research on the Entrepreneurial Finance Model | **Michael Seay**, California State U., Channel Islands; **Lois M. Shelton**, California State U., Northridge

938 : (Paper Session) - (ENT) **Ecosystems 2**

9:45am - 11:15am Hilton Anaheim: Mezzanine 9
 Tweet this session: #AOM2016 938
Chair: **Gilda M. Antonelli**, U. of Molise
Discussant: **Joshua K Ault**, U. of Victoria

- 🗣️📖 Hands that Rock the Cradle Rule the Entrepreneurial World? Promotion of Women Entrepreneurship | **Sumita Sarma**, U. of Missouri, Kansas City
 - 🗣️📖 Detecting social boundaries in entrepreneurial ecosystems | **Xaver Neumeyer**, U. of Florida; **Julia Poncela-Casasnovas**, Northwestern U.
- Why context matters: The influence of embeddedness in multiple communities | **Tobias Pret**, U. of Strathclyde; **Sara Carter**, U. of Strathclyde
- Promoting innovation through a virtual incubator model: The Water Innovation Accelerator (WIN) | **Jonas Gabrielsson**, Halmstad U.; **Diamanto Politis**, Lund U.; **Johan Kronholm**, Lund U.; **Kenneth M. Persson**, Lund U.

939 : (Paper Session) - (ENT) **Entrepreneurship, Resilience & Self-Efficacy**

9:45am - 11:15am Hilton Anaheim: Monterey
 Tweet this session: #AOM2016 939
Chair: **Maija Renko**, U. of Illinois at Chicago
Discussant: **Carmine P. Gibaldi**, Harvard U.

- Entrepreneurial Resilience: A Biographical Analysis of Successful Entrepreneurs | **Stephanie Duchek**, Dresden U. of Technology; **Dobromir Shatov**, Dresden U. of Technology
- 📖 The Role of Abstract Thinking in Entrepreneurial Intentions and Actions | **Joshua Bazy**, U. of the Incarnate Word
 - 📖 A Cognitive Process Model of Necessity Entrepreneurs: Fostering Persistence through Resilience | **Ingrid C. Chadwick**, Concordia U.; **Jana L. Raver**, Queen's U.
 - 🗣️📖 Entrepreneurship under adverse conditions: Global study of individual resilience and self-efficacy | **Maija Renko**, U. of Illinois at Chicago; **Amanda Bullough**, U. of Delaware; **Saadat Saeed**, U. of Essex

940 : (Paper Session) - (ENT) **Institutions & Emerging Markets**

9:45am - 11:15am Hilton Anaheim: Salinas
 Tweet this session: #AOM2016 940
Chair: **Galina Shirokova**, Saint Petersburg State U.
Discussant: **MOSTAFA AL AMEER**, U. of Leeds

- Student entrepreneurship in emerging markets: Can family help overcome the institutional voids? | **Linda F. Edelman**, Bentley U.; **Tatiana S. Manolova**, Bentley U.; **Galina Shirokova**, Saint Petersburg State U.; **Tatyana Tsukanova**, Saint Petersburg State U.
- 📖 Does government intervention help transforming knowledge into new ventures? | **Hyungseok Yoon**, Pôle U. Léonard de Vinci; **Namil Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Bernard Buisson**, Pôle U. Léonard de Vinci
- Impact of Governance Structures on IPO Performance in Emerging Markets: Evidence from Bangladesh | **Zafrin Rahman**, Washington State U.
- 🗣️📖 Who Fills the Institutional Voids? Utilization of Political and Family Ties in Emerging Markets | **Jianhua Ge**, Renmin U. of China; **Michael Carney**, Concordia U.

941 : (Paper Session) - (ENT) **Serial Entrepreneurs**

9:45am - 11:15am Hilton Anaheim: Sunset
 Tweet this session: #AOM2016 941
Chair: **Amrita Lahiri**, Washington State U.
Discussant: **Robert F. Sinclair**, Governors State U.

- 🗣️📖 Venturing too near or too far: Examining How Prior Founding Impacts Later Venture Performance | **Amrita Lahiri**, Washington State U.; **Anu Wadhwa**, Imperial College Business School
 - 🗣️📖 Signals of Founders' Human Capital and Investor Prominence in Resource Acquisition | **Eun-Jeong Ko**, Syracuse U.; **Alexander McKelvie**, Syracuse U.
- The role of success and failure experience in forecast accuracy - the venture capital case. | **Violetta Gerasymenko**, Oregon State U.
- 🗣️📖 The Social Capital of Serial Entrepreneurs: Using Lessons of Humility to Build not Burn It | **Sharon Alicia Simmons**, U.

of Missouri, Kansas City; **Tiffany Maldonado**, U. of Houston;
Angela Randolph, Babson College

942 : (Paper Session) - (ENT) Entrepreneurship & Opportunity Evaluation

9:45am - 11:15am Hilton Anaheim: Ventura

Tweet this session: #AOM2016 942

Chair: **Kevin F Mole**, U. of Warwick

Discussant: **Ron G Cheek**, U. of Louisiana at Lafayette

Technology-to-market linking in new ventures: introducing organizational search in entrepreneurship | **Petra Andries**, Ghent U.; **Bart Clarysse**, Imperial College Business School; **Sergio Costa**, U. of Bath

Entrepreneurial Information Search Behavior for Opportunity Recognition: Scale Development | **Alexander Fust**, U. of St. Gallen; **Philipp Wustrow**, U. of St. Gallen; **Urs Fueglistaller**, U. of St. Gallen

Organizational Magical Realism in Entrepreneurial Firms | **Maxim Ganzin**, U. of Alberta School of Management

Disentangling the Antecedents of Ambidexterity: Exploration and Exploitation | **Oksana Koryak**, Enterprise Research Centre, WBS; **Andy Lockett**, U. of Warwick; **James C. Hayton**, Rutgers U.; **Nicos Nicolaou**, U. of Warwick; **Kevin F Mole**, U. of Warwick

943 SHCS: (ENT, MOC, OB) Novel Perspectives on New Venture Funding: Signals, People, and Predators

9:45am - 11:15am Hilton Anaheim: Carmel

Tweet this session: #AOM2016 943

Chairs: **Paul Johnson**, U. of Mississippi; **J. Craig Wallace**, Oklahoma State U.

Discussant: **Andrew Zacharakis**, Babson College

What Do I Have to Say?: How New Ventures Build a Community of Support for Crowdfunding Campaigns | **Alisa Boguslavskaya**, Indiana U.

Fools or followers?: Investment knowledge, searching efficacy, and crowd influence in crowdfunding | **Regan M. Stevenson**, U. of Central Florida

Sharks, Hawks, and Crocodiles!: Development and Test of Predatory Funding Theory | **J. Craig Wallace**, Oklahoma State U.

Are There Enough Investors? An Analysis of Network Effect and Size on Venture Capital Investing | **David Altounian**, St. Edward's U.

Speaker: **Alisa Boguslavskaya**, Indiana U.

Presenters: **Regan M. Stevenson**, U. of Central Florida; **J. Craig Wallace**, Oklahoma State U.; **David Altounian**, St. Edward's U.

Participants: **Dean A. Shepherd**, Indiana U.; **Michael P. Ciuchta**, U. of Massachusetts, Lowell; **Chaim Ross Letwin**, Suffolk U.; **Jenni Dinger**, Suffolk U.; **Warren Dyer**, Oklahoma State U.; **Amy Burnett**, St. Edward's U.

944 → 🗨️👤: (Paper Session) - (GDO) Intersectionality Across Cultural, Gender, and Religious Identities

9:45am - 11:15am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 944

This paper session addresses intersectionalities across cultural, gender, and religious identities.

Chair: **David L. Turnipseed**, U. of South Alabama

→ 🗨️👤 When different Attitudes toward Women collide The Case of Scandinavian Subsidiaries in Japan | **Lena**

Elisabeth Kemper, U. of Goettingen; **Katharina Bader**, U. of Goettingen

👤 Corporate Work-Family Policies and Gender-Religiosity Intersectionality | **Michal Frenkel**, Hebrew U. of Jerusalem; **Varda Wasserman**, The Open U., Israel

👤 Multicultural experience: Development and validation of a multidimensional scale | **Zeynep G. Aytug**, California State Polytechnic U., Pomona; **Mary Kern**, City U. of New York, Baruch College; **Stephan Dilchert**, City U. of New York, Baruch College

945 🗨️👤👤: (Paper Session) - (GDO) Organizational Change and Diversity Management

9:45am - 11:15am Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 945

This sessions features papers that consider the role of organizational change, change agents, non-inclusive supervision, and employee resource groups in enhancing diversity management.

Chair: **Yvonne Benschop**, Radboud U. Nijmegen

🗨️👤 Change Without an Agent: What Happens When Change Agents Leave? | **Alison Tracy Wynn**, Stanford U.

🗨️👤 The Noninclusive experience of abusive supervision. Is it hot or is it cold and why it matters | **Darryl Rice**, Miami U.; **Regina Michelle Taylor**, Creighton U.; **Juanita Forrester**, Georgia State U.

👤 Agents with stigma: Social change through identity management | **Brent J. Lyons**, Simon Fraser U.; **Simon Pek**, Simon Fraser U.; **Jennifer Wessel**, U. of Maryland, College Park

🗨️👤 Dynamics of Employee Resource Groups: Investigating the Experiences of their Leaders | **Steven Schlachter**, U. of Nebraska, Lincoln; **Skylar Rolf**, U. of Nebraska, Lincoln; **Theresa M. Welbourne**, U. of Nebraska, Lincoln

👤 Diversity Networks: Networking for Equality? | **Marjolein Dennissen**, Radboud U. Nijmegen; **Yvonne Benschop**, Radboud U. Nijmegen; **Marieke van den Brink**, Radboud U. Nijmegen

946 🗨️👤: (GDO) Mixed Messages: Paradoxes for Women in Leadership

9:45am - 11:15am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 946

Chairs: **Courtney McCluney**, U. of Michigan; **Melanie Marie Henderson**, Ohio Wesleyan U.

Discussant: **Linda L. Putnam**, U. of California, Santa Barbara
Leadership Functions and Gender in Shared Leadership Emergence and Effectiveness | **Corinne McNally**, Saint Mary's U., Canada; **Catherine Loughlin**, St. Mary's U.

Mitigating the Attractiveness Double Bind for Female Leaders | **Shan Ran**, Wayne State U.; **Lisa A Marchiondo**, U. of New Mexico; **Suzette Caleo**, Louisiana State U.

Think Female Boss, Think Bossy | **Cathleen Clerkin**, Center for Creative Leadership; **William A. Gentry**, Center for Creative Leadership

Beyond Sex Role Stereotypes: Evaluating Problem-Solving in Participative and Directive Leaders | **Danielle Mercer**, Saint Mary's U., Canada; **Catherine Loughlin**, St. Mary's U.; **Kara Anne Arnold**, Memorial U. of Newfoundland

947 📺👤JS: (GDO, OB) **Bridging Diversity Research and Positive Organizational Scholarship (POS)**

9:45am - 11:15am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 947

Chairs: Sandra Cha, Brandeis U.; Laura Morgan Roberts, Antioch U.

Discussant: Belle Rose Ragins, U. of Wisconsin, Milwaukee
Exploring the Gender, Incivility, and Well-being Interface at Work | Emily Rosado-Solomon, Rutgers U.

Shall I Contribute “All of Me” at Work? Exploring the Agentic Nature of Identity Contributions | Sandra Cha, Brandeis U.; Laura Morgan Roberts, Antioch U.; Andy Molinsky, Brandeis U.

Intersectionality as a Tool to Optimize Mentoring Relationships | Stacy Blake-Beard, Simmons College

When Canaries Fly: How Black Minority Empowerment Can Drive Change Toward an Inclusive Climate | Martin N. Davidson, U. of Virginia

948 📄: (Paper Session) - (HCM) **Hospital Efforts to Achieve Value in Healthcare**

9:45am - 11:15am Hilton Anaheim: Lido B

Tweet this session: #AOM2016 948

Chair: Jeff Helton, Metropolitan State U. of Denver

📄Community Benefit Practices and Their Relationships to Organizational Performance and Survival | Cory Cronin, Ohio U.

➔📄Does Price Competition Drive Cooperation in Health Care? A Stochastic Actor Oriented Model Analysis | Daan Westra, Maastricht U.; Federica Angeli, Maastricht U.; Martin Carree, Maastricht U.; Dirk Ruwaard, Maastricht U.

HCM Division Best International Paper

🕒Centralizing Value: An Institutional Theory Perspective | Aaron Spaulding, Mayo Clinic; Nick Edwardson, U. of New Mexico

Examining the Relationship between Community Orientation and Hospital Financial Performance | J'Aime Jennings, U. of Louisville

949 🗣️➔📄JS: (HCM, ODC, OB) **Promoting Workplace Safety: Causes, Measurement Issues, and Intervention**

9:45am - 11:15am Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 949

Organizers: Laura Petitta, Sapienza U. of Rome; Charmine E. J. Hartel, U. of Queensland

National and Organizational Labor Practices in Hospital Accidents in China and India | Charmine E. J. Hartel, U. of Queensland

Organizational Repairing Strategies to Employees Relational Harm from Work-related Injuries | Charmine E. J. Hartel, U. of Queensland

Safety Climate and Production Pressure as Moderators of Workload-Compliance Link | Laura Petitta, Sapienza U. of Rome

Multilevel Examination of Affective Job Insecurity Climate on Safety Outcomes | Lixin Jiang, U. of Wisconsin, Oshkosh

Comparing Recall vs. Recognition Measures of Accident Under-reporting | Laura Petitta, Sapienza U. of Rome

Presenters: Laura Petitta, Sapienza U. of Rome; Lixin Jiang, U. of Wisconsin, Oshkosh; Charmine E. J. Hartel, U. of Queensland
Participants: Tahira M. Probst, Washington State U., Vancouver; Tyler G. Okimoto, U. of Queensland; Man-Wai Tse, U. of Queensland; Claudio Barbaranelli, Sapienza U. of Rome; Valerio Ghezzi, Free Lance; Chris Nyland, Monash U.

950 📄: (Paper Session) - (HR) **The Influence of HR Practices on Employee Attitudes**

9:45am - 11:15am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 950

Chair: Julie I Hancock, U. of North Texas

📄Internal Marketing Influences Work Engagement through Perceived Organizational Support and Trust | Chia-Chun Hsieh, China U. of Technology; Dan-Shang Wang, National Changhua U. of Education

🕒Sectoral Difference in the Effect of Pay Reduction and Downsizing on Employee Attitudes | Yeong Joon Yoon, Cornell U.

📄Linking High-Performance Work Systems to Employee Attitudes: The Moderated Mediation Model | Rentao Miao, Capital U. of Economics and Business; Nikos Bozionelos, Audencia Nantes School of Management

📄Blending Nonstandard and Standard Employment Relations | Hoang Ho, BI Norwegian Business School

951 📄: (Paper Session) - (HR) **Diversity Issues: C-Suite and Elsewhere**

9:45am - 11:15am Anaheim Convention Center: 201D

Tweet this session: #AOM2016 951

Chair: Cindy P. Zapata, Texas A&M U.

➔Impact of National Culture on the Use and Outcomes of E-HRM | Hilla Peretz, ORT Braude College; Emma Parry, Cranfield U.

🕒👤👤Female Executives in the C-Suite: Exploring Firm Financial Performance, Shareholder Return, and Risk | Angela Langevin Heavey, Florida International U.; Seema Pissaris, Florida International U.

🕒👤👤Towards High-Inclusion Work Systems: A Review & Research Agenda for Managing Diversity Through HRM | Lena Knappert, Tilburg U.; Yuval Engel, U. of Amsterdam

📄What's in a Name? Leaders' Names, Compensation, and Firm Performance | Yun Zhu, St. John's U.; Sue H Moon, Long Island U.

952 📄: (Paper Session) - (HR) **The Effects of Leadership on Employees**

9:45am - 11:15am Anaheim Convention Center: 203B

Tweet this session: #AOM2016 952

Chair: Troy Smith, U. of Nebraska-Lincoln

🕒📄Transformational Leadership, High Performance Work Practices, and an Effective Organization | Chidiebere Ndukwe Ogbonnaya, U. of East Anglia; Karina Nielsen, U. of East Anglia

📄Using Deviance and Termination Intention to Justify Abusive Supervision | Mickey B. Smith, U. of Southern Mississippi; J. Craig Wallace, Oklahoma State U.

📄The Influence of Three Aspects of Adaptation on the Relationships between Coaching and Work Outcomes |

Ray Tak-yin Hui, Hang Seng Management College; **Christina Sue-Chan**, City U. of Hong Kong

Leader-Member Exchange and Employee Well-Being: A Meta-Analysis | **Friederike Huell**, U. of Hamburg; **Sylvie Vincent-Höper**, U. of Hamburg; **Paul Christian Bürkner**, U. of Münster; **Sabine Gregersen**, Institution for statutory Accident Insurance and Prevention in the Health and Welfare Services; **Heinz Holling**, U. of Münster; **Albert Nienhaus**, U. Clinics Hamburg-Eppendorf

953 📄: (Paper Session) - (HR) The Role of HR in Corporate Social Responsibility

9:45am - 11:15am Anaheim Convention Center: 204A

Tweet this session: #AOM2016 953

Chair: **Frits Pii**, U. of Pittsburgh

- 🗨️ Worker Engagement: Relying on the Organizational Values and Social Meaningfulness of Work | **Rita Bissola**, U. Cattolica del Sacro Cuore; **Barbara Imperatori**, U. Cattolica del Sacro Cuore
- ➔ 📄 Raising Job Quality in Emerging Economies: The Impact of the Voluntary Adoption of Labor Codes | **Mevan M. Jayasinghe**, Michigan State U.; **Larry Hunter**, Washington State U.
- Vulnerable Employees' Employability: The Role of Competency Development and Clear Expectations | **Mieke Audenaert**, Ghent U.; **Adelien Decramer**, Ghent U.; **Saskia Crucke**, Ghent U.
- 📄 Beyond Compliance: Social Responsibility and Control Over Labor in the Supply Chain | **Benn Lawson**, U. of Cambridge; **Yinyin Cao**, U. of Cambridge; **Frits Pii**, U. of Pittsburgh

954 📄: (Paper Session) - (HR) HRM and Multinational Enterprises

9:45am - 11:15am Anaheim Convention Center: 205A

Tweet this session: #AOM2016 954

Chair: **Yan Li**, School of Management, Xiamen U.

- 📄 Industrial Clusters, Value Chains And HRM In The Brazilian Automotive Industry | **Pauline Dibben**, The U. of Sheffield; **Geoffrey T. Wood**, U. of Essex; **Carolina Linhares**, The U. of Sheffield; **Juliana Meira**, The U. of Sheffield
- Discourse of HRM Research in Pakistan: A Paradigm Approach | **Qamar Ali**, Government College U., Faisalabad; **Julia Brandl**, U. of Innsbruck
- ➔ 🗨️ The Influence of Expatriates on Employees' ESOP Participation and the Moderating Effect of Distance | **Carolin Ahrens**, U. of Goettingen; **Jana Oehmichen**, U. Göttingen
- 📄 Social Ties, Social Capital and Recruiting Managers in Transnational Ventures | **Sarika Pruthi**, San Jose State U.

955 📄: (Paper Session) - (HR) New Perspectives on Employee Socialization

9:45am - 11:15am Anaheim Convention Center: 206A

Tweet this session: #AOM2016 955

Chair: **Richard Grover Gardner**, U. of Nevada, Las Vegas

- ➔ 📄 Linking Pre-Entry Job Search and Post-Entry Socialization among Newcomers | **Tomokazu Takeuchi**, Gakushuin U.; **Norihiko Takeuchi**, Waseda U.; **Yuhee Jung**, Gakushuin U.

🗨️ ➔ 🗨️ Attending Conferences: Learning Goals, National Culture, Involvement and Role Identity | **Karin Sanders**, UNSW Australia Business School; **Xiaoli Sang**, U. of New South Wales; **Frederick P. Morgeson**, Michigan State U.; **David P. Lepak**, UMass; **Pawan S. Budhwar**, Aston U.; **Jian Min Sun**, Renmin U. of China

📄 Socialization Moderates how Psychopathy is Related to Organizational Deviance and Task Performance | **Nora Schuette**, U. of Bonn; **Gerhard Blickle**, U. of Bonn

🗨️ 📄 Social Network Centrality and Newcomer Socialization | **Jin S Park**, Carlson School of Management; **Le Zhou**, U. of Minnesota; **John Kammeyer-Mueller**, U. of Minnesota; **Pri Pradhan Shah**, U. of Minnesota

956 📄: (Paper Session) - (HR) Mediation Processes Linking HRM and Firm Performance

9:45am - 11:15am Anaheim Convention Center: 206B

Tweet this session: #AOM2016 956

Chair: **Mark Geiger**, U. of Kansas / Duquesne U.

- Human Resource Management at the Interface of Academia and Industry | **Jennifer Hui-Han Gao**, The U. of Melbourne; **Nigel Haworth**, The U. of Auckland
- 📄 Homans' Model of Human Group: A Meso-Level Conceptualization of HR Implementation | **Upam Pushpak Makhecha**, Indian Institute of Management, Tiruchirappalli; **Vasanthi Srinivasan**, Indian Institute of Management, Bangalore
- ➔ 🗨️ Relationship Between Innovation led HR Policy, Strategy and Firm Performance | **Hoang Do**, Aston Business School; **Charmi Patel**, U. of Edinburgh
- HR Outsourcing and Small Business Performance: Linking Network Organization Theory to RBV | **Mark Geiger**, U. of Kansas / Duquesne U.; **Jeong-Yeon Lee**, Seoul National U.

957 📄: (Paper Session) - (HR) What Motivates Different Workers?

9:45am - 11:15am Anaheim Convention Center: 208A

Tweet this session: #AOM2016 957

Chair: **Christina G. L. Nerstad**, BI Norwegian Business School

- 📄 Does Job Control Matter for Work Hours? A Comparison between the United States and Korea | **Sehoon Kim**, U. of Wisconsin, Platteville; **Sunjin Pak**, U. of Illinois at Urbana-Champaign; **Kibum Kwon**, Pennsylvania State U.
- ➔ 🗨️ Should I Stay or Should I Go? Stress, Engagement, and Support in a Business Travel Context | **Christina G. L. Nerstad**, BI Norwegian Business School; **Martine Kasta**, BI Norwegian Business School; **Martine Rustan**, BI Norwegian Business School; **Lars Glasø**, BI Norwegian Business School
- 🗨️ Meaning, Competence, Self-Determination and Self-Employment: The Case of Crowdsourcing Workers | **Vivien Jancenelle**, Cleveland State U.; **Susan F. Storrud-Barnes**, Cleveland State U.
- 🗨️ 📄 Older Workers: Multigenerational Motivation | **Jennifer Kroeker-Hall**, U. of Victoria; **J Barton Cunningham**, U. of Victoria; **Diana Marie Campbell**, U. of Victoria

958 📄: (Paper Session) - (HR) New Research in Employee Selection

9:45am - 11:15am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 958

Chair: **Laura Parks-Leduc**, James Madison U.

Hispanic and Asian Performance on Construct-Based Selection Predictors | **Philip L. Roth**, Clemson U.; **Chad H. Van Iddekinge**, Florida State U.; **Philip S. DeOrtentiis**, Florida State U.; **Kaylee Hackney**, Florida State U.; **Liwen Zhang**, Florida State U.; **Maury Allen Buster**, Alabama State Personnel Department

Hispanic and Asian Performance on Method-Based Selection Procedures | **Philip L. Roth**, Clemson U.; **Chad H. Van Iddekinge**, Florida State U.; **Philip S. DeOrtentiis**, Florida State U.; **Kaylee Hackney**, Florida State U.; **Liwen Zhang**, Florida State U.

The Influence of Informed Consent on Applicant Reactions to Social Media Screening | **Stewart G. Grunwell**, McMaster U.

Gamified Cognitive Assessments in Selection: Validity, Discrimination and Applicant Reactions | **Anna Godollei**, U. of Calgary; **Derek S. Chapman**, U. of Calgary

959 JS: (HR, OMT) **Leader Humility: Outcomes, Moderators, and Assessment at Multiple Levels**

9:45am - 11:15am Anaheim Convention Center: 210A

Tweet this session: #AOM2016 959

Chairs: **Michael A Daniels**, The U. of British Columbia; **Michael Bashshur**, Singapore Management U.

Discussant: **David R. Hekman**, U. of Colorado

Behavioral Correlates of CEO Humility and Strategic Implications | **Marie Michele Beauchesne**, Barry U.; **Nathan J. Hiller**, Florida International U.

The Effects of CEO Humility and Humble Cultures: A Moderated Mediation Model | **Tiffany Maldonado**, U. of Houston; **Nichelle Ramos**, U. of Houston

Who's Judging?: Humility and Competence as Sources of Leader Legitimacy | **Michael A Daniels**, The U. of British Columbia; **Gary Greguras**, Singapore Management U.; **Michael Bashshur**, Singapore Management U.; **Burak Oc**, Bocconi U.

Capturing the Dark Triad with Leadership Assessments | **Colby Kennedy**, Human Resources Research Organization; **Brian J Hoffman**, U. of Georgia; **Thomas S. Skiba**, DDI

960 (ICW) **Memorial Service for Jerald Greenberg**

9:45am - 11:15am Anaheim Convention Center: 209A

Tweet this session: #AOM2016 960

Organizer: **Jason Colquitt**, U. of Georgia

961 → (Paper Session) - (IM) **Industry and Firm Organization**

9:45am - 11:15am Anaheim Convention Center: 207D

Tweet this session: #AOM2016 961

Chair: **Sinead M Monaghan**, Rutgers Business School

→ The Unexplored Role of Serendipity and Personal Relationships in Industry Emergence | **Sinead M Monaghan**, Rutgers Business School; **Ahream Lee**, Temple U.; **Ram Mudambi**, Temple U.

→ Integrated Approach to Trust Development in Organizational Networks | **Giedrius Jucevicius**, Vytautas Magnus U.; **Rita Juceviciene**, Kaunas U. of Technology

→ Industrial transformation in the aftermath of the crisis | **Angela Garcia Calvo**, Harvard U.; **Steven Coulter**, London School of Economics

→ Highlighting Some Key Concepts and Issues in International-Business Research | **Jean J Boddewyn**, City U. of New York, Baruch College

962 → (Paper Session) - (IM) **Consequence of Business Group Affiliation**

9:45am - 11:15am Anaheim Convention Center: 210B

Tweet this session: #AOM2016 962

Chair: **Weichieh Su**, National Chengchi U.

→ Is Group Affiliation Profitable for MNE Subsidiaries in Emerging Markets? | **Mayank Sewak**, U. of Massachusetts, Amherst; **Anurag Sharma**, U. of Massachusetts, Amherst

→ When and where does business group affiliation improve foreign subsidiary performance? | **Sarah Castaldi**, Groningen U. (RuG); **Sjoerd Beugelsdijk**, Groningen U. (RuG); **Sathyajit Gubbi**, Groningen U. (RuG); **Vincent Kunst**, Groningen U. (RuG)

→ Business Groups in Emerging Markets Riding Merger and Acquisition Waves: A Study of Indian Firms | **Mohammad Fuad**, Indian Institute of Management, Lucknow; **Ashutosh Kumar Sinha**, Indian Institute of Management, Lucknow

Business Groups and CSR Report Quality | **Weichieh Su**, National Chengchi U.; **Danchi Tan**, National Chengchi U.

963 → (Paper Session) - (IM) **Ethnic Similarities and Expatriates**

9:45am - 11:15am Anaheim Convention Center: 211B

Tweet this session: #AOM2016 963

Chair: **Christian Perry**, Ivey Business School

→ The Role of Ethnic Identity Confirmation in Expatriate-local Employee Interactions | **Shea Xuejiao Fan**, The U. of Nottingham, China; **Christina Cregan**, The U. of Melbourne; **Anne-Wil Harzing**, Middlesex U.; **Tine Koehler**, The U. of Melbourne

→ The determinants of MNE ethnocentric staffing: are they emotional or rational? | **Katsuhiko Yoshikawa**, London School of Economics and Political Science; **Hyun-Jung Lee**, London School of Economics; **Anne-Wil Harzing**, Middlesex U.

→ Between illusion and reality: Self-initiated expatriation of biculturals to country of origin | **Ebru Ipek**, Simon Fraser U.

The impact of linguistic distance on foreign subsidiaries | **Christian Perry**, Ivey Business School

964 → (Paper Session) - (IM) **Drives of Innovation in the International Context**

9:45am - 11:15am Anaheim Convention Center: 213B

Tweet this session: #AOM2016 964

Chair: **Heather Berry**, George Washington U.

→ Foreign Interaction and the Contingent Effect of Training on Process Innovation | **Arden Leung**, Hong Kong U. of Science and Technology

→ How Do VCs Foster Startup Innovation? VC Global Strategy and the Startup's Regulatory Uncertainty | **Elisa Alvarez-Garrido**, Georgia State U.

→ Enabling Potential Disruptive Innovation by Customer-Oriented Processes: The Case of Chinese Firms | **Feng Wan**, U. of East Anglia

→ Relational Financing and Innovation in Emerging Economies | **Sharon Leona Poczter**, Cornell U.; **Aija E. Leiponen**, Cornell U.

965 → 📄: (Paper Session) - (IM) **Network Approaches to Knowledge and Performance in the Multinational**

9:45am - 11:15am Anaheim Convention Center: 213C

Tweet this session: **#AOM2016 965**

Chair: **Aks Zaheer**, U. of Minnesota

→ The Network Advantage of MNCs and Business Groups and Foreign Subsidiary Performance | **Ajai Gaur**, Rutgers U.; **Chinmay Pattnaik**, The U. of Sydney; **Jeoung Yul Lee**, Hongik U. / U. of Leeds; **Deeksha A Singh**, Rutgers U.

→ 📄 The impact of networks and opportunity development in the internationalization process of the firm | **Huan Zou**, School of Oriental and African Studies, U. of London; **Chia-Ling Eunice Liu**, National Cheng Kung U.; **Pervez N Ghauri**, U. of Birmingham

→ 📄 Economic crisis, intra-MNC production shifts and MNC performance from a network perspective | **HoWook Shin**, The U. of Texas at Dallas

→ Utilizing Diverse Knowledge for Problem Solving in the MNC: A Network Mobilization Perspective | **Andrew Parker**, Grenoble Ecole de Management; **Esther Tippmann**, U. College Dublin

966 → 📄: (Paper Session) - (IM) **Internationalization & Family Firms**

9:45am - 11:15am Anaheim Convention Center: 304B

Tweet this session: **#AOM2016 966**

Chair: **Ruth V. Aguilera**, Northeastern U.

International strategies of family firms: An institution-based approach | **Kai Xu**, The U. of Texas at San Antonio ; **Michael A. Hitt**, Texas A&M U. / Texas Christian U.

→ A process approach to the internationalization process of family businesses | **Tanja Cecilia Leppäaho**, U. of Jyväskylä; **Jaakko Metsola**, U. of Jyväskylä; **Eriikka Johanna Paavilainen-Mäntymäki**, U. of Turku

→ 📄 The Impact of Family Ownership on Establishment and Ownership Modes in Foreign Direct Investment | **Junichi Yamanoi**, Waseda U.; **Shigeru Asaba**, Waseda U.

📄 Does it Take a Village: Family and Inter-Corporate Ownership and Inter-Corporate Networks | **Jean McGuire**, Louisiana State U.

967 → 📄 → 📄 → 📄 SHCS: (IM, HR, GDO) **Integrating Highly-Qualified Migrants: Linking Features of Corporate Context to Identity Negotiation**

9:45am - 11:15am Anaheim Convention Center: 304D

Tweet this session: **#AOM2016 967**

Organizers: **Aida Hajro**, Brunel U.; **Günter K. Stahl**, WU Vienna U. of Economics and Business

Chairs: **Günter K. Stahl**, WU Vienna U. of Economics and Business; **Aida Hajro**, Brunel U.

Facilitator: **Christof Miska**, WU Vienna U. of Economics and Business

Discussant: **Mary-Yoko Brannen**, U. of Victoria

Managing Cultural Diversity in European Companies: Implications for Professional Migrants | **Torsten M. Kuehlmann**, U. of Bayreuth; **Ramona Heinz**, U. Bayreuth;

Günter K. Stahl, WU Vienna U. of Economics and Business; **Aida Hajro**, Brunel U.

Work Outcomes for Migrants and their Descendants: Individual and Organizational Interaction Effects | **Stacey R. Fitzsimmons**, U. of Victoria; **Jen Baggs**, U. of Victoria; **Mary-Yoko Brannen**, U. of Victoria

Multiple Identities in Global Teams: The Role of Identity Synergy in Team Processes and Outcomes | **Cristina Gibson**, U. of Western Australia; **Patrick Dunlop**, U. of Western Australia; **Dan V. Caprar**, U. of New South Wales; **Sonia Raghav**, The U. of Western Australia

Professional Migrants at the Institutional Periphery: The Strength of Professional Identity | **Jelena Zikic**, York U.

968 → 📄 → 📄 JS: (IM, HR, ODC) **Exploring the Individual-Organizational Global Mindset Nexus: A MNC-Practitioner-Academia Dialogue**

9:45am - 11:15am Anaheim Convention Center: 304C

Tweet this session: **#AOM2016 968**

Chair: **Allan Bird**, Northeastern U.

Presenters: **Martha L Maznevski**, IMD; **Magnus Brundal**, Velux A/S; **Per Geisler Hansen**, NOCA - Network of Corporate Academies; **Flemming Poufelt**, Copenhagen Business School; **Rikke Kristine Nielsen**, Aalborg U.; **Elmer Mortensen**, FLSmidth A/S

969 → 📄 → 📄: (Paper Session) - (MC) **The Consultant Profile, Behavior and Career**

9:45am - 11:15am Anaheim Marriott: Suite 315

Tweet this session: **#AOM2016 969**

Chair: **Joanne C Preston**, Joanne C. Preston & Associates

→ 📄 Meaningful Consulting: The Independent Consultant, Profiles and Possibilities | **Reyna Herbison**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Peter Sorensen**, Benedictine U.

→ Analysis of Strategic Conduct of Consultants and the Duality of Organizational Structure | **Marcio Luiz Marietto**, U. Anhembi Morumbi; **Fernando Antônio Ribeiro Serra**, Nove de Julho U.; **Manuel Portugal Ferreira**, Nove de Julho U.

→ 📄 Building Consistent Career Self-Narratives Through Identity Work in the Consultancy Profession | **Thibaut Bardon**, Audencia Nantes School of Management; **Camilla Quental**, Audencia Business School; **Emmanuel Josserand**, U. of Technology, Sydney

→ 📄 Promoting Engagement: Exploring the Role of Team Reflexivity and EBM in Global Consulting Teams | **Na Fu**, Maynooth U.; **Patrick Christopher Flood**, Dublin City U.; **Tim J Morris**, U. of Oxford

970 → 📄 → 📄: (Paper Session) - (MED) **Ins and Outs of Online Education**

9:45am - 11:15am Sheraton Park Hotel: Park B

Tweet this session: **#AOM2016 970**

Chair: **Melanie Cohen**, U.S. Department of Housing & Urban Development

→ 📄 Age and motivations to enroll a MOOC in management: A lifespan perspective | **Heidi Wechtler**, Macquarie U.; **Cecile Dejoux**, Cnam U.; **Valerie Charriere-Grillon**, CNAM Paris (France)

- 📖📖 Prerequisites of Technology Acceptance of Innovative Digital Learning Tools. | **Wiebke Selina Wendler**, Technical U. of Munich; **Jutta Stumpf-Wollersheim**, Technical U. of Munich
- 📖📖 Tutoring Executives Online: What Drives Perceived Quality? | **Stephane Bignoux**, Middlesex U.; **Kristian Johan Sund**, Roskilde U.
- 🎓🎓 College for All, Degrees for Few: For-Profit Colleges and Socioeconomic Inequality | **Dafna Gelbgiser**, Cornell U.

971 📖: (Paper Session) - (MED) **Scholarly Productivity**

9:45am - 11:15am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 971

Chair: **Jeanie M. Forray**, Western New England U.

- 📖📖 What Causes a Business and Management Education Article to Be Cited: Article, Author, or Journal? | **Alvin Hwang**, Pace U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Carlos J. Asarta**, U. of Delaware; **Regina F. Bento**, U. of Baltimore; **Charles J. Fornaciari**, La Salle U.
- 📖📖 Key Institutions and Discipline Area Competencies in Business and Management Education Research | **Charles J. Fornaciari**, La Salle U.; **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Carlos J. Asarta**, U. of Delaware; **Regina F. Bento**, U. of Baltimore; **Alvin Hwang**, Pace U.; **Kathy Lund Dean**, Gustavus Adolphus College
- 🌐🌐 Global Forum Best Paper sponsored by Innovative Learning Solutions for the paper that best creates the opportunity to address global issue (universal or broad topic applicable to all) of significance to management education and/or development.
- 🎓🎓 A Comprehensive and Multi-Purpose Global Research Performance Information System | **Olga Ryazanova**, Maynooth U.; **Peter McNamara**, Maynooth U.; **Herman Aguinis**, George Washington U.

972 📖🗣️📖 SHCS: (MED, SIM, SAP) **Perceived Value of Research: Pluralistic Meanings of Scholarly Impact**

9:45am - 11:15am Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 972

Organizer: **Usha C. V. Haley**, West Virginia U.

Participants: **Cary L. Cooper**, The U. of Manchester; **William D Guth**, New York U.; **Usha C. V. Haley**, West Virginia U.; **Christine Quinn Trank**, Vanderbilt U.; **Tyrone S. Pitsis**, U. of Leeds/U. of Cambridge; **Anne S. Tsui**, U. of Notre Dame; **Kuo Frank Yu**, City U. of Hong Kong

973 📖: (Paper Session) - (MH) **Historical Leaders and Entrepreneurs**

9:45am - 11:15am Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 973

Chair: **Bradley G Bowden**, Griffith U.

Discussant: **Patrick J. Murphy**, DePaul U.

- 📖 Moral Disengagement: Insights from the Malevolent Leader Dyad of Andrew Carnegie and Henry Frick | **John Humphreys**, Texas A&M U., Commerce; **Milorad M. Novicevic**, U. of Mississippi; **Brandon Randolph-Seng**, Texas A&M U., Commerce; **Kendra Ingram**, Texas A&M U., Commerce; **Foster B. Roberts**, Southeast Missouri State U.
- 📖 Leveraging Psychological Capital during a Crisis: Churchill's Leadership during World War II | **Ivana Milosevic**, U. of Wisconsin, Oshkosh; **Erin Bass**, U. of Nebraska, Omaha; **Djordje Milosevic**, John Hopkins U.

Sage Publishers Award for Best Management History Division Paper in Leadership

- 📖 The Intrapyschic and Interpersonal Processes of a Self-deceptive Narcissistic Serial Entrepreneur | **Mario Hayek**, Texas A&M U., Commerce; **Jack W. Deem**, Kaplan U.; **Jacqueline Einstein**, U. of Massachusetts, Dartmouth; **Wallace A. Williams**, Texas A&M U., Commerce; **John Humphreys**, Texas A&M U., Commerce
- 🗣️🗣️ The Business of Black Beauty: Entrepreneurship or Injustice? | **Simone Trixie Allison Phipps**, Middle Georgia State U.; **Leon Christopher Prieto**, Clayton State U.

974 : (Plenary) - (MOC) **MOC Distinguished Scholar and Awards Meeting**

9:45am - 11:15am Hilton Anaheim: California A

Tweet this session: #AOM2016 974

975 : (Plenary) - (MSR) **MSR PLENARY: Shaping a Meaningful Scholarly-Practitioner Life**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon E

Tweet this session: #AOM2016 975

Organizer: **Mary Finney**, Ohio U.

Distinguished Speakers: **Nancy J Adler**, McGill U.; **Ilma Barros-Pose**, Fowler Center for Sustainable Value; **Marjolein Lips-Wiersma**, AUT U.; **Sandra Waddock**, Boston College

Facilitator: **Richard Jackson Major**, Institut de Gestion Sociale Paris

Discussant: **Robert E Quinn**, U. of Michigan

976 : (Plenary) - (OB) **OB Plenary Session: Partnering to Make Organizations Meaningful: Bridging OB Academia and Practice**

9:45am - 11:15am Anaheim Convention Center: 204BC

Tweet this session: #AOM2016 976

Join us for the OB Plenary Session.

Moderator: **Mary Uhl-Bien**, Texas Christian U.

Panelists: **Michael Arena**, General Motors Corp.; **Mike Porath**, The Mighty; **Christine L. Porath**, Georgetown U.; **Gretchen M. Spreitzer**, U. of Michigan; **Daniel LeClair**, Association to Advance Collegiate Schools of Business

977 🗣️📖: (Paper Session) - (OCIS) **Reinventing Management with Social Media**

9:45am - 11:15am Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 977

Chair: **Elaine Mosconi**, U. de Sherbrooke

- 🗣️📖 Enterprise Social Media Citizenship Behaviors, Social Capital, and Firm Performance | **Olivier Caya**, U. de Sherbrooke; **Elaine Mosconi**, U. de Sherbrooke
- 🗣️📖 Nothing Formal About It... Or Is It? Social Media In The Workplace | **Anshu Sharma**, Management Development Institute, India; **Prof. Jyotsna Bhatnagar**, Management Development Institute; **Mahadev Jaiswal**, MDI INDIA; **Mohan Thite**, Griffith U.
- 📖 Cross-Boundary Tie Formation in Enterprise Social Media (ESM) | **Yongsuk Kim**, Hong Kong U. of Science and Technology; **Gerald C Kane**, Boston College
- 🗣️📖 Social Media Marketing, Customer Relationship and Firm Performance: Dynamic Capibility Perspective | **Zhan Wang**, Saint Louis U.; **Hyun Gon Kim**, Rutgers Business School

978 📄: (Paper Session) - (OCIS) **Digital Innovation, Knowledge, and Value Creation**

9:45am - 11:15am Hilton Anaheim: Palisades
 Tweet this session: #AOM2016 978

Chair: **Youngjin Yoo**, Temple U.

📄📄 Creating new value through repurposing digital innovations | **Katerina Antonopoulou**, IESE Business School; **Joe Nandhakumar**, U. of Warwick; **Ola Henfridsson**, U. of Warwick

OCIS Best Paper Award Finalist

📄📄 How Information Technology Influences Patenting Innovation: A Knowledge Recombination Perspective | **John Qi Dong**, U. of Groningen; **Chia-Han Yang**, National Cheng Kung U.

Gateways to Digital Entrepreneurship: Investigating the Organizing Logics for Digital Startups | **Vasili Mankevich**, Umea U.; **Jonny Holmström**, Umea U.

979 📄JS: (OCIS, OB, RM) **Toward a Unified Approach to Conceptualizing and Measuring Virtuality**

9:45am - 11:15am Hilton Anaheim: Malibu
 Tweet this session: #AOM2016 979

Facilitators: **Steven D. Charlier**, Georgia Southern U.; **N. Sharon Hill**, George Washington U.; **Julia E. Hoch**, California State U., Northridge

Discussants: **Bradford S Bell**, Cornell U.; **Katherine Chudoba**, Utah State U.; **Jennifer Gibbs**, Rutgers U.; **Travis Maynard**, Colorado State U.; **Jeanne M. Wilson**, College of William and Mary

980 📄: (Paper Session) - (ODC) **Institutional and Field-level Perspectives on Change and Changing**

9:45am - 11:15am Anaheim Marriott: Desert Springs
 Tweet this session: #AOM2016 980

Chair: **Judith A Gebhardt**, U. of Maryland, College Park

🗨️ Types of Transformational Changes From Conflicting Ethics Logics | **Richard P Nielsen**, Boston College

📄 Transformational Routines as Units of Analysis: How Transformational Routines Shape Fields | **Lauri J. Paavola**, U. of Oxford

📄📄 Action research as interplay of four contexts | **Gert Jan Schuiling**, U. of Amsterdam; **Hans Vermaak**, Sioo & Twynstra
Winner of ODC Division Best Action Research Paper
ODC Division Best Paper Finalist

📄 Technology change or resistance to changing logics: The demise of Digital Equipment Corporation | **Michael Lewis**, Assumption College

981 🗨️📄JS: (ODC, OM) **Diverse and Multi-level Approaches to Achieve a Sustainable Global Food Supply Chain**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon J
 Tweet this session: #AOM2016 981

Chair: **Chris Worley**, NEOMA Business School

Participants: **Marco Formentini**, U. of Bath; **Annachiara Longoni**, ESADE Business School; **Davide Luzzini**, Audencia Business School; **Jay Singh**, Cal Poly San Luis Obispo; **Madeleine Pullman**, Portland State U.; **Susan A. Mohrman**, U. of Southern California; **Sally Breyley Parker**, TimeZero Enterprises

982 : (Paper Session) - (OM) **OM Division Chan Hahn Best Paper Award Finalists**

9:45am - 11:15am Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 982

Chair: **Manpreet Hora**, Georgia Institute of Technology

The Benefits and Downsides of Common Supply Chain Partners | **Veronica H. Villena**, Pennsylvania State U.; **Li Cheng**, U. of Tennessee

📄 Impact of Heterogeneity in Task Environments on Individual Learning Curves | **Anand Nandkumar**, Indian School of Business; **Kannan Srikanth**, Singapore Management U.; **Dutt Dev Harsha Tadikonda**, U. of Colorado, Boulder

📄📄📄 How Decomposable are Nearly Decomposable Systems? The Case of Locomotive Engine Failures | **Akhil Bhardwaj**, IE Business School - IE U.; **Mikko Ketokivi**, IE Business School - IE U.

📄📄 The Impact of Supply Risk on Sustainability Monitoring Practices and Performance | **Asad Shafiq**, California State U., Fullerton; **Fraser Johnson**, U. of Western Ontario; **Robert D Klassen**, U. of Western Ontario; **Amrou Awaysheh**, IU Kelley School of Business

983 📄🗨️: (Paper Session) - (OMT) **Inequality & Discrimination**

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 983

Chair: **Laura Claus**, U. of Cambridge

📄 Performance Feedback, Vertical and Horizontal Pay Dispersions, and International Diversification | **Elizabeth Lim**, Georgia State U.

📄 Divergent Impacts of Law on Law Firm Practice | **Kwan S Lee**, Cornell U.

📄 Agency blind to consequences: The persistence of inequality in the South African mining sector | **Ralph Hamann**, U. of Cape Town; **Stephanie Bertels**, Simon Fraser U.
Finalist for OMT Division Best Paper on Environmental and Social Practices Award

🗨️ Management Theory's Faustian Bargain: Complicity, Conquest, and the Modern Corporation | **Hamid Vahidnia**, Texas Tech U.; **Ronald Mitchell**, Texas Tech U.

📄📄📄 How Individual Debt Influences Income Inequality: A Wage-Bargaining Perspective | **Sourindra Banerjee**, The U. of Warwick; **Rashedur Chowdhury**, U. College Dublin, Smurfit; **Benjamin Siedler**, U. College Dublin

984 📄: (Paper Session) - (OMT) **Innovation & Collaboration**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 984

Chair: **HuiGuo Liu**, Indiana U. Bloomington

📄📄🗨️ Networks and knowledge creation for meaning | **Tove Andrea Brink**, U. of Southern Denmark

🗨️ A post-heroic view on entrepreneurship: The role of employees in networking the start-up process | **Timo Braun**, Technical U. Kaiserslautern; **Aristides Isidoro Ferreira**, ISCTE; **Thomas Schmidt**, Free U. Berlin; **Joerg Sydow**, Free U. Berlin

📄 A Tale of Two Markets: Cooperation, Competition and Technological Innovation | **Aurora Xin Liu**, Schulich School of Business

Amidexterity in Alliance Portfolio Development and Firms' Invention Productivity | **Thorsten Semrau**, U. of Cologne

📖 Portfolio Diversity and Innovation: The Role of Alliance Management Capabilities | **Philip Degener**, U. of Goettingen; **Indre Maurer**, U. of Goettingen; **Suleika Bort**, Mannheim U.

985 📖: (Paper Session) - (OMT) **Crisis & Organizations**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon B
Tweet this session: #AOM2016 985

Chair: **Sean C. Buchanan**, U. of Manitoba

📖 Understanding Resilience in Organizational Operations – An Ambidexterity Perspective | **Neil Turner**, Cranfield School of Management; **Elmar Kutsch**, Cranfield School of Management

📖 Mismatched moral cues and stakeholders' responses to an organizational accident | **Brian Park**, INSEAD

🗣️ Does "What We Do" Make Us "Who We Are"? Organizational Design and Identity Change at the FBI | **Ranjay Gulati**, Harvard U.; **Ryan Raffaelli**, Harvard U.; **Jan W. Rivkin**, Harvard U.

➔ The Silent Implementation of Controversial Practices: Korean Firms' Alternative Forms of Decoupling | **Sookyoung Lee**, Northwestern U.

📖 Management Styles and Effective Organizational Response to PEU during Economic Crisis in India | **Subir Verma**, FORE School of Management, New Delhi

986 📖: (Paper Session) - (OMT) **Bridging Professional Boundaries**

9:45am - 11:15am Anaheim Marriott: Newport Beach
Tweet this session: #AOM2016 986

Chair: **Cassandra Aceves**, U. of Michigan

📖 Trustee or salesman: A case study on combining conflicting logics in German accounting firms | **Georg Loscher**, U. der Bundeswehr; **Stephan Kaiser**, U. Bundeswehr, Munich

🗣️ Generalist and Specialist Selection of Jurisdictional Domains in Professional Practice | **Mariam Lisa Krikorian**, Harvard U.

📖 Secondhand Closure and Individual Performance | **Neha Parikh Shah**, Rutgers U.; **Daniel Z. Levin**, Rutgers U.; **Robert L. Cross**, U. of Virginia

🗣️➔ Bridge and Rule: TMT Faultlines, Firm Performance and the Moderating Role of the CEO-TMT Interface | **Dimitrios Georgakakis**, U. of St. Gallen; **Peder M. Greve**, Henley Business School; **Winfried Ruigrok**, U. of St. Gallen

📖 Towards a Processual View of Knowledge Boundaries: Architects, Engineers & Construction Experts | **Pedro Monteiro**, Warwick Business School; **Dmitrijs Kravcenko**, Warwick Business School

987 📖: (Paper Session) - (OMT) **Organizational Misconduct**

9:45am - 11:15am Anaheim Marriott: Orange County Ballroom 4
Tweet this session: #AOM2016 987

Chair: **Jocelyn M. Leitzinger**, U. of Michigan, Ann Arbor

📖 Status spillover and director labor market outcomes following organizational misconduct | **Jo-Ellen Pozner**, Santa Clara U.; **Kelly Patterson**, U. of Southern California

➔ Distrust and Market Participation: Social Relations as a Moderator of Organizational Misconduct | **Christopher B. Yenkey**, The U. of Chicago

A Sociocognitive Approach to Explaining Variation in Investor Reactions to Corporate Misconduct | **Ed Carberry**, U. of

Massachusetts, Boston; **Peter-Jan Engelen**, U. Utrecht School of Economics; **Marc Van Essen**, U. of St. Gallen

📖 An Institutional Perspective on Organizational Integrity: A Study of the Pharmaceutical Industry | **Denis G. Arnold**, U. of North Carolina, Charlotte; **Jerry Goodstein**, Washington State U., Vancouver; **Tammy E. Beck**, U. of Nebraska, Lincoln; **Oscar Jerome Stewart**, U. of North Carolina, Charlotte; **Jane Shumski Thomas**, Purdue U., Calumet

📖 You can't hide? Firm misconduct, name change, and recovery of audience evaluations | **Cyndi Man Zhang**, Singapore Management U.; **Henrich R. Greve**, INSEAD

988 📖: (Paper Session) - (OMT) **Trust & Cooperation**

9:45am - 11:15am Anaheim Marriott: Rancho Las Palmas
Tweet this session: #AOM2016 988

Chair: **Paul Green**, Harvard Business School

Contracts, Trust, and Relationship Lifecycle | **Shen Lu**, Xi'an Jiaotong U.; **Su Chenting**, City U. of Hong Kong; **Weiguo Zhong**, Peking U.; **Guijun Zhuang**, Xi'an Jiaotong U.

The Consequences of Appropriateness: An Experiment on Logic of Appropriateness Decision-Making | **Daniel Newark**, U. of Southern Denmark; **Markus C. Becker**, U. of Southern Denmark

🗣️ A Betrayal-based Explanation of Partnership Continuity in the Aftermath of Partner Opportunism | **Zhi Huang**, U. of Kentucky; **Jieying Chen**, Hong Kong U. of Science and Technology

🗣️ Workplace Features and the Cognitive Activation of Social Ties | **Mariachiara Barzotto**, U. of Birmingham; **Santi Furnari**, Cass Business School, City U. London; **Hans T. W. Frankort**, Cass Business School, City U. London

Negative Ties: Key Issues And Synthesis | **Hamed Ghahremani**, U. at Buffalo, The State U. of New York; **Prasad Balkundi**, U. at Buffalo, The State U. of New York

989 📖: (Paper Session) - (OMT) **Cultural Perspective**

9:45am - 11:15am Anaheim Marriott: San Diego
Tweet this session: #AOM2016 989

Chair: **Julia DiBenigno**, Yale School of Management

📖 Enculturation Trajectories and Individual Attainment: An Interactional Language Use Model | **Sameer B. Srivastava**, U. of California, Berkeley; **Amir Goldberg**, Stanford U.; **Govind Manian**, Stanford U.; **Christopher Potts**, Stanford U.

📖 The coevolution of the conflicting institutional logics: US art museums, 1780-2010 | **Shinwon Noh**, Pace U.; **Pamela S. Tolbert**, Cornell U.

📖 The Company Lunch | **Catherine VOYNNET FOURBOUL**, U. Pantheon-Assas (Paris II); **Jacques Rojot**, U. Pantheon-Assas (Paris II); **Muriel de Fabrègues**, U. of Paris, Sorbonne

📖 Reexamining Turnarounds: Materiality and Cultural Values Amidst Organizational Transformation | **Kevin Woojin Lee**, NYU Stern

🗣️➔ Trading in Politics: Rhetorical Strategies of Sacralizing Public Relations Services | **Anna Tyllstrom**, Uppsala U.; **Roy R Suddaby**, U. of Victoria/ Newcastle U.

990 📖: (Paper Session) - (OMT) **Imprinting & Knowledge**

9:45am - 11:15am Anaheim Marriott: Suite 304
Tweet this session: #AOM2016 990

Chair: **Tatiana Andreeva**, Maynooth U.

📄 Things That Last? Category Creation, Imprinting, and Durability | **Eunice Yunjin Rhee**, Seattle U.; **Jade Yu-Chieh Lo**, Drexel U.; **Mark Thomas Kennedy**, Imperial College Business School; **Peer C. Fiss**, U. of Southern California

Elements of Organizational Identity and the Role of a Firm's History | **Kirsten Thommes**, RWTH Aachen U.; **Simon Oertel**, Friedrich Schiller U. Jena

📄 Network Imprinting and the Variability of Venture Capital Firm Performance | **Demetrius Lewis**, Stanford U.
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

Intergenerational Transfer of Scientific Knowledge and Sustainable Development of Science | **Sotaro Shibayama**, U. of Tokyo

📄 → Institutional Imprints: The Enduring Effects of Past Political Regimes on CSR in China (WITHDRAWN) | **Mia Raynard**, U. of Alberta
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

991 📄: (Paper Session) - (OMT) **Technology & Organization**

9:45am - 11:15am Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 991

Chair: **Emre Karali**, Erasmus U. Rotterdam

🗣️ Bound to Be Free: Occupational Norms, Sensemaking and the Appropriation of Social Media at Work | **Kseniya Navazhylava**, HEC Paris; **Joelle Evans**, HEC Paris

Talk is Cheap – Isn't it? | **Norbert Steigenberger**, U. of Cologne; **Hendrik Wilhelm**, U. of Cologne

📄 Material Agency as Counter-Performativity: A Second-Order Perspective | **Maha Shaikh**, U. of Warwick; **Emmanuelle Vaast**, McGill U.

📄 Labels and the Returns to Typicality | **Brian Philip Reschke**, Brigham Young U.

Harnessing multiple voices: What mechanisms support judgment under institutional complexity? | **Magdalena Cholakova**, Erasmus U. Rotterdam; **Davide Ravasi**, Cass Business School, City U. London

992 📄 SHCS: (OMT, BPS, SIM) **Politics, Political Ideology and Organizations**

9:45am - 11:15am Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 992

Chair: **Abhinav Gupta**, U. of Washington, Seattle

Discussant: **James B. Wade**, Emory U., Gozuieta Bus Sch

Ideological Misfits: Political Affiliation and Employee Departure in the Private Equity Industry | **Y. Sekou Bermiss**, The U. of Texas at Austin; **Rory McDonald**, Harvard U.

Don't Judge CEOs by Their Covers: The Influence of Board Political Ideologies on CEO Selection | **John R. Busenbark**, Arizona State U.; **M.K. Chin**, Indiana U.; **Trevis Certo**, Arizona State U.

Firms' Deployment of the Nonmarket Strategic Repertoire after a Reputational Threat | **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Timothy Werner**, The U. of Texas at Austin

Organization-Environment Political (Mis)Fit and Cross-sector Diffusion of Same-sex Benefits | **Abhinav Gupta**, U. of Washington, Seattle; **Forrest Briscoe**, Pennsylvania State U.

Winner of the OMT Division Best Symposium Proposal Award

993 📄 JS: (OMT, BPS, TIM) **Networks and Routines in Digital Worlds**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 3

Tweet this session: #AOM2016 993

Organizer: **Julien Clement**, INSEAD

A Note on Network Tourists | **Ronald S. Burt**, The U. of Chicago
How do Routines Adapt to Changes in Landscapes?

Quasi-Natural Experiments in e-Sports | **Julien Clement**, INSEAD

Leaning-In or Leaning-On? Gender, Homophily, and Activism in Crowdfunding | **Jason Greenberg**, New York U.; **Ethan Mollick**, The Wharton School, U. of Pennsylvania

The Formation of Criticism and Support in Crowdsourcing | **Linus Dahlander**, ESMT European School of Management and Technology; **Henning Piezunka**, INSEAD

Presenters: **Ronald S. Burt**, The U. of Chicago; **Julien Clement**, INSEAD; **Jason Greenberg**, New York U.; **Linus Dahlander**, ESMT European School of Management and Technology; **Ethan Mollick**, The Wharton School, U. of Pennsylvania; **Henning Piezunka**, INSEAD

994 📄 JS: (OMT, TIM, ENT) **Novelty Ain't No Virgin Birth: Uncovering Novelty Emergence through Music, Time, and Technology**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 994

Organizer: **Sorah Seong**, INSEAD

Discussant: **Candace Jones**, Boston College

Defining Swing: The Relational and Dynamic Nature of Categories at the Nexus of Art and Commerce | **Sonia Coman**, Columbia U.; **Damon J Phillips**, Columbia Business School

Cultural Tastes, Technological Capabilities and the Shift between Analog and Digital Sound Synthes | **Callen Anthony**, Boston College; **Andrew Nelson**, U. of Oregon; **Mary Tripsas**, Boston College

Crowd Rhythms and the Fate of Entrepreneurs in Emerging Tech Spaces | **Sorah Seong**, INSEAD

The Challenge of Timing | **Stuart Albert**, U. of Minnesota
Presenters: **Damon J Phillips**, Columbia Business School; **Andrew Nelson**, U. of Oregon; **Sorah Seong**, INSEAD; **Stuart Albert**, U. of Minnesota

995 : (Plenary) - (ONE) **ONE Plenary: Research and Practice in Water Issues**

9:45am - 11:15am Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 995

With the 2016 Annual Meeting in Anaheim, CA, it is appropriate for the ONE Division to dedicate its Plenary to a resource that has not been studied closely enough by ONE scholars: water. In this session, we will combine scholarly insights with practitioners' views, as the faculty listed will be joined by representatives from Circle of Blue and Coca-Cola.

Presenters: **Magali Delmas**, U. of California, Los Angeles; **Shon R Hiatt**, U. of Southern California

Participant: **Thomas P Lyon**, U. of Michigan

996 📄: (Paper Session) - (PNP) **Sector Comparisons Over Time**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 996

Chair: **Yvonne Brunetto**, Southern Cross U.

- 📄 Crowding Out Effects of Well-Intended Environmental Policies | **Richard Hunt**, Virginia Polytechnic Institute
- 📄 Comparing Employee work context across public, NFP and FP organizations | **Yvonne Brunetto**, Southern Cross U.; **Benjamin Stuart Rodney Farr-Wharton**, U. of Technology, Sydney; **Rodney S Farr-Wharton**, U. of the Sunshine Coast; **Kate Shacklock**, Griffith U.
- 📄 Growth and Decline of Community Based Organizations Before, During, and After the Great Recession | **Joseph J Galaskiewicz**, U. of Arizona; **Kathryn Anderson**, U. of Arizona; **Kendra Thompson-Dyck**, U. of Arizona

997 → 🗣️📄: (Paper Session) - (PNP) **Financial Investing and Value Creation in Social Enterprises**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 10
 Tweet this session: #AOM2016 997

Chair: **Gokce Serdar**, Syracuse U.

- 🗣️ Policy Interventions in Public Contracting: Effects on Public Value Creation and Firm Level Outcomes | **Sandro Cabral**, Insper Institute of Education and Research
- 🗣️ When Perceptions Become Reality – Price Fairness Evaluations in Cause-Related Marketing | **Malte Hans**, RWTH Aachen U.
- 🗣️ Impact Investing: Actors, Metrics and Interactions | **Rebecca Tekula**, Pace U.; **Archana Shah**, Pace U.

998 🗣️📄SHCS: (PNP, IM, SIM) **Making Nonprofit Organizations More Meaningful: What Can We Learn From Global Philanthropy?**

9:45am - 11:15am Anaheim Marriott: Orange County Ballroom 1
 Tweet this session: #AOM2016 998

Organizers: **Pamala Wiepking**, Erasmus U. Rotterdam; **Femida Handy**, U. of Pennsylvania; **Lonneke Roza**, Erasmus U. Rotterdam
 Chair: **Femida Handy**, U. of Pennsylvania

Moderator: **Pamala Wiepking**, Erasmus U. Rotterdam

Discussant: **Lonneke Roza**, Erasmus U. Rotterdam

- 📄 Global Facilitating Factors of Philanthropy: Making Nonprofit Organizations more Meaningful | **Pamala Wiepking**, Erasmus U. Rotterdam; **Femida Handy**, U. of Pennsylvania
- 📄 Global Corporate Philanthropy: A Cross-national Analysis of the Ronald McDonald House Charities | **Stephanie Antonia Maas**, Erasmus U. Rotterdam; **Lucas C.P.M. Meijs**, Erasmus U. Rotterdam
- 📄 Network Governance in Global Health Partnerships: the Use of Strong and Weak Ties | **Georg von Schnurbein**, U. of Basel; **Marybel Perez**, U. of Basel
- 📄 International Philanthropy: The Role of Politics, Economics, and International Funding | **Christopher Einolf**, DePaul U.

999 : (PUBS) **AMP Showcase Session: The Commercialization of Science: An Integrative Research Agenda on Managing the Science-Business Interfaces**

9:45am - 11:15am Hilton Anaheim: El Capitan A
 Tweet this session: #AOM2016 999

Prominent scholars will review the commercialization of scientific knowledge & assessment of research opportunities from different perspectives.

Organizers: **Mike Wright**, Imperial College London; **Riccardo Fini**, U. of Bologna; **Einar Rasmussen**, Nord U. Business School; **Donald Siegel**, U. at Albany, State U. of New York; **Johan Wiklund**, Syracuse U.

Presenters: **Shaker A. Zahra**, U. of Minnesota; **Raghu Garud**, Pennsylvania State U.; **David A. Waldman**, Arizona State U.; **Rachel McCullagh Balven**, Arizona State U.; **Virgil Fenters**, Arizona State U.; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Bart Clarysse**, Imperial College Business School; **Gerard George**, Singapore Management U.; **Metin Onal Vural**, IE Business School; **Keith Hmieleski**, Texas Christian U.; **Erin Powell**, Clemson U.; **Aseem Kaul**, U. of Minnesota; **Albert Link**, U. of North Carolina; **Maria Teresa Bolivar Ramos**, Autonomous U. of Barcelona; **Antonio Paco Giuliani**, U. of Illinois at Chicago; **Maryann P Feldman**, U. of North Carolina, Chapel Hill; **Paige Clayton**, U. of North Carolina; **Joel Gehman**, U. of Alberta; **Argyro Nikiforou**, Ecole Polytechnique Fédérale de Lausanne; **Tatiana Zabara**, Tilburg U.

1000 : (PUBS) **AMD Business Models, Ecosystems, and Society in the Sharing Economy**

9:45am - 11:15am Hilton Anaheim: San Simeon B
 Tweet this session: #AOM2016 1000

Sponsored by AMD.

This symposium focuses on the major economic transformations occurring with the emergence of the “sharing economy,” also known as the “gig,” “free-agent,” and “platform based service” economy. Brought on by web-based information technologies, this sharing economy forces us to question many of our management theories and practices of labor, employment, the firm, and the nature of economic enterprise. This symposium begins with a panel of experts discussing these issues from different AOM Division perspectives. Then we focus on the Academy of Management Discoveries (AMD) special issue on the Sharing Economy by having round-table discussions about what kinds of conceptual models and research methods are being used to study the Sharing Economy. Potential authors are invited to discuss their work with workshop participants and receive feedback from the co-editors.

Organizer: **Tomi M. M. Laamanen**, U. of St. Gallen

Panelists: **Tomi M. M. Laamanen**, U. of St. Gallen; **Gerald F Davis**, U. of Michigan; **Ke Rong**, U. of Exeter; **Andrew H. Van de Ven**, U. of Minnesota

1001 📄: (Paper Session) - (RM) **Uncovering the Structure of Relationships among Observations: Networks and Clusters**

9:45am - 11:15am Anaheim Convention Center: 212B
 Tweet this session: #AOM2016 1001

Chair: **Noah Eisenkraft**, U. of North Carolina, Chapel Hill

📄 Dichotomizing Network Data Can Change The Meaning of Actor Centrality | **Noah Eisenkraft**, U. of North Carolina, Chapel Hill

📄 What is an Industry? An Empirical Investigation into Two Industry Classification Schemes | **Simon A. Rodan**, San Jose State U.

DEA-Based Clustering: Application in Management Research | **Valentina V. Kuskova**, NRU Higher School of Economics; **Nikolay B. Filinov**, NRU Higher School of Economics

Correspondence Analysis of Multirelational Multilevel Network Affiliations: Analysis and Examples | **Mengxiao Zhu**, Educational Testing Service; **Valentina V. Kuskova**, NRU Higher School of Economics; **Stanley S. Wasserman**, Indiana U. Bloomington

1002 📄: (Paper Session) - (RM) Qualitative Data Collection and Interpretation Techniques

9:45am - 11:15am Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1002

Chair: **Tamim Elbasha**, Audencia Business School

Independence of cases in comparative case design, theory development and validity | **Nuno Oliveira**, LSE; **Davide Secchi**, Southern Denmark U.

📄 Analyzing Complex Relationships in Organizational Research by Means of Video Elicitation Interviews | **Alexandra Katharina Zehe**, Technical U. München; **Frank-Martin Belz**, Technische U. München

📄 Rhetorical analysis of corporate histories | **Diego Coraiola**, U. of Victoria

1003 📄: (Paper Session) - (RM) Evaluating and Improving Quantitative Measurement Designs

9:45am - 11:15am Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1003

Chair: **Prof. Anthony C. Masi**, McGill U.

Raising the .70 Bar: A Meta-Analytic Study of Coefficient Alpha | **Lindsey M. Greco**, Oklahoma State U.; **Ernest H O'Boyle**, U. of Iowa; **Bethany Cockburn**, U. of Iowa; **Zhenyu Yuan**, U. of Iowa

📄 An Examination of the Convergence of Online Panel Data and Conventionally Sourced Data | **Sheryl Walter**, U. of Iowa; **Scott Seibert**, U. of Iowa; **Daniel D. Goering**, U. of Iowa; **Ernest H O'Boyle**, U. of Iowa

Towards an Expanded Theory of Common Method Variance | **Yongheng Yao**, McMaster U.

📄 A Critical Note on the Prevalent Use of the Standard Deviation as Diversity Measure | **Kim De Meulenaere**, KU Leuven

1004 : (Plenary) - (SAP) When Academic Relevance Truly Happened in Practice: The US Consumer Financial Protection Bureau

9:45am - 11:15am Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1004

SAP Distinguished Keynote by Professor **Jean Bartunek** and discussant Professor **Julia Balogun**

Distinguished Speaker: **Jean M. Bartunek**, Boston College

Chair: **Anne D. Smith**, U. of Tennessee, Knoxville

Discussant: **Julia Balogun**, U. of Liverpool

1005 📄: (Paper Session) - (SIM) Institutional Context and Theory of CSR

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1005

Chair: **Richard E Wokutch**, Virginia Tech

→ Government beyond the shadow of hierarchy - The case of the CSR policies of the European Union | **Anselm Schneider**, Stockholm U.; **Andreas Georg Scherer**, U. of Zurich

→ 📄 Stock Exchange Initiatives, Financial System Development, and Corporate Social Performance | **Stephen Brammer**, U. of Birmingham; **Vivek Soundararajan**, U. of Birmingham

📄 Using CSR to Complement or Substitute National Institutions? The Value of Balancing Firm Attention | **Kamini Gupta**, London Business School; **Donal Crilly**, London Business School; **Thomas Greckhamer**, Louisiana State U.

Governmentality and CSR: Exploring Governments Soft Power in CSR | **Olu Aluko**, U. of Huddersfield; **Eshani Beddewela**, U. of Huddersfield

1006 📄: (Paper Session) - (SIM) Hybrid Organizations

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1006

Chair: **Melissa S. Baucus**, U. of Otago

📄 A sensemaking perspective on hybrid organizations and their founders | **Diane Holt**, U. of Essex; **Noelia-Sarah Reynolds**, U. of Essex

📄 Alternative Objective Functions for Firms | **Leena Lankoski**, U. of Helsinki; **Craig Smith**, INSEAD

📄 → 📄 How Hybrids Manage Growth and Strategic Tensions in Global Production Networks | **Chacko George Kannothea**, U. of Massachusetts, Boston; **Nardia Haigh**, U. of Massachusetts

Social Innovation: From hybridity to purity through ambivalent relations to institutional logics | **Mélissa Boudes**, NEOMA Business School

1007 📄: (Paper Session) - (SIM) Social Issues in Capital

9:45am - 11:15am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1007

Chair: **Subrata Chakrabarty**, The U. of Texas at El Paso

A meta-analysis examining the nature of trade-offs in microfinance | **Patrick Reichert**, ULB - Solvay Brussels School; CERMI

Theorizing Commercial Microfinance in Emerging Field | **Sushanta Kumar Sarma**, T. A. Pai Management Institute; **Debiprasad Mishra**, Gram Vikas

📄 Money and the Commons: Lessons from Complementary Currencies | **Camille Roger Charles Meyer**, ULB - Solvay Brussels School; CERMI; **Marek Hudon**, ULB - Solvay Brussels School; CERMI

Defining the Playing Field: The Origins of the UK Social Investment Market | **Guillermo Casasnovas**, U. of Oxford

1008 📄: (Paper Session) - (SIM) Moral Identity

9:45am - 11:15am Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1008

Chair: **James Weber**, Duquesne U.

📄 How I See Them and How They See Me: A Relational Identification Perspective of Ethics in Teams | **Jonathan C. Ziegert**, Drexel U.; **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Katrina A. Graham**, Suffolk U.

📄 Integrating Moral Identity in Teaching Business Ethics | **Jun Gu**, Monash U.; **Cristina Neesham**, Swinburne U. of Technology; **Alessandra Capezio**, The Australian National U.

📖 The Ethical Consequences of Goal Commitment and Moral Disengagement in the Pursuit of High Goals | **David Welsh**, Arizona State U.; **Jared Miller**, U. of Washington, Seattle; **Kyoungmin Cho**, U. of Washington, Seattle

📖 Relationship Between Moral Identity and Employees' Volunteering Behavior | **Xuelian Cheng**, National Sun Yat-Sen U.; **Honghui Chen**, Lingnan U. / Sun Yat-sen U.; **Yun Qin**, National Sun Yat-Sen U.

1009 → 📖: (Paper Session) - (SIM) **Empirical Sustainability in Unique Contexts**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1009

Chair: **Raquel Antolin-Lopez**, U. of Almeria

Unintended Decoupling: The Role of Internal Conditions in Explaining Policy-Practice Misalignment | **Annie Powell**, U. of Bath; **Johanne Grosvold**, U. of Bath; **Andrew I. Millington**, U. of Bath

🗨️ Toward an understanding of Aboriginal/Indigenous rights and their impact on development | **Leo Paul Dana**, U. of Montpellier; **Bob Kayseas**, First nations U. of Canada; **Peter William Moroz**, U. of Regina; **Robert Brent Anderson**, U. of Regina

🗨️ 📖 Making Sustainability Sustainable: Interactions, Identity and Community in Specialty Coffee | **Andrea Tunarosa**, Boston College

→ The impact of in-house certifications on farmers' social and environmental conduct | **Elisa Giuliani**, U. of Pisa; **Luciano Ciravegna**, INCAE; **Andrea Vezzulli**, U. of Pisa

1010 📖: (Paper Session) - (TIM) **TIM Conversations in Innovation Strategy: Platform Dynamics and Competition**

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 1010

Track B: *Technology Innovation Strategy*

Discussant: **Sanjay Jain**, Santa Clara U.

🗨️ → Investigating Knowledge Spillovers under Standardization | **Jing-Ming Shiu**, U. of Tokyo; **Masanori Yasumoto**, Yokohama National U.

🗨️ → 📖 Investigating Firms' Knowledge Management under Standardization | **Jing-Ming Shiu**, U. of Tokyo; **Masanori Yasumoto**, Yokohama National U.

Integrating theory on platform competition and first mover advantage: A system dynamics model | **George Papachristos**, U. College London

📖 Stock versus Novelty: Technology Adoption Momentum Revisited | **Carmelo Cennamo**, Bocconi U.; **M. Mahdi Tavalaei**, Instituto de Empresa Business School

1011 🗨️ 🗨️ 🗨️: (Paper Session) - (TIM) **Multi-level Innovation: Innovation Teams**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1011

Track F: *Multi-level Innovation: Creativity & Teams*

Chair: **Xiao-Ping Chen**, U. of Washington

📖 Innovate or Die: How do product development teams adapt to environmental technological turbulence? | **Tingting Chen**, Lingnan U.; **Fuli Li**, Xi'an Jiaotong U.; **Xiao-Ping Chen**, U. of Washington; **Zhanying Ou**, Guangzhou U.

📖 The role of experiential and vicarious knowledge in inventor teams (WITHDRAWN) | **Simon Jan Dominiek Schillebeeckx**, Singapore Management U.; **Tufool Alnuaimi**, Imperial College London

📖 Knowledge sharing, transactive memory system, and virtual team creativity | **Nassim Aissa Belbaly**, U. of Montpellier; **Autcharaporn Somsing**, U. of Montpellier

🗨️ 📖 Leadership And New Product Development Project Performance: A Team Cognition Perspective | **Abdessamad Ennabih**, Chouaib Doukkali U.-ENCG El Jadida-LERSEM; **Allard C.R. Van Riel**, Radboud U. Nijmegen; **Zuzana Sasovova**, U. of Amsterdam

1012 🗨️ 🗨️: (Paper Session) - (TIM) **Innovation Environment: Industry Emergence**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1012

Track D: *The Innovation Environment: Competition, Industry, and Institutions*

Chair: **Frank T. Piller**, RWTH Aachen U.

📖 The Future of Additive Manufacturing: A Delphi Study Predicting Trends and Developments for 2030 | **Ruth Jiang**, RWTH Aachen U.; **Robin Kleer**, RWTH Aachen U.; **Frank T. Piller**, RWTH Aachen U.

→ Equity Crowdfunding and the socialization of entrepreneurial finance | **Saul Estrin**, London School of Economics; **Susanna Khavul**, UTA/LSE

Mobile Health Technologies and Information Privacy: A Citizen Perspective | **Grace Kenny**, Dublin City U.

📖 Scaling up Telemedicine: Political Behavior in Innovation, Translation and Theorization | **Jannie Kristine Bang Christensen**, Aalborg U.; **Jepe Agger Nielsen**, Aarhus U.; **Jepe Gustafsson**, Aalborg U.; **Janne Seemann**, Aalborg U.

1013 🗨️ 🗨️: (Paper Session) - (TIM) **Product Development: Product Success and Failure**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1013

Track G: *New Product Development & Introduction*

Chair: **Oliver Alexy**, Technical U. of Munich (TUM)

Mapping the Faulty Process in Breakthrough Misses | **Sen Chai**, ESSEC Business School

🗨️ 📖 Searching for the Preeminent Factors of Radical Innovation: Review, Synthesis, and Testing | **Shengfa Johnson Chuang**, Case Western Reserve U.

🗨️ → 🗨️ 📖 Going Off-Piste: The Role of Status in Launching Unsponsored R&D Projects | **Oliver Alexy**, Technical U. of Munich (TUM); **Paola Criscuolo**, Imperial College London; **Ammon Salter**, U. of Bath; **Dmitry Sharapov**, Imperial College London

📖 The Double-Edged Sword of Bricolage on New Product Advantages | **Liang Wu**, Lingnan U. / Sun Yat-sen U.; **Heng Liu**, Lingnan U. / Sun Yat-sen U.

1014 🗨️ 🗨️ 🗨️: (Paper Session) - (TIM) **Innovation Strategy: Business Models**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1014

Track B: *Technology Innovation Strategy*

Chair: **Joost Rietveld**, Rotterdam School of Management

🔗 Creating Value through the Freemium Business Model: A Consumer Perspective | **Joost Rietveld**, Rotterdam School of Management

🔗 Combining Free and Paid: Revenue Models in the Apple App Store | **Joey Van Angeren**, Eindhoven U. of Technology; **Ksenia Podoyntsyna**, Eindhoven U. of Technology; **Fred Langerak**, Eindhoven U. of Technology

Value propositions for sustainable technologies: Reconfiguration tactics for electric vehicles | **Rene Bohnsack**, Catolica Lisbon School of Business and Economics; **Jonatan Pinkse**, The U. of Manchester; **Jilles Visser**, Hogeschool van Amsterdam

🔗 Business model innovation processes: Looking forward and looking backward | **Joakim Björkdahl**, Chalmers U. of Technology; **Magnus Holmén**, Halmstad U.; **Sara Fallahi**, Chalmers U. of Technology

1015 🗨️📄: (Paper Session) - (TIM) **Cooperation: Innovation Ecosystems**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 4

Tweet this session: **#AOM2016 1015**

Track C. *Alliances & Ecosystems*

Chair: **Paavo Ritala**, Lappeenranta U. of Technology

Orchestrating an Innovation Ecosystem: an Exploratory Study of Distinctive Dynamic Capabilities | **Ellen Enkel**, Zeppelin U.; **Monika Hengstler**, Zeppelin U.

🔗 Innovation Ecosystem Governance: a Typology of Generic Strategies for Managing Complementors | **Xianwei Shi**, U. of Cambridge; **Xingkun Liang**, U. of Cambridge; **Xiaolin Shao**, Zhejiang U.; **Yongjiang Shi**, U. of Cambridge

🔗 Does Becoming a Platform Pay Off? Reconfiguring the Business Model for Two-Sided Markets | **Pontus Huotari**, Lappeenranta U. of Technology; **Paavo Ritala**, Lappeenranta U. of Technology

Product Renewal and Portfolio Complexity in Platform Firms: Evidence from Derivative Exchanges | **Yiyi Su**, Tongji U.; **Weiru Chen**, China Europe International Business School

1016 🗨️📄: (TIM, BPS, OMT) **Interactions for Innovation: Firms, Communities, and Crowds**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 8

Tweet this session: **#AOM2016 1016**

Organizers: **Elizabeth J. Altman**, U. of Massachusetts, Lowell;

Frank Nagle, U. of Southern California

Governing the Crowd: An Approach to Theory Development | **Todd Zenger**, Eccles School, U. of Utah; **Robert Joseph Wuebker**, U. of Utah; **Jack A. Nickerson**, Washington U.

Engaging Communities for Problem Solving and Innovation: Shifting Institutional Logics | **Elizabeth J. Altman**, U. of Massachusetts, Lowell; **Frank Nagle**, U. of Southern California; **Michael L. Tushman**, Harvard U.

Establishing the Worth of an Open Source Community as a Corporate Innovation Partner | **Natalia Levina**, New York U.; **Maha Shaikh**, U. of Warwick

Making Sparks Fly: Understanding How Users Organize to Innovate | **Sonali K. Shah**, U. of Illinois; **Cyrus Mody**, Rice U.

Monday 10:15AM

1017 : (AAA) **Conference Break**

10:15am - 10:45am Anaheim Convention Center: Hall C..

Tweet this session: **#AOM2016 1017**

Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

Monday 11:30AM

1018 : (Plenary) - (BPS) **20 Years of Disruption Theory**

11:30am - 1:00pm Anaheim Marriott: South Marquis Ballroom

Tweet this session: **#AOM2016 1018**

Moderators: **Brian S. Silverman**, U. of Toronto; **Alfonso Gambardella**, Bocconi U.

Panelists: **Clayton Christensen**, Harvard U.; **Rebecca Henderson**, Harvard U.; **Joshua Gans**, U. of Toronto; **Michael L. Tushman**, Harvard U.; **Ashish Arora**, Duke U.

1019 : (Paper Session) - (CAR) **Boundaries and Boundarylessness in Careers Research**

11:30am - 1:00pm Anaheim Convention Center: 205B

Tweet this session: **#AOM2016 1019**

Chair: **Katharina Chudzikowski**, U. of Bath

Discussant: **Jennifer Tosti-Kharas**, Babson College

🔗 Boundaryless Career Success: Distinguished Professors in Academia | **Mina Beigi**, Liverpool John Moores U.; **Melika Shirmohammadi**, Texas A&M U., College Station; **Michael B. Arthur**, Suffolk U.

Coworking Spaces and the Breaking of Social Boundaries to Create New Forms of Innovation | **Vareska Van De Vrande**, Erasmus U. Rotterdam; **Niki Hynes**, Curtin U.

Boundaryless Careers: The Undesired Solution to the Gender Salary Gap Closure | **Igor Bartolec**, Frankfurt School of Finance & Management; **Myriam N. Bechtoldt**, Frankfurt School of Finance & Management; **Erich W. Barthel**, Frankfurt School of Finance & Management

The Careers Arnon Reichers Best Student Paper Award Finalist

Psychological Contracts of SIEs: The Role of Language Proficiency and Organizational Embeddedness | **Johannes Marcelus Kraak**, Kedge Business School; **Yochanan Altman**, Middlesex U. and Teesside U.

1020 : (Paper Session) - (CAR) **Employee Withdrawal and Turnover**

11:30am - 1:00pm Anaheim Convention Center: 303D

Tweet this session: **#AOM2016 1020**

Chair: **Emma Parry**, Cranfield U.

Discussant: **Wendy Marcinkus Murphy**, Babson College

🔗 A Mixed-Methods Analysis of Embeddedness and Affiliation in the U.S. Marine Corps Reserve | **Kathryn Aten**, Naval Postgraduate School; **Marco S. DiRenzo**, Naval Postgraduate School; **Jason Barnes**, U.S. Marine Corps; **Caroline Brown**, U.S. Navy; **Adam Shapiro**, U.S. Navy; **Benny Volkman**, U.S. Navy

🔗 Turnover of Individuals with Similar Career Sequences as Predictor of Employer Change | **Katja Dlouhy**, U. of Mannheim; **Torsten Biemann**, U. of Mannheim

The Careers Best Overall Paper Award Finalist

🔗 Turnover for Skill Acquisition | **Lakshmi Bose**, U. of New South Wales, Sydney

When Quitting is Not an Option: Unpacking the Links Between Workplace Mistreatment and Withdrawal | **Kevin L. McKouen**, U. of Wisconsin, Milwaukee; **Romila Singh**, U. of Wisconsin, Milwaukee; **Nadya Fouad**, U. of Wisconsin, Milwaukee

1021 📖🗨️📄JS: (CAR, HR, OB) **Attracting and Developing the Protean Employee**

11:30am - 1:00pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1021

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.

Discussant: **Martin Gubler**, Schwyz U. of Teacher Education
Factors in Supporting and Developing Protean Employees: A Theoretical Model | **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.

Can Protean Orientations Be Increased? Results of Classroom Interventions | **Jon P. Briscoe**, Northern Illinois U.; **Alessandro Lo Presti**, Seconda U. degli studi di Napoli; **Julie Unite**, Humber, Mundie and McClary

The Protean Career: A Practitioner's Perspective | **Julie Unite**, Humber, Mundie and McClary

Fostering a Protean Career Orientation: The Role of the Organization and the Supervisor | **Ans De Vos**, U. of Antwerp/ Antwerp Management School

1022 🗨️📄CAU: (CAU) **Fostering Positive Connections: An Organizational Care and Compassion Microcommunity Caucus**

11:30am - 1:00pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 1022

During this caucus, the Organizational Care and Compassion Microcommunity will address new ideas and emerging topics in our research stream, including the importance of compassion at work, the sociomateriality of caring, and measurement issues in compassion research. We will organize three tables around these interest areas to facilitate free and open dialogue.

Organizers: **Laura T. Madden**, East Carolina U.; **Monica C. Worline**, U. of Michigan

1023 📄CAU: (CAU) **Continuing the Conversation on Social-sexual Behavior in the Workplace: Building Research Agendas**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon F

Tweet this session: #AOM2016 1023

Organizers: **Alexis Nicole Smith**, Oklahoma State U.; **Brian D. Webster**, Ball State U.

Participants: **Amy Baker**, U. of New Haven; **Lynn Bowes**, Western New England U.; **Michael S Christian**, U. of North Carolina, Chapel Hill; **Stefanie K Johnson**, U. of Colorado, Boulder; **Anne O'Leary-Kelly**, U. of Arkansas; **Charles A. Pierce**, U. of Memphis; **Shannon L. Rawski**, U. of Wisconsin, Oshkosh; **Marla Baskerville Watkins**, Northeastern U.

1024 🗨️📄CAU: (CAU) **Designing Meaningful Work, Leadership and Organizations in a Digitized World: A Research Incubator**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 5

Tweet this session: #AOM2016 1024

Organizers: **Tanja Schwarzmüller**, Technical U. Munich; **Prisca Brosi**, TUM School of Management
Chair: **Isabell Melanie Welpe**, Technical U. Munich

Discussants: **Sharon K. Parker**, U. of Western Australia; **Arvind Malhotra**, U. of North Carolina, Chapel Hill; **Timothy Golden**, Rensselaer Polytechnic Institute; **Melissa Mazmanian**, U. of California, Irvine

1025 🗨️📄CAU: (CAU) **Small Acts of Leadership: Why People Lead When They Don't Have To**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 6

Tweet this session: #AOM2016 1025

Organizers: **Hettie A. Richardson**, Texas Christian U.; **Gregory K. Stephens**, Texas Christian U.

Participant: **Larry Peters**, Texas Christian U.

1026 📄: (Paper Session) - (CM) **Categorization Effects on Behavior**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1026

Chair: **Adi Amit**, The Open U. of Israel

📄🗨️**Make or Break Alliances: A Process Model of Faultline Contagion and Alliance Instability** | **Martijn van der Kamp**, The U. of Melbourne; **Brian Tjemkes**, U. of Amsterdam

Winner of CM Division Best Paper Award - Conflict in Context

🗨️➔🗨️🗨️**A Longitudinal Study of Conflict and Work-Life Balance: Solutions via a Family-Based Faultline** | **Jarrod M. Haar**, Auckland U. of Technology; **Chester Spell**, Rutgers U., Camden; **Yekaterina Bezrukova**, Santa Clara U.

📄**Invisible Inequality Leads to Punishing the Poor and Rewarding the Rich** | **Oliver Hauser**, Harvard Business School; **Gordon Kraft-Todd**, Yale U.; **David Rand**, Yale U.; **Martin Nowak**, Harvard U.

📄**Dual Roles of Age in the Customer**

Mistreatment-Performance Relationship | **Rajiv Amarnani**, The Australian National U.; **Prashant Bordia**, The Australian National U.; **Simon Lloyd D. Restubog**, The Australian National U.

1027 📄JS: (CM, OB, HR) **Justice is All Around Us: The Role of Coworkers, Employees, and Daily Justice**

11:30am - 1:00pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1027

Chairs: **Szu-Han Lin**, Michigan State U.; **Anna L. Connors**, Michigan State U.; **Joel Koopman**, U. of Cincinnati

Discussant: **Jason Colquitt**, U. of Georgia

Snarky Peers can Undermine Polite Bosses: The Challenge of Managing Interpersonally Unfair Peers | **Corinne Bendersky**, U. of California, Los Angeles; **Joel Brockner**, Columbia U.

Nostalgia Buffers the Negative Impact of Low Interactional Justice on Intrinsic Motivation | **Marius van Dijke**, Erasmus U. Rotterdam; **Joost Leunissen**, Erasmus U. Rotterdam; **Tim Wildschut**, U. of Southampton; **Constantine Sedikides**, U. of Southampton

Everyone is Treated More Fairly Than Me: An Ego Depletion Perspective on Justice Social Comparison | **Joel Koopman**, U. of Cincinnati; **Szu-Han Lin**, Michigan State U.; **Anna L. Connors**, Michigan State U.; **Russell E. Johnson**, Michigan State U.; **Fadel K. Matta**, U. of Georgia

Effects of Subordinate Warmth and Competence and Managers' Need to Belong on Manager's Justice | **Huisi Jessica Li**, Cornell U.; **Ya-Ru Chen**, Cornell U.

1028 🗨️📄: (CM, OB, MOC) **Strategy, Contextualized: New Perspectives on When, Why and How We Strategize**

11:30am - 1:00pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1028

Organizers: **Jennifer Dannals**, Stanford GSB; **Nathaniel Nakashima**, Stanford GSB

Discussant: **Maurice Schweitzer**, U. of Pennsylvania

Cooperating to Compete: Pre-negotiation as a Prelude to Conflict | **Nathaniel Nakashima**, Stanford GSB

Win-win in Negotiations: The Relational and Economic Benefits of Strategic Offer Framing | **Michael Schaerer**, INSEAD; **Martin Schweinsberg**, INSEAD; **Roderick Swaab**, INSEAD

It Doesn't Hurt to Ask: Question-asking Encourages Self-disclosure and Increases Liking | **Karen Huang**, Harvard Business School; **Mike Yeomans**, Harvard U.; **Alison Wood Brooks**, Harvard U.; **Julia Alexandra Minson**, The Wharton School, U. of Pennsylvania

Who Are the Flirts?: Dispositional and Situational Predictors of Social Sexual Behavior | **Laura Kray**, U. of California, Berkeley; **Michael Rosenblum**, Haas School of Business

Social Costs of Strategic Thinking | **Jennifer Dannals**, Stanford GSB; **Nir Halevy**, Stanford U.

1029 🗨️📄: (Paper Session) - (CMS) **Critical Epistemologies and Methodologies**

11:30am - 1:00pm Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1029

Chair: **Scott Taylor**, U. of Birmingham

📄 The Summer of Withdrawal – A Study in Customer-Based Firm Resilience | **Cyrus Parks**, U. of Houston

🗨️ Capturing the Ideological Imprint of CSR Communication: An Extended Understanding of 'Greenwashing' | **Aurélien Feix**, U. of Lausanne, HEC Lausanne

📄 Compliance in the 'Audit Society'? Creation of Deviance by Standards | **Sarah Langer**, Friedrich-Schiller-U. Jena; **Andrea Fried**, Linköping U.

🗨️ Cross-Sector Partnerships: From Paternalistic to Communitarian Model of Public Goods' Provision | **Yuliya Shymko**, Vlerick Business School

1030 🗨️📄👤: (Paper Session) - (CMS) **Cultural Representations and Identity (Work)**

11:30am - 1:00pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 1030

Chair: **Mark Learmonth**, Durham U.

Englishization, Disciplinary Power and Identity Work | **Mehdi Boussebaa**, U. of Bath; **Andrew D. Brown**, U. of Bath

🗨️📄 Capitalizing Craft: A Field Theory Approach to Analyzing Production and Consumption in Markets | **Christopher Shane Elliott**, U. of North Carolina

📄👤 Without Reservation: The Commodification of Native Americans | **Carma Claw Nez**, New Mexico State U.

Best Student Paper

📄 Organizational Readiness: A Vygotskian Analysis of Mediated Learning through Disney Animation | **Martyn Griffin**, U. of Leeds; **Mark Learmonth**, Durham U.

1031 🗨️📄: (Paper Session) - (CMS) **Ethics Reconsidered**

11:30am - 1:00pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1031

Chair: **Alison Pullen**, Macquarie U.

🗨️ Unpacking Ethical Dilemmas: A Neo-Weberian Model | **Pauline Fatien Diochon**, Menlo College; **Jean Nizet**, Catholic U. of Louvain

Postfoundational Ethics and the Paradox of Nondecision and Leadership | **Des Williamson**, U. of Surrey; **Alexandra Bristow**, U. of Surrey

Democracy, Business Ethics and the Volkswagen Emissions Scandal (WITHDRAWN) | **Carl Rhodes**, U. of Technology, Sydney

Jean-Luc Nancy and the Promise of Corporeal Ethics in Organizations | **Natalia Korchagina**, EMLYON Business School; **Alison Pullen**, Macquarie U.

1032 🗨️📄👤🗨️📄: (CMS, PNP) **Rebuilding Ethical Governance through Public Engagement**

11:30am - 1:00pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 1032

Moderator: **Simon Robinson**, Leeds Beckett U.

Coordinator: **William Xiuping Sun**, Leeds Beckett U.

Participants: **Jamie Morgan**, Leeds Beckett U.; **Henri Kuokkanen**, Glion Institute of Higher Education

1033 : (Paper Session) - (ENT) **Employees in Start-ups**

11:30am - 1:00pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 1033

Chair: **Kilian Moser**, TUM School of Management

Discussant: **Kristen Madison**, Mississippi State U.

📄🗨️ Entrepreneurial teams' acquisition of talent: a two-sided approach | **Florence E M Honore**, Iowa State U.

📄 How Entrepreneurs Influence Employees' Job Satisfaction: The Double-edged Sword of Proactivity | **Ute Stephan**, Aston Business School; **Karoline Strauss**, ESSEC Business School; **Dominika Wach**, Technische U. Dresden; **Marjan Gorgievski**, Erasmus U. Rotterdam

How to win over Employees' Hearts and Minds: Building Internal Legitimacy | **Charlotte Pauwels**, Ghent U.

🗨️📄 Small, but visionary: A pattern analysis of new venture and large firm employer image dimensions | **Kilian Moser**, TUM School of Management; **Andranik Tumasjan**, Technical U. Munich

1034 : (Paper Session) - (ENT) **Transnational Entrepreneurship**

11:30am - 1:00pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 1034

Chair: **Eliada Nwosu**, U. of Cape Town

Discussant: **Florian A. Täube**, U. Libre de Bruxelles

🗨️👤🗨️ Ties That Bind: Ethnic Ties and International New Venture Creation | **Neri Karra**, IESEG School of Management

Returnee social networks, resource acquisition and returnee entrepreneurship | **Wei Zheng**, Peking U.; **Daomi Lin**, Lingnan U. / Sun Yat-sen U.; **Jiangyong Lu**, Peking U.; **Xiaohui Liu**, Loughborough U.; **Mike Wright**, Imperial College London

📄 Social Ties and Venture Creation by Transnational Entrepreneurs | **Sarika Pruthi**, San Jose State U.

🗨️📄 Re-Rooted: Exploring the Institutional Embeddedness of Transnational Entrepreneurship | **Eliada Nwosu**, U. of Cape Town; **Joy Olabisi**, Rochester Institute of Technology

1035 : (Paper Session) - (ENT) Theorizing about Context

11:30am - 1:00pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1035

Discussant: **Nadine Kammerlander**, WHU - Otto Beisheim School of Management

📖 How Context Becomes Context: Integrating Multiple Contexts in Entrepreneurial Explanation (WITHDRAWN) | **Denise Fletcher**, U. Luxembourg; **Paul Selden**, U. Luxembourg

📖 Entrepreneurial Storytelling of Resilience | **Rohny Saylor**, Washington State U.; **Marja Turunen**, Aalto U.; **David M Boje**, New Mexico State U.

🗣️📖 A Case for Autoethnography | **R. Duncan Morrison Pelly**, California State U., Los Angeles

Pushing Individual Entrepreneurial Behavior Research Forward: Do Creativity and Religiosity Matter? (WITHDRAWN) | **Waleed Omri**, EDC Paris; **Audrey Becuwe**, U. of Limoges; **Kathleen Randerson**, EDC Paris

1036 : (Paper Session) - (ENT) Preserving Sociemotional Wealth

11:30am - 1:00pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 1036

Chair: **Nancy B Kurland**, Franklin & Marshall College

Discussant: **Sabine B. Rau**, King's College London

📖 The Family Ties That Bind: How Emotion and Family Dynamics Preserve Socioemotional Wealth | **David Scott Jiang**, Georgia Southern U.; **Franz W. Kellermanns**, U. of North Carolina, Charlotte; **Timothy P. Munyon**, U. of Tennessee, Knoxville; **Michael Lane Morris**, U. of Tennessee, Knoxville

📖 Preservation, Succession, and the Culture of Farming in Lancaster County, PA | **Nancy B Kurland**, Franklin & Marshall College; **Sara Jane McCaffrey**, The Wharton School, U. of Pennsylvania

📖 The IPO Pricing Dilemma in Family Firms: Socioemotional Wealth and Multiple Agency Conflicts | **Josip Kotlar**, Lancaster U.; **Andrea Signori**, U. Cattolica del Sacro Cuore; **Alfredo De Massis**, Lancaster U.; **Silvio Vismara**, U. of Bergamo

📖 Socio-emotional Wealth: Disentangling Corporate Social Responsibility Performance of Family Firms | **Josh Wei-Jun Hsueh**, Bocconi U.

1037 : (Paper Session) - (ENT) Entrepreneurship & Creativity

11:30am - 1:00pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1037

Chair: **Maria Anna Halbinger**, City U. of New York, Baruch College

Discussant: **Jeff Vanevenhoven**, U. of Wisconsin, Whitewater

📖 Measuring Imagination in New Venture Ideation | **Alexander S. Kier**, Indiana U. Kelley School

Entrepreneurship in the performing arts | **Michela Laura Bergamini**, KU Leuven; **Ward Van de Velde**, KU Leuven; **Bart Van Looy**, KU Leuven; **Klaasjan Visscher**, U. of Twente

🗣️📖 Creating Novelty: How Arts Entrepreneurs and Their Customers Co-Create Aesthetic Artifacts | **Sara Rosa Soares Traquina Alves Elias**, U. of Victoria; **Todd H Chiles**, U. of Missouri

📖 Are you willing or are you able? The role of motivation and creativity in entrepreneurial activity | **Maria Anna Halbinger**, City U. of New York, Baruch College

1038 : (Paper Session) - (ENT) Entrepreneurship, Strategy & Planning

11:30am - 1:00pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1038

Chair: **Mahima Hada**, City U. of New York, Baruch College

Discussant: **Eun-Jeong Ko**, Syracuse U.

An Identity Perspective on Coopetition in the Craft Beer Industry | **Blake D. Mathias**, Louisiana State U.; **Casey Jonathan Frid**, Pace U.; **Tera L. Galloway**, Illinois State U.; **Annelore Huyghe**, Queensland U. of Technology

🗣️📖 High on coopetition? Paradoxical framing in entrepreneurs' cooperative and competitive repertoires | **Josh W. Keller**, Nanyang Technological U.; **Brooke Boren**, U. of Oregon; **David M. Gomulya**, Nanyang Technological U.

📖 Exploration and firm performance: A strategic entrepreneurship perspective | **Zhongfeng Su**, Xi'an Jiaotong U.; **Hai Guo**, Renmin U. of China; **Wei Sun**, Xi'an Jiaotong U.

📖 David vs. Goliath: Startups versus Established Firms and the role of Supplier-Initiated Referrals | **Mahima Hada**, City U. of New York, Baruch College; **Rajeev J Sawant**, City U. of New York, Baruch College

1039 : (Paper Session) - (ENT) Resources & Growth

11:30am - 1:00pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1039

Chair: **Zhi Tang**, Rochester Institute of Technology

Discussant: **Per Davidsson**, Queensland U. of Technology

📖 Equality of Opportunity, Charity Donation, and Growth Intentions of Chinese Entrepreneurs | **Zhi Tang**, Rochester Institute of Technology; **Jintong Tang**, Saint Louis U.; **Renhong Zhu**, National Sun Yat-Sen U.; **Xinchun Li**, National Sun Yat-Sen U.

📖 New Venture Legitimacy and Investment Acquisition in the Context of Business Model Imitation | **Yingzhu Fu**, IE Business School; **Matthias Alfred Tietz**, IE Business School

🗣️📖 The Right Stuff: Resources for New Venture Performance in the Start-up and Growth Stages | **Mark Robert Mallon**, Old Dominion U.; **Stephen E. Lanivich**, Old Dominion U.; **Ryan Lee Klinger**, Old Dominion U.

The Venture Lifecycle Revisited: Stage-Contingent Benefits of Technical, Commercial & Process Roles | **Alicia DeSantola**, Harvard Business School; **Ranjay Gulati**, Harvard U.

1040 : (Paper Session) - (ENT) Crowdfunding 3

11:30am - 1:00pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1040

Chair: **Yuanqing Li**, The U. of Texas, Rio Grande Valley

Discussant: **Sibin Wu**, The U. of Texas, Rio Grande Valley

🗣️➔📖 Crowdfunding: Motives, Definitions, Typology and Ethical Challenges | **Mokter Hossain**, Aalto U.; **Gospel Onyema Oparaocha**, Turku School of Economics in the U. of Turku

📖 Feeling Good about Feeling Good: Investor Selection in a Pro-Social Crowdfunding Context | **Alex Naar**, Virginia Tech

📖 Will they deliver? The inconsistency between resource acquisition and new venture follow-through | **Alex Murray**, U. of Washington, Seattle

📖 Banking on each other on online peer-to-peer loan markets | **Kourosh Shafi**, Politecnico di Milano

1041 : (Paper Session) - (ENT) Ecosystems 3

11:30am - 1:00pm Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1041

Chair: **Christina Theodoraki**, U. of MontpellierDiscussant: **Xianwei Shi**, U. of Cambridge

A Holistic Approach of Incubator Strategies in the Entrepreneurial Support Ecosystem | **Christina Theodoraki**, U. of Montpellier; **Karim Messeghem**, U. of Montpellier

🎧📊Orchestration of Entrepreneurial Ecosystem for New Venture Growth: Moderating role of TMT | **Sumita Sarma**, U. of Missouri, Kansas City

→ 📊👤Raising the level of female entrepreneurship in startup ecosystems | **Elisabeth S.C. Berger**, U. of Hohenheim; **Andreas Kuckertz**, U. of Hohenheim

🎧📊The Link Between Entrepreneurial Attributes and Ecosystem Orchestration: The Case of Q-Search | **Oana Maria Pop**, U. Hasselt; **Diana Rus**, U. of Groningen; **Nadine Roijackers**, U. Hasselt; **Marjolein Hins**, Q-Search

1042 : (Paper Session) - (ENT) Entrepreneurship, Identity & Personality

11:30am - 1:00pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1042

Chair: **Sara Bonesso**, U. Ca' Foscari of VeniceDiscussant: **Hugh Sales**, Belmont Abbey College

📊Self-identity in Aspiring Entrepreneurs: a Conceptual Classification | **Sara Bonesso**, U. Ca' Foscari of Venice; **Fabrizio Gerli**, U. Ca' Foscari of Venice; **Laura Cortellazzo**, U. Ca' Foscari of Venice

🎧👤→ The Dynamic Construction of Entrepreneurial Identity: A Dual-process Model | **Jinlong Zhu**, National U. of Singapore; **Neha Tripathi**, National U. of Singapore; **Gabriel Henry Jacob**, National U. of Singapore; **Nan Wang**, National U. of Singapore

🎧→ Risk-Taking Propensity and Entrepreneurship: The Role of Power Distance in Six Countries | **Bostjan Antoncic**, U. of Ljubljana; **Jasna Auer Antoncic**, U. of Primorska; **Matjaz Gantar**, KD Group d.d.; **Robert D. Hisrich**, Kent State U.; **Lawrence J. Marks**, Kent State U.; **Alexandre A. Bachkirov**, Sultan Qaboos U.; **Zhaoyang Li**, Shanghai U. of International Business and Economics; **Pierre Polzin**, U. of Porto; **Jose L. Borges**, U. of Porto; **Antonio Coelho**, U. of Porto; **Marja-Liisa Kakkonen**, Mikkeli U. of Applied Sciences

🎧How to Become more Entrepreneurial? The Role of Identity in Entrepreneurial Goal Orientation | **Bart Clarysse**, Imperial College Business School; **Anneleen Van Boxstael**, Ghent U.

1043 : (Paper Session) - (ENT) Institutions & Finance

11:30am - 1:00pm Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1043

Chair: **Joris J. Ebbers**, U. of AmsterdamDiscussant: **Céline Barrédy**, Paris X Nanterre, CEROS

🎧Do Interest Rates Affect Venture Capital Investments? | **Cristiano Bellavitis**, National Research U. Higher School of Economics

Crowd(fund)ing at the gates? Toward a gatekeeper theory of dual value creation | **Claire Ellen Ingram**, Stockholm School of Economics; **R Scott Livengood**, The Ohio State U.

📊How Regional Institutions Influence Entrepreneurial Investment: The Role of Financing Constraints | **Bach Duy**

Nguyen, Aston Business School; **Jun Du**, Aston Business School

Founding TMT Reputation and Investments in New Ventures: The Mediating Role of Idea Legitimacy | **Joris J. Ebbers**, U. of Amsterdam; **Angelo Tomaselli**, U. of Bologna; **Giuseppe Torluccio**, U. of Bologna

1044 : (Paper Session) - (ENT) Academic Entrepreneurship

11:30am - 1:00pm Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1044

Chair: **Hanieh Khodaei**, Delft U. of TechnologyDiscussant: **Christos Kolympiris**, U. of Bath

📊Individual human capital and beyond: multi-disciplinarity in academic entrepreneurship | **Sai Lan**, Peking U.; **Kun Liu**, Wayne State U.

Technology Transfer Offices, Incubators, and Intellectual Property Management | **Lise Aaboen**, NTNU; **Marcus Holgersson**, Chalmers U. of Technology

📊Entrepreneurial orientation and opportunity recognition: The mediating role of absorptive capacity | **Hanieh Khodaei**, Delft U. of Technology; **Victor Scholten**, Delft U. of Technology; **Emiel F.M. Wubben**, Wageningen U.; **Onno Omta**, Wageningen U.

📊A case of academic intrapreneurship | **Paul Burkholder**, Bombardier Transportation/ BHOLDER; **A.M.C. Eveline Stam**, U. of Amsterdam; **Willem Hulsink**, Erasmus U. Rotterdam

1045 : (Paper Session) - (ENT) Entrepreneurship & Opportunities

11:30am - 1:00pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1045

Chair: **Susana Correia Santos**, U. of FloridaDiscussant: **Mujtaba Ahsan**, San Diego State U.

🎧A Process View of Opportunity Recognition and Creation for Radical Innovation | **Shengfa Johnson Chuang**, Case Western Reserve U.

Beauty in the eye of the beholder: How cognitive dispositions influence opportunity evaluation | **Richard Chan**, Stony Brook U.-State U. of New York; **Annaleena Parhankangas**, U. of Illinois at Chicago

→ 📊Team Entrepreneurial Alertness: Initial Testing of an Emergent Model | **Susana Correia Santos**, U. of Florida; **Michael H. Morris**, U. of Florida

The Role of Boundary Objects in Entrepreneurship: Moving Towards an Interaction-Learning Nexus | **Dietmar Grichnik**, U. of St. Gallen; **Nicholas Dew**, Naval Postgraduate School; **Stuart Read**, Willamette U.; **Charlotta Sirén**, U. of St. Gallen

1046 🎧📊JS: (ENT, CMS) Is Geography a Blessing or a Curse in Entrepreneurship?

11:30am - 1:00pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1046

Organizer: **Nastaran Simarasl**, U. of Tennessee

Speakers: **Brandon Ofem**, U. of Missouri, St. Louis; **Kim Klyver**, U. of Southern Denmark; **Pablo Muñoz**, U. of Leeds

1047 → 🎧📊JS: (ENT, TIM) Women Entrepreneurs Access to Early Stage Equity Financing: Challenges and Opportunities

11:30am - 1:00pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1047

Organizer: Linda F. Edelman, Bentley U.
Participants: Candida G Brush, Babson College; Susanna Khavul, UTA/LSE; Alicia Robb, Ewing Marion Kauffman Foundation; Karen Wilson, Bruegel; Sheryl Winston Smith, Fox School of Business, Temple U.

1048 → 📄👤: (Paper Session) - (GDO) **Racial-Ethnic Disparities in Leadership and Worker Experiences**

11:30am - 1:00pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1048

Chair: Geoffrey J. Leonardelli, U. of Toronto

- 👤🗣️📄👤 U.S. Ethnic Minorities' Sensemaking of Psychological Contract Violation in the Workplace | **Dejun Tony Kong**, U. of Houston; **Phillip M. Jolly**, U. of Houston
- 👤🗣️ Performance Decline and Leadership: Is East Asian Leadership Preferred in Tumultuous Times? | **Seval Gundemir**, Columbia Business School; **Andrew M. Carton**, The Wharton School, U. of Pennsylvania; **Astrid C. Homan**, U. of Amsterdam
- 👤🗣️ Inclusion is not a Slam Dunk: Discrimination in Leadership within the Context of Athletics | **William G. Obenauer**, Rensselaer Polytechnic Institute
- 👤🗣️ The White Leader Prototype in China? A Test of Cultural Exposure and White Dominance | **Jing Hu**, U. of Toronto; **Geoffrey J. Leonardelli**, U. of Toronto; **Soo Min Toh**, U. of Toronto
- 👤🗣️ Racial Harassment and Job Satisfaction – Career-related Variables' Role | **Sebastian Stoermer**, U. of Goettingen; **Azusa Hitotsuyanagi**, U. of Göttingen

1049 📄👤: (Paper Session) - (GDO) **The Effects of Diversity on Employee Performance and Organizational Performance**

11:30am - 1:00pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1049

This session contains four papers that examine the impact of various forms of diversity on employee performance and organizational performance.

Chair: Corinne Post, Lehigh U.

- 📄👤 CEO Power and Top Management Team Diversity: Implications for Firm Performance | **Tomohiko Tanikawa**, Meiji U.; **Yuhee Jung**, Gakushuin U.
- 👤🗣️ Reconsidering Diversity's Effects on Performance: Reconciling Disparity and Discrimination | **Dennis Lips**, U. of Mannheim; **Michael Woywode**, U. of Mannheim
- 👤🗣️ The Mediating Effect of Capital Diversity on Gender Diversity and Firm Performance Relationship | **Tien Thu Thuy Nguyen**, The U. of Sydney; **John Shields**, The U. of Sydney
- 👤🗣️ Bridging and Bonding: How Social Diversity Influences Organizational Performance | **Brad R. Fulton**, Indiana U. Bloomington

1050 🗣️👤📄👤 JS: (GDO, CMS, HR) **Diversity and Inclusion (D&I) through HRM: Country Perspectives**

11:30am - 1:00pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1050

Organizers: Alain Klarsfeld, Toulouse Business School; Barbara Sieben, Helmut-Schmidt U.

International and Comparative Perspectives on Diversity and Equal Treatment | **Alain Klarsfeld**, Toulouse Business School
 Implications of Gender and Immigration Status on the Career of Millennials | **Eddy S. Ng**, Dalhousie U.; **Sean Thomas Lyons**, U. of Guelph; **Linda Schweitzer**, Carleton U.

An Intersectional Approach to Diversity Management in the United States and France | **Tarani Joy Merriweather Woodson**, Columbia U.; **Ariane Ollier-Malaterre**, UQAM
 The Political Arena of Equality and Diversity at Work: The Cases of Germany and Turkey | **Angela Kornau**, Helmut Schmidt U.; **Barbara Sieben**, Helmut-Schmidt U.; **Lena Knappert**, Tilburg U.

1051 🗣️👤 JS: (GDO, CMS, ODC) **Changing Organizations Toward Inclusion: A Multiparty Dialogue**

11:30am - 1:00pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1051

Chair: Yvonne Benschop, Radboud U. Nijmegen

Panelists: **Marieke van den Brink**, Radboud U. Nijmegen; **Todd Corly**, The Tapo Institute; **Bernardo M. Ferdman**, Alliant International U.; **Katherine Giscombe**, Catalyst; **Elisabeth K. Kelan**, Cranfield School of Management; **Aleida Meijerink**, Twijnstra Gudde; **Ann Peters**, U. Hasselt; **Patrizia Zaroni**, U. Hasselt

1052 🗣️👤 JS: (GDO, OB, HR) **Bridging the Gap: Shedding Light on New Frontiers of Diversity and Inclusion Research**

11:30am - 1:00pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1052

Chairs: **Tiffany D. Johnson**, Pennsylvania State U.; **Brent J. Lyons**, Simon Fraser U.

Discussant: **Aparna Joshi**, Pennsylvania State U.

Inclusive Workplaces: Moving Beyond Inequality and Diversity Management | **Lynn Shore**, Colorado State U.; **Jeanette N. Cleveland**, Colorado State U.; **Diana Sanchez**, Colorado State U.

Navigating Beyond the Categorical Perspective for Understanding Demographic Social Identities | **Judith A. Clair**, Boston College; **Beth K. Humberd**, U. of Massachusetts, Lowell; **Elizabeth D. Rouse**, Boston U.; **Elise Bair Jones**, Boston College

Toward a Theory of the Unintended Consequences of Diversity Initiatives | **Lisa M. Leslie**, New York U.

How the Inclusion of Migrants Can Facilitate International Acculturation | **Sabrina D Volpone**, U. of New Mexico; **Dennis John Marquardt**, Abilene Christian U.; **Wendy J. Casper**, The U. of Texas at Arlington; **Derek R. Avery**, Wake Forest U.

Participants: **Derek R. Avery**, Wake Forest U.; **Wendy J. Casper**, The U. of Texas at Arlington; **Judith A. Clair**, Boston College; **Jeanette N. Cleveland**, Colorado State U.; **Beth K. Humberd**, U. of Massachusetts, Lowell; **Elise Bair Jones**, Boston College; **Lisa M. Leslie**, New York U.; **Dennis John Marquardt**, Abilene Christian U.; **Elizabeth D. Rouse**, Boston U.; **Diana Sanchez**, Colorado State U.; **Lynn Shore**, Colorado State U.; **Sabrina D Volpone**, U. of New Mexico

1053 📄: (Paper Session) - (HCM) **How Organizations Affect the Patient Experience**

11:30am - 1:00pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1053

Chair: **Larry R. Herald**, U. of Alabama, Birmingham

- 🗣️ Implementing Accountable Care Organizations: Don't Forget the Patients | **Daniel Morris Walker**, The Ohio State U.; **Jennifer Lynn Hefner**, The Ohio State U.; **Lindsey Sova**, The Ohio State U.; **Brian Hilligoss**, The Ohio State U.; **Paula H. Song**, U. of North Carolina, Chapel Hill; **Ann Scheck McAlearney**, The Ohio State U.

The Moderating Role of Hospital Size on the Relationship between Patient Experience and Safety | **Geoffrey A. Silvera**, Auburn U.; **Jonathan Clark**, The U. of Texas at San Antonio

- 🗣️ Sustained Hospital Performance on HCAHPS Survey: What are the Determinants? | **Mona Al-Amin**, Suffolk U.; **Melody Schiaffino**, San Diego State U.; **Sinyoung Park**, Indiana U. / Purdue U., Fort Wayne; **Jeffrey Harman**, Florida State U.

The Role of Physician Practice Characteristics in Maintaining Visits from Established Patients | **Ann M Nguyen**, U. of Washington

1054 📄: (Paper Session) - (HCM) **Cooperation and Collaboration in Healthcare**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1054

Chair: **Trish Reay**, U. of Alberta

- ➔ 📄 Individual and Organizational Characteristics of Inter-Organizational Cooperation in Health Care | **Daan Westra**, Maastricht U.; **Dirk Ruwaard**, Maastricht U.; **Martin Carree**, Maastricht U.; **Federica Angeli**, Maastricht U.
- ➔ 📄 Organizational and Social Determinants of Knowledge-sharing Networks among Primary Care Physicians | **Roberto Dandi**, Luiss Guido Carli U.; **Daniele Mascia**, U. Cattolica del Sacro Cuore; **Francesca Pallotti**, U. of Greenwich

A Conceptualization of Impediments to Inter-Organizational Collaboration in Health Care | **Carolin Auschra**, Freie U. Berlin

- 🗣️ 📄 The Impact of Similarity on the Networking Behaviors of Organizations | **Fausto Di Vincenzo**, The G. d'Annunzio U.

1055 📄JS: (HCM, OMT, PNP) **Transformation of the Health Professional Workforce: Implications for Management Research**

11:30am - 1:00pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1055

Participants: **Gary J. Young**, Northeastern U.; **Timothy Hoff**, Northeastern U.**1056** 📄: (Paper Session) - (HR) **The Influence of HR Practices on Employee Reactions and Well-Being**

11:30am - 1:00pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1056

Chair: **Brenda A. Barros-Rivera**, Texas A&M U.

- 📄 The Effect of High Involvement Management on Employee Well-Being in Britain | **Ying Zhou**, U. of Surrey; **Min Zou**, Bain and Co.

📄 Strategic HR Practices and Tradeoff Effects on Health, Happiness, and Relational Well-Being | **Marco Guerci**, U. of Milan; **Sven Hauff**, U. of Hamburg; **Silvia Gilardi**, U. di Milano, Bicocca

Clarifying Employees' Perceptions and Interpretations of HR Practices: What, How, and Why | **Ying Wang**, U. of New South Wales

Workforce Differentiation, Organizational Justice, and Perceived Organizational Support | **Michael Koch**, U. of Kent; **Sarah Park**, King's College London

1057 📄: (Paper Session) - (HR) **Job Design, Employee Adaptation, and Stress**

11:30am - 1:00pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1057

Chair: **Christopher C. Rosen**, U. of Arkansas

📄 Effects of Underload and Overload on Job Satisfaction and Stress: How Important is Job Tenure? | **Manuela Morf**, U. of Zurich; **Bruno Staffelbach**, U. of Zurich

📄 Temporary Teams: Contextual Factor Effects on Task Performance vs. Relational Cohesion | **Dilene Crockett**, Northeastern State U.; **David Kern**, Northeastern State U.; **Kenneth Jones**, Northeastern State U.

📄 🗣️ ➔ 🗣️ 📄 🗣️ 🗣️ Organizational Tenure and Job Performance: Role of Continuance Commitment and Job Characteristics | **Nishant Uppal**, Indian Institute of Management, Lucknow

📄 Perpetrator's Affective and Behavioral Reactions to Own Counterproductive Work Behavior | **Jian Shi**, Huazhong U. of Science and Technology; **Wei He**, Huazhong U. of Science and Technology; **Shao-Long Li**, Wuhan U.; **Zhen-Xiong Chen**, The Australian National U.

1058 ➔ 📄: (HR) **Relational Models of High Performance Work Systems**

11:30am - 1:00pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1058

Chairs: **Jody Hoffer Gittel**, Brandeis U.; **Xiangmin Liu**, Pennsylvania State U.Discussant: **Frits Pil**, U. of Pittsburgh

Addressing Performance Problems Using Formative Cross-Functional Performance Monitoring | **Aoife M McDermott**, Cardiff U.; **Edel Conway**, Dublin City U.; **Janine Bosak**, Dublin City U.; **Kenneth Cafferkey**, Dublin City U.

Relational Coordination of Workforce Diversity and Firm Performance in Korea | **Hun Whee Lee**, Michigan State U.

Exploring the Linkages between HPWS and Organizational Performance in Banking Sector of Pakistan | **Muhammad Siddique**, Institute of Management Sciences

Relational High Performance Work Systems, Employee Engagement, and Sales Performance | **Xiangmin Liu**, Pennsylvania State U.; **Zhengtang Zhang**, Nanjing U.

Speaking the Same Language: Associations with Relational Coordination and Quality of Care | **Manuel Stuehlinger**, ETH Zurich; **Gudela Grote**, ETH Zurich; **Jan Schmutz**, ETH Zurich

Cross-cultural Examination of Relational Model of HPWS in Professional Service Firms | **Na Fu**, Maynooth U.; **Qinhai Ma**, Northeastern U.

1059 📄: (Paper Session) - (HR) **Cross-Cultural Issues in HR Practice**

11:30am - 1:00pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1059

Chair: **Denise Potosky**, Pennsylvania State U.

- 📄 Are HR Practices Culturally Bound? Employee Selection Practices in a Thai Multinational | **Chaturong - Napathorn**, Cornell U. / Thammasat U.
- 📄 Cultural Congruence and Organizational Outcomes: The Role of HR Fit and Social Tightness | **Hilla Peretz**, ORT Braude College; **Yitzhak Fried**, Syracuse U.; **Ariel Levi**, Wayne State U.
- 👉 → 📄 High Performance Work Practices: The Case of Tea Plantations in Sri Lanka | **Nikos Bozionelos**, Audencia Nantes School of Management; **Geetha Karunanayake**, U. of Hull
- 📄 Effects of Culture and Socioeconomic Development on Work Analysis Ratings | **Alexander Gloss**, North Carolina State U.; **Sean Gasperson**, Castle Worldwide, Inc.; **Alex Ramirez**, North Carolina State U.; **Ashley Hoffman**, North Carolina State U.; **Lori Foster Thompson**, North Carolina State U.

1060 📄: (Paper Session) - (HR) **The Impact of HRM on Firm-Level Outcomes**

11:30am - 1:00pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1060

Chair: **Michael D Ulrich**, U. of South Carolina

- 📄 Human Capital, Inter-Organizational Collaboration and Ambidextrous Innovation | **Mavis Yi-Ching Chen**, National Taiwan Normal U.
- 📄 EOR-Based HRM System and Organizational Ambidexterity | **Jee yoon PARK**, Seoul National U.
- 📄 Human Capital Resources Characteristics and Firm Performance: A Configuration Approach | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Jian-xun Chen**, U. of International Business and Economics; **Jieying Chen**, Hong Kong U. of Science and Technology; **Bo Zhang**, Capital U. of Economics and Business
- 👉 📄 Paving the way to Post Initial Public Offering (IPO) Performance: Human Resource Growth Orientation | **Varkey K Titus**, U. of Nebraska, Lincoln; **Jenna R. Pieper**, U. of Nebraska, Lincoln; **Theresa M. Welbourne**, U. of Nebraska, Lincoln

1061 📄: (Paper Session) - (HR) **The Effects of Pay Policies on Employees' Positive and Negative Behaviors**

11:30am - 1:00pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1061

Chair: **Shawn T. McClean**, Texas A&M U.

- 📄 The Two Faces of Pay Secrecy: The Effects of Pay Secrecy and the Moderating Roles of Team Climates | **Tae-Youn Park**, Vanderbilt U.
- 📄 Unethical Behavior under Relative-Standing Compensation Systems | **Konstantina Tzini**, IE Business School; **Kriti Jain**, IE Business School
- 📄 The Effects of Pay Differential on Social Undermining and Performance via Envy | **Li-Kuo Sung**, Vanderbilt U.; **Tae-Youn Park**, Vanderbilt U.
- 👉 📄 Exploring the Black Box between Pay Dispersion and Performance: A Conditional Indirect Effects Model |

Matthew B. Perrigino, Purdue U.; **Benjamin B. Dunford**, Purdue U.; **Wayne Boss**, U. of Colorado, Boulder

1062 → 📄: (Paper Session) - (IM) **Organization and Implementation in the Multinational Space**

11:30am - 1:00pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1062

Chair: **Michael Wei Zhang**, Nottingham Trent U.

- 📄 An Institutional Approach to Reference Group Selection of Foreign Entrants in the LDCs | **Jooyoung Kwak**, Yonsei U.; **Jisun Yu**, Concordia U.; **In Shik Shin**, Yonsei U.
- 📄 Complements or Substitutes? The Role of Integration Mechanisms in Knowledge Transfer in the MNE | **Rong Zeng**, U. of Calgary; **Birgitte Groggaard**, U. of Calgary; **Piers Steel**, U. of Calgary
- 📄 Contextualizing an Approach to Meaningful Organizations: Lessons from IFC Projects | **Lite Nartey**, U. of South Carolina; **Hildy Teegen**, U. of South Carolina
- 📄 The Implementation of Large Cross-border Charity Project | **Zhilong Tian**, Huazhong U. of Science and Technology; **Zhigang Wang**, Wuhan U. of Sports; **Zhiqiong Ge**, Shenzhen Polytechnic

1063 → 📄: (Paper Session) - (IM) **Liability of Foreignness or Not?**

11:30am - 1:00pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1063

Chair: **Sam Park**, China Europe International Business School

- 📄 Liability of foreignness in public-private partnerships: The case of project finance investments | **Bernadine J. Dykes**, U. of Delaware; **Charles Edward Stevens**, Lehigh U.; **Nandini Lahiri**, Temple U.
- 📄 Regulatory liability of foreignness: enforcement against foreign banks in the United States | **Zheyang Wu**, Fudan U.; **Robert Salomon**, NYU Stern
- 📄 Status in a Strange Land: Status Transfer to Foreign Markets in Cross-Border Venture Capital | **Elisa Alvarez-Garrido**, Georgia State U.; **Isin Guler**, Sabanci U.
- 👉 → 📄 How do MNEs Leverage Foreignness as an Asset? A field study of Nissan's leadership | **Jusuke JJ Ikegami**, Waseda U.; **Martha L Maznevski**, IMD; **Masa Ota**, Waseda U.

1064 → 📄: (Paper Session) - (IM) **Institutions and Firm Strategy in the African Context**

11:30am - 1:00pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1064

Chair: **Africa Arino**, IESE Business School

- 📄 MNEs' Legitimation Strategies Under Formal and Informal Institutional Distance | **Matilde D'Amelio**, Politecnico di Milano; **Paola Garrone**, Politecnico di Milano; **Lucia Piscitello**, Politecnico di Milano
- 👉 → 📄 Hybrid Models as Strategic Opportunity? The Global Challenge of Business Service Providers | **Stephan Manning**, U. of Massachusetts, Boston; **Chacko George Kannothra**, U. of Massachusetts, Boston; **Nichole Wissman Weber**, U. of Massachusetts, Boston
- 📄 Economic Distance and Colonial Tie: South African Firms' Cross-border M&As | **Rekah Nicholson**, U. of the West of England; **Ru-Shiun Liou**, Texas A&M U., Central Texas

→ 🌐 Does political instability hinders innovation? Evidence from African firms (WITHDRAWN) | **Marius Sorin Kramer**, Groningen U. (RuG)

1065 → 📄: (Paper Session) - (IM) **Political Connections and Political Risk in the Multinational Firm**

11:30am - 1:00pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1065

Chair: **Naoki Yasuda**, Rikkyo U.

→ Domestic Political Connections and International Expansion: Whether, Where and Why | **Laura**

Fernández-Méndez, U. Pontificia Comillas, ICAI-ICADE;

Esteban Garcia-Canal, U. de Oviedo, Spain; **Mauro F Guillen**, U. of Pennsylvania

→ 📄 Political Connections and Speed in Large Projects | **Joao Albino Pimentel**, HEC Paris; **Paul M Vaaler**, U. of Minnesota

→ How do political and market exposure nurture ambidexterity? | **Alfredo Jimenez**, Kedge Business School; **Dirk Michael Boehe**, The U. of Adelaide

→ Political Risks and Investments by MNCs- From a political risk reference point perspective - | **Naoki Yasuda**, Rikkyo U.

1066 → 📄: (Paper Session) - (IM) **Corporate Social Responsibility & Irresponsibility**

11:30am - 1:00pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1066

Chair: **Elisa Giuliani**, U. of Pisa

→ 📄 Time Horizon and Corporate Social Responsibility: Multi-layered Evidence from around the World | **Jongmo** **Jay Choi**, Fox School of Business, Temple U.; **Jimi Kim**, Fox School of Business, Temple U.; **Oded Shenkar**, The Ohio State U.

→ Board of Director International Experience and CSR in Asian Emerging Economies | **Abdullah Al Mamun**, U. of Newcastle, Australia; **Mariano L.M. Heyden**, U. of Newcastle, Australia; **Michael Seamer**, U. of Newcastle, Australia; **Qaiser Rafique Yasser**, U. Malaysia Sarawak; **Guido Rojer Jr.**, U. of Curaçao

→ 📄 Conformity Dynamics within MNEs: the Case of CSR Issues | **Anne Jacqueminet**, Bocconi U.

→ 📄 Multilatinas' legitimacy and social irresponsibility across institutional environments | **Elisa Giuliani**, U. of Pisa; **Davide Fiaschi**, U. of Pisa; **Federica Nieri**, U. of Pisa

1067 → 📄 SHCS: (IM, OMT) **Beyond Gangnam Style: The Global Diffusion of Korean Pop Culture**

11:30am - 1:00pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1067

Organizers: **Youjin Jenna Song**, Columbia Business School; **Damon J Phillips**, Columbia Business School; **Jaeyong Song**, Seoul National U.; **Heeyon Kim**, National U. of Singapore

Discussant: **Gino Cattani**, New York U.
The Diffusion of Korean Pop Culture: What Determines the Popularity of Foreign Cultural Products? | **Heeyon Kim**, National U. of Singapore; **Chi-Nien Chung**, National U. of Singapore

Control and Conceal: Open networks and leveraging foreign copyrights among the K-pop songwriters | **Yonghoon G Lee**, Hong Kong U. of Science and Technology

How Individual Market Strategies and Performance Increase Category Ambiguity: The Case of K-Pop | **Youjin Jenna Song**, Columbia Business School; **Damon J Phillips**, Columbia Business School; **Jaeyong Song**, Seoul National U.

A Practitioner's View on the Global Diffusion of Korean Pop Culture: Angela Killoren, COO & SVP | **Angela Killoren**, CJ E&M America

1068 → 📄 JS: (IM, OMT, BPS) **Global Institutional Diversity: Exploring Long-Term Patterns of Institutional Change**

11:30am - 1:00pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1068

Participants: **Jared Diamond**, U. of California, Los Angeles; **John Cantwell**, Rutgers U.; **Victor Zitian Chen**, U. of North Carolina, Charlotte

1069 → 📄: (Paper Session) - (MC) **Professional Service Firms: Facts, Insights and Conceptions**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 1069

Chair: **Rosa Nelly Trevinyo-Rodríguez**, Trevinyo-Rodriguez & Associates

→ 📄 Government Agencies' Hiring of Management Consulting Services in Sweden - An Explorative Study | **Frida Pemer**, Stockholm School of Economics; **Love Börjesson**, Stanford U.; **Andreas Werr**, Stockholm School of Economics

Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting

→ 📄 The Other Ps - Key Drivers of Strategic Management in Professional Service Firms | **Tale Skjolsvik**, Oslo and Akershus U. College; **Bente Lowendahl**, Norwegian School of Management; **Frida Pemer**, Stockholm School of Economics

→ 📄 The Cues that Matter: Understanding Ex-Ante Quality in Business-to-Business Professional Services | **Tale Skjolsvik**, Oslo and Akershus U. College; **Frida Pemer**, Stockholm School of Economics

→ 📄 The Virtual Future of Professional Service Firms | **Karl Joachim Breunig**, Oslo Business School; **Tale Skjolsvik**, Oslo and Akershus U. College

→ 📄 The Characteristics of New Business Models in Consulting: An Analysis of Practice | **Ard-Pieter de Man**, U. of Amsterdam; **Marguerithe de Man**, Sioo; **Annemieke Stoppelenburg**, Sioo

1070 → 📄: (Paper Session) - (MC) **Organizational Change Processes & Transitions**

11:30am - 1:00pm Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 1070

Chair: **Soeren H. Jensen**, Copenhagen Business School

→ 📄 A Strategic Planning Intervention Employing Large Group Change: A Scholar/Practitioner Application | **Tanjia Coleman**, Benedictine U.; **Peter Sorensen**, Benedictine U.; **Therese F. Yaeger**, Benedictine U.; **Gina Hinrichs**, Benedictine U.

Winner of the Benedictine University Scholar-Practitioner Collaboration Award

→ 📄 A Small-Wins Based Strategy for a Big Performance Impact: A Novel Perspective | **Nitin Pangarkar**, National U. of Singapore; **Lin Yuan**, U. of Macau

- 🕒📄 Time and Space Management in SEAM Consulting Process | **Olivier Voyant**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Alexis Roche**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Jeremy Salmeron**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
- 🗺️🗣️ Atlas Container Corporation: A Corporate Democracy | **Frank Shipper**, Salisbury U.; **Thomas Calo**, Salisbury U.

1071 : (Plenary) - (MED) Business and Management Education (BME) Research: Last Frontier of Business School Differentiation?

11:30am - 1:00pm Anaheim Convention Center: 204A
 Tweet this session: #AOM2016 1071
 Join us for our divisional Keynote Address featuring Ben Arbaugh, former editor-in-chief for AMLE!
 Organizers: **Sabine Hoidn**, U. of St. Gallen; **Wanda Tisby Cousar**, Economicstrategolutions, LLC; **Melanie Cohen**, U.S. Department of Housing & Urban Development
 Division Chair: **Barbara A. Ritter**, Coastal Carolina U.
 Division Chair-Elect: **Peter McNamara**, Maynooth U.
 Program Chair: **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania
 Professional Development Workshop Chair: **Paul Hibbert**, U. of St Andrews
 Past Chair: **Jacob Eisenberg**, UCD
 Treasurer: **Erika Engel Small**, Coastal Carolina U.
 Secretary: **Danna Greenberg**, Babson College
 Distinguished Speaker: **J B Arbaugh**, U. of Wisconsin, Oshkosh
 Coordinators: **Kim Gower**, U. of Richmond; **Joshua J. Daspit**, Mississippi State U.
 Program Coordinator: **Emmanuel Monod**, Shanghai Jiao Tong U.
 Meetings Coordinator: **Alan B. Eisner**, Lubin School of Business, Pace U.
 Newsletter Editor: **Darlene Joy Alexander-Houle**, UoP; Determined Financial Planning
 Listserv Manager: **Charles Wankel**, St. John's U.
 Representative-at-Large: **April Lee Wright**, U. of Queensland

1072 📄: (Paper Session) - (MH) Contributions to Management History Thought and Theory

11:30am - 1:00pm Sheraton Park Hotel: Plaza B
 Tweet this session: #AOM2016 1072
 Chair: **Brandon Randolph-Seng**, Texas A&M U., Commerce
 Discussant: **Andrew Cardow**, Massey U.
 On the Incalculable Influence of Friedrich August Von Hayek on Management and the Firm | **Jose Castillo**, U. of Arkansas, Pine Bluff
 📄 Agency Theory: Background and Epistemology | **Josh Bendickson**, U. of Louisiana at Lafayette; **Jeffrey Muldoon**, Emporia State U.; **Eric W Liguori**, The U. of Tampa; **Phillip E Davis**, East Carolina U.
 Revisiting Perspectives on George Homans: Addressing Misconceptions | **Jeffrey Muldoon**, Emporia State U.; **Eric W Liguori**, The U. of Tampa; **Josh Bendickson**, U. of Louisiana at Lafayette
 📄 A historical comparative perspective on theory development in organization studies | **Qian Li**, U. of Missouri; **Scott Seyrek**, U. of Missouri, Columbia
Ronald B. Shuman Award for MH Division Best Student Paper

1073 📄: (Paper Session) - (MOC) Your fingerprints are all over this: Traces of organizational identity

- 11:30am - 1:00pm Hilton Anaheim: Carmel
 Tweet this session: #AOM2016 1073
 Chair: **Taeyoung Yoo**, Hankuk U. of Foreign Studies
 📄 Acquiscent Defiance: Tuscan Wineries' Partial Reactivity to the Italian Government's DOC/G System | **Taeyoung Yoo**, Hankuk U. of Foreign Studies; **Reinhard Bachmann**, U. of Surrey; **Oliver Schilke**, U. of Arizona
 📄 Stronger may not be better: Influence of organizational identity strength on SME performance | **Safal Batra**, Indian Institute of Management, Kashipur; **Supriya Sharma**, Indian Institute of Management, Ahmedabad
 🗣️📄 Exploring the Formation of Organizational Purpose in an Athletic Footwear and Apparel Company | **Douglas A Lepisto**, Western Michigan U.

1074 📄: (Paper Session) - (MOC) Can you lead me? Developing leaders

11:30am - 1:00pm Hilton Anaheim: Lido C
 Tweet this session: #AOM2016 1074
 Chair: **Joyanne Beverly De Four-Babb**, U. of Reading
 🗣️ Understanding how I became: Exploring leadership-self identity from the perspective of retirement | **Joyanne Beverly De Four-Babb**, U. of Reading; **Elizabeth Houldsworth**, U. of Reading
 📄🗣️ Higher Social Class Predicts Higher Leadership Ambition | **Ray Fang**, U. of Toronto; **Stephane Cote**, U. of Toronto
 📄 Why Humble Leaders Are Effective? A Self-Expansion Perspective | **Jiang-hua Mao**, Huazhong U. of Science and Technology; **Chia-Yen Chiu**, U. of South Australia; **Jian-qiao Liao**, Huazhong U. of Science and Technology
 📄 How Follower Attributes Affect Ratings of Ethical and Transformational Leadership | **Bruce J. Avolio**, U. of Washington; **Fong T. Keng-Highberger**, Nanyang Technological U.; **John Schaubroeck**, Michigan State U.; **Linda K. Trevino**, Pennsylvania State U.; **Steve W. J. Kozlowski**, Michigan State U.

1075 📄: (Paper Session) - (MOC) Careful leaders or leading with care?

11:30am - 1:00pm Hilton Anaheim: Mezzanine 11
 Tweet this session: #AOM2016 1075
 Chair: **Zhou Jiang**, Griffith U.
 🗣️📄 Cultural Intelligence, Leader-Member Exchange, and Voice Behavior: A Study of Migrant Workers | **Zhou Jiang**, Griffith U.; **Huong Le**, Deakin U.
 📄🗣️ Having a firm grip: The interplay of leader gender and leadership style on leadership effectiveness | **Pascale Daher**, Aston Business School; **Yves R. F. Guillaume**, Aston U.
 CEOs' Career Development Path and Horizon Problem at their Last Career Stage | **Chittima Silberzahn**, EMLYON Business School

1076 🗣️📄 JS: (MOC, OB, IM) What Underlies Cultural Differences and How to Manage the Differences

11:30am - 1:00pm Hilton Anaheim: Mezzanine 12
 Tweet this session: #AOM2016 1076
 Chairs: **Zhi Liu**, Peking U.; **Jaee Cho**, Columbia U.
 Culture, Regulatory Focus, and Resistance to Conspiracy Theories: The Effects of Personal Control | **Cynthia S. Wang**, Oklahoma State U.; **Jennifer A. Whitson**, U. of California, Los Angeles; **Joongseo Kim**, Oklahoma State U.;

Tanya Menon, The Ohio State U.; **Brian D. Webster**, Ball State U.

Driven by the Individual or Organization? Lay Theories of Agency and Leniency toward Leader Briber | **Zhi Liu**, Peking U.; **Michael Morris**, Columbia U.

Business Morality Beliefs and Support of CSR: A China-U.S. Comparison | **Wen Zhang**, Rutgers U.; **Chao C. Chen**, Rutgers U.

Integrating Ideas from Different Cultures: Diversity Ideologies and Creativity | **Jaee Cho**, Columbia U.; **Carmit T. Tadmor**, Tel Aviv U.; **Michael Morris**, Columbia U.

Thoughts About Cultural Distinctiveness Affect In-group Boundary Malleability and Brand Preference | **Carlos J. Torelli**, U. of Minnesota; **Rohini Ahluwalia**, U. of Minnesota; **Shirley Y. Y. Cheng**, Hong Kong Baptist U.; **Jennifer L. Stoner**, U. of Minnesota; **Nicholas Olson**, U. of Minnesota

1077 SHCS: (MOC, OB, OMT) The Micro-Foundations of Meaning Making in Organizational Contexts

11:30am - 1:00pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1077

Organizers: **Kimberly D. Elsbach**, U. of California, Davis; **Ileana Stigliani**, Imperial College London

Discussant: **Kevin G. Corley**, Arizona State U.

Imagination: Constructing New Meanings in a Pioneering Context | **Shubha Patvardhan**, U. of Delaware

Building Meaning: The Construction of Collective Identity by Architects, Critics and Community | **Candace Jones**, Boston College; **Ju Young Lee**, Boston College

How the Taken-for-Grantedness of a Category Enables Changes in the Meaning of the Category | **Stine Grodal**, Boston U.; **Steven Kahl**, Dartmouth College

Passion: The Narrative that Consumes | **Spencer Harrison**, Boston College; **Heather C. Vough**, U. of Cincinnati

Presenters: **Shubha Patvardhan**, U. of Delaware; **Candace Jones**, Boston College; **Ju Young Lee**, Boston College; **Stine Grodal**, Boston U.; **Steven Kahl**, Dartmouth College; **Spencer Harrison**, Boston College; **Heather C. Vough**, U. of Cincinnati



1078 : (MSR) Global Workplace, Religion, Spirituality and Humanistic Management




11:30am - 1:00pm Anaheim Convention Center: 212A

Tweet this session: #AOM2016 1078

Chair: **James A.F. Stoner**, Fordham U.

 Exploring the Source in Translation | **Nurit Zaidman**, Ben Gurion U. of the Negev; **Ofra Goldstein-Gidoni**, Tel Aviv U.

  Changing Employee Mind-set by Developing Human Spirituality: Case Study of a Company from China | **Qing Qu**, Tsinghua U.; **Ping Ping Fu**, Chinese U. of Hong Kong

   Margin Call What if John Tuld Was Christian? Thomistic Practical Wisdom in Financial Decision-Making | **Marta Rocchi**, U. Navarra - MCE Research Centre; **Ignacio Ferrero**, U. of Navarra; **Robert McNulty**, Bentley U.

Selling Their Soul for Their Cunning: Employee Experiences of Smartphones They Invoked | **Christopher Russell**, Cardiff Metropolitan U.

1079 : (MSR) Faith and Work: Christian Perspectives on Meaning Making Within Organizations

11:30am - 1:00pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1079

Panelists: **Timothy G Ewest**, Houston Baptist U.; **Faith Wambura Ngunjiri**, Concordia College; **Mitchell J. Neubert**, Baylor U.

1080 SHCS: (MSR, MED, ODC) Social Change for a Healthy World: Leading Meaningfully

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon E

Tweet this session: #AOM2016 1080

Distinguished Speakers: **Otto Scharmer**, MIT Sloan School of Management; **Robert E Quinn**, U. of Michigan; **Riane Eisler**, Center for Partnership Studies; **Samuel Wilson**, Swinburne U. of Technology

Facilitator: **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change

1081 : (Paper Session) - (OB) Ethics and Behavior in Organizations


11:30am - 1:00pm Anaheim Convention Center: 201A



Tweet this session: #AOM2016 1081


Chair: **Chase Thiel**, U. of Wyoming

Too Many Sheep in the Flock? Span of Control Attenuates the Influence of Ethical Leadership | **Chase Thiel**, U. of Wyoming;

Jay Hardy, Oregon State U.; **David Peterson**, U. of Warwick

 How ethical leadership facilitates knowledge sharing through generalized exchange? | **Lu Xinxin**, Renmin U. of China; **Jianmin Sun**, The U. of Auckland

  When and How Ethical Leadership Behavior Cascades: A Moderated Mediation Model | **Zhen Wang**, Central U. of Finance and Economics; **Haoying Xu**, Central U. of Finance and Economics



 The effect of socialization and ethics in turnover. | **Brenda Nguyen**, Ivey Business School, Western U.; **Justin Weinhardt**, U. of Calgary

1082 : (Paper Session) - (OB) Individual Differences and Creativity


11:30am - 1:00pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 1082

Chair: **Yan Shao**, Groningen U. (RuG)

  Linking Self-Constraint to Creativity: The Role of Approach Motivation and Cognitive Flexibility | **Yan Shao**, Groningen U. (RuG); **Bernard Nijstad**, U. of Groningen; **Susanne Täuber**, U. of Groningen

Going against the grain but rising to the top: Career returns to engaging creative behaviors at work | **Jeffrey H. Dyer**, Brigham Young U.; **Zachariah J. Rodgers**, Stanford U.; **Markus Baer**, Washington U. in St. Louis

 Curvilinear Relation between Self-efficacy and Creativity: Moderating Effect of Close Monitoring | **Jihye Lee**, Seoul National U.; **Jung Hyun Lee**, Seoul National U.; **Seokhwa Yun**, Seoul National U.

Perish in Comfort? Psychological Safety, Creativity, and Conscientiousness | **Weipeng Lin**, Nankai U.; **Aishi Zhang**, Nankai U.

1083 : (Paper Session) - (OB) The Dark Sides of Behavior in Organizations

11:30am - 1:00pm Anaheim Convention Center: 202A

Tweet this session: **#AOM2016 1083**

Chair: **Joel B. Carnevale**, Auburn U.

- 📄 Organizational Greed: Behavior, Perception, or Trait? Toward an Integrated Theory | **Joel B. Carnevale**, Auburn U.; **Alan G. Walker**, Auburn U.; **Harvell Jackson Walker**, Auburn U.
- 📄 Power that Builds others and Power that Breaks: Positional Power, Personal Power, and Humility | **David J Yoon**, Wichita State U.
- 📄 Diversity and Employment Discrimination in Federal Employment: The Role of Ethical Leadership | **Robert K Christensen**, U. of Georgia; **Kuk-Kyoung Moon**, U. of Georgia
- 📄 🗣️ Theoretical Underpinnings of Workplace Introversion Bias | **Mallory McCord**, U. of Central Florida; **Dana Joseph**, U. of Central Florida

1084 : (Paper Session) - (OB) Meaning and Engagement in Organizations

11:30am - 1:00pm Anaheim Convention Center: 202B

Tweet this session: **#AOM2016 1084**

Chair: **Michele Williams**, Cornell U.

- 📄 🗣️ Maintaining Trust Through Active Meaning Construction | **Michele Williams**, Cornell U.; **Liuba Y. Belkin**, Lehigh U.
- 📄 🗣️ Game of Roles: Meaningful playing in organizations | **Pier Vittorio Mannucci**, London Business School; **Davide Christian Orazi**, The U. of Melbourne; **Kristine De Valck**, HEC Paris
- 📄 Rules of Engagement: Effects of Engagement Variability and its Subcomponents on Job Performance | **Basima Tewfik**, The Wharton School, U. of Pennsylvania; **Shefali V. Patil**, The U. of Texas at Austin
- 📄 🗣️ Organizational Emphasis on Work Meaning Inhibits Employee Expression of Material Resource Concerns | **Insiya Hussain**, U. of Maryland R.H. Smith School of Business

1085 : (Paper Session) - (OB) Work-Life Balance

11:30am - 1:00pm Anaheim Convention Center: 205A

Tweet this session: **#AOM2016 1085**

Chair: **Katrina Jia Lin**, National U. of Singapore

- A resource-based work-family model of helping and support provision | **Katrina Jia Lin**, National U. of Singapore; **Remus Ilies**, National U. of Singapore; **Helen Pluut**, Tilburg U.
- 📄 Exhausted, but Unable to Disconnect: After-Hours Email, Work-Family Balance and Identification | **Liuba Y. Belkin**, Lehigh U.; **William J. Becker**, Texas Christian U.; **Samantha A. Conroy**, Colorado State U.
 - 📄 🗣️ More Family Involvement, Less Job Satisfaction?: A Cross-Level Examination | **Hongguo Wei**, Case Western Reserve U.; **Jinqiang Zhu**, Renmin U. of China; **Li Hai**, Beijing Normal U.; **Diana Bilimoria**, Case Western Reserve U.
- Work-Life Balance: Current Conflict and Anticipated Conflict | **Jenell Lynn-Senter Wittmer**, U. of Toledo; **Christina Koepke**, U. of Toledo

1086 : (Paper Session) - (OB) Expressing Voice in the Workplace

11:30am - 1:00pm Anaheim Convention Center: 206A

Tweet this session: **#AOM2016 1086**

Chair: **Jinhwan Jo**, U. at Buffalo, The State U. of New York

- 📄 A Cry for Improvement from Below: A Loss Aversion and Social Identity Perspective | **Jinhwan Jo**, U. at Buffalo, The State U. of New York; **Timothy D. Maynes**, U. at Buffalo, The State U. of New York; **Eun-Suk Lee**, Korea Advanced Institute of Science and Technology (KAIST)
 - 📄 Affective Model of Voice and Silence Behavior Regulation | **Lihua Zhang**, Renmin U. of China; **Huan Wang**, Renmin U. of China; **Shiyong Xu**, Renmin U. of China
- Prosocial Motivation and Voice: The Mediating Effects of Self-Orientation versus Other-Orientation | **Noel Yuen-Shan Wong**, Chinese U. of Hong Kong; **Cong Sun**, Chinese U. of Hong Kong
- 📄 Direct and indirect effects between implicit voice theories, leader openness, and employee silence | **Michael Knoll**, Chemnitz U. of Technology; **Pedro Neves**, NOVA School of Business and Economics; **Birgit Schyns**, Durham U.; **Bertolt Meyer**, Technische U. Chemnitz

1087 : (Paper Session) - (OB) Team Composition and Performance

11:30am - 1:00pm Anaheim Convention Center: 207A

Tweet this session: **#AOM2016 1087**

- Chair: **Hanna Kalmanovich-Cohen**, U. of North Carolina at Chapel Hill
- 📄 Minimizing Escalation & Maximizing Adaptation: The Effects of Leadership Change on Team Adaptation | **Hanna Kalmanovich-Cohen**, U. of North Carolina at Chapel Hill; **Matthew J Pearsall**, U. of North Carolina, Chapel Hill; **Jessica Siegel Christian**, U. of North Carolina at Chapel Hill
 - 📄 Never Change a Winning Team? | **Timo Hans Van Balen**, Erasmus U. Rotterdam; **Murat Tarakci**, Erasmus U. Rotterdam
 - 📄 Unpacking the Success of Manager Succession: A Study of a Professional Soccer Team | **Christoph Loch**, U. of Cambridge; **Paul Antony Kattuman**, U. of Cambridge; **Charlotte Tomlinson**, Cambridge Judge Business School
 - 📄 Team Membership Change and the Role of Behavioural Integration | **Amanda Deacon**, U. of Calgary; **Thomas A. O'Neill**, U. of Calgary

1088 : (Paper Session) - (OB) Leading Through Climate and Culture

11:30am - 1:00pm Anaheim Convention Center: 207B

Tweet this session: **#AOM2016 1088**

Chair: **Jennifer Hitchcock**, Lawrence Technological U.

- 📄 🗣️ Organizational Collective Motivation: A Framework for Enhancing Organizational Transformation | **Jennifer Hitchcock**, Lawrence Technological U.; **Jacqueline M. Stavros**, Lawrence Technological U.
- 📄 The Impact of Service Climate and Ethical Climate on Business Performance Outcomes | **Kaifeng Jiang**, U. of Notre Dame; **Jia (Jasmine) Hu**, U. of Notre Dame; **Ying Hong**, Fordham U.; **Hui Liao**, U. of Maryland; **Songbo Liu**, Renmin U. of China

- 🗨️ The Human Factor to Profitability: People-centered cultures as Meaningful Organizations | **Jeanette Kersten**, U. of Wisconsin, Stout; **Kelly La Venture**, Bemidji State U.
- 📄 Linking Leadership to Green Behaviors Through Pro-environmental Work Climate | **Jennifer Robertson**, Western U.; **Erica Carleton**, Ivey Business School

1089 : (Paper Session) - (OB) Transformational Leadership

11:30am - 1:00pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1089

Chair: **Natalia Lorinkova**, Georgetown U.

- 📄 The “We” and “Me” of Transformational Leadership: Implications for Helping and Group Performance | **Natalia Lorinkova**, Georgetown U.; **Sara Jansen Perry**, Baylor U.
- 👏 Charismatic vs. Transformational leadership training: Experimental evidence using women leaders | **Philippe Jacquart**, EMLYON Business School; **Marika Fenley**, U. of Lausanne; **John Antonakis**, U. of Lausanne
- 📄 Taming Machiavellians: Differentiated Transformational Leadership Effects on Machiavellians | **Bonjin Koo**, Korea Advanced Institute of Science and Technology (KAIST); **Eun-Suk Lee**, Korea Advanced Institute of Science and Technology (KAIST)

Transformational leadership and employee voice: the role of followers' proactive personality | **Guilin Zhang**, Troy U.; **Michelle Inness**, U. of Alberta

1090 : (Paper Session) - (OB) Transactive Memory and Knowledge Sharing

11:30am - 1:00pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1090

Chair: **Julija Mell**, ESSEC Business School

- 📄 Multiple Team Membership and Individual Performance in Knowledge-Intensive Work | **Hendrik Johan van de Brake**, U. of Groningen; **Frank Walter**, Justus-Liebig U. Giessen; **Floor Rink**, U. of Groningen; **Peter Essens**, TNO; **Gerben van der Vegt**, U. of Groningen

Seeking Knowledge And Metaknowledge: The Role Of Formal Hierarchy In Advice Networks | **Julija Mell**, ESSEC Business School

- 📄 Ties that bind and ties that tear: Network's influence on group identity and transactive memory | **Jonathan Kush**, Carnegie Mellon U.
- 📄 A configural theory of transactive memory system | **Yuntao Dong**, U. of Connecticut; **Semin Park**, U. of Connecticut

1091 : (Paper Session) - (OB) Triggers of Turnover

11:30am - 1:00pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1091

Chair: **Olga Moutousi**, Durham U.

- 📄 Ethics in Organization Influencing both Level and Range of Turnover Intention | **Olga Moutousi**, Durham U.; **Birgit Schyns**, Durham U.; **Christos Tsinopoulos**, Durham U.
- Ostracism and Turnover Intentions: A Multiple Mediation Model to Unravel What Lies In-between | **Srinivasan Tatachari**, Indian Institute of Management Udaipur
- 🗨️ Change Trajectories of Job Satisfaction Facets Predicting Turnover: A Latent Class Growth Analysis | **Xiaohong Xu**, Texas A&M U.; **Stephanie C. Payne**, Texas A&M U.; **Peng Zhao**, Indiana U.

- 🗨️ The Role of In-group/Out-group on Authoritarian and Differential Leadership and Turnover Intention | **Lei Wang**, Dongbei U. of Finance and Economics; **Meng Yu Cheng**, Feng Chia U.; **Song Wang**, Zhejiang U.

1092 : (Paper Session) - (OB) Social Exchange In Organizations

11:30am - 1:00pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 1092

Chair: **Robert Eisenberger**, U. of Houston

- 🗨️ Is the Employee-Organization Relationship Dying? Long-Term Perceived Organizational Support Trends | **Robert Eisenberger**, U. of Houston; **Thomas Rockstuhl**, Nanyang Technological U.; **Mindy K. Shoss**, U. of Central Florida
- Leader Self-Efficacy and Role Ambiguity and Follower Leader-Member Exchange | **Bard Kuvaas**, BI Norwegian Business School; **Robert Buch**, Oslo and Akershus U. College
- Help Others, as Someone Will Help You: Generalised Exchange in Organisations and Its Antecedents | **Katsuhiko Yoshikawa**, London School of Economics and Political Science
- 📄 Horizontal Meets Vertical Social Exchange | **Bingqing Wu**, U. of Illinois at Chicago; **Robert C Liden**, U. of Illinois at Chicago; **Zhiqiang Liu**, Huazhong U. of Science and Technology; **Tae-Yeol Kim**, China Europe International Business School

1093 : (OB) Challenging Traditional Views of Followership: A Multi-perspective Approach

11:30am - 1:00pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1093

Organizer: **Ashita Goswami**, Salem State U.

Discussant: **Ronald E. Riggio**, Claremont McKenna College

Indirect Effect of Followership Schemas on Performance:

- Moderating Role of Organizational Culture | **Ashita Goswami**, Salem State U.; **Kara Corallo**, Salem State U.; **Terry A. Beehr**, Central Michigan U.

Contextualizing followership with a pattern-oriented approach

- | **Patrick Terrence Coyle**, Lycoming College
- Follower Role Orientation as Predictors of Conflict Management Style | **Melissa K. Carsten**, Winthrop U.
- A Proposed Follower-Culture Fit Framework | **Matthew Christiansen**, Central Michigan U.; **Benjamin Biermeier-Hanson**, Wayne State U.

Presenters: **Patrick Terrence Coyle**, Lycoming College; **Melissa K. Carsten**, Winthrop U.; **Matthew Christiansen**, Central Michigan U.

1094 : (Paper Session) - (OB) Multiple Pathways to Motivation

11:30am - 1:00pm Anaheim Convention Center: 303A

Tweet this session: #AOM2016 1094

Chair: **Ritu Tripathi**, Indian Institute of Management, Bangalore

- 🗨️ Are Motivational Effects of Autonomy Universal? Contrasting Results among Indians and Americans | **Ritu Tripathi**, Indian Institute of Management, Bangalore; **Krishna Savani**, Nanyang Technological U.; **Daniel Cervone**, U. of Illinois at Chicago
- 🗨️ Punishment Paradox in Management | **Michael Sobolev**, Technion - Israel Institute of Technology; **Ido Erev**, Technion Israel Institute of Technology

📄 Revisiting the effect of tangible rewards on intrinsic motivation | **Junhui Jiang**, National U. of Singapore; **Yuxin Huang**, National U. of Singapore
 How Experiencing a Radical Change Affects Individual Motivation | **Raghid Al Hajj**, Concordia U.; **John G. Vongas**, Ithaca College

1095 : (Paper Session) - (OB) Empowerment, Involvement, and Creativity

11:30am - 1:00pm Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1095

Chair: **Xin Liu**, Tsinghua SEM

🗣️📄 Narcissism Congruence and Employee Creative Performance: The Role of Psychological Empowerment | **Xin Liu**, Tsinghua SEM; **Xiaoming Zheng**, Tsinghua U.; **Xin Qin**, National Sun Yat-Sen U.

📄 Leadership Empowerment Behavior to Creativity: Perceived Status and Feedback Seeking Climate | **Ran Li**, Peking U.; **Mingpeng Huang**, Peking U.

📄 Effects of Managerial Coaching on Task Performance, Citizenship Behavior, and Creativity | **Jeong Sik Kim**, Sungkyunkwan U.; **Jong Gyu Park**, Pennsylvania State U.; **Seung Won Yoon**, Texas A&M U., Commerce

Linking Perspective Taking and Employee Creative Self-Efficacy: The Role of an Involved Leader | **Pingshu Li**, U. of Kansas; **Shuangying Chen**, U. of Electronic Science and Technology of China

1096 🗣️📄: (OB) Managing Through Technology: The Future of Organizations

11:30am - 1:00pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1096

Organizer: **David T Newman**, U. of Southern California

Discussant: **Nathanael J. Fast**, U. of Southern California

The Future of Justice: The Perceived Fairness of Algorithms at Work | **David T Newman**, U. of Southern California; **Nathanael J. Fast**, U. of Southern California; **Derek Harmon**, U. of Michigan

When Do People Rely on Algorithms? | **Jennifer Marie Logg**, U. of California, Berkeley

Technology Mediated Management: When and Why Managers Move Away from Face-to-Face Interactions | **Roshni Raveendhran**, U. of Southern California; **Nathanael J. Fast**, U. of Southern California; **Peter J. Carnevale**, U. of Southern California

The Impact of Social Factors on People's Behavior with Automated Decision Systems | **Celso M. de Melo**, U. of Southern California; **Stacy Marsella**, Northeastern U.; **Jonathan Gratch**, U. of Southern California

Presenters: **Jennifer Marie Logg**, U. of California, Berkeley; **Roshni Raveendhran**, U. of Southern California; **Jonathan Gratch**, U. of Southern California

Participants: **Derek Harmon**, U. of Michigan; **Celso M. de Melo**, U. of Southern California; **Stacy Marsella**, Northeastern U.; **Peter J. Carnevale**, U. of Southern California

1097 : (Paper Session) - (OB) Emotions in Teams

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1097

Chair: **Ulrich Leicht-Deobald**, U. of St. Gallen

🗣️📄 A Moderated Mediation Model of Team Boundary Activities, Team Emotional Energy, and Team Innovation | **Ulrich Leicht-Deobald**, U. of St. Gallen; **Chak Fu Lam**, Suffolk U.

➔📄 The Effect of Team Affective Tone on Performance: The Roles of Team Identification and Cooperation | **Chieh-Peng Lin**, National Chiao Tung U.; **Hongwei He**, U. of Strathclyde; **Yehuda Baruch**, Southampton Business School, U.K.; **Blake E. Ashforth**, Arizona State U.

🗣️ The effects of Team Reflexivity on Emotional Well-being in Manufacturing Teams | **Jingqiu Chen**, Shanghai Jiao Tong U.; **Peter A. Bamberger**, Tel Aviv U.; **Dana Rachel Vashdi**, U. of Haifa; **Yifan Song**, U. of Florida

📄 Pouring Your Heart Out in Teams: Emotion Leadership, Authentic Affect Climate, Team Effectiveness | **Michael R. Parke**, London Business School; **Myeong-Gu Seo**, U. of Maryland; **Sirkwoo Jin**, Merrimack College

1098 🗣️📄🗣️JS: (OB, GDO, ODC) Positive Change in Diversity and Inclusion: Engaging Those in Power

11:30am - 1:00pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1098

Chairs: **Alison Tracy Wynn**, Stanford U.; **L Taylor Phillips**, NYU Stern

Discussant: **Katherine W. Phillips**, Columbia U.

Merit vs. Maintenance: Using Safety Nets to Promote Merit Motives Among the Powerful | **L Taylor Phillips**, NYU Stern

The Benefits of Gender-Blindness for Men's Bias Towards and Inclusion of Women | **Ashley E. Martin**, Columbia Business School; **Katherine W. Phillips**, Columbia U.; **Stacey Sasaki**, Columbia Business School

Strategies for Engaging Leaders: Implementing Gender Equality in a Silicon Valley Tech Company | **Alison Tracy Wynn**, Stanford U.

Using Research to Inform D&I Strategies: Lessons from Engaging with Tech Companies and Leaders | **Carissa Romero**, Paradigm; **Joelle Emerson**, Paradigm; **Natalie Johnson**, Paradigm; **Sean Malahy**, Paradigm

1099 🗣️🗣️🗣️JS: (OB, HR) Passion: Buzzword or Theoretical Construct?

11:30am - 1:00pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 1099

Organizers: **Jon Michael Jachimowicz**, Columbia Business School; **Jochen I. Menges**, WHU - Otto Beisheim School of Management

Discussant: **Amy Wrzesniewski**, Yale U.

Work Passion Anxiety: The Cost of Expecting Passion at Work | **Rosanna Smith**, Yale School of Management; **Winnie Jiang**, Yale U.

When Dreams Meet Reality: A Qualitative Investigation of Entrepreneurs Pursuing Their Passion | **Evgenia Lysova**, VU U. Amsterdam; **Petra Kipfelsberger**, U. of St. Gallen; **Svetlana Khapova**, VU U. Amsterdam

The Passion Within: An Exploration of Influences Across Passionate Living | **Maurice H. Yearwood**, U. of Cambridge; **Aleksandr Kogan**, U. of Cambridge

Passion Gaps | **Jon Michael Jachimowicz**, Columbia Business School; **Jochen I. Menges**, WHU - Otto Beisheim School of Management

1100 🗨️📄: (Paper Session) - (OCIS) Motivations and Patterns of Online Behaviors

11:30am - 1:00pm Hilton Anaheim: El Capitan A
Tweet this session: #AOM2016 1100

Chair: **Yuqing Ren**, U. of Minnesota

Linking Monetary Reward to Knowledge Contribution: A Motivational Explanation | **Guiquan Li**, Nankai U.; **Haixin Liu**, Beijing Jiaotong U.

→ 📄 Heterogeneous Networks in Online Communities: Social and Economic Impact for Online Sellers | **Yi Chen**, Nanyang Technological U.; **Wai Fong Boh**, Nanyang Technological U.; **Jiahui Mo**, Nanyang Technological U.

🗨️📄 Using Shared Meanings to Constitute an Online Organization through Metaconversation | **Merja Porttikivi**, Aalto U.; **Salla-Maaria Laaksonen**, U. of Helsinki

1101 🗨️📄: (Paper Session) - (OCIS) New Meanings of Work and Routines with Technology

11:30am - 1:00pm Hilton Anaheim: Malibu
Tweet this session: #AOM2016 1101

Chair: **Eivor Oborn**, U. of Warwick

📄📄 Technology as Routine Capability | **E. Burton Swanson**, U. of California, Los Angeles

📄 The construction of meaning in digital microwork | **Dominique Kost**, BI Norwegian Business School; **Sut I Wong**, BI Norwegian Business School; **Christian Fieseler**, BI Norwegian Business School

🗨️📄 Conceptualizing Organizational Policy in Principle and Practice | **Casey Pierce**, U. of Michigan, Ann Arbor
OCIS Best Student Paper Award Finalist

🗨️ The Role of Institutional Logics in Shaping Architecture Governance: A Case Study | **Peter Andersen**, Aarhus School of Business and Social Sciences; **Per Svejvig**, Aarhus U.; **Andrea Carugati**, Aarhus U.

1102 📄: (Paper Session) - (OCIS) Funding and Sourcing with the Crowd

11:30am - 1:00pm Hilton Anaheim: Mezzanine 13
Tweet this session: #AOM2016 1102

Chair: **Steven L. Johnson**, U. of Virginia

Status and User Participation in Competitive Crowdsourcing | **Swanand Deodhar**, U. of Minnesota; **Gordon Burtch**, U. of Minnesota; **Mani R. Subramani**, U. of Minnesota

📄 The Independent and Combined Effects of External Endorsements on Equity Crowdfunding Investments | **Sofia Bapna**, U. of Minnesota

🗨️📄 Absorbing Crowdsourcing Capacity: An Exploratory Study | **Michael P. Ciuchta**, U. of Massachusetts, Lowell; **Robert C. Ford**, U. of Central Florida; **Brendan Mark Richard**, U. of Central Florida

📄 Strategies of Effective Reward Scheme Design on Crowdfunding Platforms | **Zhiyi Wang**, National U. of Singapore; **Lusi Yang**, National U. of Singapore; **Yueying Kang**, National U. of Singapore; **Jungpil Hahn**, National U. of Singapore

1103 📄: (Paper Session) - (OCIS) Building Capabilities and Competitive Advantage with IT

11:30am - 1:00pm Hilton Anaheim: Palisades
Tweet this session: #AOM2016 1103

Chair: **Jordan B Barlow**, California State U., Fullerton

📄 The Role of IT in Competitive Dynamics: Applying Awareness-Motivation-Capability Framework | **One-Ki Daniel Lee**, U. of Massachusetts, Boston; **Inmyung Choi**, Iowa State U.

📄 Impact of Information Technology on Opportunity Exploration and Exploitation Firm's Capabilities | **Jose Benitez**, U. of Granada; **Javier Llorens**, U. of Granada; **Jessica Brajos**, U. of Granada

📄 The Impact of External Sources of Knowledge on Innovation in SMEs | **Kaisa Henttonen**, Lappeenranta U. of Technology; **Daria Volchek**, Aalto U.

🗨️📄 Duration of Competitive Advantage due to Emerging Technology Adoption | **Theophanis C. Stratopoulos**, U. of Waterloo

1104 📄: (Paper Session) - (ODC) Change Practices and Stakeholder Perspectives

11:30am - 1:00pm Anaheim Marriott: Desert Springs
Tweet this session: #AOM2016 1104

Chair: **Richard P Nielsen**, Boston College

→ 📄 Survival of the Misfittest- Stakeholder enactment as performance buffer for contingency misfits. | **Michael Andreas Pirson**, Fordham U.; **Dongli Zhang**, Fordham U.

🗨️🗨️📄 Embodying entrepreneurial spirit (WITHDRAWN) | **Saija Katila**, Aalto U.; **Ari Kuismin**, Aalto U.; **Anu Valtonen**, U. of Lapland

🗨️📄 Yes, we (still) can! Team Resilience at the Workplace | **Silja Hartmann**, LMU Munich
ODC Division Best Paper Based on a Dissertation

🗨️🗨️📄 A merger on probation: Can organization development produce lasting change? | **Wayne Boss**, U. of Colorado, Boulder; **Alan D. Boss**, U. of Washington, Bothell; **David Boss**, Ohio U.

1105 🗨️📄: (ODC) Research Trajectories in Organization Change & Development: ROCD 24 Authors

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon J
Tweet this session: #AOM2016 1105

Organizers: **A.B. Rami Shani**, California Polytechnic State U.; **Debra A. Noumair**, Teachers College, Columbia U.

Working Together Revisited | **Bob Hinings**, U. of Alberta; **Royston Greenwood**, U. of Alberta

Reflections on gender and organization development consultation | **Barbara Benedict Bunker**, U. at Buffalo, The State U. of New York

I never promised you a rose garden: when research questions ought to change | **Jean M. Bartunek**, Boston College; **Mamta Bhatt**, IESEG School of Management

Organization identity: Its role in organization change | **Shannon Brown**, U. of St. Francis; **Michael R Manning**, Benedictine U.; **James D Ludema**, Benedictine U.

Transformation in a tightly nested system: Employing fast cycles of change | **Tobias Fredberg**, Chalmers U. of Technology; **Johanna Pregmark**, Chalmers U. of Technology

To bankruptcy and back: Turnaround strategies for firm survival, sustainability, and speed | **Ramkrishnan (Ram) Tenkasi**, Benedictine U.; **Yehia M. Kamel**, American U. of Beirut

1106 : (Plenary) - (OM) **Extending Operations Management Theories to Projects**

11:30am - 1:00pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1106

Participants: **Harvey Maylor**, Said Business School; **Jack R. Meredith**, Wake Forest U.; **Jonas Söderlund**, BI Norwegian Business School

1107 📄👤: (Paper Session) - (OMT) **Gender & Inequality**

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 1107

Chair: **Madeline King**, New York U.

🗣️👤👤👤👤 Lost in Transition: Organizational Practices and Formal Employment of Women in India | **Aruna Ranganathan**, Stanford U.

Finalist for the OMT Division Best International Paper Award

📄👤 Discursive Mechanisms of Categorization: Consumer Debt and the Reproduction of Gender Inequality | **Sean C. Buchanan**, U. of Manitoba; **Trish Ruebottom**, Brock U.; **Suhaib Riaz**, U. of Massachusetts, Boston

📄 In the Name of Executive Success: An Examination of First Name Popularity and Executive Compensation | **Murad A Mithani**, Stevens Institute of Technology; **Ann Mooney Murphy**, Stevens Institute of Technology

🗣️👤👤 Managers' Political Ideology and Gender Inequality within Organizations | **Seth Carnahan**, U. of Michigan; **Brad N Greenwood**, Fox School of Business, Temple U.

Finalist for the OMT Division Best Paper Award

📄👤 Bringing The Boss' Politics In: Supervisor Political Ideology And The Gender Gap In Earnings | **Forrest Briscoe**, Pennsylvania State U.

1108 📄: (Paper Session) - (OMT) **Innovation Dynamics**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 1108

Chair: **Elise Tak**, Stanford GSB

How social capital affects innovation: Exploring the role of bonding and bridging social capital. | **Federica Ceci**, G. D'Annunzio U.; **Francesca Masciarelli**, G. D'Annunzio U.; **Simone Poledrini**, U. of Perugia

🗣️📄 Performance Feedback and Firms' R&D Frequency: A comparison between SOEs and POEs | **Xin Chen**, Xi'an Jiaotong U.; **En Xie**, Xi'an Jiaotong U.; **Lulu Cheng**, Xi'an Jiaotong U.

📄 The Staff Within The Line: The Enabling-Yet-Unsung Work of Staff Employees in Product Development | **Pedro Monteiro**, Warwick Business School

Experimental spaces and institutional innovation: distancing work and anchoring work | **Melodie Aude Cartel**, Mines ParisTech; **Eva Boxenbaum**, Mines ParisTech; **Aggeri Franck**, Ecole des Mines de Paris

📄 Wiring domains. Metaphors in distributed knowledge generation | **Claudio Biscaro**, WU Vienna U. of Economics and Business; **Anna Comacchio**, U. Ca' Foscari of Venice; **Massimo Warglien**, U. Ca' Foscari of Venice

1109 📄: (Paper Session) - (OMT) **Stigma**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 1109

Chair: **Ivana Naumovska**, INSEAD

Origins of Organizational Stigma: A Quantitative Analysis | **Yasir Dewan**, Tilburg U.; **Tal Simons**, Tilburg U.

The stalled theorization of a legitimately distinctive collective identity | **Felipe G. Massa**, Loyola U. New Orleans; **Maxim Voronov**, Brock U.; **Dirk De Clercq**, Brock U.; **Bob Hinings**, U. of Alberta

📄 Friends in Low Places: Examining Board Interlock Formation after Financial Restatements | **Michael C. Withers**, Texas A&M U.; **Laura C Jones**, Texas A&M U., College Station; **Michael Deane Howard**, Texas A&M U., College Station; **Laszlo Tihanyi**, Texas A&M U.

A Stigmatized Categories Approach to Diversification: The Market Premium on Unrelated Diversifiers | **Luis Diestre**, IE Business School; **Juan Santalo**, Instituto de Empresa Business School

📄 Waiting to Inhale: How Medical Cannabis Entrepreneurs are Destigmatizing their Industry | **Kisha Lashley**, U. of Virginia

1110 📄: (Paper Session) - (OMT) **Innovation Learning & Diffusion**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1110

Chair: **Chang Lu**, U. of Alberta

Where does Innovation Start From?: The Effects of Field Characteristics on Innovation Diffusion | **Eugene Paik**, U. of Arizona

📄 Can Mindful Firms be Innovative? Differentiated Impact of Organizational Mindfulness on Innovation | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Xinyi Yang**, Stanford U.

🗣️📄 Innovation: The Roles of Intellectual Capital, Knowledge Augmentation and Environmental Dynamism | **Marc J. Lerchenmueller**, Yale U.

Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

📄 Time and organizational routines: Synchronizing contradictory temporalities in innovative projects | **Kenneth T. Goh**, Ivey Business School, Western U.; **Claus Rerup**, Ivey Business School, Western U.

🗣️ How Can Serendipity Be Made To Benefit Problem Solving? Findings From Drug Repurposing | **Burcu Kucukkeles**, ETH Zurich; **Shiko M. Ben-Menahem**, ETH Zurich

1111 📄: (Paper Session) - (OMT) **Bridging Organizational Boundaries**

11:30am - 1:00pm Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 1111

Chair: **Demetrius Lewis**, Stanford U.

📄 Where Do Broker Relationships Come From | **Kwangjune Ahn**, U. of Toronto

📄 Divide et Impera: Conflictual Ties in Broker Relationships | **Adam Tatarynowicz**, Singapore Management U.; **Thomas Keil**, U. of Zurich

→ Big fish or big pond? Seller's dilemma in intermediary selection | **Henning Piezunka**, INSEAD; **Riitta Katila**, Stanford U.; **Kathleen M. Eisenhardt**, Stanford U.

→ 📄 Internationalization & Partnerships: Exploratory Search across Institutional & Product Boundaries | **Majid Abdi**, The U. of Melbourne; **Preet S Aulakh**, York U.
Leveraging commercial and knowledge network experience, opportunity and network position | **Suleika Bort**, Mannheim U.; **Marie Oehme**, U. of Mannheim

1112 → 📄: (Paper Session) - (OMT) **Misconduct & Controversies in China**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 4
Tweet this session: #AOM2016 1112

Chair: **Jacob Model**, Stanford U.

📄 Hierarchical Inconsistency and Corporate Securities Fraud: Evidence from Chinese Family Business | **Yidi Guo**, INSEAD

→ Elite controversy and the institutional change of China's stock market | **Yuan Li**, Saint Mary's College of California

Inside the Black-Market: Managing and Maintaining Competing Institutional Logics in a Shadow Field | **Lin Dong**, Imperial College London; **Omar Merlo**, Imperial College London; **Andreas B. Eisingerich**, Imperial College London; **Paul Tracey**, U. of Cambridge

Aspiration Performance and Corporate Illegality: An Empirical Examination | **Yongqiang Gao**, Huazhong U. of Science and Technology; **Haibin Yang**, City U. of Hong Kong

→ Institutional Change in Authoritarian Settings: A Study of Environmental Penalties in China | **Christopher Marquis**, Cornell U.; **Yanhua Zhou**, Harvard U.

1113 📄: (Paper Session) - (OMT) **Interorganizational Cooperation & Coordination**

11:30am - 1:00pm Anaheim Marriott: Rancho Las Palmas
Tweet this session: #AOM2016 1113

Chair: **Valentina Assenova**, Yale School of Management

📄 Interorganizational Coordinating for Reliability: An Ethnography of a High-Reliability Network | **Joerg Sydow**, Free U. Berlin; **Olivier T. Berthod**, Free U. Berlin; **Michael Grothe-Hammer**, Free U. Berlin; **Gordon Mueller-Seitz**, Technical U. Kaiserslautern

📄 Network Leadership and the Dynamic Effects of Dominant and Coequal Structuration Patterns | **Matthias Mitterlechner**, U. of St. Gallen; **Harald Heinz Tuckermann**, U. of St. Gallen

Developing new Collaboration Practices and Role Structures in Inter-organizational Projects | **Bente Maren Lieftink**, Radboud U. Nijmegen; **Armand Smits**, Radboud U. Nijmegen; **Kristina Lauche**, Radboud U. Nijmegen

🗣️ → 📄 Institutional Frames and Collaboration Expectations in Hybrid Interorganizational Partnerships | **Paula Ungureanu**, U. of Modena and Reggio Emilia; **Francesca Bellesia**, U. of Bologna; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia

→ 📄 A tale of two levels: the diversification of business groups | **Dong Wook Huh**, Frostburg State U.; **Lorraine Eden**, Texas A&M U.

1114 📄: (Paper Session) - (OMT) **Design, Structure & Control**

11:30am - 1:00pm Anaheim Marriott: San Diego
Tweet this session: #AOM2016 1114

Chair: **Laura Jacobey**, U. of Goettingen

📄 Collaborative by Design? How Matrix Organizations See/Do Alliances | **Maxim Sytch**, U. of Michigan; **Franz Wohlgezogen**, Bocconi U.; **Edward Zajac**, Northwestern U.

📄 Organizational Design, Information Tacitness, And the Contingent Benefits of Structural Holes | **Ayenda Kemp**, The U. of Texas at Dallas; **Zhiang (John) Lin**, The U. of Texas at Dallas

📄 Open organization with future perspective: Garbage can model revisited | **Nobuyuki Inamizu**, U. of Tsukuba

📄 Micro-institutional Change and Organization Design: A Process Model of Logic Elaboration | **Xin Fu**, China Europe International Business School; **Ganqi Tang**, CEIBS

Creating a Polycentric Commons to Govern Strategic Choice in Pluralistic Projects | **Nuno A Gil**, The U. of Manchester

1115 🗣️ JS: (OMT, CMS, MOC) **How Institutions Really Think: Mary Douglas and Meaningful Organizations**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 9
Tweet this session: #AOM2016 1115

Participants: **Graham Sewell**, The U. of Melbourne; **Stewart Clegg**, U. of Technology, Sydney; **Nelson Phillips**, Imperial College London; **Dean Pierides**, The U. of Melbourne; **Joeri M. Mol**, The U. of Melbourne; **Angela McCabe**, The U. of Melbourne; **Danielle Logue**, U. of Technology, Sydney

1116 → 📄 JS: (OMT, MOC) **The Heart of Institutions: Values, Emotions, Identity, Logics & Work, Finding the Ties that Bind Us**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 2
Tweet this session: #AOM2016 1116

Organizer: **Madeline Toubiana**, U. of Alberta

Presenters: **Maxim Voronov**, Brock U.; **William Ocasio**, Northwestern U.; **Marya L. Besharov**, Cornell U.; **Tammar B. Zilber**, Hebrew U. of Jerusalem; **Joel Gehman**, U. of Alberta

1117 📄 JS: (OMT, OCIS, TIM) **Analytics at Work: Implications for Technology, Innovation and Organizations**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 3
Tweet this session: #AOM2016 1117

Organizers: **Christopher William John Steele**, U. of Alberta; **Stella Pachidi**, U. of Cambridge

Discussant: **Brian T Pentland**, Michigan State U.

Epistemic legitimacy: Rethinking institutional legitimacy through engagement with analytics | **Christopher William John Steele**, U. of Alberta

Quantification in Practice: Examining how Analytics Shape Coordination in Organizations | **Arvind Karunakaran**, Massachusetts Institute of Technology

It comes back to bite you: The unintended consequences of symbolic adoption | **Stella Pachidi**, U. of Cambridge; **Marleen Huysman**, U. of Amsterdam; **Inge van de Weerd**, Vrije U. Amsterdam

Entrepreneurship in Action: Reducing the Uncertainty of Innovation | **Vern Glaser**, U. of Alberta

Presenters: **Christopher William John Steele**, U. of Alberta; **Arvind Karunakaran**, Massachusetts Institute of Technology; **Stella Pachidi**, U. of Cambridge; **Vern Glaser**, U. of Alberta

1118 🗄️JS: (OMT, ODC, SIM) **Pushing Further Research on the Complexity and Dynamics of Institutional Logics**

11:30am - 1:00pm Anaheim Marriott: Northeast Marquis Ballroom
 Tweet this session: #AOM2016 1118

Organizer: **Mélissa Boudes**, NEOMA Business School
 Discussants: **John Almandoz**, IESE Business School; **Tina Dacin**, Queen's U.

How are conflicts among institutional logics resolved? A review of levels of analysis and outcomes | **Guillermo Casanovas**, U. of Oxford; **Marc Ventresca**, U. of Oxford
 The one-to-many relationship between local vocabularies and institutional logics | **Erynn Elizabeth Beaton**, U. of Massachusetts, Boston
 The co-generation and co-resolution of Institutional Complexity | **Ali Aslan Guemesay**, U. of Oxford
 An application of value configuration analysis to investigate how hybridity can be managed | **Alexander Pinz**, U. of Mannheim; **Bernd Helmig**, U. of Mannheim
 An ambivalent use of institutional logics. The case of the Business and Employment Cooperative | **Mélissa Boudes**, NEOMA Business School
 Presenters: **Guillermo Casanovas**, U. of Oxford; **Erynn Elizabeth Beaton**, U. of Massachusetts, Boston; **Ali Aslan Guemesay**, U. of Oxford; **Alexander Pinz**, U. of Mannheim

1119 🗄️: (Paper Session) - (ONE) **Collaborations and Field-level Processes in Sustainability**

11:30am - 1:00pm Anaheim Marriott: Suite 304
 Tweet this session: #AOM2016 1119

Chair: **Huiping Ding**, Beijing Jiaotong U.

- ➔ 🗄️ Assessing Economic Performance of an Environmental Sustainable Supply Chain in Reducing Externality | **Huiping Ding**, Beijing Jiaotong U.; **Qian Liu**, Beijing Jiaotong U.; **Lucy Zheng**, U. of Wolverhampton
- ➔ 🗄️ Achieving Sustainability in the German Wine Industry: A Mixed Methods Study | **Katharina Spraul**, U. of Kaiserslautern; **Annegret Höfert**, U. of Kaiserslautern
- 🗄️ Policy Vacuums and Institutional Voids in Global Climate Governance | **M. Saidur Rahman**, U. of Victoria; **Stefano Pogutz**, Bocconi U.; **Monika Winn**, U. of Victoria
- ➔ 🗄️ Cattle ranching GHG emissions: between political and technical arguments | **Marcus Vinicius Peinado Gomes**, FGV-EAESP; **Fabio Grigoletto**, EAESP - FGV; **Natalia Soares Esper**, EAESP - FGV

1120 🗄️: (Paper Session) - (ONE) **Capabilities and Competitive Advantage in Sustainability**

11:30am - 1:00pm Anaheim Marriott: Suite 312
 Tweet this session: #AOM2016 1120

Chair: **Frank Boons**, The U. of Manchester

- 🗄️ Field evolution as a social process. Dutch chemical industry and environmental impact, 1990-2012 | **Frank Boons**, The U. of Manchester; **Wouter Spekkink**, Delft U. of Technology
- 🗄️ Return on Natural Capital of Firms: A Configurational Approach | **Frank Figge**, Kedge Business School; **Tobias Hahn**, Kedge Business School
- 🗄️ Relational Sources and Sustainability: The Role of Environmental Collaboration and Alignment | **Ismael**

Golgeci, U. of East Anglia; **Ekrem Tatoglu**, Bahcesehir U.; **Ozlem Ayaz Arda**, Bahcesehir U.

Examining Firms' Awareness, Motivation, and Capability Drivers in Environmental Alliances | **Lea Stadler**, U. of Geneva; **Haiping Lin**, U. of Waterloo

1121 🗄️JS: (ONE, ENT, SIM) **Sustainability, Ethics and Entrepreneurship**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 1
 Tweet this session: #AOM2016 1121

Organizers: **Gideon D Markman**, Colorado State U.; **Tom Lumpkin**, Syracuse U.

Discussants: **Michael V. Russo**, U. of Oregon; **Johanna Mair**, Hertie School of Governance; **P Devereaux Jennings**, U. of Alberta
 Crowding Out Effects of Well-Intended Environmental Policies | **Richard Hunt**, Virginia Polytechnic Institute; **Bret Ryan Fund**, U. of Colorado, Boulder

Environmental Entrepreneurship: Identity Coupling, Venture Goals, and Stakeholder Incentives | **Jeffrey G. York**, U. of Colorado, Boulder; **Isobel O'Neil**, The U. of Nottingham; **Saras D. Sarasvathy**, U. of Virginia

Social Enterprise Emergence from Social Movement Activism: The Fairphone Case | **Ona Akemu**, Erasmus U. Rotterdam; **Gail Whiteman**, Erasmus U. Rotterdam; **Steve Kennedy**, Rotterdam School of Management

How Social Entrepreneurs Facilitate the Adoption of New Industry Practices | **Theodore L. Waldron**, Baylor U.; **Greg Fisher**, Indiana U.; **Michael D. Pfarrer**, U. of Georgia

Selling Issues With Solutions: Igniting Social Intrapreneurship in For-Profit Organizations | **Elisa Alt**, Anglia Ruskin U.; **Justin B Craig**, Northwestern Kellogg School of Management

A Theoretical Exploration of Why Firms Delay Reaching True Sustainability | **Anton Shevchenko**, Concordia U.; **Moren Levesque**, York U.; **Mark Pagell**, U. College Dublin

When Internal Representation Leads to Faultlines: A Study of Board Performance in Social Enterpris | **Saskia Crucke**, Ghent U.; **Mirjam Knockaert**, Ghent U.

Kicking Off Social Entrepreneurship: How a Sustainability Orientation Influences Crowdfunding | **Goran Calic**, Purdue U.; **Elaine Mosakowski**, Purdue U.

1122 🗄️➔🗄️: (Paper Session) - (PNP) **Leadership Styles Within Teams and Among Vounteers in NGOs, Public and Nonprofit Organizations**

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 2
 Tweet this session: #AOM2016 1122

Chair: **Andrew James Noblet**, Deakin U.

🗄️ The Impact of Leadership Training on Employee Perceptions of Leadership | **Christian Jacobsen**, Aarhus U.; **Anne Boellingtoft**, Aarhus U.; **Lotte Boegh Andersen**, Aarhus U.

Transformational Leadership, Power, and Volunteer Followers in Nonprofit Organizations | **Jeffrey L Godwin**, Saint Vincent College; **Susan Godwin**, Upshur County School District

➔ 🗄️ Leadership and thriving behavior as predictors of safety climate in public sector of two countries | **Michael K Muchiri**, RMIT U.; **Adela Jana McMurray**, RMIT U.

Being Humble as a team member in NGO : Servant Leadership and its Impacts on Creativity | **Haoyi Tan**,

Renmin U. of China; **Yirong Guo**, Renmin U. of China; **Min Zhu**, Teach for China; **Lijie Jia**, Teach for China

1123 : (Paper Session) - (PNP) Performance Measurement in Nonprofit Contexts

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: [#AOM2016 1123](#)

Chair: **Gokce Serdar**, Syracuse U.

Performance measurement in universities – Meaningful reconciliations of dilemmas | **Kirsi-Mari Kallio**, Turku School of Economics in the U. of Turku; **Päivikki Kuoppakangas**, Turku School of Economics in the U. of Turku

The Use of Outcome Measures in Human Service Nonprofits | **Chongyoung Lee**, California State U., Los Angeles; **Richard Michael Clerkin**, North Carolina State U.

The Interplay of Passive and Purposeful Uses of Performance Information | **Pietro Micheli**, U. of Warwick; **Andrey Pavlov**, Cranfield School of Management

1124 : (Paper Session) - (PNP) Employee Engagement and Motivation

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: [#AOM2016 1124](#)

Chair: **Jason Coupet Coupet**, North Carolina State U.

Employee Engagement in the Public Sector: A Narrative Evidence Synthesis | **Luke Fletcher**, Brighton Business School; **Katie Bailey**, U. of Sussex; **Kerstin Alfes**, ESCP Europe; **Adrian Madden**, U. of Greenwich

Fostering Voluntary Contributions to a Public Good: A Large-Scale Field Experiment at Wikipedia | **Jana Gallus**, Harvard U.

The Role of Relatedness in Nonprofit and Profit Organizations | **Beate Jelstad Lovaas**, VID Specialized U.

Do What You Mean or Mean What You Say? Testing Explicit and Implicit Prosocial Motivation | **William G Resh**, U. of Southern California; **John D Marvel**, George Mason U.

1125 : (Paper Session) - (SAP) The Influence Of Strategy Tools on Decision Making

11:30am - 1:00pm Hilton Anaheim: Mezzanine 2

Tweet this session: [#AOM2016 1125](#)

Chair: **Robert Phillip Wright**, Hong Kong Polytechnic U.

Boom and Bust Dynamics of Management Tool Implementation | **Markus Schwenke**, U. of St. Gallen; **Stefan N. Groesser**, U. of Applied Sciences Bern

Strategy processes and adaptation: Are Delphi and scenario planning superior to plurality voting? | **Shardul S Phadnis**, Malaysia Institute for Supply Chain Innovation

Strategy Practices for Resilient Organizations: Exploring the Role of Scenario Planning | **Julia Hillmann**, Dresden U. of Technology; **Stephanie Duchek**, Dresden U. of Technology; **Julian Meyr**, Dresden U. of Technology; **Edeltraud Guenther**, Dresden U. of Technology

1126 : (Paper Session) - (SAP) Paradoxes in Strategy

11:30am - 1:00pm Hilton Anaheim: San Simeon A

Tweet this session: [#AOM2016 1126](#)

Chair: **Tobias Hahn**, Kedge Business School

Towards a social-practice theory of paradox | **Jane Kirsten Le**, The U. of Sydney; **Rebecca Bednarek**, Birkbeck, U. of London

Managerial Ambidexterity: A Political Skills Perspective | **Ruifang Wang**, Maynooth U.; **Patrick T. Gibbons**, U. College Dublin

The Micro Processes of Strategic Paradox Evolution | **Iris-Ariane Hengst**, LMU Munich

1127 : (Paper Session) - (SIM) Political Behaviors of Firms

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: [#AOM2016 1127](#)

Chair: **Nicolas M Dahan**, California State U., Monterey Bay

Product Market Performance Shortfalls and Corporate Lobbying | **Jihyun Eun**, The U. of Texas at Dallas; **Seung-Hyun Lee**, The U. of Texas at Dallas

Managing Increased Dependencies From Product Recalls: A Stakeholder Approach | **Jinsil Kim**, The U. of Texas at Dallas
Interest and Action: Unpacking the Theory of Collective Action | **Amy Minto**, U. of Oregon

Why Did They Comply While Others Did Not? Labor Law Compliance of Private Firms in China | **Ying Chen**, U. of Illinois at Urbana-Champaign; **Yuanyuan Sun**, U. of Minnesota, Duluth

1128 : (Paper Session) - (SIM) CSR and Performance

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: [#AOM2016 1128](#)

Chair: **Kathleen Rehbein**, Marquette U.

Rethinking the link between Corporate Social Responsibility and Shareholder Value | **Emmanuel Afolabi Adegbite**, U. of Birmingham; **Kenneth Amaeshi**, U. of Edinburgh; **Chizu Nakajima**, London Metropolitan U.

No good deed goes unpunished: Social performance and socially oriented shareholder activism | **Abhijith G. Acharya**, Singapore Management U.; **David Gras**, Texas Christian U.; **Ryan Adam Krause**, Texas Christian U.

Temporal Dynamics of CSR and CSIR | **Xiaoping Zhao**, Shanghai Jiao Tong U.; **Audrey Murrell**, U. of Pittsburgh; **Feibo Shao**, Oklahoma State U.

How Does Corporate Social Responsibility Affect Organizational Performance? | **Byung-Jik Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Myung Un Kim**, Seoul National U.; **Tae-Hyun Kim**, Korea Advanced Institute of Science and Technology (KAIST)

1129 : (Paper Session) - (SIM) Cognitive and Social Elements of Ethical and Unethical Behavior

11:30am - 1:00pm Anaheim Marriott: La Jolla

Tweet this session: [#AOM2016 1129](#)

Chair: **Susan Key**, U. of Alabama, Birmingham

Ethics in Everyday Organizational Life: Conforming to the Norms and Breaking the Rules | **Elina Riivari**, U. of Jyväskylä; **Anna Heikkinen**, U. of Tampere

Modeling Diversity Management Practices in Corporate Ethics: The Spillover Effect | **Yves-Rose SaintDic**, Georgia State U.; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **Neal P. Mero**, Stetson U.

Differentiating between premeditated and impulsive unethical behavior | **Ke Mai**, Sungkyunkwan U.; **Aleksander P. J. Ellis**, U. of Arizona

→ The Role of Cognitive Biases in Ethical Decision Making About Climate Change | **Daina Mazutis**, Telfer School of Management, U. of Ottawa; **Anna Eckardt**, IMD, Lausanne

1130 📄: (Paper Session) - (SIM) **Ethics and Leadership**

11:30am - 1:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1130

Chair: **Gerald F Cavanagh**, U. of Detroit Mercy

📄 Ethical Leadership and UPB: The Mediating Mechanism of Moral Attentiveness | **Alexander Newman**, Deakin U.; **Nathan Eva**, Monash U.; **Qing Miao**, Zhejiang U.; **Ingrid Nielsen**, Deakin U.

🗣️ The Problem Of Managing Under Moral Uncertainty: An Expected Moral Value Approach | **Vikram R. Bhargava**, The Wharton School, U. of Pennsylvania; **Tae Wan Kim**, Carnegie Mellon U. - Tepper School of Business

📄 The Influence of Relative Performance and Bad Apple Succession on Organizational Misconduct | **Mark A. Davis**, U. of North Texas; **Marcus Z. Cox**, Stephen F. Austin State U.

📄 Despotism and job Outcome: Moderating Role of Islamic work Ethics | **Inam Ul Haq**, Riphah International U., Lahore; **Muhammad Umer Azeem**, Johannes Kepler U.; **Norashikin Mahmud**, U. Teknologi Malaysia

1131 📄: (Paper Session) - (SIM) **CSR and Governance**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1131

Chair: **Mark P Sharfman**, U. of Oklahoma

📄 Changing Corporate Governance in Response to Trust-Damaging Information | **Ilya Okhmatovskiy**, McGill U.; **Donghoon Shin**, McGill U.

📄 Two Heads Are More Responsible Than One: Co-CEOs and Corporate Social Performance | **Dinesh Hasija**, U. of Arkansas; **Alan E. Ellstrand**, U. of Arkansas; **Dan L. Worrell**, U. of Arkansas; **Heather R. Dixon-Fowler**, Appalachian State U.

🗣️ Executive Succession, Corporate Social Performance and the Dismissal of Newly Appointed CEOs | **Shih-Chi Chiu**, Nanyang Technological U.; **Mark P Sharfman**, U. of Oklahoma

🗣️ Corporate Governance perspectives and CSR: Issues for Stakeholder Management | **Magalie Marais**, U. of Montpellier; **Suzanne Young**, La Trobe U.

1132 📄: (Paper Session) - (SIM) **Governance and CSR**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1132

Chair: **Cynthia Clark**, Bentley U.

→ 🗣️ Interlocks and Company Performance: Evidence from Listed Firms in India | **Jaideep Ghosh**, Shiv Nadar U.; **Amitava Dutta**, George Mason U.; **Avinash Kshitij**, CSIR - NISTADS

📄 The Pay Inequality Conundrum: Examining Governance Antecedents of CEO-Employee Pay Ratio | **Maria Goranova**, U. of Wisconsin, Milwaukee; **Punit Arora**, City U. of New York; **Xiaoyu Yang**, U. of Wisconsin, Milwaukee

📄 The Transfer of Corporate Social (Ir)Responsibility Profile through Executive Migration | **Bongsun Kim**, Korea U. Business School; **Jon Jungbien Moon**, Korea U.; **Eonsoo Kim**, Korea U. Business School

🗣️ Use Your Stepping Stones: The Impact of Board Interlock on CSR Performance | **Soolim Park**, Korea U. Business School; **Young-Kyu Kim**, Korea U.

1133 📄: (Paper Session) - (SIM) **Legitimization of CSR**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 1133

Chair: **Jeffery A. Thompson**, Brigham Young U.

🗣️ The Power of Purpose: How Organizations are Making Work More Meaningful | **Alison Kayle Alexander**, Northwestern U.; **Mindy W Douthit**, Northwestern U.

📄 Bound to fail yet successful: Understanding institutionalization processes of contested practices | **Arthur Gautier**, ESSEC Business School; **Anne-Claire Pache**, ESSEC Business School; **Imran Chowdhury**, Pace U.

🗣️ The internal contest for CSR: Individual micro-politics and strategic action fields | **Benjamin A. Neville**, The U. of Melbourne; **Michal J Carrington**, The U. of Melbourne

Pyrrhic Victories of Myopic Legitimation Strategies: The Divergent Impacts of Accounts and Apologies | **Kareem M. Shabana**, Central Connecticut State U.; **Elizabeth C. Ravlin**, U. of South Carolina

1134 📄: (Paper Session) - (SIM) **New Theoretical Approaches to Sustainability**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1134

Chair: **Gordon P. Rands**, Western Illinois U.

📄 Reframing Materiality in Sustainability Reporting | **Jenni Puroila**, U. of Tampere; **Johanna Kujala**, U. of Tampere; **Hannele Mäkelä**, U. of Tampere

🗣️ Understanding Collaborative Consumption to Make Collaboration-Based Organizations Meaningful | **Daniel Roos**, Hohenheim U.; **Rüdiger Hahn**, Hohenheim U.

One but Not the Same: The Distinctiveness of Corporate Responsibility and Sustainability | **Pratima Bansal**, U. of Western Ontario; **Hee-Chan Song**, Ivey Business School, Western U.

🗣️ Convergent Innovation Platform to Address Complex Social Problems: A Tiered Governance Model | **Srivardhini K Jha**, Indian Institute of Management, Bangalore; **Richard Gold**, McGill U.; **Laurette Dube**, McGill U.

1135 : (Plenary) - (TIM) **TIM Plenary: What TIM Theories are Novel, Non-obvious, and Useful for Innovation Practice?**

11:30am - 1:00pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 1135

Organizer: **Aija E. Leiponen**, Cornell U.

Moderator: **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

Speakers: **Philip Anderson**, INSEAD; **Lee Fleming**, U. of California, Berkeley; **Melissa A. Schilling**, New York U.

Monday 1:00PM

1136 : (ICW) IMD International Day 4 Room 2 PM

1:00pm - 5:00pm Hilton Anaheim: Mezzanine Office A, 3rd Floor

Tweet this session: #AOM2016 1136

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International**1137** : (ICW) IMD International Day 4 Room 1 PM

1:00pm - 5:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 1137

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International**1138** : (MED) MED Past Chairs, Executive Committee & Keynote Luncheon

1:00pm - 3:00pm Anaheim Convention Center: 203B

Tweet this session: #AOM2016 1138

By invitation only.

Organizers: **Sabine Hoidn**, U. of St. Gallen; **Wanda Tisby Cousar**, Economicstrategolutions,LLCDivision Chair: **Barbara A. Ritter**, Coastal Carolina U.Division Chair-Elect: **Peter McNamara**, Maynooth U.Program Chair: **Miguel R. Olivas-Lujan**, Clarion U. of PennsylvaniaProfessional Development Workshop Chair: **Paul Hibbert**, U. of St AndrewsPast Chair: **Jacob Eisenberg**, UCDTreasurer: **Erika Engel Small**, Coastal Carolina U.Secretary: **Danna Greenberg**, Babson CollegeCoordinators: **Kim Gower**, U. of Richmond; **Joshua J. Daspit**, Mississippi State U.Program Coordinator: **Emmanuel Monod**, Shanghai Jiao Tong U.Meetings Coordinator: **Alan B. Eisner**, Lubin School of Business, Pace U.Newsletter Editor: **Darlene Joy Alexander-Houle**, UoP; Determined Financial PlanningListserv Manager: **Charles Wankel**, St. John's U.Representative-at-Large: **April Lee Wright**, U. of Queensland

Monday 1:15PM

1139 : (Paper Session) - (BPS) Heterogeneous Approaches Linking Innovation to Firm Performance

1:15pm - 2:45pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1139

Chair: **Florence E M Honore**, Iowa State U.

Waste Reduction Strategies: Less Is More | **Luca Berchicci**, Erasmus U. Rotterdam; **William G. Mitchell**, U. of Toronto; **Nilanjana Dutt**, Bocconi U.

Imitation to Innovation: Late Movers' Catch-up Strategy and Technological Leadership Change | **Sungyong Chang**, Columbia Business School; **Hyunseob Kim**, The Ohio State U.; **Jaeyong Song**, Seoul National U.; **Keun Lee**, Seoul National U.

The Corporate Innovation Function | **Zdenek Necas**, Ivey Business School; **Andreas P.J. Schotter**, Ivey Business School

The Influence of Founder Collaborations on Venture Knowledge Quality | **Warren Boeker**, U. of Washington, Seattle; **Michael Deane Howard**, Texas A&M U., College Station; **Sandip Basu**, City U. of New York, Baruch College; **Arvin Sahaym**, Washington State U.

1140 : (Paper Session) - (BPS) Value Creation and Demand-Side Strategies

1:15pm - 2:45pm Hilton Anaheim: California B

Tweet this session: #AOM2016 1140

Chair: **Jens Schmidt**, Aalto U.

An Evolutionary Theory of Demand-side Determinants of Firm Dynamics | **Lalit Manral**, U. of Central Oklahoma

Reload and Relaunch: Value Creation and Value Capture In Platform-Based Markets | **Joost Rietveld**, Rotterdam School of Management; **Melissa A. Schilling**, New York U.; **Cristiano Bellavitis**, National Research U. Higher School of Economics

Managing Brands as a Resources: A Study of Hollywood Film Franchises | **Daniel Chaffin**, U. of Nebraska, Kearney; **Jamal Shamsie**, Michigan State U.

The Microfoundations of Customer Involvement in Business Model Ideation and Development | **Paola Zanella**, Bocconi U.; **Gianmario Verona**, Bocconi U.; **Paola Cillo**, Bocconi U.; **Richard L. Priem**, Texas Christian U.

Research on Competitive Actions | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. College Dublin; **Brian C. Fox**, U. of Connecticut

1141 : (Paper Session) - (BPS) Cognitive Influences on Competitive Interactions

1:15pm - 2:45pm Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 1141

Chair: **Nydia MacGregor**, Santa Clara U.

A Review, Integrative Framework, and Future Directions for Research on Competitive Actions | **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. College Dublin; **Brian C. Fox**, U. of Connecticut

Nested Identities as Cognitive Drivers of Strategy | **Jennifer G. Irwin**, Louisiana State U.; **Brooke Boren**, U. of Oregon; **Anne Parmigiani**, U. of Oregon

Competitor Identification and High Speed Competitive Interactions | **Scott Mitchell**, U. of Kansas

Action Creativity in Munificent Competitive Environment: A Moderated Mediation Analysis | **Hao-Chieh Lin**, National Sun Yat-Sen U.; **Wenpin Tsai**, Pennsylvania State U.; **Yu-Sheng Liu**, Institute of Labor, Occupational and Health, Ministry of Labor; **Ming-Jer Chen**, U. of Virginia

1142 : (Paper Session) - (BPS) Strategic Decision Making and Individuals

1:15pm - 2:45pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1142

Chair: **Timothy J. Quigley**, U. of Georgia

Individual and Organizational Antecedents of Strategic Foresight | **Felipe A. Csaszar**, U. of Michigan; **Daniella Laureiro-Martinez**, ETH Zurich

The Influence of Role-Specific Performance Feedback Interpretation on Strategic Decision-Making | **Gerardus JM Lucas**, Simon Fraser U.; **Daniela Patricia Blettner**, Simon Fraser U.; **Eric R Gedajlovic**, Simon Fraser U.

When Ignorance Is Bliss - the Negative Effects of Positive Knowledge | **Dirk Martignoni**, U. of Lugano

When Knowledge Crosses Levels: Integrating Knowledge and When to Expect Resistance | **Derrick A McIver**, Western Michigan U.; **Stacey R. Fitzsimmons**, U. of Victoria; **Cynthia A. Lengnick-Hall**, The U. of Texas at San Antonio

1143 : (Paper Session) - (BPS) Corporate Governance and Regulatory Issues in International Markets

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1143

Chair: **Giovanni Valentini**, IESE Business School

📄 Shareholders' Protection and the Ability to Play the Game: Means, Motive and Opportunity to Tunnel | **Michele Pinelli**, Luiss Guido Carli U.; **Francesco Cappa**, Luiss Guido Carli U.; **Raffaele Oriani**, Luiss Guido Carli U.; **Enzo Peruffo**, Luiss Guido Carli U.

👉 How Does Ownership Change Matter for Firm Innovation? Evidence from a Privatization Reform | **Wenlong He**, U. of International Business and Economics

Altercentric Board Inner Circle: Director Brokerage and Compensation in China | **Zhu Zhu**, Montclair State U.; **Weilei (Stone) Shi**, City U. of New York, Baruch College; **Sunny Li Sun**, U. of Missouri, Kansas City; **Kangtao Ye**, Renmin U. of China

👉 📄 Symbolism in Regulatory Compliance in an Emerging Market | **Weiwen Li**, National Sun Yat-Sen U.; **Yan Anthea Zhang**, Rice U.; **Xinchun Li**, National Sun Yat-Sen U.

1144 📄 👉 🗣️ 📄 🗣️: (Paper Session) - (BPS) **International Strategies & Coordination in MNCs**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1144

Chair: **Marie Louise Mors**, Copenhagen Business School

👉 🗣️ Configurations of Top Management Team Characteristics for Firm Internationalization | **Wein-Hong Emily Chen**, National Dong Hwa U.; **Bella Butler**, Curtin U. Australia; **Hsiu-Wen Liu**, Soochow U.

📄 CEO Culpability Revisited: A Study of U.S. Subsidiary Divestitures of Korean Multinationals | **Heechun Kim**, Georgia State U.; **Daniel Jinyong Zyung**, Rice U.; **Hyun-Soo Woo**, Arizona State U.; **Jisun Kim**, Arizona State U.

📄 Interest Alignment or Rent Extraction? The Performance Implications of Stock Option Plans in China | **Cuili Qian**, City U. of Hong Kong; **Lipeng Gary Ge**, Hong Kong U. of Science and Technology; **Jiatao Li**, Hong Kong U. of Science and Technology

👉 🗣️ 📄 Pay to Incentivize or Pay to Capture: Evidence from Independent Director Behaviour in China | **Jyun-Ying Fu**, Imperial College London

1145 🗣️ 📄: (Paper Session) - (BPS) **Absorptive Capacity and New Practice Adoption**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1145

Chair: **Jeff Stevens**, McNeese State U.

📄 Absorptive Capacity and Organizational Performance: A Review and Research Agenda | **Abderaouf Bouguerra**, Warwick Business School; **Keith Glaister**, Warwick Business School

🗣️ New Practice Adoption: Predicting the Gap Between Routine as Designed and Routine as Realized | **Alex James Wilson**, Duke U.

Reputation and Organizational Performance: The Moderating Role of Intangible Assets | **Bikramjit Ray Chaudhuri**, Indian Institute of Management, Calcutta; **Santanu Bhadra**, Indian Institute of Management, Calcutta

📄 Effect of Shared Knowledge in Offshore Outsourced Software Development Projects | **Joydeep Chatterjee**, U. of

Washington, Bothell; **Kannan Srikanth**, Singapore Management U.

1146 🗣️ 👉 🗣️ 📄: (Paper Session) - (BPS) **Alliances, Property Rights and Innovation**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1146

Chair: **Lu Jin**, The U. of Hong Kong

📄 Squeeze the Lemon? Suppliers' Innovation Under the Rule of Buyer Firms | **Ricarda B. Bouncken**, U. of Bayreuth; **Robin Pesch**, U. of Bayreuth; **Martin Ratzmann**, U. of Bayreuth

👉 🗣️ 🗣️ Liberty in Law? Intellectual Property Rights and Global Alliance Networks | **Sarath Balachandran**, The Wharton School, U. of Pennsylvania; **Exequiel Hernandez**, U. of Pennsylvania

📄 More Ties the Merrier? Different Types of Social Ties and Firm Innovation Performance in China | **Jianghua Zhou**, Beijing Normal U.; **Rui Wu**, Tsinghua U.

Licensing and the Creation of Product Innovations: The Role of Bottom Up and Top Down Attention | **Thomas Kluefer**, IESE Business School; **Felipe Monteiro**, INSEAD; **Denise R. Dunlap**, Northeastern U.

1147 🗣️ 👉 🗣️ 🗣️: (Paper Session) - (BPS) **National Institutions, Diversification and Entrepreneurship**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1147

Chair: **Jiang Wei**, Zhejiang U.

📄 What is it about Country that Really Matters? Disentangling Country Effects on Firm Performance. | **Ebes Esho**, Pan African U., Lagos; **Adetunji Adegbesan**, Lagos Business School

🗣️ 🗣️ Diversification, Organizational Heterogeneity and the Performance of Professional Partnerships | **Monika Schommer**, U. of Liverpool; **Ansgar Richter**, U. of Liverpool; **Amit Karna**, Indian Institute of Management, Ahmedabad

👉 📄 Contracts or Trust? A Contingent View From Institutions | **Mengyang Wang**, The U. of Hong Kong

👉 📄 Built to Last, Profit or Flip? The Outcomes of Exploration-Exploitation for Start-ups | **Mohammad Keyhani**, Haskayne School of Business; **Yuval Deutsch**, York U.; **Anoop Madhok**, Schulich School of Business; **Moren Levesque**, York U.

1148 🗣️: (Paper Session) - (BPS) **Alliance Ecosystems, Adaptation, and Business Models**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1148

Chair: **Fabrice Lumineau**, Purdue U.

🗣️ Fellow Travelers: an Ethnographic Journey in the Dynamics of Formation of Ecosystems | **Simone Napolitano**, U. of Bologna

Adaptation in Multi-organization Projects: Evidence from the U.K. Construction Industry | **Nicholas Argyres**, Washington U. in St. Louis; **Fabrice Lumineau**, Purdue U.; **Nuno Oliveira**, LSE

Business Model Innovation in Networks: How to Work With Openness | **Sven M. Laudien**, U. of Erfurt; **Viktor Fredrich**, U. of Bayreuth

Tilting the Playing Field: Towards an Endogenous Strategic Action Theory of Ecosystem Creation | **Erkko Autio**, Imperial

College London; **Llewellyn D W Thomas**, Abu Dhabi School of Management

1149 📄: (BPS) 2016 Wiley Blackwell Dissertation Award

1:15pm - 2:45pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1149

Chair: **Brian S. Silverman**, U. of Toronto

Three Essays on Corporate Social Responsibility | **Vanessa Burbano**, Columbia Business School

Essays on the Economics of Organizations, Productivity and Labor | **Bo Cowgill**, U. of California, Berkeley

Founders' Credentials and Performance of Startups |

Ramakrishna Devarakonda, Chinese U. of Hong Kong

Relational Strategy, Business Scope, and Firm Performance:

Evidence from Supplier-Client Relationships in

Knowledge-Based Services | **John Mawdsley**, HEC Paris

Strategic Allocation of Human Capital: Executive

Appointments in Multinational Bank Subsidiaries | **Market**

Rickley, U. of Iowa

Gaining Competitive Advantage from Human Capital: Role of

Markets and Firm Structure | **Ulya Tsolmon**, Duke U.

1150 🗨️➔📄: (Paper Session) - (BPS) Acquisitions and Performance

1:15pm - 2:45pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1150

Chair: **Marie-Ann Betschinger**, U. of Fribourg

Acquisition Capability, M&A Performance, and Postacquisition

Integration Strategy: A Meta-Analysis | **Le Wang**, Goethe U.;

Bjoern Michaelis, Goethe U.

📄 Avoiding the Post-IPO Brewing Storm of Delisting: M&As

and Investing Internally in Turbulence | **Asli Musaoglu**

Arikan, Kent State U.; **Laurence Capron**, INSEAD

🗨️ Effect of Acquirer's Past Performance & Financial Advisors

on Acquisition Premium & Stock Returns | **Hyejin Cho**,

Korea Advanced Institute of Science and Technology (KAIST);

Yoon-Suk Baik, Korea Advanced Institute of Science and

Technology (KAIST)

➔ 📄 Cracking the Five Trillion Dollar M&A Question: A

Meta-Analysis | **Jiachen Yang**, HEC Paris; **Michel Lander**,

HEC Paris; **Taco Reus**, Erasmus U. Rotterdam; **Ron Maas**,

Rotterdam School of Management

1151 🗨️📄: (Paper Session) - (BPS) CEOs and Environmental Strategies

1:15pm - 2:45pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1151

Chair: **Barbara Carlin**, U. of Houston

The Rise of CEO Transformational Leadership in Dynamic

Environments | **Weichun Zhu**, Pennsylvania State U.;

Guangping Wang, Pennsylvania State U.; **Hongwei He**, U. of

Strathclyde

📄 Uncertainty... The Only Certain Thing? Environmental

Uncertainty and Firm Performance | **Ralf Meinhardt**,

Friedrich-Alexander U. of Erlangen-Nürnberg; **Sebastian Junge**,

Friedrich-Alexander U. of Erlangen-Nürnberg; **Jan Mammen**,

Friedrich-Alexander U. of Erlangen-Nürnberg

📄 Voluntary Disclosure and Information Intermediaries:

Evidence from the Carbon Disclosure Project | **Kira**

Fabrizio, Boston U.; **Eun-Hee Kim**, George Washington U.

🗨️ From Compliance to Competition: Organizational Capabilities and Market Opportunities | **Alfred Allen Marcus**, U. of Minnesota; **Joel Malen**, Hitotsubashi U.

1152 📄JS: (BPS, ENT) Beyond Kickstarter: Understanding The Platforms Behind Crowdfunding & Opportunities For Research

1:15pm - 2:45pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 1152

Organizer: **Gary Dushnitsky**, London Business School

Participants: **Lee Fleming**, U. of California, Berkeley; **Cristina**

Rossi-Lamastra, Politecnico di Milano; **Mike Wright**, Imperial

College London; **Bryan Kaiser Stroube**, London Business School

1153 🗨️🗨️🗨️JS: (BPS, GDO, HR) Shattering the Glass Ceiling: A Dialogue Addressing Solutions to Gender Bias in the Upper Echelons

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1153

Organizers: **Abbie Griffith Oliver**, U. of Georgia; **Felice B. Klein**,

Michigan State U.; **Kevin McSweeney**, Texas A&M U.; **Cynthia E.**

Devers, Texas A&M U., College Station; **Gerry McNamara**,

Michigan State U.

Moderator: **Cynthia E. Devers**, Texas A&M U., College Station

Participants: **Christine Shropshire**, Arizona State U.; **Ryan Adam**

Krause, Texas Christian U.; **Craig Crossland**, U. of Notre Dame;

Quinetta Roberson, Villanova U.

1154 📄JS: (BPS, OMT) Human After All: The Role of Managers in Dealing with Strategic Tensions

1:15pm - 2:45pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1154

Organizers: **Cristina Gibson**, U. of Western Australia; **Catherine G.**

Collins, U. of New South Wales

Chair: **Martijn van der Kamp**, The U. of Melbourne

Discussant: **Henrik Bresman**, INSEAD

Managerial Antecedents of Ambidexterity | **Paulina Junni**, BI

Norwegian Business School; **Riikka M Sarala**, U. of North

Carolina, Greensboro; **Vas Taras**, U. of North Carolina,

Greensboro; **Shlomo Yedidia Tarba**, U. of Birmingham

Matching Ambidextrous Strategic Directions with Dynamic

Market Environments | **Sebastian Kortmann**, U. of

Amsterdam

A Theoretical Model for Achieving Flexibility Through

Coordination | **Catherine G. Collins**, U. of New South Wales;

Cristina Gibson, U. of Western Australia; **Martijn van der**

Kamp, The U. of Melbourne

Ambidextrous Leadership: Direct and Indirect Effects of

Behavioral Complexity | **Alexander Zimmermann**, U. of St.

Gallen; **Martin Jaeckel**, Deloitte Consulting; **Susan A Hill**, Cass

Business School, City U. London; **Julian Birkinshaw**, London

Business School

Participant: **Martijn van der Kamp**, The U. of Melbourne

1155 🗨️🗨️🗨️JS: (BPS, ONE, TIM) Corporate Short-termism and Strategy: Causes and Consequences

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 1155

Organizers: **Rachelle Sampson**, U. of Maryland; **Caroline**

Flammer, Boston U.

Discussants: **Rebecca Henderson**, Harvard U.; **Judith**

Samuelson, Aspen Institute Business and Society Program

Evidence and Implication of Short-termism in US Capital Markets: 1982-2013 | **Rachelle Sampson**, U. of Maryland; **Yuan Shi**, U. of Maryland
 The Dog that Didn't Bark: Long-Term Strategies in Times of Recession | **Caroline Flammer**, Boston U.; **Ioannis Ioannou**, London Business School
 Reflections on the Lemons Problem in Markets for Strategy | **Todd Zenger**, Eccles School, U. of Utah

1156 (Paper Session) - (CAR) **Proactive Career Behaviors**
 1:15pm - 2:45pm Anaheim Convention Center: 205B
 Tweet this session: #AOM2016 1156
 Chair: **Anya Johnson**, The U. of Sydney
 Discussant: **Bert Schreurs**, Maastricht U.

🗨️🗨️ "Called" to Speak Up: Employees' Career Calling and Voice Behavior | **Jiatian Chen**, U. of Kansas; **Douglas R May**, U. of Kansas; **Catherine E Schwoerer**, U. of Kansas
 🗨️🗨️ Calling: Implications for Employability, Innovative Work, and Proactive Professional Development | **Evgenia Lysova**, VU U. Amsterdam
 🗨️🗨️ Boundary Spanning in Academia: Antecedents and Consequences of Academic Entrepreneurialism | **Kevin M. Kniffin**, Cornell U.; **Andrew S Hanks**, The Ohio State U.
 Proactive Personality and Well-Being: The Mediating Role of Job Crafting and Career Competencies | **Judith Plomp**, Vrije U. Amsterdam; **Maria Tims**, Vrije U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam; **Paul G W Jansen**, U. of Amsterdam; **Arnold B. Bakker**, Erasmus U. Rotterdam

1157 🗨️🗨️ SHCS: (CAR, OB, HR) **Probing the Antecedents and Nature of Career Success**

1:15pm - 2:45pm Anaheim Convention Center: 303D
 Tweet this session: #AOM2016 1157
 Organizers: **Petra M. Eggenhofer-Rehart**, WU Vienna U. of Economics and Business; **Peter A. Heslin**, UNSW Australia Business School
 Chairs: **Markus Lutzke**, WU Vienna U. of Economics and Business; **Lauren A. Keating**, UNSW Australia Business School
 Discussant: **Hugh P. Gunz**, U. of Toronto

Objective and Subjective Career Success: A Meta-Analysis of Predictors | **Peter A. Heslin**, UNSW Australia Business School; **Michael Schiffinger**, WU Vienna U. of Economics and Business; **Wolfgang Mayrhofer**, WU Vienna U. of Economics and Business; **Petra M. Eggenhofer-Rehart**, WU Vienna U. of Economics and Business; **Markus Lutzke**, WU Vienna U. of Economics and Business; **Astrid Reichel**, WU Vienna U. of Economics and Business; **Johannes Steyrer**, WU Vienna U. of Economics and Business; **Dominik Zellhofer**, WU Vienna U. of Economics and Business

Career Success in the Context of School Teaching and Business | **Markus Lutzke**, WU Vienna U. of Economics and Business; **Christoph Schwarzl**, U. of Natural Resources and Life Sciences, Vienna

Predicting Career Success: The Joint Impact of Trait Competitiveness and Competitive Climate at Work | **Daniel Spurk**, U. of Bern; **Anita C. Keller**, Michigan State U.

Career Success as an Emergent Process | **Daniel Turban**, U. of Missouri; **Peter A. Heslin**, UNSW Australia Business School

When and Why Objective Career Success Deserves a Demotion | **Peter A. Heslin**, UNSW Australia Business School;

Wolfgang Mayrhofer, WU Vienna U. of Economics and Business

The Careers Best Symposium Award Finalist

1158 🗨️🗨️🗨️ CAU: (CAU) **Getting "Inside" the Boardroom—Overcoming Data Challenges to Develop Impactful Governance Research**

1:15pm - 2:45pm Anaheim Convention Center: 213A
 Tweet this session: #AOM2016 1158

Organizer: **Whitney Douglas Fernandez**, San Diego State U.

1159 🗨️🗨️🗨️ CAU: (CAU) **Exploring the Intersection of Diversity & Organization Change: Group Dynamics as a Way Forward**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon F
 Tweet this session: #AOM2016 1159

Organizers: **Debra A. Noumair**, Teachers College, Columbia U.; **Caryn J Block**, Teachers College, Columbia U.

1160 → 🗨️🗨️ CAU: (CAU) **Project GLOBE: Enhancing Our Understanding of Organizational Meaningfulness across Cultures**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 5
 Tweet this session: #AOM2016 1160

Participants: **Ali Dastmalchian**, Simon Fraser U.; **Neal M. Ashkanasy**, U. of Queensland

1161 🗨️🗨️ CAU: (CAU) **Employee Volunteering: Cultivating a Community of Scholars and a Research Agenda**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 6
 Tweet this session: #AOM2016 1161

Organizers: **Jessica Rodell**, U. of Georgia; **Heiko Breitsohl**, U. Wuppertal

1162 🗨️: (Paper Session) - (CM) **Responding to Transgressions**

1:15pm - 2:45pm Hilton Anaheim: La Jolla
 Tweet this session: #AOM2016 1162

Chair: **Cecily D Cooper**, U. of Miami

Service Provider's Response to Client Opportunism in a Service Exchange Relationship | **Smita Chaudhry**, Indian Institute of Management, Calcutta; **Bharatendu Nath Srivastava**, Indian Institute of Management, Calcutta; **Chetan Joshi**, Indian Institute of Management, Calcutta

🗨️🗨️🗨️ When Forgiveness Backfires: The Joint Effect of Forgiveness Expressions and Victim Gender | **Donna Yao**, Hong Kong U. of Science and Technology; **Melody Manchi Chao**, Hong Kong U. of Science and Technology

🗨️ Effects of Implicit Person Theories and Apologies on Trust Following Integrity-Based Violations | **Phillip M. Jolly**, U. of Houston; **Ksenia O. Krylova**, NEOMA Business School; **James S Phillips**, U. of Houston

🗨️ The Offender Bias: How Face Concerns Lead Offenders to Undervalue Apologies | **Sheli Sillito**, Brigham Young U.; **Isaac H Smith**, Cornell U.; **Kristina Diekmann**, U. of Utah; **David Hunsaker**, U. of Utah

1163 🗨️: (Paper Session) - (CM) **Power and Status Dynamics**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 7
 Tweet this session: #AOM2016 1163

Chair: **Brian Lucas**, Chicago Booth School of Business

- 📄 Hierarchy Struggles: A Multistudy Examination of its Types | **Maartje E. Schouten**, Michigan State U.
- 🗨️ Hierarchies and Voluntary Third-Party Intervention: The Case of Authorship Conflicts in Biology Labs | **Sora Jun**, Stanford GSB
- 📄 Do We Go Together? Effects of Dyadic Power Distance Congruence and Gender on Conflict and Burnout | **Katrina A. Graham**, Suffolk U.; **Scott B. Dust**, Miami U.; **Jonathan C. Ziegert**, Drexel U.
- 🗨️ Competence and Motivation: Pathways to Relational versus Collective Status | **Hye Jung Yoon**, Cornell U.; **Ya-Ru Chen**, Cornell U.

1164 📄: (Paper Session) - (CM) Determinants of Prosocial Behavior

1:15pm - 2:45pm Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1164

Chair: **Leigh Plunkett Tost**, U. of Southern California

- 📄🗨️ Social Categorization Improves Intergroup Helping: A Behavioral Field Experiment | **Geoffrey J. Leonardelli**, U. of Toronto; **Soo Min Toh**, U. of Toronto
- ➔ Selfishly Benevolent or Benevolently Selfish: Framing Effects in Prosocial Behavior | **Julian Jake Zlatev**, Stanford GSB; **Dale Miller**, Stanford U.
- 📄 The Prosocial Side Of Power: When And Why Power Promotes Solidarity With Others | **Leigh Plunkett Tost**, U. of Southern California; **Hana Huang Johnson**, U. of Idaho
- 🗨️ Being Nice Doesn't Mean You Will Finish Last: Work-Emotional Intelligence and Prosocial Outcomes | **Sukumarakurup Krishnakumar**, Keck Graduate Institute; **Buddhika Perera**, North Dakota State U.; **Michael D Robinson**, North Dakota State U.

1165 🗨️➔📄: (Paper Session) - (CMS) Business Schools in Neoliberal Times: Decolonization or Neocolonialism?

1:15pm - 2:45pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 1165

Chair: **Raza A. Mir**, William Paterson U.

- 📄🗨️ What Does 'Critical' Mean in a Post-Colony Elite Business School? | **Nimruji Jammulamadaka**, Indian Institute of Management, Calcutta; **Biswatosh Saha**, Indian Institute of Management, Calcutta
- ➔📄 Management School 'Colonial Encounter': Reclaiming Sociological Reduction | **Rafael Alcadipani**, FGV-EAESP
- 🗨️📄 On the Discursive Reconstruction of a World-Class: Branding Practices of IBCs in the UAE | **Katariina Outi Juusola**, U. of Jyväskylä; **Marjo Elisa Siltaoja**, U. of Jyväskylä
- ➔🗨️ Best Critical Management Education Paper
- ➔🗨️ Decolonizing the Globalization of Management: The Case of Diversity Management | **Alex Faria**, EBAPE/FGV; **Ana Lucia Guedes**, Unigranrio - U. do Grande Rio

1166 🗨️🗨️🗨️: (CMS, ONE, SIM) Re-imagining and Re-organizing Economic Action for Degrowth

1:15pm - 2:45pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 1166

Organizer: **Andre Reichel**, Karlshochschule International U.

Panelists: **Robert Perey**, U. of Technology, Sydney; **Hugh Willmott**, City U. London; **John M. Jermier**, U. of South Florida;

Paul S. Adler, U. of Southern California; **Mark Starik**, San Francisco State U.

1167 : (Plenary) - (ENT) ENT Plenary Session

1:15pm - 2:45pm Hilton Anaheim: California A

Tweet this session: #AOM2016 1167

Organizers: **Hans Landstrom**, Lund U.; **Christina Guenther**, WHU - Otto Beisheim School of Management

Moderator: **Carlo Salvato**, Bocconi U.

Speakers: **Karl Vesper**, U. of Washington; **John A Pearce**, Villanova U.; **Barbara Jean Bird**, American U.; **William B. Gartner**, Copenhagen Business School / California Lutheran U.; **Elizabeth Gatewood**, Wake Forest U.; **Jerome Katz**, Saint Louis U.; **Dimo Dimov**, U. of Bath; **Kimberly Eddleston**, Northeastern U.; **Dean A. Shepherd**, Indiana U.; **Johan Wiklund**, Syracuse U.; **Jennifer Woolley**, Santa Clara U.

1168 ➔🗨️🗨️🗨️: (Paper Session) - (GDO) Gender Issues in Work Settings Around the World

1:15pm - 2:45pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1168

The papers in this session highlight the concerns that women face in various work settings around the world.

Chair: **Charlotte M. Karam**, American U. of Beirut

- ➔🗨️🗨️ Institutional Logics of Patriarchy and the Legitimacy of Women Not Engaging in Paid Work | **Charlotte M. Karam**, American U. of Beirut; **Fida Afiouni**, American U. of Beirut
- 🗨️🗨️ From rhetoric to reality: A multilevel analysis of gender equality in Pakistani organisations | **Faiza Ali**, Liverpool John Moores U.
- ➔🗨️🗨️ The Inability to Fit In and Become Invisible: Narratives of British Pakistani Women | **Shehla Riza Arifeen**, Lahore School Of Economics; **Jawad Syed**, U. of Huddersfield
- 🗨️ Meanings, Perceptions and Interpretations: An Investigation of Gender in Business Media | **Samah Shaffakat**, INSEAD; **Lilian Otaye-Ebede**, Liverpool John Moores U.

1169 🗨️🗨️🗨️: (Paper Session) - (GDO) Demographic Composition Effects on Team and Worker Outcomes

1:15pm - 2:45pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1169

Chair: **Orlando C. Richard**, The U. of Texas at Dallas

- 🗨️ Crisscross Horizontal and Vertical Alignments: Faultlines and Informal Status Hierarchy | **Xing Liu**, Darla Moore School of Business, U. of South Carolina
- 🗨️ Dissimilarity-Attraction in Teams: New Ideas for Workplace Diversity Research | **Bryan Schaffer**, Florida Gulf Coast U.
- 🗨️🗨️ Gender Dissimilarity, Specific Status and Individual Creativity | **Burcu Subasi**, Erasmus U. Rotterdam; **Wendy P. van Ginkel**, Erasmus U. Rotterdam
- 🗨️ When Birds of a Feather Don't Flock Together: Dyad Similarity, Status and Conflict | **Carliss D. Miller**, The U. of Texas at Dallas; **Orlando C. Richard**, The U. of Texas at Dallas; **David L Ford Jr**, The U. of Texas at Dallas

1170 🗨️🗨️: (Paper Session) - (GDO) Gender Disparities in Work Outcomes

1:15pm - 2:45pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1170

Chair: **Erica Gabrielle Foldy**, New York U.

- 📖👤 When and why is there a gender gap in research performance? | **Sepeideh Farzadnia**, AGSM-Australian School of Business; **Will Felps**, U. of New South Wales; **Jochem Kroezen**, U. of Cambridge; **Diane Bergeron**, Case Western Reserve U.
- 👤 Gendered workplaces & gendered behaviors? A meta-analysis of absenteeism and gender diversity | **Eric Patton**, Saint Joseph's U.
- 👤 The Dark Side of White Lies in the Workplace: Feedback to women is upwardly distorted. | **Lily Jampol**, London Business School; **Vivian Zayas**, Cornell U.

1171 📖👤👤 SHCS: (GDO, HR) Diversity Climate is

Good...So How Do We Get There?

1:15pm - 2:45pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1171

Organizer: **Anna Katherine Ward**, Virginia Tech

Discussant: **Michelle R. Hebl**, Rice U.

Do We All Agree? Considering Dispersion in Diversity Climate | **Max Reinwald**, U. of Konstanz; **Florian Kunze**, U. of Konstanz; **Hendrik Huettermann**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen

Exploring the Development of Diversity Climate | **Dan Beal**, Virginia Tech

Structuring Faultline Teams to Promote Team Justice Climate and Prevent Status Conflict | **Mirko Antino**, U. Complutense de Madrid; **Ramon Rico**, U. Autónoma de Madrid

The Role of Manager Training in Diversity Climate Development | **Anna Katherine Ward**, Virginia Tech; **Nicholas Lehecka**, Virginia Tech

1172 📖👤👤 JS: (GDO, OB, MOC) Women at Work: New Directions for Reducing Gender Disparities in Organization

1:15pm - 2:45pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1172

Chairs: **Priyanka D. Joshi**, U. of Southern California; **Jessica Kennedy**, Vanderbilt U.

Gender Differences in Speech Abstraction: Implications for Women's Success in Organizations | **Priyanka D. Joshi**, U. of Southern California; **Cheryl Wakslak**, U. of Southern California; **Laura Huang**, The Wharton School, U. of Pennsylvania

An Issue-selling Perspective on Women's Leadership in Male-Dominated Contexts | **Aparna Joshi**, Pennsylvania State U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Lawrence Houston**, Oregon State U.; **Priyanka Dwivedi**, Pennsylvania State U.

An Examination of Consequences and Moderators of Stereotype Threat for Female Leaders | **Crystal L Hoyt**, U. of Richmond; **Susan Elaine Murphy**, U. of Edinburgh

In Her Shoes or Your Shoes: Effects of Perspective Taking on Utility of Feedback to Female Employee | **Catherine Tinsley**, Georgetown U.; **Taeya Howell**, Brigham Young U.; **Emily T. Amanatullah**, Georgetown U.

Participants: **Aparna Joshi**, Pennsylvania State U.; **Crystal L Hoyt**, U. of Richmond; **Emily T. Amanatullah**, Georgetown U.

1173 📖: (Paper Session) - (HCM) Improving Care Through Teamwork

1:15pm - 2:45pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1173

Chair: **Laura McClelland**, Virginia Commonwealth U.

🗨️ Team Practice Abandonment in Hospice: Conflicting Logics in Times of Transformation | **Cindy L. Cain**, U. of California, Los Angeles

🗨️ Healthcare Multidisciplinary Teams: The Sociotechnical Approach for a System-wide Perspective | **Marta Marsilio**, Bocconi U.; **Aleksandra Torbica**, Bocconi U.; **Stefano Villa**, Catholic U. Rome

🗨️ Team-Based Primary Care: The Medical Assistant Perspective | **Bethany Sheridan**, Harvard Business School; **Alyna T Chien**, Children's Hospital Boston; **Antoinette S Peters**, Harvard U.; **Meredith Rosenthal**, Harvard U.; **Joanna Veazey Brooks**, U. of Kansas; **Sara J. Singer**, Harvard U.

Shared Task Experience in Surgical Teams: Exploring the Benefits and their Boundaries | **Margaret M. Luciano**, Arizona State U.; **Travis Maynard**, Colorado State U.; **Lauren D'Innocenzo**, Drexel U.; **John Mathieu**, U. of Connecticut

1174 📖: (Paper Session) - (HCM) Innovation in Healthcare: Dissemination of New Ideas to Improve Quality

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1174

Chair: **Gouri Gupte**, Boston U.

🗨️ Knowledge Sharing, Control of Care Quality, and Innovation in Intensive Care Nursing | **Minna Paunova**, Copenhagen Business School; **Ying Li**, DTU Danish Technical U.; **Ingrid Egerod**, U. of Copenhagen

🗨️ Frugal Innovations for Healthcare: A Toolkit for Innovators | **Matthew Stewart Prime**, Imperial College London; **Yasser Ahmad Bhatti**, Imperial College London; **Matt Harris**, Imperial College London
Certification Intermediaries: Evidence from the Medical Device Industry | **Cristina Nistor**, Chapman U.; **Catherine Tucker**, MIT Sloan School of Management

🗨️ The Dissemination of Innovations by Multi-sectoral Health Care Alliances | **Larry R. Hearld**, U. of Alabama, Birmingham; **Jeffrey Alexander**, U. of Michigan, Ann Arbor; **Laura Bodenschatz**, Pennsylvania State U.; **Yunfeng Shi**, Pennsylvania State U.

1175 📖: (Paper Session) - (HCM) Hospital Strategies for Readmission Reduction

1:15pm - 2:45pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1175

Chair: **Timothy Hoff**, Northeastern U.

🗨️ Hospital Readmission after Post-Acute Care: Analyzing Data from Electronic Health Records | **Ricky C Leung**, U. at Albany, State U. of New York; **Jing Li**, Cerner Corporation; **Cole Erdmann**, Cerner Corporation

An Environmental Analysis of the Evolution of Readmission Reduction Strategies | **Soumya Upadhyay**, U. of Alabama, Birmingham; **Nancy Borkowski**, U. of Alabama, Birmingham

🗨️ Absorptive Capacity and the Uptake of New Discharge Practices in Ontario Hospitals | **Jennifer Innis**, U. of Toronto; **Jan Barnsley**, U. of Toronto; **Whitney B. Berta**, U. of Toronto
Community Demographics and Readmission Rates: The Moderating Role of Hospital Community Orientation | **J'Aime Jennings**, U. of Louisville

1176 📄: (Paper Session) - (HR) Influences on Supervisory Performance Evaluations

1:15pm - 2:45pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1176

Chair: **Jakob Stollberger**, Aston Business School

📄 Will Speaking up be Rewarded? A Study of Challenging Voice and Performance Evaluation | **Long Wai Lam**, U. of Macau; **Xiaowan Lin**, U. of Macau; **Yan Liu**, Wuhan U.; **Yu-Hsiang Hou**, Ling Tung U., Taichung, Taiwan; **Raymond Loi**, U. of Macau

➔ Micro I-Deals: A Weekly Diary Study | **Yasin Rofcani**, Warwick Business School; **Jakob Stollberger**, Aston Business School

📄 Why are Employees Working Late? The Impact of Work Overtime on Supervisor Performance Ratings | **Li Guo**, Peking U.; **Jack Ting-Ju Chiang**, Peking U.; **Jih-Yu Mao**, Peking U.

1177 📄: (Paper Session) - (HR) Pay System Design and Firm Outcomes

1:15pm - 2:45pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1177

Chair: **Yingchun Wang**, U. of Houston, Downtown

Why Share? Owner's Motives and Scope of Profit-Sharing Plan on Firm Performance | **Byron Y Lee**, CEIBS; **Jiwen Song**, Renmin U. of China; **Anne S. Tsui**, U. of Notre Dame; **Jinyun Sun**, Fudan U.

The Dilemma between Using Seniority- and Performance-Based Pay to Boost Workforce Labor Productivity | **Kim De Meulenaere**, KU Leuven

📄 The Contingent Effects of Strategic Orientation and Pay System Design on Firm Performance | **Aino Tenhiälä**, Aalto U.; **Tomi M. M. Laamanen**, U. of St. Gallen

➔ 📄 Analyzing Compensation Methods in Modern Manufacturing | **Morris Kleiner**, U. of Minnesota; **Susan Helper**, Case Western Reserve U.; **Yingchun Wang**, U. of Houston, Downtown

1178 📄: (Paper Session) - (HR) Employee Mobility and Human Capital Flow

1:15pm - 2:45pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1178

Chair: **Erin E. Makarius**, The U. of Akron

📄 The Impact of Reputation and Labor Market Conditions on Collective Human Capital Flow | **Erin E. Makarius**, The U. of Akron; **Charles Edward Stevens**, Lehigh U.

📄 Ethics of Sorting Talent on Wall Street | **Pooria Assadi**, The Wharton School, U. of Pennsylvania; **Andrew von Nordenflycht**, Simon Fraser U.

📄 Window-Dressing Performance Impending Turnover in Inter-Organizational Mobility | **He Soung Ahn**, Korea U. Business School; **Chiho Ok**, Korea U.

📄 Firms, be Cool or Pretend to be So | **HyeSook Chung**, Cornell U.; **Sangyun Kim**, U. of Wisconsin, Madison

1179 📄: (Paper Session) - (HR) Understanding Employee Turnover vs. Intention to Remain in Varied Contexts

1:15pm - 2:45pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1179

Chair: **Elizabeth H. Follmer**, U. of Iowa

➔ 📄 A Study of Employee Affective Organizational Commitment and Retention in Pakistan | **Samina Qurat-ul-ain**, Lahore U. of Management Sciences; **Abdul Karim Khan**, United Arab Emirates U.; **Jonathan Crawshaw**, Aston U.; **Ghulam Ali Arain**, Effat U.; **Imran Hameed**, Lahore Business School, The U. of Lahore

📄 A Quantitative Case Study of Forthcoming Right-to-Work: What Leads to Union Member Retention? | **James E. Martin**, Wayne State U.; **Lyonel Laulié**, Wayne State U.; **Ariel Maya Leitchook**, Gettysburg College

Profiles of Commitment and Entrenchment: A Multimethod Study of Characteristics and Dynamics | **Ana Carolina de Aguiar Rodrigues**, U. of São Paulo; **Antonio Virgílio Bittencourt Bastos**, Federal U. of Bahia; **Sonia Maria Guedes Gondim**, UFBA - Federal U. of Bahia

📄 HR Practices, Self-identity and Employee Turnover: An Explanation from Social Identity Theory | **Hongyu Zhang**, Central U. of Finance and Economics; **XiaoBei Li**, East China U. of Science and Technology; **Stephen J. Frenkel**, U. of New South Wales

Community Embeddedness and Intention to Leave: Exploring Moderating effects of Inclusion-Exclusion | **Madhu Bala Sahoo**, XLRI-Xavier School of Management; **Hemant Kumar Sahoo**, exxonmobil

1180 📄 JS: (HR, OB) New Directions in Personnel Selection: A Judgment and Decision Making Perspective

1:15pm - 2:45pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1180

Organizers: **Krishna Savani**, Nanyang Technological U.; **Yukun Liu**, National U. of SingaporeDiscussant: **Edgar E. Kausel**, U. Católica de Chile

Is a .50 Validity Coefficient Good? Evaluability in Selection Procedure Decisions | **Margaret Elizabeth Brooks**, Bowling Green State U.; **Scott Highhouse**, Bowling Green State U.; **Sami Nesnidol**, Bowling Green State U.; **Stacy Sim**, Bowling Green State U.

Regulatory Focus and the Effects of Background Transgressions on Evaluations of Job Candidates | **Kristine Kuhn**, Washington State U.

The Hair Penalty: Bias against Black Women with Afrocentric Hairstyles in Job Interviews | **Christy Zhou Koval**, Duke U.; **Ashleigh Shelby Rosette**, Duke U.

Let's Choose One of Each: Partition Dependence in Personnel Screening Decisions | **Yukun Liu**, National U. of Singapore; **Krishna Savani**, Nanyang Technological U.; **Zhen Wang**, Central U. of Finance and Economics

1181 📄 JS: (HR, SIM, OMT) Organizations and Inequality: Causes and Consequence of Income Inequality Inside Organizations

1:15pm - 2:45pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1181

Organizers: **Adam Cobb**, U. of Pennsylvania; **JR Keller**, Cornell U.

Discussant: **Carrie R. Leana**, U. of Pittsburgh

Compare and Contrast: The Effects of Wage Dispersion and Group Diversity on Employee Turnover | **Adam Cobb**, U. of Pennsylvania; **JR Keller**, Cornell U.

- Job Characteristics as Antecedents of Horizontal Pay Dispersion | **Patrick E. Downes**, Rutgers U.; **Erik N Gonzalez-Mule**, Indiana U.
- Dynamics of Organizational Pay Dispersion | **Ingrid Fulmer**, Rutgers U.; **Jason D. Shaw**, Hong Kong Polytechnic U.
- Poor Performers or Poor Employees? Employee Finances as a Barrier to Performance | **Jirs Meuris**, U. of Pittsburgh; **Carrie R. Leana**, U. of Pittsburgh
- Compensation and Income Inequality Inside Organizations: A Field Study | **Dionne Pohler**, U. of Saskatchewan; **Chris Riddell**, Cornell U.

1182 → 📄: (Paper Session) - (IM) **The Consequence of National and Institutional Culture**

1:15pm - 2:45pm Anaheim Convention Center: 207D

Tweet this session: **#AOM2016 1182**

Chair: **Amit Kramer**, U. of Illinois at Urbana-Champaign

- 🏠 Home Cultural Dimensions and MNE Performance | **Brian Roy Tan**, B.R.I.T. Management Consulting; **Asda Chintakananda**, National Institute of Development Administration
- 🌐👥 National Culture, Organizational Culture, and Purposeful Diversity and Inclusion Strategy | **Yin Lee**, U. of Oregon; **Amit Kramer**, U. of Illinois at Urbana-Champaign
- National and Organizational Cultural Congruence: Evidence from Taiwan and Canada | **Te-Yi Lin**, Tatung U.; **Carol Yeh-Yun Lin**, National Chengchi U.
- 🏢 Corporate Governance Institutions and Investment-Cash Flow Sensitivity | **Luiz Ricardo Kabbach De Castro**, U. of São Paulo; **Henrique Castro Martins**, PPGA - EA -UFRGS; **Eduardo Schiehl**, HEC Montreal; **Paulo Renato Soares Terra**, EAESP - FGV

1183 → 📄: (Paper Session) - (IM) **Macro Approaches to International Business**

1:15pm - 2:45pm Anaheim Convention Center: 210B

Tweet this session: **#AOM2016 1183**

Chair: **Michael A. Witt**, INSEAD

- 🏢 Entrepreneurial Opportunity, Cultural Development, and Economic Competitiveness | **Chien-Chi Tseng**, Morgan State U.
- 🏠 The International Structure of Sovereign Debt Defaults | **Doga Kerestecioglu**, U. of Pennsylvania; **Mauro F Guillen**, U. of Pennsylvania
- 🏢 Varieties of Capitalism and Institutional Comparative Advantage: A Test and Reinterpretation | **Michael A. Witt**, INSEAD; **Gregory Jackson**, Free U. Berlin
- Emerging markets in Central Asia: the state as obstacle or facilitator for doing business? | **Manuel Stark**, Bearing Point; **Florian A. Täube**, U. Libre de Bruxelles; **Joachim Ahrens**, PFH Göttingen

1184 → 📄: (Paper Session) - (IM) **The Impact of Institutional Distance on Firm Strategy and Performance**

1:15pm - 2:45pm Anaheim Convention Center: 211B

Tweet this session: **#AOM2016 1184**

Chair: **Sri Zaheer**, U. of Minnesota

- Institutional Distance, Social Ties, Trustworthiness and Performance | **Jie Yang**, Saint Louis U.; **Jieqiong Ma**, Saint Louis U.

- 🤝 Partnering in international alliances: the role of institutional distance, colonial and economic ties (WITHDRAWN) | **Marius Sorin Krammer**, Groningen U. (RuG)
- Raising Debt Capital Abroad: the Role of Distance | **Jenny Gu**, U. of Dallas; **Igor Filatotchev**, City U. London; **Greg Bell**, U. of Dallas; **Abdul A Rasheed**, The U. of Texas at Arlington
- 🏠 The role psychic distance and supplier reputation in international purchasing | **Silviu Horia Tiorean**, Erasmus Research Institute of Management; **Guido Berens**, Rotterdam School of Management; **Cees B.M. Van Riel**, Erasmus U. Rotterdam

1185 → 📄: (Paper Session) - (IM) **Entry and Strategy in MNC and their Subsidiaries**

1:15pm - 2:45pm Anaheim Convention Center: 213B

Tweet this session: **#AOM2016 1185**

Chair: **Olivier Bertrand**, SKEMA Business School

- 🏠 Impact of Entry Mode Choices on the Nature of Innovations: Indian Biopharmaceutical Industry | **Pooja Thakur-Wernz**, Virginia Tech; **John Cantwell**, Rutgers U.; **Shantala Samant**, Virginia Tech
- 🏢 Do strategic motivations matter? MNE affiliate performance in India | **Sarada Devi Gadepalli**, Indian Institute of Management, Calcutta; **Arindam Mondal**, Indian Institute of Management, Calcutta
- 📅 Sequential Entry Timing and the Survival of MNC Subsidiaries | **George Z. Peng**, U. of Regina; **Paul Beamish**, U. of Western Ontario
- 🏠 Local Conditions, Entry Timing, and Subsidiary Performance: Evidence from an Emerging Economy | **Chia-Wen Hsu**, National Chung Cheng U.; **Homin Chen**, National Taiwan U.; **D'Arcy Caskey**, Feng Chia U.; **Yin-Ru Chen**, National Taiwan U.

1186 → 📄: (Paper Session) - (IM) **Cross-Border Mergers and Acquisitions and the Multinational Firm**

1:15pm - 2:45pm Anaheim Convention Center: 213C

Tweet this session: **#AOM2016 1186**

Chair: **Eero Vaara**, Aalto U. School of Business

- 🏢 Performance of Cross-border M&As by Emerging MNCs: A Multiple Measurement and Multi-level Analysis | **Monica Yang**, Adelphi U.; **Ping Deng**, Cleveland State U.
- Cross-border M&A Effects of High Tech Status on Share of Ownership in Target Firms | **Leon Faifman**, Florida Atlantic U.; **Kimberly M. Ellis**, Florida Atlantic U.; **Peggy A Golden**, Florida Atlantic U.
- Impact of Corporate Governance on on Emerging-market Productivity Gains via Cross-border M&As | **Wenxin Guo**, U. of North Georgia
- 🏠 Home is where the premium is: A country of origin perspective on EMF acquisition bids | **Rama Krishna Reddy**, Fogelman College of Business and Economics; **Frances H. Fabian**, U. of Memphis; **Ben L Kedia**, U. of Memphis

1187 → 🗣️📄: (IM, CMS, MH) **Contingent and Permanent Employment: Comparative National and Historical Perspectives**

1:15pm - 2:45pm Anaheim Convention Center: 304C

Tweet this session: **#AOM2016 1187**

Organizers: **Charles Thomas Tackney**, Copenhagen Business School; **Richard Marens**, California State U. Sacramento
Contending with Employment at Will | **David Jacobs**, Morgan State U.

Pitching down the Middle: Britain and the Goldilocks Treatment of Job Security | **Richard Marens**, California State U. Sacramento

The Emergence of Labour: The 17th Century Paraguay Reductions' Contribution to Labour History | **Jose Bento da Silva**, Warwick Business School

Path Dependent Divergence between the U.S. and Japan | **Charles Thomas Tackney**, Copenhagen Business School
Informal Street Vendors in Bogotá, Colombia | **Ulf Thoene**, U. de La Sabana

1188 → 📖🗺️JS: (IM, OB) Global, Local, and Ambicultural Identities in Cultural Adaptation

1:15pm - 2:45pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1188

Chair: **Leigh Anne Liu**, Georgia State U.

Discussant: **Miriam Erez**, Technion Israel Institute of Technology

The Emergence of Cross-Understanding in Virtual Multicultural Teams: Identity and Communication | **Ella Glikson**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology; **Mark Mortensen**, INSEAD; **Andy Molinsky**, Brandeis U.

Organizational Global Identity and Cross-Cultural Adaptation in Foreign Markets | **Jing Betty Feng**, Farmingdale State College; **Leigh Anne Liu**, Georgia State U.; **Yen-Hung Steven Liu**, Georgia State U.

Extending the Global Acculturation Model to Untangle the Culture Mixing Puzzle | **Raveh Harush**, U. of Illinois at Urbana-Champaign; **Alon Lisak**, Ben-Gurion U. of the Negev; **Miriam Erez**, Technion Israel Institute of Technology

The Formation, Manifestations, Types, and Consequences of Entrepreneurs' Ambicultural Identity | **Xing Liu**, Tsinghua U.; **Leigh Anne Liu**, Georgia State U.; **Zhanming Jin**, Tsinghua U.

1189: (Plenary) - (MC) MC Distinguished Speaker Professor Tom Cummings, AOM Fellow

1:15pm - 2:45pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 1189

1190 → 📖🗺️: (Paper Session) - (MED) Minds in MED

1:15pm - 2:45pm Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1190

Chair: **Rebecca M. Chory**, Frostburg State U.

📖→Do MBAs Develop Global Managers? | **Elizabeth Houldsworth**, U. of Reading; **Chris Brewster**, Henley Business School; **Richard McBain**, U. of Reading

📖The Sustainable Mindset: Connecting Being, Thinking, and Doing in Management Education | **Kerul Kassel**, Fielding Graduate U.; **Isabel Rimanoczy**, Nova Southeastern U.; **Shelley F. Mitchell**, U. of New Hampshire

SAGE/Journal of Leadership and Organizational Studies Junior Faculty Best Paper Award for the most significant contribution to management education by a Junior Faculty authorship team (all earned doctorates since 2007 or working on it).

📖Towards Mindful Development of Action Learning in MBA Education | **Yanmei Zhang**, Lingnan U. / Sun Yat-sen U.; **Gang**

Chen, Lingnan U. / Sun Yat-sen U.; **Xin Zheng**, Lingnan U. / Sun Yat-sen U.; **Mingji Xu**, Lingnan U. / Sun Yat-sen U.

1191 📖🗺️: (Paper Session) - (MED) Workplace

Development

1:15pm - 2:45pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1191

Chair: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

📖Managerial Coaching and New Employees: P-O Fit, Goal Clarity, Goal Achievement, and Performance | **Toby Egan**, U. of Maryland; **Sewon Kim**, State U. of New York Empire State College

📖📖Developing Managerial Dynamic Capabilities: A Quasi-Experimental Field Study | **Seidali Kurtmollaiev**, NHH Norwegian School of Economics; **Annita Fjuk**, Telenor; **Knut Kvale**, Telenor; **Per Egil Pedersen**, U. College of Southeast Norway

📖Knowledge Creation and Transfer in the Workplace: An Empirical Assessment within an Online Setting | **Pascale Hardy**, Grenoble Ecole de Management; **Evangelia Katsikea**, King's College London; **Marios Theodosiou**, U. of Cyprus

1192 📖🗺️: (Paper Session) - (MED) Bridging Gaps in Management Research

1:15pm - 2:45pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1192

Chair: **Cynthia S. Cycyota**, U.S. Air Force Academy

Discussant: **Shannon Marlow**, Rice U.

📖📖LMX the Game: A Game Facilitating a Learning Experience on LMX in the Workplace | **John Ross**, New Mexico State U.; **Marcus Valenzuela**, New Mexico State U.; **Melissa Intindola**, Western Michigan U.

🗺️What Makes an Expert Team? A Decade of Research | **Christina Noelle Lacerenza**, Rice U.; **Shirley C Sonesh**, U. of Central Florida

📖📖🗺️The Role of Executive Programs in Bridging Conversations between Academics and Practitioners | **Paula Ungureanu**, U. of Modena and Reggio Emilia; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia

📖Swatting at SWOT | **Chris Meyer**, Fordham U.; **David Cohen**, Skidmore College; **Sudhir Nair**, U. of Victoria

1193 📖: (Paper Session) - (MH) Management History: Global and Institutional Considerations

1:15pm - 2:45pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1193

Chair: **James M Wilson**, U. of Glasgow

Discussant: **Regina A. Greenwood**, Nova Southeastern U.

→Recentering Centers of Calculation: Global companies and the geography of knowledge production | **Matthew Sargent**, U. of Southern California

How and why hierarchies emerge: The origins of retail chains in Finland (1900-2000) | **Juha-Antti Lamberg**, U. of Jyväskylä; **Jukka Luoma**, Aalto U.

📖→📖Debt and Destruction: Resistance, Institutional Voids and the Dawn of the Multinational Enterprise | **Wim Van Lent**, U. of Montpellier; **Imran Chowdhury**, Pace U.
Journal of Management History Award for Best International Paper

📖 The materiality of absence: emptiness, institutions and the incomplete cathedral | **Paolo Quattrone**, U. of Edinburgh; **Elena Giovannoni**, Royal Holloway/ U. of London

1194 📖: (Paper Session) - (MOC) **The Dark Night: Identity in moments of flux**

1:15pm - 2:45pm Hilton Anaheim: Carmel
Tweet this session: #AOM2016 1194

Chair: **Emilie M. Gibeau**, HEC Montreal

The Identity Work of Professionals Entering Management
Roles: A Process Perspective | **Emilie M. Gibeau**, HEC Montreal

🗣️ Multiple identity resourcing in the creation of a coordinated system of care | **Stephanie J Creary**, Cornell U. Inferring Commitment from Rates of Organizational Transition | **Arthur S. Jago**, Stanford GSB

🗣️ Similar and Different: Professional Identity and the Experience of Partial Role Transitions | **Matthew C Lyle**, U. of Massachusetts, Amherst; **Bogdan Prokopovych**, U. of Massachusetts, Amherst; **Ian J. Walsh**, U. of Massachusetts, Amherst

1195 📖: (Paper Session) - (MOC) **I can see for miles: Expanding the Attention Based View**

1:15pm - 2:45pm Hilton Anaheim: Lido A
Tweet this session: #AOM2016 1195

Chair: **John Joseph**, U. of California, Irvine

📖 Marching through the Fog: Ambiguity, Inertia and Innovation | **John Joseph**, U. of California, Irvine

Back to the Future: Analyzing the Consequences of Future Orientation on Strategic Flexibility | **Kerstin Fehre**, Karlsruhe Institute of Technology; **Bettina Widmann**, Karlsruhe Institute of Technology

📖 How Does Experts' Limited Attention Affect Stock Prices? | **Rajib Hasan**, U. of Houston, Clear Lake; **Abdullah Shahid**, Cornell U.

📖 Regulatory Focus, Top Management Team Retention and Post-Acquisition Innovation | **Sung Hun Chung**, U. of Southern California

1196 📖: (Paper Session) - (MOC) **Leading in the volatile now**

1:15pm - 2:45pm Hilton Anaheim: Lido C
Tweet this session: #AOM2016 1196

Chair: **Afzal Rahim**, Western Kentucky U.

📖 Department Chairs' SI and Faculty Members' Satisfaction with Evaluation of Teaching and Research | **Afzal Rahim**, Western Kentucky U.; **Ismail Civelek**, Western Kentucky U.; **Feng Helen Liang**, Western Kentucky U.

When Leaders' Language Motivates Employees to Be Proactive: The Role Of Meaningfulness and Vitality | **Galy Binyamin**, Ariel U.; **Yael Brender-Ilan**, Ariel U.

📖 "Don't you make me look bad!" Employees' Job Neglect, Supervisors' Ego Threat, Narcissism and Abuse | **Christian Kiewitz**, U. of Dayton; **Simon Lloyd D. Restubog**, The Australian National U.; **Paul D Sweeney**, U. of Dayton; **Patrick Raymund M. Garcia**, U. of Vermont

🗣️ Meaning and Madness of Leadership: Threat Sensitivity, Moral Foundations, and the Trump Phenomenon |

Raymond B. Chiu, McMaster U.; **Agata Mirowska**, ESC Rennes School of Business; **Rick D. Hackett**, McMaster U.

1197 📖: (Paper Session) - (MOC) **Learging? Juxtaposing organizational learning and changing**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 11
Tweet this session: #AOM2016 1197

Chair: **Jose Balarezo**, Copenhagen Business School

📖 Organizational learning and its barriers: Extending the 4I framework | **Jose Balarezo**, Copenhagen Business School; **Bo Bernhard Nielsen**, The U. of Sydney

🗣️ From wrong to right: a multi-source investigation of top executives' organizational error management | **Vincent J. Giolito**, ULB - Solvay Brussels School of Economics and Management; **Paul Verdin**, Solvay Business School & Harvard Kennedy School M-RCBG

🗣️ Using a Multiple Information Resource Process When Making Organizational Decisions | **David L. McLain**, State U. of New York at Oswego

Industry Category Changes and the Assessment of Corporate Reputation | **Jon MacKay**, U. of Oxford

1198 🗣️ SHCS: (MOC, OMT, OB) **Moral Emotions and Institutions: The Creation of Meaningfulness in Organizations**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 12
Tweet this session: #AOM2016 1198

Organizers: **Hongguo Wei**, Case Western Reserve U.; **Shaobing Li**, Miami U. Ohio

Presenters: **Sigal Barsade**, U. of Pennsylvania; **Deanna Geddes**, Temple U.; **Olivia Amanda O'Neill**, George Mason U.; **Francesco Sguera**, UCP - Católica Lisbon School of Business & Economics; **Madeline Toubiana**, U. of Alberta; **Maxim Voronov**, Brock U.

1199 🗣️ 🗣️ → 🗣️: (Paper Session) - (MSR) **Diverse Perspectives on Spiritual Leadership: Learning and Development**

1:15pm - 2:45pm Anaheim Convention Center: 212A
Tweet this session: #AOM2016 1199

Chair: **Cathy A Driscoll**, St. Mary's U.

🗣️ 🗣️ Is There a Common Understanding of Spiritual Leader Behaviors | **Emily Lean**, Union U.; **Daniel C Ganster**, Colorado State U.

→ 🗣️ 🗣️ The Impact of Distinct Attributes of Abrahamic Religions on Leadership Theory | **Ali Aslan Guemuesay**, U. of Oxford

→ 🗣️ 🗣️ Spiritual Leadership in Morocco: An Ethnographic Study of Ynna Holding | **Khadija Al Arkoubi**, U. of New Haven

🗣️ 🗣️ 🗣️ Spiritual Leadership Development: An Exemplar Protocol | **Stacie Chappell**, Western New England U.; **William C. McCready**, Ministry Leadership Center

1200 → 🗣️ 🗣️ 🗣️ JS: (MSR, OB, HR) **Spirituality and Religion in The Production of Meaning in Organizations: Diverse Perspectives**

1:15pm - 2:45pm Anaheim Convention Center: 303C
Tweet this session: #AOM2016 1200

Organizer: **Faith Wambura Ngunjiri**, Concordia College

Chair: **David W. Miller**, Princeton U.

Martin Luther's Notion of Work as a Source for Meaningful Organizations | **Peter Seele**, U. della Svizzera Italiana; **Lucas Chr. Zapf**, U. della Svizzera Italiana

Making Sense of Sense-Making: Workplace Chaplains as Sources of Organizational Cohesion | **David W. Miller**, Princeton U.; **Faith Wambura Ngunjiri**, Concordia College; **James D LoRusso**, Princeton U.

Decoding Spiritual Values to Organizational Practices: A Case Study of Piramal Group of Companies | **Ashish Pandey**, Indian Institute of Technology, Bombay; **Ajinkya Navare**, Indian Institute of Technology, Bombay

1201 : (Paper Session) - (OB) Ethical and Prosocial

Behavior

1:15pm - 2:45pm Anaheim Convention Center: 201A

Tweet this session: #AOM2016 1201

Chair: **C. Justice Tillman**, City U. of New York, Baruch College

Unethical Behavior and Negative Emotions: A Theory Integration Approach | **C. Justice Tillman**, City U. of New York, Baruch College; **K. Michele Kacmar**, Texas State U.; **Marilyn V. Whitman**, The U. of Alabama; **Florencio Felipe Portocarrero**, City U. of New York, Baruch College

The Effect of Prosocial Motivation on Taking Charge and Job Performance | **Junbang Lan**, Hong Kong Baptist U.; **Zhenyao Cai**, Shanghai U.; **Yuanyuan Huo**, U. of Surrey; **Raymond Chiu Ming Law**, Hang Seng Management College; **Song Chang**, Hong Kong Baptist U.

Ethical Leadership and OCB: The Influence of Prosocial Motivation and Self Accountability | **Jialiing Zhang**, Renmin U. of China; **Yanfeng Chen**, Renmin U. of China; **Jun Liu**, Renmin U. of China

Wise and Generous: The Role of Rational Deliberation and Moral Emotion in Prosocial Behavior | **Sophia Soyoung Jeong**, Chinese U. of Hong Kong

1202 : (Paper Session) - (OB) Contextual Factors in

Creativity

1:15pm - 2:45pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 1202

Chair: **Celine Flipo**, HEC Paris

A Matter Of Taste: Status, Identity And Creativity | **Celine Flipo**, HEC Paris

Coworker's Social Capital and Employee Creativity | **Yapu Zhao**, Shanghai Jiao Tong U.; **Fenghua Bao**, Antai College, SJTU; **Li Peng**, Xi'an Jiaotong U.; **Mingjun Hou**, Xi'an Jiaotong U.

Even Sherlock Needs a Dr. Watson: A Theory of Creativity Stimulators | **Gamze Koseoglu**, The U. of Melbourne

Converting Creativity into Innovation: The Roles of Network Centrality and Idea Selling Behaviors | **Yuan Jiang**, Shanghai Jiao Tong U.; **Liang Chen**, East China U. of Science and Technology

1203 : (Paper Session) - (OB) Envy and Cynicism

1:15pm - 2:45pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 1203

Chair: **Amy Breidenthal**, Georgia Institute of Technology

Don't Envy Me Because I'm Creative: A Field Study of Coworker Reactions to Creative Employees | **Amy Breidenthal**, Georgia Institute of Technology; **Dong Liu**, Georgia

Institute of Technology; **Yina Mao**, Nanjing U.; **Yuntao Bai**, Xiamen U.

A Model of Workplace Envy and Well-being | **Qing Lu**, Hong Kong Polytechnic U.

Contagion Effect of Organizational Cynicism on New Comers, and Employee's CWB | **Jialing Xiao**, Hong Kong Polytechnic U.

Reference Groups, Workplace Envy, and Behavioral Reactions | **Chris Sterling**, California State U., Fresno; **Neha Parikh Shah**, Rutgers U.; **Giuseppe Labianca**, U. of Kentucky

1204 : (Paper Session) - (OB) Leadership, Empowerment, and Meaning

1:15pm - 2:45pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1204

Chair: **EUN KI RO**, Rutgers U.

Are Empowered Teams more Innovative? Joint Effect of Empowering Leadership and Hybrid Reward | **EUN KI RO**, Rutgers U.

Thriving at Work: When Your Leaders Embed You in Meaningful Work | **Angela J. Xu**, U. of Macau; **Raymond Loi**, U. of Macau; **Cheris W. C. Chow**, U. of Macau; **Man Lung Jonathan Kwok**, Hong Kong Polytechnic U.

Understanding the Process linking Empowering Leadership and Taking Charge | **Qin Zhou**, U. of York; **Wen Pan**, Macau U. of Science and Technology

Psychological States Linking Empowering Leadership to Follower Behaviors | **Minseo Kim**, Central Michigan U.; **Terry A. Beehr**, Central Michigan U.

1205 : (Paper Session) - (OB) Abuse, Mistreatment, and Injustice

1:15pm - 2:45pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 1205

Chair: **Christina G. L. Nerstad**, BI Norwegian Business School

The Mechanism to Protest at Work: A Multilevel Study | **Christina G. L. Nerstad**, BI Norwegian Business School; **Lars Glasø**, BI Norwegian Business School; **Anders Dysvik**, BI Norwegian Business School; **Ronny Scherer**, U. of Oslo

The "evil pleasure": Abusive supervision and coworker observers' malicious reactions to victims | **Erica Xu**, Hong Kong Baptist U.; **Xu Huang**, Hong Kong Baptist U.; **Rongwen Jia**, Hong Kong Polytechnic U.; **Leslie Graham**, Durham U.; **Ed Snape**, Hong Kong Baptist U.; **Wu Liu**, Hong Kong Polytechnic U.

The Effects of Observed Mistreatment of a Supervisor | **Bailey Bigelow**, Wilfrid Laurier U.; **Manuela Priesemuth**, Villanova U.

Entitled to Undermine Others: Understanding (In)Justice Effect from the Justice Motive Perspective | **Wei Si**, Hong Kong Polytechnic U.; **Shuisheng Shi**, Hong Kong Polytechnic U.; **Mingjian Zhou**, Harbin Institute of Technology; **Dongjin He**, Hong Kong Polytechnic U.

1206 : (Paper Session) - (OB) Work-Nonwork Linkages

1:15pm - 2:45pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 1206

Chair: **Ian Wang**, National Sun Yat-Sen U.

Work-Family Conflict on Emotional Exhaustion and Performance | **Ian Wang**, National Sun Yat-Sen U.; **Hung Yu**

Tsai, National Sun Yat-Sen U.; Meng-Hsiu Lee, National Sun Yat-Sen U.

- 🗨️ Is Loafing at Work Necessarily Detrimental? A Study of Loafing, Job Productivity and Satisfaction | Satya Duhita, Victoria U. of Wellington; Urs Daellenbach, Victoria U. of Wellington
- 📄 Can recovery buffer for negative effects of daily workload on marital satisfaction among spouses? | Lynn Germeys, Vrije U., Brussel; Sara De Gieter, Vrije U., Brussel
- 📄 Linking Policy Availability and Policy Use: the Mediating Effects of Entitlement | Darel Hargrove, None

1207 : (Paper Session) - (OB) Dynamics of Voice in Organizations

1:15pm - 2:45pm Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1207

Chair: Dejun Tony Kong, U. of Houston

- 🗨️➔🗨️ Creativity-Aided Promotive Voice: Work Engagement and Leader-Member Exchange as Joint Determinants | Dejun Tony Kong, U. of Houston; Chris WL Chu, U. of Surrey; Reuben Mondejar, City U. of Hong Kong; David B. Allen, U. of Surrey
- 📄 Vision Inspiration, Harmonious Passion and Voice^{EA} Three-wave Moderated Mediation Model | Fei Kang, Tsinghua U.; Ping Ping Fu, Chinese U. of Hong Kong; Qing Qu, Tsinghua U.
- 📄 How Supervisors Respond to Employee Voice: The Effects of Voice Target, Expertise, and Power | Yunyue Yang, Kyoto U.; Jie Li, Shanghai U.; Tomoki Sekiguchi, Osaka U.
- 🗨️📄 The voice link: A cross-level model of how ethical leadership and LLX affect task performance | Shenjiang Mo, Lingnan U. / Sun Yat-sen U.; Junqi Shi, National Sun Yat-Sen U.

1208 : (Paper Session) - (OB) Spanning Team Boundaries

1:15pm - 2:45pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1208

Chair: Chitra Dey, MOP Vaishnav College for Women

Team Boundary Activity in Software Development Teams |

- Chitra Dey, MOP Vaishnav College for Women; Ganesh Mangadu Paramasivam, IIT Hyderabad
- 📄 The Inconsistency and Permeability of Team Boundaries | Julia Wimmer, LMU Munich
- 🔗 The Duality of Boundary Spanning: Its Positive and Negative Effects on Team Effectiveness | David S. DeGeest, Groningen U. (RuG); Thomas A de Vries, U. of Groningen; Gerben van der Vegt, U. of Groningen
- OB Division Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute**
- 📄 Can I and Do I Want To? Cognitive and Affective Drivers of Employee Boundary Spanning Behavior | Jennifer Ann Marrone, Seattle U.; Narda Quigley, Villanova U.; Gregory E. Prussia, Seattle U.; John W Dienhart, Seattle U.

1209 : (Paper Session) - (OB) Dysfunctional Leadership

1:15pm - 2:45pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1209

Chair: Joel B. Carnevale, Auburn U.

- 📄 Speaking Up to the “Emotional Vampire”: A Conservation of Resources Perspective | Joel B. Carnevale, Auburn U.; Lei Huang, Auburn U.; Peter D. Harms, The U. of Alabama
- 📄 When Leaders Suppress Employee Voice: Leader Narcissism and Employee Voice in a Relational Context | Lei Huang, Auburn U.; Dina V. Krasikova, The U. of Texas at San Antonio ; Peter D. Harms, The U. of Alabama
- 📄 A Moral Licensing Perspective of Abusive Supervision and Career Consequences | Lingtao Yu, U. of Minnesota; Michelle K. Duffy, U. of Minnesota
- 📄 Different Shades Of Destructive Leadership: Differential Effects Of Destructive Leaders On Followers | Ellen Anke Schmid, Technische U. München; Armin Pircher Verdorfer, Technische U. München; Claudia Verena Peus, Technische U. München

1210 : (Paper Session) - (OB) Leadership, Vision, and Innovation

1:15pm - 2:45pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1210

Chair: Shelley A Kirkpatrick, Visiontelligence LLC

- 🗨️📄 Toward a Grounded Theory: A Qualitative Study of Vision Statement Development | Shelley A Kirkpatrick, Visiontelligence LLC
- ➔📄 Founders’ Tertius Iungens Orientation: Its Antecedent and Impact on New Venture Performance | Xi Zou, London Business School; Margaret Ormiston, George Washington U.
- 📄 The influence of social capital on firm innovative capability: knowledge learning as mediator | Hsin-Min Hung, National Dong Hwa U.
- 📄 Benevolent Leadership and Innovative Behavior in R&D Contexts | Lale Gumusluoglu, Bilkent U.; Zahide Karakitapoglu-Aygün, Bilkent U.; Terri A. Scandura, U. of Miami

1211 : (Paper Session) - (OB) Networks and Roles in Organizations

1:15pm - 2:45pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1211

Chair: Alexandra Gerbasi, U. of Surrey

- 📄 Social Network Determinants of Involuntary Turnover | Alexandra Gerbasi, U. of Surrey; Theresa Floyd, U. of Montana; Giuseppe Labianca, U. of Kentucky
- 🗨️📄 A network utilization perspective on the career advancement of minorities in management | Jasmien Khattab, Erasmus U. Rotterdam; Anne Nederveen Pieterse, Erasmus U. Rotterdam
- 🔗🗨️📄 Role Change and Interaction Dynamics in Hierarchical Groups: A Field Experiment in Healthcare | Marissa King, Yale U.; Ingrid M. Nembhard, Yale U.
- 📄 Employee Centrality in Workgroup Social Networks and I-deals | Smriti Anand, IIT Stuart School of Business; Prajya Rakshit Vidyarthi, The U. of Texas at El Paso

1212 : (Paper Session) - (OB) How We See Organizations

1:15pm - 2:45pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1212

Chair: Anita Blanchard, U. of North Carolina, Charlotte

- 📄 Developing an entitativity measure and distinguishing it from antecedents and outcomes | Anita Blanchard, U. of

North Carolina, Charlotte; **Leann Caudill**, U. of North Carolina, Charlotte; **Lisa Walker**, U. of North Carolina, Charlotte

- 🗨️ **Leader Character in Board Governance** | **Gerard H Seijts**, Western U.; **Alyson Byrne**, Memorial U. of Newfoundland; **Mary M. Crossan**, Western U.; **Jeffrey Gandz**, Western U.
- 🗨️ **Blaming McDonald's for Obesity: Anthropomorphism, Regulatory Policies, and Social Movements** | **Julia D Hur**, Northwestern Kellogg School of Management; **Wilhelm Hofmann**, U. of Cologne; **Minjung Koo**, SKK Graduate School of Business
- 🗨️ **Board Overconfidence in Mergers & Acquisitions: A Self-Attribution Bias** | **Torsten Twardawski**, U. of Konstanz; **Axel Kind**, U. of Konstanz

1213 : (Paper Session) - (OB) Interpersonal Dynamics, Empathy, and Perspective-Taking

1:15pm - 2:45pm Anaheim Convention Center: 210C

Tweet this session: [#AOM2016 1213](#)

Chair: **Anne Burmeister**, Leuphana U. Lüneburg

- 🗨️ **A Dual-pathway Model of Supervisor-directed Surface and Deep Acting** | **Hong Deng**, U. of Birmingham; **Frank Walter**, Justus-Liebig U. Giessen; **Yanjun Guan**, U. of Surrey
- 🗨️ **The Big Five and Knowledge Transfer: A Dyadic Investigation** | **Anne Burmeister**, Leuphana U. Lüneburg
- 🗨️ **Sarcasm Decouples the Capacity & Motivation to Engage in Perspective Taking** | **Li Huang**, INSEAD; **Adam D Galinsky**, Columbia U.
- 🗨️ **Seeing Their Side, Feeling Their Pain: Outcomes of Perspective-Taking and Empathic Concern at Work** | **Natalie Longmire**, The U. of Texas at Austin; **David A. Harrison**, The U. of Texas at Austin

1214 : (Paper Session) - (OB) Complexities in the Causes of Performance

1:15pm - 2:45pm Anaheim Convention Center: 303A

Tweet this session: [#AOM2016 1214](#)

Chair: **Hengchen Dai**, Washington U. in St. Louis

- 🗨️ **A Double-Edged Sword: How and Why Resetting Performance Metrics Affects Future Performance** | **Hengchen Dai**, Washington U. in St. Louis
- 🗨️ **Within-person Effect of Ageing and Between-person Effect of Starting Age on Performance Trajectories** | **Mahreen Khan**, UNSW Australia Business School; **Amirali Minbashian**, UNSW Australia Business School
- 🗨️ **How Do Beliefs About Malleability of Social Structure Impact Meritocratic Attitudes and Behavior?** | **Shiva Taghavi**, NEOMA Business School; **Thomas J. Roulet**, King's College London
- 🗨️ **Directions for Pygmalion Effect in Management: Natural Occurrence** | **Sejla Almadi**, U. of Bordeaux; **Frantz Maurer**, KEDGE Business School & U. of Bordeaux

1215 : (Paper Session) - (OB) Humility in Organizations

1:15pm - 2:45pm Anaheim Convention Center: 303B

Tweet this session: [#AOM2016 1215](#)

Chair: **Michael P. Schlaile**, U. of Hohenheim

- 🗨️ **Who Displays Humility, When Does It Matter, and How Does It Feel?** | **Lin Wang**, Lingnan U. / Sun Yat-sen U.; **Junchao Li**, U. of Washington; **Lihua Shi**, Lingnan U. / Sun Yat-sen U.

- 🗨️ **Gaining Influence by Being Humble: An Empirical Test of the Virtue Theory of Status Attainment** | **Feng Bai**, The U. of British Columbia; **Jennifer L. Berdahl**, The U. of British Columbia
- 🗨️ **Humility: Our Current Understanding of the Construct and its Role in Organizations** | **Rob Nielsen**, JLL; **Jennifer Ann Marrone**, Seattle U.
- 🗨️ **Modeling Moral Growth: The Impact of Leader Moral Humility on Follower Moral Efficacy and Behavior** | **Bradley Paul Owens**, Brigham Young U.; **Jeffrey Bednar**, Brigham Young U.; **Jiang-hua Mao**, Huazhong U. of Science and Technology

1216 : (Paper Session) - (OB) Engagement and Thriving at Work

1:15pm - 2:45pm Anaheim Convention Center: 304A

Tweet this session: [#AOM2016 1216](#)

Chair: **Ghulam Abid**, National College of Business Administration and Economics

- Thriving at Work: How Fairness Perception Matters for Employee's Thriving and Job Satisfaction | **Ghulam Abid**, National College of Business Administration and Economics; **Binish Khan**, National College of Business Administration & Economics; **Michelle Chia-Wei Hong**, Virginia Tech
- ➔ **Employee Psychological Ownership and Work Engagement: Links with Job Demands and Attitudes** | **Andriana Rapti**, Kingston U.; **Bruce A. Rayton**, U. of Bath; **Zeynep Yesim Yalabik**, U. of Bath
- 🗨️ **Unit-level Work Engagement as a Key to Organizational Performance** | **Daniela Gutermann**, Jacobs U. Bremen; **Nale Lehmann-Willenbrock**, Vrije U. Amsterdam; **Sven Constantijn Voelpel**, Jacobs U. Bremen; **Marise Ph. Born**, Erasmus U. Rotterdam
- 🗨️ **Understanding work engagement : job crafting, work engagement, well-being, and self-efficacy** | **Nayoung Kwon**, Hanyang U., Korea; **Min-Soo Kim**, Hanyang U.

1217 🗨️JS: (OB, HR, BPS) Antecedents, Mediators, and Moderators of Strategic Followership

1:15pm - 2:45pm Anaheim Convention Center: 210D

Tweet this session: [#AOM2016 1217](#)

Organizers: **David B. Zoogah**, Xavier U.; **Erica L Anthony**, Morgan State U.

- Discussant:* **Ronald E. Riggio**, Claremont McKenna College
- Psychological Ownership, Self-Monitoring and Follower Strategic Decisions | **Aaron Makafui Ametorwo**, U. of Ghana
- Looking the Other Way: How Followers Enable Destructive Leadership | **Jeroen Stouten**, KU Leuven; **Thomas M. Tripp**, Washington State U.; **Robert Bies**, Georgetown U.; **David De Cremer**, U. of Cambridge
- Antecedents and Outcomes of Transcendent Followership | **David B. Zoogah**, Xavier U.
- Do Managers Value Employees with a Proactive Follower Role Orientation? | **Laurent M. Lapierre**, Telfer School of Management, U. of Ottawa
- Matching Patterns of Implicit Followership Theories to Followership Context | **Patrick Terrence Coyle**, Lycoming College; **Roseanne J Foti**, Virginia Tech

1218 🗨️📄JS: (OB, MOC, MED) **Leadership, Followership and Identity: New Insights on a Complex Relationship**

1:15pm - 2:45pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1218

Organizers: **Olga Epitropaki**, Durham U.; **Ronit Kark**, Bar Ilan U.
Presenters: **David V. Day**, U. of Western Australia; **Susan Elaine Murphy**, U. of Edinburgh; **Robert G. Lord**, Durham U.; **Niklas Steffens**, U. of Queensland

1219 JS: (OB, ODC, HR) **New Work Practices Call for New Work Responses: Employee-Driven Initiatives to Exploit NWPs**

1:15pm - 2:45pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1219

Organizers: **Christina Wessels**, Erasmus U. Rotterdam; **Jason Gawke**, Erasmus U. Rotterdam

Chair: **Clare Kelliher**, Cranfield U.

Discussants: **Darl G. Kolb**, The U. of Auckland; **Paul D. Collins**, U. of Washington

Managing on the Move: Flexworkers Managing Flexworkers | **Julia Richardson**, Curtin U.; **Steve McKenna**, York U.

Proactively Coping with Flexible Work Practices: Testing a Context-Specific Model of Job Crafting | **Christina Wessels**, Erasmus U. Rotterdam; **Michaéla C. Schippers**, Erasmus U. Rotterdam; **Peter van Baalen**, U. of Amsterdam; **Karin Proper**, U. of Amsterdam

Employee Intrapreneurship and Work Engagement: A Latent Change Score Approach | **Jason Gawke**, Erasmus U. Rotterdam; **Marjan Gorgievski**, Erasmus U. Rotterdam; **Arnold B. Bakker**, Erasmus U. Rotterdam

Innovative Behavior under Multiple-Leadership: The Role of Polychronicity and Knowledge Sharing | **Shiko M. Ben-Menahem**, ETH Zurich; **Fang He**, ETH Zurich; **Patrick Tinguely**, ETH Zurich

Agile Working and Annual Hours: Can Flexibility Work for the Employer and the Employee? | **Clare Kelliher**, Cranfield U.; **Deirdre Anderson**, Cranfield U.

Presenters: **Julia Richardson**, Curtin U.; **Christina Wessels**, Erasmus U. Rotterdam; **Jason Gawke**, Erasmus U. Rotterdam; **Shiko M. Ben-Menahem**, ETH Zurich; **Deirdre Anderson**, Cranfield U.

1220 🗨️📄: (Paper Session) - (OCIS) **Technology Training, Acceptance, and Trust**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1220

Chair: **Fred A Niederman**, Saint Louis U.

📄The effects of IT-related attributional style on technology training. | **Stanislav Mamonov**, Montclair State U.; **Marios Koufaris**, City U. of New York, Baruch College

A Theory of Steering Committee Capabilities for Implementing Enterprise-Wide Information Systems | **Kris Murphy**, Case Western Reserve U.; **Kalle Lyytinen**, Case Western Reserve U.; **Antoinette Somers**, Wayne State U.

Understanding Enterprise Information Systems Compliance-The Role of Social and Performance Context | **Jingmei Zhou**, U. of Science and Technology of China & City U. of Hong Kong Joint Research Center; **Yulin Fang**, City U. of Hong Kong

📄Tired of Technology – A Review and Theoretical Model of Organizational Technostress | **Jeff Dixon**, Smith School of Business, Queen's U.

1221 🗨️: (Paper Session) - (OCIS) **The Good, the Bad, and the Uncertain of Digital Platforms**

1:15pm - 2:45pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1221

Chair: **Joe Nandhakumar**, U. of Warwick

Employee Marginality and Innovative Behavior and Performance in innovation platforms | **Hind Benbya**, Montpellier Business School; **Dorothy E Leidner**, Baylor U.; **Nassim Aissa Belbaly**, U. of Montpellier

📄Digital Platforms For Innovation In Frugal Ecosystems | **Suchit Ahuja**, Queen's U. Smith School of Business; **Yolande E Chan**, Queen's U.

An Institutional Perspective for Exploring Digital Platforms as New Organizing Forms | **Divinus Oppong-Tawiah**, McGill U.; **Genevieve Bassellier**, McGill U.

1222 🗨️JS: (OCIS, OMT) **Online Labor Markets: Fad, Fringe, or Future of Work?**

1:15pm - 2:45pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 1222

Organizers: **Hatim A Rahman**, Stanford U.; **Melissa Valentine**, Stanford U.

Discussant: **Beth Bechky**, New York U.

Crowd organizations: Crowdsourcing complex work via reconfigurable organizational structures | **Michael Bernstein**, Stanford U.; **Melissa Valentine**, Stanford U.; **Daniela Retelny**, Stanford U.

Online Contract Labor Markets and Part-Time Freelancing: The Case of Elance | **Balazs Kovacs**, Yale School of Management; **Ming D. Leung**, U. of California, Berkeley

Social Dynamics of Online Labor Markets: How Clients and Contractors Navigate Unsettled Waters | **Hatim A Rahman**, Stanford U.; **Melissa Valentine**, Stanford U.

Outsourcing technologically uncertain tasks to virtual subcontractors | **Natalia Levina**, New York U.

Presenters: **Ming D. Leung**, U. of California, Berkeley; **Natalia Levina**, New York U.; **Hatim A Rahman**, Stanford U.; **Melissa Valentine**, Stanford U.

1223 🗨️: (Paper Session) - (ODC) **Changing from the Top: The Role of CEOs and Boards of Directors During Change**

1:15pm - 2:45pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 1223

Chair: **Sevda Helpap**, Leuphana U. Lüneburg

📄The Effect of D&O Liability Insurance on Corporate Risk-Taking Strategies | **Tsai-Jyh Chen**, National Chengchi U.; **Jui-I Chang**, National Taichung U. of Science and Technology

📄Contesting space: The interplay of emotions, action fields and power in organizational change | **Michael Jarrett**, INSEAD

🗨️🗨️🗨️Organizational Decline and Turnaround: The Moderating Effect of Board Independence | **Jie Li**, Hong Kong U. of Science and Technology; **Jia Nan Li**, Nanjing U.; **Lin Xu**, Nanjing U.

→ Corporate Governance and Stock Price Crash Risk: Evidence from UK Panel Data | **Valentina V Tarkovska**, DIT

1224 🗄️🗄️: (ODC, OB, SAP) **Leadership-as-Practice: Theory and Application**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 1224

Organizer: **Joseph A Raelin**, Northeastern U.

Overview of Symposium: Introduction to

Leadership-as-Practice | **Joseph A Raelin**, Northeastern U.

Differentiating the Leadership-as-Practice Terrain | **Nada Endrissat**, Bern U. of Applied Sciences

Where's the Agency in Leadership-as-Practice? | **Barbara Simpson**, U. of Strathclyde

Methodologies to Discover and Challenge

Leadership-as-Practice | **Steve John Kempster**, Lancaster U.; **Brad Jackson**, Victoria U. of Wellington

1225 : (Paper Session) - (OM) **OM Division Best Student Paper Finalists**

1:15pm - 2:45pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1225

Chair: **Dayna Simpson**, Monash U.

Social Issues in Labour Supply Chain: Broker Imposed

Servitude of Indian Immigrant Technology Work | **Shrihari Suresh Sohani**, Indian Institute of Management, Ahmedabad; **Biju Varkkey**, Indian Institute of Management, Ahmedabad

↻ The Influence of Manufacturing Services on Innovation | **Sina Golar**, Arizona State U.; **Kevin Dooley**, Arizona State U.

↻ Strategy, Structure, and Performance: A study of U.S. Airline Industry | **Ting Yao**, U. of North Carolina, Chapel Hill; **Atul Nerkar**, U. of North Carolina, Chapel Hill; **Vinayak Deshpande**, U. of North Carolina, Chapel Hill

Managerial Commitment and the Relationship between Controversy and Environmental Practice Adoption | **Rick Hardcopf**, U. of Minnesota; **Rachna Shah**, U. of Minnesota; **Suvrat Dhanorkar**, U. of Minnesota

1226 🗄️🗄️: (Paper Session) - (OMT) **Gender, Perception & Consequences**

1:15pm - 2:45pm Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 1226

Chair: **Gina Dokko**, U. of California, Davis

🗄️🗄️ The Effects of Gendered Occupational Roles on Workplace Authority: Evidence from Microfinance | **Laura Doering**, U. of Toronto; **Sarah Thebaud**, U. of California, Santa Barbara

↻ 🗄️🗄️ Better in the Shadows? Media Coverage and Market Reactions to Female CEO Appointments | **Kevin Gaughan**, Northwestern Kellogg School of Management; **Edward Bishop Smith**, Northwestern Kellogg School of Management
Winner of the OMT Division Best Paper Award

→ 🗄️🗄️ The Second-Order Effects of Work: Female Labor Force Participation in Gujarat, 1981-2011 | **Alexandra Feldberg**, Harvard U.; **Kathleen L. McGinn**, Harvard U.

🗄️ Seeing Social Structure: Assessing the Accuracy of Interpersonal Judgments about Social Networks | **Sanaz Mobasseri**, U. of California, Berkeley; **Sameer B. Srivastava**, U. of California, Berkeley; **Dana Carney**, U. of California, Berkeley

🗄️🗄️ It's Lonely at the Top for Men: A Gendered Perspective on Trust in Managerial Social Networks | **Tanja Sliskovic**, Faculty of Economics and Business; **Damon J Phillips**, Columbia Business School; **Darko Tipuric**, U. of Zagreb

1227 🗄️: (Paper Session) - (OMT) **Innovation & Culture**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 1227

Chair: **Derek Chan**, McGill U.

→ Bridges across Chasms: How Mobility Across Geographic and Status Holes Affects Creative Performance | **Andrew V. Shipilov**, INSEAD; **Frédéric Clément Godart**, INSEAD; **Julien Clément**, INSEAD

↻ 🗄️ How Embedded Ties Split Sides: Network and Tie Formation in Contingent Work | **Patrick Reilly**, U. of California, Los Angeles
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

🗄️ Where to, Now? How Reputation for Quality and Aspirational Performance Drive Product Search | **Owen Nelson Parker**, Oklahoma State U.; **Matthew Semadeni**, Arizona State U.

→ External Threat, Core-Periphery Structure, and Radical Innovation in French Fashion, 1945-1973 | **Yue Zhao**, ESG Management School; **Frédéric Clément Godart**, INSEAD
Giving La Traviata a Contemporary Twist? How Market Identity Shapes Hybridity in Italian Opera | **Giulia Cancellieri**, IMT Institute for Advanced Studies, Lucca

1228 🗄️: (Paper Session) - (OMT) **Crisis & Resilience**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 1228

Chair: **David H. Zhu**, Arizona State U.

↻ Think Global, Drink Local: Field Configuring Interactions and the Detroit Water Crisis | **A. Wren Montgomery**, U. of Windsor
Winner of the OMT Division Best Paper on Environmental and Social Practices Award

A Behavioral Economics Perspective on Crisis Management Decision-Making | **John A Parnell**, U. of North Carolina, Pembroke; **William R. Crandall**, U. of North Carolina, Pembroke

🗄️🗄️ Organizational Resilience: On the linkage between volatility absorption and performance recovery | **Florian Blechschmitt**, Mannheim U.; **Matthias F. Brauer**, Mannheim U.

→ 🗄️🗄️ Don't Ask Me If It's A Just War, It's Just War: A Contextual Perspective on Psychological Injury | **Mark de Rond**, U. of Cambridge; **Jaco Lok**, U. of New South Wales
Dealing with the unexpected: Using latent structures for efficiency and resilience | **Thomas A de Vries**, U. of Groningen

1229 🗄️: (Paper Session) - (OMT) **Bridging, Cooperation & Isolation**

1:15pm - 2:45pm Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 1229

Chair: **Brandy Aven**, Carnegie Mellon U.

🗄️ The Company You Keep: Effects of Leader and Teams Network Position on Performance | **Antoine Vernet**, Imperial College Business School; **Dirk Deichmann**, Erasmus U. Rotterdam; **Christine Moser**, U. of Amsterdam

- 📄 When boundary-spanners shift gears: Role transition and individual ambidexterity | **Michiel Pieter Tempelaar**, U. of Amsterdam; **Nicole Alexandra Rosenkranz**, ETH Zurich
- 📄 Excavating Structural Holes: Formal Decomposition, Disconfirmation, and Directions Forward | **John Chandler Johnson**, BI Norwegian Business School; **Amir Sasson**, BI Norwegian Business School
- 📄 Friends and Foes: Towards A Cognition- and Resource-Based Model of Coopetition | **Aurora Xin Liu**, Schulich School of Business
- 🏆 **Finalist for the OMT Division Best Student Paper Award**
- 📄 Disconnectedness as Boon or Misfortune? Structural Isolation and Hedge Fund Returns | **Joon Nak Choi**, Hong Kong U. of Science and Technology

1230 🗨️📄: (Paper Session) - (OMT) **Activism Targeting**

- 1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 4
 Tweet this session: #AOM2016 1230
 Chair: **Brandon Kraft**, Cornell U.
- 📄 David and Goliath?: A Pragmatic Strategy Theory of Social Movement Target Selection | **Todd Schifeling**, U. of Michigan, Ann Arbor
 - 📄 David Defeating Goliath: Institutional Work of A Marginalized Actor Within Institutional Complexity | **Sofiane Baba**, HEC Montreal; **Innan Sasaki**, U. of Turku
 - 🏆 **Finalist for OMT Division Best Paper on Environmental and Social Practices Award**
 - 📄 Strategic frame alignment and hybridization in the emergence of a social enterprise. | **Matthew Lee**, INSEAD; **Tommaso Ramus**, UCP - Católica Lisbon School of Business & Economics; **Antonino Vaccaro**, IESE Business School
 - 📄 Social Entrenchment: Social Network Cohesion and Board Responsiveness to Shareholder Proposals | **Richard Benton**, U. of Illinois at Urbana-Champaign
 - 📄 Nice to meet you - the role of relational embeddedness on successful private shareholder activism | **Laura Jacobey**, U. of Goettingen

1231 🗨️📄: (Paper Session) - (OMT) **Interorganizational Relations**

- 1:15pm - 2:45pm Anaheim Marriott: Rancho Las Palmas
 Tweet this session: #AOM2016 1231
 Chair: **Jonathan Kush**, Carnegie Mellon U.
- 📄 When Do Interorganizational Relations Serve Client Benefit? The Role of Enabling Network Structures | **Denis Trapido**, U. of Washington; **Francesca Pallotti**, U. of Greenwich; **Alessandro Lomi**, U. of Lugano
 - 📄 The Structural Holes of the Closest Partner and the Evolution of Focal Unit's Centrality | **Yusi Jiang**, Shanghai Jiao Tong U.; **Arie Y. Lewin**, Duke U.; **Haifeng Wang**, Antai College, SJTU
 - 📄 Disentangling the dynamics of institutional compliance mechanisms | **Elcio Tachizawa**, U. Carlos III de Madrid
 - 📄 Tie Dissolution in Market Networks: A Theory of Vicarious Performance Feedback | **David R. Clough**, INSEAD; **Henning Piezunka**, INSEAD
 - ➔ 📄 Effects of Inter-organizational and Institutional Trust on Knowledge Acquisition Across Borders | **Indre Maurer**, U. of Goettingen; **Clarissa E. Weber**, U. of Goettingen

1232 🗨️📄: (Paper Session) - (OMT) **Cultural Production**

- 1:15pm - 2:45pm Anaheim Marriott: San Diego
 Tweet this session: #AOM2016 1232
 Chair: **Jean-François Soublière**, U. of Alberta
- 📄 Network of Cultural Production: Network Effects in Korean TV Drama Production, 2002-2011 | **Hangjun Cho**, Yonsei U.; **Sunhyuk Kim**, Korea U.; **Dongyoub Shin**, Yonsei U.
 - 📄 The Fickle Crowd: Selective Differentiation in Cultural Markets | **Daniel DellaPosta**, Cornell U.; **Minjae Kim**, MIT Sloan School of Management
 - 🏆 **Winner of the OMT Division Best Student Paper Award**
 - 📄 Connect the Dots, but Deliberately: Intrapersonal Diversity in Function and Genre in Creative Team | **Susumu Nagayama**, Waseda U.; **Akie Iriyama**, Waseda U.
 - 📄 Labor mobility and high performance | **Kristina Vaarst Andersen**, Copenhagen Business School
 - 📄 Becoming Francis Ford Coppola: The Importance of Reputational Rank in Artistic Career Success | **Michael Jensen**, U. of Michigan; **Heeyon Kim**, National U. of Singapore

1233 🗨️📄: (OMT, BPS, MOC) **Theory-Method Packages: A Comparison of Three Qualitative Approaches to Theory Building**

- 1:15pm - 2:45pm Anaheim Marriott: Northeast Marquis Ballroom
 Tweet this session: #AOM2016 1233
 Organizers: **Joel Gehman**, U. of Alberta; **Vern Glaser**, U. of Alberta
 Distinguished Speakers: **Kathleen M. Eisenhardt**, Stanford U.; **Dennis A. Gioia**, Pennsylvania State U.; **Ann Langley**, HEC Montréal

1234 🗨️📄: (OMT, ODC, OB) **Challenges to Organizational Studies: New Metaphors for Making Organizations Meaningful**

- 1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 9
 Tweet this session: #AOM2016 1234
 Chair: **Linda L. Putnam**, U. of California, Santa Barbara
 Facilitator: **Kiran Trehan**, U. of Birmingham
- 📄 Management Metaphors for the 21st Century | **Joep Cornelissen**, Erasmus U. Rotterdam
 - 📄 The Process of Identifying New Metaphors to Meet Contemporary Challenges | **Anders Ortenblad**, Nord U.
 - 📄 Moving On Metaphorically: Organization as Affect | **David Stephen Grant**, Griffith U.; **Clifford Oswick**, City U. London
 - 📄 Developing New Metaphors for New Times | **Gareth Morgan**, York U.

1235 🗨️📄: (OMT, RM, BPS) **Bridging Research-Practice Gap: Moving Beyond Why to How**

- 1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 3
 Tweet this session: #AOM2016 1235
 Organizers: **Garima Sharma**, Ivey Business School, Western U.; **Pratima Bansal**, U. of Western Ontario; **Stephanie Bertels**, Simon Fraser U.
- 📄 Discussants: **Jennifer Howard-Grenville**, Cambridge Judge Business School; **Jennifer Kurkoski**, Google; **Sara L. Rynes**, U. of Iowa; **Andrew H. Van de Ven**, U. of Minnesota
 - 📄 Managing Paradoxes at the Research-Practice Interface: A Boundary Management Framework | **Laura Empson**, Cass Business School, City U. London; **Clifford Oswick**, City U. London; **Jean-Pascal Gond**, Cass Business School, City U.

London; **Laure Cabantous**, Cass Business School, City U. London

Transgressing the Researcher/Practitioner Distinction | **Arne Carlsen**, BI Norwegian Business School; **Carl Rhodes**, U. of Technology, Sydney

Maintaining and Crossing Boundaries: Boundary Work to Bridge the Research-Practice Gap | **Garima Sharma**, Ivey Business School, Western U.; **Pratima Bansal**, U. of Western Ontario

1236 JS: (OMT, SIM, BPS) Stigma and Legitimacy Loss: Professions, Social Judgments, and Symbols in Crime and Punishment

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 2
Tweet this session: #AOM2016 1236

Organizers: **Jo-Ellen Pozner**, Santa Clara U.; **Daphne Teh**, INSEAD

Discussant: **Donald A Palmer**, U. of California, Davis

Pragmatic or Moral Legitimacy: Effect of Director Capabilities versus Nonprofit Ties on Punishment | **Daphne Teh**, INSEAD

Repeat Offenders: How The Consequences of Firm Misconduct Abate Across Incidents | **Celia Moore**, London Business School; **Aharon Yehuda Cohen Mohliver**, London Business School; **Jo-Ellen Pozner**, Santa Clara U.

Corporate Misconduct and Heterogeneity in the Reputational Penalties to Managers and Directors | **Ivana Naumovska**, INSEAD; **Georg Wernicke**, Copenhagen Business School

The Process of Scandal Formation and the Role of Social Control Agents | **Timothy R. Hannigan**, U. of Alberta; **James B. Wade**, Emory U., Goizueta Bus Sch; **Joseph Porac**, New York U.

The Professional Consequences of Misconduct | **Jacob Model**, Stanford U.

Participants: **Celia Moore**, London Business School; **Aharon Yehuda Cohen Mohliver**, London Business School; **Ivana Naumovska**, INSEAD; **Georg Wernicke**, Copenhagen Business School; **Timothy R. Hannigan**, U. of Alberta; **James B. Wade**, Emory U., Goizueta Bus Sch; **Joseph Porac**, New York U.; **Jacob Model**, Stanford U.

1237 SHCS: (OMT, SIM, PNP) Organizing and Administration in Refugee Crises

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon E
Tweet this session: #AOM2016 1237

Organizers: **Marian Konstantin Gatzweiler**, U. of Edinburgh; **John Matthew Amis**, U. of Edinburgh

Chair: **Royston Greenwood**, U. of Alberta

Discussant: **Gerald F Davis**, U. of Michigan

AoM Presenter Symposium Submission #16699 | **Marian Konstantin Gatzweiler**, U. of Edinburgh; **John Matthew Amis**, U. of Edinburgh; **Corinna Frey**, Cambridge Judge Business School; **Marlen De La Chaux**, U. of Cambridge

Presenters: **Marian Konstantin Gatzweiler**, U. of Edinburgh; **John Matthew Amis**, U. of Edinburgh; **Janina Reich**, U. of Edinburgh; **Corinna Frey**, Cambridge Judge Business School; **Marlen De La Chaux**, U. of Cambridge; **Michael Barrett**, U. of Cambridge
Finalist for the OMT Division Best Symposium Award

1238 (Paper Session) - (ONE) Firms' Disclosure and Sustainability Reporting

1:15pm - 2:45pm Anaheim Marriott: Suite 304
Tweet this session: #AOM2016 1238

Chair: **Nobuyuki Chikudate**, Hiroshima U.

Beyond Natural Disaster vs. Man-Made Disaster
Debates on an Explosion of a Nuclear Power Plant | **Nobuyuki Chikudate**, Hiroshima U.

Sensitive industries produce a better ESG performance:
Evidences from emerging markets | **Alexandre Sanches Garcia**, EAESP - FGV; **Wesley Mendes-Da-Silva**, Fundacao Getulio Vargas; **Renato J. Orsato**, EAESP - FGV

Corporate Identities at the Business-Environment Nexus | **Paul Michael Case**, U. of Massachusetts; **Nardia Haigh**, U. of Massachusetts

Climate Change Reporting and MNCs: Insights from Institutional Theory and International Business | **Breeda Comyns**, Kedge Business School

1239 (Paper Session) - (ONE) Leader and Employee Engagement in Sustainability

1:15pm - 2:45pm Anaheim Marriott: Suite 312
Tweet this session: #AOM2016 1239

Chair: **Maria Bonzanini Bossle**, U. do Vale do Rio dos Sinos (UNISINOS)

The Role of Environmental Managerial Concern for Enhancing Environmental Performance | **Maria Bonzanini Bossle**, U. do Vale do Rio dos Sinos (UNISINOS); **Marcia Dutra de Barcellos**, PPGA - EA - UFRGS; **Luciana Marques Vieira**, UNISINOS; **Athanasios Krystallis**, Aarhus U.

Peer Communication Improves Environmental Employee Engagement | **Matthew Potoski**, U. of California, Santa Barbara; **Patrick J. Callery**, UC Santa Barbara

The Effects of Reporting Frameworks and Financial Conditions on CSR Investment Decision | **Yasheng Chen**, School of Management, Xiamen U.; **Johnny Jermias**, Simon Fraser U.; **Jamal A Nazari**, Simon Fraser U.

Environmental Performance: The Role of the Chief Sustainability Officer in High-Pressure Context | **Jorge Rivera**, George Washington U.; **Patricia Kanashiro**, Loyola U. Maryland

1240 JS: (ONE, ENT) Environmental Entrepreneurship: Is Extant Theory Fit for Purpose?

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 1
Tweet this session: #AOM2016 1240

Organizer: **Tracey Dodd**, U. of South Australia

Moderator: **Matthew Johnson**, Leuphana U. Lüneburg

Panelists: **Jeffrey G. York**, U. of Colorado, Boulder; **Richard J Arend**, U. of Missouri, Kansas City; **Timo Busch**, U. of Hamburg; **Stefan Schaltegger**, Leuphana U. Lüneburg; **Marc Orlitzky**, U. of South Australia

1241 (Paper Session) - (PNP) Dynamic Capabilities, Value Creation, and Competitive Advantage

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon K
Tweet this session: #AOM2016 1241

Chair: **Moritz M. Botts**, European U. Viadrina

Dynamic Capabilities in Wartime: Where "Competitive Advantage" Equals "Lives" | **Yevgen Bogodistov**, U. of

Applied Sciences Neu-Ulm; **Moritz M. Botts**, European U. Viadrina

Value Creation in Nonprofit Microfinance Organizations: Client Focus as Differentiation Factor | **Alexander Pinz**, U. of Mannheim; **Bernd Helmig**, U. of Mannheim

Producer cooperatives influence on competitive dynamics - the Azorean case | **Joana Rodrigues Pereira**, EPFL

1242 📄: (Paper Session) - (RM) **Diverse Perspectives in the Interpretation of Qualitative Research**

1:15pm - 2:45pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1242

Chair: **Carrie M Duncan**, U. of Missouri

🗣️ The search for meaning in an organisational context | **Steven Segal**, Macquarie U.; **Hao Wang**, Macquarie U.

🗣️📊 Integrating Quantitative and Qualitative Data through Visualization: A Mixed Methods Approach | **Elitsa Alexander**, U. of St. Gallen; **Alice Comi**, Aalto U.; **Martin J. Eppler**, U. of St. Gallen

🗣️🗣️ Intersectional Reflexivity: Methodological Challenges and Possibilities for Diversity Research | **Doyin Atewologun**, Queen Mary U. of London; **Ramaswami Mahalingam**, U. of Michigan, Ann Arbor

1243 📄: (Paper Session) - (SAP) **The Performativity of Strategy Tools**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1243

Chair: **A. Paul Spee**, U. of Queensland

📄 Embodying and Materializing Strategic Change through Live Presentations | **Genevieve Elise Renaud**, HEC Montreal; **Djahanchah Philip Ghadiri**, HEC Montreal; **Véronique Labelle**, HEC Montreal; **Linda Rouleau**, HEC Montreal

🗣️ Causal Maps in Collective Decision-Making: A Practice View on Enacting Situated Material Artifacts | **Mikko Arevuo**, Regent's U. London; **Patrick Reinmoeller**, Cranfield U.

📄 Tell Me How You Gaze at Strategy Tools and I Tell You How You Decide | **Stefan N. Groesser**, U. of Applied Sciences Bern; **Adrian Stettler**, Bern U. of Applied Sciences; **Claus D Jacobs**, U. of Berne

1244 📄: (Paper Session) - (SIM) **Micro and Macro Logics of Stakeholder Management**

1:15pm - 2:45pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1244

Chair: **Ramon J. Aldag**, U. of Wisconsin, Madison

➔🗣️ From Individual to Shared Agency: A Multilevel Model of Agency Construction in Organizations | **Thomas Maak**, U. of South Australia; **F. Javier Coloma**, ESADE Business School

🗣️📄 Linking socio-cultural influences to managerial cognition of stakeholder salience | **Danny C. K. Ho**, Hang Seng Management College; **Cubie Lau**, U. College Dublin

🗣️📄 Family Social For-Profit Enterprises: Integrating Family, Community and Market Logics | **Benjamin Nathan Alexander**, Cal Poly San Luis Obispo; **Angelo DeNisi**, Tulane U.

➔📄 Exploring a Bi-Directional Relationship between CSR and Organizational Identification | **Mariam Farooq**, The U. of Lahore; **Omer Farooq**, Kedge Business School

1245 📄: (Paper Session) - (SIM) **Regulating the Firm**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1245

Chair: **Tom E Thomas**, San Francisco State U.

🗣️📄 Correcting Market Failures to Address the Obesity Crisis | **Aneel Karnani**, U. of Michigan, Ann Arbor; **Brent McFerran**, Simon Fraser U.; **Anirban Mukhopadhyay**, Hong Kong U. of Science and Technology

➔📄 Industry business associations: Self-interested or socially conscious? | **Jose Carlos Marques**, Telfer School of Management, U. of Ottawa

🗣️🗣️ Governance of the Big Data Value Cycle | **Simon Jan Dominiek Schillebeeckx**, Singapore Management U.; **Anna Grosman**, Advanced Institute of Management Research and Aston Business School, UK; **Jakob Haesler**, OECD; **Rashik Parmar**, IBM

➔➔ Private Regulatory Strategies: Theory and Evidence from the Global Apparel Industry | **Jose Carlos Marques**, Telfer School of Management, U. of Ottawa

1246 📄: (Paper Session) - (SIM) **Base of the Pyramid**

1:15pm - 2:45pm Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1246

Chair: **Ted London**, U. of Michigan

🗣️➔🗣️ Corporate Engagement at the Base of the Pyramid: Commercial Microfinance and Entrepreneurship | **Jasjit Singh**, INSEAD; **Pushan Dutt**, INSEAD

The Role of Person-facilitator Fit and Poverty Alleviation | **Brett R. Smith**, Miami U. Ohio; **Joshua R. Knapp**, U. of Wisconsin, Whitewater; **Benedetto Lorenzo Cannatelli**, U. Cattolica del Sacro Cuore

🗣️📄 A Systematic Review of the Bottom of the Pyramid Literature | **Krzysztof Dembek**, The U. of Melbourne; **Nagaraj Sivasubramaniam**, Duquesne U.

1247 📄: (Paper Session) - (SIM) **Micro and Macro Foundations of CSR**

1:15pm - 2:45pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1247

Chair: **Anke Arnaud**, Embry Riddle Aeronautical U.

🗣️ A Grounded Theory of the Motivation Towards Socially Responsible Action in Business | **Balraj Kistow**, Arthur Lok Jack Graduate School of Business, UWI

🗣️🗣️ Gender, CSR and Feminist Organization Studies: Mapping the Theoretical Terrain | **Kate Grosser**, La Trobe U.; **Jeremy Moon**, Copenhagen Business School

🗣️ Corporate Social Responsibility as Competitive Advantage. | **Laura J. Blake**, Assumption College

📄 Organization Purpose and Locus of Control: Predictors of Corporate Social Responsibility | **Carolee Maureen Rigsbee**, U. of Illinois Springfield; **Stephanie Lee Black**, The U. of Texas at San Antonio

1248 📄: (Paper Session) - (SIM) **CSR Disclosure**

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1248

Chair: **Colin Patrick Higgins**, Deakin U.

Social standards: An empirical examination of early and late adopters' motives and attitudes. | **Kostas Iatridis**, U. of Bath; **Andrei Kuznetsov**, U. of Central Lancashire

📄 What Defines CSR Reports? | **Wanjun Jiang**, Peking U.; **Dongning Yang**, Peking U.; **Junni Zhang**, Peking U.; **Qun Cao**,

Peking U.; **Yufei Liu**, Peking U.; **Zhaotang Luo**, Peking U.; **Jian Wang**, Peking U.

→ Leveraging opportunities from digital disruption: A shared value approach at Australia Post | **Tabitha White**, Melbourne Business School; **Jody Evans**, Melbourne Business School; **Ian O. Williamson**, Melbourne Business School; **Elizabeth Gillies**, Melbourne Business School

• The Impact of Institutional Environment on Corporate Social Responsibility Disclosure | **Thi Thao Mi Tran**, U. of Huddersfield; **Olu Aluko**, U. of Huddersfield; **Eshani Beddewela**, U. of Huddersfield

1249 🗨️: (Paper Session) - (SIM) Environmental Sustainability

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1249

Chair: **Gordon P. Rands**, Western Illinois U.

Sense of Emergency for the Environment and Commitment to Environmental Protection | **Ji Li**, Hong Kong Baptist U.; **Wanxing Jiang**, Hong Kong Baptist U.; **Jieying Xu**, Hong Kong Baptist U.; **Ying Zhang**, Hong Kong Baptist U.; **Wenwen Song**, Hong Kong Baptist U.

📄 Creating Sustainable-Value in the Hospitality Industry | **Felipe Pérez-Pineda**, INCAE Business School; **Jose Manuel Alcaraz**, Murdoch U.; **Carlos Colón**, U. Iberoamericana (UNIBE)

📄 Corporate Environmental Responsibility (De)Motivated by Status | **Young Hoon Jung**, The U. of Texas at Dallas

• → Environmental Performance and Location Choice of Cross-border M&As | **Guna Choi**, Rutgers Business School; **Chinmay Pattnaik**, The U. of Sydney

1250 🗨️: (Paper Session) - (TIM) Multi-level Innovation: Psychological Foundations

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1250

Track F. Multi-level Innovation: Creativity & Teams

Chair: **Kylie Rochford**, Case Western Reserve U.

One Style does not fit all! Examining Strategic Leadership Behaviors for Innovation across Cultures | **Priscilla Sarai Kraft**, Justus-Liebig U. Giessen; **Andreas Bausch**, Justus-Liebig U. Giessen

Relational climate, product innovation, and the mediating role of OCB-Voice | **Kylie Rochford**, Case Western Reserve U.; **Lori D Kendall**, Case Western Reserve U.

Corporate Nudging and Employee Idea Development | **Coen Rigtering**, U. Utrecht School of Economics; **Utz Weitzel**, Radboud U. Nijmegen

• Too much of a good thing: The tipping point of employee voice | **Nancy Lam**, Saint Mary's College of California; **Arnab Sheth**, Saint Mary's College of California

1251 → 🗨️: (Paper Session) - (TIM) Innovation Environment: Emerging Markets

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1251

Track D. The Innovation Environment: Competition, Industry, and Institutions

Chair: **Mayank Sewak**, U. of Massachusetts, Amherst

→ 📄 China's New-to-the-world Innovation Performance and its Antecedents | **Zhijing Zhu**, U. of New South Wales; **Johann**

Peter Murmann, U. of New South Wales; **Hong Jiang**, Institute of Industrial Economics, CASS

→ Access to Local knowledge and R&D by MNE subsidiaries in Emerging Markets | **Anurag Sharma**, U. of Massachusetts, Amherst; **Mayank Sewak**, U. of Massachusetts, Amherst

→ 📄 Financial Constraints and Firm Innovation in China: Does Tax Reform Matter? | **Anthony Howell**, Peking U.

• → International patent collaboration: Social impact for developed and developing countries | **Daniel Alonso-Martinez**, U. of Leon; **Isabel Estrada**, Groningen U. (RuG)

1252 🗨️: (Paper Session) - (TIM) Product Development: Conflict and Networks

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1252

Track G. New Product Development & Introduction

Chair: **John T Steen**, U. of Queensland

→ The network structure of ideas and the evolutionary synthesis of breakthrough product concepts | **Thomas Gillier**, Grenoble Ecole de Management; **Akin Osman Kazakci**, Mines ParisTech; **Victor P. Seidel**, Babson College; **Gerald Piat**, EDF R&D

📄 The Bright Side Of Conflict: Organizational Renewal Through New Product Development | **Giacomo Cattaneo**, Aarhus U.; **Lars Frederiksen**, Aarhus U.; **Andrea Carugati**, Aarhus U.; **Fredrik Hacklin**, ETH Zurich; **Boris Battistini**, ETH Zurich

📄 Ambidexterity in project-based firms: problem-solving, networking and new products | **Jerad A Ford**, U. of Queensland; **John T Steen**, U. of Queensland; **Martie-Louise Verreynne**, U. of Queensland

📄 Orchestrating Resources for Innovation Speed in Cooperative NPD | **Andre Nemeš**, ESC Rennes School of Business; **Said Yami**, U. of Montpellier

1253 🗨️: (Paper Session) - (TIM) Open Innovation: Grand Challenges and Community Contests

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 1253

Track A: Open and Collaborative Innovation

Chair: **Christoph Grimpe**, Copenhagen Business School

→ • Designing and Being Designed: Organizing Complex Collaborative Innovation in a Societal Challenge | **Marcel Bogers**, U. of Copenhagen; **Susanne Ollila**, Chalmers U. of Technology; **Anna Yström**, Chalmers U. of Technology

• Grand Challenges as Innovation-Related Problems: Managing Advocacy Groups in Organizational Search | **Anders Ørding Olsen**, Copenhagen Business School; **Wolfgang Sofka**, Copenhagen Business School; **Christoph Grimpe**, Copenhagen Business School

→ 📄 Motivations to participate in grand challenges: a comparative case study in the space sector | **Christian Garaus**, WU Vienna U. of Economics and Business; **Christopher Lettl**, WU Vienna U. of Economics and Business; **Florian Schirg**, WU Vienna U. of Economics and Business

📄 Formulating tasks for the crowd. An empirical investigation of design contests | **Nunzia Coco**, U. Ca' Foscari of Venice; **Anna Comacchio**, U. Ca' Foscari of Venice

1254 📄🗣️: (Paper Session) - (TIM) **Innovation Strategy: CEOs and Governance**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 1
 Tweet this session: #AOM2016 1254

Track B. Technology Innovation Strategy

Chair: **Virgilio Failla**, LMU Munich

Inside Directors & the Underinvestment of Financial Slack into R&D for High-technology Firms | **Ibrahim Shaikh**, U. of New Brunswick; **Lois S. Peters**, Rensselaer Polytechnic Institute; **Jonathan O'Brien**, U. of Nebraska

📄 Slack Resource Deployment in Exploration and Exploitation: How Much Do CEOs Matter? | **Pooya Tabesh**, U. of St. Thomas. Houston; **Dusya M. Vera**, U. of Houston; **Robert T Keller**, U. of Houston; **Steve Werner**, U. of Houston

📄 Executive Compensation Inequality and Corporate Innovation | **Mario Daniele Amore**, Bocconi U.; **Virgilio Failla**, LMU Munich

🗣️📄 The interactive influence of star scientists and CEO inventors on firm innovation | **Iman Hemmatian**, Oregon State U.; **Jeffrey Barden**, Oregon State U.

1255 📄: (Paper Session) - (TIM) **Cooperation: Supplier Relations**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 4
 Tweet this session: #AOM2016 1255

Track C. Alliances & Ecosystems

Chair: **Daniel Snow**, Brigham Young U.

📄 Interorganizational Innovation: The Role of Suppliers in Enhancing Buyer Innovation Performance | **Isaac Elking**, U. of Maryland R.H. Smith School of Business; **Curt Grimm**, U. of Maryland; **Christian Hofer**, U. of Arkansas; **David E Cantor**, Iowa State U.

📄 Supplier innovation and involvement in customer firms A matter of learning and exhaustion? | **Poul Houman Andersen**, Aalborg U.; **Ina Drejer**, Aalborg U.; **Christian Richter Østergaard**, Aalborg U.

📄 Invisible Innovation: Supplier Technology Strategy in the Auto Supply Chain | **Jennifer Kuan**, Stanford U.; **Daniel Snow**, Brigham Young U.; **Susan Helper**, Case Western Reserve U.

🗣️📄 Can You Gig It? An Empirical Examination of the Gig-Economy and Entrepreneurship | **Gordon Burtch**, U. of Minnesota; **Seth Carnahan**, U. of Michigan; **Brad N Greenwood**, Fox School of Business, Temple U.

1256 📄JS: (TIM, OB) **Recombination in Teams**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 8
 Tweet this session: #AOM2016 1256

Organizers: **Johnathan Cromwell**, Harvard Business School; **Jeffrey Sanchez-Burks**, U. of Michigan

Discussants: **Brian Uzzi**, Northwestern U.; **Jing Zhou**, Rice U.

Local Search, Recombinant Exploration, and Inventive Success | **Sam Arts**, KU Leuven

Organizing for Breakthrough Innovation | **Keyvan Vakili**, London Business School; **Sarah Kaplan**, U. of Toronto

Ideas as Organizing Mechanisms for Collective Creative Combination | **Sarah Harvey**, U. College London; **Chia-yu Kou-Barrett**, U. College Dublin, UCD

Creators as Curators: Exploring the Process of Idea Curation in Teams | **Johnathan Cromwell**, Harvard Business School;

Jean-Francois Harvey, Harvard U.; **Jeffrey Sanchez-Burks**, U. of Michigan

Monday 2:30PM

1257 : (HR) **HR Division Ice Cream Social**

2:30pm - 4:30pm Anaheim Convention Center: 204B

Tweet this session: #AOM2016 1257

All HR Division members welcome!!

Monday 3:00PM

1258 📄🗣️: (Paper Session) - (BPS) **Antecedents and Outcomes of Service-Based Business Models**

3:00pm - 4:30pm Hilton Anaheim: California B

Tweet this session: #AOM2016 1258

Chair: **Maria Rita Micheli**, IESEG

📄 One Step At A Time: Building Service Capabilities in a Product Firm | **Ivanka Visnjic**, ESADE Business School; **Marin Jovanovic**, KTH Royal Institute of Technology; **Frank Wiengarten**, ESADE Business School

📄 Understanding Determinants of Business Model Design in the Context of Product-Service Transition | **Sven M. Laudien**, U. of Erfurt; **Birgit Daxböck**, U. of Erfurt

📄🗣️ Toward the Service-oriented Transformation of the Manufacturing Firms in Taiwan | **Yi Chang Yang**, Shih Chien U.

Managing Strategic Orientations for NSD Performance: An Empirical Study of B2B Service Firms | **Colin CJ Cheng**, BA Dept., National Yunlin U. of Science and Tech

1259 📄: (Paper Session) - (BPS) **Firm Capabilities and Rivalry**

3:00pm - 4:30pm Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 1259

Chair: **Anne Parmigiani**, U. of Oregon

📄 The Best Defense is a Good Offense: Responding to a Strategic Shift in the NFL | **Daniel Gamache**, U. of Georgia; **Jamal Shamsie**, Michigan State U.; **Andreas Schwab**, Iowa State U.

📄 Managing a Supply-Chain Based Two-Sided Market | **Ke Rong**, U. of Exeter; **Taoxiong Liu**, Tsinghua U.; **Yong Lin**, U. of Greenwich

📄 Competitive Initiatives and Vulnerability: Leveraging Resources for Competition | **Chih-Yi Su**, National Tsing Hua U.; **Bou-Wen Lin**, National Tsing Hua U.

The Pricing of Hospital Services: Effects of Rivalry Restraint and Competitive Advantage | **Kui Du**, U. of Massachusetts, Boston; **Huseyin Tanriverdi**, The U. of Texas at Austin

1260 📄🗣️🗣️: (Paper Session) - (BPS) **The Boundaries of the Firm, Ownership and Transactions**

3:00pm - 4:30pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1260

Chair: **Tammy L. Madsen**, Santa Clara U.

🗣️📄🗣️ Allocating Capital Amidst Perceived Uncertainty: Relative (Not Absolute) Ownership Matters | **Snigdha Manukonda**, Indian Institute of Management, Bangalore; **J Ramachandran**, Indian Institute of Management, Bangalore

- 📖 Is Contracting Around Lawful Opportunism an Option? | **Gastón de los Reyes**, George Washington U.; **Kirsten Edrie Martin**, George Washington U.
- The Buck Stops Here: Ownership and Judgment as Complements in Strategy Research | **Nicolai Foss**, Copenhagen Business School; **Peter G. Klein**, Baylor U.; **Lasse B. Lien**, Norwegian School of Economics
- 📖 Towards a More Complete Taxonomy of Design Solutions for Managerial Collective Action Problems | **Sandra Corredor**, U. of Illinois at Urbana-Champaign; **Joseph T. Mahoney**, U. of Illinois at Urbana-Champaign; **Deepak Somaya**, U. of Illinois at Urbana-Champaign

1261 🗣️👤📖: (Paper Session) - (BPS) Institutions and Political Strategies

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1261

Chair: **Anna Mina**, Sapienza U. of Rome

Performance Feedback of Microfinance Institutions: The Moderating Effects of Institutional Factors | **Junyon Im**, U. of Missouri, Kansas City

Do Markets Care About Non-Market Strategy? | **Nicholas Poggioli**, U. of Minnesota; **Gurneeta Vasudeva**, U. of Minnesota

🗣️👤📖 Are Political Ties and Market Capabilities Complements or Substitutes for Firm Performance? | **Danqing Wang**, The U. of Hong Kong; **Fei Du**, The U. of Hong Kong; **Kevin Zheng Zhou**, The U. of Hong Kong

➔📖 States vs. Sharks: How Governments Remedy Private Benefits of Control | **Steve Sauerwald**, U. of Illinois at Chicago; **Roxana Turturea**, Erasmus U. Rotterdam; **Marc Van Essen**, U. of St. Gallen

1262 📖🗣️👤📖: (Paper Session) - (BPS) CEO

Successions and Outcomes

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1262

Chair: **John G Michel**, U. of Notre Dame

📖 Post-succession Strategic Change, Firm Performance, and the Role of New CEOs' Prior Board Experience | **Qi Zhu**, Arizona State U.; **Wei Shen**, Arizona State U.

📖🗣️👤📖 The Janus-Face of CEO Retention - CEO Succession & Performance under Unity of Ownership & Control | **Jan-Philipp Ahrens**, U. of Mannheim; **Lorraine M. Uhlaner**, EDHEC Business School; **M. Woywode**, U. of Mannheim; **Jan Zyburka**, U. of Mannheim

🗣️👤📖 New CEO-TMT Relational Demography and Strategic Change: Moderating Role of Managerial Discretion | **Danyang Li**, Tsinghua U.; **Wei Shen**, Arizona State U.; **Zhenzhen Xie**, Tsinghua SEM

📖 Successful Successions: Employee Approval Ratings of New CEOs | **J. Yo-Jud Cheng**, Harvard Business School

1263 🗣️👤📖: (Paper Session) - (BPS) Human Capital 1: Strategic Human Resource Management

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1263

Chair: **Jennifer M. Walske**, U. of San Francisco

🗣️👤📖 When Human Capital Becomes Strategic: Specialization, Human Capital Overlap, and Firm Performance | **Ryan**

Cooper, U. of Maryland, College Park; **Timothy Gubler**, U. of California, Riverside

📖 Team Players Until Pay Day? Human Capital Complementarities, Competitive Advantage, and Profit | **Flore Bridoux**, U. of Amsterdam; **Russell Coff**, U. of Wisconsin, Madison; **J.W. Stoelhorst**, U. of Amsterdam

📖 The HRM-Capital-Market Link: Effects of Securities Analysts on Strategic Human Capital | **Achim Krausert**, Warwick Business School

📖 Strategic Orientation, Strategic Flexibility, and Firm Performance: The Important Role of SHRM | **Yan Gao**, Shanghai U. of Finance and Economics; **Zhao Zhou**, Shanghai U. of Finance and Economics; **Long-Zeng Wu**, Xiamen U.

1264 ➔📖: (Paper Session) - (BPS) Alliance Portfolio Configuration

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1264

Chair: **Dovev Lavie**, Technion Israel Institute of Technology

➔ How Does the Look Respond To the Inside?—Examining Three Drivers of Alliance Portfolio Configuration | **Wei He**, Purdue U., North Central; **Sumit Kumar Kundu**, Florida International U.; **Jinlin Zhao**, Florida International U.

📖 Experiential Antecedents of Alliance Portfolio Diversity: Evidence from India | **Dhirendra Mani Shukla**, Indian Institute of Management, Lucknow; **Amita Mital**, Indian Institute of Management, Lucknow

📖 The Enactment and Evolution of Interorganizational Strategy | **Mark Lewis**, Appalachian State U.; **Arun Rai**, Georgia State U.; **Lars Mathiassen**, Georgia State U.; **Robert Hornyak**, Arizona State U.

Knowledge Boundary Effects of Alliance Portfolio Configuration | **Zhengyu Li**, Shanghai U. of Finance and Economics; **Geert Duysters**, Tilburg U.; **Victor Gilsing**, U. of Antwerp

1265 🗣️👤📖: (Paper Session) - (BPS) Divestitures and Performance

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1265

Chair: **Mani Singh Mamik**, Consultant and Certified Corporate Director

📖 Learn From Breaking Up: The Effect of Acquisition Experience on Termination Fee Provisions | **Zhe Xing**, U. of Southern California

What Do We Really Know about the Antecedents of Divestitures? A Meta-Analytic Review | **Teresa Antonia Dickler**, Justus-Liebig U. Giessen; **Andreas Bausch**, Justus-Liebig U. Giessen

🗣️👤📖 "Running for the Exit": The Influence of Divestiture Experience on Divestiture Completion Times | **Matthias F. Brauer**, Mannheim U.; **Tomi M. M. Laamanen**, U. of St. Gallen

🗣️👤📖 Crystallizing Status: Divestiture as Strategic Reaction to Status Inconsistency | **Pengfei Wang**, Erasmus U. Rotterdam; **Michael Jensen**, U. of Michigan

1266 ➔📖👤: (Paper Session) - (BPS) Principal-Agency Perspective in Internationalization

3:00pm - 4:30pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1266

Chair: Hugh O'Neill, U. of North Carolina, Chapel Hill
 → 📖 For Love or Money? An Extended Principal-Principal Perspective of International Acquisitions | **Victor Zitian Chen**, U. of North Carolina, Charlotte; **Anne Sluhan**, Copenhagen Business School; **Bersant Hobdari**, Copenhagen Business School; **Franz W. Kellermanns**, U. of North Carolina, Charlotte
 🌐 Geographic Diversity of Large shareholders as a Widening Horizon under Market Fragmentation | **Changhui Zhou**, Peking U.; **Jiangyan Li**, Peking U.
 → 📖 Does Family Involvement Matter for Internationalization of Firms? An Investigation of Indian EMNCs | **Arindam Mondal**, Indian Institute of Management, Calcutta; **Kavil Ramachandran**, Indian School of Business; **Sasanka Sekhar Chanda**, Indian Institute of Management, Indore; **Santanu Bhadra**, Indian Institute of Management, Calcutta
 Firm Performance and CEO Turnover: A Subnational Institutional Perspective | **Kai Xu**, The U. of Texas at San Antonio ; **Li Dai**, Loyola Marymount U.; **Michael A. Hitt**, Texas A&M U. / Texas Christian U.; **Bat Batjargal**, The U. of Nottingham, China

1267 🗣️ → 📖 📄: (Paper Session) - (BPS) **Social, Ethical and Political Issues**

3:00pm - 4:30pm Hilton Anaheim: San Simeon B
 Tweet this session: #AOM2016 1267

Chair: Vivien Jancennele, Cleveland State U.
 CEO Pay, Corporate Culture and Illegal Activity in U.S. Banks: Are We Incentivizing Wrongdoing? | **Stephen Smulowitz**, IESE Business School; **John Almandoz**, IESE Business School
 🌐 📖 The Elephant (or Donkey) in the Boardroom: How Board Political Ideology Affects CEO Pay | **Abhinav Gupta**, U. of Washington, Seattle; **Adam J. Wowak**, U. of Notre Dame
 📖 Getting it Done! The Role of Micro-Dispositional Sources of Managerial Discretion | **Abhinav Gupta**, U. of Washington, Seattle; **Sucheta Nadkarni**, U. of Cambridge; **Misha Mariam**, U. of Washington, Seattle
 🗣️ → 🗣️ 📖 Black Swans and the Social Value of Corporate Disaster Giving | **Luis Ballesteros**, The Wharton School, U. of Pennsylvania; **Michael Useem**, U. of Pennsylvania

1268 📖 JS: (BPS, TIM, ENT) **The Pursuit of Innovation**

3:00pm - 4:30pm Hilton Anaheim: Pacific A
 Tweet this session: #AOM2016 1268

Organizers: Gary Dushnitsky, London Business School; **Yong Li**, U. at Buffalo, The State U. of New York
Participants: Ashish Arora, Duke U.; Sharon Belenzon, Duke U.; **Gautam Ahuja**, U. of Michigan; **Dean A. Shepherd**, Indiana U.

1269 : (Plenary) - (CAR) **Careers Division Plenary: Making Work and Family Work**

3:00pm - 4:30pm Anaheim Convention Center: 303D
 Tweet this session: #AOM2016 1269

Organizer: Bert Schreurs, Maastricht U.
Moderator: Kimberly Eddleston, Northeastern U.
Panelists: Gary N. Powell, U. Connecticut/ Lancaster U.; **Jeffrey H. Greenhaus**, Drexel U.; **Caroline Gatrell**, Lancaster U.; **Beth Ann Livingston**, Cornell U.; **Laura Radcliffe**, U. of Liverpool; **Brett Goldblatt**, Milbank

1270 🗣️ → 🗣️ CAU: (CAU) **Meaningful Organizations in International Context**

3:00pm - 4:30pm Anaheim Convention Center: 213A
 Tweet this session: #AOM2016 1270

On the heels of four previous successful Caucuses centered around the Conference Theme, the NRU HSE is proposing another Caucus, this time discussing the meaningfulness of an organization from the standpoint of relationships between headquarters and subsidiaries. This Caucus may be particularly interesting to scholars in the fields of strategic and international management.
Chairs: **Valentina V. Kuskova**, NRU Higher School of Economics; **Nikolay B. Filinov**, NRU Higher School of Economics
Participants: **Alexander Settles**, Rutgers U.; **Irina N. Shafranskaya**, NRU Higher School of Economics; **Dmitriy Potapov**, NRU Higher School of Economics; **Elena Shakina**, NRU Higher School of Economics; **Ivan Kuznetsov**, NRU Higher School of Economics; **Antonina Milekhina**, NRU Higher School of Economics; **Liudmila V. Petrova**, NRU Higher School of Economics; **Oksana Bludova**, NRU Higher School of Economics

1271 🗣️ 📖 CAU: (CAU) **And a 5, 6, 7, 8: Dance as a Source of Insight into Modern-day Organization**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon F
 Tweet this session: #AOM2016 1271

Organizers: **Donald L. Ferrin**, Singapore Management U.; **Secil Bayraktar**, Ozyegin U.

1272 → 🗣️ 📖 CAU: (CAU) **Building an Integrated Framework for Innovation, Organizations and Society**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 5
 Tweet this session: #AOM2016 1272

Organizers: **Kibae Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Hyejin Youn**, U. of Oxford
Participants: **Jörn Altmann**, Seoul National U.; **Andreas Pyka**, U. of Hohenheim; **Woo-Sung Jung**, POSTECH; **Wonjoon Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Jae-Suk Yang**, Korea Advanced Institute of Science and Technology (KAIST)

1273 → 🗣️ CAU: (CAU) **Making Organizations Meaningful: An African Dialogue on Theory, Research and Practice**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 6
 Tweet this session: #AOM2016 1273

Organizers: **Faith Wambura Ngunjiri**, Concordia College; **David B. Zoogah**, Xavier U.
Participants: **Stella M. Nkomo**, U. of Pretoria; **Judy Muthuri**, International Centre for Corporate Social Responsibility; **Moses Acquah**, U. of North Carolina, Greensboro; **Eileen Kwesiga**, Bryant U.; **Benson Honig**, McMaster U.

1274 📖: (Paper Session) - (CM) **Determining Right and Wrong**

3:00pm - 4:30pm Hilton Anaheim: La Jolla
 Tweet this session: #AOM2016 1274

Chair: **Marie S. Mitchell**, U. of Georgia

📖 Deception as Competence: The Effect of Occupation on Ethical Judgment and Behavior | **Brian C. Gunia**, The John Hopkins U.; **Emma Edelman Levine**, U. of Pennsylvania
 🌐 📖 High SDO Individuals Display Moral Concern for Harm to High Status (but not Low Status) Targets | **Brian Lucas**, Chicago Booth School of Business; **Nour Kteily**, Northwestern Kellogg School of Management
Winner of CM Division Best Paper Award - Empirical or Theoretical

☉ **Passion Exploitation: The Legitimization of Exploiting Other People's Passion for Work** | **Jae Yun Kim**, Duke U.; **Troy H. Campbell**, U. of Oregon; **Steven Shepherd**, Oklahoma State U.; **Aaron C. Kay**, Duke U.

📄 **The Big Bluff Theory: A Reconceptualization of Business Bluffing** | **Lutz Kaufmann**, WHU - Otto Beisheim School of Management; **Jörg Ralf Rottenburger**, WHU - Otto Beisheim School of Management
Winner of CM Division Best Paper Award - New Directions

1275 📄: (Paper Session) - (CM) **Balancing Processes in Relationships**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1275

Chair: **Ray Friedman**, Vanderbilt U.

📄 **Investigating the Dynamics of Abusive Supervision and Team Undermining Norms toward Supervisors** | **Shu-cheng Steve Chi**, National Taiwan U.; **Shin-Guang Liang**, National Defense U.; **Hsi-Fang Lai**, National Taiwan U.

📄 **Retaliate More towards Outgroup Members? A Cross-Cultural and Within-Cultural Investigation** | **Shu-cheng Steve Chi**, National Taiwan U.; **Ray Friedman**, Vanderbilt U.; **Chih-Chieh Chu**, National Taiwan U.; **Huei-Lin Shih**, National Taiwan U.

📄 **The Role of Mindfulness and Locus of Control in Conflict Communication Styles** | **Duysal Askun**, Murat Hudavendigâr U.; **Fatih Çetin**, Nigde U.

Shaking Hands while Trading Punches: Exploring the Paradox of Rival Cooperation | **Jeffrey P. Thomas**, New York U.
Winner of CM Division Best Student Paper Award

1276 → 📄 🗣️: (Paper Session) - (CMS) **Neoliberal**

Universities: Identities and Power

3:00pm - 4:30pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 1276

Chair: **Patrizia Zanoni**, U. Hasselt

📄 🗣️ **Fragmented Meritocratisation: On Mobilisation and Demobilisation of Gender in Higher Education** | **Marianne Ekman**, KTH Royal Institute of Technology; **Monica Lindgren**, KTH Royal Institute of Technology; **Johann Packendorff**, KTH Royal Institute of Technology

📄 **Who Am I and What Should I Do? Identities and Moral Orders in Canadian and Finnish Business Research** | **Päivi Eriksson**, U. of Eastern Finland; **Tero Montonen**, U. of Eastern Finland; **Jaana Woiceshyn**, U. of Calgary

📄 **The Erosion of Academic Dignity in the Face of Performance Management: A Case From Poland** | **Michał Zawadzki**, Jagiellonian U.

📄 🗣️ **Gendered Accountabilities and Moral Selves in the Neoliberal University** | **Patrizia Zanoni**, U. Hasselt; **Marjan Decoster**, U. Hasselt

1277 🗣️ JS: (CMS, SIM, ONE) **Gendered Approaches to Making Sustainability More Meaningful**

3:00pm - 4:30pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 1277

Organizers: **David Levy**, U. of Massachusetts, Boston; **Kate Grosser**, La Trobe U.; **Nichole Wissman Weber**, U. of Massachusetts, Boston

Participants: **Dima Jamali**, American U. of Beirut; **Mary Phillips**, U. of Bristol; **Lauren McCarthy**, Copenhagen Business School

1278 : (Paper Session) - (ENT) **Entrepreneurial Teams 3**

3:00pm - 4:30pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 1278

Chair: **Laura Rosendahl Huber**, Max Planck Institute for Innovation and Competition

Discussant: **Elisabeth Mueller**, German Graduate School of Management & Law (GGS)

📄 **Do We All See the Same Future? Entrepreneurial Team Members' Visions and Opportunity Development** | **Rebecca Preller**, Technische U. München (TUM); **Nicola Breugst**, Technische U. München; **Holger Patzelt**, Technical U. München

☉ **Whose hands to put the firms in? Equity split and performance of high-technology ventures** | **Yueheng Wang**, Tsinghua U.; **Jizhen Li**, Tsinghua U.; **Yanbo Wang**, Boston U.

Risks, Gains and Autonomy: An Experimental Analysis of Sorting into Teams | **Laura Rosendahl Huber**, Max Planck Institute for Innovation and Competition; **Martin Koudstaal**, U. of Amsterdam; **Eszter Czibor**, The U. of Chicago

📄 **A Configurational Perspective on New Venture Team Effectiveness** | **Adrian Martin Wuethrich**, U. of Bern; **Artur Baldauf**, U. of Bern

1279 : (Paper Session) - (ENT) **Ownership & Leadership**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 1279

Chair: **Massimo Bau'**, Jönköping International Business School
Discussant: **Donata Mussolino**, U. of Naples Federico II

📄 **Contact Hitters or Power Hitters? R&D of Family Firms in the Japanese Pharmaceutical Industry** | **Shigeru Asaba**, Waseda U.; **Tetsuo Wada**, Gakushuin U.

📄 **Portfolio Restructuring in Family and Non-Family-Controlled Firms** | **Massimo Bau'**, Jönköping International Business School; **Francesco Chirico**, Jonkoping International Business School; **Robert E. Hoskisson**, Rice U.; **Seemantini Madhukar Pathak**, U. of Missouri, St. Louis

📄 **The Paradoxical and Time-Varying Effects of Family Ownership on Absorptive Capacity** | **Josip Kotlar**, Lancaster U.; **Alfredo De Massis**, Lancaster U.; **Federico Frattini**, Politecnico di Milano; **Nadine Kammerlander**, WHU - Otto Beisheim School of Management

→ 📄 **Having Two at the Corporate Apex: Sharing Leadership at the Top of Family Firms** | **Christina Hoon**, Bielefeld U.

1280 : (Paper Session) - (ENT) **IPO 1**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1280

Chair: **Lei Xu**, Texas Tech U.

Discussant: **James C. Brau**, Brigham Young U.

📄 **Three-party status-based matching and successful exit in the IPO market** | **Lei Xu**, Texas Tech U.; **Keith H. Brigham**, Texas Tech U.; **Juan Ling**, Georgia College & State U.

Unpacking the relationship between CEO share ownership and IPO firm survival | **Xian Cao**, U. of Connecticut; **Qing Cao**, U. of Connecticut

📄 **Portrayal and Perception of Founder CEOs Versus Nonfounder CEOs In Initial Public Offerings** | **Christina Tupper**, Old Dominion U.

📖 The Clash Between Serial Entrepreneurs and Venture Capitalists on Valuation and Timing | **Fariss T Mousa**, James Madison U.; **Scott R Gallagher**, James Madison U.

1281 : (Paper Session) - (ENT) Entry & New Venture

Creation

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 9

Tweet this session: **#AOM2016 1281**

Chair: **Erin Powell**, Clemson U.

Discussant: **Srinivasa Rao**, BITS, Pilani

- 📖 Business Model Validation as an Entrepreneurial Dynamic Capability | **Ted Ladd**, Hult International Business School
- 📖 Business Planning and Business Creation: A Four Country Assessment | **Diana Hechavarría**, U. of South Florida; **Li Tian**, Nankai U.; **Paul D Reynolds**, Aston U.
- 📖 Can Beneficial Antecedents to Self-Employment Be Detrimental to Entrepreneurial Performance? | **Christian Hopp**, Aachen U. of Technology (RWTH); **Johannes Martin**, Aachen U. of Technology (RWTH)
- 📖 In the Beginning: Identity Processes in Multi-founder Nascent Ventures | **Erin Powell**, Clemson U.; **Ted Baker**, Rutgers U.

1282 : (Paper Session) - (ENT) Entrepreneurship, Identity Formation

3:00pm - 4:30pm Hilton Anaheim: Monterey

Tweet this session: **#AOM2016 1282**

Chair: **Christina Giannopoulou**, Athens U. of Economics and Business

Discussant: **Patrick Kenis**, Tilburg U.

- Organizational Identity Formation in a Developing Market Category | **Shannon LT Younger**, U. of Wisconsin, Madison; **Greg Fisher**, Indiana U.
- Building user communities and the co-creation of a new market | **Altair Hazel Marroquin Cruz**, Cass Business School, City U. London
- New Venture Identity Formation and the Role of Early Customers in the Nascent Co-Design Process | **Maya Kumar**, Ivey Business School; **Darren Meister**, Richard Ivey School of Business
- Categorical Legitimation: News Media, Discursive Market Networks, and New Market Emergence | **Shoonchul Shin**, U. of California, Berkeley

1283 : (Paper Session) - (ENT) Formal & Informal Institutions

3:00pm - 4:30pm Hilton Anaheim: Salinas

Tweet this session: **#AOM2016 1283**

Chair: **Justin W. Webb**, U. of North Carolina, Charlotte

Discussant: **Qinghua Zhai**, East China Normal U.

- 📖 "Hidden Entrepreneurship": Destructive Practices within the Formal Economy? | **Rashid Al-Mataani**, Southampton Business School, U.K.; **Thomas Wainwright**, Royal Holloway/ U. of London; **Pelin Demirel**, Southampton Business School, U.K.
- Institutional Change and Entrepreneurship: The Impact of Political Institutional Change | **Muntasir Shami**, Aston Business School
- 📖 Venturing Outside: Which Entrepreneurs Cross Institutional Boundaries? | **Bradley Skousen**, The Ohio State U.

📖 Limitations of informal adjustments to formal institutional voids in base-of-the-pyramid markets | **Justin W. Webb**, U. of North Carolina, Charlotte; **Blakley Chase Davis**, Virginia Commonwealth U.; **Xiaoyu Yu**, Shanghai U.

1284 : (Paper Session) - (ENT) Entrepreneurship Education 1

3:00pm - 4:30pm Hilton Anaheim: Sunset

Tweet this session: **#AOM2016 1284**

Chair: **Thomas Astebro**, HEC

Discussant: **Aaron Francis McKenny**, U. of Central Florida

Entrepreneurship Education as Identity Workspace. | **Signe Hedeboe Frederiksen**, Aarhus U.

- 📖 The Effects of a Training Program to Encourage Social Entrepreneurship (WITHDRAWN) | **Thomas Astebro**, HEC; **Florian Hoos**, HEC Paris
- What is the Effect of Social Entrepreneurship Education on Students Intentions? (WITHDRAWN) | **Kai N. Hockerts**, Copenhagen Business School
- 📖 Social entrepreneurship education: a reflexive approach through the prism of capitals | **Mine Karatas-Ozkan**, U. of Southampton; **Katerina Nicolopoulou**, U. of Strathclyde; **Shahnaz Ibrahim**, U. of Southampton; **Alain Fayolle**, EM Lyon; **Ahu Tatli**, U. of London; **Graham Manville**, U. of East Anglia

1285 : (Paper Session) - (ENT) Opportunity Recognition

3:00pm - 4:30pm Hilton Anaheim: Ventura

Tweet this session: **#AOM2016 1285**

Chair: **Ronit Yitshaki**, Ariel U.

Discussant: **SherRhonda Gibbs**, U. of Southern Mississippi

- 📖 Structural Holes In Inter- And Intra-Industrial Networks And Opportunity Recognition | **Jingyu Li**, Texas A&M U., College Station; **Haifeng Wang**, Antai College, SJTU; **Shaker A. Zahra**, U. of Minnesota; **Yuan Li**, Shanghai Jiao Tong U.
- 📖 The role of social entrepreneurs' compassion and identity in shaping opportunity recognition | **Ronit Yitshaki**, Ariel U.; **Fredric Kropp**, Middlebury Institute of International Studies at Monterey and and The U. of Adelaide
- Entrepreneurial Alertness, Metacognition, and Opportunity Identification | **Kevin C. Cox**, Florida Atlantic U.; **Gary Castrogiovanni**, Florida Atlantic U.
- Mapping the Identification and Possible Advancement of an Entrepreneurial Idea | **Shaun Paul Digan**, U. of Louisville; **James Fiet**, U. of Louisville

1286 JS: (ENT, OB) Entrepreneurs, Small Business Owners And Well-being

3:00pm - 4:30pm Hilton Anaheim: Avila B

Tweet this session: **#AOM2016 1286**

Organizers: **Constanze Eib**, Norwich Business School; **Guillaume Soenen**, EM Lyon

Discussant: **Melissa S. Cardon**, Pace U.

- Start-up conditions and burn-out: The moderating role of start-up motives | **Andreas Rauch**, U. of Groningen; **Isabella Hatak**, U. of Twente; **Matthias Fink**, JKU Linz
- Maximizing the positives: Psychological capital, satisfaction, and wellbeing of SME owner-managers | **Sarah Dawkins**, U. of Tasmania; **Angela Martin**, U. of Tasmania; **Jenn Scott**, U. of Tasmania; **Kristy Sanderson**, U. of Tasmania; **Benjamin Schüz**, U. of Tasmania

Entrepreneurs' Daily Creativity: The Influence of Recovery Experiences and Age | **Eva Weinberger**, Technische U. Dresden; **Dominika Wach**, Technische U. Dresden; **Juergen Wegge**, Dresden U. of Technology

The cost of injustice: fairness perceptions, burnout and performance among SME owner-managers | **Guillaume Soenen**, EM Lyon; **Constanze Eib**, Norwich Business School; **Olivier Torres**, U. of Montpellier

1287 : (Plenary) - (GDO) **GDO Plenary Session**

3:00pm - 4:30pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1287

Program Chair: **Patrick F. McKay**, Rutgers U.

1288 : (Paper Session) - (HCM) **Healthcare Employee Attitudes and Behaviors: Achieving Safety and Quality**

3:00pm - 4:30pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1288

Chair: **Martin Spraggon**, American U. of Sharjah

How Staff Work Environment Differences Shape Variation in Central Line Bundle Compliance in ICUs | **Yuna S.H. Lee**, Yale U.; **Patricia W. Stone**, Columbia U.; **Monika Pogorzelska-Maziarz**, Thomas Jefferson U.; **Ingrid M. Nembhard**, Yale U.

Insights into Nurses' Work: Exploring Relationships among Work Attitudes & Work-related Behaviours | **Tyrone A. Perreira**, U. of Toronto; **Whitney B. Berta**, U. of Toronto; **Jan Barnsley**, U. of Toronto; **Liane Ginsburg**, York U.

A Social Exchange Perspective for Achieving Safety Culture in Healthcare Organizations | **Elisabetta Trincherio**, SDA Bocconi

Promoting Cybersecurity within Healthcare | **Stacey Robin Kessler**, Montclair State U.; **Shani Pindek**, U. of South Florida; **Gary Kleinman**, Montclair State U.; **Stephanie Andel**, U. of South Florida; **Paul Spector**, U. of South Florida

1289 : (Paper Session) - (HCM) **Implementing New Models of Care: Organizational Efforts at Population Health Management**

3:00pm - 4:30pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 1289

Chair: **Eric W. Ford**, Johns Hopkins Bloomberg School of Public Health

Hospital Community Benefit Activity and Population Health Outcomes | **Cory Cronin**, Ohio U.; **Brian Gran**, Case Western Reserve U.

The Management of Medicare Part D Prescription Drug Plans and its Effects on Medication Adherence | **Gary J. Young**, Northeastern U.; **Nathaniel Rickles**, Northeastern U.; **Justin K Benzer**, VA Boston Healthcare System; **Ankit Dangi**, Northeastern U.

Medical Home Implementation Gaps for Seniors: Perceptions and Experiences of Medical Practices | **Timothy Hoff**, Northeastern U.; **Matthew DePuccio**, Virginia Commonwealth U.

Meaningful Engagement of ACOs with Communities: The New Population Health Management | **Jennifer Lynn Hefner**, The Ohio State U.; **Brian Hilligoss**, The Ohio State U.; **Cynthia Sieck**, The Ohio State U.; **Daniel Morris Walker**, The Ohio State U.; **Lindsey Sova**, The Ohio State U.; **Paula H.**

Song, U. of North Carolina, Chapel Hill; **Ann Scheck McAlearney**, The Ohio State U.

1290 : (Paper Session) - (HCM) **Strategic Behavior of Healthcare Organizations**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1290

Chair: **Patrick D. Shay**, Trinity U.

Strategy Formation in Hospitals: Management of Intended and Unintended Strategic Issues in Hospitals | **Hans-Gerd Ridder**, Leibniz U. Hannover; **Simon Schrader**, Leibniz U. Hannover

Strategy, Reputation and Environment: A Conceptual Model for International Patient Services | **Katherine A Meese**, U. of Alabama, Birmingham; **S. Robert Hernandez**, U. of Alabama, Birmingham

Strategic Use of Diversification and Centralization: Comparison of High and Low Performance | **S. Noorein Inamdar**, Chinese U. of Hong Kong

Organizational and Market-level Predictors of Hospital-based Skilled Nursing Facility Closures | **Shivani Gupta**, Saint Louis U.

HCM Division Best Paper Based on a Dissertation

1291 : JS: (HCM, PNP) **Leadership and Implementation of Evidence-based Practices in Health Care Organizations**

3:00pm - 4:30pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1291

Chair: **Erick Guerrero**, U. of Southern California

Discussant: **Thomas D'Aunno**, New York U.

Organizational Support Moderates the Effect of Leadership on Organizational Citizenship Behavior | **Gregory A. Aarons**, U. of California, San Diego; **Mark G. Ehrhart**, San Diego State U.; **Elisa Maria Torres**, UC San Diego

The Effects of Transformational Leadership and Leader-Member Exchange on Attitudes toward Feedback | **Karissa Fenwick**, U. of Southern California, School of Social Work; **Kim Brimhall**, U. of Southern California

Leadership and Climates for Implementation of Culturally Responsive and Evidence-Based Practices | **Erick Guerrero**, U. of Southern California; **Yinfei Kong**, U. of Southern California; **Gina Rosen**, U. of Southern California

Leadership Intervention to Improve the Implementation of Evidence-Based Health Care Practices | **Howard Padwa**, U. of California, Los Angeles; **Lesley Harris**, U. of Louisville

1292 : (Paper Session) - (HR) **Feedback and Performance Management**

3:00pm - 4:30pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1292

Chair: **Lisa M. Keeping**, Wilfrid Laurier U.

Why do Some Followers Perceive Goals as More Invariable than Others? | **Bard Kuvaas**, BI Norwegian Business School; **Robert Buch**, Oslo and Akershus U. College

The Feedback Gap: Understanding Perceptual Congruence Between Supervisors & Their Employees | **Meriem Hodge**, California State U., Fullerton

When Midway Won't Do: The Consequences of Mediocre Development Support on Employee Flexibility | **Elizabeth**

MONDAY

Solberg, BI Norwegian Business School; **Linda Lai**, BI Norwegian Business School

📺 The Supervisory Feedback Environment at the Individual and Team Level | **Thomas Van Waeyenberg**, Ghent U.; **Adelien Decramer**, Ghent U.

1293 📄: (Paper Session) - (HR) **New Perspectives on Training Research**

3:00pm - 4:30pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1293

Chair: **Sewon Kim**, State U. of New York Empire State College

📺 Productivity Gains of Training: An Insider-Econometrics Investigation and a Replication | **Argyro Avgoustaki**, ESCP Europe Business School

📺 Moving Beyond Meta-Analytic Bivariate Correlations: A Path to Utilize HR Empirical Evidence | **Hongzhi Chen**, Purdue U., West Lafayette; **Jared Law-Penrose**, Purdue U., West Lafayette

📺 How Training Provision Enhances Job Performance: A Curvilinear Mediated Moderation Mechanism | **Amy Wei Tian**, Curtin Business School; **Jie Cao**, Shanghai U. of Finance and Economics

The Relationship between Training and Development and Business Strategy in Emerging Firms | **Maximilian Abele**, LMU Munich; **Anna-Lena Pfeuffer**, Siemens AG

1294 📄: (Paper Session) - (HR) **Antecedents of HR Systems and Practices**

3:00pm - 4:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1294

Chair: **Nita Chhinzer**, U. of Guelph

📺 The Relationship between Corporate Governance and HRM: An Empirical Study of HPWS Adoption | **DunHuei Hsu**, TIM, National Chengchi U., Taiwan; **Tzu-Shian Han**, National Chengchi U.

📺 To Invest or Not to Invest: Strategic Decision Making toward Investing in Human Resources | **Sun Young Sung**, Nanjing U.; **Ning Liu**, Nanjing U. of Posts and Telecommunications

Optimal Contract, Managerial Power or Mimetic Pressure: The Adoption of Stock Option Plan in China | **Xiaoya Liang**, Fudan U.; **Lihua Wang**, San Francisco State U.; **Yuan Jiang**, Shanghai Jiao Tong U.

📺 The Impact of Institutional Theory on Downsizing Prevalence | **Nita Chhinzer**, U. of Guelph

1295 📄 → 📺 📄 📄 SHCS: (HR) **HRM Process Approach: Advancing the Field**

3:00pm - 4:30pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1295

Organizers: **Karin Sanders**, UNSW Australia Business School; **Cai-Hui Veronica Lin**, Queen's U. Belfast; **Frances Jorgensen**, Aarhus U.

Discussant: **Helen Joanne Shipton**, Nottingham Trent U.

HRM Systems, Work Engagement and Burnout: The Role of Attribution | **Elaine Farndale**, Pennsylvania State U.; **Rikki Nouri**, Pennsylvania State U.

Are Perceptions of HRM Culturally Determined? A Distance Approach | **Frances Jorgensen**, Aarhus U.; **Yvonne van Rossenberg**, U. of Bath

Managers' and Employees' Perceptions of HPWS: The Moderating Effect of Long Term Orientation | **Ying Wang**, U. of New South Wales; **Karin Sanders**, UNSW Australia Business School

HPWPs, HR attribution and Employee Outcomes: The Influence of Power Distance | **Karin Sanders**, UNSW Australia Business School; **Huadong Yang**, U. of Liverpool; **Xiaobei Li**, East China U. of Science and Technology; **Ying Wang**, U. of New South Wales

Presenters: **Elaine Farndale**, Pennsylvania State U.; **Frances Jorgensen**, Aarhus U.; **Ying Wang**, U. of New South Wales; **Karin Sanders**, UNSW Australia Business School

Participants: **Rikki Nouri**, Pennsylvania State U.; **Yvonne van Rossenberg**, U. of Bath; **Huadong Yang**, U. of Liverpool; **Xiaobei Li**, East China U. of Science and Technology; **Ying Wang**, U. of New South Wales

1296 📄: (Paper Session) - (HR) **The Complexity of the Link between HR Practices and Firm Performance**

3:00pm - 4:30pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1296

Chair: **Rory Eckardt**, Binghamton U.

📺 How and When Does MSF Program Benefit the Bottom Line? A Contingent Path Model of MSF | **Kyoung Yong Kim**, City U. of Hong Kong; **Leanne E Atwater**, U. of Houston; **James W Smither**, La Salle U.

📺 Acquiring Knowledge in Clusters: A Study of the Firm-Level Performance Impact of Cluster Hires | **Rory Eckardt**, Binghamton U.; **Bruce Skaggs**, U. of Massachusetts, Amherst; **David P. Lepak**, UMass

📺 Perceived Munificence as a Contingency of the Effect of HIWP Systems on Performance | **Javier Martinez-del-Rio**, U. de Almeria; **Ana Perez-Luño**, Pablo de Olavide U.; **Jose Cespedes-Lorente**, U. of Almeria

📺 Human Resources Practices as Adaptive Systems | **Duckjung Shin**, U. of Lethbridge; **Alison M. Konrad**, Western U.

1297 📄 JS: (HR, CAR) **Employer Branding and Social Recruiting**

3:00pm - 4:30pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1297

Chair: **Greet Van Hoyer**, Ghent U.

Discussant: **Daniel Turban**, U. of Missouri

Social Recruiting: A Qualitative Study of Recruiting Through Word-of-Mouth | **Sara Stockman**, Ghent U.; **Marieke Carpentier**, Ghent U.; **Greet Van Hoyer**, Ghent U.

The Impact of Social Media Activity on Employer Reputation | **Serge P. da Motta Veiga**, American U.; **Brent Clark**, U. of Nebraska - Omaha; **Timothy R. Moake**, U. of Missouri

Employers' Presence on Social Media: Effects on Employer Brand Image and Applicant Attraction | **Marieke Carpentier**, Ghent U.; **Greet Van Hoyer**, Ghent U.; **Eveline Schollaert**, U. College Ghent; **Bart Van Theemsche**, U. College Ghent; **Gerda Jacobs**, U. College Ghent; **Sara Stockman**, Ghent U.

Employment Brand Image, Time, and New Hire Expectations for Interim Interactions with Organizations | **Lusi Wu**, Purdue U., West Lafayette; **Brian R. Dineen**, Purdue U.

1298 → 📄: (Paper Session) - (IM) **Entry, Exit and Survival in the Multinational Firm**

MONDAY

3:00pm - 4:30pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1298

Chair: **Jing Zhang**, Old Dominion U.

- 📄 International Portfolio Restructuring: The Role of Performance Feedback and Home Market Dependence | **Guus Hendriks**, Erasmus U. Rotterdam; **Arjen Slangen**, Erasmus U. Rotterdam
- 📄 Contextualizing International Strategy by Emerging Market Firms: A Composition Approach | **Yadong Luo**, U. of Miami; **Juan Bu**, U. of Miami
- 🎯 → 📄 Legal System and Syndication Strategy: Cross-border Venture Capital Investments in China | **Jing Zhang**, Old Dominion U.; **Wei Zhang**, Tsinghua U.
- 🎯 → 🗣️ 📄 Regulatory Reforms and EMNEs | **Luis Alfonso Dau**, Northeastern U.

1299 → 📄: (Paper Session) - (IM) International Ventures and Cross-border Ties

3:00pm - 4:30pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1299

Chair: **Aks Zaheer**, U. of Minnesota

- 📄 Venture Capital Internationalization in China: A Test of the Uppsala Model | **Paul L. Hudson**, U. of Hawaii at Manoa; **James Richardson**, U. of Hawaii
- 📄 INVs and decoding the three roles of social capital with network closure and structure | **Spiros Batas**, U. of Northampton; **Tanja Cecilia Leppäaho**, U. of Jyväskylä; **Mahmoud Abdel Khalik**, U. of St Andrews
- 🎯 → 📄 Partners' ability and knowledge transfers in IJVs | **Chansoo Park**, Memorial U. of Newfoundland; **Ilan Vertinsky**, The U. of British Columbia; **Dana Minbaeva**, Copenhagen Business School
- 📄 Resilience and International New Ventures' Positive Adaptation to Host Country War and Terrorism | **Chang Liu**, Indiana U. Bloomington

1300 → 📄: (Paper Session) - (IM) Institutions and FDI

3:00pm - 4:30pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1300

Chair: **Bernard M Wolf**, York U.

- 📄 Institutions and foreign direct investment: a meta-analytic review | **Nicholas J Bailey**, U. of Northern Iowa
- 🎯 → 📄 Institutions and Intellectual Property Rights: the Effects on Foreign Direct Investment | **Nikolaos Papageorgiadis**, U. of Liverpool; **Frank McDonald**, Liverpool U.; **Chengang Wang**, U. of Bradford; **Palitha Konara**, Huddersfield U.
- DOES WHERE YOU GO DEPEND ON WHENCE YOU COME? Institutions and FDI in the Petroleum Industry | **Stephanie Lu Wang**, Indiana U., Bloomington; **Robert J Weiner**, George Washington U.
- 📄 The Role of Infrastructure Aid in the FDI Entry Decision in Developing and Emerging Economies | **Olivier Bertrand**, SKEMA Business School; **Marie-Ann Betschinger**, U. of Fribourg

1301 → 📄: (Paper Session) - (IM) Home Country and Dual Embedded Effects on Multinational Firms Strategic choices

3:00pm - 4:30pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1301

Chair: **Hong-Jen C. Chiu**, National Taiwan U.

- The Role of Home Country Institutional Pressures in MNE Divestment Decisions | **Ishva Minefee**, U. of Illinois at Urbana-Champaign; **Nathan Jensen**, George Washington U.
- Do institutional effects matter? The impact of institutional pressures on HQ relocation decisions | **Alfredo Valentino**, Luiss Guido Carli U.
- Institutions as Enablers of Subsidiary Initiative | **Ayse Saka-Helmhout**, Radboud U. Nijmegen; **Jon Erland Lervik**, Norwegian School of Management
- Diaspora Engagement Institutions and Venture Investment Activity in Developing Countries | **Michael E. Cummings**, U. of Nevada, Las Vegas

1302 → 📄: (Paper Session) - (IM) Multinational Performance and Performance Persistence

3:00pm - 4:30pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1302

Chair: **Marvin B. Lieberman**, U. of California, Los Angeles

- 🎯 → 📄 A cross-classified analysis of the international diversification-performance relationship | **Sabina Nielsen**, Copenhagen Business School; **Bo Bernhard Nielsen**, The U. of Sydney; **Ulf Andersson**, Mälardalen U.
- Costs vs Benefits of Different Internationalization Strategies | **Faisal Mohammad Ahsan**, Indian Institute of Management, Lucknow; **Ashutosh Kumar Sinha**, Indian Institute of Management, Lucknow
- Multinationality and Performance Persistence | **Lucas Allen Wenger**, Florida International U.; **Yue Zhao**, Florida International U.; **Ivan Pineda**, Florida International U.
- Opening the Blackbox of the International Diversification – Firm Performance Relationship | **Thomas-Dawid Jaskolka**, TU Kaiserslautern; **Jens Schüller**, TU Kaiserslautern; **Matthias Baum**, U. of Kaiserslautern

1303 → 📄JS: (IM, CAR, HR) Coming Home: Diasporic Repatriates' Reentry and Reintegration

3:00pm - 4:30pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1303

Organizers: **Mihaela Dimitrova**, Oakland U.; **Margaret Shaffer**, U. of Wisconsin, MilwaukeeDiscussant: **Mila B. Lazarova**, Simon Fraser U.

- Diasporic Members as Enablers of Economic Development in Emerging Markets | **Rosalie L. Tung**, Simon Fraser U.
- Returnees to Bangladesh: An Exploratory Study | **Masud Chand**, Wichita State U.
- Sea Turtles Returning Experiences: A Qualitative Study | **Longzhu Dong**, U. of Wisconsin, Milwaukee
- Western Cultural Imprint on Asian Women: Female Repatriates' Identity and Career Thriving | **Jie Hao**, Tsinghua U.; **Hao Chen**, Tsinghua U.
- Unintended Consequences of Material Resource Allocation Among Host-Country Nationals and Returnees | **Hong Ren**, U. of Wisconsin, Milwaukee; **Mian Zhang**, Tsinghua U.; **Mihaela Dimitrova**, Oakland U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Mila B. Lazarova**, Simon Fraser U.

1304 → 📄: (Paper Session) - (MED) Focusing on Faculty

3:00pm - 4:30pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1304

Chair: **Kent Rondeau**, U. of Alberta

Professional School Faculty in Higher Education: Where the Ivory Tower meets the Real World | **David J. Finch**, Mount Royal U.; **Loren Falkenberg**, U. of Calgary; **Patricia Genoe McLaren**, Wilfrid Laurier U.; **Kent Rondeau**, U. of Alberta; **Norman O'Reilly**, Ohio U.

📖📖 Key Authors in Business and Management Education Research | **J B Arbaugh**, U. of Wisconsin, Oshkosh; **Carlos J. Asarta**, U. of Delaware; **Alvin Hwang**, Pace U.; **Regina F. Bento**, U. of Baltimore; **Charles J. Fornaciari**, La Salle U.; **Kathy Lund Dean**, Gustavus Adolphus College

📖➔📖 Antecedents to UAE Student Perceptions of Fairness: Role of Instructor's Self-Awareness | **Maja Graso**, Zayed U.; **Emily David**, Zayed U.

🎧👋 Poachers Turning Gamekeeper: Becoming a Manager in Academia | **Svetlana Serdyukov**, NEOMA Business School; **Linda Rouleau**, HEC Montreal

1305 📖➔📖: (Paper Session) - (MED) Leadership Development

3:00pm - 4:30pm Sheraton Park Hotel: Park B
Tweet this session: #AOM2016 1305
Chair: **Don Doty**, Northwest U.

The Nuts and Bolts of Leadership Training: A Meta-Analytic Investigation | **Shannon Marlow**, Rice U.; **Christina Noelle Lacerenza**, Rice U.; **Denise Reyes**, Rice U.; **Eduardo Salas**, U. of Central Florida

📖📖📖 Moral Intuition and Ethical Leadership Development: A New Perspective | **Maxim Egorov**, Technische U. München; **Armin Pircher Verdorfer**, Technische U. München; **Claudia Verena Peus**, Technische U. München

📖➔📖 Leadership Studies Textbooks: The Construction of a Research and Educational Field | **Brigid Jan Carroll**, The U. of Auckland; **Josh Firth**, The U. of Auckland; **Jacqueline Ford**, U. of Leeds; **Scott Taylor**, U. of Birmingham

1306 📖➔📖: (Paper Session) - (MED) Teaching Processes & Outcomes

3:00pm - 4:30pm Sheraton Park Hotel: Park D
Tweet this session: #AOM2016 1306
Chair: **Tariq Bhatti**, Zayed U.

"Your Professor Will Know You as a Person:" Rethinking Faculty-Student Relational Boundaries | **Rebecca M. Chory**, Frostburg State U.; **Evan Hayden Offstein**, Frostburg State U.

📖📖📖📖 Breaking Bad: Impact of Instructor Attempts to Gain Favor on Student Incivility & Dishonesty | **Evan Hayden Offstein**, Frostburg State U.; **Rebecca M. Chory**, Frostburg State U.

📖📖👋 Moral Muteness of Faculty in Management Education | **Ken Chung**, California State U., East Bay; **Justin Kraemer**, U. of Wisconsin, La Crosse

1307 📖📖: (Paper Session) - (MED) Emotions in Management Education

3:00pm - 4:30pm Sheraton Park Hotel: Plaza A
Tweet this session: #AOM2016 1307
Chair: **Sharon E. Norris**, Spring Arbor U.

📖📖📖 Emotions and Cooperative Learning | **Flavia Cavazotte**, Pontificia U. Catolica de Rio de Janeiro; **Michael Espindola Araki**, Pontificia U. Catolica de Rio de Janeiro; **Valter Moreno**, Faculdades Ibmecc

📖📖 Do EI Competencies Catalyze the Relationship between Intelligence and Learning Performance? | **Margarida Truningner**, NOVA School of Business and Economics; **Xavier Fernández-i-Marín**, ESADE; **Joan Manuel Batista-Foguet**, ESADE; **Ricard Serlavós**, ESADE

📖📖 A Multisource Assessment of EI Competencies within the Professional and Personal Entourage | **Margarida Truningner**, NOVA School of Business and Economics; **Nicolás Loewe**, Energyst Group Services B.V.; **Joan Manuel Batista-Foguet**, ESADE; **Ricard Serlavós**, ESADE

1308 : (MH) Management History Division Executive Committee Meeting

3:00pm - 4:00pm Anaheim Marriott: Suite 315
Tweet this session: #AOM2016 1308

Division Chair: **Stephanie Case Henagan**, Louisiana State U.

Division Chair-Elect: **Bradley G Bowden**, Griffith U.

Program Chair: **Stephanie Pane Haden**, Texas A&M U., Commerce
Professional Development Workshop Chair: **James M Wilson**, U. of Glasgow

Past Chair: **Roland E. Kidwell**, Florida Atlantic U.

Treasurer: **Jay J Janney**, U. of Dayton

1309 📖: (Paper Session) - (MH) Methods and Tools Used to Analyze Management History

3:00pm - 4:30pm Sheraton Park Hotel: Plaza C
Tweet this session: #AOM2016 1309

Chair: **Michael Rowlinson**, Queen Mary U. of London

Discussants: **Terrance G. Weatherbee**, Acadia U.; **Mzamo P**

Mangaliso, U. of Massachusetts, Amherst

The Financialization of the Hudson's Bay Company: An Historical Performativity Analysis | **Alison Kemper**, Ryerson U.; **Ken Ogata**, York U.; **Gary Spraakman**, York U.

📖 Applying a Critical Biography Perspective to the Work of Frank Gilbreth | **Jane Whitney Gibson**, Nova Southeastern U.; **Jack W. Deem**, Kaplan U.; **Jacqueline Einstein**, U. of Massachusetts, Dartmouth; **John Humphreys**, Texas A&M U., Commerce

📖 Giving the Devils their Due: What Marxian Historiography can Contribute to Management History | **Richard Marens**, California State U. Sacramento

📖 Towards an Integrative Digital History Approach in Organization Studies | **Robin Gustafsson**, Aalto U.; **Mirko Ernkvist**, The Ratio Institute; **Christian Sandström**, Chalmers U. of Technology; **Erik Lakomaa**, Stockholm School of Economics; **Rasmus Nykvist**, The Ratio Institute; **Zeerim Cheung**, Aalto U.

1310 📖: (Paper Session) - (MOC) Who can it be now? Identity

3:00pm - 4:30pm Hilton Anaheim: Carmel
Tweet this session: #AOM2016 1310

Chair: **Stoyan Petrov Stoyanov**, U. of Strathclyde

Ambulant Stability: Organizational Identity Change and Community Memory | **Sébastien Dérioux**, EMLYON Business School; **Pierre-Yves Gomez**, EM Lyon

➔📖📖👋 Enabling Social Identity Interaction: The Secret to Building Embeddedness | **Stoyan Petrov Stoyanov**, U. of Strathclyde

A Hierarchical Model of Organizational Identification | **Joel Solomon**, Regent U.; **Andrea Casey**, George Washington U.; **Ozgur Ekmekci**, George Washington U.

🗨️👉🗨️ “Buy-in” Explained: Linguistic Approach to Making Strategy Meaningful and Collective Identification | **Minna Logemann**, Aalto U.; **Rebecca Piekkari**, Aalto U.; **Mirjaliisa Charles**, Aalto U.

1311 🗨️: (Paper Session) - (MOC) **Rolling in the Deep: Turbulence and Behavioral Strategy**

3:00pm - 4:30pm Hilton Anaheim: Lido A

Tweet this session: **#AOM2016 1311**

Chair: **Anna Monika Wiewiora**, Queensland U. of Technology

🗨️ Bridging Mechanisms for Multilevel Learning in Organizational and Project-based Contexts | **Anna Monika Wiewiora**, Queensland U. of Technology; **Michelle Smidt**, Queensland U. of Technology; **Artemis Chang**, Queensland U. of Technology

Methods of inquiry and comprehensiveness in strategic decision-making under extreme uncertainty | **Alberto Feduzi**, SOAS U. of London; **Jochen Runde**, U. of Cambridge; **Christoph Loch**, U. of Cambridge; **Laure Cabantous**, Cass Business School, City U. London

🗨️ Disclosure and Strategic Restraint: The Appropriateness of Bias in Medical and Business Contexts | **Sunita Sah**, Cornell Johnson School

Neither biasing, nor simple: Epistemically rational heuristics for strategic decision making | **Magdalena Cholakova**, Erasmus U. Rotterdam; **Anna Grandori**, Bocconi U.

1312 🗨️: (Paper Session) - (MOC) **There is a T in Team: And it stand for thinking**

3:00pm - 4:30pm Hilton Anaheim: Lido C

Tweet this session: **#AOM2016 1312**

Chair: **Andre Gulyas**, The U. of Melbourne

🗨️ The impact of distance in distributed teams: A psychological distance and social identity approach | **Andre Gulyas**, The U. of Melbourne

🗨️👉 A Network Theory of Team Diversity | **Eli Awtrey**, U. of Washington, Seattle

The open plan office as a collaborative scaffold for teams | **Gemma Louise Irving**, U. of Queensland

🗨️ The Conjunction between Communities of Practice and their Host Organization - a Cultural Perspective | **Benjamin Schulte**, Helmut Schmidt U.; **Hans Ulrich Koller**, Helmut Schmidt U.; **Florian Andresen**, Helmut Schmidt U.; **Andre Kreuzmann**, Helmut Schmidt U.

1313 🗨️: (Paper Session) - (MOC) **Cr8tivity? Stretching what we know about making new things**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 11

Tweet this session: **#AOM2016 1313**

Chair: **Verena Krause**, UCL School of Management

🗨️ The Effect of Perspective-Taking on Original Idea Generation | **Verena Krause**, UCL School of Management

🗨️ Learning to Take The Self Out? Tactics for Managing Self-Object Relationships in Making | **Douglas A Lepisto**, Western Michigan U.; **Elizabeth D. Rouse**, Boston U.

🗨️ Caring Relationships and Innovative Behaviors at Work | **Galy Binyamin**, Ariel U.; **Abraham Carmeli**, Tel Aviv U.; **Anat Friedman**, Bar-Ilan U.

The Two-Faced Leader: Effects of Leader Emotional Inconsistency on Follower Creative Performance | **Jakob Stollberger**, Aston Business School; **Yves R. F. Guillaume**, Aston U.

🗨️ S-Curves Ahead: Examining Market Sensemaking Using Latent Growth Modeling | **William R. Stromeier**, Rochester Institute of Technology; **R Scott Livengood**, The Ohio State U.

1314 🗨️👉🗨️ SHCS: (MOC, OB, HCM) **Learning from Errors in Organizations: Linking Theory and Practice**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 12

Tweet this session: **#AOM2016 1314**

Organizers: **Eitan Naveh**, Technion Israel Institute of Technology; **Zhike Lei**, Georgetown U.

Discussant: **Michael Frese**, National U. of Singapore

Paradoxes of errors in organizations | **Zhike Lei**, Georgetown U.; **Eitan Naveh**, Technion Israel Institute of Technology

A sensemaking view of error management in teams | **Zhike Lei**, Georgetown U.; **Hans van Dijk**, Tilburg U.

Organizational learning from error: Lessons from radiology simulation | **Michal Tamuz**, Northwell Health; **Ilana Kafer**, Northwell Health; **Gary Dellacerra**, Northwell Health; **Erin McLaughlin**, Nova Southeastern U.; **Andrew Rotjan**, Northwell Health; **Barry Kanzer**, Northwell Health; **Gregory Grimaldi**, Northwell Health

1315 🗨️👉🗨️👉: (Paper Session) - (MSR) **Nourish Work-Spirit Connection, Religious Accommodations, Morals, Ethics of Accountable Human Beings**

3:00pm - 4:30pm Anaheim Convention Center: 212A

Tweet this session: **#AOM2016 1315**

MSR Best Papers: 14267 *Beyond the Law: Psychological and Relational Processes Underlying Religious Accommodation Decisions* - and - 15281 *A moral being is an accountable being: Accountability and ethics in monastic organizations*

Chair: **Linda Robson**, Kent State U.

🗨️👉🗨️👉 Beyond the Law: Psychological and Relational Processes Underlying Religious Accommodation Decisions | **Phillip M. Jolly**, U. of Houston; **Pooya Tabesh**, U. of St. Thomas. Houston

🗨️👉🗨️👉 The Divine Feminine Emerging in Me‬‬‬‬: For Heather Hopfl | **Rita Durant**, U. of South Florida, St. Petersburg

🗨️👉🗨️👉 A Moral Being is an Accountable Being: Accountability and Ethics in Monastic Organizations | **Ksenia Keplinger**, U. of Colorado, Boulder; **Birgit Feldbauer-Durstmüller**, Johannes Kepler U.

👉🗨️🗨️ The Deep Structure and Source of Organizational Resilience | **Abhijit Mandal**, City U. London; **Ramesh Pattni**, U. of Oxford

🗨️🗨️ Nourishing the Work-Spirit Connection: Should Organizations take Employees' Inner Lives Seriously? | **Meera Alagaraja**, U. of Louisville; **Joseph Petrosko**, U. of Louisville

MONDAY

1316 🗨️: (MSR) **Spirituality and Religion and the Pursuit of Meaningfulness in Organizational Life**

3:00pm - 4:30pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1316

Organizer: **Eleftheria Egel**, International U. of Monaco

Participants: **Yochanan Altman**, Middlesex U. and Teesside U.; **Dharm P. S. Bhawuk**, U. of Hawaii at Manoa; **Claus Dierksmeier**, U. of Tuebingen; **Louis W. (Jody) Fry**, Texas A&M U., Central Texas; **Daniel E Harris**, U. of Arkansas; **Rehan Huda**, AMANA CANADA HOLDINGS INC; **Avi Kay**, Jerusalem College of Technology; **Mark P. Kriger**, BI Norwegian Business School

1317 : (Paper Session) - (OB) **Deviant Behavior in Organizations**

3:00pm - 4:30pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 1317

Chair: **Young Ho Song**, McGill U.

- 📖 The role of conscientiousness and LMX in the customer mistreatment and employee sabotage linkage | **Young Ho Song**, McGill U.; **Ruodan Shao**, U. of Manitoba; **Daniel Skarlicki**, The U. of British Columbia; **Jungkyu Park**, McGill U.
- 📖 Social Capital, Social Exchange, and Team Member Deviance | **Kevin S. Cruz**, U. of Richmond; **Feifei Ye**, U. of Pittsburgh; **Anthony C. Hood**, U. of Alabama, Birmingham
- Perceived Exploitative Employee-Organization Relationships: Development of a new Scale | **Ephrat Livne-Ofer**, London School of Economics; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics
- ➔ 📖 Examining the role of LMX Quality and Differentiation on Workplace Aggression: A Multilevel Model | **Hamsa Gururaj**, McMaster U.; **Aaron C. H. Schat**, McMaster U.

1318 : (Paper Session) - (OB) **Trust versus Distrust, Justice versus Injustice**

3:00pm - 4:30pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 1318

Chair: **Stefan Thau**, INSEAD

- 📖 Mandated attitudes and Trust | **Stefan Thau**, INSEAD; **Zen W.C Goh**, National U. of Singapore
- 📖 The Impact of Information and Expectations on Perceptions of Justice: Three Experiments | **Kirk Silvernail**, U. of Nevada, Las Vegas; **Jane K. Miller**, U. of Massachusetts, Amherst
- Does Motive Matter? The Effects of Authentic & Deceptive Impression Management | **Samuel Matthews**, U. of Oklahoma
- How do Third Parties React to Injustice in Their Teams? The Role of Relationship Quality | **Abiola Sarnecki**, EBS Business School; **Marjo-Riitta Diehl**, EBS International U.

1319 : (OB) **OB Division Making Connections Networking Event**

3:00pm - 4:30pm Anaheim Convention Center: 204C

Tweet this session: #AOM2016 1319

The purpose of this social event is to provide a semi-structured space in which attendees can not only meet experts in their literature of interest, but also meet other like-minded individuals who share their interests. Our goal is for attendees to create lasting connections with other individuals at a variety of different career stages. The social will be open to anyone who attends the conference.

Coordinators: **Robert Litchfield**, Washington and Jefferson College; **Joel Koopman**, U. of Cincinnati; **Chad A. Hartnell**, Georgia State U.

1320 : (Paper Session) - (OB) **Work-Family Connections**

3:00pm - 4:30pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 1320

Chair: **Jackson Lu**, Columbia Business School

- ➔ 📖 🗨️ “Going Out” of the Box: Depth of Intercultural Relationships Predicts Creativity, Workplace Innovation, and Entrepreneurship | **Jackson Lu**, Columbia Business School; **Andrew C. Hafenbrack**, UCP - Católica Lisbon School of Business & Economics; **William W. Maddux**, INSEAD; **Paul Eastwick**, The U. of Texas at Austin; **Adam D Galinsky**, Columbia U.
- ➔ 📖 Occupational Interactional Requirements and Work-Home Enrichment | **Devasheesh P. Bhave**, Singapore Management U.; **Alexandru M. Lefter**, Mount Royal U.
- ➔ 📖 Clash of cultures? German Expatriates' Work-Life Boundary Adjustment in South Korea | **Albert Kraeh**, U. of Bamberg; **Katharina Bader**, U. of Goettingen; **Fabian Jintae Froese**, U. of Goettingen
- ➔ 📖 Hard Working Coworkers: A Cross-Cultural Look at Group Work Hours and Work-Family Conflict | **Hoda Vaziri**, The U. of Texas at Arlington; **George S. Benson**, The U. of Texas at Arlington

1321 : (Paper Session) - (OB) **Understanding Employee Voice**

3:00pm - 4:30pm Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1321

Chair: **Kathryn Keech Ostermeier**, U. of North Texas

- Speaking Up and Altruism: The Role of Individual Differences | **Kathryn Keech Ostermeier**, U. of North Texas
- 📖 Organizational Tenure and Employee Voice: Exploring Curvilinear and Moderated Relationships | **Zhiyu Feng**, Nanyang Technological U.; **Hu Li**, Nanjing U.
- 📖 The Case for Quality: Development and Validation of the Voice Quality Construct | **Kyle M. Brykman**, Queen's U.; **Jana L. Raver**, Queen's U.
- ➔ 🗨️ 📖 Task Conflict and Voice Behavior: A Curvilinear Relationship | **Yang Sui**, U. of Science and Technology Beijing; **Chak Fu Lam**, Suffolk U.; **Yijing Lyu**, Fudan U.; **Cynthia Lee**, Northeastern U.

1322 : (Paper Session) - (OB) **Interpersonal Dynamics in Teams**

3:00pm - 4:30pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1322

Chair: **SinHui Chong**, Michigan State U.

- 📖 Unpacking the Free-Riding Construct for Organizational Research | **SinHui Chong**, Michigan State U.
- ➔ Jolted into Dominance or Prestige? How Jolts to Groups Affect Status-Striving and Status Conferral | **Elijah Xun Ming Wee**, U. of Maryland; **Rellie Rachel Derfler-Rozin**, Robert H. Smith School of Business; **Jennifer Carson Marr**, Georgia Institute of Technology
- OB Division Best Paper Award**
- The Influence of Performance-Based Group Status on Individual Performance via Task Attention | **Armita Atabaki**,

U. of Mannheim; **Torsten Biemann**, U. of Mannheim; **Andrea Honal**, Duale Hochschule Baden-Württemberg, Mannheim
 Do Friends Perform Better?: A Meta-Analytic Review of Friendship and Group Task Performance | **Seunghoo Chung**, The Ohio State U.; **Robert Lount**, The Ohio State U.; **Heeman Park**, The Ohio State U.

1323 : (Paper Session) - (OB) Leadership, Stress, and Well-Being

3:00pm - 4:30pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1323

Chair: **Jeremy Bernerth**, San Diego State U.

The Subjective Well-Being of Group Leaders as Explained by the Quality of Leader–Member Exchange | **Jeremy Bernerth**, San Diego State U.; **Robert R Hirschfeld**, U. of Colorado, Colorado Springs

The Effect of Leaders' Hierarchy Level on Leader Anxiety and Depression: A Control Perspective | **Jennifer Ulrich**, Kuehne Logistics U.; **Niels Van Quaquebeke**, Kuehne Logistics U.; **Steffen Moritz**, U. Medical Centre Hamburg-Eppendorf

Leader burnout and role demands: A pattern-oriented approach | **Kara Anne Arnold**, Memorial U. of Newfoundland; **Catherine E Connelly**, McMaster U.; **Ian R Gellatly**, U. of Alberta; **Megan Marie Walsh**, Memorial U. of Newfoundland; **Michael J. Withey**, Memorial U. of Newfoundland

Leadership styles, Power distance and follower Emotional exhaustion | **Mats Ehrnrooth**, Hanken School of Economics; **Alexei Koveshnikov**, Aalto U.

1324 : (Paper Session) - (OB) Shared Leadership

3:00pm - 4:30pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1324

Chair: **Cécile Emery**, U. of Greenwich

A follower perspective on the formation of shared leadership | **Cécile Emery**, U. of Greenwich; **Hayley Claire German**, London School of Economics; **Jonathan Pinto**, Imperial College London

Role of Communication Networks in the Formation of Shared Leadership and Team Performance | **Jian Han**, CEIBS; **Jinlong Zhu**, National U. of Singapore; **Yan Pan**, China Europe International Business School; **Neng Liang**, China Europe International Business School

Diversity as Antecedent of Shared Leadership: The Mediating Role of Transactive Memory Systems | **Sebastian Tillmann**, Konstanz U.; **Sabine Boerner**, U. of Konstanz

More the Merrier: Can Co-Leadership Be Effective? | **Dinesh Hasija**, U. of Arkansas

1325 : (Paper Session) - (OB) Ties, Interlocks, and Relationships in Organizations

3:00pm - 4:30pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1325

Chair: **JungYun Han**, National Taiwan U.

Multiplex Tie Formation and Resource Complementarity | **JungYun Han**, National Taiwan U.

Out of sight and out of mind?: Strategies for feeling included in multinational organizations | **Crystal I.C. Farh**, U. of Washington, Seattle; **Hui Liao**, U. of Maryland; **Debra L. Shapiro**, U. of Maryland; **Jiseon Shin**, Sungkyunkwan U.

Enacting Knowledge Strategy Through Social Media | **Tsedal Neeley**, Harvard U.; **Paul Leonardi**, UC Santa Barbara
 Board Interlocks and Reputation Spillover Effects: An Analysis of Financial Reporting Policies | **Mariya Ivanova**, Bocconi U.

1326 : (Paper Session) - (OB) Organizational Image, Reputation, and Cooperation

3:00pm - 4:30pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1326

Chair: **Jia Ming**, Northwestern Polytechnical U.

How Rumors Fly | **Jia Ming**, Northwestern Polytechnical U.; **Hongfei Ruan**, Northwestern Polytechnical U.; **Zhe Zhang**, Xi'an Jiaotong U.

Moral Hazard in Inter-Firm Cooperation: A Study of Building Information Modelling Implementation | **Linzi Zheng**, The U. of Hong Kong; **Weisheng Lu**, The U. of Hong Kong; **Ke Chen**, The U. of Hong Kong; **Kwong Wing Chau**, The U. of Hong Kong

Exploring the Potential of Organizational Memetics: A Review and Case Example | **Michael P. Schlaile**, U. of Hohenheim; **Laura Constantinescu**, U. of Hohenheim

Value Corruption: The Effects of Instrumentality on the Desacralization of Values | **Rachel Ruttan**, Northwestern U.; **Loran F. Nordgren**, Northwestern U.

1327 : (Paper Session) - (OB) Employee Engagement

3:00pm - 4:30pm Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1327

Chair: **Jacob Hirsh**, U. of Toronto

Boosting Employee Engagement with a Self-Congruence Intervention | **Jacob Hirsh**, U. of Toronto

The Influence of leadership practices on the conditions of work engagement in dynamic global teams | **Diana Santistevan**, École de management de Normandie

The Differential Temporal Effects of Leader Emotion Display on Follower Engagement | **Anthony Silard**, IESE Business School; **Yih-teen Lee**, IESE Business School

Exploring the impact of neuroticism in work engagement change trajectories: A week-level study | **Denise Luta**, U. of Guelph; **Jeffrey R. Spence**, U. of Guelph

1328 : (Paper Session) - (OB) Roles, Goals, and Job Design

3:00pm - 4:30pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1328

Chair: **Philipp Wolfgang Lichtenthaler**, German Police U.

Promotion- and Prevention-Focused Job Crafting: A Theoretical Extension and Meta-Analytical Test | **Philipp Wolfgang Lichtenthaler**, German Police U.; **Andrea Fischbach**, German Police U.

Working harder, working smarter, or doing both? | **Meredith J. Woodwork**, Wilfrid Laurier U.; **Gerard H Seijts**, Western U.
 Integrative Review of the Social Aspects of Job Design | **Melek Mourad**, The Ohio State U.

The Relationship of Interaction outside Organization with Job Performance: Role of Task Significance | **Angsuthon Srisuthisard**, U. of the Thai Chamber of Commerce; **Yitzhak Fried**, Syracuse U.

1329 📄JS: (OB, CM, SIM) **Interpersonal Dynamics of Forgiveness**

3:00pm - 4:30pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 1329

Chairs: **Tyler G. Okimoto**, U. of Queensland; **Ramona Bobocel**, U. of Waterloo

Enhancing Trust and Forgiveness via Shame Displays: A Social Functional Perspective | **Ivona Hideg**, Wilfrid Laurier U.; **Laurie J. Barclay**, Wilfrid Laurier U.; **Teodora Makaji**, Wilfrid Laurier U.

The Effect of Social Power and Apology on Victims' Post-Transgression Responses | **Ward Struthers**, York U.; **Careen Khoury**, York U.; **Elizabeth Van Monsjou**, York U.; **Joshua Robert Guilfoyle**, York U.

Impediments to Forgiveness: Victim and Transgressor Attributions of Intent and Guilt | **Gabrielle Adams**, London Business School; **M. Ena Inesi**, London Business School

Forgiveness as Revenge in Disguise? Offering Forgiveness to Offenders Diminishes their Moral Status | **Tyler G. Okimoto**, U. of Queensland; **Mario Gollwitzer**, Philipps U. of Marburg

Coping with Leader Social Undermining: The Role of Employee Forgiveness | **Ryan Fehr**, U. of Washington, Seattle; **Payal Nangia Sharma**, The Wharton School, U. of Pennsylvania

1330 📄JS: (OB, HR) **Advancing Theory on the Dynamics of Multiple Commitments**

3:00pm - 4:30pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1330

Organizer: **Yvonne van Rossenberg**, U. of Bath

Moderator: **Howard J. Klein**, The Ohio State U.

Panelists: **Omar N. Solinger**, U. of Amsterdam; **Thomas E Becker**, U. of South Florida, Sarasota-Manatee; **Russell E. Johnson**, Michigan State U.; **Richard J. Klimoski**, George Mason U.

1331 📄JS: (OB, HR) **Leader Dark-Side Traits and Influence: Current Research and Theory**

3:00pm - 4:30pm Anaheim Convention Center: 303A

Tweet this session: #AOM2016 1331

Chairs: **Blythe L Rosikiewicz**, Drexel U.; **Christian J. Resick**, Drexel U.

Discussant: **Nathan J. Hiller**, Florida International U.

Not All Rude Behaviors Are Alike: The Effects of Perspective Taking on the Rudeness-Aggression Link | **Benny Cooper**, U. of Florida; **Yair Berson**, NYU Stern; **Amir Erez**, U. of Florida

The Effect of Leader Gender and Social Dominance Orientation on Abusive Supervision | **Katrina A. Graham**, Suffolk U.; **Marla Baskerville Watkins**, Northeastern U.; **Jonathan C. Ziegert**, Drexel U.

Taking Advantage: Leader Machiavellianism and Employee Political Capital | **Blythe L Rosikiewicz**, Drexel U.; **Christian J. Resick**, Drexel U.

Toot Your Own Horn? The Role of Leader Narcissism in the Effectiveness of Employee Self-Promotion | **Deanne N. DenHartog**, U. of Amsterdam; **Annebel H.B. De Hoogh**, U. of Amsterdam; **Frank D. Belschak**, U. of Amsterdam

What Lies Beneath: Using DSM-5 to Enhance the Understanding of Destructive Leadership | **Peter D. Harms**, The U. of Alabama; **Dina V. Krasikova**, The U. of Texas at San Antonio

Presenters: **Benny Cooper**, U. of Florida; **Katrina A. Graham**, Suffolk U.; **Blythe L Rosikiewicz**, Drexel U.; **Deanne N. DenHartog**, U. of Amsterdam; **Peter D. Harms**, The U. of Alabama
Participants: **Yair Berson**, NYU Stern; **Amir Erez**, U. of Florida; **Marla Baskerville Watkins**, Northeastern U.; **Jonathan C. Ziegert**, Drexel U.; **Christian J. Resick**, Drexel U.; **Annebel H.B. De Hoogh**, U. of Amsterdam; **Frank D. Belschak**, U. of Amsterdam; **Dina V. Krasikova**, The U. of Texas at San Antonio

1332 → 📄📄JS: (OB, IM, HR) **Understanding Leader-Member Exchange in International Contexts**

3:00pm - 4:30pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1332

Organizer: **Terri A. Scandura**, U. of Miami

Discussant: **Mary F. Sully de Luque**, Thunderbird School of Global Management

International LMX Research: An Overview and Directions for Future Research | **Ekin K. Pellegrini**, U. of Missouri, St. Louis
Paternalistic Leadership and Innovation in Turkey | **Zahide Karakitapoglu-Aygün**, Bilkent U.; **Lale Gumusluoglu**, Bilkent U.

Leader-Member Exchange and Paternalism in the Arab World | **Terri A. Scandura**, U. of Miami; **Susan Crotty**, Zayed U.; **Monica M Sharif**, San Francisco State U.

LMX and Employability in Conditions of Employment Uncertainty | **Olga Epitropaki**, Durham U.

Presenters: **Zahide Karakitapoglu-Aygün**, Bilkent U.; **Lale Gumusluoglu**, Bilkent U.; **Susan Crotty**, Zayed U.; **Monica M Sharif**, San Francisco State U.; **Olga Epitropaki**, Durham U.
Participant: **Ekin K. Pellegrini**, U. of Missouri, St. Louis

1333 📄JS: (OB, MOC, HR) **The Dynamics of Leader Identity and Leadership Behavior in Organizations**

3:00pm - 4:30pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1333

Chairs: **Julia J. Lee**, U. of Michigan; **Laura A Sunday**, U. of Michigan, Ann Arbor; **Susan J. Ashford**, U. of Michigan

Discussant: **Mary Uhl-Bien**, Texas Christian U.

Identity and Leader Development among High-Potential Executives | **David V. Day**, U. of Western Australia; **Darja Miscenko**, U. of Western Australia

A Motivational Model of Visionary Leadership | **Laura Guillen**, ESMT; **Daniel Whitman**, Louisiana State U.; **Margarita Mayo**, IE Business School; **Konstantin Korotov**, ESMT

Leadership as Homecoming: How Nomadic Professionals Become Responsible Leaders | **Gianpiero Petriglieri**, INSEAD; **Isabelle Solal**, INSEAD

So You Think You Can Lead: The Power of Seeing Oneself as a Leader | **Laura A Sunday**, U. of Michigan, Ann Arbor; **Julia J. Lee**, U. of Michigan; **Susan J. Ashford**, U. of Michigan

1334 📄📄JS: (OB, OCIS) **Advancing Research on Interpersonal Communication: Communicating in All Directions**

3:00pm - 4:30pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 1334

Chair: **Andrew Brodsky**, Harvard Business School

Discussant: **Sigal Barsade**, U. of Pennsylvania

Moral character judgments from job interview questions | **Yeonjeong Kim**, Carnegie Mellon U. - Tepper School of

Business; **Taya R. Cohen**, Carnegie Mellon U.; **Abigail T. Panter**, U. of North Carolina

The Impact of Relative Leader Treatment on Team Members' Conflict Management Process and Outcomes | **Yixuan Li**, U. of Florida; **Mo Wang**, U. of Florida; **Valeria Alterman**, U. of Florida; **Yifan Song**, U. of Florida; **Yihao Liu**, U. of Florida; **Jaclyn Marie Koopmann**, Auburn U.; **Junqi Shi**, National Sun Yat-Sen U.

Lateral Deference as a Status-Preserver: How Assertiveness Towards Peers Results in Status Loss | **Ayana Younge**, U. of North Carolina; **Alison Fragale**, U. of North Carolina; **John J. Sumanth**, Wake Forest U.

Rallying Cries as Group Affective Communication | **Timothy P. Munyon**, U. of Tennessee, Knoxville; **James K Summers**, Iowa State U.

1335 🗨️📄 SHCS: (OB, OMT) The Meaning of Work in Difficult Times

3:00pm - 4:30pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1335

Organizers: **Winnie Jiang**, Yale U.; **Amy Wrzesniewski**, Yale U. Managerial Role Transitions for Members of High Reliability Occupations | **Michel Anteby**, Boston U.; **Nishani Siriwardane**, Harvard Business School

Exploring The Effects of Change on Professional Identity and The Meaning of Work | **Marlene Walk**, Indiana U. / Purdue U., Indianapolis

On the Importance of Meaning Displacement for Police Officers | **Laura Boova**, Boston College; **Rafael Alcadipani**, FGV-EAESP; **Michael G. Pratt**, Boston College; **Teresa Cardador**, U. of Illinois at Urbana-Champaign

Effects of Couples' Work Orientation Incongruence on Work Outcomes | **Winnie Jiang**, Yale U.; **Amy Wrzesniewski**, Yale U.

Presenters: **Nishani Siriwardane**, Harvard Business School; **Marlene Walk**, Indiana U. / Purdue U., Indianapolis; **Laura Boova**, Boston College

Participants: **Michel Anteby**, Boston U.; **Rafael Alcadipani**, FGV-EAESP; **Michael G. Pratt**, Boston College; **Teresa Cardador**, U. of Illinois at Urbana-Champaign

Finalist for the OMT Division Best Symposium Award

1336 📄: (Paper Session) - (OCIS) How e-commerce Goes Viral

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1336

Chair: **Lionel P. Robert**, U. of Michigan, Ann Arbor

📄 Mobile & Me: An Experiment of Individual Heterogeneity and Channel Use in Recommendation Systems | **Dongwon Lee**, U. of Maryland R.H. Smith School of Business; **Anand Gopal**, U. of Maryland; **Sung-Hyuk Park**, Reco Bell, Inc

'When flash burns hands of customers'- Failure Attribution in Online Purchase | **Khadija Ali Vakeel**, Indian Institute of Management, Indore; **Jayasimha K. R.**, Indian Institute of Management, Indore; **Shubhamoy Dey**, Indian Institute of Management, Indore

📄 Effect of Structural Attributes of Online Social Network on Trust, E-WOM and Purchase Intention | **Nirankush Dutta**, Birla Institute of Technology & Science, Pilani; **Anil Kumar Bhat**, Birla Institute of Technology & Science, Pilani

1337 🗨️📄: (Paper Session) - (OCIS) Designing Work and Communication Patterns in Today's Organizations

3:00pm - 4:30pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1337

Chair: **Katherine Chudoba**, Utah State U.

📄 Emotional Confrontations at Work: The Mediating Effect of Communication Mode | **Kim A McCarthy**, California State U., San Marcos; **Anne S. York**, Creighton U.

🗨️📄 What Happened to My Office? The Role of Place Identity at Work | **Brandi Pearce**, U. of California, Berkeley; **Pamela Hinds**, Stanford U.; **Heather Taylor Altman**, Stanford U.; **Bobbi Thomason**, The Wharton School, U. of Pennsylvania; **Sara Vaerlander**, Stanford U.; **Kevin Li**, Carnegie Mellon U.

➔ Work Design for Global Workers: Improving Work Relationships and Outcomes | **Niina Nurmi**, Aalto U.

📄 How Deadline Orientation and Product Modularity influence Software Quality and Job Satisfaction | **Jens Foerderer**, U. of Mannheim; **Thomas Kude**, U. of Mannheim; **Sunil Mithas**, U. of Maryland; **Armin Heinzl**, U. of Mannheim

1338 : (Plenary) - (ODC) ODC Distinguished Scholar: Michael L. Tushman

3:00pm - 4:30pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 1338

Program Chair: **John Matthew Amis**, U. of Edinburgh

1339 : (Paper Session) - (OM) Innovation Research in OM

3:00pm - 4:30pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1339

Chair: **William H. A. Johnson**, Pennsylvania State U., Erie
How Important is Design for the Automobile Value Chain? | **Hallie Sue Cho**, INSEAD; **Manuel Sosa**, INSEAD; **Sameer Hasija**, INSEAD

📄 Discipline Boundaries in Innovation Studies: Operations Management and Allied Fields | **John E. Ettlie**, Rochester Institute of Technology; **Nada R. Sanders**, Northeastern U.

📄 A Hierarchical Capability Model of Innovation and Mass Customization | **Zhongzhi Liu**, Arizona State U.; **Jie G. McCardle**, Idaho State U.; **Thomas Kull**, Arizona State U.; **Dennis Krumwiede**, Idaho State U.

🗨️➔🗨️📄 The Implementation of Enterprise e-banking Services | **Ziqi Liao**, Hong Kong Baptist U.; **Xinping Shi**, Hong Kong Baptist U.; **Man Hei Yee**, Hong Kong Baptist U.

1340 : (Paper Session) - (OM) Organizing Projects

3:00pm - 4:30pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1340

Chair: **Harvey Maylor**, Said Business School

➔🗨️📄 Making Project Planning Meaningful | **Ofer Zwikael**, The Australian National U.

🗨️ Understand, Reduce, Respond: Project complexity management theory and practice | **Harvey Maylor**, Said Business School; **Neil Turner**, Cranfield School of Management

➔📄 Looking Beyond Project Uniqueness: Product-Organization Interdependence at the Subsystem Level | **Karlos A. Artto**, Aalto U.; **Virpi Turkulainen**, U. College Dublin

📄 Process Coordination, Project Attributes and Project Performance in Service Offshore Outsourcing | **Yajuan Wang**, Shannxi Normal U.; **Songyue Zheng**, Xi'an Jiaotong U.

1341 : (Paper Session) - (OM) **Servitization: Adding Value by Adding Services**

3:00pm - 4:30pm Sheraton Park Hotel: Tiffany Terrace
 Tweet this session: #AOM2016 1341

Chair: **Jawwad Z. Raja**, Copenhagen Business School

- 🗨️ Measuring the Adoption of Servitization in Manufacturing Firms | **Ali Ziaee Bigdeli**, Aston Business School; **Tim Baines**, Aston Business School; **Andreas Schroeder**, Aston Business School; **Steve Brown**, U. of Exeter; **Eleanor Musson**, Aston Business School; **Victor Guang Shi**, The U. of Sheffield
- 🗨️ Servitization in China via an external service partner network: Applying the MOA Framework | **Jawwad Z. Raja**, Copenhagen Business School; **Thomas Frandsen**, Copenhagen Business School

Servitization and Firm Performance: The Role of Customer Integration | **Prakash Jagat Singh**, The U. of Melbourne; **Huashan Li**, Harbin Institute of Technology; **Hongyi Sun**, City U. of Hong Kong; **Yezhuang Tian**, Harbin Institute of Technology
 Towards a Theory of Managing Servitized Triads | **Marko Bastl**, Marquette U.; **Max Finne**, Warwick Business School; **Mark Johnson**, Warwick Business School

1342 🗨️: (Paper Session) - (OMT) **Selection & Socialization**

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 1
 Tweet this session: #AOM2016 1342

Chair: **Forrest Briscoe**, Pennsylvania State U.

- 🗨️ Best in Class: The Returns on Endorsement in Business School Admissions | **Emilio J. Castilla**, Massachusetts Institute of Technology; **Ben A. Rissing**, Cornell U.
- 🗨️ Drawing-In and Splitting-Apart Diverse Recruits Via the Legitimized, Ambiguous Frame of "Impact" | **Curtis Kwinyen Chan**, Harvard U.
- 🗨️ From attraction to identification: Analyzing institutionalized values in job advertisement visuals | **Bernadette Bullinger**, IE Business School
- Fear or Familiarity? Neighborhood Effects and Employers' Perceptions of a Criminal Record | **Sanaz Mobasseri**, U. of California, Berkeley
- 🗨️ When not having friends may hurt you? High-skilled immigrants' & job search outcomes | **Mallika Banerjee**, McGill U.

1343 🗨️🗨️: (Paper Session) - (OMT) **Innovation & Inequality**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon A
 Tweet this session: #AOM2016 1343

Chair: **Benjamin Siedler**, U. College Dublin

- Is the Crowd Colorblind? Founder race and performance in crowdfunding | **Peter Younkin**, McGill U.; **Venkat Kuppuswamy**, U. of North Carolina, Chapel Hill
- 🗨️ Market Structure and the Advancement of Innovations | **Valentina Assenova**, Yale School of Management
- 🗨️ Doing Well and Doing Good? The Hidden Burdens of Meaningful Work | **Laura Doering**, U. of Toronto
- 🗨️ Skills Not Schools? The Role of Educational Backgrounds in Accessing Jobs in High Tech | **Santiago Campero**, MIT Sloan School of Management
- Entrepreneurship Of Misery: Entrepreneurial Activity In Extreme Poverty | **Pablo Martin de Holan**, EM Lyon; **Alberto Willi**, IAE - U. Austral; **Pablo Daniel Fernandez**, IAE Business School Argentina

1344 🗨️🗨️: (Paper Session) - (OMT) **Organizational Ethics & Impacts**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon B
 Tweet this session: #AOM2016 1344

Chair: **Andrea E. Caldwell**, The U. of Texas at Austin

- Illegitimacy through scandal: Discursive representations in response to transgressions | **Riku Ruotsalainen**, Vrije U. Amsterdam; **Lauri Wessel**, Free U. Berlin; **Henri Schildt**, Aalto U.; **Janne Tienari**, Aalto U.
- How Decision Makers Resolve Ethical Dilemmas in Professional Fields: A Person X Situation Model | **Karen Jane Nokes**, Warwick Business School; **Gerard P. Hodgkinson**, U. of Warwick; **Daniel Read**, Warwick Business School
- 🗨️ Media Darlings and Media Demons: The Effect of Media Reputation on Firms' Post-Scandal Recovery | **Sohvi Leih**, U. of California, Berkeley; **Jo-Ellen Pozner**, Santa Clara U.
- 🗨️ Silence as Mechanism of Institutional Maintenance | **Valeria Cavotta**, Imperial College Business School; **Antonino Vaccaro**, IESE Business School
- Growth and Vulnerability in Africa as a Consequence of Chinese Investment | **Emily S. Block**, U. of Notre Dame; **Todd W. Moss**, Syracuse U.; **Kerri Martin**, U. of Notre Dame

1345 🗨️: (Paper Session) - (OMT) **Identity & Categorization**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon J
 Tweet this session: #AOM2016 1345

Chair: **Kyle Albert**, Cornell U.

- 🗨️ Knowing Pains: Identity Based Market Control and the Creation of the Hollywood Studio Business Model | **Florian Schloderer**, INSEAD; **Stephen Mezias**, INSEAD
- Express it all out! Can we? Field-level identity expression within a societal-level culture | **Hendra Raharja Wijaya**, Erasmus U. Rotterdam
- Getting away with persistent institutional heterodoxy through identity work | **Amelia Compagni**, Bocconi U.
- 🗨️ When Categories Interact: Insights from Analyzing U.S. listed Chinese Companies' Analyst Coverage | **HuiGuo Liu**, Indiana U. Bloomington
- 🗨️ Collective action through identity work. A study on the United Nations. | **Giulia Cappellaro**, Bocconi U.; **Valentina Mele**, Bocconi U.

1346 🗨️: (Paper Session) - (OMT) **Diffusion of Practices**

3:00pm - 4:30pm Anaheim Marriott: Newport Beach
 Tweet this session: #AOM2016 1346

Chair: **Sophia Fu**, Northwestern U.

- 🗨️ Variation in the Adoption of a Diffusing Practice: Instruction in English in Turkish Universities | **Basak Topaler**, Sabanci U.; **Behlül Üsdiken**, Sabanci U.
- Finalist for the OMT Division Best International Paper Award**
- 🗨️ Mritshilpis of Kumortuli: Exploring Normative Institutional Contexts and Work Practices | **Devi Vijay**, Indian Institute of Management, Calcutta; **Sritama Mandal Dasgupta**, Indian Institute of Management, Calcutta
- 🗨️ Caught in between: A behavioral view of new practice adoption during institutional change | **Jun Li**, Metropolitan State U.
- 🗨️ Risk and Reputation: How Professional Classification Signals Drive the Diffusion of New Methods | **Sharon**

Koppman, U. of California, Irvine; **Erin Leahey**, U. of Arizona, Tucson

→ Decoupling by early adopters: a case study of practice diffusion | **Masashi Goto**, Kyoto U.

1347 📄: (Paper Session) - (OMT) **Corporations & Society**

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 1347

Chair: **Nara Jeong**, Washington State U.

Shared responsibility for wicked problems: Reframing corporate responsibility | **Verena C Girschik**, Copenhagen Business School

→ 🗨️ Implementation of CSR in an MNE: a model of intra-organizational conformity | **Anne Jacqueminet**, Bocconi U.

→ 🗨️📄 The Dynamics of the South Korean National Business System and the Changing Spirit of CSR | **Hyemi Shin**, ESSEC Business School

→ 📄 Of Wizards and Foucault: boundary configurations of corporate social action in rural Kenya | **Mike Valente**, York U.; **Jan M. W. N. Lepoutre**, ESSEC Business School

🗨️ When business goes out of its way to do good: Theorizing postures of organizational benevolence | **'Alim J. Beveridge**, The U. of Nottingham, China; **Markus A. Höllerer**, WU Vienna U. of Economics and Business

1348 🗨️📄: (Paper Session) - (OMT) **Activism Tools**

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 4

Tweet this session: #AOM2016 1348

Chair: **Harsh Kumar Jha**, U. of California, Irvine

📄 Leveraging Emotion to Catalyze Institutional Change: Examples from Animal Rights | **Lee C Jarvis**, Grenoble Ecole de Management

🗨️📄 Movements, Markets, & the Power of Living Stories | **Jocelyn M. Leitzinger**, U. of Michigan, Ann Arbor; **Chad Navis**, Clemson U.; **Theodore L. Waldron**, Baylor U.

Finalist for OMT Division Best Paper on Environmental and Social Practices Award

The Institutional Legacy of Prohibition | **John Park**, Goizueta Business School

→ 📄 How Revolutions Shape (or Rather Blur) Markets: Initial Insights from the Arab Spring | **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Amr Adly**, American U. in Cairo

→ 📄 From collective sensemaking to collective mindfulness: The evolution of online social movements | **Isam Faik**, National U. of Singapore; **Prasanta Bhattacharya**, National U. of Singapore; **Tuan Phan**, National U. of Singapore

1349 📄: (Paper Session) - (OMT) **Organizational Status**

3:00pm - 4:30pm Anaheim Marriott: Rancho Las Palmas

Tweet this session: #AOM2016 1349

Chair: **Timothy David Hubbard**, U. of Georgia

🗨️ Pump up the Volume: The Effects of Celebrity and Status on Newly Public Firms' Access to Resources | **Timothy David Hubbard**, U. of Georgia; **Timothy G. Pollock**, Pennsylvania State U.; **Michael D. Pfarrer**, U. of Georgia

The iron cage of organizational rankings: How law school rankings affect admissions decisions | **Y. Sekou Bermiss**, The U. of Texas at Austin; **Wei Yang**, The U. of Texas at Austin

🗨️→ 🗨️ Managing Multiple Statuses: A Case Study of Open Access | **Trin Thananusak**, U. of Cambridge; **Shaz Ansari**, U. of Cambridge

📄 Status Asymmetry and Status Improvement | **Ya Lisa Lin**, Hong Kong Baptist U.

📄 What do Rankings do? Understanding the Antecedents, Form & Consequences of Organizational Rankings | **Santosh B Srinivas**, The U. of Texas at Austin; **Violina Rindova**, The U. of Texas at Austin

1350 📄: (Paper Session) - (OMT) **Organizations, Law & Government**

3:00pm - 4:30pm Anaheim Marriott: San Diego

Tweet this session: #AOM2016 1350

Chair: **Katharina Pernkopf**, WU Vienna U. of Economics and Business

📄 Transparency: An Organizational Ideal and its Limited Applicability (WITHDRAWN) | **Leopold Ringel**, Bonn U.

📄 Co-opt or co-exist? Medical cannabis dispensaries' responses to recreational-use legalization | **Greta Hsu**, U. of California, Davis; **Ozgecan Kocak**, Columbia U.; **Balazs Kovacs**, Yale School of Management

📄 Playing cat and mouse: How US dietary supplement firms moved between categories to escape the FDA | **Pinar Ozcan**, Warwick Business School; **Kerem Gurses**, Luiss Guido Carli U.

📄 Protecting children and drivers: Agency in late-stage diffusion of legal statutes | **Matthew Fox**, UCLA

🗨️📄 Social Structures and Venue Shopping in Patent Infringement Litigation | **Maxim Sytch**, U. of Michigan; **Yong H Kim**, U. of Michigan

Finalist for the OMT Division Best Paper on Entrepreneurship Award

1351 📄 SHCS: (OMT, OB, MOC) **Hierarchy on Trial: Learning and Coordination in Authority-based vs. Boss-less Organizations**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 1351

Organizers: **Michael Y. Lee**, Harvard Business School; **Melissa Valentine**, Stanford U.

Discussant: **Paul S. Adler**, U. of Southern California

Coordination in Early Stage Entrepreneurial Teams: A Field Experiment | **Lindred L. Greer**, Stanford GSB; **Jennifer Dannels**, Stanford GSB; **Hayagreeva Rao**, Stanford U.

Connecting the Dots: The Role of Hierarchy in Organizational Learning | **Melissa Valentine**, Stanford U.

Dynamic Clarity: How Rapid Iteration of Formal Structure Enables Coordination in Flat Organizations | **Michael Y. Lee**, Harvard Business School; **Amy C. Edmondson**, Harvard U.

Structured Peer-feedback and Network Formation in Self-Managed Organizations | **Paul Green**, Harvard Business School

1352 📄 JS: (OMT, RM) **Doing field level ethnography: Examples from the study of organizing in institutional fields**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 1352

Organizer: **Esther Leibel**, New York U.

Discussants: **Jill M. Purdy**, U. of Washington, Tacoma; **Tammar B. Zilber**, Hebrew U. of Jerusalem
 Local Institutions, Collaboration, and New Fields Formation: The Case of Slow Money | **Esther Leibel**, New York U.
 The Dynamics of Collaboration among Craft Brewers | **Paul-Brian McInerney**, U. of Illinois at Chicago; **Tunde Cserpes**, U. of Illinois at Chicago
 Commercial and Grassroots Collaboration in the Development of a Market for Biodiesel in the U.S. | **Daisy Chung**, Cass Business School, City U. London
 Entrepreneurial imagination in Detroit: Social process of anti-isomorphic differentiation | **Suntae Kim**, Boston College
Participants: **Daisy Chung**, Cass Business School, City U. London; **Paul-Brian McInerney**, U. of Illinois at Chicago; **Tunde Cserpes**, U. of Illinois at Chicago; **Suntae Kim**, Boston College

1353 *(OMT, SAP, ODC)* **Ecologies of Organizational Routines - Enacting Interdependencies and their Consequences**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 3
 Tweet this session: #AOM2016 1353
Organizers: **Katharina Dittrich**, U. of Zurich; **Kathrin Sele**, U. de Toulouse 1 Capitole
Discussant: **Jennifer Howard-Grenville**, Cambridge Judge Business School
 How routines work together as a bundle through multiple, multi-directional and partial connections | **Katharina Dittrich**, U. of Zurich; **Martha Feldman**, U. of California, Irvine; **David Seidl**, U. of Zurich
 Changing lives by transforming patterns of routine ecologies | **Jeannette A. Eberhard**, The U. of Western Ontario; **Claus Rerup**, Ivey Business School, Western U.; **Ann Frost**, Ivey Business School
 Synchronizing bundles of routines through connecting work | **Sebastien Picard**, ESCP Europe; **Kathrin Sele**, U. de Toulouse 1 Capitole
 Role-routine ecologies and the temporal coordination of work in management consulting teams | **Blagoy Valentinov Blagoev**, Free U. Berlin; **Waldemar Kremser**, Freie U. Berlin

1354 *(Paper Session) - (ONE)* **Cases in Sustainability: Organizations, Industries, and Fields**

3:00pm - 4:30pm Anaheim Marriott: Suite 304
 Tweet this session: #AOM2016 1354
Chair: **Tracey Dodd**, U. of South Australia
 Sensemaking and Cognitive Schemas In an Emergent Industry: The Case of Aviation Biofuels | **Tracey Dodd**, U. of South Australia; **Marc Orlitzky**, U. of South Australia
 Managing the Tragedy of the Commons through interdependent collective action | **Frances E Bowen**, Queen Mary U. of London; **Natalie Slawinski**, Memorial U. of Newfoundland
 A Literary Genre Based Framework For Corporate Sustainability Education | **Peter Jack Gallo**, Creighton U.; **Ivan Montiel**, Baruch College and the Graduate Center, CUNY; **Raquel Antolin-Lopez**, U. of Almeria
 Mindfulness In A Hazardous Context: Times When Organizations Exhibit Unusual Care | **Ivana Milosevic**, U. of Wisconsin, Oshkosh; **Erin Bass**, U. of Nebraska, Omaha

1355 *(Paper Session) - (ONE)* **Internal and External Drivers of Sustainability**

3:00pm - 4:30pm Anaheim Marriott: Suite 312
 Tweet this session: #AOM2016 1355
Chair: **Jennifer DeBoer**, The U. of British Columbia
 More than Technology Development: Inducing Institutional Change along the Green Innovation Process (WITHDRAWN) | **Henrike Purтик**, Technische U. München (TUM); **Daniel Arenas**, ESADE Business School
 Integrating Stakeholders in Product Development – A Set-theoretic Study on Sustainable Innovations | **Jouni K. Juntunen**, Aalto U.; **Angelina Korsunova**, Aalto U.; **Minna Halme**, Aalto U.
 Why Going Green Pays Off? From Absorptive Capacity to Green Innovation and Performance | **Antonio Luis Leal-Rodriguez**, U. Loyola Andalucia; **Silvia Martelo-Landroguez**, U. de Sevilla; **J Alberto Aragon-Correa**, U. of Surrey
 Does Being Close to Green Make a Firm Green? | **Jennifer DeBoer**, The U. of British Columbia; **Rajat Panwar**, The U. of British Columbia

1356 *(Paper Session) - (PNP)* **Social Enterprises in International Contexts**

3:00pm - 4:30pm Anaheim Marriott: Desert Springs
 Tweet this session: #AOM2016 1356
Chair: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.
 Dead or Alive: Why do Belgian Social Purpose Companies Go Bankrupt? | **Aleksandra Szymanska**, Vrije U., Brussel; **Stijn Van Puyvelde**, Vrije U., Brussel; **Marc Jegers**, Vrije U., Brussel
 Altruistic Mobilizing: Immigrant Rights Organizations Promoting Immigrant Civic Engagement | **Grace Yukich**, Quinnipiac U.; **Brad R. Fulton**, Indiana U. Bloomington; **Richard L. Wood**, U. of New Mexico
 Pay for Performance in Housing Associations in England: Substance or Symbolism? | **Bethania Antunes**, U. of Greenwich

1357 *(Paper Session) - (PNP)* **Trust and Volunteer Behavior**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 1357
Chair: **Julia M. Ptaschunder**, The New School
 Volunteers' Behavioral Intention in Non-profit Organizations Strategy: A Structural Equation Model | **Lamberto Zollo**, U. of Florence; **Guglielmo Faldetta**, Kore U. of Enna; **Massimiliano Matteo Pellegrini**, Princess Sumaya U. of Technology; **Cristiano Ciappei**, U. of Florence
 Members only, it's a private party: Episodic volunteering within sport associations | **Stephanie Antonia Maas**, Erasmus U. Rotterdam; **Lucas C.P.M. Meijs**, Erasmus U. Rotterdam; **Jeffrey Brudney**, U. of North Carolina, Wilmington
 Trust and Reciprocity Drive Common Goods Allocation Norms | **Julia M. Ptaschunder**, The New School

1358 📄: (Paper Session) - (PNP) Utilizing Organizational Capabilities during Organizational Change and Turnaround

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 1358

Chair: **Deborah E. de Lange**, Ryerson U.

- 📄 Organizational Turnaround: Moving Beyond One-Size-Fits-All Solutions | **Amanda Rutherford**, Indiana U., Bloomington; **Nathan Favero**, Texas A&M U., College Station
- 📄 Measuring Social Value: Potential Applications of the Capabilities Approach | **Shoko Kato**, Rutgers U.; **Rasheda L. Weaver**, Rutgers U., Camden; **Shena Ashley**, Syracuse U.
- Managing Successful Change Efforts in Public Sector: Employees' Readiness for Change Perspective | **Imran Hameed**, Lahore Business School, The U. of Lahore; **Abdul Karim Khan**, United Arab Emirates U.; **Ghulam Ali Arain**, Effat U.; **Meghna Sabharwal**, The U. of Texas at Dallas; **Irfan Hameed**, Iqra U.

1359 📄: (Paper Session) - (RM) Qualifying and Quantifying Data Quality

3:00pm - 4:30pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1359

Chair: **Thomas Greckhamer**, Louisiana State U.

- 📄 Methods for Identifying "Red Flags" in Empirical Findings | **Donald D Bergh**, U. of Denver; **Barton M Sharp**, Northern Illinois U.; **Ming Li**, U. of Hull
- 📄 Hot on the audit trail: How to assess methodological transparency of grounded theory in Management? | **Lakshmi Balachandran Nair**, U. della Svizzera Italiana; **Michael Gibbert**, U. of Lugano
- 📄 What passes as rigorous replication logic in management case study research? | **Michael Gibbert**, U. of Lugano; **Lakshmi Balachandran Nair**, U. della Svizzera Italiana; **Winfried Ruigrok**, U. of St. Gallen

1360 📄: (Paper Session) - (SAP) Materiality & Temporality in Strategy Research

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1360

Chair: **Jane Kirsten Le**, The U. of Sydney

- 📄 Timespace episodes: Organizational rituals during strategy implementation | **Alex Wright**, The Open U.; **Leonore van den Ende**, VU U.
- 📄 How strategy tools as activation devices perform strategy theory | **Onyaglanu Idoko**, U. of Edinburgh; **Robert Bradley MacKay**, U. of Edinburgh
- 📄 Management and the Practice of Walking: An Exploration of Organizations and Organizing with Legs | **Julie Fabbri**, Cnrs - Ecole Polytechnique of Paris; **Anouk Mukherjee**, PSL, U. of Paris, Dauphine, DRM, Management & Organisation; **François-Xavier de Vaujany**, U. of Paris, Dauphine

1361 📄: (Paper Session) - (SAP) Advancing Ambidexterity

3:00pm - 4:30pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 1361

Chair: **Rebecca Bednarek**, Birkbeck, U. of London

- Strategizing Ambidexterity: A Longitudinal Analysis in Project Based Information Technology Firms | **Shrihari Suresh Sohani**, Indian Institute of Management, Ahmedabad; **Manjari Singh**, Indian Institute of Management, Ahmedabad

- 📄 Incorporating lower level managers' reflexivity into organizational ambidexterity | **Eric Knight**, The U. of Sydney
- 📄 When Ambidexterity Meets Informality: A Hidden Network Versus Shadow Network Perspective | **Volker Stein**, U. of Siegen; **Hanna Schramm-Klein**, U. of Siegen; **Tobias Michael Scholz**, U. of Siegen
- ➔ 📄 Is team ambidexterity at the top level possible? Sharing responsibility and surface diversity | **Ana Garcia Granero**, U. of Valencia; **Anabel Fernández-Mesa**, U. of Valencia; **Jaider Vega-Jurado**, U. del Norte

1362 📄: (Paper Session) - (SIM) Financial Fraud

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1362

Chair: **Lori Versteegen Ryan**, San Diego State U.

- 📄 Toward Detection of Deception in Fraudulent Annual Reports | **Mikhail A. Gorshunov**, Auburn U.; **Achilles A. Armenakis**, Auburn U.; **Hubert S. Feild**, Auburn U.
- Repeat or halt? Learning from the previous financial restatements | **Jieyu Zhou**, Hong Kong U. of Science and Technology; **Qian Lu**, National U. of Singapore
- 📄 Repairing Social Capital after Financial Fraud | **Chuljin A. Park**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.
- 📄 Corporate Financial Fraud, Types of Media Shaming, and Firm Valuation | **Daphne W. Yiu**, Chinese U. of Hong Kong; **William P. Wan**, City U. of Hong Kong; **Xiaocong Tian**, Chinese U. of Hong Kong

1363 📄: (Paper Session) - (SIM) Social Issues in the Workforce

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1363

Chair: **Xiaodong Yu**, Central U. of Finance and Economics

- 📄 Income inequality: Value flow analysis, market narratives, and organizational practice | **Brent D Beal**, The U. of Texas at Tyler; **Roger N Conaway**, EGADE Business School; **Marina N Astakhova**, The U. of Texas at Tyler; **Oliver Laasch**, The U. of Manchester
- 📄 Employers and ex-offender reintegration: ethical issues and research opportunities | **Jerry Goodstein**, Washington State U., Vancouver
- 📄 Growing Grapes on the Edge: A qualitative study examining 'alternative' wine production in Canada | **Amanda Peticca-Harris**, Grenoble Ecole de Management; **Nadia C. DeGama**, Anglia Ruskin U.
- ➔ 📄 The 'Future of Work': Developing Plausible Scenarios on Work and Business Environments in 2030. | **Sara C. Walton**, U. of Otago; **Paula Marie O'Kane**, U. of Otago; **Diane Rongo Ruwhiu**, U. of Otago; **Virginia Ilene Cathro**, U. of Otago

1364 📄: (Paper Session) - (SIM) Political Institutions and Markets

3:00pm - 4:30pm Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1364

- Chair: **Jean J Boddewyn**, City U. of New York, Baruch College
- Neoliberalism and Regulatory Capitalism: Exploring the "Freer Markets, More Rules" Puzzle | **Paul Aligica**, George Mason U.; **Vlad Tarko**, George Mason U.

- 📄 Firm geographic proximity and state agency decisions: An analysis of US Defense Contract Awards | **Shon R Hiatt**, U. of Southern California; **Jin Hyung Kim**, Harvard Business School
- 📄 The Duality of Connections: A Political Control Model of Corporate Strategy | **Jianhua Ge**, Renmin U. of China
- 🗣️📄 CSR-Mainstreamed Innovation: Market Transformation for Scaled Solutions to Socio-Economic Inequity | **Derek Chan**, McGill U.; **Jeroen Struben**, McGill U.; **Laurette Dube**, McGill U.

1365 📄: (Paper Session) - (SIM) **Corporate Malfeasance**

3:00pm - 4:30pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1365

Chair: **Stephen Brammer**, U. of Birmingham

- Impact of the Disclosure of Executive Workplace Social-Sexual Behavior on Firm Performance | **David R. King**, Iowa State U.; **Vishal K. Gupta**, U. of Mississippi; **Amy Baker**, U. of New Haven; **Melissa Tempio**, U. of New Haven; **Michael Seth Nalick**, Texas A&M U.; **Charles A. Pierce**, U. of Memphis
- 📄 Asymmetry in asset specificity, opportunism, and safeguard in bribery transactions | **HoWook Shin**, The U. of Texas at Dallas; **Jinsil Kim**, The U. of Texas at Dallas
- ➔ Corporate Tax Compliance Decision in Transition Economies | **Seung-Hyun Lee**, The U. of Texas at Dallas; **Omer N. Gokalp**, Suffolk U.; **Jinsil Kim**, The U. of Texas at Dallas
- 📄 Insider Trading Activity around Auto Recalls | **Omer N. Gokalp**, Suffolk U.; **Sami Keskek**, U. of Arkansas; **Abdullah Kumas**, U. of Richmond; **Musa Subasi**, U. of Maryland, College Park

1366 📄: (Paper Session) - (SIM) **SIM Reviewer Favorites:**

Popular Papers with the Reviewers

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1366

Chair: **Jill Ann Brown**, Bentley U.

- 📄 Longitudinal comparison between CSR implementation and CSR function's resource access | **David Risi**, U. of St. Gallen
- ➔ 📄 Institutional ownership and corporate social responsibility: The effect of geographic proximity | **Kiyoung Chang**, U. of South Florida, Sarasota-Manatee; **Jean Dibondo Kabongo**, U. of South Florida, Sarasota-Manatee; **Ying Li**, U. of Washington, Bothell
- It Takes Two to Tango: From Community-Based Organizations to Corporate Community Relations | **Sofiane Baba**, HEC Montreal; **Emmanuel Raufflet**, HEC Montreal
- From Equivocal to Complex—How powerful sensegivers influence sensemaking of less powerful actors | **Falko Paetzold**, Harvard Kennedy School; **Emilio Marti**, Cass Business School, City U. London

1367 📄: (Paper Session) - (SIM) **Value Creation through CSR and Stakeholders**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1367

Chair: **Samuel B Graves**, Boston College

- 🗣️📄 Stakeholder Management and Financial Performance: The Role of Managerial Discretion | **Ali Shahzad**, James

Madison U.; **Matthew A. Rutherford**, James Madison U.; **Mark P Sharfman**, U. of Oklahoma

- 📄 CSR as Inhibitor or Stimulus for Performance Improvements in Major Organizational Transformations | **Jordi Surroca**, U. of Groningen; **Josep A. Tribó**, U. Carlos III de Madrid
- 🗣️📄 How ICT-Sector Firms are Perceived to Respond to Business-Stakeholder Engagement Models | **Muhammad Umair Shah**, U. of Waterloo; **Paul Douglas Guild**, U. of Waterloo

Four decades of researches on 'the business case for corporate social responsibility' | **Bikramjit Ray Chaudhuri**, Indian Institute of Management, Calcutta

1368 🗣️📄: (Paper Session) - (TIM) **TIM Conversations in Innovation Strategy: Funding and Managing Technology Ventures**

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 1368

Track B: *Technology Innovation Strategy*

Discussant: **Sheryl Winston Smith**, Fox School of Business, Temple U.

- Perceived affordance in crowdfunding | **Khoa Dao**, ESG-UQAM
- 📄 Initial Trust And The Collaborations Between New Ventures And Corporate Venture Capitals | **Massimo Gaetano Colombo**, Politecnico di Milano; **Kourosh Shafi**, Politecnico di Milano
- 🗣️🗣️📄 Evaluating the effectiveness of public support on inbound open innovation | **David Douglas**, Leeds Beckett U.; **Dragana Radicic**, Bournemouth U.; **Geoffrey Pugh**, Staffordshire U.
- 📄 Upscaling strategies in the sharing economy | **Vadim Grinevich**, U. of Southampton; **Franz Huber**, U. Schloss Seeburg

1369 🗣️📄: (Paper Session) - (TIM) **Multi-level Innovation: Employee Engagement**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1369

Track F: *Multi-level Innovation: Creativity & Teams*

Chair: **Chiara Franzoni**, Politecnico di Milano

- 📄🗣️ Workforce Composition and Innovation | **Ali Mohammadi**, KTH Royal Institute of Technology; **Anders Broström**, KTH Royal Institute of Technology; **Chiara Franzoni**, Politecnico di Milano
- 🗣️ The Dark and Bright Sides of Personal Use of Technology at Work: A Job Demands-Resources Model | **Sung Doo Kim**, Northeastern Illinois U.; **Amanda L. Christensen**, U. of Cincinnati
- Determinants of Employee Intention to Use New Technology: Moderating Role of Collectivism | **Muhammad Arshad**, The U. of Lahore; **Naheed Sultana**, The U. of Lahore; **Sadia Afzal**, COMSATS Institute of Information Technology; **Atif Mahmood**, uol
- 📄 An Experiment on the Effects of Gamification on Motivation and Participation in an Idea Contest | **Eric Zimmerling**, Technische U. München (TUM); **Christoph E. Höllig**, Technische U. München (TUM)

1370 📄: (Paper Session) - (TIM) Innovation Environment: Knowledge Networks

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1370

Track D. *The Innovation Environment: Competition, Industry, and Institutions*

Chair: **Jaegul Lee**, Wayne State U.

- 🗨️ When Can Firms Capture Value from Collaborating with Research Consortia? | **Paul-Emmanuel Anckaert**, KU Leuven; **Bruno Cassiman**, IESE Business School
- 📄 Innovation Asymmetry among Nations: Revisiting Knowledge Flow Hypothesis in Cross-National Network | **Jaegul Lee**, Wayne State U.; **Nicholas Berente**, U. of Georgia
- 📄 The mechanisms supporting successful collaborative innovation projects in clusters | **Rani J. Dang**, U. of Nice Sophia Antipolis; **Catherine Thomas**, U. of Nice
- 📄 The conversation between practice and theory on disruptive innovation | **Cheng Shu**, U. of Missouri, Kansas City; **Sunny Li Sun**, U. of Missouri, Kansas City

1371 🗨️: (Paper Session) - (TIM) Learning and Search: Innovation and Experience

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1371

Track E. *Learning, Search, and Knowledge*

Chair: **Pedro de Faria**, Groningen U. (RuG)

The Effect of Founder Prior Experience on Search Pattern of New Venture in Li-Ion Battery Industry | **Sung Namkung**, Fox School of Business, Temple U.; **Mitrabaran Sarkar**, Temple U.; **Nandini Lahiri**, Temple U.

Only Time Will Tell? Recombinant Lag and the Technological Value of Inventions | **Holmer Jan Kok**, Groningen U. (RuG); **Dries Faems**, Groningen U. (RuG); **Pedro de Faria**, Groningen U. (RuG)

Exploring and Yet Failing Less: learning from past and current exploration in R&D | **Pablo D'Este**, Polytechnic U. of Valencia; **Alberto Marzucchi**, Catholic U., Milan; **Francesco Rentocchini**, Southampton Business School, U.K.

🗨️ Integrative or Autonomous? Mental Models and Experimentation-Driven Business Model Innovation | **Nicole Gross**, UCD Dublin; **Peter McNamara**, Maynooth U.; **Olga Ryazanova**, Maynooth U.; **Niall Connolly**, U. College Dublin

1372 🗨️: (Paper Session) - (TIM) Open Innovation: Crowds and Communities

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 1372

Track A: *Open and Collaborative Innovation*

Chair: **Victor P. Seidel**, Babson College

Who wins in crowd innovation contests? | **Christian Landau**, EBS Business School; **Thomas Mack**, EBS Business School

🗨️ Design myopia and vicarious learning from good versus bad examples in creative design competitions | **Christoph Riedl**, Northeastern U.; **Victor P. Seidel**, Babson College

📄 An empirical taxonomy of crowdsourcing intermediaries | **Niklas Leicht**, U. of St. Gallen; **David Durward**, U. of Kassel; **Philipp Haas**, U. of St. Gallen; **Shkodran Zogaj**, Kassel U.; **Ivo Blohm**, Technical U. München; **Jan Marco Leimeister**, U. of St. Gallen / U. of Kassel

📄 Minimizing the Dilemma Caused by Mixed Online Customer Ratings in Online Communities | **Pradeep Kumar Ponnamma Divakaran**, ESC Rennes School of Business

1373 🗨️: (Paper Session) - (TIM) Innovation Strategy: Innovative Search

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1373

Track B. *Technology Innovation Strategy*

Chair: **Tymen Jissink**, Aarhus U.

How to Foster Corporate Entrepreneurship in Multidivisional Firms? | **Charlotta Sirén**, U. of St. Gallen; **Yi-Ying Chang**, National Taiwan U. of Science and Technology; **Dietmar Grichnik**, U. of St. Gallen

📄 King for a day, fool for a lifetime: How organizations overshoot their innovation capability | **Antti Sihvonen**, Aalto U.; **Juho-Petteri Huhtala**, Aalto U.; **Henrikki Tikkanen**, Aalto U.; **Henrik Sievers**, Aalto U.

Forward-Looking Practices and Innovation Performance: The Role Of NPD Agility | **Tymen Jissink**, Aarhus U.; **Eelko Huizingh**, U. of Groningen; **René Rohrbeck**, Aarhus U.

📄 A Concentric Model of Effectual Innovation Process | **Joel Ryman**, East Tennessee State U.; **David C. Roach**, Dalhousie U.

1374 📄: (Paper Session) - (TIM) Cooperation: Innovation Alliances

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 1374

Track C. *Alliances & Ecosystems*

Chair: **Alessio Cozzolino**, U. College Dublin, UCD

📄 Exploring Novel Technologies Through Interlocked Firms: A Longitudinal Study | **Mingxiang Li**, Florida Atlantic U.

🗨️ Competing through Cooperation: How the Nature of Technological Change affects Cooperation | **Alessio Cozzolino**, U. College Dublin, UCD; **Frank T. Rothaermel**, Georgia Institute of Technology

📄 Saying Goodbye: The Role of Uncertainty Mitigation in Alliance Termination Decisions | **Anindya Ghosh**, Indian school of business hyderabad

📄 Growth versus Deferral R&D Alliances: Structuring R&D Alliances on the Deferral-Growth Continuum | **Mahmut N. Özdemir**, Koç U.; **Jan Van den Ende**, Erasmus U. Rotterdam

1375 📄JS: (TIM, BPS) The Dynamics of Change in the Architecture of Complex Systems

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 1375

Organizers: **Daniel Engler**, Illinois State U.; **Ramon Lecuona Torras**, Duke U.

Discussants: **Carliss Baldwin**, Harvard U.; **Glenn Hoetker**, Arizona State U.

Design to Grow: Navigating Through Waves of Technological Change by Mastering Architectural Design | **Mahdi Ebrahim**, Bocconi U.; **Arnaldo Camuffo**, Bocconi U.

Recombine to Conquer: Organizational Coalitions and the Emergence of Dominant System Architectures | **Sendil Ethiraj**, London Business School; **Ramon Lecuona Torras**, Duke U.

Understanding Architectural Dynamics: The Structure and Content of Architectural Knowledge | **Daniel Engler**, Illinois State U.; **Francesco Zirpoli**, U. Ca' Foscari of Venice
 The Dark Side of Flexibility: How Product Module Boundaries affect the Evolution of Collaboration | **Richard Tee**, Luiss Guido Carli U.

1376 : (TLC) TLC Debrief Meeting

3:00pm - 4:00pm Hilton Anaheim: Executive Board Room
 Tweet this session: **#AOM2016 1376**
 By invitation only.

Monday 3:30PM

1377 : (IM) International Management Thought Leadership Cafe

3:30pm - 4:30pm Anaheim Convention Center: 201B
 Tweet this session: **#AOM2016 1377**

Monday 4:30PM

1378 : (IM) Strategy & Eminent Scholar in International Management Award Presentation

4:30pm - 6:15pm Hilton Anaheim: California C
 Tweet this session: **#AOM2016 1378**
 This session honors the recipient of the Strategy & Eminent Scholar in International Management Award.
 Organizer: **Timothy Michael Devinney**, U. of Leeds
 Award Recipient: **Tarun Khanna**, Harvard U.
 Speaker: **Art Kleiner**, PwC

Monday 4:45PM

1379 : (Paper Session) - (BPS) Decision Making within Hierarchies

4:45pm - 6:15pm Hilton Anaheim: El Capitan B
 Tweet this session: **#AOM2016 1379**
 Chair: **Libby Weber**, U. of California, Irvine
 A Justice-Power Perspective on Middle Manager's Involvement in Strategy Process | **Nufer Yasin Ates**, Tilburg U.; **Murat Tarakci**, Erasmus U. Rotterdam
 Vertical and Horizontal Adaptation of Decision Structures in Strategic Decision Making | **Magdalena Dobravska**, Copenhagen Business School; **Stephan Billinger**, U. of Southern Denmark; **Markus C. Becker**, U. of Southern Denmark
 → Expertise and Strategy | **Elizabeth Maitland**, U. of New South Wales; **Andre Sammartino**, The U. of Melbourne
 Why Do Firms Manage Resources Differently? Effects of Internal Competition on Resource Deployment. | **Siddharth Natarajan**, National U. of Singapore; **Ishtiaq Pasha Mahmood**, National U. of Singapore

1380 : (Paper Session) - (BPS) Boards and Resources

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 1
 Tweet this session: **#AOM2016 1380**
 Chair: **Laura Jacobey**, U. of Goettingen
 The Power of the Ambidextrous Director: Theory and Evidence from Newly Public Firms | **Razvan Lungeanu**, Pennsylvania State U.; **Edward Zajac**, Northwestern U.
 Board Directors and Firm Reputation: The Effect of Who They Are, What They Know, and Who They Know | **Susana**

Velez-Castrillon, U. of West Georgia; **Seemantini Madhukar Pathak**, U. of Missouri, St. Louis; **Steve Werner**, U. of Houston
 Does Director Employment Matter? A Treatment Effect Analysis of Its Impact on Firm Performance | **Philip Bromiley**, U. of California, Irvine; **Yu Zhang**, CEIBS
 Who's the Boss at the Top? A Micro-Level Analysis of Director Expertise, Status, and Conformity (WITHDRAWN) | **Dennis Veltrop**, U. of Groningen; **Eric Molleman**, U. of Groningen; **Reggy Hooghiemstra**, U. of Groningen

1381 : (Paper Session) - (BPS) Executive Power and Overconfidence

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 3
 Tweet this session: **#AOM2016 1381**
 Chair: **Zachariah J. Rodgers**, Stanford U.
 Can Powerful Chief Financial Officers Improve Acquisition Decisions? | **Steffen Keck**, U. of Vienna; **Wenjie Tang**, IE Business School
 Does CEO Overconfidence Always Hurt Organizational Performance? A Social and Deception-Based Theory | **Laurent Vilanova**, U. Lyon 2
 The Effect of CEO Power on Organizational Innovation: An Empirical Investigation | **Ana M. Sarioi**, The U. of Texas, Rio Grande Valley; **Michael Abebe**, The U. of Texas, Rio Grande Valley
 Turning Crisis Into Opportunity: CEOs' Implicit Motives Predict Firm Performance in Recovery Years. | **Catherine Apers**, Ghent U.; **Jonas W. B. Lang**, Ghent U.; **Bram Gilbert De Lange**, Ghent U.; **Julie Brueckner**, Dublin City U.

1382 : (Paper Session) - (BPS) Human Capital 2: Individuals and Organizational Performance

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 4
 Tweet this session: **#AOM2016 1382**
 Chair: **Gokce Sargut**, Governors State U.
 The General Human Capital-Firm Specific Human Capital Tradeoff | **Prithwiraj Choudhury**, Harvard U.; **Shinjinee Chattopadhyay**, U. of Illinois
 Catching a Falling Star: Star Human Capital Mobility and the Performance of NFL Teams | **Matthew A. Barlow**, U. of Utah; **William S Hesterly**, U. of Utah
 Specialization as Insurance: Specialization and Social Capital in the U.S. Lobbying Industry | **Heejung Byun**, U. of Maryland; **Justin Frake**, U. of Maryland; **Rajshree Agarwal**, U. of Maryland
 The Role of Experience Depth and Breadth in the Performance of Emergent Human Capital Resources | **Alia Crocker**, Babson College; **Thomas P. Moliterno**, U. of Massachusetts, Amherst

1383 : (Paper Session) - (BPS) Alliance Performance Outcomes

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 5
 Tweet this session: **#AOM2016 1383**
 Chair: **Ilgaz Arikan**, Kent State U.
 Relationship-Specific Investments and the Growth Performance of Knowledge-Based Service Firms | **John Mawdsley**, HEC Paris
 Industry Cognitive Distance in Alliance Portfolios and Firm Innovation Performance | **Despoina Filiou**, Centre for

International Business and Innovation; **Silvia Massini**, The U. of Manchester

- 🗨️🗨️ A Moderated Mediation Model Linking Entrepreneurial Orientation to Alliance Performance | **Feifei Jiang**, Xi'an Jiaotong U.; **Yijun Ye**, Xi'an U. of Architecture and Technology
- 📄 Why In-Law Relationships Matter: Acquired vs. Original Alliances and Firm Performance Implications | **Aneta Oleksiak**, U. of Groningen; **Pedro de Faria**, Groningen U. (RuG)

1384 → 🗨️🗨️🗨️: (Paper Session) - (BPS) Managing

Acquisitions

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1384

Chair: **Randi Lunnan**, BI Norwegian Business School

- 🗨️→🗨️🗨️ Impact of Mergers and Acquisitions on Segment Entry: An Empirical Study of the Mobile App Market | **Yongzhi Wang**, U. of Southern California; **Nandini Rajagopalan**, U. of Southern California; **Lori Qingyuan Yue**, U. of Southern California
- 📄 CEOs' Framing of M&As and Stock Market Reaction | **Wei Shi**, Rice U.; **Conor Callahan**, Rice U.; **Kevin Veenstra**, McMaster U.
- 🗨️ The Role of Timing in a Merger Wave on Overcoming Challenges in the M&A Pre-Merger Process | **Trang Thu Doan**, U. of Antwerp; **Padma Rao Sahib**, U. of Groningen; **Arjen Van Witteloostuijn**, Tilburg U.
- The Use of Foreshadowing as a Means of Anticipatory Impression Management for Acquisitions | **John R. Busenbark**, Arizona State U.; **Trevis Certo**, Arizona State U.; **Don Lange**, Arizona State U.

1385 → 📄: (Paper Session) - (BPS) Alliances, Cooperation, and Market Entry Strategies

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1385

Chair: **Arabella Mocciano Li Destri**, U. of Palermo

- 🗨️📄 Corporate Venture Capital and Inter-Firm Rivalry: A Competitive Dynamics Perspective | **Tianxu Chen**, Oakland U.; **Jianhong Chen**, U. of New Hampshire
- 📄 Legitimacy Conditions of Organizational Entry Into Industrial Associations. | **Konstantinos Pitsakis**, Kingston U. London
- 📄 Business Models and Strategic Responses to The Threat of Entry | **Yue Maggie Zhou**, U. of Michigan
- Big Splash, No Waves? Incumbent Firms' Responses to Different Low-Price Market Entry Strategies | **Jukka Luoma**, Aalto U.; **Tomas Falk**, Aalto U.; **Dirk Totzek**, U. of Passau; **Henrikki Tikkanen**, Aalto U.; **Alexander J. Mrozek**, Google Germany GmbH

1386 → 🗨️🗨️🗨️: (Paper Session) - (BPS) Gender and Structure in the Boardroom

4:45pm - 6:15pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1386

Chair: **Yuliya Ponomareva**, Linnaeus U.

- 🗨️🗨️🗨️ Sex in the Board Room: Board Gender Diversity and Firm Competitive Behavior | **Tieying Yu**, Boston College; **Dan Li**, Indiana U.; **Albert Cannella**, Texas A&M U., College Station

- 🗨️🗨️ Women on Corporate Boards: Examining Their Impact on the Quantity and Quality of Divestitures | **Kalin D. Kolev**, Marquette U.
- 📄 The Global Drivers of Female Board Representation: A Multi-theoretical Perspective | **Sucheta Nadkarni**, U. of Cambridge; **Elaine Yen Nee Oon**, U. of Cambridge; **Jenny Chu**, U. of Cambridge
- 🗨️ The Structure of Board Committees | **Kevin D Chen**, U. of Pennsylvania; **Andy Wu**, Harvard Business School

1387 🗨️🗨️🗨️ JS: (BPS, MOC) Linking Cognition to Organizational Problems: Micro and Macro Approaches to Decision Making

4:45pm - 6:15pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 1387

Organizers: **Goran Calic**, Purdue U.; **Raegan J. Tennant**, Chicago Booth School of Business

- Big Ideas, One Small Idea at a Time: The Power of Cognitively Proximate Search to Drive Action | **Goran Calic**, Purdue U.; **Sebastien Hélie**, Purdue U.
- On Balance: Broadening the Decision Frame Improves Decision Accuracy | **Raegan J. Tennant**, Chicago Booth School of Business; **Richard H. Thaler**, Chicago Booth School of Business
- Strategic Risk Management and Firm Evolution | **Anparasas Mahalingam**, Indiana U. / Purdue U.
- Decisions About Inequality: Unfairness Between Companies More Acceptable Than Between Individuals | **Simone Tang**, Duke U.; **Richard Larrick**, Duke U.
- Presenters: **Goran Calic**, Purdue U.; **Raegan J. Tennant**, Chicago Booth School of Business; **Anparasas Mahalingam**, Indiana U. / Purdue U.; **Simone Tang**, Duke U.

1388 📄 JS: (BPS, OMT, ENT) Dazed and Confused: Regulatory Heterogeneity and Enduring Contestation in the Marijuana Industry

4:45pm - 6:15pm Hilton Anaheim: Malibu

Tweet this session: #AOM2016 1388

Chairs: **Dara Szyliowicz**, U. of the Pacific; **Tammy L. Madsen**, Santa Clara U.

Moderator: **Gideon D Markman**, Colorado State U.

Panelists: **Dara Szyliowicz**, U. of the Pacific; **Kisha Lashley**, U. of Virginia; **Tammy L. Madsen**, Santa Clara U.; **Renee Rottner**, U. of California, Santa Barbara

1389 → 🗨️🗨️ JS: (BPS, OMT, TIM) Strategic Decision Making in Discontinuously Changing Environment

4:45pm - 6:15pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1389

Chairs: **Madeleine Stefanie Rauch**, European U. Viadrina; **Atefeh Maghzi**, Newcastle U.

Facilitators: **Oliver Schilke**, U. of Arizona; **Christopher B. Bingham**, U. of North Carolina, Chapel Hill

- (Non-)Decision-Making in the Strategy Process: Exploring "Decision-constraining Heuristics" | **Madeleine Stefanie Rauch**, European U. Viadrina; **Matthias Wenzel**, European U. Viadrina; **Jochen Koch**, European U. Viadrina
- Preliminary Insights into Heuristics-Based Dynamic Capabilities Deployment | **Atefeh Maghzi**, Newcastle U.; **Siegfried P. Gudergan**, U. of Newcastle, Australia; **Ralf Wilden**, Newcastle U.; **Nidhida Lin**, U. of Newcastle, Australia

Looking Beyond Dynamic Capabilities: On the Antecedents of Change and Innovation | **Emre Karali**, Erasmus U. Rotterdam; **Henk W. Volberda**, Erasmus U. Rotterdam; **Jatinder S. Sidhu**, Erasmus U. Rotterdam

1390 📄: (Paper Session) - (CAR) **Social Capital, Networking and Career Outcomes**

4:45pm - 6:15pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 1390

Chair: **Julia Richardson**, Curtin U.

Discussant: **Mary Dunn**, St. Edward's U.

📄 Relationship of Social Capital with Career Success and Individual Well-Being | **Blythe L Rosikiewicz**, Drexel U.; **Marco S. DiRenzo**, Naval Postgraduate School; **Jeffrey H. Greenhaus**, Drexel U.

📄 An Exploratory Study of the Usage, Drawbacks, and Career Benefits of Social Networking Sites | **Joanna Davis**, Clarke U.; **Monica L. Forret**, St. Ambrose U.; **Sherry E. Sullivan**, Bowling Green State U.

📄 Social Capital Inside and Out: The Value of Network Ties of Core and Periphery to Performance | **Lan Wang**, Boston U.; **Richard Donald Cotton**, U. of Victoria

Online Career Communities as a Tool for Proactive Socialization Amongst First Year Faculty (WITHDRAWN) | **Kevin Vincent Cavanagh**, Case Western Reserve U.

1391 : (CAR) **Careers Business Meeting**

4:45pm - 6:15pm Anaheim Convention Center: 303D

Tweet this session: #AOM2016 1391

Division members, friends, potential members, Careers division award finalists and award recipients are invited to attend. Officers will communicate the latest information and numbers related to the division, acknowledge outstanding volunteers and reviewers, recognize sponsors, present awards, and identify volunteer opportunities. Looking forward to seeing you there!

Division Chair: **Tania Casado**, U. of São Paulo

Division Chair-Elect: **Corinne Post**, Lehigh U.

Program Chair: **Bert Schreurs**, Maastricht U.

Professional Development Workshop Chair: **Scott Seibert**, U. of Iowa

1392 📄🗣️📄CAU: (CAU) **Making Universities More Meaningful: How Can Intercollegiate Athletics Be Leveraged To Do So?**

4:45pm - 6:15pm Anaheim Convention Center: 203B

Tweet this session: #AOM2016 1392

Do intercollegiate athletics pose an inherent conflict with the mission and meaning of our universities? Join to develop ways to fit the two together.

Organizers: **Kevin M. Kniffin**, Cornell U.; **Richard Wolfe**, U. of Victoria

1393 📄📄CAU: (CAU) **Business Model Innovation in the Knowledge Economy: From Linear Value Chain to Ecosystem**

4:45pm - 6:15pm Anaheim Convention Center: 204B

Tweet this session: #AOM2016 1393

Organizers: **Jan Ondrus**, ESSEC Business School; **Nicolas Gladly**, ESSEC Business School

1394 🗣️🗣️📄CAU: (CAU) **Design in Management: Themes, Challenges, and Opportunities**

4:45pm - 6:15pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 1394

Organizers: **Fabio Fonti**, ESC Rennes School of Business; **Ileana Stigliani**, Imperial College London

1395 📄🗣️🗣️📄CAU: (CAU) **Humanistic Management Caucus**

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 5

Tweet this session: #AOM2016 1395

The various members of the Humanistic Management Network present at the AOM will appreciate a venue to gather and meet to engage in further research collaboration.

Organizer: **Wolfgang Amann**, HEC Paris

Discussant: **Domenec Mele**, IESE Business School

Coordinator: **Michael Andreas Pirson**, Fordham U.

Speakers: **Alejo José Sison**, U. of Navarre; **Claus Dierksmeier**, U. of Tuebingen; **Consuelo Adelaida Garcia-de-la-Torre**, EGADE Business School; **Robert Blomme**, Nyenrode Business U.

Presenters: **Sandra Waddock**, Boston College; **Radha R. Sharma**, Management Development Institute, India; **Ernestina Giudici**, U. of Cagliari

Participants: **Claudia Verena Peus**, Technische U. München;

Christopher Gohl, Global Ethic Institute; **Michal Zawadzki**,

Jagiellonian U.; **Erica L. Steckler**, U. of Massachusetts Lowell; **Rita**

Cannas, U. of Cagliari; **Osmar Arandia**, U. de Monterrey; **Luis**

Portales, U. de Monterrey; **Carlos Largacha-Martínez**, U. EAN;

Bertine Van Hoof, Wisdom in Business

1396 🗣️🗣️🗣️📄CAU: (CAU) **Intentional Inclusiveness and Meaningful Organizations: Canons of Integration**

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 6

Tweet this session: #AOM2016 1396

Organizers: **Rashmi H. Assudani**, Xavier U.; **David B. Zoogah**, Xavier U.

Participants: **Vishal K. Gupta**, U. of Mississippi; **Hamid H**

Kazeroony, Inver Hills Community College; **Shaista E. Khilji**,

George Washington U.; **Golshan Javadian**, Morgan State U.;

Elham Kamal Metwally, American U. in Cairo; **Faith Wambura**

Ngunjiri, Concordia College; **Pamela Lirio**, EDHEC Business

School; **J. Goosby Smith**, Pepperdine U.

1397 📄JS: (CM, OB, SIM) **Catching the Fifth Wave: The Next Stage of Organizational Justice Research**

4:45pm - 6:15pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 1397

Chairs: **Brenda A. Barros-Rivera**, Texas A&M U.; **Joel Koopman**, U. of Cincinnati

Discussant: **Joel Brockner**, Columbia U.

Too Busy to be Fair? Managers' Work Demands on their Core and Fairness Performance | **Elad Netanel Sherf**, New York U.; **Vijaya Venkataramani**, U. of Maryland

When Does Procedural Justice Matter? The Role of Leader Procrastination | **Sebastian C. Schuh**, China Europe

International Business School; **Michelle Zheng**, China Europe

International Business School; **Katherine Xin**, CEIBS

Categorization Theory and Substitutes for Justice Enactment:

The Role of Ethical Leadership | **Joel Koopman**, U. of

Cincinnati; **Fadel K. Matta**, U. of Georgia; **Brent A. Scott**,

Michigan State U.; **Donald E. Conlon**, Michigan State U.; **Tobias**

Dennerlein, Erasmus U. Rotterdam

Procedural Justice and Minority Leaders: Outrage, or Benefit of the Doubt? | **Cindy P. Zapata**, Texas A&M U.; **Brenda A. Barros-Rivera**, Texas A&M U.

1398 : (Plenary) - (CMS) **CMS Division Distinguished Keynote Speaker: Critical Management Studies in a World of Need**

4:45pm - 6:15pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1398

Distinguished Speaker: **James P. Walsh**, U. of Michigan, Ann Arbor
Chairs: **Latha Poonamallee**, Michigan Technological U.; **Nimruij Jammulamadaka**, Indian Institute of Management, Calcutta

1399 : (Paper Session) - (ENT) **Family Firms & Strategy**

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 1399

Chair: **Vanessa Diaz-Moriana**, Dublin City U.

Discussant: **Sari Savolainen**, U. of Jyväskylä

Business Families: Strategy Patterns in a Broader Scope | **Zhixiang Liang**, Concordia U.

The Impact of Long-Term Orientation on Family Firms' Innovation: A Multiple Case Study | **Vanessa Diaz-Moriana**, Dublin City U.; **Eric Anthony Clinton**, Dublin City U.; **Justin B Craig**, Northwestern Kellogg School of Management; **Tom Lumpkin**, Syracuse U.

Conformity or Divergence? Family Goals, Legitimacy, and R&D Investments in Chinese Family Firms | **Josip Kotlar**, Lancaster U.; **Qihai Huang**, Lancaster U.; **Zhan Gao**, Lancaster U.

Mechanisms Underlying the Impact of Family Involvement on a Firm's Proactive Environmental Strategy | **Junsheng Dou**, Zhejiang U.; **Emma Su**, Mississippi State U.; **Qihai Huang**, Lancaster U.

1400 : (Paper Session) - (ENT) **Paid Work or Self-Employment**

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1400

Chair: **Peter van der Zwan**, Erasmus U. Rotterdam

Discussant: **Florence E M Honore**, Iowa State U.

The performance impact of pay gaps in cooperative businesses | **David Gras**, Texas Christian U.; **Luisa Delgado-Márquez**, IE Business School; **Garry D Bruton**, Texas Christian U.; **Julio O. De Castro**, IE Business School

Changing labor market conditions: employee mobility and entrepreneurship | **Alona Martiarena**, IE U.

The pleasures and pains of self-employment: A panel data analysis | **Peter van der Zwan**, Erasmus U. Rotterdam; **Jolanda Hessels**, Erasmus U. Rotterdam; **Cornelius A. Rietveld**, Erasmus U. Rotterdam

A career development perspective on effects of entrepreneurship training on business creation | **Kim Marie Bischoff**, Leuphana U. Lüneburg; **Michael Marcus Gielnik**, Leuphana U. Lüneburg

1401 : (Paper Session) - (ENT) **IPO 2**

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1401

Chair: **Jurica Susnjara**, Kean U.

Discussant: **Christina Tupper**, Old Dominion U.

National Culture and Entrepreneurship (IPO Activity): An Empirical Analysis | **Deepika R Gupta**, Indian Institute of Management, Bangalore; **Rejie George**, Indian Institute of Management, Bangalore; **Rajaram Veliyath**, Kennesaw State U.

The Involvement of Private Equity in the Board and IPO Underpricing in an Emerging Market | **Junwei Shi**, Zhongnan U. of Economics and Law; **Haiyang Li**, Rice U.

R&D, Patents, and IPO Valuations: A Post-Sarbanes-Oxley Shift from "Effort" to "Results" | **Jurica Susnjara**, Kean U.; **Janine Black**, Kean U.; **Qian Mao**, Kean U.

Reputation and status inconsistency: An examination of its effects in the IPO market | **Lei Xu**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.; **Qinglian Lu**, Stanford U.; **Jeff Chandler**, Texas Tech U.

Work Experience Diversity, Cognitive Ability, and First Entry into Entrepreneurship | **Juhana Peltonen**, Hanken School of Economics; **Pia Arenius**, Hanken School of Economics

A Set-Theoretic Investigation into the Social Origins of Creation and Discovery Opportunities | **Adam Weston Smith**, Arkansas State U.; **Stephen E. Lanivich**, Old Dominion U.; **Kaveh Moghaddam**, U. of Houston-Victoria

When do paid employees become hybrid entrepreneurs? | **Di Tong**, Drexel U.; **H. Dennis Park**, Drexel U.; **Daniel Tzabbar**, Drexel U.

Entrepreneurship in the Third Age: Retirees' Motivation and Intentions | **Eli Gimmon**, Tel-Hai College; **Ronit Yitshaki**, Ariel U.; **Shira Hantman**, Tel-Hai College

1403 : (Paper Session) - (ENT) **Entrepreneurship, Personality & Risk-Taking**

4:45pm - 6:15pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1403

Chair: **Alice M Wieland**, U. of Nevada Reno

Discussant: **Dmitry Khanin**, Nazarbayev U.

A risk worth taking: risk as the entrepreneur's conditional choice | **Giulio Zichella**, Copenhagen Business School; **Toke Reichstein**, Copenhagen Business School

Biased toward success: Understanding how new venture distress threatens founder identity | **Daniel Han Ming Chng**, China Europe International Business School; **Matthew Rodgers**, Ithaca College; **Sharon Alvarez**, U. of Denver

Communism and Entrepreneurship | **Elitsa R. Banalieva**, Northeastern U.; **Sheila M. Puffer**, Northeastern U.; **Daniel J McCarthy**, Northeastern U.

Experimental Studies in Entrepreneurship Research | **Alice M Wieland**, U. of Nevada Reno; **Sharon Alicia Simmons**, U. of Missouri, Kansas City; **Dan Kai Hsu**, Appalachian State U.

1404 : (Paper Session) - (ENT) **Entrepreneurship, Institutions & Politics**

4:45pm - 6:15pm Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1404

Chair: **Joshua K Ault**, U. of Victoria

Discussant: **Emma Catharina Folmer**, Aston U.

📖 The role of politics on the entrepreneurial orientation-performance relationship | **Mumin Dayan**, United Arab Emirates U.; **Poh Yen Ng**, Higher Colleges of Technology; **Robert Zacca**, Alfaisal U.

- ➔ 📖 Entrepreneurship as a Pathway to Political Activism: The Case of Displaced Women in Jordan | **Haya Al-Dajani**, Plymouth U.; **Susan Marlow**, The U. of Nottingham
- Are Genetics and Environment Substitutes or Complements in Affecting Entrepreneurial Choice? | **Diego Zunino**, Copenhagen Business School
- ➔ 📖 Measuring the Political Context of Entrepreneurship: Lessons from the State Fragility Literature | **Joshua K Ault**, U. of Victoria; **Andrew Spicer**, U. of South Carolina

1405 : (Paper Session) - (ENT) Entrepreneurship Education 2

4:45pm - 6:15pm Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1405

Chair: **Berna Beyhan**, Sabanci U.

Discussant: **Tomislav Rimac**, Luiss Guido Carli U.

Detecting Hidden Sorting and Alignment Effects of Entrepreneurship Education | **Michael Fretschner**, Hamburg U. of Technology; **Hannes Willi Lampe**, Hamburg U. of Technology

- ➔ 🗣️📖 Changing Mindsets through Design-Led Innovation: An example of Entrepreneurial Learning? | **Judy Matthews**, Queensland U. of Technology; **Peter Townson**, Queensland U. of Technology; **Cara Wrigley**, Queensland U. of Technology
- Student and graduate entrepreneurship: Ambidextrous universities create more nascent entrepreneurs | **Berna Beyhan**, Sabanci U.; **Derya Findik**, Yildirim Beyazit U.
- 📖📖 Using Art to Teach Entrepreneurship: Empirical Evidence of Efficiency of the Approach | **Vladyslav Potapchuk**, Umalis Group; **Sylvain Pierre Bureau**, ESCP Europe

1406 : (Paper Session) - (ENT) Public Policy and Entrepreneurship

4:45pm - 6:15pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1406

Chair: **Jeffery S. McMullen**, Indiana U., Bloomington

Discussant: **Bat Batjargal**, The U. of Nottingham, China

- ➔ 📖 National-Level Institutional Ambidexterity and Technology Entrepreneurship | **Andre O. Laplume**, Michigan Technological U.; **Sepideh Yeganegi**, U. of Manitoba; **Parshotam Dass**, U. of Manitoba
- An Embedded Agency Approach to Entrepreneurship Public Policy | **Jeffery S. McMullen**, Indiana U., Bloomington; **Matthew S. Wood**, Baylor U.; **Alexander S. Kier**, Indiana U. Kelley School
- Entrepreneurial Support: Making Sense of Decades of Practice and Research | **Tiago Ratinho**, U. of Baltimore; **Alejandro Amezcua**, Syracuse U.; **Benson Honig**, McMaster U.; **Zhaocheng Zeng**, McMaster U.
- 📖 The origins of enterprise policy ideas: The importance of think tanks in the UK policy process | **Norin Arshed**, Heriot-Watt U.

1407 📖🗣️📖 SHCS: (ENT, OMT, BPS) Unpacking the Gender Gap in Entrepreneurship: Venture Quality, Resources, and Performance

4:45pm - 6:15pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 1407

Organizer: **Erin L. Scott**, National U. of Singapore

Discussant: **Alicia Robb**, Ewing Marion Kauffman Foundation

Gender Gap in Entrepreneurship | **Aleksandra J Kacperczyk**, MIT Sloan School of Management; **Jorge Guzman**, MIT Sloan School of Management

- From Ideas to Commercialization: An Empirical Analysis of the Gender Gap in High-Growth Ventures | **Erin L. Scott**, National U. of Singapore; **Pian Shu**, Harvard U.
- Giving and Getting: Indebtedness among Entrepreneurs and the Role of Status Differentials | **Mabel Abraham**, MIT Sloan School of Management; **Tristan L Botelho**, MIT Sloan School of Management
- Androgynous Names and Entrepreneurial Outcomes | **Amy Nguyen-Chyung**, U. of Michigan

1408 🗣️📖🗣️ (Paper Session) - (GDO) Work-Life Balance, Worker Attitudes, and Performance

4:45pm - 6:15pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1408

This session features four papers that employees' reactions to work-life balance concerns.

Chair: **Marcus M. Butts**, The U. of Texas at Arlington

➔ Gendered Rewards: Breadwinner versus Caregiver Status Affects Workplace Rewards for Men and Women | **Julia Bear**, Stony Brook U.-State U. of New York; **Peter Glick**, Lawrence U.

📖🗣️ Misery loves Company: Diversity of Work-Life Balance Perceptions and Employee Engagement | **Erin E. Makarius**, The U. of Akron; **Alison M. Dachner**, John Carroll U.; **Robert L Heneman**, The Ohio State U.

🗣️📖 Managers with a Paternity Leave: Effects of WLB culture on their Performance Evaluations | **Leire Gartzia**, Deusto Business School; **M^a EUGENIA SANCHEZ-VIDAL**, Polytechnic U. of Cartagena; **David Cegarra**, Polytechnic U. of Cartagena

Dynamic Relationships between Work-To-Family Conflict and Family-To-Work Conflict: An LCS Model | **Hoda Vaziri**, The U. of Texas at Arlington; **Marcus M. Butts**, The U. of Texas at Arlington

1409 🗣️🗣️📖 (Paper Session) - (GDO) Diversity Management in Organizations

4:45pm - 6:15pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1409

The five papers in this session address research concerns of relevance to diversity management in organizations.

Chair: **Sabrina D Volpone**, U. of New Mexico

➔ 🗣️🗣️ On Melting Pots and Salad Bowls: Tradeoffs in the Consequences of Different Diversity Ideologies | **Lisa M. Leslie**, New York U.; **Joyce E. Bono**, U. of Florida; **Yeonka Kim**, U. of Minnesota; **Greg Beaver**, U. of Minnesota

🗣️📖 Discrimination, Motives Behind Organizational Diversity Efforts, and Intent to File a Claim | **María Carmen Triana**, U. of Wisconsin, Madison; **Tanja Rabl**, U. of

- Kaiserslautern; **Seo-Young Byun**, U. of Wisconsin, Madison; **Olga Chapa**, U. of Houston, Victoria
- ➔🗨️👤👤 Actions Speak Louder Than Words: Outsiders' Perceptions Of Diversity Mixed Messages | **Leon Windscheid**, U. of Witten/Herdecke; **Lynn Bowes**, Western New England U.; **Deborah Kidder**, U. of Hartford; **Michèle Morner**, U. of Witten/Herdecke; **Ho Kwan Cheung**, George Mason U.
- 🗨️👤👤 Why and When is an Integration and Learning Approach to Diversity Effective? | **Maria Carmen Triana**, U. of Wisconsin, Madison; **Tanja Rabl**, U. of Kaiserslautern; **Seo-Young Byun**, U. of Wisconsin, Madison; **Laura Bosch**, U. of Kaiserslautern
- 🗨️👤👤 Faculty Gender Diversity and University Performance: The Role of Diversity Climate | **David Mendelsohn**, Teachers College, Columbia U.; **Elissa L. Perry**, Teachers College, Columbia U.

1410 🗨️👤: (Paper Session) - (GDO) Gender Disparities in the Compensation and Leadership Domains

4:45pm - 6:15pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1410

Chair: **Aneika L. Simmons**, Sam Houston State U.

- 👤👤 Alternative Coping Mechanisms of Underrepresented Women Analysts in Earnings Call Q&A Sessions | **Eric S. Rhodes**, U. of Hawaii at Manoa
- Do External Labor Market Job Switches Affect the Gender Compensation Gap? | **Boris Groysberg**, Harvard U.; **Paul M. Healy**, Harvard U.; **Eric Lin**, United States Military Academy
- 🗨️👤👤 Willing to Lead, Not Willing to Follow: Gender-Specific Inferences from Pride Expressions | **Prisca Brosi**, TUM School of Management; **Matthias Spoerle**, U. Schloss Seeburg; **Isabell Melanie Welpe**, Technical U. Munich; **Madeline E. Heilman**, New York U.

- 🗨️ The Malleability of Implicit Prejudice toward Female Leadership: A Longitudinal Field Study | **Uzay Dural**, Sabanci U.; **Mahmut Bayazit**, Sabanci U.

1411 🗨️👤JS: (GDO, OB, CM) The Organizational Consequences of Divergent Perceptions of Diversity

4:45pm - 6:15pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 1411

Organizer: **Edward Chang**, The Wharton School, U. of Pennsylvania

Discussant: **Brian S. Lowery**, Stanford U.

- Drawing the Diversity Line: Group Status and Conflicting Definitions of Diversity | **Felix Danbold**, U. of California, Los Angeles; **Miguel M. Unzueta**, U. of California, Los Angeles
- "Tokenism" on Corporate Boards: Threshold Effects and Gender Diversity | **Edward Chang**, The Wharton School, U. of Pennsylvania; **Katherine L. Milkman**, U. of Pennsylvania; **Dolly Chugh**, New York U.; **Modupe Akinola**, Columbia U.
- Perceiving Gender Diversity in Top Management: Consequences for Employees' Sexism | **Oriane Georgeac**, London Business School; **Aneeta Rattan**, London Business School

- Whitened Résumés: Race and Self-Presentation in the Labor Market | **Sonia Kang**, U. of Toronto; **Katy Katherine**, Harvard Business School; **András Tilcsik**, U. of Toronto; **Sora Jun**, Stanford GSB

- Intentionality of Racial Discrimination Shapes the Merits of Colorblindness vs Multiculturalism | **Evan Apfelbaum**, MIT Sloan School of Management; **Rebecca Grunberg**, MIT Sloan School of Management; **Nir Halevy**, Stanford U.; **Sonia Kang**, U. of Toronto

1412 🗨️: (Paper Session) - (HCM) Motivation and Intention Among Employees in Healthcare

4:45pm - 6:15pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1412

Chair: **Suzanne J. Wood**, U. of Washington

- Generational Differences and the Acceptance of Infusion Pump Technology | **Matthew B. Perrigino**, Purdue U.; **Benjamin B. Dunford**, Purdue U.; **Beverly J. Vermace**, U. of Iowa; **Sharon J. Tucker**, U. of Iowa; **Kenneth J. Rempher**, U. of Iowa
- 🗨️ Application of the Theory of Planned Behavior to Evidence-based Management | **Ruiling Guo**, Idaho State U.; **Steven D. Berkshire**, Central Michigan U.; **Lawrence V. Fulton**, Texas Tech U.; **Patrick M. Hermanson**, Idaho State U.
- 🗨️ Lean as a Tool for Systematic Employee Based Improvement of Psychosocial Factors in Hospitals | **Peter Hasle**, Aalborg U.; **Liv Starheim**, Technical U. of Denmark; **Per Langaa Jensen**, DTU Management Engineering; **Birgitte Juul Diekmann**, U. Hospital, Capital Region; **Ninna Brinch Jensen**, CRECEA
- The Impact of Caregivers' Experiences of a Nonmonetary Recognition Program on Turnover | **Denis Chênevert**, HEC Montreal; **Kevin Hill**, HEC Montreal; **Steven Kilroy**, Queens U.

1413 🗨️: (Paper Session) - (HCM) Motivation and Burnout Among the Caring Professions

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1413

Chair: **Nancy Borkowski**, U. of Alabama, Birmingham

- 🗨️🗨️ Understanding Emotions in Caring Work: Combining and Developing Theory Using Three Empirical Cases | **Cindy L. Cain**, U. of California, Los Angeles
- 🗨️ Examination of the 'Demand Trifecta' in the Context of Healthcare: A Multi-sample Examination | **Michelle K. Tucker**, Queensland U. of Technology; **Nerina L. Jimmieson**, Queensland U. of Technology; **Alexandra J. Walsh**, U. of Queensland
- 🗨️ "Swimming Upstream": Role Stressors and Coping Strategies of Nurse Managers | **Sonia Udod**, U. of Saskatchewan; **Greta Cummings**, U. of Alberta; **W. Dean Care**, Brandon U.
- 🗨️🗨️ Integrating Emotional Contagion in the JD-R Model: Joy & Anger Predict Burnout in Nurses & Doctors | **Laura Petitta**, Sapienza U. of Rome; **Lixin Jiang**, U. of Wisconsin, Oshkosh; **Charmine E. J. Hartel**, U. of Queensland

1414 : (HCM) HCM Division Business Meeting

4:45pm - 6:15pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1414

1415 🗨️JS: (HCM, PNP) A Community of Hope Facing Childhood Cancer: MaxLove Project as an Organization of Meaning

4:45pm - 6:15pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1415

Organizer: Laurie N DiPadova-Stocks, Park U.
Speakers: Audra DiPadova Wilford, MaxLove Project; Linda Shu, Cloud b toy company
Panelists: Kimberley Roussin Isett, Georgia Institute of Technology; Steven Papamarcos, St. John's U.; Don Wise, Park U.; Justin G Wilford, U. of California, Irvine

1416 📄: (Paper Session) - (HR) **Empirical and Conceptual Advances in Researching HR Topics**

4:45pm - 6:15pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1416

Chair: Sven Hauff, U. of Hamburg

📄 Measuring HRM Systems: An Extended Illustration and Discussion of Different Approaches | **Sven Hauff**, U. of Hamburg

Benefits of the Difference Score Approach for Knowledge Accumulation in P-E Fit Research | **Yongheng Yao**, McMaster U.

🗣️ An Overview of Performance Metrics: Current Issues and Future Directions | **Jae Eun Lee**, Cornell U.; **Can Ouyang**, Cornell U.

📄 Accounting for Endogeneity in Associations between HR Systems, Leadership, and Employee Attitudes | **Joseph A. Schmidt**, U. of Saskatchewan; **Dionne Pohler**, U. of Saskatchewan

1417 🗣️📄 JS: (HR, CM) **Psychological Perspectives on Leading Organizations: Opportunities and Challenges**

4:45pm - 6:15pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1417

Organizer: Roshni Raveendhran, U. of Southern California

Discussant: Maurice Schweitzer, U. of Pennsylvania

Sharing Leadership: When and Why Team Members Are Willing to Share Leadership Within Their Team? | **Siyu Yu**, New York U.

Nexus of Identity: Understanding the Role of the Leader in Subjective and Objective Career Success | **Jared Law-Penrose**, Purdue U., West Lafayette; **Kelly Schwind Wilson**, Purdue U., West Lafayette

Risky Business: When Humor Increases and Decreases Status | **T Bradford Bitterly**, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

Too Good to be a Micromanager: Competence and its Effects on Micromanagement Perceptions | **Roshni Raveendhran**, U. of Southern California; **Cheryl Wakslak**, U. of Southern California

Presenters: T Bradford Bitterly, U. of Pennsylvania; Jared Law-Penrose, Purdue U., West Lafayette; Siyu Yu, New York U.

Participants: Kelly Schwind Wilson, Purdue U., West Lafayette; Cheryl Wakslak, U. of Southern California

1418 🗣️📄 SHCS: (HR, OB, CAR) **Employee Turnover: New Perspectives**

4:45pm - 6:15pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1418

Organizer: Robert L. Cardy, The U. of Texas at San Antonio

Discussant: Jeanette N. Cleveland, Colorado State U.

Retention: A Consideration of Predictors, Management Implications, and Research Directions | **Robert L. Cardy**, The U. of Texas at San Antonio ; **Deeksha Munjal**, The U. of Texas at San Antonio

An Empirical Test of Employed Job Search Objectives and Outcomes | **Juanita Trusty**, U. of Memphis; **David G. Allen**, Rutgers U.; **Qing Ma**, U. of Memphis

Alternative Turnover Criteria According to a New Theory of Proximal Withdrawal States | **Peter Hom**, Arizona State U.; **Thomas Lee**, U. of Washington; **Terence R. Mitchell**, U. of Washington; **Rodger Griffeth**, Ohio U.

Psychological Well-Being, Character, and Turnover | **Thomas A Wright**, Fordham U.

1419 → 📄: (Paper Session) - (IM) **OFDI in Asian Firms**

4:45pm - 6:15pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1419

Chair: Filip De Beule, KU Leuven

→ 📄 Outbound FDI, Investment Motivations, and Domestic Employment of MNEs | **Eunsuk Hong**, U. of London; **In Hyeock Ian Lee**, Loyola U. Chicago; **Shige Makino**, Chinese U. of Hong Kong

The OFDI Patterns and Performance: The Moderators of Multinationality Strategy | **Lin Hsin-Mei**, National Chi Nan U.; **I-Fan Yen**, National Chi Nan U.; **Shih Yi-Tien**, National Chi Nan U.

→ Chinese investment in the European football industry | **Sue Claire Berning**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Daniel Maderer**, Friedrich-Alexander U. of Erlangen-Nürnberg

→ 📄 State-owned enterprises and outward foreign direct investment activities | **Jing Li**, Simon Fraser U.; **Jun Xia**, The U. of Texas at Dallas; **Daniel Shapiro**, Simon Fraser U.; **Zhouyu Lin**, Fuzhou U.

1420 → 📄: (Paper Session) - (IM) **Internationalization Speed and Pace**

4:45pm - 6:15pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1420

Chair: Gary Knight, Willamette U.

→ 📄 Drivers of Early Internationalizing Firm Performance: A Systematic Review of Empirical Literature | **Kim Clark**, Saint Mary's College of California; **Indu Ramachandran**, Texas State U.

→ Born Global and Dying Young: Drivers of the Infancy Survival Rate of Born Globals in China | **Clyde Eirikur Hull**, Rochester Institute of Technology; **Zhi Tang**, Rochester Institute of Technology; **Jintong Tang**, Saint Louis U.; **Huajing Li**, Beijing Forestry U.

→ Internationalization Pace in a Fragmented Industry: Experiential Learning and Competitive Dynamics | **Naomi A Gardberg**, City U. of New York, Baruch College; **Xiaoli Yin**, City U. of New York, Baruch College; **Jing Liu**, City U. of New York, Baruch College

→ 📄 Emerging Economy firms and Speed of International Venturing | **Vikas Kumar**, The U. of Sydney; **Ajai Gaur**, Rutgers U.; **Manish Popli**, Indian Institute of Management, Indore

1421 → 📄: (Paper Session) - (IM) **Multiculturalism and Global Mindsets**

4:45pm - 6:15pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1421

Chair: Cordula Barzantny, Toulouse Business School

→ 📄🗣️ Biculturals as facilitators of multicultural team performance | **Dirk Holtbrügge**, Friedrich-Alexander U. of

Erlangen-Nürnberg; **Franziska Engelhard**, Friedrich-Alexander U. of Erlangen-Nürnberg

→👤 **Team Bicultural Identity Integration: Investigating Its Antecedents and Consequences** | **Marie Haude**, LMU Munich; **Fuli Li**, Xi'an Jiaotong U.; **Miriam Muethel**, WHU - Otto Beisheim School of Management; **Martin Hoegl**, LMU Munich International Business Travelling as an Alternative Avenue for Global Mindset Development | **Maike Andresen**, U. of Bamberg; **Franziska Bergdolt**, U. of Bamberg

🗨️→📄 **Language and job anxiety in multicultural teams: The role of inclusive language management** | **Annamária Kubovcikova**, Aarhus U.; **Jakob Lauring**, Aarhus U.; **Tine Koehler**, The U. of Melbourne

1422 →📄: (Paper Session) - (IM) **Institutional Complexity & Dynamism: The Impact on Innovation, Reputation, Risk, & Performance**

4:45pm - 6:15pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1422

Chair: **Sri Zaheer**, U. of Minnesota

👤→🗨️📄 **The Role of Institutional Complexity on Emerging Multinationals' Innovation Outcomes** | **Jie Wu**, U. of Macau; **Sam Park**, China Europe International Business School

→📄 **The Influence of Dynamism on Macroenvironmental Risk and Firms' Risk Management Activities** | **Martin Weiss**, U. of Erlangen-Nuremberg; **Florian Klein**, WU Vienna U. of Economics and Business; **Jonas F Puck**, WU Vienna U. of Economics and Business

🗨️→📄 **Can Foreign-Invested Firms Benefit from Market-Oriented Institutional Change in Emerging Market?** | **Jialin Du**, The U. of Hong Kong; **Christine M. Chan**, The U. of Hong Kong

→ **Shaping Corporate Reputations in Latin America: Service Firm, Industry and Host Country Factors** | **Armando Juan Borda**, U. ESAN; **Hildy Teegen**, U. of South Carolina; **William Newbury**, Florida International U.; **Antonio Montero**, U. Rey Juan Carlos; **Juan Najera-Sanchez**, U. Rey Juan Carlos; **Francisco Javier Forcadell**, U. Rey Juan Carlos

1423: (IM) **D'Amore-McKim School of Business, Northeastern University Best Dissertation Award Session**

4:45pm - 6:15pm Hilton Anaheim: Pacific D

Tweet this session: #AOM2016 1423

Come hear and honor the finalists for the IM division

D'Amore-McKim School of Business, Northeastern University Best Dissertation Award. Finalists TBD

Division Chair: **Alvaro Cuervo-Cazurra**, Northeastern U.

Chair: **William Newbury**, Florida International U.

Strategy and Performance of Family Firms: An Institutional Embeddedness Perspective. | **Patricio Duran**, U. Adolfo Ibanez

Empirical Research on Foreign Market Entry Mode | **Jesper Wulff**, Aarhus U.

Global Subunit Specialization: An Organizational Perspective | **Carlos Adrian Rodriguez**, INCAE Business School

Do People Matter?: Exploring the Role of Top Management Teams and CEOs in Location Decisions. | **Esha Mendiratta**, Groning U. (RuG)

1424 🗨️🗨️: (Paper Session) - (MC) **The Role of Power, Legitimacy and Morale in Management Consulting**

4:45pm - 6:15pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1424

Chair: **Claire A. Simmers**, Saint Joseph's U.

🗨️📄👤 **Influence of the Size Organisations on Recognition Expectations in Small Organizations** | **Alexis Roche**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

📄 **Knowledge, Identity, and Power: Taking Stock of Management Consulting Research** | **Szilvia Mosonyi**, Cass Business School, City U. London; **Jean-Pascal Gond**, Cass Business School, City U. London

🗨️🗨️📄 **CEO Power: Relinquish or Withhold?** | **Rida Elias**, American U. of Beirut; **Bassam Farah**, American U. of Beirut

When the Client Strikes Back: Legitimacy Inversion in the Consulting Process | **Kasper Elmholt**, Aarhus U.

Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

🗨️📄 **The Structure of Morale and its Impact within Contact Centres** | **Ben Hardy**, SOAS U. of London; **Tanya Alcock**, British Telecom; **Jon Malpass**, British Telecom

1425 📄📄: (Paper Session) - (MED) **Learning Experiences & Demands**

4:45pm - 6:15pm Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1425

Chair: **Ann L Saurbier**, Walsh College

📄 **An Experiential Field Study in Social Entrepreneurship** | **Casey Jonathan Frid**, Pace U.; **Imran Chowdhury**, Pace U.; **Claudia G. Green**, Pace U.

📄 **From Hollywood Hills to Academic Rigor and Relevance: Effects of Competitive Setting on Learning** | **Ilkka Ojansivu**, U. of Oulu, Oulu Business School; **Sari Laari-Salmela**, U. of Oulu, Oulu Business School; **Tuija Lämsä**, U. of Oulu; **Elina Pernu**, U. of Oulu, Oulu Business School

👤 **Do Experiential Learning Pedagogies Effect Student Learning? A Meta-Analysis of 40 Years of Research** | **Gerald Burch**, Tarleton State U.; **Robert C Giambatista**, U. of Scranton; **John Batchelor**, U. of West Florida; **J Duane Hoover**, Texas Tech U.; **Jana Burch**, Tarleton State U.; **Nathan Heller**, Tarleton State U.; **Joanna Shaw**, Tarleton State U.

Developmental Challenge: Literature Review and Ideas for Future Research | **Sheldon Carvalho**, ESSEC Business School

1426 📄🗨️📄: (Paper Session) - (MED) **Innovative Teaching Approaches**

4:45pm - 6:15pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1426

Chair: **Jennifer Lynn Schultz**, Metropolitan State U.

📄 **A Social Constructivist Approach to Teaching Business Ethics** | **David Ohreen**, Mount Royal U.; **Binod Sundararajan**, Dalhousie U.; **Valerie Trifts**, Dalhousie U.; **Scott Comber**, Dalhousie U.; **David Boutland**, Mount Royal U.

📄🗨️📄 **Using Live Cases to Learn Scenario Planning – How the Purpose Matters for Impact and Meaningfulness** | **Yasser Ahmad Bhatti**, Imperial College London; **Rafael Ramirez**, HEC & Oxford; **Saba Riaz**, U. College London

📄→ **Analyzing the Effects of Teaching Approach on Engagement, Satisfaction and Future Time Perspective.** |

Joshua Ervin LeBlanc, U. of Guelph; **Ruben Burga**, U. of Guelph; **Davar Rezanian**, U. of Guelph
MED Barry Armandi Award for Best Student Paper in Management Education and Development, for the paper submitted by a student or group of students (maximum of ONE non-student, not leading author) that offers the most significant contribution to advance management education and development.

📚👤➔🗣️📖 Combining Experiential and Conceptual Learning in Management and Accounting Education | **Waymond Rodgers**, U. of Hull/ U. of Texas, El Paso; **Jon Simon**, U. of Hull; **Jonas Gabrielsson**, Halmstad U.

1427 ➔ 📖 JS: (MH, OB, BPS) **Then & Now: Organizational Trust**

4:45pm - 6:15pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 1427

Chairs: **Craig D. Crossley**, U. of Central Florida; **Robert C. Ford**, U. of Central Florida

Facilitator: **Julia Teahen**, Baker College

Panelists: **Sim B. Sitkin**, Duke U.; **Nicole Gillespie**, U. of Queensland; **Bart A. de Jong**, U. of Amsterdam

1428 📖: (Paper Session) - (MOC) **LOST? Identity in modern work**

4:45pm - 6:15pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 1428

Chair: **Yifeng Fan**, Georgia Institute of Technology

📖 When the lighthouse goes dark: Uncovering role model change dynamics within the workplace | **Yifeng Fan**, Georgia Institute of Technology

📖 How organizational structure influences members' organizational identification | **Yifeng Fan**, Georgia Institute of Technology

🗣️ The contingences of the relationship between self-affirmation and unethical behavior | **Jinyi Zhou**, Tsinghua U.; **Jifang Dou**, Tsinghua U.; **Xiaoye Wang**, Tsinghua U.

🗣️ Agony and ecstasy: Holding environments for precarious and personalized work identities | **Gianpiero Petriglieri**, INSEAD

1429 📖: (Paper Session) - (MOC) **Power disrupts and absopowdilutley: Mixing behavioral strategy and power**

4:45pm - 6:15pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 1429

Chair: **Ming Kong**, Tsinghua U.

How Does Implicit Followership Theories influence

Employee's Creativity? | **Ming Kong**, Tsinghua U.; **Peng Gao**, Tsinghua SEM; **Li Yang**, Tsinghua U.

Where does Pride Lead You? Corporate Managerial Hubris and Strategic Emphasis | **Min Chung Kim**, The U. of Hong Kong; **Guiyang Xiong**, U. of Georgia; **Kwang-Ho Kim**, College of Business Administration/Hankuk U. of Foreign Studies

Middle-Power Inhibition: Uncertainty and Adherence to Organizational Norms | **Eric Anicich**, Columbia U.; **Jacob Hirsh**, U. of Toronto

➔ 🗣️📖 Coalitions, Identity and the Goal Process: Developing a Dual Regulatory Framework | **Jenny Gibb**, U. of Waikato; **Sascha Albers**, U. of Antwerp; **Paresha N. Sinha**, U. of Waikato

1430 📖: (Paper Session) - (MOC) **What were you thinking? Peeling back the layers in managerial cognition**

4:45pm - 6:15pm Hilton Anaheim: Lido C

Tweet this session: #AOM2016 1430

Chair: **Timo Meynhardt**, HHL Leipzig Graduate School of Management

📖 Making sense of a most popular metaphor in management:

Towards a HedgeFox Scale for cognitive styles | **Timo Meynhardt**, HHL Leipzig Graduate School of Management; **Carolin Hermann**, U. of St. Gallen; **Stefan Anderer**, HHL Leipzig Graduate School of Management

📖 Organizational Dual Processing and Dynamic Capabilities:

An Extension of the Process View | **Gang Zhang**, Zhejiang U.; **Ruoyang Gao**, Zhejiang U.; **Shimei Yan**, Zhejiang U.

🗣️ An Analytic-Intervention Model of Managerial Intuition |

Eugene Sadler-Smith, U. of Surrey; **Gerard P. Hodgkinson**, U. of Warwick

🗣️ Envisioning Limitations: How Vision Restrains Strategic Decision Making | **Timothy E. Ott**, Stanford U.

1431 📖: (Paper Session) - (MOC) **DRAWKCAB KNIHT: Reflection and learning in organizations**

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 11

Tweet this session: #AOM2016 1431

Chair: **Christopher G Myers**, Johns Hopkins U.

🗣️ Antecedents and Performance Benefits of Reciprocal

Vicarious Learning in Teams | **Christopher G Myers**, Johns Hopkins U.

📖 Does Individual Reflection Enhance Creative Thinking? |

Julie Rosseel, Ghent U.; **Bernd Carette**, Ghent U.; **Frederik Anseel**, Ghent U.

📖 Interaction Effects of Intuitive and Analytic Cognitive Styles on Decision Making Performance | **Bjørn Tallak Bakken**, Hedmark U. College; **Mathias Hansson**, BI Norwegian Business School; **Thorvald Haerem**, BI Norwegian Business School

➔ Institutional awareness - Examining agency in institutional theory | **Catarina Anita Ahlvik**, Hanken School of Economics

1432 📖 JS: (MOC, OB) **Meaning in Crossing Boundaries: Management Scholars in Interdisciplinary Scientific Inquiry**

4:45pm - 6:15pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1432

Moderators: **Theresa K Lant**, Pace U.; **Maritza Salazar**, Claremont Graduate U.

Participants: **Kyle Lewis**, U. of California, Santa Barbara; **Leslie A. DeChurch**, Georgia Institute of Technology

1433 🗣️📖 SHCS: (MOC, OB, CM) **Making Teams Meaningful: Deriving Meaning from Divergent Individual Experiences in Teams**

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 12

Tweet this session: #AOM2016 1433

Chairs: **Shirley Chaoyi Wang**, Carnegie Mellon U.; **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin

Discussant: **Sherry M Thatcher**, U. of South Carolina

Process Conflict, Idea Integration, and Process

Representational Gaps in Innovation Teams | **Gergana**

Todorova, U. of Miami; **Laurie R. Weingart**, Carnegie Mellon U.;

Kenneth T. Goh, Ivey Business School, Western U.; **Anna**

Mayo, Carnegie Mellon U.

The Role of CEOs' Belonging and Distinctiveness Needs on Top Management Team Diversity | **Margaret Ormiston**, George Washington U.; **Elaine M. Wong**, U. of California, Riverside

Multifinal Goal Pursuit and Perceptions of Team Viability | **Esther Sackett**, Duke U.; **Grainne Fitzsimons**, Duke U.

The Effects of High Conflict Perception on Individual Motivation and Satisfaction | **Shirley Chaoyi Wang**, Carnegie Mellon U.; **Astrid C. Homan**, U. of Amsterdam

Centripetal, Centrifugal, and Equilibrating Forces on Team Identification: A Meta-analysis | **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin; **Taeya Howell**, Brigham Young U.; **Luis Martins**, The U. of Texas at Austin; **Caroline A Bartel**, The U. of Texas at Austin

Presenters: **Gergana Todorova**, U. of Miami; **Margaret Ormiston**, George Washington U.; **Esther Sackett**, Duke U.; **Shirley Chaoyi Wang**, Carnegie Mellon U.; **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin; **Taeya Howell**, Brigham Young U.

Participants: **Laurie R. Weingart**, Carnegie Mellon U.; **Kenneth T. Goh**, Ivey Business School, Western U.; **Anna Mayo**, Carnegie Mellon U.; **Elaine M. Wong**, U. of California, Riverside; **Grainne Fitzsimons**, Duke U.; **Astrid C. Homan**, U. of Amsterdam; **Luis Martins**, The U. of Texas at Austin; **Caroline A Bartel**, The U. of Texas at Austin

1434 → 🗄️ 🗣️ 🌐: (Paper Session) - (MSR) **Wisdom, Knowledge, Spirituality and Religion at Work**

4:45pm - 6:15pm Anaheim Convention Center: 205A

Tweet this session: **#AOM2016 1434**

MSR Best Paper Award and Dexter Nomination: 17753 Social capital, religious affiliation and business performance in Denmark

Chair: **Richard Peregoy**, U. of Dallas

🗄️ Does Religion Buffer the Negative Psychological Impact of Unemployment? | **Stephen M Garcia**, U. of Michigan; **Yannis Georgellis**, U. of Kent

🗣️ Job and Spouse Demands and Work Family-Conflict: Moderating Role of Religiosity and Spirituality | **Barjinder Singh**, U. of Houston, Victoria; **Donna Y Stringer**, U. of Houston, Victoria

🗣️ Exploring the Relationship Between Workplace Spirituality and Knowledge Retention in India | **Abhilash Acharya**, Indian Institute of Management, Ranchi; **Bijaya Mishra**, Indian Institute of Management, Ranchi

🗄️ Social Capital, Religious Affiliation and Business Performance in Denmark | **Bodo Steiner**, U. of Southern DK / U. of Alberta; **Cong Wang**, U. of Southern Denmark

1435 🗄️ 🗣️ 🗣️: (MSR) **Tribute to a Pioneer, the Work of Jerry Harvey: The Quintessential Life of Sense and Nonsense**

4:45pm - 6:15pm Anaheim Convention Center: 212A

Tweet this session: **#AOM2016 1435**

Participants: **Eric B. Dent**, Florida Gulf Coast U.; **Eleni Stavrou**, U. of Cyprus; **Sandra King Kauanui**, Florida Gulf Coast U.; **Janine L Clarke**, Clarke & Associates Int.

1436 (Paper Session) - (OB) **Prosocial and Ethical Leadership**

4:45pm - 6:15pm Anaheim Convention Center: 201A

Tweet this session: **#AOM2016 1436**

Chair: **Fabiola Heike Gerpott**, Jacobs U. Bremen

The Link between Ethical Leadership, Follower Moral Identity and Organizational Citizenship Behavior | **Fabiola Heike Gerpott**, Jacobs U. Bremen; **Niels Van Quaquebeke**, Kuehne Logistics U.; **Sofia Schlamp**, Erasmus U. Rotterdam; **Sven Constantin Voelpe**, Jacobs U. Bremen

🗣️ 🗄️ Prosocial Leadership: Research investigating the identity and development of prosocial leaders. | **Timothy G Ewest**, Houston Baptist U.

→ 🗄️ How and When Does Ethical Leaders Institutionalize its Followers | **Mariam Farooq**, The U. of Lahore; **Osaid Rabie**, The U. of Lahore

A Process Model of Ethical Leadership: A Meta-Analysis | **Dennis John Marquardt**, Abilene Christian U.; **Lee Warren Brown**, Texas A&M U., Central Texas; **Hoda Vaziri**, The U. of Texas at Arlington; **Marcus M. Butts**, The U. of Texas at Arlington

1437 : (Paper Session) - (OB) **Social Context and Creativity**

4:45pm - 6:15pm Anaheim Convention Center: 201B

Tweet this session: **#AOM2016 1437**

Chair: **Diego Stea**, Copenhagen Business School

🗄️ 🗣️ Network Structure, Collaborative Context, and Individual Creativity | **Diego Stea**, Copenhagen Business School; **Giuseppe Soda**, Bocconi U.; **Torben Pedersen**, Copenhagen Business School

🗄️ Explaining Employee Creativity: The Roles of Knowledge-sharing Efforts and Organizational Context | **Zahid Rahman**, Brock U.; **Dirk De Clercq**, Brock U.; **Barry A Wright**, Brock U.; **Dave Bouckennooghe**, Brock U.

🗄️ Does Connection to Brokers Benefit One's Creativity? | **Jingzhou Guo**, Shanghai Jiao Tong U.

🗄️ A Social Identity Perspective on Professional Employee Creativity | **Bonjin Koo**, Korea Advanced Institute of Science and Technology (KAIST); **Zong-Tae Bae**, Korea Advanced Institute of Science and Technology (KAIST)

1438 : (Paper Session) - (OB) **Economic Consequences of Organizational Misbehavior**

4:45pm - 6:15pm Anaheim Convention Center: 202A

Tweet this session: **#AOM2016 1438**

Chair: **Jagdip Singh**, Case Western Reserve U.

🗄️ Ambiguous Organizational Orientations and Salesperson Opportunistic Behaviors | **Jagdip Singh**, Case Western Reserve U.; **Ravipreet S. Sohi**, U. of Nebraska, Lincoln

Cross-Group Flouting: Boundary Spanning To Circumvent Formal Processes | **Lisa Kwan**, Harvard U.; **Amy C. Edmondson**, Harvard U.

🗄️ Economic Consequences of Unethical Behavior: An Organizational Context Model | **Bradford E. Baker**, U. of Maryland; **Michael D. Johnson**, U. of Washington

OB Division Most Innovative Student Paper Award, sponsored by Sage Publications.

1439 : (Paper Session) - (OB) **Social Aspects of Justice**

4:45pm - 6:15pm Anaheim Convention Center: 204A

Tweet this session: **#AOM2016 1439**

Chair: **Jie Li**, U. of Michigan, Flint

→ 🗄️ For whom does benevolent paternalistic leaders' procedural justice matter? | **Jie Li**, U. of Michigan, Flint;

Gregory Allen Laurence, U. of Michigan, Flint; **Brian D. Blume**, U. of Michigan, Flint

- **Reciprocity Dynamics Over Time in Organizational Justice and Social Exchange** | **Alex L. Rubenstein**, U. of Memphis; **Frank A. Bosco**, Virginia Commonwealth U.; **David G. Allen**, Rutgers U.
- 📄 **Organizational Justice and employees work outcomes: the Mediating Effects of Job Security** | **Shanshi Liu**, South China U. of Technology; **Hongchun Wang**, Guangdong U. of Foreign Studies
- 📄 **Leaders' Induced Justice Climate as mediator of Participative Leadership and Team Learning** | **Andres Raineri**, Catholic U. of Chile

1440 : (Paper Session) - (OB) Innovation and Voice

4:45pm - 6:15pm Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1440

Chair: **Chi-Tung Tsai**, National Changhua U. of Education

- 📄 **Does Job Dissatisfaction Induce Employee Innovative Behaviors? The Moderating Roles of TC and PSC** | **Chi-Tung Tsai**, National Changhua U. of Education; **Jui-Chih Peng**, National Changhua U. of Education
- 📄 **When and Under What Conditions Does High Team Voice Hamper Team Innovation** | **Riki Takeuchi**, Hong Kong U. of Science and Technology; **Anran Li**, Hong Kong U. of Science and Technology; **Ruixue Zhang**, Hong Kong U. of Science and Technology
- Ambidextrous Leadership and Follower Innovative Behavior: The Mediating Role of Attentional Scope | **Patricia L. Baratta**, U. of Guelph
- ➔ **Reconciling the innovation paradox: a multilevel study of paradoxical leadership and ambidexterity** | **Melody J. Zhang**, Chinese U. of Hong Kong; **Kenneth S. Law**, Chinese U. of Hong Kong; **Yan Zhang**, Peking U.

1441 : (Paper Session) - (OB) Team Process and Outcomes

4:45pm - 6:15pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1441

Chair: **Michel Tremblay**, HEC Montreal

- 📄 **When Positive is Better and Negative Stronger: A study of Job Satisfaction, OCB and Absenteeism** | **Michel Tremblay**, HEC Montreal; **Gilles Simard**, UQAM; **Walid Mathlouthi**, HEC Montreal
- 📄 **Assessing Team Performance and the Mediating Role of Customer Knowledge Development** | **Chieh-Peng Lin**, National Chiao Tung U.; **Sheng-Wuu Joe**, Vanung U.; **Yuan Hui Tsai**, Chihlee Institute of Technology; **Her-Ting Huang**, National Chiao Tung U.; **Chou-Kang Chiu**, National Taichung U.
- 🌐 **Are Small Ships Tighter Ships? A Longitudinal Study of Impact of Conscientiousness and Size in Teams** | **Narda Quigley**, Villanova U.; **Sharyn D. Gardner**, California State U. Sacramento
- 📄 **Fired Up (and Nervous): How Pre-Performance Emotion and Political Skill Influence Team Performance** | **Brian J. Collins**, U. of Southern Mississippi; **David Scott Jiang**, Georgia Southern U.

1442 : (Paper Session) - (OB) Authentic Leadership

4:45pm - 6:15pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1442

Chair: **Qaiser Mehmood**, Muhammad Ali Jinnah U.

- Authentic Leadership & Follower Performance Outcomes: Mediating Role of Learning Goal Orientation | **Qaiser Mehmood**, Muhammad Ali Jinnah U.; **Melvyn R. W. Hamstra**, Maastricht U.
- 📄 **Authentic Leadership in the Face of Organizational Change: Evidence from two Experimental Studies** | **Katharina Haas**, Ludwig Maximilian U. of Munich; **Susanne Braun**, Durham U.; **Dieter Frey**, Ludwig Maximilian U. of Munich
- Authentic Leadership Affecting Subordinate Job Attitudes and Intentions: The case of CPA Profession | **Elad Kalay**, Ariel U.; **Yael Brender-Ilan**, Ariel U.; **Jeffrey Kantor**, Ariel U.
- A Path from Authentic Leadership to Performance: The Mediating Role of Ethical Climate and Trust | **Byung-Jik Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Myung Un Kim**, Seoul National U.; **Tae-Hyun Kim**, Korea Advanced Institute of Science and Technology (KAIST)

1443 : (Paper Session) - (OB) The Experience of Leadership

4:45pm - 6:15pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1443

Chair: **Stefan Razinskas**, LMU Munich

- 📄 **DON'T Fake It 'Til You Make It: An Experience Sampling Study on Authenticity and Leaders' Well-Being** | **Stefan Razinskas**, LMU Munich; **Matthias Weiss**, LMU Munich
- 📄 **A Leader's Humor and Unit Performance: When and How Does Their Relationship Work?** | **Yongduk Choi**, Korea U.; **Ki-won Haan**, Rep of Korea Ministry of National Defense; **Dongseop Lee**, Korea U.
- The Price of Wearing the Crown: The Antecedents and Outcomes of Leader Loneliness | **Sarah Louise Wright**, U. of Canterbury; **Anthony Silard**, IESE Business School
- **Existential Meaning Crises and Work Tailoring among Entrepreneurs for Meaning** | **Aichia Chuang**, National Taiwan U.; **Ryan Shuwei Hsu**, National Taiwan U., Taiwan; **An-Chih Wang**, National Sun Yat-Sen U.

1444 : (Paper Session) - (OB) Positives and Negatives of Networks

4:45pm - 6:15pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1444

Chair: **Blaine Landis**, U. College London

- 📄 **Misperceiving Workplace Relationships: Imagined and Overlooked Ties in Social Networks at Work** | **Blaine Landis**, U. College London; **Kris Byron**, Georgia State U.
- The Devil is in the Detail: The Four Routes to Social Capital | **Evelina Atanassova**, HEC Paris; **Michel Lander**, HEC Paris
- 📄 **Unpacking team performance: The role of positive and negative network ties** | **Suzanne Keasey Edinger**, Stonehill College; **Matthew Edinger**, U. of Richmond
- 📄 **The Negative Side of the Social Ledger: A Meta-Analysis on the Effects of Negative Networks** | **Kameron Carter**, U. of Iowa; **Robert Barrett**, U. of Iowa

1445 📄: (OB) Dynamics of Paradoxical Leadership: Theoretical Frameworks & Empirical Evidences of Balancing

4:45pm - 6:15pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1445

Organizers: **Neha Tripathi**, National U. of Singapore; **Amy Y. Ou**, National U. of Singapore

Discussant: **Robert E Quinn**, U. of Michigan

Cross-Cultural Differences in Implicit Beliefs of Paradoxical Leadership | **Josh W. Keller**, Nanyang Technological U.; **Bo Shao**, RMIT U.

Paradox of Competing Identities: The Case of Women Leadership | **Ronit Kark**, Bar Ilan U.; **Ruth Preser**, ICI Berlin Institute for Cultural Inquiry; **Tanya Zion-Waldoks**, Bar-Ilan U.

A Dynamic Perspective on Empowering-Directive Leadership Paradox | **Neha Tripathi**, National U. of Singapore; **Nan Wang**, National U. of Singapore

New Perspectives on Paradox Balancing Based on Eastern Epistemology | **Xiuxi Zhao**, Center for Creative Leadership; **Peter Ping Li**, Xi'an Jiaotong-Liverpool U.

Presenters: **Josh W. Keller**, Nanyang Technological U.; **Bo Shao**, RMIT U.; **Neha Tripathi**, National U. of Singapore; **Nan Wang**, National U. of Singapore; **Ronit Kark**, Bar Ilan U.; **Ruth Preser**, ICI Berlin Institute for Cultural Inquiry; **Tanya Zion-Waldoks**, Bar-Ilan U.; **Xiuxi Zhao**, Center for Creative Leadership; **Peter Ping Li**, Xi'an Jiaotong-Liverpool U.

1446 : (Paper Session) - (OB) Economic Forces and Behavior in Organizations

4:45pm - 6:15pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1446

Chair: **Emily Bianchi**, Emory U.

📄 Are Recessions Good for Morality? Evidence that Ethical Behavior Improves When the Economy Falter | **Emily Bianchi**, Emory U.; **Aharon Yehuda Cohen Mohliver**, London Business School

📄 Economic Booms Exacerbate Fundamental Attribution Error in Work Evaluations | **Nina Sirola**, U. of Maryland
Economic Downturns Shape Employee Reward Preferences | **Nina Sirola**, U. of Maryland

📄 The Workplace Benefits of Agency: Belief in Free Will Predicts Higher Job Satisfaction (WITHDRAWN) | **Gilad Feldman**, Maastricht U.

1447 : (Paper Session) - (OB) How We See Others in Organizations

4:45pm - 6:15pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1447

Chair: **Thomas Rockstuhl**, Nanyang Technological U.

📄 Are “Empathy-Thinking” and “Empathy-Feeling” the Same? Clarifying Empathy at Work | **Thomas Rockstuhl**, Nanyang Technological U.; **Verma Kapil**, Nanyang Technological U.; **Soon Ang**, Nanyang Technological U.

The desire to reciprocate as an affective motivational state: The model of state gratitude at work | **Boram Do**, Boston College; **Myeong-Gu Seo**, U. of Maryland

📄 They Want What I've Got: Self-Esteem and Attribution in Determining Responses to Being Envied | **Harshad Puranik**, U. of Cincinnati; **Heather C. Vough**, U. of Cincinnati; **Joel Koopman**, U. of Cincinnati

📄 Examining the Mediated Moderation Effect of Role Breadth: from a Social Compensation Perspective | **Ying-Jung Yvonne Yeh**, National Taiwan U. of Science and Technology

1448 : (Paper Session) - (OB) Efficacy, Control, and Social Capital

4:45pm - 6:15pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 1448

Chair: **Devon Proudfoot**, Duke U.

📄 Membership in a Stable Organization can Sustain Individuals' Sense of Control | **Devon Proudfoot**, Duke U.; **Aaron C. Kay**, Duke U.

The Influence of Task and Interpersonal Environments on Self-Efficacy Over Time | **Patrick James Flynn**, U. of South Carolina; **Jonathan Levi Hendricks**, U. of South Carolina

➔ 📄 Towards A Person-Centric Theory of Social Capital Development: A Qualitative Study | **Jia Joya Yu**, U. of Iowa; **Ning Li**, U. of Iowa

🗨️ 📄 I may not be good at work, but I can still bring my home-made cookies! | **HyeSook Chung**, Cornell U.; **Sangyun Kim**, U. of Wisconsin, Madison

1449 : (Paper Session) - (OB) Organizational Commitment

4:45pm - 6:15pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1449

Chair: **Melody P M Chong**, City U. of Hong Kong

📄 Which Comes First, Culture or Leadership? An Investigation of a Mediation Model on Commitment | **Melody P M Chong**, City U. of Hong Kong; **Yufan Shang**, Xi'an Jiaotong U.

📄 Supervisory Mentoring and Affective Commitment and Turnover: The Critical Role of Contextual Factors | **Émilie Lapointe**, The U. of Nottingham, China; **Christian Vandenberghe**, HEC Montreal

📄 Commitment Profiles: Clarifying the Muddy Waters | **Simon Taggar**, Wilfrid Laurier U.

Consequences of Benefit Satisfaction on Employees' Organizational Commitment and Turnover | **Jose Manuel De la Torre-Ruiz**, U. de Granada; **María Dolores Vidal-Salazar**, U. de Granada; **Eulogio Cordón-Pozo**, U. de Granada; **Dante I. Leyva-de la Hiz**, Montpellier Business School

1450 📄: (OB) Motivation, Knowledge Sharing, and Need Satisfaction in Groups

4:45pm - 6:15pm Anaheim Convention Center: 303A

Tweet this session: #AOM2016 1450

Organizer: **Tomas Jungert**, Lund U.

Not All Types of Motivation are Good for Knowledge Sharing | **Marylene Gagne**, U. of Western Australia; **Amy Wei Tian**, Curtin Business School; **Christine Soo**, U. of Western Australia; **Benjamin Ho**, U. of Western Australia; **Katrina Hosszu**, U. of Western Australia

Experienced Joy and Pleasure of Volunteers in Health Care | **Jemima Bidee**, Vrije U., Brussel; **Roland Pepermans**, Vrije U., Brussel

How Team Member Can Support Each Other's Needs: An Intervention in Real Teams | **Tomas Jungert**, Lund U.

Presenter: **Marylene Gagne**, U. of Western Australia
Participants: **Jemima Bidee**, Vrije U., Brussel; **Amy Wei Tian**, Curtin Business School; **Christine Soo**, U. of Western Australia;

Benjamin Ho, U. of Western Australia; **Katrina Hosszu**, U. of Western Australia

1451 📺: (OB) **Revealing the Hidden: Psychophysiology Provides New Insights to Individuals' Workplace Experiences**

4:45pm - 6:15pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1451

Organizer: **Stephanie Smallets**, U. of Southern California

The Benefits of Grit Depend on the Link Between Performance and Rewards | **Stephanie Smallets**, U. of Southern California; **Sarah Townsend**, U. of Southern California
 Neuroendocrine Responses to Perspective Taking: Evidence From a Negotiation Context | **Smrithi Prasad**, National U. of Singapore; **Pranjal Mehta**, Columbia Business School
 Attention to One's Own Physiological Reactions Improves Lie-Detection | **Leanne ten Brinke**, U. of California, Berkeley; **Dana Carney**, U. of California, Berkeley
 Collective Hormone Profiles Predict Performance in Groups | **Modupe Akinola**, Columbia U.; **Elizabeth Page-Gould**, U. of Toronto; **Pranjal Mehta**, Columbia Business School

1452 (Paper Session) - (OB) **Social Comparison and Performance**

4:45pm - 6:15pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1452

Chair: **Alan Eric Preizer**, Western Governors U.

📺 Individual perceptions about performance evaluations: a measure of perceived effectiveness. | **Alan Eric Preizer**, Western Governors U.; **Dr. Robert Wyatt**, U. of Phoenix; **Dr. B. John Shrewsbury**, U. of Phoenix
 Who Do You Care More About, Boss or Subordinate? Exchange Quality and Performance Appraisal | **Yi Lang**, Peking U.
 📺 Surviving Worse-off Performance Peer Feedback: Positive Personality Traits as Buffers | **Kenneth Ward**, U. of Kansas; **Herbert K.S. Leung**, Hong Kong Polytechnic U.; **Elvy Pang**, Hong Kong Polytechnic U.
 Which Comparison Do I Seek? Goal Orientation Predicts Preferences for Four Comparison Standards | **Susan Reh**, Kuehne Logistics U.; **Steffen Robert Giessner**, Erasmus U. Rotterdam; **Christian Troester**, Kuehne Logistics U.

1453 📺📺SHCS: (OB, CM) **Choice Architecture: Behavioral Interventions for Organizational and Public Policy**

4:45pm - 6:15pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1453

Chair: **David P. Daniels**, Stanford GSB

Discussant: **Craig R. Fox**, U. of California, Los Angeles

Influencing Decisions: Do We Build Optimal Choice Architecture? | **David P. Daniels**, Stanford GSB; **Julian Jake Zlatev**, Stanford GSB
 E-Signatures Condone Cheating, Diminish Signer's Presence, and Decrease Acceptance | **Eileen Y Chou**, U. of Virginia
 A Glass Half-Full And A Glass Half-Empty: Understanding When and Why Defaults May Not Work | **Jon Michael Jachimowicz**, Columbia Business School; **Shannon Duncan**, Columbia Business School; **Elke Weber**, Columbia U.
 The Explicit and Implicit Messages Embedded in Choice Architecture Designs | **John Beshears**, Harvard Business

School; **Hengchen Dai**, Washington U. in St. Louis; **Katherine L. Milkman**, U. of Pennsylvania; **Shlomo Benartzi**, U. of California, Los Angeles

Participants: **David P. Daniels**, Stanford GSB; **Julian Jake Zlatev**, Stanford GSB; **Eileen Y Chou**, U. of Virginia; **John Beshears**, Harvard Business School; **Hengchen Dai**, Washington U. in St. Louis; **Katherine L. Milkman**, U. of Pennsylvania; **Shlomo Benartzi**, U. of California, Los Angeles; **Jon Michael Jachimowicz**, Columbia Business School; **Shannon Duncan**, Columbia Business School; **Elke Weber**, Columbia U.

1454 🗣️JS: (OB, ODC, MSR) **Climbing Mount Meaning: Moving from Mindless Marauding to Mindful Management**

4:45pm - 6:15pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1454

Facilitators: **Joan Marques**, Woodbury U.; **Satinder K Dhiman**, Woodbury U.; **Svetlana S. Holt**, Woodbury U.

1455 🗣️📺JS: (OB, OMT) **Navigating paradoxes in organizations: embracing, meaning-making and managing tensions**

4:45pm - 6:15pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1455

Organizers: **Jennifer L. Sparr**, U. of Konstanz; **David A. Waldman**, Arizona State U.

Discussant: **Wendy K. Smith**, U. of Delaware

Framing the Paradox-Savvy Leader: A Tale of Two Challenges | **David A. Waldman**, Arizona State U.; **David E Bowen**, Thunderbird School of Global Management
 From Paradox to Purpose: A Multi-Level Perspective on How CEOs Balance Paradoxical Demands | **Michael Smets**, U. of Oxford; **Amanda Moss Cowan**, U. of Rhode Island; **Andromachi Athanasopoulou**, Queen Mary U. of London; **Tim J Morris**, U. of Oxford
 Paradoxical Leaders Have More Adaptive Employees With Less Sick Days: Perceived Fairness as Mediator | **Jennifer L. Sparr**, U. of Konstanz; **Daan van Knippenberg**, Erasmus U. Rotterdam; **Eric Kearney**, U. of Potsdam
 Locus of Control, Creative Self-Efficacy and Employee Innovation: The Key Role of Embracing Paradox | **Ortal Ashkenazi**, Technion - Israel Institute of Technology; **Ella Miron-Spektor**, Technion Israel Institute of Technology; **Dana Rachel Vashdi**, U. of Haifa

1456 📺JS: (OB, SIM, CAR) **New Theory and Evidence on the Role of Gratitude in Organizational Relationships**

4:45pm - 6:15pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 1456

Chair: **Sharon Sheridan**, U. of Central Florida

Facilitator: **Maureen L. Ambrose**, U. of Central Florida

Gratitude as a Relational Practice: An Exploration of the Consequences of Saying Thank You | **Kerry Roberts Gibson**, Babson College; **David M. Sluss**, Georgia Institute of Technology
 The Consequences of Supervisor-Directed Appreciation for Subordinates' Job Attitudes and Well-Being | **Sharon Sheridan**, U. of Central Florida; **Craig D. Crossley**, U. of Central Florida; **Maureen L. Ambrose**, U. of Central Florida; **Matthew D Griffith**, U. of Central Florida
 Employee Reactions to Favorable Job Conditions: Contributions of Gratitude and Indebtedness | **Robert**

Eisenberger, U. of Houston; **Dianhan Zheng**, U. of Alabama, Huntsville; **Thomas J. Zagenczyk**, Clemson U.; **Salar Mesdaghinia**, Eastern Michigan U.; **Mindy K. Shoss**, U. of Central Florida

Why Subordinates Break Rules for the Boss: The Impact of Gratitude Feelings | **Jennifer A. Harrison**, NEOMA Business School; **Marie-Helene Budworth**, York U.

1457 : (Plenary) - (OCIS) OCIS Keynote Speech

4:45pm - 6:15pm Hilton Anaheim: California A

Tweet this session: #AOM2016 1457

Distinguished Speaker: **Michael Barrett**, U. of Cambridge

1458 : (Paper Session) - (ODC) Firm Performance, Change Assessment and the Management of Organizational Change

4:45pm - 6:15pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 1458

Chair: **Nicole C. Jackson**, U. of Connecticut

→ Linking psychological capital and performance: Mediating role of positive affect and work intensity | **Raina Chhajer**, Indian Institute of Management, Udaipur; **Thomas Joseph**, Indian Institute of Management, Udaipur; **Elizabeth L. Rose**, U. of Otago

Information Sharing, Ordinary Capabilities and Firm Performance | **Moxi Song**, China Agricultural U.; **Wei-Ping Wu**, Hong Kong Baptist U.

The effect of announced downsizing on worker teams performance – Evidence from a retail chain | **Guido Friebel**, Goethe U.; **Matthias Heinz**, U. of Cologne; **Nick Zubanov**, Goethe U.

Organizational Assessment: An integrated approach to diagnosis and interventions | **Kyle B. Stone**, Colorado Mesa U.; **LeAnn Brown**, Fort Hays State U.; **Stacey L. Smith**, Fort Hays State U.; **Jesse Jacobs**, Fort Hays State U.

1459 : (Paper Session) - (ODC) Learning to Know: Organizational Learning and Knowledge Management as Drivers for Change

4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 1459

Chair: **Virginia Bodolica**, American U. of Sharjah

Adoption of Knowledge Management in Pakistan: An Investigation of Critical Success Factors | **Qamar Ali**, Government College U., Faisalabad

Spontaneous socially-driven play as a transactive memory system for tacit knowledge creation | **Martin Spraggon**, American U. of Sharjah; **Virginia Bodolica**, American U. of Sharjah

Insights for change theory and practice from enterprise change | **George Roth**, Massachusetts Institute of Technology

→ Building a Creative Learning Transfer Theory: A Nomological Network | **Junhee Kim**, Seattle U.; **Michael Beyerlein**, Texas A&M U.; **Jia Wang**, Texas A&M U.

1460 : (Paper Session) - (ODC) Employee commitment and organizational change

4:45pm - 6:15pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 1460

Chair: **Arne Carlsen**, BI Norwegian Business School

I Think, I Feel, Therefore I Commit: Role of Affect and Cognition in Positive Reactions to Change | **Secil Bayraktar**, Ozyegin U.

The impact of personal and company purpose on engagement, life satisfaction and commitment | **Jodi L. Berg**, Case Western Reserve U.

→ Achieving Organizational Identification and Employee Commitment through CSR Communication | **Ouïam Kaddouri**, Sorbonne Business School; **Elisabeth Albertini**, Sorbonne Business School

Cultural stability, managerial behavior, and employee attitudes in M&A projects | **Martin Puppatz**, Leuphana U. Lüneburg; **Juergen Deller**, Leuphana U. Lüneburg

1461 : (ODC) ODC Division Business Meeting

4:45pm - 6:45pm Anaheim Marriott: South Marquis Ballroom

Tweet this session: #AOM2016 1461

Program Chair: **David Grant**, Griffith University

Division Chair: **David Stephen Grant**, Griffith U.

1462 : (Paper Session) - (OM) Behavioral Research in Operations Management

4:45pm - 6:15pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1462

Chair: **John Aloysius**, U. of Arkansas, Fayetteville

Production Process Moves: Template Use and the Need to Adapt | **Pettis Kent**, U. of Minnesota; **Enno Siemsen**, U. of Minnesota

Inventory Decision Making under Epistemic and Aleatory Uncertainty | **Siqi Ma**, U. of Arkansas, Fayetteville; **John Aloysius**, U. of Arkansas, Fayetteville

Unilateral Commitment: A Prisoner's Dilemma Perspective | **John-Patrick Paraskevas**, Robert H. Smith School of Business; **Curt Grimm**, U. of Maryland; **Stephanie Eckerd**, U. of Tennessee, Knoxville

→ Crying Wolf! And a Knowing Wink: Order Inflation and Discounting in Supply Chains (WITHDRAWN) | **Tarikere T. Niranjana**, Indian Institute of Technology, Bombay

1463 : (Paper Session) - (OM) ISM Best Paper in Supply Chain Management

4:45pm - 6:15pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1463

Chair: **Kevin Linderman**, U. of Minnesota

→ Managing the Productivity Dilemma: How Toyota Develops a Context for Ambidexterity with Suppliers | **Katsuki Aoki**, Meiji U.; **Miriam Wilhelm**, Groningen U. (RuG)

Environmental Supply Chain Collaboration: Exploring the Moderating Effects of Location and Sourcing | **Maria Cristina De Stefano**, ESCP Europe; **Maria J. Montes-Sancho**, U. Carlos III de Madrid

De-Embedding Buyer-Supplier Relationships: A Complexity Perspective | **Fabian J. Sting**, Erasmus U. Rotterdam; **Merieke Stevens**, Erasmus U. Rotterdam; **Murat Tarakci**, Erasmus U. Rotterdam

Product Complexity, network structure and product innovation performance | **Yingchao Lan**, The Ohio State U.; **John Gray**, The Ohio State U.; **Aravind Chandrasekaran**, The Ohio State U.; **Brett Massimino**, Cornell U.

- 1464** 📄: (Paper Session) - (OMT) **Referral**
 4:45pm - 6:15pm Anaheim Marriott: Elite Ballroom 1
 Tweet this session: #AOM2016 1464
 Chair: **Hatim A Rahman**, Stanford U.
- 📄 Collaboration Outcomes, Competitive Concerns and the Limits to Triadic Closure | **Pavel Ivanov Zhelyazkov**, Hong Kong U. of Science and Technology
 - 📄➔📄 The constrained referrals: How dependence and structural equivalence limit referrals' performance | **Yonghoon G Lee**, Hong Kong U. of Science and Technology; **Rolf Lorenz Hoefer**, INSEAD
Finalist for the OMT Division Best Paper Award
 - ➔📄 Democratizing referrals: Market transition and labor market networks in China | **Elena Obukhova**, McGill U.; **Brian Rubineau**, McGill U.
 - 📄 How friends-of-friends referrals cause network inequality: Evidence from a field experiment | **Mathijs de Vaan**, U. of California, Berkeley; **Dan Wang**, Columbia Business School
- 1465** ➔📄: (Paper Session) - (OMT) **Innovation & the Chinese State**
 4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon A
 Tweet this session: #AOM2016 1465
 Chair: **Xingkun Liang**, U. of Cambridge
- Search as Conduit and CEOs as Catalyst: Impact of Government Policies on Firm Innovations | **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology; **Tianyu Gong**, Hong Kong U. of Science and Technology
 - Organization Attention and Shift of Institutional Logic for Innovation: Evidence from Chinese Firms | **Tianyu Gong**, Hong Kong U. of Science and Technology
 - ➔📄📄📄 The Influences of Institutional Complexity on FDIs in China | **Wenlong Wang**, Tsinghua U.; **Rui Wu**, Tsinghua U.; **Wei Chi**, Tsinghua U.; **Jie Jiao**, Tsinghua U.; **Zhanming Jin**, Tsinghua U.
 - ➔📄📄 The Entrepreneurial State of China: Private Versus State Innovation in a Transitioning Economy | **Anthony Howell**, Peking U.
 - 📄📄 Purity and Danger: Learning State and the Dynamics of Science-Market Hybridization | **Dali Ma**, Drexel U.
- 1466** 📄: (Paper Session) - (OMT) **Organizational Reputation**
 4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon B
 Tweet this session: #AOM2016 1466
 Chair: **Stephen Hwang**, Northwestern U.
- 📄 Standing Together or Falling Apart? Understanding Employees' Reactions to Negative Press | **Erk Peter Piening**, Johannes Gutenberg U. Mainz
 - 📄 Don't Bury the Lead! Understanding Who and What Shapes Organizational Media Content | **Scott D. Graffin**, U. of Georgia; **Abbie Griffith Oliver**, U. of Georgia; **Robert James Campbell**, U. of Georgia; **Jonathan Bundy**, Arizona State U.
 - 📄 Symbolic Management: Developing and Deploying Symbolic Capital For Strategic Advantage | **Andrew Schnackenberg**, U. of Denver
 - 📄 Great Expectations: The delisting of VC-backed firms and their influence on VC reputation | **David M. Gomulya**, Nanyang Technological U.; **Timothy G. Pollock**, Pennsylvania State U.; **Peggy M. Lee**, Arizona State U.

- Reaping the Fruits of Failure: Learning from Failure and Reputation | **Sohyun Park**, Yonsei U.; **Mooweon Rhee**, Yonsei U.
- 1467** 📄📄: (Paper Session) - (OMT) **All in the Family**
 4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon H
 Tweet this session: #AOM2016 1467
 Chair: **Alexandra Feldberg**, Harvard U.
- 📄 Unequal Bedfellows: Gender Role-based Deference in Multiplex Ties between Korean Business Groups | **JungYun Han**, National Taiwan U.; **Andrew V. Shipilov**, INSEAD; **Henrich R. Greve**, INSEAD
 - 📄 The Effect of Entrepreneurship on the Financial Wellbeing of Family Members | **Marjan Houshmand**, U. of Hawaii; **Martin Schulz**, The U. of British Columbia
 - 📄➔📄 The family-legitimizing environment and the prevalence, strategy, and performance of family firms | **Pascual Berrone**, IESE Business School; **Patricio Duran**, U. Adolfo Ibanez; **Luis R Gomez-Mejia**, U. of Notre Dame; **Pursej Heugens**, Erasmus U. Rotterdam; **Marc Van Essen**, U. of St. Gallen
Winner of the OMT Division Best International Paper Award
 - 📄📄📄 An Exploration of MBA Partners as Peripheral Organizational Members | **Sarah Wittman**, INSEAD
 - ➔📄 Who controls the Indian economy? The role of families and communities | **Dalhia Mani**, HEC Paris; **Rodolphe Durand**, HEC Paris
- 1468** 📄: (Paper Session) - (OMT) **Identity & Authenticity**
 4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 1468
 Chair: **Lee C Jarvis**, Grenoble Ecole de Management
- 📄 Authenticity of Contemporary Artworks in Auction :the role of status and category | **Jieun Kim**, Korea U.; **Young-Kyu Kim**, Korea U.
 - Biofuels are (not) the future! Image mismatch and image work by hybrid organizations | **Neil Aaron Thompson**, VU Amsterdam
 - Partners in Crime: Code Violation and Preservation Between Category Insiders and Outsiders | **Maima Aulia Syakhroza**, U. of Cambridge; **Lionel Paolella**, U. of Cambridge; **Kamal Munir**, U. of Cambridge
 - Can Success Be A Curse?: Signature Products and Identity Violation in the Craft Beer Industry | **Cameron Verhaal**, Georgia State U.; **Stanislav D. Dobrev**, U. of Wisconsin, Milwaukee
 - Authentic Kitsch: Donn, Vic and the Emergence of the Tiki Bar Social Category | **Glenn R Carroll**, Stanford U.; **Dennis Ray Wheaton**, Chicago Magazine
- 1469** 📄: (Paper Session) - (OMT) **Diffusion & Adoption**
 4:45pm - 6:15pm Anaheim Marriott: Newport Beach
 Tweet this session: #AOM2016 1469
 Chair: **Ruo Jia**, Stanford GSB
- 📄 Photos in a frame: framing, identity reproduction and (non)adoption of practice | **Eun Young Song**, U. of Queensland
 - ➔📄 Multinationals as Agents of Institutional Logics | **Peter M. Madsen**, Brigham Young U.; **Tyler Burrows**, Brigham Young U.

- Microfoundations of decoupling: from the perspective of coping theory | **Linh-Chi Vo**, École de management de Normandie; **Jean-Denis Culié**, École de management de Normandie; **Eleonore Mounoud**, Ecole Centrale Paris
- The Roots of Management Frameworks | **Marko Budler**, U. of Ljubljana, Faculty of Economics; **Peter Trkman**, U. of Ljubljana, Faculty of Economics
- How relational theorizing influences the popularity of management concepts | **Dominika Wruk**, U. of Mannheim; **Suleika Bort**, Mannheim U.; **Achim Oberg**, Mannheim U.; **Michael Woywode**, U. of Mannheim

1470 (Paper Session) - (OMT) Corporations & Social Performance

4:45pm - 6:15pm Anaheim Marriott: Orange County Ballroom 4
Tweet this session: #AOM2016 1470

Chair: **Yoojung Ahn**, U. of Massachusetts, Amherst

- A capability-based view of sustainability-oriented innovation: An exploratory study | **Laura Albareda**, Deusto Business School; **Edurne Angosto Iñigo**, Deusto Business School

How top management teams' expertise drives CSR: CSR strategizing at the CEO-TMT interface | **Sebastian van Doorn**, U. of Warwick; **Marko Reimer**, WHU - Otto Beisheim School of Management

- Staying True to Purpose: How Commercial Pressures Affect Mission Drift among Social Enterprises | **Eric Yanfei Zhao**, Indiana U. Kelley School; **Matthew G. Grimes**, Indiana U.

Finalist for the OMT Division Best Paper on Entrepreneurship Award

- A Microfoundation of CEO Social Values, Contextual Incentives, and CSR | **Miha Sajko**, U. of Antwerp; **Christophe Boone**, U. of Antwerp; **Carolyn Declerck**, U. of Antwerp; **Tine Buyl**, Tilburg U.

The Advent of Environmental Disclosure: Utilities' Responses to Public and Private Politics | **Brandon Kraft**, Cornell U.

1471 (Paper Session) - (OMT) Politics of Cooperation

4:45pm - 6:15pm Anaheim Marriott: Rancho Las Palmas
Tweet this session: #AOM2016 1471

Chair: **Florian Andresen**, Helmut Schmidt U.

- Understanding Value Creation in Public-Private Partnerships: A Comparative Case Study | **Elisa Villani**, Free U. Bozen, Bolzano; **Luciano Greco**, U. of Padua

- The Power of Distance: Systemic Risk, Local Risk, and Distance in Interorganizational Partnerships | **Jakob Muellner**, WU Vienna U. of Economics and Business; **Sinziana Dorobantu**, New York U.

Bond Issues: Political Relations and Financing Capacities of China's Large Corporations | **Ningzi Li**, Cornell U.

- Shifting Organizational Boundaries Through Institutional Work: The Case of Open Data in Berlin | **Maximilian Heimstädt**, Freie U. Berlin; **Leonhard Dobusch**, U. Innsbruck

- A business network view on value creation and value capturing in public-private cooperation | **Anna Bengtson**, Uppsala U.; **Emilene Leite**, Uppsala U.

1472 (Paper Session) - (OMT) Institutions, Health & Risk

4:45pm - 6:15pm Anaheim Marriott: San Diego

Tweet this session: #AOM2016 1472

Chair: **Hendra Raharja Wijaya**, Erasmus U. Rotterdam

- Rhetoric, Counter Rhetoric and Institutional Complexity: Micro-Politics in a Mental Health Service | **Robin Fincham**, U. of Stirling; **Tom McCrone Forbes**, U. of Stirling
- Multiple Institutional Logics in Nursing: Dispositional and Situational Experiences | **Lauchlan McKenzie Moore**, U. of Queensland; **April Lee Wright**, U. of Queensland; **Paul Hibbert**, U. of St Andrews

Finalist for the OMT Division Best Paper Award

- The Institutionalization of U.S. Medical Education, 1765-1930: A Weberian Institutional Analysis | **Richard M. Weiss**, U. of Delaware; **Lynn E. Miller**, La Salle U.
- The Risk Position Model: A Multilevel Framework For Managing Organizational Risk | **Emma Soane**, London School of Economics; **Brittany C Jones**, London School of Economics; **Paul Willman**, London School of Economics
- When the iron cage bends: The sources and effects of vague formal institutions | **Christopher G. Pryor**, U. of Florida; **Robert Hirth**, High Point U.; **Iana Pryor**, Oklahoma State U.

1473 JS: (OMT, BPS, PNP) Engaging Transnational to Subnational: Advancing Multilevel Thinking in Socioeconomic Development

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 1473

Organizer: **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.

Discussants: **W. Richard (Dick) Scott**, Stanford U.; **David Audretsch**, Indiana U., Bloomington

What's in a Name? Disambiguating Philanthropic Grantmakers and Their Strategies | **Alexandra Graddy-Reed**, U. of Southern California

Repeat Winners (Or Repeat Offenders): When Does Repeat Certification Help Firms Acquire Resources? | **Lauren Lanahan**, U. of Oregon; **Daniel Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.

Allies or Adversaries: Transnational NGOs' Strategic Interaction with States | **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Aline Gatignon**, The Wharton School, U. of Pennsylvania; **Kate Odziemkowska**, The Wharton School, U. of Pennsylvania

Mobilizing the Fourth Estate via Political Inclusion: A RDD Analysis of India's Regional Movements | **Rajiv Krishnan Kozhikode**, Simon Fraser U.; **Jiatao Li**, Hong Kong U. of Science and Technology; **Rekha Krishnan**, Simon Fraser U.

Presenters: **Lauren Lanahan**, U. of Oregon; **Alexandra Graddy-Reed**, U. of Southern California; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Aline Gatignon**, The Wharton School, U. of Pennsylvania; **Rajiv Krishnan Kozhikode**, Simon Fraser U.

Participants: **Kate Odziemkowska**, The Wharton School, U. of Pennsylvania; **Jiatao Li**, Hong Kong U. of Science and Technology; **Rekha Krishnan**, Simon Fraser U.

1474 JS: (OMT, OB, MOC) Learning from Organizational Errors and Failures

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: [#AOM2016 1474](#)

Organizers: **Anita Boey**, York U.; **You-Ta Chuang**, York U.

Discussants: **Hart E. Posen**, U. of Wisconsin, Madison; **Rangaraj Ramanujam**, Vanderbilt U.

Error Climate and Individual Dealing with Errors | **Bin Zhao**, Simon Fraser U.; **Juergen Seifried**, U. of Mannheim; **Jost Sieweke**, U. of Duesseldorf

Sharing Failure Experience at Work | **Anita Boey**, York U.; **You-Ta Chuang**, York U.

Re-imagining the Learning Curve: Towards a Flow-based Theory of Learning from Others' Failures | **David Maslach**, Florida State U.; **Claus Rerup**, Ivey Business School, Western U.; **Mark J Zbaracki**, Ivey Business School

Experiential Learning and Organizational Safety Memory | **Kristina Dahlin**, King's College; **Thomas J. Roulet**, King's College London

Presenters: **Bin Zhao**, Simon Fraser U.; **David Maslach**, Florida State U.; **Kristina Dahlin**, King's College

Participants: **Juergen Seifried**, U. of Mannheim; **Jost Sieweke**, U. of Duesseldorf; **Claus Rerup**, Ivey Business School, Western U.; **Mark J Zbaracki**, Ivey Business School; **Thomas J. Roulet**, King's College London

1475 JS: (OMT, ODC) Leading Professionals: Plurality, Process, and Power

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: [#AOM2016 1475](#)

Organizers: **Laura Empson**, Cass Business School, City U. London; **Johan Alvehus**, Kristianstad U.

Chair: **Laura Empson**, Cass Business School, City U. London

Discussant: **Bob Hinings**, U. of Alberta

The Co-construction of Leadership among Professional Peers | **Laura Empson**, Cass Business School, City U. London; **Johan Alvehus**, Kristianstad U.

Co-leadership Dyads in Health Care Organizations: Bridging Professional and Managerial Logics? | **Emilie M. Gibeau**, HEC Montreal; **Ann Langley**, HEC Montréal

Challenges to Authority in Healthcare Systems: Enabling Change from a Complexity Leadership Lens (WITHDRAWN) | **Mary Uhl-Bien**, Texas Christian U.

The Criteria and Process of Promotion to Managing Director in Capital Markets Banking | **Roxana Barbulescu**, HEC Paris

Explaining the Gender Gap in Law Firm Leadership: Collaborative Networks as Resources | **Heidi K. Gardner**, Harvard U.; **Madeline King**, New York U.

Presenters: **Laura Empson**, Cass Business School, City U. London; **Johan Alvehus**, Kristianstad U.; **Emilie M. Gibeau**, HEC Montreal; **Ann Langley**, HEC Montréal; **Roxana Barbulescu**, HEC Paris; **Heidi K. Gardner**, Harvard U.; **Madeline King**, New York U.

1476 JS: (OMT, SIM, PNP) Managing the Meaning of Social & Market Logics in Mission-driven Organizations

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 9

Tweet this session: [#AOM2016 1476](#)

Organizer: **Erynn Elizabeth Beaton**, U. of Massachusetts, Boston

Discussant: **Eva Boxenbaum**, Mines ParisTech

Navigating Logics: Measuring Performance in Social Enterprises | **Elena Dowin Kennedy**, Elon U.

Socialized Business: The Promotion of CSR in a Danish Pharmaceutical Company | **Verena C Girschik**, Copenhagen Business School

Marketization of Social Sectors and Strategic Responses of Social Enterprises | **Turkan Yosun**, Sabanci U.

The Means & Ends of Institutional Logics and their Eemic Meaning | **Erynn Elizabeth Beaton**, U. of Massachusetts, Boston

Presenters: **Elena Dowin Kennedy**, Elon U.; **Turkan Yosun**, Sabanci U.; **Verena C Girschik**, Copenhagen Business School; **Erynn Elizabeth Beaton**, U. of Massachusetts, Boston

1477 : (ONE) ONE Business Meeting

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 3

Tweet this session: [#AOM2016 1477](#)

All ONE members and prospective members are welcome as we discuss the "state of the division" for 2016, plan for 2017, and recognize division award winners. Social to follow.

1478 (Paper Session) - (ONE) Financial and Environmental Performance Reconsidered

4:45pm - 6:15pm Anaheim Marriott: Suite 304

Tweet this session: [#AOM2016 1478](#)

Chair: **Timo Busch**, U. of Hamburg

Corporate Carbon and Financial Performance: A Meta-analysis | **Timo Busch**, U. of Hamburg; **Stefan Lewandowski**, U. of Hamburg

→ Transitioning beyond the Economic-environmental Trade-off in the City of Hangzhou | **Jimmy Huang**, U. of Warwick; **Weili Teng**, Nottingham Trent U.; **Robert D. Galliers**, Bentley U.

Unpacking the Relationship between Environmental and Financial Performance | **Soyoung Yoo**, Korea Advanced Institute of Science and Technology (KAIST), College of Business; **Jiyong Eom**, Korea Advanced Institute of Science and Technology (KAIST); **Ingoo Han**, Korea Advanced Institute of Science and Technology (KAIST)

1479 (Paper Session) - (ONE) Sustainable Entrepreneurship and Intrapreneurship

4:45pm - 6:15pm Anaheim Marriott: Suite 312

Tweet this session: [#AOM2016 1479](#)

Chair: **Joel Malen**, Hitotsubashi U.

Transforming Clean Energy Technologies into Viable Business Opportunities in US States | **Joel Malen**, Hitotsubashi U.; **Alfred Allen Marcus**, U. of Minnesota

The Power of the Self: A Conjoint Analysis of Attitudes, Norms, and Sustainable Entrepreneurship | **David Hirschfeld**, Würzburg U.; **Marcus Wagner**, U. of Augsburg

Sustainable Entrepreneurship as a Research Field? Evidence from a Systematic Literature Review | **Matthew Johnson**, Leuphana U. Lüneburg; **Stefan Schaltegger**, Leuphana U. Lüneburg

1480 : (Plenary) - (PNP) PNP Plenary Session - A Multidisciplinary View of Volunteer Motivation & its Organizational Impact

4:45pm - 6:15pm Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: [#AOM2016 1480](#)

Eric Martin - Moderator Femida Handy - Keynote Speaker Ram Cnaan - Presenter Jeffrey Brudney - Presenter Chao Guo - Presenter Lucas Meijs - Presenter
 Distinguished Speaker: **Femida Handy**, U. of Pennsylvania
 Moderator: **Eric C. Martin**, Bucknell U.
 Presenters: **Ram Cnaan**, U. of Pennsylvania; **Lucas C.P.M. Meijs**, Erasmus U. Rotterdam; **Chao Guo**, U. of Pennsylvania; **Jeffrey Brudney**, U. of North Carolina, Wilmington

1481 📄: (Paper Session) - (RM) New Applications and Evaluation Techniques for Structural Equation Models

4:45pm - 6:15pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1481

Chair: **Songqi Liu**, Georgia State U.

- 📄 Beyond ANOVA – A Tutorial in Structural Equation Models for Experimental Designs | **Heiko Breitsohl**, U. Wuppertal
- 📄 How should the fit of structural equation models be judged? Insights from Monte Carlo simulations | **Nicolas Bastardoz**, U. of Lausanne; **John Antonakis**, U. of Lausanne
- 📄 Omission of Causal Indicators: Consequences and Implications for Measurement | **Miguel Ignacio Aguirre-Urreta**, Texas Tech U.; **Mikko Rönkkö**, Aalto U.; **George M Marakas**, Florida International U.

1482 📄 JS: (RM, OMT, BPS) Qualitative Comparative Analysis in Management Research: Innovations and Current Developments

4:45pm - 6:15pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1482

Organizer: **Peer C. Fiss**, U. of Southern California

Discussant: **Peer C. Fiss**, U. of Southern California

- Using QCA for Mapping Organizational Diversity | **Thomas Greckhamer**, Louisiana State U.; **Rodney Lacey**, Emory U.
- Three Approaches to Longitudinal QCA: Opportunities and Challenges | **Santi Furnari**, Cass Business School, City U. London; **Johannes Meuer**, ETH Zurich
- QCA is a Cross-Case Comparative Method: A Comparison to the Eisenhardt/Yin Case Study Approach | **Vilmos F. Misangyi**, Pennsylvania State U.
- QCA and the Grammar of Theory | **Donal Crilly**, London Business School
- Presenters: **Donal Crilly**, London Business School; **Santi Furnari**, Cass Business School, City U. London; **Thomas Greckhamer**, Louisiana State U.; **Rodney Lacey**, Emory U.; **Johannes Meuer**, ETH Zurich; **Vilmos F. Misangyi**, Pennsylvania State U.

1483 📄: (Paper Session) - (SAP) The Role of CEOs and Senior Executives on Strategizing

4:45pm - 6:15pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1483

Chair: **Saku Mantere**, McGill U.

- 🗣️ The Role of CEO Self-Efficacy in linking Scanning and Strategic Outcomes | **Rajiv Nag**, Drexel U.; **François Neville**, Georgia State U.
- 📄 CEO sensegiving and legitimacy projection across multiple strategic change episodes | **Eric Knight**, The U. of Sydney; **Matthew G. Grimes**, Indiana U.

SAP Best Paper Award

- 🗣️ Turmoil in the C-Suite: Top Management Change and Corporate Turnaround | **Chanchai Tangpong**, North Dakota State U.; **Derek G Lehmborg**, North Dakota State U.; **Zonghui Li**, Mississippi State U.
- 🗣️ The strategic leadership constellation: How new CEOs shape their group of immediate collaborators | **Shenghui Ma**, U. of Zurich; **David Seidl**, U. of Zurich

1484 : (SIM) SIM Division Business Meeting

4:45pm - 6:15pm Anaheim Marriott: Center Marquis Ballroom

Tweet this session: #AOM2016 1484

OPEN TO ALL MEMBERS

1485 → 🗣️: (Paper Session) - (TIM) TIM Conversations in Innovation Systems: Organizational, Technical, Regional

4:45pm - 6:15pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 1485

Track B: *Technology Innovation Strategy*

Discussant: **Tim Swift**, St. Joseph's U.

- 📄 External search, absorptive capacity, and attention as antecedents to individual ideation | **Tim Schweisfurth**, TUM School of Management; **Michael Riederer**, Brainlab
- 🗣️ Latent Profile Analysis of Innovation Culture: How Innovation Culture Drives Innovation Performance | **Timothy Michaelis**, North Carolina State U.; **Roberly Aladin**, North Carolina State U.
- 📄 Age of De Jure Standard and its Determinants | **Suguru Tamura**, Research Institute of Economy, Trade and Industry (RIETI)
- 📄 Diversifying entrants, de novo start-ups, and innovation activities: a longitudinal study | **Yeolan Lee**, U. of Alabama, Huntsville; **Eric Fong**, U. of Alabama, Huntsville

1486 🗣️: (Paper Session) - (TIM) Multi-level Innovation: Founders and Leaders

4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1486

Track F: *Multi-Level Innovation: Creativity & Teams*

Chair: **Alexander Vossen**, EBS Business School

- 🗣️ Don't Look Back? The Effect of Attention to Time and Self on Startup Funding | **Amulya Tata**, ETH Zurich; **Daniella Laureiro-Martínez**, ETH Zurich; **Stefano Brusoni**, ETH Zurich
- A Moderated-Mediation Examination of TMT Social Capital, Competitive Behavior, and Firm Performance | **Hao-Chieh Lin**, National Sun Yat-Sen U.; **Wan-Chien Lien**, National Chengchi U.
- 📄 Entrepreneur's Creativity and Firm-Level Innovation: Bricolage as a Mediator | **Wenwen An**, Sun Yat-Sen U.; **ZiSheng Guo**, Lingnan U. / Sun Yat-sen U. ; **Jianqi Zhang**, Lingnan U. / Sun Yat-sen U.
- More than words? How entrepreneurial identity shapes users' reception of new product proposals | **Alexander Vossen**, EBS Business School; **Christoph Ihl**, Hamburg U. of Technology

1487 → 🗣️: (Paper Session) - (TIM) Innovation Environment: Social and Environmental Factors

4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1487

Track D: *The Innovation Environment: Competition, Industry, and Institutions*

Chair: **Francisco Polidoro**, The U. of Texas at Austin

- Does Environmental Regulation Indirectly Induce Upstream Innovation? New Evidence from India (WITHDRAWN) | **Pavel Chakraborty**, Norwegian Institute of International Affairs; **Chirantan Chatterjee**, Indian Institute of Management, Bangalore
- Stock market responses to firms' greening strategies in the face of climate change | **Francisco Polidoro**, The U. of Texas at Austin; **Wei Yang**, The U. of Texas at Austin
- Proactive Environmental Strategy and Eco-innovation: A Moderation Model | **Yi-Chuan Liao**, Dhurakij Pundit U.; **Kuen-Hung Tsai**, National Taipei U.
- Providing appropriate technology for emerging markets: A case study | **Jianghua Zhou**, Beijing Normal U.; **Hao Jiao**, Beijing Normal U.; **Xiaoqiang Xing**, U. of International Business and Economics

1488 : (Paper Session) - (TIM) Learning and Search:

Innovating by Learning

4:45pm - 6:15pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1488

Track E. Learning, Search, and Knowledge

Chair: **Julia Brennecke**, Swinburne U. of Technology

- The Firm's Knowledge Network and the Transfer of Advice among Corporate Inventors | **Julia Brennecke**, Swinburne U. of Technology; **Olaf N Rank**, U. of Freiburg
- Replication and Augmentation: A Reexamination of the Replication Dilemma | **Dimo Ringov**, ESADE Business School; **Haibo Liu**, U. of California, Riverside; **Robert Jensen**, Brigham Young U.; **Gabriel Szulanski**, INSEAD
- Linking Technological and Financial Performance with Innovation: A Behavioral Perspective | **Byungchul Choi**, The U. of Nottingham, China; **Shyam Kumar**, Rensselaer Polytechnic Institute
- Learning-By-Being-Acquired: Post-Acquisition R&D Team Reorganization and Knowledge Transfer | **Massimo Gaetano Colombo**, Politecnico di Milano; **Solon Moreira**, IESE Business School; **Larissa Rabbiosi**, Copenhagen Business School

1489 : (Paper Session) - (TIM) Open Innovation:

Knowledge and Crowds

4:45pm - 6:15pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 1489

Track A: Open and Collaborative Innovation

Chair: **Frank Nagle**, U. of Southern California

- Interorganizational Governance and Trilateral Trust Building in R&D Crowdsourcing | **Wenbo Guo**, Shanghai Jiao Tong U.; **Jing Betty Feng**, Farmingdale State College; **Brad McKenna**, U. of Portsmouth
- Learning By Contributing: Gaining Competitive Advantage Through Contribution to Open Source Software | **Frank Nagle**, U. of Southern California
- Needs and Technologies: Combining Knowledge for Innovation | **Mark Packard**, U. of Missouri
- Firms' Innovation Objectives and Knowledge Acquisition Strategies: A Comparative Analysis | **Stephen Roper**, Warwick Business School; **James Love**, Warwick Business School; **Bettina Becker**, Aston Business School

1490 : (Paper Session) - (TIM) Innovation Strategy:

Timing Strategy

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1490

Track B. Technology Innovation Strategy

Chair: **Marina Yue Zhang**, U. of New South Wales, Canberra

- Windows of Opportunity, Technological Innovation, and Globalization: Huawei's Global Catch-up | **Lei Guo**, Xi'an Jiaotong U.; **Marina Yue Zhang**, U. of New South Wales, Canberra; **Mark Dodgson**, U. of Queensland; **David Gann**, Imperial College Business School; **Cai Hong**, Xi'an Jiaotong U.
- Entry Timing to a New Technology-Enabled Product Category: Performance Impact of Multiple Anchors | **Timo M. Partanen**, Aalto U.
- Keeping up the Red Queen dynamics? Technology competition for generational technologies | **Lihong Qian**, Portland State U.; **I. Kim Wang**, Suffolk U.
- Exaptation, innovation and the problem of the emergence of new functions | **Pierpaolo Andriani**, Kedge Business School; **Ayfer H. Ali**, U. Carlos III de Madrid; **Mariano Mastrogiorgio**, IE U.

1491 : (Paper Session) - (TIM) Cooperation: R&D

Alliances and Knowledge Creation

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 1491

Chair: **Umit Ozmel**, Purdue U., West Lafayette

- Knowledge Transfer in R&D Alliances, Environmental Turbulence, and Innovation for Emerging MNEs | **Yang Liu**, South China U. of Technology; **Ying Ying**, Zhejiang U. of Finance & Economics; **Ping Deng**, Cleveland State U.; **Jiang Wei**, Zhejiang U.
- Do the Friends of My Sister Matter? Indirect R&D Alliances and Subsidiary Scientific Performance | **Brenda Bos**, Groningen U. (RuG); **Dries Faems**, Groningen U. (RuG); **Florian Noseleit**, Groningen U. (RuG); **Bart Leten**, KU Leuven
- Effects of Technological Similarity and Complementarity on R&D Alliance Formation | **Joonhyung Bae**, Purdue U., West Lafayette; **Umit Ozmel**, Purdue U., West Lafayette
- Joint Knowledge Creation and Protection in Cooperative Business Model | **Ricarda B. Bouncken**, U. of Bayreuth; **Viktor Fredrich**, U. of Bayreuth

1492 : (TIM, OMT) Leadership and Innovation in New Forms of Organizing

4:45pm - 6:15pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 1492

Organizers: **Georg von Krogh**, ETH Zurich; **Fang He**, ETH Zurich

Discussant: **Lee Fleming**, U. of California, Berkeley

Leadership in Open and Distributed Innovation | **Stefan Haefliger**, Cass Business School, City U. London; **Marion Kristin Poetz**, Copenhagen Business School

Governance Tensions in Open Source Collaboration: Balancing Between Communities and Organizations | **Samer Faraj**, McGill U.; **Diego Mastroianni**, McGill U.

Division of Labor through Self-selection | **Marlo Raveendran**, U. of California, Riverside; **Panish Puranam**, INSEAD; **Massimo Warglien**, U. Ca' Foscari of Venice

Many Conductors, One Symphony? The Emergence of Shared Leadership in Interorganizational Innovation | **Fang**

He, ETH Zurich; **Christian Thomas Gersdorf**, ETH Zurich;
Georg von Krogh, ETH Zurich

Coordinator: **Wendy Marcinkus Murphy**, Babson College

Monday 5:30PM

1493 : (MH) Management History Division Business Meeting

5:30pm - 6:30pm Anaheim Marriott: Grand Ballroom Salon E

Tweet this session: #AOM2016 1493

The Management History Division Business Meeting is typically held on Monday at 5:30 p.m., with the MH Division Social to follow.

Division Chair: **Stephanie Case Henagan**, Louisiana State U.

Professional Development Workshop Chair: **James M Wilson**, U. of Glasgow

Monday 6:00PM

1494 : (ICW) Michigan Ross Business School, Management and Organizations & Strategy Reception

6:00pm - 8:00pm Anaheim Marriott: Platinum Patio

Tweet this session: #AOM2016 1494

Organizer: **Shelly Whitmer**, U. of Michigan

Monday 6:15PM

1495 : (IM) International Management Division Business Meeting

6:15pm - 7:45pm Hilton Anaheim: Pacific D

Tweet this session: #AOM2016 1495

Division Chair: **Alvaro Cuervo-Cazurra**, Northeastern U.

Division Chair-Elect: **Jay Anand**, The Ohio State U.

Program Chair: **Aya S. Chacar**, Florida International U.

Professional Development Workshop Chair: **Elizabeth L. Rose**, U. of Otago

Past Chair: **Sea Jin Chang**, National U. of Singapore

1496 : (OCIS) OCIS Business meeting

6:15pm - 7:15pm Hilton Anaheim: California D

Tweet this session: #AOM2016 1496

Come join OCIS for our business meeting. This session is a great opportunity to learn what the OCIS division is up to. All OCIS members (and prospective members) are welcome. We will announce the OCIS awards for this year. A can't miss event!

Monday 6:30PM

1497 : (BPS) Business Policy and Strategy Business Meeting

6:30pm - 7:30pm Hilton Anaheim: California C

Tweet this session: #AOM2016 1497

1498 : (CAR) Careers Division Social

6:30pm - 8:30pm Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1498

This CAR social event is a perfect opportunity to reconnect, meet and network with other Careers division members and Academy members. Welcome! For questions, please contact Wendy Murphy at wmurphy@babson.edu or via cell at 617-816-5388.

Division Chair: **Tania Casado**, U. of São Paulo

Division Chair-Elect: **Corinne Post**, Lehigh U.

Program Chair: **Bert Schreurs**, Maastricht U.

Professional Development Workshop Chair: **Scott Seibert**, U. of Iowa

Coordinator: **Wendy Marcinkus Murphy**, Babson College

1499 : (CMS) CMS Division Main Program Social

6:30pm - 8:30pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1499

Welcome to the main annual social gathering for CMS Division members and friends.

Organizers: **Banu Ozkazanc-Pan**, U. of Massachusetts, Boston;

Paul F. Donnelly, Dublin Institute of Technology

1500 : (ENT) ENT Business Meeting

6:30pm - 7:30pm Hilton Anaheim: California A

Tweet this session: #AOM2016 1500

1501 : (GDO) GDO Business Meeting

6:30pm - 8:00pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1501

All members are encouraged to attend.

Division Chair: **Lisa Hisae Nishii**, Cornell U.

1502 : (HCM) HCM Division Social

6:30pm - 8:30pm Offsite: Fire + Ice Bar and Grill

Tweet this session: #AOM2016 1502

This session will take place offsite at Fire & Ice Grill & Bar at 321 W Katella Ave #315, Anaheim, CA 92802. Please contact Nick

Edwardson at (505) 926-1595 or via email at

nedwardson@unm.edu with any questions.

1503 : (ICW) Tepper School of Business, Carnegie Mellon University Reception (Private)

6:30pm - 8:30pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1503

Private Reception

Organizer: **Jennifer Kukawa**, Carnegie Mellon U.

1504 : (ICW) Africa Academy of Management (AFAM) Social

6:30pm - 8:30pm Anaheim Marriott: La Jolla, Los Angeles

Tweet this session: #AOM2016 1504

The Africa Academy of Management invites you to an evening of food, fun, and intellectual fodder.

Organizer: **David B. Zoogah**, Xavier U.

1505 : (INDAM) Indian Academy of Management (INDAM) Social

6:30pm - 11:30pm Anaheim Convention Center: 204C

Tweet this session: #AOM2016 1505

1506 : (MED) MED Awards and Business Meeting

6:30pm - 7:30pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1506

Join us to celebrate award winning papers, symposia, PDWs, reviewers and MED's best! Be part of our business meeting - learn about MED and shape our future.

Organizers: **Sabine Hoidn**, U. of St. Gallen; **Wanda Tisby Cousar**, Economicstrategolutions,LLC; **Melanie Cohen**, U.S. Department of Housing & Urban Development

Division Chair: **Barbara A. Ritter**, Coastal Carolina U.

Division Chair-Elect: **Peter McNamara**, Maynooth U.

Program Chair: **Miguel R. Olivas-Lujan**, Clarion U. of Pennsylvania

Professional Development Workshop Chair: **Paul Hibbert**, U. of St Andrews

Past Chair: **Jacob Eisenberg**, UCD

Treasurer: **Erika Engel Small**, Coastal Carolina U.

Secretary: **Danna Greenberg**, Babson College

Coordinators: Kim Gower, U. of Richmond; Joshua J. Daspit, Mississippi State U.
Program Coordinator: Emmanuel Monod, Shanghai Jiao Tong U.
Meetings Coordinator: Alan B. Eisner, Lubin School of Business, Pace U.
Newsletter Editor: Darlene Joy Alexander-Houle, UoP; Determined Financial Planning
Listserv Manager: Charles Wankel, St. John's U.
Representative-at-Large: April Lee Wright, U. of Queensland

1507 : (MH) Management History Division Social Event

6:30pm - 9:30pm Anaheim Marriott: Grand Ballroom Salon E
 Tweet this session: #AOM2016 1507
The Management History Division Social is traditionally held on Monday at 6:30 p.m., immediately following the MH Division Business Meeting. Food and beverages will be served.
Organizer: James M Wilson, U. of Glasgow

1508 : (OM) OM Best SCM Paper Award and Reception

6:30pm - 8:30pm Sheraton Park Hotel: Palm West
 Tweet this session: #AOM2016 1508
This ISM-sponsored reception will have the awarding of the best submitted supply chain paper to the OM division.

1509 : (OMT) OMT Business Meeting

6:30pm - 7:30pm Anaheim Marriott: Northwest Marquis Ballroom
 Tweet this session: #AOM2016 1509
Come join OMT for our business meeting. This activity is a great opportunity to learn what the OMT division is up to. All OMT members (and prospective members) are welcome. Participants will receive this year's OMT artifact selected by our PDW Chair.
Division Chair: Nelson Phillips, Imperial College London
Division Chair-Elect: Ann Langley, HEC Montréal
Program Chair: Marc-David L Seidel, The U. of British Columbia
Professional Development Workshop Chair: Davide Ravasi, Cass Business School, City U. London
Past Chair: Candace Jones, Boston College
Treasurer: Thomas P. Moliterno, U. of Massachusetts, Amherst
Chairs: Jo-Ellen Pozner, Santa Clara U.; Ed Carberry, U. of Massachusetts, Boston; Derek Harmon, U. of Michigan; Christine Quinn Trank, Vanderbilt U.; William M Foster, U. of Alberta; Eunice Yunjin Rhee, Seattle U.; Emily S. Block, U. of Notre Dame
Representatives-at-Large: Mark Ebers, U. zu Koeln; Brayden G King, Northwestern U.; Anne-Claire Pache, ESSEC Business School; Patricia H Thornton, Texas A&M U., College Station; Nina Granqvist, Aalto U.; Wendy K. Smith, U. of Delaware; Bilian Ni Sullivan, Hong Kong U. of Science and Technology

1510 : (ONE) ONE Social

6:30pm - 9:30pm Anaheim Marriott: Grand Ballroom Salon F
 Tweet this session: #AOM2016 1510
Come celebrate with your ONE colleagues!

1511 : (RM) Research Methods Division Business Meeting

6:30pm - 7:30pm Anaheim Convention Center: 201CD
 Tweet this session: #AOM2016 1511

1512 : (SAP) SAP Business Meeting

6:30pm - 7:00pm Hilton Anaheim: El Capitan A
 Tweet this session: #AOM2016 1512
Open to all current and prospective members. The SAP social will follow this short business meeting.

1513 : (SIM) SIM Social Gathering

6:30pm - 9:00pm Anaheim Marriott: Center Marquis Ballroom
 Tweet this session: #AOM2016 1513
OPEN TO ALL MEMBERS

Monday 6:45PM

1514 : (ODC) ODC Division Members' Reception

6:45pm - 8:45pm Anaheim Marriott: South Marquis Ballroom
 Tweet this session: #AOM2016 1514
Division Chair: David Grant, Griffith University
Division Chair: David Stephen Grant, Griffith U.

Monday 7:00PM

1515 : (SAP) SAP Business Meeting and Social

7:00pm - 8:30pm Hilton Anaheim: Sunset Deck
 Tweet this session: #AOM2016 1515
Open to all current and prospective members. The SAP social will follow a short business meeting. Please come out to mix and mingle with SAP members and prospective members and celebrate the success of the Interest Group.

Monday 7:15PM

1516 : (OCIS) OCIS Social reception

7:15pm - 9:15pm Hilton Anaheim: California D
 Tweet this session: #AOM2016 1516
Come join OCIS for our social hour. This social event is a great opportunity to meet and network with the OCIS division and other Academy members in a casual setting. Food and beverages will be served. Come by and stay a while!

Monday 7:30PM

1517 : (BPS) BPS Social

7:30pm - 8:30pm Hilton Anaheim: California C
 Tweet this session: #AOM2016 1517

1518 : (ENT) ENT Social Business Meeting

7:30pm - 10:30pm Hilton Anaheim: California B
 Tweet this session: #AOM2016 1518

1519 : (MED) MED's Social: Sweets, Drinks and Treats!

7:30pm - 9:30pm Sheraton Park Hotel: Tiffany Patio
 Tweet this session: #AOM2016 1519
All are welcome - come along and share your stories as an educator & researcher over drinks, sweets or treats!
Organizers: Sabine Hoidn, U. of St. Gallen; Wanda Tisby Cousar, Economicstrategolutions,LLC; Melanie Cohen, U.S. Department of Housing & Urban Development
Division Chair: Barbara A. Ritter, Coastal Carolina U.
Division Chair-Elect: Peter McNamara, Maynooth U.
Program Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania
Professional Development Workshop Chair: Paul Hibbert, U. of St Andrews
Past Chair: Jacob Eisenberg, UCD
Treasurer: Erika Engel Small, Coastal Carolina U.
Secretary: Danna Greenberg, Babson College
Coordinators: Kim Gower, U. of Richmond; Joshua J. Daspit, Mississippi State U.
Program Coordinator: Emmanuel Monod, Shanghai Jiao Tong U.
Meetings Coordinator: Alan B. Eisner, Lubin School of Business, Pace U.

Newsletter Editor: **Darlene Joy Alexander-Houle**, UoP; Determined Financial Planning
 Listserv Manager: **Charles Wankel**, St. John's U.
 Representative-at-Large: **April Lee Wright**, U. of Queensland

Program Chair: **Aya S. Chacar**, Florida International U.
 Professional Development Workshop Chair: **Elizabeth L. Rose**, U. of Otago
 Past Chair: **Sea Jin Chang**, National U. of Singapore

1520 : (OMT) OMT Social Hour

7:30pm - 9:00pm Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: **#AOM2016 1520**

Come join OMT for our social hour. This social activity is a great opportunity to meet and network with other OMT division and Academy members in a casual setting.

Division Chair: **Nelson Phillips**, Imperial College London

Division Chair-Elect: **Ann Langley**, HEC Montréal

Program Chair: **Marc-David L Seidel**, The U. of British Columbia

Professional Development Workshop Chair: **Davide Ravasi**, Cass Business School, City U. London

Past Chair: **Candace Jones**, Boston College

Treasurer: **Thomas P. Moliterno**, U. of Massachusetts, Amherst

Chairs: **Jo-Ellen Pozner**, Santa Clara U.; **Ed Carberry**, U. of Massachusetts, Boston; **Derek Harmon**, U. of Michigan; **Christine Quinn Trank**, Vanderbilt U.; **William M Foster**, U. of Alberta;

Eunice Yunjin Rhee, Seattle U.; **Emily S. Block**, U. of Notre Dame

Representatives-at-Large: **Mark Ebers**, U. zu Koeln; **Brayden G King**, Northwestern U.; **Anne-Claire Pache**, ESSEC Business School; **Patricia H Thornton**, Texas A&M U., College Station; **Nina Granqvist**, Aalto U.; **Wendy K. Smith**, U. of Delaware; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology

1521 : (RM) Research Methods Division Reception

7:30pm - 9:30pm Anaheim Convention Center: 201CD

Tweet this session: **#AOM2016 1521**

Monday 8:00PM

1522 : (GDO) GDO Social Hour

8:00pm - 10:30pm Hilton Anaheim: Pacific B

Tweet this session: **#AOM2016 1522**

Division Chair: **Lisa Hisae Nishii**, Cornell U.

Division Chair-Elect: **Douglas Creed**, U. of Rhode Island

Program Chair: **Patrick F. McKay**, Rutgers U.

Professional Development Workshop Chair: **Donna Maria Blancero**, Bentley U.

1523 : (ICW) BYU Marriott School of Management Annual

Ice Cream Social

8:00pm - 10:00pm Anaheim Marriott: Platinum Ballroom 5

Tweet this session: **#AOM2016 1523**

Organizer: **Stephanie Graham**, Brigham Young U.

1524 : (IM) International Management Division Gala

8:00pm - 11:00pm Offsite: Catal Restaurant

Tweet this session: **#AOM2016 1524**

This is the biggest social of the season for current and future International Management Division Members. Join us at the Catal Restaurant in Downtown Disney District for some good food, good music and fun. Meet the IM division members. Chat with the Executive Committee Members. Ask about the division if you are not a member. And have a good time. Address: Catal Restaurant 1580 Disneyland Dr, Anaheim, CA 92802 Phone:(714) 774- 4442 8p.m.-11p.m. If you have any questions regarding this session, please contact Ellie Banalieva at e.banalieva@neu.edu

Division Chair: **Alvaro Cuervo-Cazurra**, Northeastern U.

Division Chair-Elect: **Jay Anand**, The Ohio State U.

Monday 8:30PM

1525 : (ICW) Case Western Reserve Organizational Behavior & Doctor of Management Reception

8:30pm - 10:30pm Anaheim Marriott: Platinum Ballroom 6

Tweet this session: **#AOM2016 1525**

PROVIDE BUSINESS CARD for entry

Organizer: **Lila E Robinson**, Weatherhead School of Management, CWRU

Tuesday 12:01AM

1526 : (AAA) Technology Center (Hilton)

12:01am - 5:00pm Hilton Anaheim: Ballroom Level Foyer (2nd Floor)

Tweet this session: [#AOM2016 1526](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

1527 : (AAA) Technology Center (Marriott)

12:01am - 5:00pm Anaheim Marriott: Platinum Ballroom Foyer

Tweet this session: [#AOM2016 1527](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

1528 : (AAA) Technology Center (Sheraton)

12:01am - 5:00pm Sheraton Park Hotel: El Prado Foyer

Tweet this session: [#AOM2016 1528](#)

Sit and relax in one of AOM's Technology Centers! Utilize the Tech Center to print your badge at the self-check-in kiosks, access Wi-Fi on your device or a computer provided by the AOM, or charge your gadget at the charging stations. You might also be able to connect with some exhibitors. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm at the Hilton, Marriott and Sheraton. Limited hours are provided at the Convention Center.

Tuesday 7:00AM

1529 : (MSR) MSR Morning Meditations with Richard Peregoy

7:00am - 8:00am Anaheim Convention Center: 203A

Tweet this session: [#AOM2016 1529](#)

Facilitator: **Richard Peregoy**, U. of Dallas

Tuesday 8:00AM

1530 : (AAA) Mother's Nursing Room

8:00am - 8:00pm Anaheim Convention Center: 109

Tweet this session: [#AOM2016 1530](#)

Room 109 is located between Halls A and B in the main lobby, on the ground floor.

1531 : (AAA) Speaker Ready Room

8:00am - 5:00pm Anaheim Convention Center: 213D

Tweet this session: [#AOM2016 1531](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

1532 : (AAA) Conference Registration

8:00am - 5:00pm Anaheim Convention Center: Hall C

Tweet this session: [#AOM2016 1532](#)

Pre-Registration Badge Pick-up, and Onsite Registration

1533 : (AAA) Placement Services

8:00am - 12:00pm Hilton Anaheim: Hilton: Concourse Level (4th Floor)

Tweet this session: [#AOM2016 1533](#)

Placement Services - Registration and Information

1534 : (AAA) Speaker Ready Room

8:00am - 5:00pm Hilton Anaheim: Mezzanine Office C, 3rd Floor

Tweet this session: [#AOM2016 1534](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

1535 : (AAA) Speaker Ready Room

8:00am - 5:00pm Anaheim Marriott: Gold Key I, II

Tweet this session: [#AOM2016 1535](#)

The Academy of Management has arranged to have Speaker Ready Rooms at the convention sites to allow presenters the opportunity to view their presentations and to obtain any technical support they might require prior to their scheduled sessions. Technicians will be present in the Speaker Ready Rooms to assist.

1536 → (Paper Session) - (BPS) New Product Competition

8:00am - 9:30am Hilton Anaheim: El Capitan A

Tweet this session: [#AOM2016 1536](#)

Chair: **Richard D. Wang**, Babson College

→ Competitive Dynamics: Eastern Roots, Western Growth |

Ming-Jer Chen, U. of Virginia

Market Orientation and Innovation Related Competitive

Aggressiveness | **Iiro Vaniala**, Aalto U.; **Juho-Petteri Huhtala**, Aalto U.

↳ Entrant and Incumbent Imitators: Niche Dynamics and Performance Outcomes Following a Trailblazer | **Hakan Ozalp**, LMU Munich; **Tobias Kretschmer**, LMU Munich

↳ Responding to Competition: Repositioning and New Product Launch | **Richard D. Wang**, Babson College; **J. Myles Shaver**, U. of Minnesota

1537 → (Paper Session) - (BPS) Behavioral Theory of the Firm: Multi-Dimensional Performance Feedback

8:00am - 9:30am Hilton Anaheim: El Capitan B

Tweet this session: [#AOM2016 1537](#)

Chair: **Peter T. Bryant**, IE Business School - IE U.

Discriminating against Exploratory Failure: Evidence from Investments in Film Production | **Haram Seo**, U. of Minnesota

→ Performance Feedback and Outward Foreign Direct Investment by Emerging Economy Firms | **En Xie**, Xi'an Jiaotong U.; **Yuan Yuan Huang**, Xi'an Jiaotong U.; **Charles Edward Stevens**, Lehigh U.

↳ Persistence of Performance Gaps and Organizational Searches | **Yang Ye**, Syracuse U.

↳ Temporal Myopia in Strategic Search | **Daniel Albert**, The Wharton School, U. of Pennsylvania / U. of Wisconsin, Milwaukee

1538 📄: (Paper Session) - (BPS) **CEO-Board Interface**

8:00am - 9:30am Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1538

Chair: **Richard Thomas Herko**, Pepperdine U.📄 Tunneling as a Pathway to the Boardroom | **Ziyuan Tang**, U.Carlos III de Madrid; **Jordi Surroca**, U. of Groningen; **Josep A. Tribó**, U. Carlos III de Madrid

Balancing Control and Delegation: Performance Effects of

Board Monitoring and CEO Experience | **Yuliya****Ponomareva**, Linnaeus U.

📄 Regulation Change—Board Composition: The Impact of

Faultlines on Golden Parachutes Policy | **Ting Yao**, U. ofNorth Carolina, Chapel Hill; **Hugh O'Neill**, U. of North Carolina,

Chapel Hill

📄 It's Not What I Say, but How I Sound: The Influence of

CEO Vocal Masculinity on CEO Compensation | **Krishnan****P. Nair**, Erasmus U. Rotterdam; **Waqas Zia Haque**, U. of

Cambridge

1539 🗣️📄: (Paper Session) - (BPS) **CSR, Governance and Financing**

8:00am - 9:30am Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1539

Chair: **Lauren Sue Purnell**, U. of Virginia

Complementary or Substitutive Effects? Corporate

Governance and Corporate Social Responsibility |

Won-Yong Oh, U. of Calgary; **Young Kyun Chang**, Sogang U.;**Tae-Yeol Kim**, China Europe International Business School

🗣️📄 The Comparative Governance of Collective Action |

Aseem Kaul, U. of Minnesota; **Jiao Luo**, U. of Minnesota

🗣️ The effect of Competition on Toxic Pollution Release |

Daniel H. Simon, Indiana U., Bloomington; **Jeffrey T. Prince**,

Indiana U. Bloomington

📄 Access to Finance and Corporate Social Responsibility:

Evidence from a Natural Experiment | **Vanya Rusinova**,Copenhagen Business School; **Georg Wernicke**, Copenhagen

Business School

1540 📄: (Paper Session) - (BPS) **Dynamic Capabilities 2:****Dynamic Capabilities at Play**

8:00am - 9:30am Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1540

Chair: **Khyati Desai**, Brunel Business School

📄 The Intersection of Organizational Identity and Capabilities |

Anna Goussevskaia, Walton College of Business; **Carlos****Arruda**, Fundação Dom Cabral

How Industry Recipes Influence the Application of Dynamic

Managerial Capabilities | **James Bezjian**, U. of Edinburgh;**Robert Bradley MacKay**, U. of Edinburgh; **Jo Danbolt**, U. of

Edinburgh

📄 Dynamic Capabilities in Hybrid Businesses: An Empirical

Investigation of Hybrid Competitiveness | **Inan Ince**,Hohenheim U.; **Rüdiger Hahn**, Hohenheim U.

📄 An Ambidexterity View toward Technology

Commercialization | **Xu Jiang**, Xi'an Jiaotong U.; **Xiang Yi**,Jacksonville State U.; **Feifei Jiang**, Xi'an Jiaotong U.**1541** 📄: (Paper Session) - (BPS) **Governance and Trust in Alliances**

8:00am - 9:30am Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1541

Chair: **Grigorios Livanis**, Northeastern U.

📄 Trust and Governance: Understanding the Dimensions and

Institutional Foundations | **Miguel Rivera-Santos**, BabsonCollege; **Anne Parmigiani**, U. of Oregon

📄 Effects of Multimarket Contact on the Governance of R&D

Alliances | **Wonsang Ryu**, Purdue U., West Lafayette; **Jeffrey****J. Reuer**, U. of Colorado, Boulder

Disciplining and Custodianship: How Big Data Shapes

Inter-Organizational Relationships | **Katharina Ceba**, AaltoU.; **Henri Schildt**, Aalto U.

📄 Spark a Fire? Buyers' Social Power and Alliance

Governance | **Thomas Clauß**, Philipps-U. Marburg; **Ricarda B.****Bouncken**, U. of Bayreuth**1542** 🗣️📄: (Paper Session) - (BPS) **Business****Diversification and Technology**

8:00am - 9:30am Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1542

Chair: **Pablo Collazzo**, WU Vienna U. of Economics and Business

🗣️📄 Organizational Impediments to Business Model

Diversification | **Timo Sohl**, Pompeu Fabra U.; **Govert Vroom**,

IESE Business School

📄 Corporate Advantage in Customer-Centric Diversification |

Lalit Manral, U. of Central Oklahoma; **Kathryn Rudie Harrigan**,

Columbia U.

📄 Rivalry Deterrence and Performance in Multimarket

Competition: Host Country Contingency Effects | **Yu-Ching****Chiao**, National Chung Hsing U.; **Shu-Mei Hsu**, National Chung

Hsing U.

🗣️📄 The Allocation of Technological Resources within

Diversified Firms | **Byungchul Choi**, The U. of Nottingham,China; **Shyam Kumar**, Rensselaer Polytechnic Institute**1543** 📄: (Paper Session) - (BPS) **CEO and TMT Pay**

8:00am - 9:30am Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1543

Chair: **Jason Ridge**, U. of Arkansas

📄 An Analysis of Social Comparisons of Performance and

Pay on Corporate Strategic Change | **Elizabeth Lim**, GeorgiaState U.; **Jonathan O'Brien**, U. of Nebraska

📄 Reconsidering the Effect of Pay Disparity on Firm

Performance | **Markus Georg Ehrmann**, WHU - Otto BeisheimSchool of Management; **Marko Reimer**, WHU - Otto BeisheimSchool of Management; **Utz Schaeffer**, WHU - Otto Beisheim

School of Management

CEO Pay, Risk, and Bank Failure: Are We Rewarding

Failure? | **Stephen Smulowitz**, IESE Business School; **Pascual****Berrone**, IESE Business School

📄 Getting What You Pay For: Initial Pay and Subsequent

CEO Effectiveness | **Timothy J. Quigley**, U. of Georgia; **Adam****J. Wowak**, U. of Notre Dame

1544 🗣️📄JS: (BPS, CAR, OMT) **How to Write One of the Most Successful Academy of Management Articles of All Time**

8:00am - 9:30am Hilton Anaheim: Malibu

Tweet this session: #AOM2016 1544

Chair: **Jeffrey Miles**, U. of the Pacific

Discussant: **Paul S. Adler**, U. of Southern California

Writing One of the Most Successful Academy of Management Articles of All Time | **Jeffrey Miles**, U. of the Pacific; **Stefanie E Naumann**, U. of the Pacific

Firm Resources and Sustained Competitive Advantage | **Jay B Barney**, Eccles School, U. of Utah

The Relational View: Cooperative Strategy and Sources of Interorganizational Competitive Advantage | **Jeffrey H. Dyer**, Brigham Young U.; **Harbir Singh**, U. of Pennsylvania

Absorptive Capacity: A Review, Reconceptualization, and Extension | **Shaker A. Zahra**, U. of Minnesota

An Integrative Model of Organizational Trust | **David Schoorman**, Purdue U.

Toward a Theory of Stakeholder Identification and Salience: Defining the Principle of Who and What Really Counts | **Ronald Mitchell**, Texas Tech U.; **Bradley R. Agle**, Brigham Young U.

Social Capital: Prospects for a New Concept | **Paul S. Adler**, U. of Southern California; **Seok-Woo Kwon**, Fox School of Business, Temple U.

1545 🗣️📄JS: (BPS, SIM) **The Integration of Market and Nonmarket Strategy**

8:00am - 9:30am Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1545

Organizers: **Nan Jia**, U. of Southern California; **Bo Zhao**, The U. of Hong Kong

Corporate Political Strategy During Mergers and Acquisitions | **Guy Holburn**, U. of Western Ontario; **Richard G. Vanden Bergh**, U. of Vermont

Integration of Nonmarket and Market Activities in Cross-border Mergers and Acquisitions | **Jedrzej George Frynas**, Middlesex U.; **Mohammad Faisal Ahammad**, Sheffield Hallam U.; **Shlomo Yedidia Tarba**, U. of Birmingham; **Andrew Scola**, Global PMI Partners

Political Connections and Firm Location Choices | **Bo Zhao**, The U. of Hong Kong; **Nan Jia**, U. of Southern California; **Jiangyong Lu**, Peking U.; **Wei Zheng**, Peking U.

Formal versus Informal Channels of Influence? How Size Affects Firms' Policymaking Approaches | **Jeffrey Macher**, Georgetown U.; **John Mayo**, Georgetown U.; **Stephen Weymouth**, Georgetown U.

1546 (Paper Session) - (CAR) **Intra Organizational Mobility Versus Stability**

8:00am - 9:30am Anaheim Convention Center: 205B

Tweet this session: #AOM2016 1546

Chair: **Belinda C. Allen**, Monash U.

Discussant: **Gina Dokko**, U. of California, Davis

🗣️📄When People Don't Realize Their Career Decisions: Towards a Theory of Career Inaction | **Marijke Verbruggen**, KU Leuven; **Ans De Vos**, U. of Antwerp/ Antwerp Management School

📄Does Organizational Embeddedness Relate to Career Advancement? A Signalling Theory Perspective | **Kohyar Kiazad**, Monash U.; **Maria Kraimer**, U. of Iowa; **Leisa D. Sargent**, UNSW Australia

📄An Empirical Investigation of Psychological Reactance to Employees' Restricted Mobility | **Daeho Kim**, Sungkyunkwan U.

🗣️📄Reaching the Promised Land or Wandering in No Man's Land: Promotions in Professional Organizations | **Stefanie Gustafsson**, U. of Bath; **Juani Swart**, U. of Bath
The Careers Michael Driver Best Applied Paper Finalist

1547 : (Paper Session) - (CAR) **Understanding Mentor-Protégé Relationships**

8:00am - 9:30am Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1547

Chair: **Sherry E. Sullivan**, Bowling Green State U.

Discussant: **Kyle Ehrhardt**, U. of Colorado, Denver

Understanding Attraction in Formal Mentoring Relationships from an Affective Perspective | **Changya Hu**, National Chengchi U.; **Sheng Wang**, U. of Nevada, Las Vegas; **Cheng Chen**, Central China Normal U.; **Yu-Hsuan Wang**, National Chengchi U.; **Ding-Yu Jiang**, National Chung Cheng U.

An Examination of the Role of Protégé Information Seeking in Formal Mentoring | **Sheng Wang**, U. of Nevada, Las Vegas; **Changya Hu**, National Chengchi U.; **Raymond A. Noe**, The Ohio State U.; **Zhong-Ming Wang**, Zhejiang U.

🗣️📄Who Wants to Be a Mentor and Why? Factors and Motives That Drive Students' Decision to Engage | **Silja Simona Kennecke**, LMU Munich; **Alexandra Hauser**, LMU Munich; **Silke Weisweiler**, LMU Munich
The Careers Best Overall Paper Award Finalist

🗣️📄"It's Worth Fighting For": Understanding the Effects of Disagreements in Developmental Relationships | **Yaron J. Zoller**, Nova Southeastern U.; **Bryan J. Deptula**, Nova Southeastern U.; **Ethlyn Anne Williams**, Florida Atlantic U.
The Careers Michael Driver Best Applied Paper Finalist

1548 🗣️📄🗣️📄JS: (CAR, HR, IM) **Career Success Around the World: New Findings from the 5C Project**

8:00am - 9:30am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 1548

Chairs: **Jon P. Briscoe**, Northern Illinois U.; **Michael Dickmann**, Cranfield U.; **Emma Parry**, Cranfield U.

Discussant: **Michael J Morley**, U. of Limerick

Views on Career Success Across the Globe: First Steps Towards a World Map Of Career Success | **Wolfgang Mayrhofer**, WU Vienna U. of Economics and Business; **Eleni Apospori**, Athens U. of Economics and Business; **Michael Dickmann**, Cranfield U.; **Nicky Dries**, KU Leuven; **Martin Gubler**, Schwyz U. of Teacher Education; **Robert Kaše**, U. of Ljubljana; **Svetlana Khapova**, VU U. Amsterdam; **Janine Bosak**, Dublin City U.; **K. Ovgu Cakmak-Otluoglu**, Istanbul U.; **Tania Casado**, U. of São Paulo; **Jean-Luc Cerdin**, ESSEC Business School; **Zhangfeng Fei**, Donghua U.; **Sergio Madero**, Tecnológico de Monterrey; **Sonia Ferencikova**, School of Management Bratislava; **Debbie Mandel**, Schwyz U. of Teacher Education; **Sushanta Kumar Mishra**, Indian Institute of Management, Indore; **Richa Saxena**, Indian Institute of Management, Kozhikode; **Florian Schramm**, U. of Hamburg

Exploring Subjective Career Success Around the World:

Accounting for Agency and Structure | **Maïke Andresen**, U. of Bamberg; **Chikae Naito**, Waseda U.; **Mami Taniguchi**, Waseda U.; **Eleni Apospori**, Athens U. of Economics and Business; **Philip Lehmann**, U. of Bamberg; **Evgenia Lysova**, VU U. Amsterdam; **Svetlana Khapova**, VU U. Amsterdam; **Hugh P. Gunz**, U. of Toronto; **Jon P. Briscoe**, Northern Illinois U.; **Douglas T. Hall**, Boston U.; **Pamela A. Suzanne**, U. de San Andrés; **Jelena Zikic**, York U.

Conceptualization of Career Success: Generational

Differences Across Countries | **Emma Parry**, Cranfield U.; **Petra M. Eggenhofer-Rehart**, WU Vienna U. of Economics and Business; **Katharina Chudzikowski**, U. of Bath; **Yan Shen**, U. of Victoria; **Julie Unite**, Humber, Mundie and McClary; **Olusegun Babalola**, Lagos Business School; **Jong-Seok Cha**, Hansung U.; **Najung Kim**, Kookmin U.; **Vivien Supangco**, U. of the Philippines

Organisational and Individual Investments in Career

Development: A Cross-Country Examination | **Adam Smale**, U. of Vaasa; **Silvia Bagdadli**, Bocconi U. / SDA Bocconi; **Richard Donald Cotton**, U. of Victoria; **Michael Dickmann**, Cranfield U.; **Anders Dysvik**, BI Norwegian Business School; **Martina Gianecchini**, U. of Padova; **Robert Kaše**, U. of Ljubljana; **Mila B. Lazarova**, Simon Fraser U.; **Silvia Dello Russo**, ISCTE Instituto U. de Lisboa; **Paula Liliana Rozo**, U. de los Andes, Colombia

1549 → CAU: (CAU) **Creating Meaningful Work****Climates and HR Practices**

8:00am - 9:30am Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1549

Organizers: **Ali Dastmalchian**, Simon Fraser U.; **Claudia Steinke**, U. of Lethbridge

Discussant: **Secil Bayraktar**, Ozyegin U.

1550 CAU: (CAU) **Expanding the Conversation: Values-in-Use in 21st Century Organizational Change**

8:00am - 9:30am Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1550

This caucus is part of a strategic effort to continue to engage an expanding, diverse, and ultimately representative group of change practitioners in dialogue aimed at re-codifying the values espoused by change practitioners in the 21st century.

Organizers: **Daphne DePorres**, Colorado Technical U.; **Jackie Milbrandt**, U. of St. Thomas

Participants: **David Jamieson**, U. of St. Thomas; **Steven Munkeby**, Colorado Technical U.; **Joanne C Preston**, Joanne C. Preston & Associates; **Steve Cady**, Bowling Green State U.; **Ken Nishikawa**, Konan U.; **Christopher Linski**, CML3 Management Services; **Nancy Westrup**, -; **Roland E. Livingston**, Colorado Technical U.

1551 CAU: (CAU) **Varieties of Meaningful Work – Within and Beyond the Organization**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 5

Tweet this session: #AOM2016 1551

Organizer: **Ruth Yeoman**, U. of Oxford

Chair: **Marjolein Lips-Wiersma**, AUT U.

Facilitators: **Katie Bailey**, U. of Sussex; **Neal Chalofsky**, George Washington U.; **Adrian Madden**, U. of Greenwich; **Marc Thompson**, U. of Oxford

1552 → CAU: (CAU) **Internationalization of Services: Conceptual and Empirical Challenges**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 6

Tweet this session: #AOM2016 1552

Organizers: **Sudhir Nair**, U. of Victoria; **David Cohen**, Skidmore College

1553 (Paper Session) - (CM) **Consequences of Emotional Experience**

8:00am - 9:30am Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 1553

Chair: **Rachel Campagna**, U. of New Hampshire

Empathy Makes Negotiators Generous, But Only Toward Stigmatized Counterparts | **Kathleen O'Connor**, Cornell U.; **Josh Arnold**, California State U., Long Beach; **Eric C Gladstone**, U. of Kentucky

The Effect of Team Emotional Intelligence on Team Process and Team Effectiveness | **Changyu Lee**, Sookmyung Women's U.; **Chi-Sum Wong**, Chinese U. of Hong Kong

Task Conflict in Decisionmaking: The Role of Interdependent Self-Construal, Stress and Emotionality | **Frank De Wit**, The U. of Melbourne; **Karen A. Jehn**, The U. of Melbourne; **Daan Scheepers**, Leiden U., The Netherlands

Understanding the Emotional Labor Process: Does Individual Differences Make a Difference? | **Antoine D'Wayne Busby**, The U. of Texas at San Antonio ; **William Luse**, The U. of Texas at San Antonio

1554 JS: (CM, OB) **New Directions in Negotiation Research**

8:00am - 9:30am Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1554

Organizers: **McKenzie R. Rees**, U. of Notre Dame; **Sheli Sillito**, Brigham Young U.; **Alexander R. Bolinger**, Idaho State U.

Discussant: **Christopher W. Bauman**, U. of California, Irvine
Killing Her Competitiveness with Kindness | **Justin Wareham**, Oklahoma City U.

Anger and Subjective Value in Negotiation | **David Hunsaker**, U. of Utah; **Teng Zhang**, McNeese State U.

Cooperation or Capitulation? The Effects of Prayer in Negotiation. | **Sheli Sillito**, Brigham Young U.; **Alexander R. Bolinger**, Idaho State U.; **McKenzie R. Rees**, U. of Notre Dame

1555 JS: (CM, OB, HR) **The Role of Individual Differences in Negotiation**

8:00am - 9:30am Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 1555

Chair: **Sudeep Sharma**, U. of Illinois Springfield

The Interaction Effects of Personality Traits and Cognitive Intelligence on Negotiation Outcomes | **Sudeep Sharma**, U. of Illinois Springfield; **William P. Bottom**, Washington U. in St. Louis; **Hillary Anger Elfenbein**, Washington U. in St. Louis

Personality Similarity in Negotiations: Testing the Dyadic Effects of Similarity in Interpersonal Traits and the Use of Emotional Displays on Negotiation Outcomes | **Kelly Schwind Wilson**, Purdue U., West Lafayette; **D. Scott DeRue**, U. of Michigan; **Michael Howe**, Iowa State U.; **Donald E. Conlon**, Michigan State U.

Negotiating STEM: Gender Differences in Negotiation Underlie the Gender Gap in STEM | **Julia Bear**, Stony Brook

U.-State U. of New York; **Sheri Clark**, Stony Brook U.; **Bonita London-Thompson**, Stony Brook U.; **Nina Maung-Gaona**, Stony Brook U.

Fixed versus Dynamic Implicit Theories of Negotiation - Testing a New Measure | **William P. Bottom**, Washington U. in St. Louis; **Ray Friedman**, Vanderbilt U.; **Michele J. Gelfand**, U. of Maryland; **Wu Liu**, Hong Kong Polytechnic U.; **Robin L. Pinkley**, Southern Methodist U.

The Role of Cultural Intelligence in Negotiation and Conflict Management: A Conceptual Model | **Andrea Caputo**, U. of Lincoln, UK; **Oluremi B. Ayoko**, U. of Queensland

1556 : (Paper Session) - (CMS) **Organizational**

History: Rethinking the Future from the Past

8:00am - 9:30am Sheraton Park Hotel: Palm East

Tweet this session: **#AOM2016 1556**

Chair: **Gabrielle A. T. Durepos**, Mount Saint Vincent U.

Making History: Archives, Historiography, and Their Silences | **Arun Kumar**, U. of York

Best Critical Management Education Paper

A/Another History of Managing International Development? | **Arun Kumar**, U. of York; **Bill Cooke**, U. of York; **Martin P. Brigham**, Lancaster U.

How Recovering Adam Smith Can Help Us Think Differently about the Foundations of Management | **Stephen Cummings**, Victoria U. of Wellington; **Todd Bridgman**, Victoria U. of Wellington

What is ANTi-History: An Alternative Approach to History | **Gabrielle A. T. Durepos**, Mount Saint Vincent U.; **Albert J. Mills**, St. Mary's U.

1557 : (Paper Session) - (ENT) **Developing Entrepreneurial Orientations within a Firm**

8:00am - 9:30am Hilton Anaheim: Avila A

Tweet this session: **#AOM2016 1557**

Chair: **Susanne Schleppehorst**, U. of Siegen

Discussant: **Artur Baldauf**, U. of Bern

Is Job Satisfaction Enough? Entrepreneurial Orientation vs Internal Climate Effects on Performance | **Marcos Hashimoto**, Faculdade Campo Limpo Paulista; **Tales Andreassi**, EAESP - FGV; **Lina Eiko Nakata**, Federal U. of Uberlandia; **Rinaldo Artes**, Insper Institute of Education and Research

Want to be Entrepreneurial, you need to be APRIC: A Sand Cone Model of Entrepreneurial Orientation | **Peter Edward Marzec**, Nottingham Trent U.; **Rupert L. Matthews**, Nottingham Trent U.; **Dyneshia Johnson**, The U. of Nottingham, China

The Effect of International Assignments on Entrepreneurial Intentions among Employees | **Susanne Schleppehorst**, U. of Siegen; **Elizabeth Burer**, U. of Siegen; **Arndt Werner**, U. of Siegen; **Christian Soost**, U. of Siegen; **Petra M. Moog**, U. of Siegen

Think, Feel, Lead: Development and Validation of a Dynamic Measure of Entrepreneurial Leadership | **Lesley Hayes**, Athabasca U.; **Kelly Reed**, Colarelli, Meyer & Associates; **Deborah Lee**, Colarelli, Meyer & Associates; **Kelli Huber**, Colarelli, Meyer & Associates

1558 : (Paper Session) - (ENT) **Family Firms & Finance**

8:00am - 9:30am Hilton Anaheim: Mezzanine 10

Tweet this session: **#AOM2016 1558**

Chair: **Michael Gaska**, U. of St. Gallen

Discussant: **Pramodita Sharma**, U. of Vermont

Financial Distress in Family and Non-Family-Controlled Firms | **Francesco Chirico**, Jonkoping International Business School; **Massimo Bau'**, Jönköping International Business School

Family ownership and capital structure decision: an empirical analysis of private family firms. | **Donata Mussolino**, U. of Naples Federico II; **Alessandro Cirillo**, U. of Foggia; **Simone Terzani**, U. degli Studi di Perugia; **Silvia Bacci**, U. degli Studi di Perugia

Family managers in newly listed companies: an analysis of IPO survival | **Alessandro Cirillo**, U. of Foggia; **Donata Mussolino**, U. of Naples Federico II; **Mauro Romano**, U. of Foggia; **Riccardo Vignano**, U. di Napoli

One Servant - Many Masters: Unique Agency Costs in Family Offices | **Michael Gaska**, U. of St. Gallen

1559 : (Paper Session) - (ENT) **Entrepreneurship & Growth**

8:00am - 9:30am Hilton Anaheim: Mezzanine 14

Tweet this session: **#AOM2016 1559**

Chair: **Denise L. Fleck**, Federal U. Rio de Janeiro

Discussant: **Samuel Tete Kafui Mathey Apossan**, Bordeaux École de Management

Cross-country growth-oriented entrepreneurship: When is a performance-based culture effective? | **Colin David Reddy**, U. of Johannesburg; **Ralph Hamann**, U. of Cape Town; **Boris Urban**, U. of the Witwatersrand

Firm capabilities and growth strategies: The moderating role of institutional factors | **Gerardo Velasco**, Tecnologico de Monterrey; **Joan-Lluís Capelleras**, Autonomous U. of Barcelona; **Miguel Montoya**, Tecnologico de Monterrey

Enhancing the Meaningfulness of Growth and Entrepreneurship | **Denise L. Fleck**, Federal U. Rio de Janeiro

The Impact of Firms' Social Embeddedness on Family Firm Growth | **Miriam Bird**, U. of St. Gallen; **Thomas Markus Zellweger**, U. of St. Gallen

1560 : (Paper Session) - (ENT) **External Funding**

8:00am - 9:30am Hilton Anaheim: Mezzanine 8

Tweet this session: **#AOM2016 1560**

Chair: **Supradeep Dutta**, U. at Buffalo, The State U. of New York

Discussant: **Hans Nikolas Rawhouser**, U. of Nevada, Las Vegas

An analysis of founder power on entrepreneurs' exit decisions after IPO | **Stefania Zerbinati**, Cass Business School, City U. London; **Vangelis Souitaris**, City U. London; **Bo Grace Peng**, City U. London

Power Games: Soft Power and Constraint Mitigation in Brokered Financial Transactions | **David M. Townsend**, Virginia Tech; **Nari Kim**, Washington State U.; **Gilsoo Lee**, Oregon State U.; **Sam Yul Cho**, Oregon State U.; **Jonathan D. Arthurs**, Oregon State U.

The Impact of Strategic Involvement on Entrepreneur-Investor Conflict | **Christopher Ney**, RWTH Aachen U.; **Steffen Strese**, RWTH Aachen U.

Unintended Consequences of EO: How Hope and Optimism Impact Funding Potential | **Kevin C. Cox**, Florida Atlantic U.;

Jason Lortie, U. of Mississippi; **Bill Wales**, U. at Albany, State U. of New York; **Curtis R Sproul**, West Virginia U.

1561 : (Paper Session) - (ENT) Entrepreneurship & Alliances

8:00am - 9:30am Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1561

Chair: **Brett Anitra Gilbert**, Rutgers U.

Discussant: **Thomas Schmidt**, Free U. Berlin

Public versus Private New Ventures: How Do Clusters, Patents, and R&D Affect Alliance Formation? | **Brett Anitra Gilbert**, Rutgers U.; **Curtis Wesley**, U. of Houston; **Kevin L. Johnson**, U. of St. Thomas

Give or Take? A Study of Collective Action Mobilization and Firm Survival in Emerging Industries | **Wouter Stam**, Hong Kong U. of Science and Technology; **Xin Wang**, Hong Kong U. of Science and Technology

Partner Similarities and Alliance Performance: A Study of Venture Capital Syndications | **Miao Wang**, Peking U.; **Hao Ma**, Peking U.

Regulatory Focus Compatibility, Commitment to Coopetition, and Innovation Performance in SMEs | **Martin Szeto**, Microban International Asia Limited; **Warren C. K Chiu**, Hong Kong Polytechnic U.; **Thomas Wing Yan Man**, Hang Seng Management College

1562 : (Paper Session) - (ENT) Entrepreneurship Literature Review 1

8:00am - 9:30am Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1562

Chair: **Russell Matthews**, U. of Strathclyde

Discussant: **David R. King**, Iowa State U.

Entrepreneurship and the Crowd: Review and Research Agenda | **Chong Kyoon Lee**, Syracuse U.

The Antecedents of the Entrepreneurial Orientation – A meta-analytical Review | **Jens Schüller**, TU Kaiserslautern; **Matthias Baum**, U. of Kaiserslautern

Entrepreneurial Leadership: A Bibliometric Analysis | **Arik Roeschke**, U. of St. Gallen

Entrepreneurial Selling Practices: A Systematic Review and Reconceptualization of the Literature | **Russell Matthews**, U. of Strathclyde; **Dominic Michael Chalmers**, U. of Strathclyde; **Simon Fraser**, Robert Gordon U.

1563 : (Paper Session) - (ENT) Entrepreneurial Bricolage

8:00am - 9:30am Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1563

Chair: **Christian Busch**, London School of Economics

Discussant: **John Ross**, New Mexico State U.

From Rags to Bridges: How Social Franchise Organizations Scale | **Christian Busch**, London School of Economics; **Harry G. Barkema**, London School of Economics

Bricolage and Opportunity Identification: the Mediation Role of Knowledge Stock | **ZiSheng Guo**, Lingnan U. / Sun Yat-sen U.; **Jianqi Zhang**, Lingnan U. / Sun Yat-sen U.

How to Be a Winning Entrepreneur in Sharing Economy? – A Case Study Based on Bricolage Theory | **Chao He**, Lingnan U. / Sun Yat-sen U.; **Jianqi Zhang**, Lingnan U. / Sun Yat-sen U.

TMT Improvisation, Resource Management and Performance in SMEs: A Mediated Model | **Roxana Turturea**, Erasmus U. Rotterdam; **Ingrid Verheul**, Erasmus U. Rotterdam

1564 : (Paper Session) - (ENT) Entrepreneurship & Value Creation

8:00am - 9:30am Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1564

Chair: **Rakesh Kumar Pati**, XLRI-Xavier School of Management

Discussant: **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill

Learning to Create Value Under Conditions of Uncertainty | **Ryan Angus**, U. of Utah; **Matthew A. Barlow**, U. of Utah

Social Manufacturing: New Ways of Sharing the Value Chain between Firms and Individuals | **Markko Hamalainen**, Aalto U.; **Babak Mohajeri**, Aalto U.; **Timo Nyberg**, Aalto U.

A Stakeholder Capabilities Perspective on Entrepreneurial Performance and Value Creation. | **Ishrat Ali**, U. of Missouri, Kansas City; **Sharon Alicia Simmons**, U. of Missouri, Kansas City; **Saras D. Sarasvathy**, U. of Virginia

Business Model and Firm Performance: Moderating effect of Environment | **Rakesh Kumar Pati**, XLRI-Xavier School of Management; **MK Nandakumar**, Indian Institute of Management, Kozhikode

1565 : (Paper Session) - (ENT) Corporate Entrepreneurship & Strategy

8:00am - 9:30am Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1565

Chair: **Sascha G Walter**, Lancaster U.

Discussant: **Ivo Zander**, Uppsala U.

Strategic flexibility in high-tech new ventures: The influences of resources from external sources | **Ye Dai**, Southern Illinois U.; **Philip T. Roundy**, U. of Tennessee, Chattanooga; **John Goodale**, Southern Illinois U. Carbondale; **Gukdo Byun**, Southern Illinois U. Carbondale; **Soojin Lee**, Chonnam National U.

Alliance Capabilities and Corporate Entrepreneurship: The Pivotal Influence of Top Managers | **Ciaran Heavey**, U. College Dublin; **Brian C. Fox**, U. of Connecticut

The role of personality in financial bootstrapping: Looking at two personality-related antecedents | **Christian Sturm**, Technical U. Dortmund; **Tessa Christina Flatten**, TU Dortmund U.

Coping with fear of failure in new venture teams: the power of passion and prior experience (WITHDRAWN) | **Eva De Mol**, U. of Amsterdam

1566 → 🗣️: (Paper Session) - (GDO) The Effects of Age on Hiring, Work-Life Balance, and Reactions to Health-related Disability

8:00am - 9:30am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1566

Chair: **Terry A. Beehr**, Central Michigan U.

Impact of Providing Eldercare on Employee Perceptions and Outcomes: A Matter of Stereotype Violation | **Dyan Ferraris**, Teachers College, Columbia U.; **Elissa L. Perry**, Teachers College, Columbia U.

- Young at heart: Mature age jobseeker responses to job advertisements | **Sanjeewa Samanmali Perera**, U. of South Australia
- 📖👤 Health Restrictions, Productivity Loss and Subjective Age: The Role of Condition Visibility and LMX | **Stephan Alexander Boehm**, U. of St. Gallen; **Kirill Bourovoy**, U. of St. Gallen; **David C. Baldridge**, Oregon State U. and National Technical Institute for the Deaf
- 👤 Work-Family Conflict: Differences across Generations and Life Cycle Stages | **Misty Bennett**, Central Michigan U.; **Terry A. Beehr**, Central Michigan U.; **Lana V. Ivanitskaya**, Central Michigan U.; **Ashley Cooper**, Central Michigan U.

1567 📖👤: (Paper Session) - (GDO) **The Antecedents and Consequences of Gender Discrimination and Sexual Harassment**

8:00am - 9:30am Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1567

Chair: **Margarita Mayo**, IE Business School

- 📖👤 Is being competent enough to influence others? It depends on whether you are a man or a woman | **Laura Guillen**, ESMT; **Natalia Karelaia**, INSEAD; **Margarita Mayo**, IE Business School
- 👤 The Impact of Gender Role Stereotypes on the Evaluation of Organizational Citizenship Behaviors | **Clarissa Rene Steele**, U. of Missouri, Columbia
- Distancing From Helpers in Sexual Harassment: Sex Type, Hostile Sexism, and Organizational Status | **Chris M Bell**, York U.; **Mingshuang Ji**, Schulich School of Business; **Sylvie Wiseman**, York U.
- 📖👤 White Knighting: Exploring a Manifestation of Benevolent Sexism | **Alexander Ruiz**, U. of California, Irvine

1568 📖👤→📖👤: (Paper Session) - (GDO) **Managing Effectively in Global Contexts**

8:00am - 9:30am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1568

The four papers address concerns relevant to managing effective in global contexts, particularly for women in leadership posts.

Chair: **Huong Le**, Deakin U.

- 📖👤 Women directors in Norway: the multiple paths to the boards | **Cathrine Seierstad**, Queen Mary U. of London; **Patricia Gabaldon**, IE Business School; **Morten Huse**, U. of Witten/Herdecke; **Stefan Gröschl**, ESSEC Business School
- 📖👤 Women's Ascents to Executive Leadership: Expanding, Prospecting and Moving as Strategy | **Bobbi Thomason**, The Wharton School, U. of Pennsylvania
- 📖👤 Female entrepreneurs' identity responses to mumpreneur categorisations in the media | **Nora Christina Koslowski**, Anglia Ruskin U.; **Irene Skovgaard Smith**, Anglia Ruskin U.
- 📖👤 Competency for Effectiveness in Diverse and Global Environments | **Nancy DiTomaso**, Rutgers U.

1569 →📖👤👤JS: (GDO, OB) **Managing Diversity: An Emerging Meaning-making Framework**

8:00am - 9:30am Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1569

Chairs: **Franki Y. H. Kung**, U. of Waterloo; **Melody Manchi Chao**, Hong Kong U. of Science and Technology

- Discussant:* **Melody Manchi Chao**, Hong Kong U. of Science and Technology
- Employee Age Moderates the Effects of Fairness on Emotional Exhaustion and Deviance | **Justin Brienza**, U. of Waterloo; **Ramona Bobocel**, U. of Waterloo
- Diversity Policies Reconsidered: The Effects of Implicit Beliefs | **Franki Y. H. Kung**, U. of Waterloo; **Justin Brienza**, U. of Waterloo; **Melody Manchi Chao**, Hong Kong U. of Science and Technology
- Unpacking the Psychological Pathway from Cultural Distance to Intercultural Exchange | **Xi Zou**, London Business School
- More than Just Skin Deep: Biculturalism and Physical Attractiveness Perceptions | **Yu-Wei Hsu**, The U. of Hong Kong; **Eli Finkel**, Northwestern Kellogg School of Management
- New Title |

1570 📖👤JS: (GDO, OMT, CMS) **Peeling Back the Layers: Social Class and Inequality at Work**

8:00am - 9:30am Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1570

Organizers: **Jennifer J. Kish-Gephart**, U. of Arkansas; **Tiffany D. Johnson**, Pennsylvania State U.

Discussant: **Kamal Munir**, U. of Cambridge

- Can You See Me Now? Social Invisibility and Career Success for the Black Professional Class | **Kisha S. Jones**, Pennsylvania State U.; **Tiffany D. Johnson**, Pennsylvania State U.; **Lawrence Houston**, Oregon State U.
- Experiencing and Managing Personal Wealth: Understanding Extreme Wealth and Class Work among CEOs | **Jennifer J. Kish-Gephart**, U. of Arkansas; **Shannon L. Rawski**, U. of Wisconsin, Oshkosh; **Joanna Tochman Campbell**, U. of Cincinnati; **Barbara Gray**, Pennsylvania State U.
- Interdependent Teams Promote Greater Person-Team Fit and Performance Among Working-Class Individuals | **Andrea Dittmann**, Northwestern U.; **Nicole Stephens**, Northwestern U.; **Sarah Townsend**, U. of Southern California
- Class Encounters of a Third Kind: Constructing Spaces for Cross-Class Connection | **Maureen A. Scully**, U. of Massachusetts, Boston

1571 : (Plenary) - (HCM) **HCM Division Plenary Session: (How) Is Healthcare Management Different?**

8:00am - 9:30am Hilton Anaheim: California A

Tweet this session: #AOM2016 1571

Chair: **Victoria (Vicky) Parker**, Boston U.

Facilitator: **Timothy J. Vogus**, Vanderbilt U.

Speakers: **Thomas D'Aunno**, New York U.; **Karen Golden-Biddle**, Boston U.; **Frederick P. Morgeson**, Michigan State U.

Presenter: **Jody Hoffer Gittel**, Brandeis U.

1572 📖: (Paper Session) - (HR) **Work-Life Balance Research**

8:00am - 9:30am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1572

Chair: **Heidi M. Baumann**, Bradley U.

- 📖 Work-Family Role Construction and Management in Family Firms: Family and Non-Family Employees | **Matthew M. Piszczek**, U. of Wisconsin, Oshkosh; **Sarah E. DeArmond**, U. of Wisconsin, Oshkosh; **Barbara L. Rau**, U. of Wisconsin, Oshkosh

You Deserve a Break Tonight: A Self-Regulatory Perspective on Psychological Detachment | **Laurens Steed**, Georgia Institute of Technology

Perceived Mastery Climate, Work–Family Balance, and Turnover Intention | **Karoline Kopperud**, Oslo and Akershus U. College

🗨️ Misunderstandings in Sight! Scholars' vs. Laymen's Conceptions of Work-Life Balance | **Denis J. Monneuse**, IE Business School

1573 🗨️👤: (HR) Person-Group Fit: Conceptual and Methodological Advances

8:00am - 9:30am Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1573

Organizer: **Kang Yang Trevor Yu**, Nanyang Technological U.

Fitting In with Others: Development of a New Perceived Person-Group Fit Scale | **Amy L. Kristof-Brown**, U. of Iowa; **Christina S Li**, U. of Iowa; **Jordan Nielsen**, U. of Iowa

A Time-Based Dynamic Investigation of Person-Group (PG) Fit | **Hunter Davis Morgan**, Nanyang Technological U.; **Kang Yang Trevor Yu**, Nanyang Technological U.

Interaction Effects of Person-Group Fit: Supplementary Fit and Complementary Fit Go Together? | **Jee Young Seong**, Chonbuk National U.; **Doo-Seung Hong**, Seoul National U.

Human Capital and PG Fit: Differences among Founders' Capital and Competitive Advantage | **David S. DeGeest**, Groningen U. (RuG)

Presenters: **Amy L. Kristof-Brown**, U. of Iowa; **Jee Young Seong**, Chonbuk National U.; **David S. DeGeest**, Groningen U. (RuG)

Participants: **Doo-Seung Hong**, Seoul National U.; **Christina S Li**, U. of Iowa; **Jordan Nielsen**, U. of Iowa; **Hunter Davis Morgan**, Nanyang Technological U.

1574 🗨️: (Paper Session) - (HR) The Role of Managers in the Implementation of HR Practices

8:00am - 9:30am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1574

Chair: **Shawn T. McClean**, Texas A&M U.

🗨️ Fair Play or Foul Endeavor?: Social Influence & Political Motives of Managers in HR Implementation | **Sargam Garg**, Rutgers U.

🗨️ Implementing Commitment HR Practices: The Effect of Frontline Managers' Commitment HR Attributions | **Jaewan Yang**, Hankuk U. of Foreign Studies; **Jeffrey B. Arthur**, Virginia Tech

🗨️ Supervisors' Effect on Employees' Perception of Post-Merger Integration: LMX and Network Perspective | **Minh Vu**, U. of New South Wales; **Salih Zeki Ozdemir**, U. of New South Wales

🗨️ HRM Frames of HR Managers and Line Managers: Congruence, Consequences and Context | **Huub Ruel**, Windesheim U. of Applied Science; **Markus Gbur**, U. of Twente

1575 🗨️: (Paper Session) - (HR) The Meaning and Mechanisms of Talent in Organizations

8:00am - 9:30am Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1575

→ Employee Perceptions of the Talent Management

Message: Case Analyses in Danish SMEs | **Adelle Bish**, Queensland U. of Technology; **Frances Jorgensen**, Aarhus U.

🗨️ The Silent Discourse of Talent in UK Central Government | **Penelope Tuck**, U. of Birmingham; **David G Collings**, Dublin City U.; **Kamel Mellahi**, Warwick Business School

🗨️ Starstruck: An Examination of Signals that Contribute to Star Employee Compensation Premiums | **Ryan P Terry**, The U. of Texas at Arlington; **Jeffrey E McGee**, The U. of Texas at Arlington

🗨️ Talent Dispersion and Team Performance | **Tiffany Trzebiatowski**, U. of Massachusetts, Amherst; **Charlie O. Trevor**, U. of Wisconsin, Madison

Antecedents of Workforce Differentiation | **Michael Koch**, U. of Kent

1576 🗨️JS: (HR, RM, ODC) It's Relevant! Action Research and HRM

8:00am - 9:30am Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1576

Chairs: **Tanya Bondarouk**, U. of Twente; **Jorrit Van Mierlo**, U. of Twente

Discussant: **Theresa M. Welbourne**, U. of Nebraska, Lincoln
Contemporary Action Research: An Overview with Application to HRM | **Hilary Bradbury**, Oregon Health and Sciences U.

Transformational Leadership and HRM: Insights from a Collaborative Management Research Project | **Filomena Canterino**, Politecnico di Milano; **Marco Guerci**, U. of Milan; **Stefano Cirella**, U. of Essex; **A B Rami Shani**, California Polytechnic State U.

Action Research as an Effective Model for Stress Reduction | **Gert Jan Schuiling**, U. of Amsterdam

Tailoring HR Analytics to Increase the Strategic Impact of Action Research | **Alec Levenson**, U. of Southern California

1577 → 🗨️: (Paper Session) - (IM) The Role of Subsidiaries' Capabilities

8:00am - 9:30am Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1577

Chair: **Quyen Nguyen**, U. of Reading, Henley Business School

🗨️ → 🗨️ Do MNE Parent-Foreign Subsidiary Governance Mechanisms Really Impact Foreign Subsidiary Performance? | **Bassam Farah**, American U. of Beirut; **Paul Beamish**, U. of Western Ontario; **Luis Alfonso Dau**, Northeastern U.

→ 🗨️ Strategic Ethnography: Harnessing Subsidiary Resources for Organizational Renewal | **Mary-Yoko Brannen**, U. of Victoria; **Terry Mughan**, Royal Roads U.; **Sarah Easter**, U. of Victoria

→ Subsidiary capabilities and innovation in developing countries | **Nuruzzaman Nuruzzaman**, Rutgers Business School; **Deeksha A Singh**, Rutgers U.

→ 🗨️ Intangible Asset Holdings and Investments of Multinational Subsidiaries | **Quyen Nguyen**, U. of Reading, Henley Business School

1578 → 🗨️: (Paper Session) - (IM) The Role of Capabilities and Knowledge in Firm Performance

8:00am - 9:30am Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1578

Chair: **Kazuhiro Asakawa**, Keio U.

→ 🗨️ Capability Deepening, Capability Broadening, and Firm Performance of Emerging Market Firms | **Stephanie Lu**

Wang, Indiana U., Bloomington; **Alvaro Cuervo-Cazurra**, Northeastern U.

- Are MNCs Imperialists or Knowledge Networks? A Reality Check | **Michael Enright**, The U. of Hong Kong; **Venkat Subramanian**, Nazarbayer U.; **Peter J. Williamson**, U. of Cambridge
- Revisit the impact of environmental dynamisms on global offshoring | **Tung M. Hung**, Rutgers U.; **Yi-Ju Lo**, Yuan Ze U.
- Capturing opportunities across national borders at Greenpeace: A historical investigation | **Yves Plourde**, HEC Montreal

1579 → 📄: (Paper Session) - (IM) **The Role of Firm-Specific Advantage and Strategic Human Assets in Internationalization**

8:00am - 9:30am Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1579

Chair: **Alain C. Verbeke**, U. of Calgary

- 📄 U.S. MNE Firm-Specific Advantages and Inter-regional expansion | **Alfredo J Mauri**, Saint Joseph's U.; **Sangcheol Song**, Saint Joseph's U.; **Joao Neiva de Figueiredo**, Saint Joseph's U.
- 📄 Managerial attention and export performance: A comparison between mMNEs and pure SME exporters | **Jiasi Fan**, U. of Groningen; **Hans Van Ees**, Groningen U. (RuG); **Gjalt de Jong**, U. of Groningen
- 📄 Managerial resources and International expansion: the Moderating Role of Middle Managers; Size | **Peng-Yu Li**, Fu-Jen Catholic U.
- Incoming and outgoing directorate ties and new venture internationalization | **Orhun Guldiken**, Old Dominion U.; **Mirko Hwan Benischke**, Erasmus U. Rotterdam; **Izzet Sidki Darendeli**, California State U., East Bay

1580 → 📄: (Paper Session) - (IM) **Antecedents and Consequences of Cultural Intelligence and Knowledge**

8:00am - 9:30am Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1580

- 📄 Sense of Power: a Barrier or Enabler for Cultural Intelligence? | **Jing Betty Feng**, Farmingdale State College; **Alexander J Corner**, Georgia State U.; **Ulf Henning Richter**, The U. of Nottingham, China
- 📄 Cross-cultural training, contact intensity and cultural intelligence in global teams | **Alfred Presbitero**, Deakin U.; **Lemuel S. Toledano**, Majura Park Childcare Center Pty Ltd
- 📄 The Influence of Multiculturalism and Cultural Knowledge on Salary Negotiation Strategy | **Davina E. Vora**, State U. of New York at New Paltz; **Napatsorn Jiraporn**, State U. of New York at Oswego; **Wendy J. Casper**, The U. of Texas at Arlington
- 📄 Service Excellence in Light of Cultural Diversity: The Impact of Metacognitive Cultural Intelligence | **Melanie Petra Lorenz**, The U. of Alabama; **Jase R. Ramsey**, Saint Louis U.; **Daniel L. Morrell**, Middle Tennessee State U.; **Ayesha Tariq**, The U. of Alabama

1581 → 📄: (Paper Session) - (IM) **Political Risk: Bribery, Corruption and Diplomacy**

8:00am - 9:30am Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1581

Chair: **Michael A. Sartor**, Smith School of Business, Queen's U.

- Foreign Market Corruption and the Structure of Subsidiaries in Emerging Markets | **Michael A. Sartor**, Smith School of Business, Queen's U.
- 📄 The multi-faceted role of experience dealing with policy risk: The impact of intensity and diversity | **Alfredo Jimenez**, Kedge Business School; **Diana Benito-Osorio**, Rey Juan Carlos U.; **Jonas F Puck**, WU Vienna U. of Economics and Business; **Patrizia Klopff**, WU Vienna U. of Economics and Business
- Does Diplomacy Foster MNE Transparency? The Moderating Role of Geopolitical Capital | **Anthony Cannizzaro**, The Catholic U. of America
- 📄 Bribery behavior by state owned enterprises | **Noman Ahmed Shaheer**, U. of South Carolina; **Jingtao Yi**, Renmin U. of China

1582 : (MBR) **Membership Committee Closing Debrief Meeting**

8:00am - 9:30am Anaheim Convention Center: 211A

Tweet this session: #AOM2016 1582

Any interested volunteers are welcome to join us and contribute your ideas as we finalize our plans for next year's activities. Volunteering with the Membership Committee is a great jumping off point for those new to the Academy. So come and be a part of the planning for 2017!

Organizer: **Hamid H Kazeroony**, Inver Hills Community College

1583 📄 → 📄: (Paper Session) - (MC) **The Role of Leadership and Entrepreneurship in Management Consulting**

8:00am - 9:30am Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 1583

Chair: **Kandarp Mehta**, IESE Business School

- 📄 Aligning the Meaning of Lean: Boundary Spanning Agents in the Translation of Management Concepts. | **Marlieke Grinsven**, U. of Amsterdam; **Stefan Heusinkveld**, U. of Amsterdam; **Jos Benders**, KU Leuven
- 📄 Making Projects Meaningful | **Ofer Zwikael**, The Australian National U.; **John R. Smyrk**, U. of New South Wales; **Jack R. Meredith**, Wake Forest U.
- 📄 Developing Leaders: How the Field of Leadership Development Scholarship Contributes to its Practice | **Amanda Martin**, Melbourne Business School / Swinburn U. of Technology
- 📄 The Role of Consulting and Support for Entrepreneurship in Universities: A French Experience | **Isabelle Bories-Azeau**, U. of Montpellier; **Fatiha Fort**, SupAgro Montpellier; **Florence Noguera**, U. Paul Valery, Montpellier; **Catherine Peyroux**, U. Paul Valery, Montpellier

1584 : (MED) **MED Executive Committee Meeting**

8:00am - 9:30am Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1584

1585 📄 → 📄: (Paper Session) - (MED) **Engaging Learners in Management Education**

8:00am - 9:30am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1585

Chair: **Marilyn L. Taylor**, U. of Missouri, Kansas City

- 📄 Embedding Engaged Learning in High Enrollment Lecture-Based Classes | **Kathy Lund Dean**, Gustavus Adolphus College; **Sarah Louise Wright**, U. of Canterbury

📖 How Exemplary Online Teachers Establish Relational Connections in Online Learning | **Teri C Tompkins**, Pepperdine U.; **Ann E. Feyerherm**, Pepperdine U.; **Kathryn S Rogers**, Pitzer College

MED Best Paper in Graduate Management Education. Sponsored by the Graduate Management Admission Council (GMAC) for the most significant contribution to graduate management education.

📖 A Study of Undergraduate Business Student Engagement and Academic Performance | **Melanie Ann Robinson**, John Molson School of Business; **Isabelle Dostaler**, John Molson School of Business

1586 📖 → 📖: (Paper Session) - (MED) **Eclectic Teaching Practices**

8:00am - 9:30am Sheraton Park Hotel: Plaza D

Tweet this session: [#AOM2016 1586](#)

Chair: **Scott Taylor**, U. of Birmingham

📖 📖 📖 Organizing Meaningful Management Education through Engaging Multiple Intelligences | **Judita Peterlin**, U. of Ljubljana, Faculty of Economics; **Vlado Dimovski**, U. of Ljubljana

📖 📖 Creating a Warm Climate?: The Influence of Demography on Class Participation | **Danna Greenberg**, Babson College; **Tina R. Opie**, Babson College; **Wendy Marcinkus Murphy**, Babson College

📖 Making Strategy Personal: A Set of Exercises for Students of HRM Strategy | **Amanda Shantz**, York U.; **Mark Podolsky**, York U.; **Shayna Frawley**, York U.

📖 📖 What the PechaKucha? Transitioning from a Presentation Method to a Community-Building Perspective | **Miikka J. Lehtonen**, U. of Tokyo; **Anna Salo-Toyoki**, Aalto U.

1587 📖: (Paper Session) - (MOC) **From Plato to JD Power: Decisions and sensemaking in behavioral strategy**

8:00am - 9:30am Hilton Anaheim: Lido A

Tweet this session: [#AOM2016 1587](#)

Chair: **Olivier Baly**, Mines ParisTech

📖 📖 Collective Sensemaking: The Cave within the Cage | **Olivier Baly**, Mines ParisTech; **Frédéric Kletz**, Mines ParisTech; **Jean-Claude Sardas**, Mines ParisTech

📖 📖 Revitalizing Threat-Rigidity: Construct Clarification and Measure Validation | **Daniel Slyngstad**, Claremont Graduate U.

📖 A Revised Look at Ambiguity in Understanding Project Overruns | **David L. McLain**, State U. of New York at Oswego; **Jinpei Wu**, State U. of New York at Oswego

The Role of Awards on Shaping Consumers' Evaluation Process | **Yoonjin Choi**, Columbia U.; **Paul Ingram**, Columbia U.

1588 📖: (Paper Session) - (MOC) **How do stewardship, sustainability, and renewal fit together? Find out.**

8:00am - 9:30am Hilton Anaheim: Lido C

Tweet this session: [#AOM2016 1588](#)

Chair: **Morela Hernandez**, U. of Virginia

📖 An Empirical Examination of the Performance Outcomes of Stewardship Behavior | **Morela Hernandez**, U. of Virginia; **Cristiano L. Guarana**, U. of Virginia; **Daniel S. Halgin**, U. of Kentucky

A Theoretical Model for Managing Alliances: Social Psychological Foundations of a Multi-level Model | **Laura Poppo**, U. of Kansas; **Kristie M Rogers**, U. of Kansas; **Hilary Schloemer**, U. of Kansas

📖 The Role of Sensemaking & Organizational Identification in Employee Engagement for Sustainability | **Kent D. Fairfield**, Fairleigh Dickinson U.

📖 Bypassing managerial cognitive inertia: Innovation cognition in-the-making | **Kati Helena Järvi**, Hanken School of Economics; **Liisa Valikangas**, Hanken School of Economics

1589 📖: (Paper Session) - (MOC) **The coolest case studies you've never heard of: Cool case studies**

8:00am - 9:30am Hilton Anaheim: Mezzanine 11

Tweet this session: [#AOM2016 1589](#)

Chair: **Rafael Alcadipani**, FGV-EAESP

→ 📖 "Getting away with Murder?": Making People's Labeling in Organizations | **Rafael Alcadipani**, FGV-EAESP

📖 Mental Models and Affective Influence in Inter-Organizational Collaboration for New Technology | **Timo Vuori**, Aalto U.; **Quy Nguyen Huy**, INSEAD

→ 📖 Failure in Disguise: A Discursive Approach to Obfuscation in Financial Disclosures | **Irene Pollach**, Aarhus U.

📖 📖 What's in a name? Giving form and meaning to a new culinary category | **Barbara Slavich**, IESEG School of Management; **Silviya Svejenova**, Copenhagen Business School; **Maria Pilar Opazo**, Columbia Business School; **Gerardo Patriotta**, The U. of Nottingham

1590 📖: (Paper Session) - (MOC) **Chameleon or Komodo Dragon? Issues of personhood, authenticity, and reputation**

8:00am - 9:30am Hilton Anaheim: Mezzanine 12

Tweet this session: [#AOM2016 1590](#)

Chair: **Arthur S. Jago**, Stanford GSB

Corporate Personhood: Lay Perceptions and Moral Consequences | **Arthur S. Jago**, Stanford GSB

📖 An identity-based perspective on firm strategic adaptation to business model innovation | **Yuliya Snihur**, Toulouse Business School; **Andreea Kiss**, Iowa State U.; **Pamela S. Barr**, Georgia State U.

📖 Reputation Risk and its Relation with Financial Performance: Evidence of Life Insurance Companies | **Tsai-Jyh Chen**, National Chengchi U.

Can I be who I am? How Authenticity Climate Influences Organizational Identification | **Kathryn Keech Ostermeier**, U. of North Texas; **Danielle Cooper**, U. of North Texas

1591 📖 📖 JS: (MOC, GDO) **Under Construction: Emerging Research at the Intersection of Leadership and Identity**

8:00am - 9:30am Hilton Anaheim: Carmel

Tweet this session: [#AOM2016 1591](#)

Chairs: **Sandra Cha**, Brandeis U.; **Patricia Faison Hewlin**, McGill U.

Discussant: **Nancy J Adler**, McGill U.

Exploring the Implications of Identity Theories for Behavioral Integrity Research | **Tony L Simons**, Cornell U.

In the Eye of the Beholder: A Theory of Identity Frames & the Social Construction of Leader Identity | **Judi McLean Parks**,

Washington U. in St. Louis; **Faye I. Smith**, Missouri Western State U.

Interacting Selves: The Co-construction of Leader, Race and Gender Identities | **Erica Gabrielle Foldy**, New York U.

Bias in Indirect Referrals: A Critical Barrier to Career Advancement of Racial Minorities & Women | **Jasmien Khattab**, Erasmus U. Rotterdam; **Ashleigh Shelby Rosette**, Duke U.

Is This Multinational Enterprise Part of Me? How Subsidiary Leaders Affect Employee Identification | **Sung Soo Kim**, U. of Denver; **Sandra Cha**, Brandeis U.

1592 🗣️💻JS: (MOC, OB, OMT) **Compassion as a resource: A research incubator exploring resourcing to reduce suffering**

8:00am - 9:30am Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1592

Organizers: **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor; **Kristina Marie Workman**, Cornell U.; **Kerry Roberts Gibson**, Babson College

A resourcing view of compassion at work | **Monica C. Worline**, U. of Michigan

Compassion and courage: A mutually resourcing relationship | **Mrudula Nujella**, U. of Michigan, Ann Arbor

'Joyful Burdens' make suffering meaningful: The paradox of compassion as a demand and resource | **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor

Compassion artifacts: Potent potential resources for reducing suffering | **Kristina Marie Workman**, Cornell U.; **Jane E. Dutton**, U. of Michigan

From bread tags to community: Exploring how and why compassion can be resourced | **Reut Livne-Tarandach**, U. of Oregon

Self-compassion as a relational resource | **Kerry Roberts Gibson**, Babson College

1593 📖🗣️➔🗣️💻: (Paper Session) - (MSR) **Mindfulness, Sustainability, Consciousness Development and Research: Spirituality, Art & Magic**

8:00am - 9:30am Anaheim Convention Center: 205A

Tweet this session: #AOM2016 1593

MSR Best Paper: *10393 Mindfulness Meditation and Art Appreciation as Meaning-Making Practices*

Chair: **Erik De Jongh**, U. of Amsterdam

📖🗣️💻 Mindfulness Meditation and Art Appreciation as Meaning-Making Practices | **Charlie Yang**, Southern Connecticut State U.

The Dance Within: A New Perspective to Tackle Sustainability Challenges | **Ana Cristina Campos Marques**, Radboud U. Nijmegen; **Marja Flory**, Erasmus U. Rotterdam

➔🗣️ Experience of Integrating Traditional Mindfulness into Work-life | **Suwimon Phaetthayanan**, U. of Toronto, OISE

🗣️➔🗣️💻🗣️ The Mindfulness Spectrum: Merging Eastern and Western Perspectives on Mindfulness | **Siriwut Buranapin**, Chiang Mai U.; **Wanlanai Saiprasert**, Chiang Mai U.; **Saifon Singhatong**, Chiang Mai U.

Organizational Magical Realism | **Maxim Ganzin**, U. of Alberta School of Management

1594 🗣️JS: (MSR, ODC, OB) **Making Sustainability Meaningful: A Holistic Approach**

8:00am - 9:30am Anaheim Convention Center: 212A

Tweet this session: #AOM2016 1594

Facilitators: **Satinder K Dhiman**, Woodbury U.; **Joan Marques**, Woodbury U.; **Ian Mitroff**, U. of California, Berkeley; **Dennis P. Heaton**, Maharishi U.

1595 : (Paper Session) - (OB) **Employee Creativity**

8:00am - 9:30am Anaheim Convention Center: 201B

Tweet this session: #AOM2016 1595

Chair: **Li-Yun Sun**, Macau U. of Science and Technology

➔🗣️💻-Deals and Employee Creativity: A Self-Determination

Theory Perspective | **Li-Yun Sun**, Macau U. of Science and Technology; **Feirong Yuan**, The U. of Texas at Arlington;

Yueyuan Cheng, Macau U. of Science and Technology

🗣️ Empowering Leadership and Follower Creativity: An Expertise Power- Self-efficacy Perspective | **Ye Liu**, U. of Groningen / U. of Chinese Academy of Sciences; **Onne Janssen**, U. of Groningen; **Tim Vriend**, U. of Groningen; **Kan Shi**, U. of Chinese Academy of Sciences

🗣️ Good People Are Creative: The Mediation Mechanism between Citizenship Behavior and Creativity | **Jeong Won Lee**, Yonsei U.; **Chang-Wook Jeung**, Yonsei U.

🗣️ When to Share Knowledge for Employees' Creativity? Moderating Roles of Subordinates' Expertise | **Yeun Joon Kim**, U. of Toronto; **Chea Yoon Cho**, U. of Toronto

1596 : (Paper Session) - (OB) **Abusive Supervision**

8:00am - 9:30am Anaheim Convention Center: 202A

Tweet this session: #AOM2016 1596

Chair: **Wen-Dong Li**, Kansas State U.

🗣️🗣️ Narcissism, abusive supervision climate, and team effectiveness: Testing a mediation model | **Wen-Dong Li**, Kansas State U.; **Zhen Zhang**, Arizona State U.; **Xiaoming Zheng**, Tsinghua U.; **Xin Liu**, Tsinghua SEM

🗣️ Supervisor Performance Self-Esteem and Abusive Supervision: The Role of Subordinate Characteristics | **Erik Dietl**, U. of Hohenheim

🗣️ Motivated by Peer Abusive Supervision? The Moderating Role of Prevention Focus | **Ping Tyra Shao**, California State U. Sacramento; **Andrew Li**, West Texas A&M U.; **Mary Mawritz**, Drexel U.

🗣️ Dispersion Theory of Abusive Supervision: Emergent Unit-Level Subordinate Retaliation | **Christine May Yan Kermond**, Michigan State U.

1597 : (Paper Session) - (OB) **Drivers of Organizational Citizenship Behaviors**

8:00am - 9:30am Anaheim Convention Center: 203B

Tweet this session: #AOM2016 1597

Chair: **John Fiset**, Memorial U. of Newfoundland

➔🗣️ The Language at Work Scale: The Effects of Language Ostracism on Workplace Behaviors | **John Fiset**, Memorial U. of Newfoundland; **Devasheesh P. Bhave**, Singapore Management U.

🗣️🗣️ Turn the other cheek: The role of morality in promoting prosocial responses to abusive supervision | **Nai-Wen Chi**, National Sun Yat-Sen U.; **An-Chih Wang**, National Sun Yat-Sen U.; **Crystal I.C. Farh**, U. of Washington, Seattle

The Good, the Bad or Just Plain Bored? Boredom Predicting Citizenship and Counterproductive Behavior | **Patricia L. Baratta**, U. of Guelph; **Jeffrey R. Spence**, U. of Guelph
Exploring the Temporal Nature of the Relationship between OCB and CWB | **Eric J. Yochum**, U. of Arkansas; **Christopher C. Rosen**, U. of Arkansas

1598 : (Paper Session) - (OB) **Trust in the Workplace**

8:00am - 9:30am Anaheim Convention Center: 204A

Tweet this session: **#AOM2016 1598**

Chair: **Adnan Ozyilmaz**, Mustafa Kemal U.

Trust in Organization as a Moderator of the Relationship Between Self-efficacy and Outcomes | **Adnan Ozyilmaz**, Mustafa Kemal U.; **Berrin Erdogan**, Portland State U.; **Aysegul Karaeminogullari**, Istanbul U.

Trusting & Feeling Trusted: An Examination of Their Unique Relations with Engagement & Embeddedness | **Jennifer Morton**, U. of Missouri, St. Louis; **Ekin K. Pellegrini**, U. of Missouri, St. Louis

Trust in the workplace: A multifoci meta-analytic investigation | **Jaе Young Choi**, Drexel U.; **Christian J. Resick**, Drexel U.

Antecedents and Consequences of Trust Development Across Hierarchical and Cross-Cultural Boundaries | **Jörg Büechl**, Eberhard Karls U. Tübingen; **Markus Pudelko**, Tübingen U.

1599 : (Paper Session) - (OB) **Burnout, Emotional Exhaustion, and Well-Being**

8:00am - 9:30am Anaheim Convention Center: 204C

Tweet this session: **#AOM2016 1599**

Chair: **Ming Kong**, Tsinghua U.

A Study on the Relationship between Employees' Career Success and Subjective Well-being | **Ming Kong**, Tsinghua U.; **Xiaojun Qian**, Tsinghua U.; **Li Yang**, Tsinghua U.; **Peng Gao**, Tsinghua SEM

Stress Intervention, Supervisors' Emotional Exhaustion, Abusive Supervision, and Team Performance | **Catherine K Lam**, City U. of Hong Kong

The Effects of Perfectionism Asymmetry on Emotional Exhaustion | **Yuwen Liu**, National Tsing Hua U.; **Danni Wang**, Rutgers Business School

An Identity Status Process Model on Burnout: From prediction to return to work | **Jolien Philipsen**, U. Antwerpen; **Jesse Segers**, U. of Antwerp/ Antwerp Management School

1600 : (Paper Session) - (OB) **Leadership Effects on Team Performance**

8:00am - 9:30am Anaheim Convention Center: 207A

Tweet this session: **#AOM2016 1600**

Chair: **Xueting Jiang**, U. of Massachusetts, Amherst

A Longitudinal Study on Leadership Identification in Self-managing Teams | **Xueting Jiang**, U. of Massachusetts, Amherst; **Charles C. Manz**, U. of Massachusetts, Amherst

The effect of leader self-identity on team performance and counterproductive work behavior | **Irina Cojuharenco**, Northeastern U.; **Carlos Ferreira Peralta**, U. of East Anglia

How Teams Influence Leader Behaviors: A Moderated Mediation Model | **Jarvis Smallfield**, UIC; **Jenny M. Hoobler**, U. of Pretoria; **Donald H. Kluepfer**, U. of Illinois at Chicago

Task and person-focused leadership behaviors and team performance: A meta-analysis | **Meltem Ceri Booms**, Tilburg U.; **Petru Curseu**, Babes-Bolyai U.

1601 : (Paper Session) - (OB) **Servant Leadership**

8:00am - 9:30am Anaheim Convention Center: 207B

Tweet this session: **#AOM2016 1601**

Chair: **Julia Specht**, Ludwig Maximilian U. of Munich

How Daily and General Servant Leadership Affects Self-Efficacy, Optimism and Task Performance | **Julia Specht**, Ludwig Maximilian U. of Munich; **Angela Kuonath**, Ludwig Maximilian U. of Munich; **Daniela Pachler**, Ludwig Maximilian U. of Munich; **Dieter Frey**, Ludwig Maximilian U. of Munich

Manager- and Supervisor- Servant Leadership Behavior and Employee Service Performance | **Haoying Xu**, Central U. of Finance and Economics; **Zhen Wang**, Central U. of Finance and Economics

Servant leadership transmission and a female advantage: Building and testing a contingent theory | **G. James Lemoine**, U. at Buffalo, The State U. of New York; **Terry C. Blum**, Georgia Institute of Technology; **Daniel I Watts**, Georgia Institute of Technology; **Wesley R. Kean**, Georgia Institute of Technology

OB Division Best Dissertation-Based Paper Award, sponsored by Wiley-Blackwell on behalf of the Journal of Organizational Behavior

A Spillover-Crossover Model of Servant Leader Family Support and Subordinate Family- Work Outcomes | **Eric J. Michel**, U. of Illinois at Chicago; **Sandy J. Wayne**, U. of Illinois at Chicago

1602 : (Paper Session) - (OB) **Social Dynamics of Leadership**

8:00am - 9:30am Anaheim Convention Center: 207C

Tweet this session: **#AOM2016 1602**

Chair: **Thomas Will**, Agnes Scott College

A Flocking Model of Human Organizing: Leadership Implications | **Thomas Will**, Agnes Scott College

Shaping Emergent Interdependence in Lateral Teams: When the Leader's Toolbox Has No Hammer | **Martha L Maznevski**, IMD

Dispersed Leadership in Teams: Conceptualization and Measurement of a Three-Dimensional Model | **Yvonne Garbers**, Kiel U.; **Udo Konradt**, U. of Kiel

Emergent Leadership in Self-Directed Teams: Communication Shifts over Time | **Fabiola Heike Gerpott**, Jacobs U. Bremen; **Nale Lehmann-Willenbrock**, Vrije U. Amsterdam; **Mark van Vugt**, U. of Amsterdam

1603 : (Paper Session) - (OB) **Innovation and Learning in Organizations**

8:00am - 9:30am Anaheim Convention Center: 208B

Tweet this session: **#AOM2016 1603**

Chair: **Kai Chi Yam**, National U. of Singapore

Does Morality Trump Innovation? The Impact of CEO Moral Identity on Firm Innovation | **Kai Chi Yam**, National U. of Singapore; **Ryan Fehr**, U. of Washington, Seattle; **Jingzhou Pan**, Tianjin U.; **David Welsh**, Arizona State U.

- 📖 Institutional Mindsets Influence on Transformational Routines as Drivers of Field Evolution | **Lauri J. Paavola**, U. of Oxford; **Richard W. Cuthbertson**, U. of Oxford
- 🗨️ Modeling adaptive learning in an ecology of competition | **Shu-Ling Cheng**, Far East U.; **Lei-Yu Wu**, National Chengchi U.
- 📖 A Cascading Model of Support, Innovation Empowerment, Organizational Pride, and Behavioral Outcomes | **Rachel E. Sturm**, Wright State U.; **Scott David Williams**, Wright State U.

1604 : (Paper Session) - (OB) Multifaceted Nature of the Job Seeker Experience

8:00am - 9:30am Anaheim Convention Center: 210C

Tweet this session: **#AOM2016 1604**

Chair: **Lauren A. Keating**, UNSW Australia Business School

- 📖 Splitting Hairs or Forging Ahead? Exploring the Existence of Differentiated Mindsets | **Lauren A. Keating**, UNSW Australia Business School
- 📖 Talent status awareness: An alternative perspective | **Violetta Khoreva**, Hanken School of Economics; **Vlad Vaiman**, California Lutheran U.; **Edyta Kostanek**, Coventry U.
- 📖 Rejection Sensitivity in Job Seekers: Coping, Job Search Attitudes and Self-Reported Behavior | **Nancy E. Day**, U. of Missouri, Kansas City

The Effect of Resumes' Level of Concreteness on Candidate Evaluation | **Jean-Nicolas Reynt**, McGill U.; **Brian Rubineau**, McGill U.; **Batia Mishan Wiesenfeld**, New York U.

1605 : (Paper Session) - (OB) Multi-Level Research

8:00am - 9:30am Anaheim Convention Center: 210D

Tweet this session: **#AOM2016 1605**

Chair: **Daphna Motro**, U. of Arizona

Examining a Multilevel Model of Anger Contagion in Groups: An Information Processing Approach | **Daphna Motro**, U. of Arizona; **Trevor Spoelma**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona

🔗 Fired Up To Perform: A Multilevel Examination of Antecedents and Consequences of Thriving At Work | **Fred O. Walumbwa**, Florida International U.; **Michael K Muchiri**, RMIT U.; **Everlyne Misati**, Florida International U.; **Cindy Wu**, Baylor U.; **Meiliani Meiliani**, U. of Bengkulu

🗨️ Just how multi-level is leadership research? A document co-citation analysis 1980-2013 | **Sasa Batistic**, Portsmouth Business School; **Bernd Vogel**, U. of Reading

🔗 A cross-classified multilevel analysis of identity and performance in multiple team arrangements | **Tammy L. Rapp**, Ohio U.

1606 : (OB) Either a Hero or a Fool: When Self-Presentation Strategies Backfire, and When They Succeed

8:00am - 9:30am Anaheim Convention Center: 213A

Tweet this session: **#AOM2016 1606**

Organizers: **Jungwoo Ha**, London Business School; **Wiley Wakeman**, London Business School

Intrapsychic Effects of Competence-Presentation and its Consequences in Organizations | **Jungwoo Ha**, London Business School; **Sun Young Lee**, U. College London; **Gillian Ku**, London Business School

Bragging through an Intermediary | **Irene Scopelliti**, Cass Business School, City U. London; **Joachim Vosgerau**, Bocconi U.; **George Loewenstein**, Carnegie Mellon U.

Backhanded Compliments: Implicit Social Comparison Undermines Flattery | **Ovul Sezer**, Harvard U.

How Prior Knowledge and Status Shape Reactions to Self-Promotion | **Nicholas Lobuglio**, U. of Pennsylvania

When Groups Allow Rules to be Broken: The Role of Fitness on Punishing Status Self-Enhancement | **Wiley Wakeman**, London Business School

Participants: **Gillian Ku**, London Business School; **Sun Young Lee**, U. College London; **Nicholas Lobuglio**, U. of Pennsylvania; **George Loewenstein**, Carnegie Mellon U.; **Irene Scopelliti**, Cass Business School, City U. London; **Ovul Sezer**, Harvard U.; **Joachim Vosgerau**, Bocconi U.

1607 : (Paper Session) - (OB) Emotional Intelligence

8:00am - 9:30am Anaheim Convention Center: 303A

Tweet this session: **#AOM2016 1607**

Chair: **Marina Fiori**, U. of Lausanne

📖 Are Emotionally Intelligent Individuals Hypersensitive to Emotions? Testing the Curse of Emotion | **Marina Fiori**, U. of Lausanne; **Andrew Ortony**, Northwestern U.

📖 A Longitudinal Study of Emotional Intelligence and Mid-Career Success | **Joseph Charles Rode**, Miami U. Ohio; **Marne L. Arthaud-Day**, Kansas State U.; **Aarti Ramaswami**, ESSEC Business School; **Satoris S. Culbertson**, Kansas State U.

📖 Impact of Leader and Teammates' Emotional Intelligence on My Satisfaction | **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Chi-Sum Wong**, Chinese U. of Hong Kong

🗨️ Emotional Intelligence and OCB: The Moderating Role of Locus of Control | **David L. Turnipseed**, U. of South Alabama

1608 : (Paper Session) - (OB) Psychological Aspects of Time

8:00am - 9:30am Anaheim Convention Center: 303B

Tweet this session: **#AOM2016 1608**

Chair: **Matthew J Pearsall**, U. of North Carolina, Chapel Hill

🔗 Overcoming Temporal Construal of Future Threats in Teams | **Matthew J Pearsall**, U. of North Carolina, Chapel Hill; **Jessica Siegel Christian**, U. of North Carolina at Chapel Hill; **Jamie Kohn**, U. of North Carolina, Chapel Hill; **Michael S Christian**, U. of North Carolina, Chapel Hill; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Charlotte Hoopes Larson**, U. of North Carolina, Chapel Hill

🔗 Construal Level and Temporal Distance: Revisiting this Relationship Using Subjective Time Format | **Jing Hu**, U. of Toronto; **Sam Maglio**, U. of Toronto

Examining the Effects of Social and Temporal Comparisons on Employee Reactions | **Irene Tsachouridi**, Athens U. of Economics and Business; **Irene Nikandrou**, Athens U. of Economics and Business

🗨️ Future Time Perspective as a Moderator for the Social Exchange-Affective Commitment Relation | **Joerg Korff**, U. of Mannheim; **Torsten Biemann**, U. of Mannheim

1609 : (Paper Session) - (OB) Job Demands and Work Engagement

8:00am - 9:30am Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1609

Chair: **Olivier Herrbach**, U. of Bordeaux

📄 Social Isolation, Burnout and Work Engagement: The Case of Commercial Contract Cleaning Workers | **Kathleen Bentein**, ESG-UQAM; **Alice Garcia**, U. of Toulouse III, Paul Sabatier; **Sylvie Guerrero**, UQAM; **Olivier Herrbach**, U. of Bordeaux

📄 Workaholism – An interaction between internal and external factors | **Edna Rabenu**, Netanya Academic College; **Or Shkoler**, Netanya Academic College; **Aharon Tziner**, Netanya Academic College

Presenteeism propensity and low-skilled work | **Sascha Alexander Ruhle**, U. of Duesseldorf

📄 Demands, Resources, and Strain: The Unique Contribution of Illegitimate Tasks | **Marcus James Fila**, Hope College; **Erin M. Eatough**, City U. of New York, Baruch College

1610 : (Paper Session) - (OB) Self-Regulation in Organizations

8:00am - 9:30am Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1610

Chair: **Guylaine Landry**, ESG-UQAM

Longitudinal effects of goal orientations on feedback-seeking, commitment and turnover in newcomers | **Guylaine Landry**, ESG-UQAM; **Christian Vandenberghe**, HEC Montreal; **Kathleen Bentein**, ESG-UQAM; **Karim Mignonac**, U. of Toulouse I, Capitole; **Patrice Roussel**, U. of Toulouse I, Capitole

📄 How Do I Stay Proactive? Examining Proactive Behavior from a Self-Regulatory Resource Perspective | **Kan Ouyang**, Shanghai U. of Finance and Economics; **Wing Lam**, Hong Kong Polytechnic U.; **Bonnie Hayden Cheng**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong; **Jianan Zhong**, Zhejiang U.

🗣️📄 Investigating Job Search Clarity: A Motivational and Self-Regulatory Perspective | **Lisa K J Kuron**, Wilfrid Laurier U.; **Simon Taggar**, Wilfrid Laurier U.

🗣️📄 A Longitudinal Study of Newcomer Job Crafting in a Chinese Context | **Haijiang Wang**, Eindhoven U. of Technology; **Eva Demerouti**, Eindhoven U. of Technology; **Pascale Le Blanc**, Eindhoven U. of Technology

1611 📄 SHCS: (OB, CM, MOC) After the Fall: Responses and Reactions to Unethical Behavior in Organizations

8:00am - 9:30am Anaheim Convention Center: 201A

Tweet this session: #AOM2016 1611

Organizer: **Erin Frey**, Harvard Business SchoolChair: **Erin Frey**, Harvard Business SchoolDiscussant: **David Mayer**, U. of Michigan

Cashing in or Selling Out? Authenticity as Moral Capital in Craft Industries | **Keith Leavitt**, Oregon State U.; **Chad B Murphy**, Oregon State U.

Wolves in Sheep's Clothing: Moral Accessories as Identity Revealing and Forming Cues | **Sreedhari D. Desai**, U. of North Carolina; **Jonathan E. Keeney**, U. of North Carolina, Chapel Hill

Mistake or Misconduct? The Effect of Violation Type on Interpersonal Confrontation | **Erin Frey**, Harvard Business

School; **Francesca Gino**, Harvard U.; **Joshua D Margolis**, Harvard U.

Forgiving for Us All: Forgiving Our Common Transgressor | **Medha Raj**, U. of Southern California; **Scott Wiltermuth**, U. of Southern California

1612 📄 JS: (OB, HR) How to Open the Door? Investigating the Link between Leadership and Employee Voice

8:00am - 9:30am Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1612

Organizer: **Mona Weiss**, New York U.Discussant: **Elizabeth Wolfe Morrison**, New York U.

Closer They Come Less They're Heard: Employee Upward Mobility and Managerial Solicitation of Voice | **Insiya Hussain**, U. of Maryland R.H. Smith School of Business; **Marko Pitesa**, U. of Maryland R.H. Smith School of Business; **Srinivas Ekkirala**, XLRI-Xavier School of Management; **Subrahmaniam Tangirala**, U. of Maryland

We Can Do It! How Leader Language Affects Voice Behavior in Multi-Professional Action Teams | **Mona Weiss**, New York U.; **Michaela Kolbe**, ETH Zurich; **Gudela Grote**, ETH Zurich; **Donat Spahn**, U. Hospital Zurich; **Bastian Grande**, U. Hospital Zurich

Leaders' Communication of Psychological Standing and Men's Participation in Gender Initiatives | **Elad Netanel Sherf**, New York U.

Leader Language and Voice: Confident and Positive Speech Boosts Admiration but Stifles Voice | **Jeffrey P. Thomas**, New York U.; **Frances J. Milliken**, New York U.; **Joe Magee**, New York U.

How Leader Tactics Shape Front-line Staff Voice and Creativity | **Yuna S.H. Lee**, Yale U.; **Paul Cleary**, Yale U.; **Ingrid M. Nembhard**, Yale U.

Participants: **Insiya Hussain**, U. of Maryland R.H. Smith School of Business; **Elad Netanel Sherf**, New York U.; **Mona Weiss**, New York U.; **Jeffrey P. Thomas**, New York U.; **Yuna S.H. Lee**, Yale U.

1613 🗣️📄 SHCS: (OB, HR, CAR) New Perspectives on Impression Management at Work

8:00am - 9:30am Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1613

Organizers: **Sanghee Park**, Rutgers U.; **Anthony Klotz**, Oregon State U.Discussant: **K. Michele Kacmar**, Texas State U.

Impressed by Impression Management: Newcomer Reactions to Ingratiated Supervisors | **Trevor Foulk**, U. of Florida; **David M. Long**, College of William and Mary

New Perspective on the Personal and Social Consequences of Creating Facades of Conformity at Work | **Lawrence Houston**, Oregon State U.; **Alicia A. Grandey**, Pennsylvania State U.

Resource-Depletion Perspective on the Counterproductive Consequences of IM at Work | **Anthony Klotz**, Oregon State U.; **Wu Wei**, Wuhan U.; **Mark C. Bolino**, U. of Oklahoma

A Longitudinal Study of the Effects of Early Impressions on Trust in One's Organization | **Mike Baer**, Arizona State U.; **Jason Colquitt**, U. of Georgia; **Jessica Rodell**, U. of Georgia; **Kate Zipay**, U. of Georgia; **Finian Buckley**, Dublin City U.

1614 📄📱JS: (OB, MOC, HR) **Beyond "What's in It for Me?": Employee-Level Outcomes of an Organization-Sponsored Cause**

8:00am - 9:30am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1614

Organizers: **Jacqueline A-M. Coyle-Shapiro**, London School of Economics; **John B. Bingham**, Brigham Young U.; **Gabrielle Cunningham**, Brigham Young U.; **Hilary M. Hendricks**, Brigham Young U.; **Aurelie Cnop**, LSE

Discussant: **Jeffery A. Thompson**, Brigham Young U.

Cause-Based Organizational Identity and the Value Members Derive from Organizational Membership | **Shelley Brickson**, U. of Illinois at Chicago

Do you Value My Values? Benefits of Integrating CSR into the Performance Appraisal Process | **Lakshmi Ramarajan**, Harvard U.; **Daniel Albert Brown**, Harvard Business School; **Julie Battilana**, Harvard U.

Overcommitted: When Companies Deliver More than They Promise to an Organization-Sponsored Cause | **John B. Bingham**, Brigham Young U.; **Lisa Schurer Lambert**, Georgia State U.; **Gabrielle Cunningham**, Brigham Young U.; **Hilary M. Hendricks**, Brigham Young U.

The Working Poor: Ideological Currency amongst Slum School Teachers in India | **Harry G. Barkema**, London School of Economics; **Jacqueline A-M. Coyle-Shapiro**, London School of Economics

The Why of Work: Ideology-Infused Psychological Contracts and Meaningfulness in Organizations | **Aurelie Cnop**, LSE

1615 📄JS: (OB, OMT, HR) **Connecting Culture and Context: Insights from Organizational Culture Theory and Research**

8:00am - 9:30am Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1615

Organizer: **Chad A. Hartnell**, Georgia State U.

Paradigm Lost: Reinvigorating an Academic Focus on Organizational Culture | **Jennifer A. Chatman**, U. of California, Berkeley; **Charles A O'Reilly**, Stanford U.

State Level Tightness-Looseness Moderates the Impact of Diversity Climate on Firm Performance | **Derek R. Avery**, Wake Forest U.; **Michele J. Gelfand**, U. of Maryland; **Patrick F. McKay**, Rutgers U.

Culture, Cultural Integrity, and Service Climate: Predicting Patient Satisfaction in Nursing Units | **Mark G. Ehrhart**, San Diego State U.; **Jana L. Raver**, Queen's U.; **Beng Chong Lim**, Nanyang Technological U.; **Kyle M. Brykman**, Queen's U.; **Catherine Koh**, National U. Hospital Singapore

Culture in Context: A Meta-Analysis of the Nomological Network of Organizational Culture | **Amy Y. Ou**, National U. of Singapore; **Chad A. Hartnell**, Georgia State U.; **Angelo J. Kinicki**, Arizona State U.; **Elizabeth P. Karam**, Texas Tech U.; **Dongwon Choi**, National U. of Singapore

Shedding Some Light on the Ambivalent and Complex Nature of Culture | **Sonja A. Sackmann**, U. Bundeswehr, Munich

1616 📄: (Paper Session) - (OCIS) **Experimental Approaches of Digitally-driven Phenomena**

8:00am - 9:30am Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1616

Chair: **Hind Benbya**, Montpellier Business School

Expanding the Theory of Cognitive Fit: A Longitudinal Quantitative Study | **Lisa Falschlunger**, U. of Applied Sciences Upper Austria; **Othmar Manfred Lehner**, U. of Oxford

Dual-usage devices, IT security and guardianship intentions: An experimental study | **Claire A. Simmers**, Saint Joseph's U.; **Murugan Anandarajan**, Drexel U.; **Narasimha Paravastu**, U. of Central Missouri

Supporting Prosocial Microlending Decisions with Joint Evaluations: A Double-Edged Sword | **Jella Pfeifer**, Karlsruhe Institute of Technology (KIT); **Sebastian Hafenbrädl**, Yale School of Management; **Ulrich Hoffrage**, U. of Lausanne

Understanding Social Media Use: How Far Will College Student Sampling Take Us? | **Marco Marabelli**, Bentley U.; **Xinru Page**, Bentley U.; **Gerald C Kane**, Boston College

1617 📄: (Paper Session) - (OCIS) **Networks' Work, or How Workers Network**

8:00am - 9:30am Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1617

Chair: **Wai Fong Boh**, Nanyang Technological U.

Assembly Mechanisms of Emerging Interdisciplinary Scientific Teams and Their Impact on Performance | **Alina Lungeanu**, Pennsylvania State U.; **Noshir Contractor**, Northwestern U.

Academic Social Capital? Relating Centrality on ResearchGate to Established Impact Measures | **Christoph Lutz**, BI Norwegian Business School; **Christian Pieter Hoffmann**, U. of Leipzig; **Miriam Meckel**, U. of St. Gallen

A multi relational event network approach to studying channel selection dynamics in teams | **Aaron Schecter**, Northwestern U.; **Noshir Contractor**, Northwestern U.

Knowing Your (Relationship) Strengths: The Effect of Social Information Flow on Relational Acumen | **Natalie C. Cotton-Nessler**, Bentley U.

1618 📄: (Paper Session) - (ODC) **The (new) way we do things around here: Culture, change and organizations**

8:00am - 9:30am Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 1618

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

Reconsidering Mindfulness in Favor of Cultural Filters when Managing for Change | **Nicole C. Jackson**, U. of Connecticut; **Isabelle Lescent-Giles**, U. of San Francisco

Leader-Vation: The Three Stage Framework for Enhanced Change Management. | **Maninderpal Singh Saini**, Kyungpook National U.; **Gyewan Moon**, Kyungpook National U.; **Gi Ryun Park**, Kyungpook National U.

Toward A scenario-based Model of Culture Transformation building upon the Competing values Framework | **Xin Liang**, U. of Minnesota, Duluth; **Limin Gong**, Wuhan U.; **Shisong Jiang**, Wuhan U.

Value-Based Exchange and Firm Boundary Decisions | **Pekka Töytäri**, Aalto U.; **Risto Rajala**, Aalto U.; **Petri Salama**, Aalto U.; **Joona Keränen**, Lappeenranta U. of Technology

1619 📄: (Paper Session) - (ODC) **The good, the bad and the ugly: Leading organizational change**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 1619

Chair: **Zonghui Li**, Mississippi State U.

What does leadership (or its imagined absence) mean for creativity and professional agency? | **Kaija Marjukka Collin**, U. of Jyväskylä; **Sanna Herranen**, U. of Jyväskylä; **Teppo Sintonen**, U. of Jyväskylä; **Elina Riivari**, U. of Jyväskylä; **Tommi pekka Auvinen**, U. of Jyväskylä

📄 Engaging and Retreating: Leadership Lessons from Artistic Interventions in Organizations | **Ariane Berthoin Antal**, WZB Berlin Social Science Center; **Gervaise Debucquet**, Audencia Nantes School of Management; **Sandrine Fremeaux**, Audencia Nantes School of Management

🗨️📄 A Multilevel Study of Transformational Leadership and Innovative Behavior in Groups | **Feng Cailing Cailing**, Ludong U.; **Huang Xiaoyu**, U. of Toronto; **Zhang Lihua**, Renmin U. of China

🗨️📄 To Gain Control – Let Go: Heterarchical Leadership During an Organizational Crisis | **Synnové Nesse**, NHH Norwegian School of Economics

Winner of ODC Division Rupert F. Chisholm Best Theory-to-Practice Paper

1620 📄: (Paper Session) - (ODC) **Roles, identities and change**

8:00am - 9:30am Anaheim Marriott: Orange County Ballroom 1
Tweet this session: #AOM2016 1620

Chair: **Karen Elliott**, Durham U.

The Experiential Workplace: Convergence of Worker-Workplace Identity | **Branka Victoria Olson**, Case Western Reserve U.

Liberating Frontline Workers: Revealing the Discursive Consequences and Dilemmas of Reorganizing | **Colleen Mills**, U. of Canterbury; **Nicolas Arnaud**, Audencia Nantes School of Management

🗨️➔ From Local Autonomy Towards Global Integration: An Identity Perspective on MNE Strategic Change | **Inger G. Stensaker**, Norwegian School of Economics; **Helene Loe Colman**, BI Norwegian Business School; **Frank Elter**, BI Norwegian Business School

📄🗨️📄 Bridging the Rigor/Relevance Gap: a Study of Scholar-Practitioners' Multiple Role Management | **Guillaume Carton**, U. of Paris, Dauphine; **Paula Ungureanu**, U. of Modena and Reggio Emilia

1621: (Paper Session) - (OM) **Healthcare Operations Management**

8:00am - 9:30am Sheraton Park Hotel: Park C
Tweet this session: #AOM2016 1621

Chair: **John Wallace Gardner**, Brigham Young U.

📄 Linking Hospital Leadership, Healthcare Team Effectiveness and Patient Care Quality | **Subhajt - Chakraborty**, Coastal Carolina U.; **Hale Kaynak**, The U. of Texas, Rio Grande Valley

🗨️📄 Cocreation in Healthcare: the Relationship with Patient Satisfaction and Physician Productivity | **George I. Kassinis**, U. of Cyprus; **Andreas Soteriou**, U. of Cyprus

Electronic Medical Records and Hospital Performance: A Longitudinal Analysis | **Xin David Ding**, U. of Houston; **Xiaosong (David) Peng**, U. of Houston; **Sarv Devaraj**, U. of Notre Dame

📄 Is Meaningful Use of Healthcare Information Systems Mindful of Patients? | **John Wallace Gardner**, Brigham Young U.; **Julie Bartels**, ThedaCare; **Todd Ashton Hall**, Duke U.

1622: (Paper Session) - (OM) **Strategic Nature of Operations Decisions**

8:00am - 9:30am Sheraton Park Hotel: Plaza B
Tweet this session: #AOM2016 1622

Chair: **Joerg S. Hofstetter**, U. of St. Gallen

🗨️📄 Value of Operational Changes During Recession | **Pankaj C Patel**, Villanova U.; **Andrew Manikas**, U. of Louisville

📄 Researching Mass Customization: Mapping Hidden Structures and Development Trajectories | **Stephan Hankammer**, RWTH Aachen U.; **David Antons**, RWTH Aachen U.; **Robin Kleer**, RWTH Aachen U.; **Frank T. Piller**, RWTH Aachen U.

📄 Performance Metric Evaluation and Selection in Supply Chains: An Operating Policy Perspective | **Albert Munoz**, U. of Wollongong; **Tim Coltman**, U. of Wollongong; **Trevor Spedding**, U. of Wollongong

🗨️➔📄 Towards a Process Framework for Sub-supplier Management | **Joerg S. Hofstetter**, U. of St. Gallen

1623: (Paper Session) - (OM) **Contemporary Research in Service Operations**

8:00am - 9:30am Sheraton Park Hotel: Tiffany Terrace
Tweet this session: #AOM2016 1623

Chair: **Scott E. Sampson**, Brigham Young U.

🗨️ The Cheap Twin: From the Ecological Rationality of Heuristic Pricing to the Aggregate Market | **Florian Artinge**, Max Planck Institute for Human Development; **Gerd Gigerenzer**, Max Planck Institute for Human Development

📄 Exploring Service-Led Growth Trajectories for Analytical Equipment Providers | **Jawwad Z. Raja**, Copenhagen Business School; **Thomas Frandsen**, Copenhagen Business School; **Jan Mouritsen**, Copenhagen Business School

📄 Empirical Review of Operational and Product Perspectives of Services | **Scott E. Sampson**, Brigham Young U.; **Daniel Snow**, Brigham Young U.

➔📄 The Sensing Paradox: Should Customizing Service Providers Listen to Their Users? (WITHDRAWN) | **Matthijs Janssen**, Eindhoven U. of Technology; **Koen Frenken**, Utrecht U.; **Alexander S. Alexiev**, VU U.

1624 📄: (Paper Session) - (OMT) **Audience & Legitimacy**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 1
Tweet this session: #AOM2016 1624

Chair: **Christian Thomas Gersdorf**, ETH Zurich

📄 Constructing Legitimacy in Interaction: How Consumers Evaluate Organizations on Social Media | **Ella Lillqvist**, Aalto U.; **Johanna K. Moisaner**, Aalto U.

📄 Signals of Novelty and their Legitimacy | **Jens Foerderer**, U. of Mannheim; **Thomas Kude**, U. of Mannheim

📄 Producer Exploration can Generate Categories without Audiences | **Anthony Vashevko**, Stanford GSB

📄 Going Abroad to Win at Home: New Venture Internationalization as a Legitimation Strategy | **Benedikt E Maissenhaelter**, TUM School of Management; **Hana Milanov**, TUM School of Management

🗨️→🗨️🗨️ The Artisan and His Audience: Identification with Work and Price-Setting in Southern India | **Aruna Ranganathan**, Stanford U.
Winner of the OMT Louis R. Pondy Best Paper Based on a Dissertation Award

1625 🗨️: (Paper Session) - (OMT) **Emergence of Organizations & Fields**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon A
 Tweet this session: #AOM2016 1625
 Chair: **Wenyao Will Zhao**, EMLYON Business School
 🗨️🗨️ Complexity Science at a Crossroads: Exploring a Science of Emergence | **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston
 🗨️ Enacting Skillful Research Performance through Abductive Reasoning | **Deborah J Dougherty**, Rutgers U.
 Designing for entrepreneurship and emergence | **Renata Kaminska**, SKEMA Business School; **Jinia Mukerjee Nath**, SKEMA Business School
 🗨️ Smart Cities: Logics, Practice and Hybridity in an Emerging Institutional Field | **Jenny O'Connor**, Imperial College London; **Ritsuko Ozaki**, Imperial College London
 → Assembling a Field into Place: Smart Cities in Japan | **Roy Nyberg**, U. of Oxford; **Masaru Yarime**, U. of Tokyo

1626 🗨️: (Paper Session) - (OMT) **Learning & Knowledge Flows**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon B
 Tweet this session: #AOM2016 1626
 Chair: **Aurora Xin Liu**, Schulich School of Business
 🗨️ 'Dancing in the Dark': Knowledge Integration across a Simple Organizational Boundary | **Nick Llewellyn**, U. of Warwick
 Procurement Relations, Alternative Suppliers and Managerial Knowledge | **Henrik Jensen**, Copenhagen Business School
 🗨️ Regularity in Structure and Dynamics of Hierarchy | **Eucman MAN Lee**, INSEAD; **Jeho Lee**, Seoul National U.; **Ji-Hwan Lee**, Korea Advanced Institute of Science and Technology (KAIST)
 🗨️🗨️ Team Disseminative Capacity: Can Teams Teach What They Learn? | **Shukrullah Fassehi**, U. of Western Australia; **Christine Soo**, U. of Western Australia; **John Cordery**, U. of Western Australia; **Julia Backmann**, LMU Munich
 🗨️ Conference co-participation as a factor of new knowledge creation: network analysis | **Stanislav Vlasov**, Saint Petersburg State U.; **Tatiana Andreeva**, Maynooth U.

1627 🗨️: (Paper Session) - (OMT) **Control & Governance**

8:00am - 9:30am Anaheim Marriott: Newport Beach
 Tweet this session: #AOM2016 1627
 Chair: **Ilaria Orlandi**, Erasmus U. Rotterdam
 🗨️ Insider ownership, corporate governance and firm performance: Analysis of Indian firms | **Prabhjot Dutta Khanna**, Guru Nanak Dev U.; **Bikram Jit Singh Mann**, Guru Nanak Dev U.
 → 🗨️ Institutional reform and evolving corporate governance in China | **Daniel Han Ming Chng**, China Europe International Business School; **Sam Park**, China Europe International Business School; **Qing Ye**, China Europe International Business School

Controlling Shareholder's Tunneling Behavior and CEO Turnover in a Weak Institution | **Chenguang Hu**, Hong Kong U. of Science and Technology

The Effect of Executive Tenure on Board Functioning is Moderated by Board Tenure and Vigilance | **Irene Mostert**, U. of Groningen; **Dennis Veltrop**, U. of Groningen; **Paula van Veen**, Groningen U. (RuG); **Jakob de Haan**, Dutch Central Bank (DNB)

🗨️ Struggle for Power and Pay: Board Power and Pay-for-Performance in Low vs. High-Performing Firms | **Mariana J. Lebron**, Towson U.

1628 🗨️: (Paper Session) - (OMT) **Social Construction**

8:00am - 9:30am Anaheim Marriott: Orange County Ballroom 4
 Tweet this session: #AOM2016 1628
 Chair: **Christi Lockwood**, Boston College
 Individuals' attachment to dominant institutional prescriptions: The role of fantasy and emotion (WITHDRAWN) | **Carine Chemin-Bouzir**, NEOMA Business School; **Farah Kodeih**, NEOMA Business School; **Russ Vince**, U. of Bath
 Actor As Abstraction And Metaphor In Institutional Theory | **Hokyu Hwang**, U. of New South Wales
 🗨️🗨️ The practical relevance of management research from the practitioners' perspective | **Violetta Splitter**, U. of Zurich
 The Evolution of Competitive Identity: US Airlines 1978-2014 | **Wei Vivian Guo**, Hong Kong Polytechnic U.; **Tieying Yu**, Boston College
 → 🗨️ Constructing risk objects and their controllability in the insurance industry | **Rebecca Bednarek**, Birkbeck, U. of London; **Konstantinos Chalkias**, Cass Business School, City U. London

1629 🗨️: (Paper Session) - (OMT) **Identity Dynamics**

8:00am - 9:30am Anaheim Marriott: Rancho Las Palmas
 Tweet this session: #AOM2016 1629
 Chair: **Anna Elise Roberts**, Schulich School of Business
 🗨️ As Time Goes By: The Signaling Role of Top Management Team Heterogeneity on Firm Outcomes | **Emily W. Choi**, The U. of Texas at Dallas; **Virginie Lopez Kidwell**, Florida International U.; **Livia Anna Markoczy**, The U. of Texas at Dallas; **Jie Wu**, U. of Macau
 Being, Doing, & Creating Community: Social Exchange & The Microfoundations of Institutional Logics | **Melissa Pirkey**, Emory U.
 🗨️🗨️ Collective Identification in Framing Contests: An Interaction Perspective | **Itziar Castello**, U. Carlos III de Madrid; **David Barbera**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); **Charlene E. Zietsma**, York U.
 Identity and Paradigm Shift within the Microfoundations of Institutionalism | **Anna Elise Roberts**, Schulich School of Business
 Escaping Identity Loss: Bouncing Back to Create a New Positive Work Identity | **Dean A. Shepherd**, Indiana U.; **Trent A Williams**, Syracuse U.

1630 📄: (Paper Session) - (OMT) **Merger Design & Integration**

8:00am - 9:30am Anaheim Marriott: San Diego

Tweet this session: #AOM2016 1630

Chair: **Sun Hyun Park**, Seoul National U.

Embeddedness between Investment Banks and Acquisition

Premium in M&A | **Kwang-Ho Kim**, College of Business Administration/Hankuk U. of Foreign Studies→ 📄 Overcoming Organizational Silos: Role of New Clients in Post-Merger Integration | **Masaru Karube**, Hitotsubashi U.; **Hironori Fukukawa**, Hitotsubashi U.; **Israel Drori**, College of Management, Israel🔍 Scope strategies: the choice of optimal organizational forms | **Roland Bel**, Kedge Business School→ 📄 Dueling Spouses. Power Games and Relational Metaphors in Post-Acquisition Integration | **Mara Brumana**, U. of Bergamo; **Giuseppe Delmestri**, WU Vienna U. of Economics and Business📄 The Inseparability of Coordination and Space | **Karla Sayegh**, McGill U.; **Samer Faraj**, McGill U.**1631** 📄JS: (OMT, BPS) **When do Social Movements Make Organizations Accountable?**

8:00am - 9:30am Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 1631

Chairs: **Yong H Kim**, U. of Michigan; **Gerald F Davis**, U. of MichiganDiscussant: **Mark S Mizruchi**, U. of MichiganThe Impact of Collective Action on the Evolution of Board Interlocks After the Panic of 1907 | **Lori Qingyuan Yue**, U. of Southern CaliforniaLosing the Faith: Stakeholder Reactions to Wrongdoing in the Catholic Church | **Bryan Kaiser Stroube**, London Business School; **Anastasiya Zavyalova**, Rice U.Yanking the Chain: Do Mobile Phone Brands Pay the Price of Supplier Wrongdoing? | **Yong H Kim**, U. of MichiganPolitical Context, Social Movements, and Uber's Challenges in Different Markets | **Sinziana Dorobantu**, New York U.**1632** 📄SHCS: (OMT, BPS, MOC) **Cognition in Firm Environments: A Topic Modeling Approach to Organizational Adaptation**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 1632

Organizers: **Luke Rhee**, New York U.; **John Joseph**, U. of California, IrvineDiscussant: **Sarah Kaplan**, U. of TorontoA Meeting of the Minds: Cognitive Congruence in an Alliance Portfolio and New Product Introduction | **Luke Rhee**, New York U.; **William Ocasio**, Northwestern U.Connecting Cognition and the Institutional Environment | **Harsh Kumar Jha**, U. of California, Irvine; **Christine Beckman**, Robert H. Smith School of BusinessAttention to Problems and Technology Introductions | **John Joseph**, U. of California, Irvine; **Ronald Klingebiel**, Frankfurt School of Finance & Management; **Kevin Du**, Duke U.**1633** 📄JS: (OMT, BPS, TIM) **Time-Based Strategies**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 1633

Organizer: **Elise Tak**, Stanford GSB

15 Minutes of Fame: The Ecology of Short-Lived Products |

Elise Tak, Stanford GSB; **William P Barnett**, Stanford U.; **Mooweon Rhee**, Yonsei U.Searching for and Shaping Strategic Opportunities | **Giovanni Gavetti**, Dartmouth College (TUCK); **Constance E Helfat**, Dartmouth College; **Luigi Marengo**, Luiss Guido Carli U.We've Got Rhythm!: Temporal Patterns of Product Development Moves and Effects on Firm Performance | **Riitta Katila**, Stanford U.; **Sruthi M. Thatchenkery**, Stanford U.; **Eric L. Chen**, Halozyme TherapeuticsThe Effect of Domain Expertise on Attention to and Valuation of New Technology | **Matthew Corritore**, Stanford GSB; **Jesper B Sorensen**, Stanford U.Rationalizing Outcomes: Mental Model-Guided Learning in Competitive Markets | **Dennis Yao**, Harvard U.; **Anoop Menon**, The Wharton School, U. of PennsylvaniaThe Fragility and Robustness of Organizations | **Jae-Suk Yang**, Korea Advanced Institute of Science and Technology (KAIST); **Jerry W. Kim**, Columbia U.; **Bruce Kogut**, Columbia Business School**1634** 📄JS: (OMT, RM) **The Intersection of Culture and Networks in Organization Theory**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 3

Tweet this session: #AOM2016 1634

Organizers: **Michael Mauskapf**, Northwestern U.; **Klaus Weber**, Northwestern U.Multiplex Networks, Influence, and Innovation in Popular Music | **Noah Askin**, INSEAD; **Joeri M. Mol**, The U. of Melbourne; **Eric Quintane**, U. de los AndesReputation Among Peers and the Fame (and Obscurity?) of Artistic Innovators | **Mitali Banerjee**, Columbia Business SchoolWhen Drugs Kill: Cognitive Structures in the Production of Evidence | **Mathijs de Vaan**, U. of California, BerkeleyA Cultural Theory of Market Structure and Audience Behavior | **Michael Mauskapf**, Northwestern U.; **Klaus Weber**, Northwestern U.The Culture-Network Link: From "Effects" to Mechanisms in Context | **Omar Lizardo**, U. of Notre Dame**1635** 🗣️📄: (Paper Session) - (ONE) **Paradox and Rhetoric in Organizational Sustainability**

8:00am - 9:30am Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 1635

Chair: **Sally Riad**, Victoria U. of Wellington🗣️📄 Engaging with paradox, striving for sustainability: Serving public science and commercial research | **Mary Nina Ashby**, Victoria U. of Wellington; **Sally Riad**, Victoria U. of Wellington; **Sally Davenport**, Victoria U. of Wellington🗣️📄 Tackling Sustainability Tensions Pragmatically: Implications of Paradoxical Thinking | **Hadi Chapardar**, Ivey Business School🗣️📄 Legitimacy under institutional change: How incumbents borrow clean rhetoric for dirty technologies | **Samuli Patala**, Lappeenranta U. of Technology; **Ida Korpivaara**, Lappeenranta

U. of Technology; **Anne Jalkala**, Lappeenranta U. of Technology; **Aino Kuitunen**, Lappeenranta U. of Technology; **Birthe Soppe**, U. of Oslo

Capturing paradox through a discourse of transcendence: Big Oil's construction of climate change | **George Ferns**, U. of Edinburgh; **Kenneth Amaeshi**, U. of Edinburgh

1636 📄 JS: (ONE, PNP) **Information Disclosure and Labeling Programs: Green Clubs and Spence Signaling**

8:00am - 9:30am Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 1636

Grand Challenges and Energy Efficiency Labeling | **Omar I Asensio**, U. of California, Los Angeles; **Magali Delmas**, U. of California, Los Angeles

Different Shades of Green: How and Why Organizations Certify Green | **Douglas S Noonan**, Indiana U. / Purdue U., Indianapolis; **Mallory Flowers**, Georgia Institute of Technology; **Daniel Matisoff**, Georgia Institute of Technology

Clubs Old and New: Social Networks and Participation in Voluntary Environmental Programs | **Michael Levy**, U. of California Davis; **Mark Lubell**, U. of California Davis; **Aseem Prakash**, U. of Washington; **Matthew Potoski**, U. of California, Santa Barbara

Consumer distrust and trust of ecolabel sponsors and the role of third party certification | **Nicole Darnall**, Arizona State U.; **Hyunjung Ji**, U. of Alabama; **Diego Alfonso Vazquez**, Royal Holloway/ U. of London

Participants: **Omar I Asensio**, U. of California, Los Angeles; **Daniel Matisoff**, Georgia Institute of Technology; **Matthew Potoski**, U. of California, Santa Barbara; **Nicole Darnall**, Arizona State U.

1637 → 🗨️: (Paper Session) - (PNP) **Qualitative and Experimental Research in Nonprofits**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: #AOM2016 1637

Chair: **Anders R. Villadsen**, Aarhus U.

→ 📄 NGOs' Framing Strategies and Effects in Collaborative Process: A Field Experiment | **Lianne Lam**, Hong Kong Polytechnic U.; **Xueyong Zhan**, Hong Kong Polytechnic U.; **J.J. Po-An Hsieh**, Georgia State U.

📄 Institutional Work to Form Management Practice: Learning from a Taiwan's Public Research Institute | **Min-Fen Tu**, Tamkang U.

📄 Field Experimental Evidence on Sector Differences in Ethnic Discrimination: A Bayesian Approach | **Anders R. Villadsen**, Aarhus U.; **Jesper Wulff**, Aarhus U.

1638 🗨️ → 📄: (Paper Session) - (PNP) **Incivility, Bullying, Stress: Societal Problems Infiltrate Work**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 1638

Chair: **Andrew James Noblet**, Deakin U.

🗨️ 📄 Rebuilding trust post bullying: a way to re-engage your workforce | **Deborah A. Blackman**, U. of New South Wales; **Tony Cotton**, U. of New South Wales; **Stephen T.T. Teo**, RMIT U.

Cyber Incivility: Experiences of Canadian Non-Profit Leads | **Kristin Samantha Williams**, St. Mary's U.; **Catherine Loughlin**, St. Mary's U.

📄 Predicting frontline worker administrative burden: The role of administrative intensity | **Gabel Taggart**, Arizona State U.

1639 📄: (RM) **Understanding Nonverbal Organizational Behavior**

8:00am - 9:30am Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1639

Organizers: **Aneeta Rattan**, London Business School; **Gabrielle Adams**, London Business School

Discussant: **Margaret Ormiston**, George Washington U.

Evidence of Accurate Thin Slice Perceptions of Social Network Positions | **Aneeta Rattan**, London Business School; **Raina A. Brands**, London Business School

A Novel Predictor of Intercultural Learning: Implicit Learning Ability | **KS Savani**, Nanyang Technological U.; **Michael Morris**, Columbia U.; **Katrina Fincher**, Columbia Business School; **Scott Barry Kaufman**, U. of Pennsylvania

Internalized impressions: Facial trustworthiness and deceptive behavior | **Michael L. Slepian**, Columbia Business School; **Daniel Ames**, Columbia U.

Looking "Good": Moral CEO Appearance Predicts Turnover in the Wake of Corporate Wrongdoing | **Gabrielle Adams**, London Business School; **Leanne ten Brinke**, U. of California, Berkeley; **Margaret Ormiston**, George Washington U.; **Madan M. Pillutla**, London Business School

1640 📄: (Paper Session) - (SAP) **Achieving Growth: Effectiveness and Value in Strategy**

8:00am - 9:30am Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1640

Chair: **Timo J Santalainen**, Aalto U.

The Role of Organizational Citizenship Behavior and Rewards in Strategy Execution Effectiveness | **Lisa Thomas**, NEOMA Business School; **Veronique Ambrosini**, Monash U.; **Paul Hughes**, Durham U.

🗨️ → Moderating firm growth: The small size strategy | **Biagio Cio**, U. di Milano, Bicocca

→ International Corporate Strategy and Post-M&A Integration of Chinese Firms in Germany (WITHDRAWN) | **Sue Claire Berning**, Friedrich-Alexander U. of Erlangen-Nürnberg

📄 Strategic thinking and accounting: Benefits and pitfalls from a managerial perspective | **Pasi Aaltola**, U. of Jyväskylä

1641 🗨️ 📄: (Paper Session) - (SAP) **The Relation of Identity and Strategy**

8:00am - 9:30am Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1641

Chair: **David Oliver**, The U. of Sydney

🗨️ Identity in the Making: how Organisation Identity Change is Facilitated in a Business Unit Merger | **Lisa Day**, London Metropolitan U.; **Julia Balogun**, U. of Liverpool

SAP Best Student Paper Award

🗨️ 📄 Bringing Meaning In: The Relationship Between Strategic Renewal and Professional Identity | **Krista Pettit**, Ivey Business School; **Mary M. Crossan**, Western U.

🗨️ 🗨️ 📄 Professional Identification, Perspective Taking and the Internal Selection Process for Innovation | **Daniel Z. Mack**, INSEAD

1642 → 🗨️📄JS: (SAP, OMT, BPS) **Meaningful Strategy**

8:00am - 9:30am Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1642

Chair: **Saku Mantere**, McGill U.Discussant: **Paula Jarzabkowski**, City U. LondonToward a Syncretic Conception of Knowledge Transfer in Multinational Corporations | **Rajiv Nag**, Drexel U.Reasonability in Strategy Work: Discourses for Data | **Eero Vaara**, Aalto U. School of BusinessDivine Intervention: Sources of Competitive Advantage in Religious Environments | **Masoud Shadnam**, NEOMA Business School; **Nelson Phillips**, Imperial College LondonDe-Humanization and Sensegiving Failure in a Strategic Change Process | **Henrika Franck**, Aalto U.**1643** 📄: (Paper Session) - (SIM) **Reputation, Legitimacy, and CSR**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1643

Chair: **Naomi A Gardberg**, City U. of New York, Baruch College📄Determinants and moderators of corporate reputation: A meta-analysis | **Xiaoyu Liu**, U. of Calgary; **Harrie Vredenburg**, U. of Calgary; **Piers Steel**, U. of Calgary🗨️📄CSR and social risk: from risk minimization to risk sharing. | **Swati Nagpal**, La Trobe U.; **Suzanne Young**, La Trobe U.; **Geoffrey Durden**, La Trobe U.; **Timothy Marjoribanks**, La Trobe U.Social Influence on Corporate Reputation: Comparing Judgments of CSR to Judgments of Capabilities | **Holly Fairbairn**, U. of Bath; **Stephen Pavelin**, U. of Bath; **Haiming Hang**, U. of BathThe effectiveness of combinations of CSR talk and action as strategies for (re)gaining legitimacy | **Florian Weber**, Karlsruhe Institute of Technology; **Kerstin Fehre**, Karlsruhe Institute of Technology**1644** 📄: (Paper Session) - (SIM) **Social Entrepreneurship**

8:00am - 9:30am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1644

Chair: **Benjamin A. Neville**, The U. of Melbourne🗨️→ External infrastructure, community-based enterprises and entrepreneurial emancipation | **Maria Paola Ometto**, U. of Alberta School of Management; **Asma Zafar**, U. of AlbertaSocial Entrepreneurship and Empowerment: Safe Space and Bridging In The Case Of MadelnCarcere | **Luca Mongelli**, Luiss Guido Carli U.; **Pietro Versari**, Luiss Guido Carli U.; **Francesco Rullani**, Luiss U.; **Antonino Vaccaro**, IESE Business School🗨️Scaling Impact: Exploring a New Dimension of Growth Orientation in Social Ventures | **Andrea E. Caldwell**, The U. of Texas at Austin; **Y. Sekou Bermis**, The U. of Texas at Austin🗨️Measuring to Improve vs Measuring to Prove: Monitoring and Evaluation in Social Enterprise | **Saurabh Lal**, Aspen Network of Development Entrepreneurs**1645** 📄: (Paper Session) - (SIM) **Punishment and Altruism**

8:00am - 9:30am Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1645

Chair: **Barrie E. Litzky**, Pennsylvania State U., Great Valley🗨️📄Altruism and Sustainability: Do Values and Personality predict Giving in the Dictator Game? | **Hüseyin Doluca**, U. Augsburg; **Johannes Hewig**, Würzburg U.; **Marcus Wagner**, U. of Augsburg🗨️📄Punishment in Practice | **Andrew Hosmanek**, U. of Iowa📄The Role of Middle Management in the Implementation of Sustainability Strategies | **Arthur Posch**, WU Vienna U. of Economics and Business; **Gerhard Speckbacher**, WU Vienna U. of Economics and Business🗨️📄Punishment Contingency and Unethical Behavior: The Role of Uncertainty and Justice Perceptions | **Julena M. Bonner**, Utah State U.; **Cynthia S. Wang**, Oklahoma State U.; **Rebecca L. Greenbaum**, Oklahoma State U.**1646** 📄: (Paper Session) - (SIM) **CSR in Competitive and Cooperative Networks**

8:00am - 9:30am Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1646

Chair: **Jeffrey Lenn**, George Washington U.→ Tightrope Walk: Leveraging Coopetitive Dynamics in Social Partnerships | **Lea Stadler**, U. of Geneva→ Webs of Influence: National Stakeholder Networks and Corporate Social Performance | **Kate Odziemkowska**, The Wharton School, U. of Pennsylvania; **Witold Jerzy Henisz**, U. of Pennsylvania→ 📄Principal-Principal Problems and Social Governance: Korean Firms, Chaebols and 'Social Tunneling' | **Carl J. Kock**, IE Business School; **Ki-Hoon Lee**, Griffith U.; **Byung Min, Griffith U.**; **Bum-Jin Park**, Soonchunhyang U.📄Role of power in multi-stakeholder relational governance model: Colombian Green Protocol | **Olu Aluko**, U. of Huddersfield; **Angela Pinilla-Urzola**, U. de los Andes; **Eshani Beddewela**, U. of Huddersfield**1647** 📄: (Paper Session) - (SIM) **CSR as a Resource and Capability**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1647

Chair: **Donald Siegel**, U. at Albany, State U. of New York📄Managing Sustainability for Competitive Advantage: Explorations from Hospitality Industry in Mexico | **Isis Olimpia Gutierrez-Martinez**, U. de las Americas-Puebla; **Jose Manuel Alcaraz**, Murdoch U.; **Lourdes Susaeta**, IESE Business School; **Esperanza Suárez**, IESE Business School📄Reading of Corporate Social Responsibility: Is It Beneficial for Business Organizations? | **Jingchen Liu**, Peking U.; **Junni Zhang**, Peking U.; **Xin Chen**, Peking U.; **Dongning Yang**, Peking U.📄Total quality, social responsibility and gender in the hospitality industry | **Macarena Marchante-Lara**, U. of Málaga; **Cristina Quintana-Garcia**, U. of Málaga; **Carlos A. Benavides-Velasco**, U. of MálagaCSR Resources and Capabilities - What are they, after all? | **Aurélien Feix**, U. of Lausanne, HEC Lausanne**1648** 🗨️JS: (SIM, MH, OMT) **History, Memory, and Corporate Social Responsibility**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1648

Organizer: **Judith Schrempf-Stirling**, U. of Richmond

Moderator: **Guido Palazzo**, U. of Lausanne
 Presenters: **Robert A. Phillips**, U. of Richmond; **William M Foster**, U. of Alberta; **Sébastien Mena**, Cass Business School, City U. London; **Michael Rowlinson**, Queen Mary U. of London

1649 📄: (Paper Session) - (TIM) **TIM Conversations in Innovation Strategy: Innovation Management in the Digital Economy**

8:00am - 9:30am Anaheim Marriott: Elite Ballroom 2
 Tweet this session: **#AOM2016 1649**

Track B: *Technology Innovation Strategy*
 Discussant: **Lars Frederiksen**, Aarhus U.

- 📄 Development of digital products and services Proposal of a framework to analyze versioning actions | **José Osvaldo De Sordi**, Faculdades Metropolitanas Unidas; **Reed E. Nelson**, Nove de Julho U.; **Manuel Meireles**, Faculdade Campo Limpo Paulista; **Marco Antonio Silveira**, Faculdade Campo Limpo Paulista
- 🗣️ Social Media for Product Life Cycle Management of SMEs: Multiple Case Studies | **Jeremi Roch**, U. de Sherbrooke; **Elaine Mosconi**, U. de Sherbrooke
- 📄 Big Data Characteristics and Firm Performance: Conceptualization, Scale Development and Validation | **Wei-Chung Huang**, National Taiwan U.
- 📄 Knowledge dynamics at the firm-user community boundary: A Community of Practice view | **Krithika Randhawa**, U. of Technology, Sydney; **Emmanuel Josserand**, U. of Technology, Sydney; **Jochen Schweitzer**, U. of Technology, Sydney

1650 🗣️: (Paper Session) - (TIM) **Multi-level Innovation: Employee Coordination**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon C
 Tweet this session: **#AOM2016 1650**

Track F: *Multi-Level Innovation: Creativity & Teams*
 Chair: **Amit Jain**, National U. of Singapore

- Deadlines, Work Flows, Task Sorting, and Work Quality | **Natarajan Balasubramanian**, Syracuse U.; **Jeongsik Jay Lee**, Drexel U.; **Jagadeesh Sivadasan**, U. of Michigan
- ➔ 📄 Effectuation AND Causation: How Innovators at the Base of the Pyramid deal with Constraints | **Helene Koeplin**, LMU Munich; **Matthias Weiss**, LMU Munich; **Martin Hoegl**, LMU Munich

- 🗣️ 📄 How Scientist Experience Shapes Coordination and Innovation Value After Relocation | **Amit Jain**, National U. of Singapore; **Kenneth G. Huang**, National U. of Singapore
- 📄 Putting new hires in the orbit of stars: Effects of inventor human capital on innovation | **Kun Liu**, Wayne State U.; **Douglas J. Miller**, Rutgers Business School

1651 ➔ 🗣️: (Paper Session) - (TIM) **TIM Conversations in Innovation in Emerging Markets: East Asia**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon D
 Tweet this session: **#AOM2016 1651**

Track D: *The Innovation Environment: Competition, Industry and Institutions*

- Discussant: **Marina Yue Zhang**, U. of New South Wales, Canberra
- ➔ 🗣️ 📄 Organizational slack and innovativeness: Institutional change from South Korean financial crisis | **Saehwa Hong**, U. at Buffalo, The State U. of New York; **Hyung-Deok Shin**, Hongik U.

- ➔ 📄 How Ownership Structures Spillovers for Product Innovation | **Fan Xia**, ESC Rennes School of Business; **Gordon Walker**, Southern Methodist U.
- 📄 The Interaction between Local Producers and Users of Knowledge and Regional Innovation Systems | **Hao Jiao**, Beijing Normal U.; **Jianghua Zhou**, Beijing Normal U.; **Xielin Liu**, Graduate U. of Chinese Academy of Science
- 🗣️ Can Organizational Innovation Culture Improve Firms' Innovation Performance? | **Xuemei Xie**, Shanghai U.; **Y.H. Wu**, Shanghai U.; **P.H. Xie**, Shanghai U. of International Business and Economics; **Mengmeng Shan**, Shanghai U.

1652 🗣️: (Paper Session) - (TIM) **TIM Conversations in Alliances and Ecosystems: Frameworks in Network Analysis**

8:00am - 9:30am Anaheim Marriott: Grand Ballroom Salon G
 Tweet this session: **#AOM2016 1652**

Track C: *Alliances and Ecosystems*

- Discussant: **Anne L.J. ter Wal**, Imperial College Business School
- Beyond the Relational View: Network Resources and Leadership in Multi-Stakeholder Collaborations | **Charlotte Reypens**, U. of Antwerp; **Vera Blazevic**, Radboud U. Nijmegen; **Annouk Lievens**, U. of Antwerp
- The Role of Different Actors in Nano-electronics Innovation ecosystem- Multiple case studies | **Pegah Yaghmaie**, U. Hasselt

- 🗣️ 📄 Different Types of Innovation and Firm Performance: The Moderating Role of Managerial Ties | **Yunyue Zhou**, Xi'an Jiaotong U.; **Chengli Shu**, Xi'an Jiaotong U.; **Shanxing Gao**, Xi'an Jiaotong U.
- The Role of Political Ties and Business Ties in the Whole Process of Exploratory Innovation | **Xin Liu**, Nanjing U.; **Meng Xi**, Nanjing U.; **Chunyan Jiang**, Nanjing U.

1653 📄: (Paper Session) - (TIM) **Innovation Strategy: Process and Design**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 1
 Tweet this session: **#AOM2016 1653**

Track B: *Technology Innovation Strategy*

Chair: **Susanne Koster**, IESE Business School

- 📄 What technologies do incumbent firms select for out-licensing? A real options perspective | **Susanne Koster**, IESE Business School; **Thomas Kluter**, IESE Business School
- 📄 Strategy, innovation and options: An integrative approach and future directions | **Asda Chintakananda**, National Institute of Development Administration; **David McIntyre**, Providence College
- ➔ 📄 The Organizational Change Process of a Decentralized R&D Network to support Product Modularization | **Yang Liu**, U. of Cambridge; **Xingkun Liang**, U. of Cambridge
- Architectural design and organization of innovation in complex product: A microdynamics perspective | **Mahdi Ebrahim**, Bocconi U.

1654 🗣️: (Paper Session) - (TIM) **IP Strategy: Secrets and Selling**

8:00am - 9:30am Anaheim Marriott: Platinum Ballroom 4
 Tweet this session: **#AOM2016 1654**

Track H: *Intellectual Property Strategy*

Chair: **Atul Nerkar**, U. of North Carolina, Chapel Hill

Why are they hiding? Patent secrecy and patenting strategies

| **Juliana Pavan Dornelles**, U. Carlos III de Madrid

- 📄 Revealing or Concealing: How Legal and Psychological Ownership Matter in Crowdsourcing Contests | **J. Nils Foege**, RWTH Aachen U.; **Sebastian Schaefer**, RWTH Aachen U.; **David Antons**, RWTH Aachen U.; **Dirk Luettgens**, RWTH Aachen U.; **Erk Peter Piening**, Johannes Gutenberg U. Mainz; **Torsten Oliver Salge**, RWTH Aachen U.
- 📄 When to Sell vs. When to Lease? Intellectual Property Ownership in Market for Technology | **Senem Aydin**, Bocconi U.

Technological Exit Strategy: Why IBM Sells Its Intellectual Property | **Tian Chen**, U. of North Carolina, Chapel Hill; **Atul Nerkar**, U. of North Carolina, Chapel Hill

1655 → 📄 JS: (TIM, BPS, IM) Innovation in China From an Individual, Firm, and National Perspective

8:00am - 9:30am Hilton Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 1655

Organizer: **John Paul Helveston**, Carnegie Mellon U.

Discussants: **Barry Naughton**, U. of California, San Diego;

Minyuan Zhao, The Wharton School, U. of Pennsylvania

Institutionalized Choice and Entrepreneurship | **Chuck Eesley**, Stanford U.; **Delin Yang**, Tsinghua U.; **Xiacong Tian**, Chinese U. of Hong Kong

The Dark Side of Embeddedness: When Family Relationships Give Rise to Malfeasance | **Jian Bai Li**, Stanford U.

Up, Down, and Sideways: Innovation in China and the Case of Plug-in Vehicles | **John Paul Helveston**, Carnegie Mellon U.; **Erica Renee Fuchs**, Carnegie Mellon U.; **Yanmin Wang**, Beijing Normal U.

Analyzing Chinese Approaches to Defense Science, Technology, and Innovation Development | **Tai Ming Cheung**, U. of California, San Diego

Tuesday 9:00AM

1656 : (ICW) IMD International Day 5 Room 1 AM

9:00am - 1:00pm Hilton Anaheim: Santa Barbara

Tweet this session: #AOM2016 1656

IMD International

Organizer: **Marianne Rothenbuehler**, IMD International

Tuesday 9:30AM

1657 : (MC) Management Consulting Division Executive Committee Meeting

9:30am - 11:00am Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 1657

1658 : (MED) MED Members Thank You Coffee

9:30am - 10:30am Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1658

MED members, current and prospective are welcome to join the MED executive and members for light refreshments!!

Tuesday 9:45AM

1659 📄 🗣️ 📄 : (Paper Session) - (BPS) Entrepreneurial Activity and New Venture Performance

9:45am - 11:15am Hilton Anaheim: California B

Tweet this session: #AOM2016 1659

Chair: **Julian Kolev**, Southern Methodist U.

📄 🗣️ 📄 Does Entrepreneurship Training Lead to Entrepreneurship? | **Elizabeth Lyons**, U. of California, San Diego; **Laurina Zhang**, U. of Western Ontario

The Bargaining Effect of Startup Founders and Venture Capitalists on Value-Capturing Rights | **Ramakrishna Devarakonda**, Chinese U. of Hong Kong; **Jeffrey J. Reuer**, U. of Colorado, Boulder; **Dutt Dev Harsha Tadikonda**, U. of Colorado, Boulder

📄 Parallel Investments, Agency Theory, and Performance of New Ventures: a Mechanism-Based Approach | **Maxim V. Kuklin**, Carlson School of Management

Size Competition Revisited: The Advantages of Middle Size Competition in Commodity Industries. | **Alfonso Cruz Novoa**, Pontificia U. Católica de Chile; **Tomas Reyes**, Pontificia U. Católica de Chile; **Roberto Vassolo**, IAE Business School, Argentina AND Pontificia U. Católica de Chile, Ingeniería Industrial

1660 📄 🗣️ : (Paper Session) - (BPS) Geography and Cluster Dynamics

9:45am - 11:15am Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 1660

Chair: **Eunhee Sohn**, Georgia Institute of Technology

📄 Contracting Complexity in Biopharmaceutical Clusters | **Jongwook Kim**, Western Washington U.; **Steven Globerman**, Western Washington U.

📄 Aftershocks: Exploring Cluster Heterogeneity and Agglomeration Dynamics After the Internet Bust | **Nydia MacGregor**, Santa Clara U.; **Tammy L. Madsen**, Santa Clara U.

📄 Surviving the Geographic Disadvantages | **Liang Wang**, U. of San Francisco; **Wesley Helms**, Brock U.

📄 🗣️ How Locational Environments Moderate the Effect of Cooperative Strategies on Firms' Agility | **Elisabeth F. Mueller**, U. of Passau; **Carola Jungwirth**, U. of Passau

1661 📄 : (Paper Session) - (BPS) Dynamic Capabilities 3

9:45am - 11:15am Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1661

Chair: **Elena Vidal**, City U. of New York, Baruch College

Dynamic Capabilities and Different Ways of Adaptation: A Review and Research Agenda | **Thorsten Bunz**, Justus-Liebig U. Giessen

Strategic Change and Performance: The Moderating Role of Dynamic Managerial Capabilities | **Thorsten Bunz**, Justus-Liebig U. Giessen; **Lars Matysiak**, Justus-Liebig U. Giessen

The Role of Organization Structure in the Development of Dynamic Capabilities | **Sebastian Fourné**, WHU - Otto Beisheim School of Management; **Felix Arndt**, The U. of Nottingham, China

📄 Towards a Dynamic Capabilities Scale: Measuring Sensing, Seizing, and Transforming Capacities | **Barbara Kump**, Vienna U. of Applied Sciences of WKW; **Alexander Engelmann**,

Vienna U. of Applied Sciences of WKW; **Alexander Kessler**, WU
Vienna U. of Economics and Business; **Christina Schweiger**,
Vienna U. of Applied Sciences of WKW

1662 → 🗨️👤: (Paper Session) - (BPS) **Executive Affect, Demographics and Composition**

9:45am - 11:15am Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1662

Chair: **Corinne Jenni**, United States U.

- 🗨️👤 Mean Positive Affect (PA) Can Bring out Both the Best and the Worst in PA Diversity | **Yaotian Pan**, Chinese Academy of Sciences; **Wenlong Yuan**, Asper School of business, U. of Manitoba; **Mark F. Peterson**, Florida Atlantic U.; **Wenzhou Wang**, Beijing Normal U.
- 🗨️ Top Management Team Faultlines, CEO-TMT Disparity, and Competitive Aggressiveness | **Mengge Li**, The U. of Texas at El Paso; **Carla D. Jones**, Sam Houston State U.
- 🗨️ Where Do Heterogeneity Effects Come From? The Missing Link between Executive Tenure and Choice | **Ithai Stern**, Northwestern U.; **Razvan Lungeanu**, Pennsylvania State U.
- 🗨️👤 Strategic Choices and TMT Task-Related Faultlines: Do CEO Characteristics Matter too? | **Esha Mendiratta**, Groningen U. (RuG); **Ricardo Gabriel Flores**, U. of New South Wales

1663 → 🗨️: (Paper Session) - (BPS) **Board Networks and Interlocks**

9:45am - 11:15am Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1663

Chair: **Sean Hsu**, California State U., Fullerton

- Board Interlock or Private Equity Funding? How Brazilian Pre-IPO Firms Signal Management Quality | **Charles Kirschbaum**, Insper Institute of Education and Research; **Andrea Minardi**, Insper - Instituto de Ensino e Pesquisa; **Emilia Borges**, Insper - Instituto de Ensino e Pesquisa; **Luciano Rossoni**, Unigranrio - U. do Grande Rio
- 🗨️ Nexus of Committees: Boards of Directors, Intra-Firm Networks, and Firm Performance | **Hansin Bilgili**, U. of Arkansas; **Jonathan Lewis Johnson**, U. of Arkansas; **Joanna Tochman Campbell**, U. of Cincinnati; **Alan E. Ellstrand**, U. of Arkansas; **Tsvetomira Bilgili**, U. of Memphis
- 🗨️ A Proposal for Modeling Board Intra-Firm Knowledge Networks | **Hansin Bilgili**, U. of Arkansas; **Tsvetomira Bilgili**, U. of Memphis; **Ben L Kedia**, U. of Memphis
- Does It Matter When They Leave: Loss of Politically Connected Directors and the Value of the Firm | **Lin ÖÅÄÖ Zhang**, Peking U.; **Changqi Wu**, Peking U.

1664 → 🗨️👤🗨️: (Paper Session) - (BPS) **Human Capital 3: Intra-Organizational Perspectives**

9:45am - 11:15am Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1664

Chair: **Allya Paramita Koesoema**, U. of New South Wales

- 🗨️ Perceived Firm-Specific Human Capital and Turnover: Stuck in their Heads? | **Olubukunola Akinsanmi-Oyededeji**, U. of Wisconsin, Madison; **Russell Coff**, U. of Wisconsin, Madison
- 🗨️ Working With Others, Working With Different Nations: Human Capital and International Teamwork | **Bi-Juan Zhong**, City U. of New York, Baruch College; **Brian M. Saxton**, John Carroll U.; **Benjamin A. Campbell**, The Ohio State U.

- 🗨️🗨️ Embeddedness, Experience, or Distance? Social Capital and Access to Valuable Transactions | **Timothy Gubler**, U. of California, Riverside
- 🗨️👤 Will Employees Pay to Work for a More Socially Responsible Organization? | **Douglas H. Frank**, Catholic U. of America; **Craig Smith**, INSEAD

1665 🗨️: (Paper Session) - (BPS) **Network Structure and Change**

9:45am - 11:15am Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1665

Chair: **Aline Gatignon**, The Wharton School, U. of Pennsylvania

- 🗨️ Managing Different Types of Partners and Firm Performance | **JungYun Han**, National Taiwan U.
- How Does A Firm Build Its Capabilities through Its Network and Under Environmental Hostility? | **Yonghai Liao**, Shanghai Jiao Tong U.; **Yi Liu**, Shanghai Jiao Tong U.; **Xingping Jia**, Shanghai Jiao Tong U.
- 🗨️ The Dynamics of Structural Holes: Status and Technology Asymmetry | **Jinjuan Zang**, City U. of Hong Kong; **Haibin Yang**, City U. of Hong Kong
- On Network Change | **Exequiel Hernandez**, U. of Pennsylvania; **Anoop Menon**, The Wharton School, U. of Pennsylvania

1666 → 🗨️: (Paper Session) - (BPS) **Post-Acquisition Strategies**

9:45am - 11:15am Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1666

Chair: **Baragur Venkateshiah Krishnamurthy**, Peregrine Academic Services and Peregrine Leadership Institute

- 🗨️ → 🗨️ Managerial Retention in Cross-Border Acquisitions: Examining Institutional Influence | **Rich Devine**, Florida State U.; **Kátia de Melo Galdino**, Florida State U.
- 🗨️ Toward a Force Field Perspective on Attention Allocation: The Case of Post-Acquisition Integration | **Dries Faems**, Groningen U. (RuG); **Taco Reus**, Erasmus U. Rotterdam
- How Do Organizations Learn from the Failure of an Acquisition Attempt? A Behavioral Perspective | **Katsuhiko Shimizu**, Keio U.
- Can't Touch This! Post-Acquisition Integration and Stakeholder Relationships | **Emanuele Luca Maria Bettinazzi**, Bocconi U.

1667 🗨️: (Paper Session) - (BPS) **Executive Pay and Risk Taking**

9:45am - 11:15am Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1667

Chair: **Claudine Gartenberg**, New York U.

- Payouts, Option Pay, and Risk-Taking: The Unintended Consequences of Payout Decisions. | **Stephen Smulowitz**, IESE Business School
- When Do Founder CEOs Take More Risk than Professional CEOs? | **Joon Mahn Mahn Lee**, Purdue U., West Lafayette; **Jongsoo Jays Kim**, Purdue U., West Lafayette
- 🗨️ The Forest of Agency Relationships: The Market for Executive Contracts as an Alignment Mechanism | **Oleg V. Petrenko**, Texas Tech U.; **Federico Aime**, Oklahoma State U.; **Jose Alfredo Sagarnaga**, Oklahoma State U.
- 🗨️ TMT Compensation Gap and Firm Strategic Change | **Wang Linlin**, U. of Science and Technology of China

1668 📄SHCS: (BPS, ENT) “Big Questions” or “Big Methods”: What Should Guide Research in Strategy and Entrepreneurship?

9:45am - 11:15am Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1668

Organizer: Naga Lakshmi Damaraju, Indian School of Business
Distinguished Speakers: Jay B Barney, Eccles School, U. of Utah; Shaker A. Zahra, U. of Minnesota; Alfonso Gambardella, Bocconi U.; Glenn Hoetker, Arizona State U.

1669 🗣️: (Paper Session) - (CAR) Women and Careers: Issues and Challenges

9:45am - 11:15am Anaheim Convention Center: 205B

Tweet this session: #AOM2016 1669

Chair: Fida Afioni, American U. of Beirut

Discussant: Christine D. Bataille, Ithaca College

🗣️ Women "Sensemaking" Organizations and Their Careers: A Qualitative Study of Women's Engineers | Kelly H. Pumroy, George Washington U.; Shaista E. Khilji, George Washington U.
➔ "I'm Not Sure if That Was a Cultural Thing": Stories from NESB Skilled Migrant Women in Australia | Juliana Mutum, Deakin U.; Melissa A. Parris, Deakin U.; Uma Devi Jogulu, Monash U., Malaysia

The Careers Best International Paper Award Finalist

🗣️ Women's Promotion Chances: "Double Jeopardy" or "Second Chance"? | Jill Pearson, U. of Limerick

📄 Why Do Women Engineers Leave the Engineering Profession? Examining a Moderated Mediation Model | Yejun Zhang, U. of Wisconsin, Milwaukee; Romila Singh, U. of Wisconsin, Milwaukee; Margaret Shaffer, U. of Wisconsin, Milwaukee; Nadya Fouad, U. of Wisconsin, Milwaukee; Min Wan, U. of Wisconsin, Milwaukee

1670 🗣️📄SHCS: (CAR, OB, HR) Not My Breach! Innovative Ways to Study Psychological Contract Breach and Effects on Meaningfulness

9:45am - 11:15am Anaheim Convention Center: 303D

Tweet this session: #AOM2016 1670

Organizers: Jos Akkermans, U. of Amsterdam; Stefan T. Mol, U. of Amsterdam; Matthijs Bal, U. of Bath

Psychological Contract Breach and Its Outcomes: The Devil is in the Detail | Eloisa Federici, U. of Amsterdam; Stefan T. Mol, U. of Amsterdam; Matthijs Bal, U. of Bath; Marjolein Ten Hoonte, Randstad Group Netherlands; Claire Revell, Plus Retail

Prototypical Stories of Commitment After Violation: The Role of Perceived Organizational Support | Yannick Griep, U. of Calgary; Maria Maria, Carnegie Mellon U.; Tim Vantilborgh, Vrije U., Brussel; Samantha D. Hansen, U. of Toronto; Joeri Hofmans, Vrije U., Brussel; Roland Pepermans, Vrije U., Brussel

A Unit Climate Perspective on Psychological Contract Breach | Jos Akkermans, U. of Amsterdam; Matthijs Bal, U. of Bath; Simon De Jong, U. of East Anglia

The Aftermath of Psychological Contract Violation and Its Implications for Violation Resolution | Maria Maria, Carnegie Mellon U.; Yannick Griep, U. of Calgary

The Different Ways Breach Can Be Repaired: What Can the Organization Do? | Kevin E. Henderson, U. of St. Thomas; Elizabeth Welsh, U. of St. Thomas; Anne O'Leary-Kelly, U. of Arkansas

The Careers Best Symposium Award Finalist

1671 📄CAU: (CAU) Classics in Entrepreneurship Research and Their Impact on Scholarship Today

9:45am - 11:15am Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1671

Organizers: Chun Guo, Sacred Heart U.; Crystal X Jiang, Bryant U.

Participants: Tolulope Bewaji, U. of the West Indies, Mona; Dev K. Dutta, U. of New Hampshire; Alka Gupta, Lynchburg College; Vishal K. Gupta, U. of Mississippi; Golshan Javadian, Morgan State U.; Arturo E. Osorio, Rutgers U.; Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Yong Wang, Western New England U.; Qin Yang, Robert Morris U.

1672 🗣️CAU: (CAU) The Complexity of Organizational Meaningfulness: Considering the Unintended Outcomes

9:45am - 11:15am Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1672

Organizers: Angela K. Miles, North Carolina Central U.; Matrecia S.L. James, Jacksonville U.

Participants: Sally Sledge, Norfolk State U.; Millicent F. Nelson, Middle Tennessee State U.; Jennifer Collins, Florida A&M U.; Arlise P. Mckinney, Coastal Carolina U.; Carolyn Turknett, Turknett Leadership Group

1673 📄CAU: (CAU) How do Organizations Enable Group Ethics and Development?

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 5

Tweet this session: #AOM2016 1673

Organizers: William R. Hanson, Anderson U.; Jeffrey Moore, Anderson U.

Participants: Russ Marion, Clemson U.; Benyamin B. Lichtenstein, U. of Massachusetts, Boston; James K. Hazy, Adelphi U.; Craig Schreiber, Lenoir-Rhyne U.; Thomas J. Zagenczyk, Clemson U.

1674 🗣️CAU: (CAU) Exploring the "Other": Career Strategies and Trajectories of Female Entrepreneurs

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 6

Tweet this session: #AOM2016 1674

Organizers: Elina Meliou, Newcastle U.; Nikos Bozionelos, Audencia Nantes School of Management

1675 🗣️: (Paper Session) - (CM) Nature and Implications of Conflict

9:45am - 11:15am Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 1675

Chair: McKenzie R. Rees, U. of Notre Dame

📄 From Asymmetry to Symmetry: Toward a Dynamic Model of Conflict Development | Zhenyu Yuan, U. of Iowa

🗣️📄 Network Conceptualization of Team Conflict | Semin Park, U. of Connecticut; John Mathieu, U. of Connecticut; Travis J Grosser, U. of Connecticut

📄 Modeling the Reciprocal Relationship between Task Conflicts and High-Involvement Work Practices | Sunjin Pak, U. of Illinois at Urbana-Champaign; Ariel C. Avgar, U. of Illinois at Urbana-Champaign

📄 Measuring Conflict Expression: A Complementary Approach to Understanding Conflict | Kristin J. Behfar, U. of Virginia; Yeonjeong Kim, Carnegie Mellon U. - Tepper School of Business; Laurie R. Weingart, Carnegie Mellon U.; Corinne Bendersky, U. of California, Los Angeles; Julia Bear, Stony

Brook U.-State U. of New York; **Gergana Todorova**, U. of Miami; **Karen A. Jehn**, The U. of Melbourne

1676 🗣️📄: (CM, OB, MOC) **Causes and Consequences of Moral Judgment**

9:45am - 11:15am Hilton Anaheim: San Simeon A
Tweet this session: #AOM2016 1676

Chair: **Julian Jake Zlatev**, Stanford GSB

Discussant: **Scott J. Reynolds**, U. of Washington

Moral Coding: Distinguishing Tests from Opportunities | **Julian Jake Zlatev**, Stanford GSB; **Hajin Kim**, Stanford U.; **Dale Miller**, Stanford U.

Person-Centered Morality | **Eric Luis Uhlmann**, HEC Paris; **Lei Zhu**, U. of Manitoba; **David Richard Tannenbaum**, U. of California, Los Angeles

On Providing False Hope: Asymmetric Preferences for Honesty & Deception in Healthcare Communication | **Emma Edelman Levine**, U. of Pennsylvania

The Effects of Success-Construals on Compassion and Prosocial Behavior | **Rachel Ruttan**, Northwestern U.; **Kathy Katherine**, Harvard Business School

Participants: **Julian Jake Zlatev**, Stanford GSB; **Hajin Kim**, Stanford U.; **Dale Miller**, Stanford U.; **Eric Luis Uhlmann**, HEC Paris; **Lei Zhu**, U. of Manitoba; **David Richard Tannenbaum**, U. of California, Los Angeles; **Emma Edelman Levine**, U. of Pennsylvania; **Rachel Ruttan**, Northwestern U.

1677 : (CMS) **Workplace Knowledge and Employee**

Mobility: Lessons from History

9:45am - 11:15am Sheraton Park Hotel: Palm East
Tweet this session: #AOM2016 1677

It is an article of faith among many corporate executives and their company lawyers that corporate ownership of employee-generated intellectual property and non-IP human capital should be owned and controlled, to the maximum extent possible, by the company. Yet there is abundant evidence from 200 years of American business history of alternative regimes for managing workplace knowledge and employee-generated corporate intellectual property. Drawing on examples as wide ranging as the DuPont company in the early nineteenth century, the Rand-McNally map company in the early twentieth century, and Hollywood movie production and early TV production in the mid-twentieth century, this talk will explore law and norms of shared control over the production and use of trade secrets chemical knowledge, maps, and film and TV scripts. This account of historical practice in knowledge-intensive industries characterized by job mobility will, perhaps, shed light on the on-demand economy for highly skilled creative workers in the twenty-first century.

Chairs: **Nimruji Jammulamadaka**, Indian Institute of Management, Calcutta; **Latha Poonamallee**, Michigan Technological U.

Speaker: **Catherine Fisk**, U. of California, Irvine

Panelist: **Richard Marens**, California State U. Sacramento

1678 🗣️📄: (Paper Session) - (CMS) **Making Meaning in Work-related Research**

9:45am - 11:15am Sheraton Park Hotel: Park C
Tweet this session: #AOM2016 1678

Chair: **Ruth Yeoman**, U. of Oxford

🗣️📄 Doctoring the Evidence: A Cautionary Tale about the Medicalization of Management Research | **Mark Learmonth**, Durham U.; **Kevin Morrell**, U. of Warwick

📄 Strategy Making 'In Time' | **Jenni Myllykoski**, U. of Oulu; **Anniina Rantakari**, U. of Oulu

🗣️📄 Up in the Air: The Construction and Management of Risk by Commercial Airline Pilots | **David Falco Passenier**, U. of Amsterdam; **Frank G. A. de Bakker**, U. of Amsterdam; **Peter Groenewegen**, U. of Amsterdam; **Jeroen Wolbers**, U. of Amsterdam; **Eveline Catz**, U. of Amsterdam

🗣️ Meaningfulness and Mutuality in a Critical Conception of the Corporation | **Ruth Yeoman**, U. of Oxford

1679 : (Paper Session) - (ENT) **Entrepreneurial Orientation in Large Firms**

9:45am - 11:15am Hilton Anaheim: Avila A
Tweet this session: #AOM2016 1679

Chair: **Luiz F. Mesquita**, Arizona State U.

Discussant: **Jose E. Berrios-Lugo**, U. del Este

Explicit Strategy of Large Entrepreneurial Firms in a Hostile Environment | **Anna M. Pastwa**, KU Leuven; **Ernst Verwaal**, KU Leuven; **Hans Bruining**, Erasmus U. Rotterdam; **Aart Willem Saly**, Ernst & Young

The Genesis of Transformational Environment and Entrepreneurial Orientation in Family Firms | **Luiz F. Mesquita**, Arizona State U.; **Matias Kalm**, Arizona State U.; **Amanda L. Christensen**, U. of Cincinnati; **Luis R Gomez-Mejia**, U. of Notre Dame

🗣️📄 How Management Teams Foster the Transactive Memory System—Entrepreneurial Orientation Link | **Tobias Kollmann**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen; **Anika Peschl**, U. of Duisburg-Essen; **Simon Hensellek**, U. of Duisburg-Essen

📄 Structuring and Compensating Top Management Teams to Influence Entrepreneurial Orientation | **Bastian Grünh**, RWTH Aachen U.; **Malte Brettel**, RWTH Aachen U.

1680 : (Paper Session) - (ENT) **Generations in Family Firms**

9:45am - 11:15am Hilton Anaheim: Mezzanine 10
Tweet this session: #AOM2016 1680

Chair: **Komala Inggawati Efendy**, Queensland U. of Technology

Discussant: **Marjan Houshmand**, U. of Hawaii

Relationship cohesion and affective attachment between the owner family and CEO in family firms | **Matthias Waldkirch**, Jonkoping International Business School; **Mattias Nordqvist**, Jonkoping International Business School; **Leif Melin**, Jonkoping International Business School

Conflict Behavior and Conflict Escalation in Family Businesses: A Preliminary Study | **Komala Inggawati Efendy**, Queensland U. of Technology; **Roxanne Zolin**, Queensland U. of Technology; **Artemis Chang**, Queensland U. of Technology

📄 A Conceptual Model of Corporate Venturing in Family Firms: The Role of Generations and Governance | **Robert P. Garrett**, U. of Louisville; **Tommaso Minola**, U. of Bergamo; **Mara Brumana**, U. of Bergamo

Latent Profile Analysis: Advancing Family Firm Knowledge | **Laura J. Stanley**, U. of North Carolina, Charlotte; **Thomas Markus Zellweger**, U. of St. Gallen

1681 : (Paper Session) - (ENT) High-Growth Firms

9:45am - 11:15am Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1681

Chair: **Merissa Piazza**, Cleveland State U.Discussant: **Dominic S. K. Lim**, Western U.Examining the High-Growth Firm Ecosystem | **Merissa Piazza**, Cleveland State U.What happens after rapid growth? A study of sustainable high-growth entrepreneurship in Sweden | **Jonas Gabrielsson**, Halmstad U.; **Diamanto Politis**, Lund U.; **Nataliya Galan**, U. WestTheory of Entrepreneurial Competitive Action | **Tessa Recendes**, Oklahoma State U.; **Aaron Hill**, Oklahoma State U.High and Sustainable Growth: Persistence, Volatility, and Survival in High Growth Firms | **Serban Mogos**, Catolica Lisbon / Instituto Superior Tecnico / Carnegie Mellon U.; **Alexander Davis**, Carnegie Mellon U.; **Rui Baptista**, CEG-IST, U. of Lisbon**1682 : (Paper Session) - (ENT) Venture Capital Market**

9:45am - 11:15am Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1682

Chair: **Juan Pablo Torres**, U. of ChileDiscussant: **H. Dennis Park**, Drexel U.What do we know from the venture capital cycle? | **Juan Pablo Torres**, U. of ChileSounds Novel or Familiar? Entrepreneurial Ventures' Framing Strategy in the Venture Capital Market | **Xiumei Li**, Drexel U.; **Tianxu Chen**, Oakland U.; **Lingling Pan**, Michigan State U.; **Jianhong Chen**, U. of New HampshireVC finance & market growth—Interdependence of technology-push & market-pull investment in US solar | **Florian Schock**, PricewaterhouseCoopers AG; **Jan Mutl**, EBS Business School; **Florian A. Täube**, U. Libre de Bruxelles; **Paschen von Flotow**, Sustainable Business InstituteChina's VC industry: A punctuated structuration model of institutional entrepreneurship | **Wei Zhang**, Tsinghua U.; **Steven White**, Tsinghua U.; **Jiguo Qi**, Tsinghua SEM**1683 : (Paper Session) - (ENT) Entrepreneurship & Networks 1**

9:45am - 11:15am Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1683

Chair: **Maggie Qiuzhu Mei**, Grenoble Ecole de ManagementDiscussant: **Kim Klyver**, U. of Southern DenmarkHow entrepreneurial network ties affect new venture growth? | **Gang Wang**, Wuhan U.; **Xufei Ma**, Chinese U. of Hong KongNetwork Embeddedness as a Factor for Survival of Start-ups | **Peter Dahlin**, Mälardalen U.; **Ossi Pesämaa**, Luleå U. of Technology; **Christina Öberg**, Örebro U.Crying out loud: Multiple signals and their interplays | **Maggie Qiuzhu Mei**, Grenoble Ecole de Management; **Jojo Jacob**, Grenoble Ecole de ManagementA Relational Examination of Resource Acquisition in Entrepreneurial Networks | **Melissa R Medaugh**, U. of North Carolina, Charlotte; **Andrew C. Laignon**, U. of North Carolina, Charlotte; **David James Scheaf**, U. of North Carolina, Charlotte; **Jeffrey M. Pollack**, North Carolina State U.; **Janaki Gooty**, U. of North Carolina, Charlotte**1684 : (Paper Session) - (ENT) Entrepreneurship, Overconfidence & Self-Regulation**

9:45am - 11:15am Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1684

Chair: **Mark Simon**, Oakland U.Discussant: **Peter T. Bryant**, IE Business School - IE U.Two Sources of Overconfidence: Incorporating Disconfirming Feedback in an Entrepreneurial Context | **Mark Simon**, Oakland U.; **John Kim**, Oakland U.To fly higher or to fly safer? Revealing self-regulation strategies for entrepreneurs | **Justus von Grone**, U. of St. Gallen; **Susan Mueller**, U. of St. Gallen; **Denis A. Gregoire**, HEC Montreal; **Thierry Volery**, U. of St. GallenThe Impact of Overconfidence on Excess Entry | **Cedric Gutierrez**, HEC Paris; **Thomas Astebro**, HECMoments of Duress During Venture Formation: The Entrepreneurial Breaking Point | **Katerina Gonzalez**, City U. of New York, Baruch College; **Christoph Winkler**, City U. of New York, Baruch College**1685 : (Paper Session) - (ENT) Innovation & Performance**

9:45am - 11:15am Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1685

Discussant: **Tor A Johannessen**, NHH Norwegian School of EconomicsEmergence of Opportunity Creation: The case of pioneering technology | **Tian Chen**, U. of North Carolina, Chapel Hill; **Changhyun Kim**, Singapore Management U.; **Kevin A. Miceli**, U. of North Carolina, Chapel HillEntrepreneurial Copycats: The Contingent Value of Business Model Imitation for Venture Performance (WITHDRAWN) | **Karolin Frankenberger**, U. of St. Gallen; **Wouter Stam**, Hong Kong U. of Science and TechnologyProduct innovativeness and product performance of new ventures in China | **Lu Jin**, The U. of Hong Kong; **Chengli Shu**, Xi'an Jiaotong U.; **Kevin Zheng Zhou**, The U. of Hong KongLinking Technological Relatedness to Firm R&D, Innovation and Productivity in China | **Anthony Howell**, Peking U.**1686 : (Paper Session) - (ENT) Social Entrepreneurship & Culture**

9:45am - 11:15am Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1686

Chair: **Ella Yvette Henry**, Auckland U. of TechnologyDiscussant: **Patrick J. Murphy**, DePaul U.Is social entrepreneurship rooted in national culture? An application of Schwartz' cultural values | **Benjamin Tschauner**, Technical U. Dortmund; **Andreas Engelen**, U. of Dortmund; **Susanne Schmidt**, TU Dortmund U.Social and cultural capital: enhancing emancipatory Indigenous entrepreneurship | **Ella Yvette Henry**, Auckland U. of Technology; **Leo Paul Dana**, U. of MontpellierThe Rise Of The Phoenix: APROPESCA, A Case Study Of CommunityBased Venture Resurrection | **Sonia Siraz**, IE Business School; **Deycy Janeth Sanchez Preciado**, Halmstad U.; **Björn Claes**, The Open U.The creation of international social enterprises | **Daniela Bolzani**, U. of Bologna; **Selenia Marabello**, Alma Mater Studiorum U. di Bologna

1687 : (Paper Session) - (ENT) Corporate Entrepreneurship & Employees

9:45am - 11:15am Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1687

Chair: **Judith Behrens**, Technische U. München

Discussant: **Henri Burgers**, Queensland U. of Technology

Employee work engagement in “high-failure” entrepreneurial organizations | **Judith Behrens**, Technische U. München; **Carola Hummel**, Technical U. München

Work to Work Enrichment: Employee Innovation through Hybrid Entrepreneurship | **David Ross Marshall**, U. of Mississippi; **Walter D Davis**, U. of Mississippi; **Clay Dibrell**, U. of Mississippi

The Double-edged Sword Effect of Employee’s Entrepreneurial Orientation on Creativity | **Yapu Zhao**, Shanghai Jiao Tong U.; **Li Peng**, Xi’an Jiaotong U.; **Longwei Tian**, Shanghai Jiao Tong U.; **Fenghua Bao**, Antai College, SJTU; **Mingjun Hou**, Xi’an Jiaotong U.

Corporate Employee Trade-Offs in Their Decision to Participate in Corporate Ventures | **Mahshid Jessri**, U. of Louisville; **Vasiliki Kosmidou**, U. of Louisville; **Manju K. Ahuja**, U. of Louisville

1688 → (Paper Session) - (GDO) Managing Across Cultures: The Influence of Language Accents and Nationality on Worker Disparities

9:45am - 11:15am Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1688

This session includes both quantitative and qualitative analyses of how cultural, linguistic, and nationality differences perpetuate disparities between workers.

Chair: **Patrizia Zanoni**, U. Hasselt

Identity, Status, Complexity: How Nationality-Based Categorization Shapes Shared Leadership | **Minna Paunova**, Copenhagen Business School; **Yih-teen Lee**, IESE Business School

Fracking the Glacier: From mimicry to hybridization of professional accountant Canadian field | **Kelly Thomson**, York U.; **Joanne Jones**, York U.

Helping or Hindering? Interactive Effects of Employee Accent and Gender at Work | **Samantha Hancock**, Wilfrid Laurier U.; **Ivona Hideg**, Wilfrid Laurier U.; **Winnie Shen**, U. of South Florida

Discrimination toward Asian Job Applicants on the Basis of Their Accents | **Linda Nguyen**, UCLA; **Michelle R. Hebl**, Rice U.

1689 (Paper Session) - (GDO) Women in Leadership Posts: The Mentoring and Performance Implications

9:45am - 11:15am Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1689

Discussant: **S. Gayle Baugh**, U. of West Florida

Leading by Example: The Impact of Female Supervisors on Worker Productivity | **Aruna Ranganathan**, Stanford U.

Leadership Mentoring and Motivation to Lead among Female Protégés | **Min Kyu Joo**, U. of Houston; **Gyu- Chang Yu**, Hanyang U.; **Leanne E Atwater**, U. of Houston

Women in Top Management Teams and Firm Performance: the Moderating Role of Recruiting Source | **Kristina**

Reineke, U. of Paderborn; **Rodrigo Isidor**, U. of Paderborn; **Holger Steinmetz**, U. of Paderborn

Gender Differences in the Impact of Empowering Leadership on Subordinate Outcomes | **Xin Liu**, Peking U.; **Zhi Liu**, Peking U.; **Yang Liu**, Peking U.

Role Identity of Female Directors and Firm Acquisition Activity: Evidence from Germany | **Ying Feng**, Erasmus U. Rotterdam

1690 (Paper Session) - (GDO) Compliance, Governance, Bias, and Performance

9:45am - 11:15am Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1690

This sessions consider the impacts of legal issues and corporate governance on gender and racial bias, employee performance, and corporate performance.

Chair: **Alison M. Konrad**, Western U.

Does gender diversity influence the frequency and the quality of continuous disclosure? | **Ammad Ahmed**, Griffith U.; **Deborah Delaney**, Griffith U.; **Chew Ng**, Griffith U.

Can High Involvement Work Practices Enhance Equity in Career Advancement through Promotions? | **Yang Yang**, Rowan U.; **Alison M. Konrad**, Western U.; **Bradley A. Corbett**, Stamford International U.

Women on Boards: Not so risky business | **Terrance Fitzsimmons**, U. of Queensland; **Victor J. Callan**, U. of Queensland; **Carlos Fernandez Mendez**, U. of Oviedo; **Shams Pathan**, U. of Queensland

How Executive Pay Leads to Racial and Gender Bias, Aggression and Worse Executive Performance | **David R. Hekman**, U. of Colorado; **Stefanie K Johnson**, U. of Colorado, Boulder; **Russell Cropanzano**, U. of Colorado, Boulder; **Jessica Kirk**, U. of Colorado, Boulder; **Elsa Chan**, U. of Colorado, Boulder; **Mark Lamb**, U. of Colorado, Boulder

1691 JS: (GDO, HR) Gender and the Ideal Worker Image: Impacts on Worker Outcomes and Organizational Life

9:45am - 11:15am Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1691

Organizer: **Hadiya Roderique**, The U. of Toronto

Discussants: **Victoria L Brescoll**, Yale U.; **Erin Marie Reid**, McMaster U.

Ideal Images of Social Network Brokers and the Performance of Men and Women | **Raina A. Brands**, London Business School; **Ajay Mehra**, U. of Kentucky

From the Maternal Wall to the Parental Wall: Moderation of the Ideal Worker-Parent Conflict | **Hadiya Roderique**, The U. of Toronto; **Jennifer L. Berdahl**, The U. of British Columbia

Involved Fathers or Ideal Workers? Examining Fatherhood in the Context of Work & Organizations | **Beth K. Humbert**, U. of Massachusetts, Lowell; **Jamie J. Ladge**, Northeastern U.

1692 JS: (GDO, HR) A Critical Dialogue on Mentorship and Sponsorship

9:45am - 11:15am Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1692

Chair: **Katherine Giscombe**, Catalyst

Presenters: **Stacy Blake-Beard**, Simmons College; **Marcus M. Butts**, The U. of Texas at Arlington; **Ellen Ensher**, Loyola Marymount U.; **Monica M Sharif**, San Francisco State U.

1693 🗳️ JS: (GDO, HR, OB) **The Changing Sexual Orientation Landscape: Human Resource Implications**

9:45am - 11:15am Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1693

Moderator: **John Morton**, U. of California, Irvine

Panelists: **Wayne F. Cascio**, U. of Colorado, Denver; **Nancy E. Day**, U. of Missouri, Kansas City; **Eden King**, George Mason U.

1694 📄: (Paper Session) - (HCM) **Healthcare Organizational Structure and Design**

9:45am - 11:15am Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1694

Chair: **Leonard H. Friedman**, George Washington U.

📄 Healthcare Organizational Learning and Changes in Network Relationships (WITHDRAWN) | **Kun Huang**, U. of New Mexico; **Uday Desai**, U. of New Mexico

➔ Backsourcing in Public Health: Towards a Model of Analysis | **Suzanne Young**, La Trobe U.; **Manuela M Macinati**, Catholic U. of the Sacred Heart

📄 How Structural Design Relates To Decision-Maker Attention in Three Health Systems | **Chris Louis**, Boston U. School of Public Health; **Jonathan Clark**, The U. of Texas at San Antonio ; **Barbara Gray**, Pennsylvania State U.; **Diane Brannon**, Pennsylvania State U.; **Victoria (Vicky) Parker**, Boston U.

🗳️ 📄 Impact of the Presence of Freestanding Emergency Departments in Market on the Healthcare Cost | **Nitish Patidar**, Quinnipiac U.; **Robert Weech-Maldonado**, U. of Alabama, Birmingham; **Stephen James O'Connor**, U. of Alabama, Birmingham; **Bisakha P. Sen**, U. of Alabama, Birmingham; **Jerry M. Trimm**, U. of Alabama, Birmingham; **Carlos A. Camargo, Jr.**, Harvard U.

1695 📄: (Paper Session) - (HCM) **The Impact of Health Information Technology**

9:45am - 11:15am Hilton Anaheim: Malibu

Tweet this session: #AOM2016 1695

Chair: **Cathleen O. Erwin**, Auburn U.

📄 The Effects of Information Sharing in Health IT Systems on Hospital Efficiency | **Na-Eun Cho**, Clarkson U.; **Weiling Ke**, Clarkson U.; **Bebonchu Atems**, Clarkson U.; **Jongwha Chang**, Comprehensive Health Insights

🗳️ 📄 Role of SKN Technology in Enabling Meaningful Use of EHR Medication Reconciliation | **Pavani Rangachari**, Georgia Regents U.; **R Karl Rethemeyer**, U. at Albany, State U. of New York

🗳️ 📄 Meaningful or Meaningless? Physician Perspectives on Use of EHRs | **Cheryl Rathert**, Virginia Commonwealth U.; **Tracy H. Porter**, Cleveland State U.; **Michelle M. Fleig-Palmer**, U. of Nebraska, Kearney

HCM Division Best Theory to Practice

📄 Electronic Health Records Adoption By European Hospitals: A Configurational Analysis | **Placide Poba-Nzaou**, UQAM; **Sylvestre Uwizeyemungu**, U. of Quebec in Trois-Rivières; **Dean C. Akken**, Consultant

1696 : (Plenary) - (HR) **How HR Challenges are Met in Diverse Cultural, Institutional, and Organizational Contexts**

9:45am - 11:15am Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1696

This Plenary is especially encouraged for HR Division members, but members from other divisions are more than welcome!

Organizer: **Liza Castro Christiansen**, U. of Reading

Chairs: **Elaine Farndale**, Pennsylvania State U.; **Bard Kuvaas**, BI Norwegian Business School; **Deidra J Schleicher**, Texas A&M U.; **Ingrid Fulmer**, Rutgers U.

Panelists: **Marion Festing**, ESCP Europe; **Scott L Martin**, Zayed U.; **Chaturong - Napathorn**, Cornell U. / Thammasat U.; **Brian Harney**, Dublin City U.; **Jacobo Ramirez**, Copenhagen Business School (CBS); **Katharina Pernkopf**, WU Vienna U. of Economics and Business; **Adam Smale**, U. of Vaasa

1697 ➔ 📄: (Paper Session) - (IM) **Inpatriate Repatriate and Transpatriate Learning and Knowledge Transfer**

9:45am - 11:15am Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1697

Chair: **Benjamin Bader**, Leuphana U. Lüneburg

🗳️ ➔ Ability, Motivation or Opportunity: What explains Reverse Knowledge Transfer of Inpatriates? | **Tassilo Schuster**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Dirk Holtbrügge**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Franziska Engelhard**, Friedrich-Alexander U. of Erlangen-Nürnberg

🗳️ ➔ 📄 The Influence of Motivation, Opportunity, Ability, and Tacitness on Repatriate Knowledge Transfer | **Anne Burmeister**, Leuphana U. Lüneburg; **Mila B. Lazarova**, Simon Fraser U.; **Juergen Deller**, Leuphana U. Lüneburg

➔ Transpatriate learning in multinational corporations: Cultural Intelligence in context | **Verner Ditlev Worm**, Copenhagen Business School; **Lisbeth Clausen**, Copenhagen Business School

➔ Effects of Individual Outcomes on Repatriates' Satisfaction: A Longitudinal Study | **Jan Sebastian Knocke**, U. of Erlangen-Nuremberg; **Ebru Ipek**, Simon Fraser U.

1698 ➔ 📄: (Paper Session) - (IM) **Multinational Subsidiary Conflicts and Managerial Action**

9:45am - 11:15am Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1698

Chair: **George Z. Peng**, U. of Regina

🗳️ ➔ 📄 🗳️ Goal-directed and stimulus-driven processes of international attention: Evidence from SME exporter | **Jiasi Fan**, U. of Groningen; **Hans Van Ees**, Groningen U. (RuG); **Gjalt de Jong**, U. of Groningen

➔ Subsidiary Legitimacy as an Antecedent of the Reverse Diffusion of Management Practices | **Michal K. Lemanski**, The U. of Nottingham, China; **Ingmar Björkman**, Aalto U.

🗳️ 📄 How Global is "Indian" Management? A Study of Management Practices in Indian I.T. Sector | **Jayashree Mahesh**, Birla Institute of Technology & Science, Pilani; **Anil Kumar Bhat**, Birla Institute of Technology & Science, Pilani

🗳️ ➔ 📄 🗳️ Iterative Prototyping for Team Creativity: A Cross-Cultural Examination | **Hyunjee Hannah Kim**, Seoul National U.; **Pamela Hinds**, Stanford U.

1699 ➔ 📄: (Paper Session) - (IM) **Knowledge Diffusion and Transfer in The Multinational**

9:45am - 11:15am Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1699

Chair: **Grazia D. Santangelo**, U. of Catania

➔ 📄 The Global Diffusion of Knowledge to Weak Institutional Contexts | **Heather Berry**, George Washington U.

→ Practice transfer in the MNC: The role of governance mode for internal and external fit | **Johann Fortwengel**, Free U. Berlin

📄 Building disseminative capacity in reverse knowledge transfer | **Abby Jingzi Zhou**, The U. of Nottingham, China; **Carl Fey**, Aalto U.; **Shameen Prashantham**, CEIBS

👉 → 📄 The Global Family Patents of Multinational Corporations | **Heather Berry**, George Washington U.

1700 → 📄: (Paper Session) - (IM) **The Role of Capabilities and Structure in FDI**

9:45am - 11:15am Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1700

Chair: **John Cantwell**, Rutgers U.

→ 📄 Inward Foreign Direct Investment, Firm Capabilities, and Innovation | **Byungchae Jin**, Korea Advanced Institute of Science and Technology (KAIST); **Francisco Garcia**, U.Oviedo; **Robert Salomon**, NYU Stern

→ 📄 The Role of Experience in FDI Location Choice: Risk and High-Level Government Visits | **Peter J. Buckley**, U. of Leeds; **Liang Chen**, U. of Sussex; **Jeremy Lawrence Clegg**, U. of Leeds; **Hinrich Voss**, U. of Leeds

👉 Managing Complex MNEs: Structural Attributes of the MNE and Expatriation Strategies | **Jong Min Lee**, U. of Reading

👉 → Informal structures and practices in the national and international expansion of SMEs from EMs. | **Gaston Fornes**, U. of Bristol; **Guillermo Cardoza**, INCAE Business School; **Maria Altamira**, ESIC Business School/ Warwick Business School; **Venusia Santos**, Serviço Brasileiro de Apoio às Micro e Pequenas Empresas

1701 → 📄: (Paper Session) - (IM) **Consequences of Firm Ownership Heterogeneity**

9:45am - 11:15am Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1701

Chair: **Jean McGuire**, Louisiana State U.

Government ownership and foreign direct investment | **Kiattichai Kalasin**, China Europe International Business School; **Alvaro Cuervo-Cazurra**, Northeastern U.; **Ravi Ramamurti**, Northeastern U.

→ Firm Ownership, Employee Education, and Firm Performance in Transition Economy | **Tuan D. Ngo**, U. of Wisconsin, Madison

→ Post-Divestment Performance of Foreign Divested Firms | **Paliitha Konara**, U. of Huddersfield; **Panagiotis Ganotakis**, U. of Wollongong in Dubai

→ 📄 Do the Origins of Foreign Direct Investment Matter For Target Firms in Developed Host Countries? | **Rong Zeng**, U. of Calgary; **Birgitte Groggaard**, U. of Calgary

1702 → 📄: (Paper Session) - (IM) **Understanding Strategic Human Assets in the Multinational Space**

9:45am - 11:15am Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1702

Chair: **Sabina Nielsen**, Copenhagen Business School

📄 Internalizing Capitalist Norms: A Grounded Study of How North Korean Defectors Adapt through Work | **ByeongJo Kim**, Carnegie Mellon U.

→ We and they, and both of us: Investigating forms of dual identification in MNCs | **Sofia John**, Hanken School of

Economics; **Kristiina Mäkelä**, Aalto U.; **Jennie Sumelius**, U. of Vaasa; **Davina E. Vora**, State U. of New York at New Paltz

→ 📄 Changing Multiplex Ties: Intergenerational Leadership Succession in Family Firms | **Jian Bai Li**, Stanford U.

Attributional Accuracy and Leadership: Test of a Process Model in U.S.A., France, and India | **C Lakshman**, Tongji U.; **Christophe Estay**, Bordeaux École de Management

1703 🗨️: (Paper Session) - (MC) **The Role of Coaching in Management Consulting**

9:45am - 11:15am Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 1703

Chair: **Donald D Warrick**, U. of Colorado, Colorado Springs

🗨️ 📄 Meaningfully Embracing Ethical Challenges in Coaching:

A Systemic Approach to the EVL Model. | **Jean Nizet**, Catholic U. of Louvain; **Pauline Fatien Diochon**, Menlo College
Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting

🗨️ The Dilemma of Narcissistic Leadership: Overcoming Resistance to Consultations | **Alan Goldman**, Arizona State U.

🗨️ 🗨️ Coaching with Distinctive Human Strengths for Intentional Change | **Loren R. Dyck**, U. of La Verne

🗨️ Full Engagement & Meaningfulness: Therapeutic or Coaching Intervention in Organizational Life | **Judith A Gebhardt**, U. of Maryland, College Park

1704 🗨️ → 📄: (Paper Session) - (MED) **Socialization & Learning Transfer**

9:45am - 11:15am Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1704

Chair: **Svetlana Serdyukov**, NEOMA Business School

The Identity Formation Cycle: A Tool to Understand Learning and Development during Times of Change | **Tatiana Rodriguez Leal**, U. of Oxford

🗨️ 🗨️ 🗨️ The Role of Socialization and Core Self-Evaluations in University Organizational Identification | **Michele N. Medina**, U. of North Texas; **Danielle Cooper**, U. of North Texas;

S. Michael Sexton, U. of North Texas

→ 🗨️ Transfer of Training and Networks | **Maria Fernanda Wagstaff**, The U. of Texas at El Paso; **Ernesto Gore**, U. de San Andrés

1705 📄: (Paper Session) - (MOC) **80's mixtape: Organizational puzzles to rock out to at night**

9:45am - 11:15am Hilton Anaheim: Lido A

Tweet this session: #AOM2016 1705

Chair: **Sheen S. Levine**, The U. of Texas at Dallas

🗨️ → 🗨️ 🗨️ The Competitive Benefits of Cognition: Some Experimental Evidence | **Sheen S. Levine**, The U. of Texas at Dallas; **Mark Bernard**, Goethe U.; **Rosemarie Chariklia Nagel**, Pompeu Fabra U.

📄 Learning and Decision-Making with Noisy Feedback: How Luck Creates Skill in Poker | **Kyle Siler**, U. of Toronto

📄 A Cognitive Account Of Incumbent Responses To Disruptive Innovation | **Jack Fraser**, Cambridge Judge Business School

Identifying the Focal Role of Top Management Paradoxical Cognition in Ambidextrous Firms | **Aparna Venugopal**, Indian Institute of Management, Kozhikode; **Krishnan Narayanan**

Thozhuvanoor, Indian Institute of Management, Kozhikode;
Manish Kumar, IIM Kozhikode, INDIA

1706 📄: (Paper Session) - (MOC) **Things that rhyme with fun: Adaption, interruption, and structuration**

9:45am - 11:15am Hilton Anaheim: Lido C

Tweet this session: #AOM2016 1706

Chair: **Adam Barsky**, The U. of Melbourne

Disentangling Sunk-Costs and Completion Proximity: The Role of Regulatory Focus | **Adam Barsky**, The U. of Melbourne; **Michael J. Zyphur**, The U. of Melbourne

🗣️ Motivation and Work Location Choices of the Mobile Workforce: A Future Research Agenda | **April J Spivack**, Coastal Carolina U.; **Ashay B. Desai**, U. of Wisconsin, Oshkosh

📄 Interruptions and Regulatory Focus: Effects on Attention Residue and Task Performance | **Sophie Leroy**, U. of Washington Bothell; **Aaron M. Schmidt**, U. of Minnesota

1707 📄: (Paper Session) - (MOC) **Learn-getting!?**

Combining learning, forgetting, and (oh yeah) imitating

9:45am - 11:15am Hilton Anaheim: Mezzanine 11

Tweet this session: #AOM2016 1707

Chair: **Xinlu Qiu**, NHH Norwegian School of Economics

➔ 📄 The roles of boundary spanners and mentalizing skills in alliance learning and knowledge transfer | **Xinlu Qiu**, NHH Norwegian School of Economics; **Sven Haugland**, Norwegian School of Economics

📄 Organizational forgetting and cognition challenges. The case of a complex engineering organization | **Frederic Garcias**, U. de Lille 1; **Colette Depeyre**, U. Paris-Dauphine, PSL Research U., DRM; **Cedric Dalmasso**, Ecole des Mines de Paris; **Guillaume Bonhomme**, U. Paris-Dauphine, PSL Research U., DRM

🗣️ 📄 At the Flipping Point: Learning of Teams to Cross Knowledge Boundaries | **Roland K. Yeo**, U. of South Australia / Saudi Aramco; **Sue Dopson**, U. of Oxford

Imitation of Costly Mistakes: Inspired Exploration, Copycat, and Underweighting of Rare Events | **Michael Sobolev**, Technion - Israel Institute of Technology; **Efrat Aharonov-Majar**, Technion - Israel Institute of Technology; **Ido Erev**, Technion Israel Institute of Technology

1708 📄: (Paper Session) - (MOC) **Loopers: Is the me from now the one from my past?**

9:45am - 11:15am Hilton Anaheim: Mezzanine 12

Tweet this session: #AOM2016 1708

Chair: **Benjamin W. Walker**, U. of New South Wales

📄 Constructing, Maintaining, and Letting Go of a Performance-Based Identity in Professional Rugby | **Benjamin W. Walker**, U. of New South Wales

Days of Future Past: Implications of Mental Time Travel on Organizational Behavior | **Alperen Manisaligil**, Case Western Reserve U.; **Cagri Haksoz**, Sabanci U.

The Problem of Attentional Interference in Learning from Failures in Multitask Settings | **Jungwon Min**, Kyushu U.

📄 🗣️ How do generations on the workforce really perceive each other? A bizarre love triangle (WITHDRAWN) | **Annick Van Rossem**, Catholic U. of Louvain

1709 📄 SHCS: (MOC, OMT, OB) **Identity and Leadership: Exploring the Intersections between Who We Are and How We Lead**

9:45am - 11:15am Hilton Anaheim: Carmel

Tweet this session: #AOM2016 1709

Organizers: **Glen E. Kreiner**, Pennsylvania State U.; **Alexandra Rheinhardt**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.

Discussant: **Susan J. Ashford**, U. of Michigan

Defined by Our Leaders? The Influence of Charismatic

Leadership on Followers' Tripartite Identity | **Alexandra Rheinhardt**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **Glen E. Kreiner**, Pennsylvania State U.

Newcomer Resilience: Supervisory Influence via Learning and Identification | **David M. Sluss**, Georgia Institute of Technology; **Ned Powley**, Case Western Reserve U.; **Yifeng Fan**, Georgia Institute of Technology; **Frank J. Barrett**, Naval Postgraduate School

Shared Leadership in Teams: The Effect of Relational Identification on In-role Performance | **Philipp Bubenzer**, School of Management Fribourg/ U. of Applied Sciences Western Switzerland

Fighting for an Organization's Heart: Defending Self-Transcendence Values, Leadership, & Identity | **Derron Bishop**, Pennsylvania State U.; **Linda K. Trevino**, Pennsylvania State U.; **Dennis A. Gioia**, Pennsylvania State U.

1710 📄 SHCS: (MOC, SIM, OB) **The effects of organization on situation and person appraisal**

9:45am - 11:15am Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1710

Chairs: **Simone Tang**, Duke U.; **Arthur S. Jago**, Stanford GSB

Discussant: **Adam Waytz**, Northwestern Kellogg School of Management

Framing ethics: Locating moralization within organizations | **Arthur S. Jago**, Stanford GSB; **Kristin Laurin**, Stanford U.; **Tamar Admati Kreps**, Stanford U.

Organizations are attributed more responsibility for both good and bad outcomes | **Simone Tang**, Duke U.; **Richard Larrick**, Duke U.

Perceiving people as resources or relations? Organizational contexts promote objectification | **Juliana Schroeder**, U. of California, Berkeley; **Peter Belmi**, U. of Virginia

Companies cannot be victims, but they can be heroes (and villains) | **Tage Rai**, MIT Sloan School of Management

Participants: **Peter Belmi**, U. of Virginia; **Arthur S. Jago**, Stanford GSB; **Juliana Schroeder**, U. of California, Berkeley; **Simone Tang**, Duke U.

1711 🗣️ ➔ 📄: (Paper Session) - (MSR) **Spiritual Calling, Workplace Spirituality: Motivation, Job Satisfaction, Engagement & Commitment**

9:45am - 11:15am Anaheim Convention Center: 205A

Tweet this session: #AOM2016 1711

MSR Newman Award Nominee: 17024 For Love or Money?

Contrasting Social and Commercial Entrepreneurs' Motivation and Meaningfulness

Chair: **Orneita Burton**, Abilene Christian U.

- 🗨️📄 Physicians' Spiritual Calling and Role Conflict: An Empirical Study in French Public Hospitals | **Eleftheria Egel**, International U. of Monaco; **Irene Georgescu**, U. of Montpellier
- 📄 Workplace Spirituality, Organizational Commitment and Job Satisfaction: A Study | **Rabindra Kumar Pradhan**, Indian Institute of Technology, Kharagpur; **Sanjay Kumar Singh**, Abu Dhabi U.; **Lalendu Kesari Jena**, Indian Institute of Technology, Kharagpur
- 🗨️🗨️📄 For Love or Money? Contrasting Social and Commercial Entrepreneurs' Motivation and Meaningfulness | **Cynthia L. Sherman**, California State Polytechnic U., Pomona
- 🗨️🗨️📄 Meaningful Engagement: Impacts of a 'Calling' Work Orientation and Perceived Leadership Support | **Robert W. Koldinsky**, James Madison U.; **William J. Ritchie**, James Madison U.
- 🗨️📄 Can I Smile with Spirit? A Process Model associating Workplace Spirituality and Emotional Labor | **Ashwini Gangadharan**, Kutztown U. of Pennsylvania; **Jennifer L. Welbourne**, The U. of Texas, Rio Grande Valley

1712 🗨️➔🗨️ **JS: (MSR, MED) Purpose in Action: Paradigm Shift in Management Education for a Better World**

9:45am - 11:15am Anaheim Convention Center: 212A

Tweet this session: **#AOM2016 1712**

Chair: **Isabel Rimanoczy**, Nova Southeastern U.

Moderator: **Dennis P. Heaton**, Maharishi U.

Speakers: **Stuart Hart**, U. of Vermont; **John North**, Globally Responsible Leadership Initiative; **Katrin Muff**, Business School Lausanne; **Daniel LeClair**, Association to Advance Collegiate Schools of Business; **Anita Negri**, oikos foundation; **Roberta Baskin**, Weatherhead School of Management, CWRU

1713 : (Paper Session) - (OB) **Creativity in Teams**

9:45am - 11:15am Anaheim Convention Center: 201B

Tweet this session: **#AOM2016 1713**

Chair: **Yingjie Yuan**, Erasmus U. Rotterdam

- 📄 Team Reflexivity as a Linking Mechanism between Team Goal Orientation and Team Creative Performance | **Yuhung Shin**, Hanyang U.; **Mihee Kim**, Hanyang U.; **Sang-Hoon Lee**, Hanyang U.

Creative Star or Teamwork?: A Disjunctive-Elaboration Model of Team Creativity | **Yingjie Yuan**, Erasmus U. Rotterdam

- 📄 Informal Hierarchy and Group Creativity: The Moderating Role of Empowering Leadership | **Jacoba Oedzes**, U. of Groningen; **Gerben van der Vegt**, U. of Groningen; **Floor Rink**, U. of Groningen

- 📄 Freedom in Constraint: Understanding How Constraints Enhance and Inhibit R&D Team Creativity | **Brent Rosso**, Montana State U.

1714 : (Paper Session) - (OB) **Supervisor Abuse and Employee Reactions**

9:45am - 11:15am Anaheim Convention Center: 202A

Tweet this session: **#AOM2016 1714**

Chair: **Christine May Yan Kermond**, Michigan State U.

- 🗨️📄 Relational and Emotional Theories of Abusive Supervision: An Integration and Theoretical Model | **Christine May Yan Kermond**, Michigan State U.; **Chenwei Liao**, Michigan State U.; **John Schaubroeck**, Michigan State U.; **Bernie Lewis Malonson**, Michigan State U.

- 🗨️📄 Is Abuse Always Bad? A Latent Change Score Approach to Examine Consequences of Abusive Supervision | **Zhenyu Liao**, National U. of Singapore; **Ann Chunyan Peng**, U. of Western Ontario; **Wen-Dong Li**, Kansas State U.; **John Schaubroeck**, Michigan State U.

Abusive Supervision and Subordinate Proactive Behavior: A Stress perspective | **Qin Xu**, Southeast U.; **Guangxi Zhang**, Zhejiang U. of Technology; **Andrew Chan**, City U. of Hong Kong; **Lulu Zhou**, Southeast U.

Abusive Supervision and Anxiety: Effects of Stability and Change | **Juanita Forrester**, Georgia State U.; **Tanja R. Darden**, Georgia State U.; **Nikos Dimotakis**, Georgia State U.; **Lauren Simon**, Portland State U.; **Bennett J. Tepper**, The Ohio State U.

1715 : (Paper Session) - (OB) **Faultlines and Team Process**

9:45am - 11:15am Anaheim Convention Center: 203A

Tweet this session: **#AOM2016 1715**

Chair: **David A. Waldman**, Arizona State U.

- ➔🗨️🗨️ Shared Leadership and Team Performance: The Moderating Effects of Demographic Faultlines | **David A. Waldman**, Arizona State U.; **Zhen Wang**, Renmin U. of China; **Zhen Zhang**, Arizona State U.

📄 Top Management Team Faultline of Venture Capitalist and Investment Performance | **Yiyuan Mai**, Huazhong U. of Science and Technology; **Ran An**, Huazhong U. of Science and Technology; **Wenge Zhang**, Huazhong U. of Science and Technology; **Zhuxin Ye**, Huazhong U. of Science and Technology

Deactivating Demographic Faultlines in Teams: A Threat Approach | **Trevor Spoelma**, U. of Arizona; **Aleksander P. J. Ellis**, U. of Arizona

1716 : (Paper Session) - (OB) **Seeking and Giving Help**

9:45am - 11:15am Anaheim Convention Center: 203B

Tweet this session: **#AOM2016 1716**

Chair: **Daniel Newark**, U. of Southern Denmark

The Value of a Helping Hand: Do Help-Seekers Accurately Predict Help Quality? | **Daniel Newark**, U. of Southern Denmark; **Vanessa K. Bohns**, Cornell U.; **Frank Flynn**, Stanford U.

🗨️📄 Why People Not Appreciate Others' Help? Interpersonal Help, Overhelp, and Reciprocation | **Man-Nok Wong**, Hong Kong Baptist U.

Rejecting Help that Helps: Social Proximity and Self-Reliance in Asymmetric Relationships | **Shefali V. Patil**, The U. of Texas at Austin; **Daniele Tussing**, The Wharton School, U. of Pennsylvania

A Higher Standard of Gossip: The Impact of Gossiping on Helping Behavior | **Ryan Outlaw**, IUPUI

1717 : (Paper Session) - (OB) **Leadership and Trust**

9:45am - 11:15am Anaheim Convention Center: 204A

Tweet this session: **#AOM2016 1717**

Chair: **Tobias Dennerlein**, Erasmus U. Rotterdam

- 🗨️📄 Trust in Supervisors and Trust in Top Management: Main and Interactive Effects on Employee Outcome | **Tobias Dennerlein**, Erasmus U. Rotterdam

- 📖 The Unique and Interactive Effects of Employees' Trust in Leader and Felt Trust on Voice Behavior | **Dongseop Lee**, Korea U.; **Yongduk Choi**, Korea U.; **Subin Youn**, Korea U.
- 📖 How Managers Foster Trust Through Control and Trustworthiness | **Chris P. Long**, Georgetown U.; **Tim Carroll**, U. of South Carolina; **Brooks C. Holtom**, Georgetown U.
- 🗣️ Reframing Trust in Leadership Studies | **Iván D. Sánchez**, U. Icesi; **Sonia Ospina**, New York U.; **Elvira Salgado**, U. de los Andes

1718 : (OB) OB Division Lifetime Achievement Award Coffee

9:45am - 10:15am Anaheim Convention Center: 204B

Tweet this session: #AOM2016 1718

Division Chair: **Mary Uhl-Bien**, Texas Christian U.

Program Chair: **Jeffrey R. Edwards**, U. of North Carolina

1719 : (Paper Session) - (OB) Well-Being at Work

9:45am - 11:15am Anaheim Convention Center: 204C

Tweet this session: #AOM2016 1719

Chair: **Mayowa T. Babalola**, Australian Catholic U.

- 🗣️➔📖 The Pursuit of Happiness at Work: How and Why Family-Supportive Supervisor Behaviors Matter (WITHDRAWN) | **Mayowa T. Babalola**, Australian Catholic U.; **Liang Guo**, NEOMA Business School; **Ke Rong**, U. of Exeter; **Ali Omale Garba**, Boston U.
- 🗣️➔📖 Job Satisfaction and Innovation among Young Employees: a Broadened Happy-Productive Worker Thesis | **Yarid Ayala**, U. of Valencia; **José María Peiró**, U. of Valencia; **Núria Tordera**, U. of Valencia; **Laura Lorente**, U. of Valencia; **Jesús Yeves**, ITAM, Mexico
- 🗣️🗣️ Issue of Presenteeism in Organizations: Implications for Health, Performance and Attitudes | **Charmi Patel**, U. of Edinburgh; **Hoa Do**, Aston Business School
- 🗣️📖 Positive Transformation in the Face of Adversity | **Emily Amdurer**, YSC; **Diane Bergeron**, Case Western Reserve U.

1720 : (Paper Session) - (OB) The Functions of Faultlines

9:45am - 11:15am Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1720

Chair: **Sherry M Thatcher**, U. of South Carolina

- The accruing effects of faultlines: identity motives, faultline types, and group development stage | **Sherry M Thatcher**, U. of South Carolina; **Alyson Meister**, U. de los Andes, Colombia; **Jieun Park**, U. of South Carolina
- 🗣️🗣️ Team Faultline Types, Configuration and Influence | **Yue Zhang**, Xi'an Jiaotong U.; **Qiaozhuan Liang**, Xi'an Jiaotong U.; **Jing Zhang**, Xi'an Jiaotong U.
 - 📖 Leadership Differentiation and Group Faultlines: A Conceptual Analysis | **Patrick Bruning**, U. of New Brunswick; **Christine Lynn Jackson**, Purdue U., West Lafayette; **Bradley J Alge**, Purdue U.
 - 📖🗣️ Leader Networking Behavior And Job Level Faultlines: Effects On Perceived Innovation Support | **Yun Chung**, U. of Idaho; **Joseph Blasi**, Rutgers U.; **Douglas Kruse**, Rutgers U.

1721 : (Paper Session) - (OB) Leader-Member Exchange

9:45am - 11:15am Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1721

Chair: **Su-Ying Pan**, Macau U. of Science and Technology

- Who suffers when supervisors are unhappy? The roles of LMX and abusive supervision | **Su-Ying Pan**, Macau U. of Science and Technology; **Katrina Jia Lin**, National U. of Singapore
- LMX (Dis)Similarity, Leader Group Prototypicality and Upward Voice | **Jing Wu**, Erasmus U. Rotterdam; **Steffen Robert Giessner**, Erasmus U. Rotterdam; **Sut I Wong**, BI Norwegian Business School
- 📖 LMX-TMX (In)congruence in Newcomers' Feedback Seeking Behavior and Job Performance | **Junbang Lan**, Hong Kong Baptist U.; **Yuanyuan Huo**, U. of Surrey; **Zhenyao Cai**, Shanghai U.; **Ziguang Chen**, City U. of Hong Kong; **Wing Lam**, Hong Kong Polytechnic U.
- 📖 Why Engaged Leaders Have Engaged Employees: A Multilevel Study of Engagement, LMX, and Performance | **Daniela Gutermann**, Jacobs U. Bremen; **Nale Lehmann-Willenbrock**, Vrije U. Amsterdam; **Diana Boer**, U. of Koblenz-Landau; **Marise Ph. Born**, Erasmus U. Rotterdam

1722 : (Paper Session) - (OB) Strategic and Financial Leadership

9:45am - 11:15am Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1722

Chair: **Avi I Turetsky**, Weatherhead School of Management, CWRU

- 🗣️📖 Competencies, Clusters, and Skews in Private Equity | **Avi I Turetsky**, Weatherhead School of Management, CWRU
- ➔ Evidence from a serious game about the effects of performance feedback on strategic decisions | **Annika Lorenz**, U. Hasselt; **Frank van Rijnsoever**, Utrecht U.
- 🗣️📖 The Role of Executive Symbolism In Facilitating Member Reactions to New Strategic Themes | **Jeffrey Lovelace**, Pennsylvania State U.
- Institutional Logics in Executive Power: Corporate Restructuring, Performance, and CEO Dismissal | **Shoonchul Shin**, U. of California, Berkeley

1723 : (Paper Session) - (OB) Innovation and Exploration in Organizations

9:45am - 11:15am Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1723

Chair: **Taeya Howell**, Brigham Young U.

- 📖 Seeking acceptance or confirmation: Investiture tactics, status, and newcomer innovation | **Taeya Howell**, Brigham Young U.
- 🗣️📖 Are Adaptive Newcomers Innovative? The Role of Positive Framing & Supervisor Uncertainty Avoidance | **Artemis Boulamatsi**, Georgia State U.; **Songqi Liu**, Georgia State U.; **Xiang Yao**, Peking U.
- 🗣️📖 The Effect of Process and Outcome Accountability on Individual Exploration | **Bart Verwaeren**, Vlerick Business School; **Dirk Buyens**, Ghent U.; **Xavier Baeten**, Vlerick Business School
- 📖 Relationships among Incremental Belief, Cognitive Flexibility, and Innovative Behavior | **Inseong Jeong**, Hong Kong U. of Science and Technology; **Yaping Gong**, Hong Kong U. of Science and Technology; **Seyoung Ju**, Samsung Economic Research Institute

1724 : (Paper Session) - (OB) Safety and Errors in Organizations

9:45am - 11:15am Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1724

Chair: **Williams Nhat Linh Nguyen**, European U. Viadrina

📖 The Influence of Relational Models on Learning from

Mistakes and Failures in Teams | **Williams Nhat Linh Nguyen**, European U. Viadrina; **Markus Vodosek**, German Graduate School of Management & Law (GGS)

‘If At First You Don’t Succeed’: The Role of Leadership Style and Mindset In Error Learning | **Michelle C. Bligh**, NEOMA Business School; **Jeffrey C Kohles**, California State U., San Marcos; **Qing Helen Yan**, Claremont Graduate U.

🗨️📖 A Moderated Mediation Model of Safety Knowledge, Safety Attitude, and Safety Performance | **Kuo-Yang Kao**, National Chiao Tung U.; **Christiane Spitzmuller**, Lagos Business School; **Konstantin P Cigularov**, Old Dominion U.; **Candice L. Thomas**, U. of Houston

🗨️📖 Seeing the trees to avoid the harm they may cause: Construal, standard framing, and work safety | **Jonathan E. Keeney**, U. of North Carolina, Chapel Hill

1725 : (Paper Session) - (OB) Power and Status

9:45am - 11:15am Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1725

Chair: **Kaili Zhang**, Shanghai Jiao Tong U.

📖 Hard to Change Myself: Power Distance Orientation and Employees’ Interaction Avoidance | **Kaili Zhang**, Shanghai Jiao Tong U.; **Ningyu Tang**, Shanghai Jiao Tong U.

🗨️📖 The steeper the rise the more you give? Employees’ status changes and professional volunteering | **Dana Harari**, Georgia Institute of Technology

➔📖 Organizational justice and workplace aggression: the impact of power distance | **Guilin Zhang**, Troy U.; **Michelle Inness**, U. of Alberta

📖 The Power of Forgiveness | **Medha Raj**, U. of Southern California; **Scott Wiltermuth**, U. of Southern California

1726 : (Paper Session) - (OB) Inclusion, Cooperation, and Collective Behavior

9:45am - 11:15am Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1726

Chair: **Chi Yin Chen**, Shanghai Jiao Tong U.

📖 Does Feeling of Inclusion Matter in Innovative Behavior: Perspective from Role Identity Theory | **Chi Yin Chen**, Shanghai Jiao Tong U.; **Ningyu Tang**, Shanghai Jiao Tong U.

Individual Differences and Behavioral Thresholds for Collective Action – A Real-Time Experiment | **Daniel Mühlbauer**, LMU Munich; **Katharina Schüssler**, LMU Munich; **Michael Schüssler**, LMU Munich

📖 The Influence of Mindfulness on Cooperative Intentions and Behavior | **Jared Nai**, National U. of Singapore; **Jayanth Narayanan**, National U. of Singapore; **Noriko Tan**, National U. of Singapore; **Samantha Sim**, Singapore Management U.; **Jochen Reb**, Singapore Management U.

🗨️📖 Antecedents and consequences of Collective Psychological Ownership | **Ana Giordano**, UCP - Católica Lisbon School of Business & Economics; **David Patient**, UCP - Católica Lisbon School of Business & Economics; **Ana**

Margarida Passos, ISCTE; **Francesco Sguera**, UCP - Católica Lisbon School of Business & Economics

1727 : (Paper Session) - (OB) Varieties of Congruence in Organizations

9:45am - 11:15am Anaheim Convention Center: 213A

Tweet this session: #AOM2016 1727

Chair: **Guozhen Zhao**, Delta State U.

➔📖 The Effects of Congruence in Member and Leader Organizational Identification on Work Outcomes | **Guozhen Zhao**, Delta State U.; **Ying Chen**, U. of Illinois at Urbana-Champaign; **Se-Hyung (David) Oh**, Konkuk U.; **Sang-lyul Ryu**, Konkuk U.

📖 The Differential Effects of P-O Cultural Fit and P-T Cultural Fit | **Jee Young Lee**, Korea National Defense U.; **Wonho Jeung**, Korea National Defense U.

📖 Love in the times of institutional complexity: Alignment between the organization and the leader | **Kubra Canhial**, U. of Lugano; **Benedetto Lepori**, U. della Svizzera Italiana

📖 Individual, Dyadic, and Situational Factors Affecting the LMX-Performance Relationship | **Greg Thrasher**, Wayne State U.; **Marcus W. Dickson**, Wayne State U.; **Anwar Najor-Durack**, Wayne State U.

1728 : (Paper Session) - (OB) Emotional Labor

9:45am - 11:15am Anaheim Convention Center: 303A

Tweet this session: #AOM2016 1728

Chair: **Xiao Chen**, Tsinghua SEM

➔📖 Implicit motives, perceived organizational culture, and emotional regulation in service workers | **Xiao Chen**, Tsinghua SEM; **Yu Yu**, Tsinghua SEM

📖 Getting the money back! The effects and boundaries of bill collectors’ emotional labor strategies | **Li Long**, Bank of Guangzhou; **Nai-Wen Chi**, National Sun Yat-Sen U.

➔📖 Bajo Presión: Coping with the Emotional Effort of Language-switching in the Workplace | **Stephanie R Seitz**, California State U., East Bay; **Sara A Smith**, California State U., East Bay

📖 A Dual-Pursuit Model of Emotional Labor | **Yang Ting Ang**, Singapore Management U.; **David T. Wagner**, U. of Oregon

1729 : (Paper Session) - (OB) Temporal Aspects of Organizational Behavior

9:45am - 11:15am Anaheim Convention Center: 303B

Tweet this session: #AOM2016 1729

Chair: **Stefan Volk**, U. of Sydney

📖🗨️ A theory of chronotype diversity and team performance | **Stefan Volk**, U. of Sydney; **Michael S Christian**, U. of North Carolina, Chapel Hill; **William J. Becker**, Texas Christian U.; **Matthew J Pearsall**, U. of North Carolina, Chapel Hill

Can Polychronicity And Past Memories Help In Explaining Technology- Related Overload? | **Carol Stoak Saunders**, Northern Arizona U.; **Martin Wiener**, Bentley U.; **Sabrina Klett**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Sebastian Sprenger**, Friedrich-Alexander U. of Erlangen-Nürnberg

📖 The benefits of job demands for employees low in self-esteem and high in trait procrastination | **Rebecca L. Schauberg**, New York U.; **Scott Wiltermuth**, U. of Southern California

Doing More in Less Time: How Multitasking Increases Creativity | **Chaitali Kapadia**, U. of North Carolina, Chapel Hill

1730 : (Paper Session) - (OB) **Decision-Making**

9:45am - 11:15am Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1730

Chair: **Adi Amit**, The Open U. of Israel

Distinguishing Epistemically Motivated Decision Makers from Systematic Decision Makers | **Adi Amit**, The Open U. of Israel; **Sharon Arieli**, The Open U. of Israel; **Niva Porzycki**, The Open U., Israel

Measurement, Consequences, and Debiasing of Correspondent Inference Making | **Irene Scopelliti**, Cass Business School, City U. London; **Carey K. Morewedge**, Boston U.; **Lauren Min**, U. of Colorado; **Erin McCormick**, Carnegie Mellon U.; **Karim Kassam**, Pittsburgh Steelers

The Downside of Deliberation: Why Decision Makers Who Deliberate Lose Influence | **Naomi B. Rothman**, Lehigh U.; **Elizabeth A. Wiley**, Columbia Business School; **Malia Mason**, Columbia Business School

Hunger, Satiety, and Decision-Making | **Rob Austin McKee**, U. of Houston

1731 JS: (OB, GDO, HR) **An Exploration of Promotive/Prohibitive Content and Diversity Effects on Voice**

9:45am - 11:15am Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1731

Chair: **Yurianna Kim**, The U. of Texas at Austin

Discussant: **Jian Liang**, Shanghai Jiao Tong U.

A Meta-Analytic Examination of Voice and Its Promotive and Prohibitive Forms | **Melissa Chamberlin**, Arizona State U.; **Daniel Newton**, Arizona State U.; **Jeffery LePine**, Arizona State U.

Losses Loom Larger than Voice Pains: Effects of Gain and Loss Framing on Willingness to Speak Up | **Jeffrey P. Thomas**, New York U.; **Elizabeth Wolfe Morrison**, New York U.

Impact of Dyadic Diversity on Creative Voice Expression | **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin; **Luis Martins**, The U. of Texas at Austin

Little Resources to Spare: The Consequences of Female TMT Members' Impression Management and Voice | **Yurianna Kim**, The U. of Texas at Austin

1732 JS: (OB, HR) **Five Shades of Grey: Exploring the Lighter Side of the Dark Triad**

9:45am - 11:15am Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1732

Chair: **Ryan Lee Klinger**, Old Dominion U.

Discussant: **Rachel Frieder**, Old Dominion U.

Dark Triad and Competitive Climate: Reciprocal Relationships Moderated by Age and Job Stability | **Daniel Spurrk**, U. of Bern; **Andreas Hirschi**, U. of Bern

When it Helps to be Shady: The Dark Triad and Decision Making Heuristics | **Amirmahmood Amini Sedeh**, Old Dominion U.; **Mohammad Mahdi Moeini Gharagozloo**, Old Dominion U.; **Ryan Lee Klinger**, Old Dominion U.

A Mediated Model of Narcissism, Adaptability, Core Self-evaluations, and Innovator Performance | **Mickey B.**

Smith, U. of Southern Mississippi; **Brian D. Webster**, Ball State U.

The Bright and Dark Sides of Leader Dark Triad Traits on Subordinate Career Success and Well-being | **Judith Volmer**, U. of Bamberg; **Iris Koch**, U. of Bamberg; **Anja Goeritz**, U. of Freiburg

A More Nuanced View of the Dark Triad: The Grey Pentad | **Nora Schuette**, U. of Bonn

1733 JS: (OB, HR) **Leadership, Followership and Partnership: New Directions in Defining and Conceptualizing Outcomes**

9:45am - 11:15am Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1733

Organizer: **Joan Brett**, Arizona State U.

Facilitator: **Joan Brett**, Arizona State U.

Participants: **Melissa K. Carsten**, Winthrop U.; **Zahira Jaser**, City U. London; **Hudson Sessions**, Arizona State U.; **Ronald E. Riggio**, Claremont McKenna College; **Gerard Beenen**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton

1734 JS: (OB, HR) **Proactivity Research: New Directions and Concepts**

9:45am - 11:15am Anaheim Convention Center: 304A

Tweet this session: #AOM2016 1734

Chairs: **Shereen Fatimah**, Pennsylvania State U.; **Lance Ferris**, Pennsylvania State U.

Discussant: **Michael Frese**, National U. of Singapore

Proactivity Despite Risk: Toward an Empirically Derived Definition of Workplace Courage | **Evan Bruno**, Cornell U.; **James R. Detert**, Cornell U.

Crafting Jobs or Engagement? The Contingencies of Job Crafting on Voice | **Ethan Burris**, The U. of Texas at Austin; **Jae Kwon Jo**, The U. of Texas at Austin

Beauty in the Eye of the Beholder: Being the Target of Voice Behavior at Work | **Renske Erin van Geffen**, U. of Amsterdam; **Deanne N. DenHartog**, U. of Amsterdam; **Frank D. Belschak**, U. of Amsterdam

When Proactivity Wears You Out (And When It Doesn't): Role of Work Demands & Leader Responsiveness | **Francesco Cangiano**, U. of Western Australia; **Sharon K. Parker**, U. of Western Australia; **Gillian Bernadette Yeo**, U. of Western Australia

Proactivity: A System Justification Perspective | **Shereen Fatimah**, Pennsylvania State U.; **Lance Ferris**, Pennsylvania State U.

1735 JS: (OB, HR, IM) **Extending Theory and Empirical Research on Idiosyncratic Deals**

9:45am - 11:15am Anaheim Convention Center: 210C

Tweet this session: #AOM2016 1735

Organizer: **Cynthia Lee**, Northeastern U.

Chair: **Sandy J. Wayne**, U. of Illinois at Chicago

Discussant: **Denise M. Rousseau**, Carnegie Mellon U.

Granting of I-Deals: The Interplay of Equity Rules, Past Performance, and Performance Expectations | **Xiaoyun Cao**, U. of Illinois at Chicago; **Sandy J. Wayne**, U. of Illinois at Chicago

Antecedent and Outcome of I-deals: Moderating role of Marketability | **Chun Hui**, The U. of Hong Kong; **Helen H. Zhao**,

The U. of Hong Kong; **Jun Liu**, Renmin U. of China; **Cynthia Lee**, Northeastern U.

I-Deal Implications for Employee and Coworker Task

Performance | **Dejun Tony Kong**, U. of Houston; **Violet Ho**, U. of Richmond; **Sargam Garg**, Rutgers U.

Receiving More Yet Feeling Worse: The Detrimental Effects of Idiosyncratic Employment Arrangements | **Junfeng Wu**, U. of Illinois at Chicago; **Sandy J. Wayne**, U. of Illinois at Chicago; **Jiwen Song**, Renmin U. of China; **Robert C Liden**, U. of Illinois at Chicago; **Jihua Li**, ABB Beijing Drive Systems Co., Ltd.

Exploring a Downside of Task I-Deals | **Dejun Tony Kong**, U. of Houston; **Sophie Romay**, U. of Houston; **Lars U. Johnson**, U. of Houston; **Alan Witt**, U. of Houston

1736 📄SHCS: (OB, MOC, CM) **Behavioral Ethics at Work: A Move Towards Developing Interventions that Mitigate Unethicality**

9:45am - 11:15am Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1736

Chairs: **Julia J. Lee**, U. of Michigan; **Ting Zhang**, Columbia Business School

The Dark Side of Job Autonomy: Unethical Behavior | **Jackson Lu**, Columbia Business School; **Joel Brockner**, Columbia U.; **Yoav Vardi**, Tel Aviv U.; **Ely Weitz**, Tel Aviv U.

What's in Your Office? How Photos of Close Others Can Reduce Unethical Behavior at Work | **David Mayer**, U. of Michigan; **Ashley Elizabeth Hardin**, U. of Michigan; **Christopher W. Bauman**, U. of California, Irvine

The Spark that Ignites: Priming Rivalry Increases Unethicality | **Gavin J Kilduff**, New York U.

The Power of Ethics Mindset: How Aligning Ethics with Performance Influence Behavior | **Julia J. Lee**, U. of Michigan; **Ting Zhang**, Columbia Business School; **Bidhan Parmar**, U. of Virginia

OB Division Best Symposium Award, sponsored by Cambridge University Press

1737 🗣️JS: (OB, ODC) **The Paradox of Predictability and Change in Teams**

9:45am - 11:15am Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1737

Organizer: **Lisa Dragoni**, Wake Forest U.

Discussant: **Murray R. Barrick**, Texas A&M U.

A Control Theory Perspective on Team Charters, Team Agreeableness, and Team Performance | **Stephen H Courtright**, Texas A&M U.; **Jiexin Wang**, Texas A&M U.; **Sal Mistry**, Southern Methodist U.; **Brian W. McCormick**, Northern Illinois U.

The Impact of Individual Voice, Role Centrality, and Team Coordination on Team Outcomes | **Brady Firth**, U. of Maryland; **Bradford E. Baker**, U. of Maryland; **Gilad Chen**, U. of Maryland; **Tom Taiyi Yan**, U. of Maryland R.H. Smith School of Business

The Impact of Ambidextrous Leadership in Goal Orientation on Teams' Adaptive Performance | **Lisa Dragoni**, Wake Forest U.; **Huisi Jessica Li**, Cornell U.; **Todd Woodruff**, United States Military Academy; **Lissa Virginia Young**, United States Military Academy

Residual Engagement and its Implications to Subsequent Engagement and Effectiveness | **Daniel Newton**, Arizona

State U.; **Jeffery LePine**, Arizona State U.; **Ned Wellman**, Arizona State U.; **Ji Koung Kim**, Arizona State U.; **John Bush**, Arizona State U.

1738 🗣️📄🗣️JS: (OB, RM, GDO) **Meaningful Mentoring to Develop High Quality Leadership Research**

9:45am - 11:15am Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1738

Organizer: **Marie T. Dasborough**, U. of Miami

Discussants: **Gary Yukl**, U. at Albany, State U. of New York; **Leanne E Atwater**, U. of Houston; **Kevin B Lowe**, The U. of Auckland; **Ronit Kark**, Bar Ilan U.; **Mary F. Sully de Luque**, Thunderbird School of Global Management; **Claudia C. Coglisier**, Texas Tech U.; **Ronald H. Humphrey**, Lancaster U.; **Robin Martin**, The U. of Manchester; **Shelley D. Dionne**, Binghamton U.; **Michael S. Cole**, Texas Christian U.; **John Antonakis**, U. of Lausanne

1739 🗣️JS: (OB, SIM, CM) **Tackling Unethical Behaviors in Organizations: Understanding Antecedents and Unintended Costs**

9:45am - 11:15am Anaheim Convention Center: 201A

Tweet this session: #AOM2016 1739

Organizers: **Anna L. Steinhage**, London Business School;

Gabrielle Adams, London Business School

Manning-up through Misappropriation: Threats to Masculinity Increase Unethical Behavior | **Keith Leavitt**, Oregon State U.; **Maryam Kouchaki**, Northwestern Kellogg School of Management; **Anthony Klotz**, Oregon State U.

An Identity Approach to Understanding Gender Differences in Moral Disengagement | **Jessica Kennedy**, Vanderbilt U.; **Laura Kray**, U. of California, Berkeley; **Gillian Ku**, London Business School

No Laughing Matter: When and How Leader Humor Increases Follower Deviance | **Kai Chi Yam**, National U. of Singapore; **Zhenyu Liao**, National U. of Singapore; **Jared Nai**, National U. of Singapore; **Wu Wei**, Wuhan U.

The Dark Side of Codes of Ethics | **Sreedhari D. Desai**, U. of North Carolina; **Chia-Jung Tsay**, U. College London

Contrasting Compensation Claims: Fraudulent Claims Increase Compensation for Honest Claims | **Anna L. Steinhage**, London Business School; **Gabrielle Adams**, London Business School

1740 🗣️📄: (Paper Session) - (OCIS) **Communication and Change**

9:45am - 11:15am Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1740

Chair: **François-Xavier de Vaujany**, U. of Paris, Dauphine

📄🗣️The Strategic Role of Power and Materiality in Managing Network Change | **Marco Marabelli**, Bentley U.; **Sue Newell**, U. of Sussex; **Robert D. Galliers**, Bentley U.

🗣️Embedded and Meaningful? How Co-Worker Relations and Work-Role Fit Affect Process Change Acceptance | **Janina Kettenbohrer**, U. of Bamberg; **Daniel Beimborn**, Frankfurt School of Finance & Management; **Andreas Eckhardt**, German Graduate School of Management & Law (GGS)

Contextualization: Role of Overconfidence, Perspective-taking and Communication Complexity | **Sigmund Valaker**, BI Norwegian Business School

1741 📄: (Paper Session) - (OCIS) **Redefining Health and IT**

9:45am - 11:15am Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1741

Chair: **Elizabeth Davidson**, U. of Hawaii at Manoa

📄 Enacting professional competence at a distance: A case of telemedicine | **Joanna Maria Kho**, U. of Queensland; **A. Paul Spee**, U. of Queensland; **Leonard Charles Gray**, U. of Queensland

📄 The Business Value of Health IT: Towards a Multidimensional Perspective | **Stavros Polykarpou**, U. of Cambridge; **Michael Barrett**, U. of Cambridge; **Eivor Oborn**, U. of Warwick; **Torsten Oliver Salge**, RWTH Aachen U.; **Rajiv Kohli**, College of William and Mary

📄 Interpersonal Bonding & ICT-Enabled Service Co-creation: EHR & Nurse-patient Relationships | **Nicholas Berente**, U. of Georgia; **Marie-Claude Boudreau**, U. of Georgia; **Matthew Gymer**, Novant Health; **Keri Larson**, Louisiana State U.

1742 📄: (Paper Session) - (ODC) **Leading strategic change in times of uncertainty**

9:45am - 11:15am Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 1742

Chair: **Laura Claus**, U. of Cambridge

Enhancing the success of mergers and acquisitions: A theory-driven approach | **Alannah E. Rafferty**, U. of New South Wales; **Michael Shayne Gary**, U. of New South Wales

📄 Leading Strategic Change Under Uncertainty | **Quy Nguyen Huy**, INSEAD; **Scott Sonenshein**, Rice U.; **Henrik Bresman**, INSEAD

ODC Division Best Paper Finalist

Object-based Path Dependence - Strategic Realignment of Organizations with their Environment | **Christian Laukien**, RWTH Aachen U.

Environmental Shifts and Change Strategies | **Olivier Dupouët**, Kedge Business School

1743 🗣️➔📄: (ODC, MC) **Making Academic Practitioner Research Partnerships Meaningful**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 1743

Chairs: **Jean M. Bartunek**, Boston College; **Jane E McKenzie**, Henley Business School

Participants: **Richard P Nielsen**, Boston College; **Sandra Waddock**, Boston College; **A.B. Rami Shani**, California Polytechnic State U.; **Ramkrishnan (Ram) Tenkasi**, Benedictine U.; **Laura Empson**, Cass Business School, City U. London; **Guillaume Carton**, U. of Paris, Dauphine; **Susan A. Mohrman**, U. of Southern California; **Stéphanie Dameron**, U. of Paris, Dauphine; **Jennifer Kurkoski**, Google; **Andrew H. Van de Ven**, U. of Minnesota; **Elena P. Antonacopoulou**, U. of Liverpool; **Paula Jarzabkowski**, City U. London; **Wendy K. Smith**, U. of Delaware; **Claire Elizabeth Collins**, Henley Business School; **Benjamin Nathan Alexander**, Cal Poly San Luis Obispo

1744 📄: (Paper Session) - (OM) **Buyer-Supplier Relationships**

9:45am - 11:15am Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1744

Chair: **Amydee M. Fawcett**, Weber State U.

📄 When Does Relational Governance Really Matter in Buyer-Supplier Relationships? | **Lei Tao**, Xi'an Jiaotong U.;

Yao Li, Tianjin U. of Technology; **Yu Zhang**, Nanjing Hehai U.; **Songyue Zheng**, Xi'an Jiaotong U.

Reexamining the Impacts of Supplier Integration on Operational Performance: A Relational View | **Yuanqiong He**, Huazhong U. of Science and Technology; **Xin Chen**, Huazhong U. of Science and Technology; **Hongyi Sun**, City U. of Hong Kong; **Yun Chen**, Hubei U. of Economics; **Yingkun Cha**, Huazhong U. of Science and Technology

📄 Collaborative Process Design: A Socio-Technical Approach to Mitigating Barriers | **David Swanson**, U. of North Florida; **Yao Henry Jin**, Miami U. Ohio; **Amydee M. Fawcett**, Weber State U.; **Stanley E. Fawcett**, Weber State U.

🗣️📄 The Manufacturer's Strategic Responses to the Imbalance of Power in Supply Chain | **Zhexiong Tao**, McGill U.; **Shanling Li**, McGill U.; **Saibal Ray**, McGill U.

1745 📄: (Paper Session) - (OM) **Contemporary Research in Project Management**

9:45am - 11:15am Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1745

Chair: **Kathryn Lee Blackmon**, U. of Oxford

🗣️🗣️ The Nature of Risk in Complex Projects: Systemicity and Human Reactions | **Terry M Williams**, U. of Hull

Module Development with Suppliers – Differences between Grey-Box and Black-Box Collaborations | **Justus Erich Eggers**, U. of Twente; **Holger Schiele**, U. of Twente; **Erwin Hofman**, U. of Twente

➔📄 Extending the Theory of Production Competence to Organisational Project Competence | **Harvey Maylor**, Said Business School; **Martina Huemann**, WU Vienna U. of Economics and Business; **Kathryn Lee Blackmon**, U. of Oxford

🗣️ Strategic Capabilities for Megaproject Architects: Sequencing Network Growth and Bottleneck Removal | **Colm Patrick Lundrigan**, The U. of Manchester; **Nuno A Gil**, The U. of Manchester

1746 📄: (Paper Session) - (OMT) **Audience Evaluation**

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 1746

Chair: **Krishnan P. Nair**, Erasmus U. Rotterdam

📄 Social Valuation Across Multiple Audiences | **Riccardo Fini**, U. of Bologna; **Markus Perkmann**, Imperial College London; **Julien Jourdan**, Bocconi U.

CEO and Organizational Image, Organizational Evaluations and Performance: A Stakeholder-Centric View | **Thomas Fischer**, U. of Lausanne, HEC Lausanne

Reaping the Rewards of Reputation for CSR: Customer-Level Micro-Foundations Perspective | **James Agarwal**, U. of Calgary; **Oleksiy Osiyevskyy**, Northeastern U.

Names, Emotions and Product Appeal and Growth in the U.S. Craft Beer Market, 1996-2012 | **Olga Khessina**, Cornell U.; **Cameron Verhaal**, Georgia State U.; **Stanislav D. Dobrev**, U. of Wisconsin, Milwaukee

The Evaluative Process as Constructing Heterogeneity in Object Category and Social Attention | **Daniel B. Sands**, New York U.

1747 📄: (Paper Session) - (OMT) **Failure & Dissolution**

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1747

Chair: **Sunkee Lee**, INSEAD

- ➔ A Classification of Structural Inertia Responses to Failure | **Gavin M. Schwarz**, U. of New South Wales; **Kuo-Pin Yang**, National Dong Hwa U.; **Christine Chou**, National Dong Hwa U.
- 📄 Organizational Failure and Decline – A Bibliometric Study of the Scientific Frontend | **Alexander Kücher**, Johannes Kepler U.; **Birgit Feldbauer-Durstmüller**, Johannes Kepler U.
- 📄 Inter-organizational tie dissolution: A literature review | **Leon A. G. Oerlemans**, Tilburg U.; **Rob Jansen**, Tilburg U.; **Tobias Goessling**, Tilburg U.
- 🗣️📄 Legitimizing Entrepreneurship Identities through Failure Narratives | **Itziar Castello**, U. Carlos III de Madrid; **David Barbera**, Institute of Innovation and Knowledge Management INGENIO (CSIC-UPV); **Eero Vaara**, Aalto U. School of Business
- The Black Cloud and Nortel: Understanding Catastrophic Failure in Long Cycle Industries | **Laurent Mirabeau**, Telfer School of Management, U. of Ottawa; **Gregory Richards**, Telfer School of Management, U. of Ottawa; **Jonathan Calof**, Telfer School of Management, Ottawa U., North-West U.: Potchefstroom

1748 📄: (Paper Session) - (OMT) **Emergence of Categories & Networks**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 1748

Chair: **Sorah Seong**, INSEAD

- 📄 Rule Network Evolution as Discovery of Knowledge Relevance | **Martin Schulz**, The U. of British Columbia; **Kejia Zhu**, U. of Waterloo
- 🗣️📄 A 'Market for Meaning': Framing Strategies in the Co-Construction of a Hybrid Market Category | **Queen Chinyere Nworisara Quinn**, U. of Cambridge; **Kamal Munir**, U. of Cambridge
- 📄 Hybrid as Gateway Drug: How Emergence of Hybrid Jazz Leads to Dominance of Traditional Jazz | **Jaemin Lee**, Imperial College London
- 📄 Unpacking Power in an Institutionally Complex Field: Community Radio in India (WITHDRAWN) | **Suhaib Riaz**, U. of Massachusetts, Boston; **Israr Qureshi**, IE Business School
- ➔➔ Structure from Chaos: The Creation of Libyan Civil Society | **Nada Basir**, U. of Waterloo; **Ellen R. Auster**, York U. **Finalist for the OMT Division Best International Paper Award**

1749 📄: (Paper Session) - (OMT) **Learning & Knowledge**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 1749

Chair: **Karla Sayegh**, McGill U.

- 📄 Rationality in the Age of Analytics | **Stella Pachidi**, U. of Cambridge
- 📄 Relating the body, practical experience, and language in a theory of knowing | **Stephanie J Creary**, Cornell U.; **Karen Locke**, College of William and Mary
- 🗣️📄 Mode Focus versus Mode Ambidexterity: Solving a Dilemma | **Cristina Oana Vlas**, The U. of Texas at Dallas
- ➔📄 Toward a Multilevel Social Exchange Theory of Advice Relations in Organizations | **Paola Zappa**, U. of Lugano
- How Much To Copy When Building Routines? | **Hisan Yang**, Yonsei U.; **Ji-hyun Kim**, Yonsei U.

1750 📄: (Paper Session) - (OMT) **Innovation**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1750

Chair: **Callen Anthony**, Boston College

- 🗣️➔🗣️📄 Institutional Field Building in Adverse Environments: Technology Entrepreneurship in Kenya | **Marlen De La Chaux**, U. of Cambridge; **Helen Haugh**, U. of Cambridge
- 📄 When innovations and institutions collide and collude to address social problems | **Raghu Garud**, Pennsylvania State U.; **Thinley Tharchen**, Pennsylvania State U.
- 🗣️➔📄 Global Repertoires of Entrepreneurial Action | **Nahoko Kameo**, New York U.
- Designing Organizational Boundaries for Open Innovation: A Rule-based Perspective | **Georg Reischauer**, Vienna U. of Technology
- 📄 Venture Boards: The Impact of CVC-Directors on Venture Innovation | **Sam Garg**, Hong Kong U. of Science and Technology; **Michael Deane Howard**, Texas A&M U., College Station; **Emily C. Pahnke**, Foster Business School

1751 📄: (Paper Session) - (OMT) **Control & Conformity**

9:45am - 11:15am Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 1751

Chair: **Jennifer Kroeker-Hall**, U. of Victoria

- Give me a hallelujah! Amen! Taming institutional complexity using emotions and domination | **Hendra Raharja Wijaya**, Erasmus U. Rotterdam; **Pursey Heugens**, Erasmus U. Rotterdam
- 📄 Does the Middle Conform or Compete? Risk and Audience Response as Scope for Mid-Status Conformity | **Anthony Vashevko**, Stanford GSB
- 📄 The Efficacy of Formal Controls: Environmental Uncertainty as a Critical Contingency | **Feifei Yang**, U. of New South Wales; **George A. Shinkle**, UNSW Australia Business School; **Mirjam Goudsmit**, UNSW Australia Business School
- ➔📄 Bureaucratic Innovation and the Control of Labor In the Dutch East India Company, 1700-1796 | **Filippo Carlo Wezel**, U. of Lugano; **Martin Ruef**, Princeton U.
- 🗣️➔📄 Substitutes or Complements? An Examination of Relational Governance and Management Controls | **Pei-Li Yu**, National Chung Cheng U.

1752 🗣️📄: (Paper Session) - (OMT) **Play & Charisma**

9:45am - 11:15am Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1752

Chair: **Patrick Reilly**, U. of California, Los Angeles

- 🗣️🗣️📄 Play and group creativity: An ethnography | **Jinia Mukerjee Nath**, SKEMA Business School; **Anca Metiu**, ESSEC Business School
- 📄 The invisible wand: Magic circles of play and work in a high-tech organization | **Jinia Mukerjee Nath**, SKEMA Business School; **Anca Metiu**, ESSEC Business School
- Just Playing Around? The Effects of CEO Sense of Humor on Financial Analysts | **Robert James Campbell**, U. of Georgia; **Scott D. Graffin**, U. of Georgia; **Cole Evan Short**, U. of Georgia
- The Gradual Fall to the 'Dark Side of the Force' - A Process Perspective on Personalized Charisma | **Stefan Klausner**, U. of Kassel

1753 📄: (Paper Session) - (OMT) **Status & Cooperation**

9:45am - 11:15am Anaheim Marriott: Orange County Ballroom 4

Tweet this session: #AOM2016 1753

Chair: **Kevin Curran**, Cass Business School, City U. London"Reaching for the Stars" | **Carla Carolina Rua Gomez**, U. of Lugano; **Martin C. Goossen**, U. of Lugano / Tilburg U.; **Gianluca Carnabuci**, U. of Lugano📄🗣️📄 Free to Act? Brokerage, Autonomy, and Peer Evaluation | **Jason Greenberg**, New York U.; **Christopher C. Liu**, U. of Toronto📄 Perceived Affiliations through Spatial Positions and Status Dynamics in the U.S. Fashion Industry | **Heeyon Kim**, National U. of Singapore; **Bo Kyung Kim**, Yonsei U.Endorsing or Eclipsing: Collaborator Status and the Consequences of Organizational Successes | **Alicia DeSantola**, Harvard Business School; **Pavel Ivanov Zhelyazkov**, Hong Kong U. of Science and TechnologyBeyond Interfirm Dissimilarity: The Impact of Status Difference on Unplanned Alliance Dissolution | **David H. Weng**, City U. of Hong Kong**1754** 📄: (Paper Session) - (OMT) **Entrepreneurship & Culture**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1754

Chair: **Ali Aslan Guemesay**, U. of Oxford🗣️📄 Cultural Scaffolding: Resources, Rhetoric, and Materiality in Cultural Entrepreneurship | **Christi Lockwood**, Boston College🗣️ Legitimacy Spillovers and Piggybacking: The Collective Legitimation of New Ventures and Fields | **Jean-François Soublière**, U. of Alberta; **Joel Gehman**, U. of Alberta🗣️📄 That's Not What Happened! Sustaining Expectations Through Collective Storytelling. | **Jean-François Soublière**, U. of AlbertaCrossing the threshold & exiting nascency: Antecedents to gaining full-fledged legitimacy | **Monika Kackovic**, U. of Amsterdam; **Michele Piazzai**, Delft U. of Technology; **Nachoem M. Wijnberg**, U. of Amsterdam📄 Small family wineries, their business models, and socioemotional wealth | **Michael Browne**, The U. of Adelaide; **Peter Balan**, U. of South Australia; **Noel J. Lindsay**, The U. of Adelaide; **Wendy Lindsay**, The U. of Adelaide**1755** 📄: (Paper Session) - (OMT) **Diffusion Dynamics**

9:45am - 11:15am Anaheim Marriott: Rancho Las Palmas

Tweet this session: #AOM2016 1755

Chair: **Emily Block**, U. of Notre Dame🗣️➔📄 Governance units and field evolution dynamics: The case of UK management consulting | **Daniel Muzio**, Newcastle U.; **Matthias Kipping**, York U.; **Ian Kirkpatrick**, U. of Leeds**Finalist for the OMT Division Best International Paper Award**➔📄 Informational Salience and the Adoption of Microfinance | **Valentina Assenova**, Yale School of ManagementScaling up Socially-Oriented Markets: Tipping Point Dynamics in Coupled Supply and Demand Diffusion | **Atefeh Ramezankhani**, McGill U.; **Jeroen Struben**, McGill U.; **Laurette Dube**, McGill U.📄 Learning Not to Diversify: The Co-evolution of Business Education and Corporate Diversification | **Jiwook Jung**, National U. of Singapore; **Taekjin Shin**, San Diego State U.How Specialists Maintain Authentic Market Identities Following the Adoption of New Technology | **Michelle Berman**, U. of California Los Angeles**1756** 🗣️📄: (Paper Session) - (OMT) **Corporate Finance & Social Good**

9:45am - 11:15am Anaheim Marriott: San Diego

Tweet this session: #AOM2016 1756

Chair: **Michael L. Barnett**, Rutgers U.➔🗣️📄 Coming Back & Giving Back: Returnee Directors and Corporate Donations | **Jiao Luo**, U. of Minnesota; **Dongjie Chen**, Peking U.; **Jia Chen**, Peking U.**Finalist for OMT Division Best Paper on Environmental and Social Practices Award**📄 Living in the Triplet World: The Market, Family, and State Logics and Corporate Philanthropy | **Jianhua Ge**, Renmin U. of China; **Evelyn Rita Micelotta**, U. of New MexicoStrategic Ambiguity in Situations of Enduring Institutional Complexity | **Vontrese Pamphile**, Northwestern U.🗣️🗣️📄 Morals and Product Categories: The Development of Socially Responsible Investment Funds | **Rodolphe Durand**, HEC Paris➔🗣️ The Rise of Socially Responsible Investing Funds: The Paradoxical Role of Finance (WITHDRAWN) | **Shipeng Yan**, IESE Business School; **Fabrizio Ferraro**, IESE Business School; **John Almandoz**, IESE Business School**1757** 🗣️📄JS: (OMT, BPS) **Categories and Competition**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 1757

Organizer: **Elizabeth G. Pontikes**, The U. of ChicagoPresenters: **Stine Grodal**, Boston U.; **Joseph Porac**, New York U.; **Ming D. Leung**, U. of California, Berkeley; **Weiyi Ng**, U. of California, Berkeley; **Gino Cattani**, New York U.; **Gordon Phillips**, U. of Maryland**1758** 📄JS: (OMT, ENT) **Time, Teams, Tasks, and Context: Advancing Research on Temporary Organizations**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 3

Tweet this session: #AOM2016 1758

Organizers: **Daphne Ann Demetry**, Said Business School; **Peter O. Foreman**, Illinois State U.; **Enrico Forti**, U. College London;**Antonio Paco Giuliani**, U. of Illinois at ChicagoTurning Creative Ideas into Projects: The Temporary Coupling of Practices, Ties, and Domains | **Stephan Manning**, U. of Massachusetts, BostonChange and Performance in Episodic Organizations: The Moderating Effect of Stream Dependence | **Enrico Forti**, U. College London; **Maurizio Sobrero**, U. of Bologna; **Andrea Vezzulli**, U. of PisaEpisodic Ventures: Entrepreneurship and the Culture Industries | **Daphne Ann Demetry**, Said Business School; **Antonio Paco Giuliani**, U. of Illinois at ChicagoA Conceptual Framework of Member Identification in Temporary Organizations | **Peter O. Foreman**, Illinois State U.

1759 📄JS: (OMT, MOC) **Institutional Logics and Categories: Reflections, Integration, and Future Directions**

9:45am - 11:15am Anaheim Marriott: Northeast Marquis Ballroom

Tweet this session: #AOM2016 1759

Organizers: **Eunice Yunjin Rhee**, Seattle U.; **Jade Yu-Chieh Lo**, Drexel U.

Panelists: **Rodolphe Durand**, HEC Paris; **Candace Jones**, Boston College; **Patricia H Thornton**, Texas A&M U., College Station; **Lynne G Zucker**, U. of California, Los Angeles

1760 📄SHCS: (OMT, TIM) **The Gender Gap in Science and Technology: Causes and Consequences**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 2

Tweet this session: #AOM2016 1760

Organizer: **Marc J. Lerchenmueller**, Yale U.

Discussant: **Olav Sorenson**, Yale U.

Gendered Perceptions of Cultural and Skill Alignment in

Technology Companies | **Shelley Correll**, Stanford U.

The Specter of Motherhood and its Influence on the Career

Aspirations of Young Scientists | **Sarah Thebaud**, U. of California, Santa Barbara

What Causes the Gender Gap among Senior Scientists?

Evidence from the Life Sciences | **Marc J. Lerchenmueller**, Yale U.

Determinants of the Gender Gap in High-Potential

Entrepreneurship | **Toby E. Stuart**, U. of California, Berkeley

1761 📄: (Paper Session) - (ONE) **Moving Sustainability Through The Supply Chain**

9:45am - 11:15am Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 1761

Chair: **Jean Dibondo Kabongo**, U. of South Florida, Sarasota-Manatee

→ 📄 Industrial ecology and the development of organizational capabilities | **Jean Dibondo Kabongo**, U. of South Florida, Sarasota-Manatee; **Olivier Boiral**, Laval U.

The Impact of Responsible Practices on Operations

Outcomes: a Study of US companies. | **Simon Croom**, U. of San Diego; **Wellington Spetic**, U. of New Mexico; **Natalia Vidal**, U. of New Mexico; **Donna Marshall**, U. College Dublin; **Lucy McCarthy**, U. College Dublin

🗣️ Green Supplier Championing and Greenwashing: An Empirical Study on Leadership and Incentives | **Constantin Blome**, U. of Sussex; **Kai Foerstl**, German Graduate School of Management & Law (GGS); **Martin C. Schleper**, German Graduate School of Management & Law (GGS)

🗣️ Making industrial ecology meaningful: the role of the third party | **Anne-Ryslène Zaoual**, U. of Artois; **Julie Bastianutti**, U. de Lille 1

1762 📄: (Paper Session) - (ONE) **Socio-Ecological Forces in Sustainability**

9:45am - 11:15am Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 1762

Chair: **Diego Alfonso Vazquez**, Royal Holloway/ U. of London

→ 🗣️ Stakeholders, Green Human Resource Management (GHRM) and environmental proactivity in Brazil | **Diego Alfonso Vazquez**, Royal Holloway/ U. of London; **Charbel Jose Chiappetta Jabbour**, UNESP; **Jose Antonio Plaza-Ubeda**, U.

of Almeria; **Ana Beatriz Lopes de Sousa Jabbour**, U. Estadual Paulista (UNESP)

📄 Going Green: Changes in the Social-Ecological-Technological Field of Howrah Foundries | **Sudhanshu Shekhar**, Indian Institute of Management, Calcutta; **Vidyanand Jha**, Indian Institute of Management, Calcutta

📄 Social Learning for Adaptation to Climate Change: Evidence from a Community of Practice | **José Guilherme Ferraz de Campos**, FEA-USP; **Simone R. Barakat**, U. of São Paulo; **Renato J. Orsato**, EAESP - FGV

Social-Ecological Resilience: The Role of Organizations Amidst Panarchy | **Amanda Nicole Williams**, Erasmus U. Rotterdam; **Gail Whiteman**, Erasmus U. Rotterdam; **Steve Kennedy**, Rotterdam School of Management

1763 📄: (Paper Session) - (PNP) **The Interaction of Gender, Stakeholder Management and Corporate Social Responsibility**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: #AOM2016 1763

Chair: **Jennifer Ihm**, KwangWoon U.

The effects of strategic stakeholder management on non-profit organizations' reputation | **Johanna Seferina Sylvander**, Linköping U.; **Timurs Umans**, Linnaeus U.; **Rebecca Lindberg**, Aktuell Redovisning

The Impact of Institutional Context and Gender on Corporate Social Responsibility | **Gokce Serdar**, Syracuse U.

How Does a Board of Directors Influence Within and Cross-Sector Nonprofit Collaboration? | **Jennifer Ihm**, KwangWoon U.; **Michelle Shumate**, Northwestern U.

→ Dealing with Excessive Regulation: Legitimacy Seeking by Russian Non-Profit Organizations | **Jo Crotty**, Aberystwyth U.; **Sergej Ljubownikow**, The U. of Sheffield

1764 → 🗣️ 📄: (Paper Session) - (PNP) **Cross-Sector Collaborations and Inherent Conflict**

9:45am - 11:15am Anaheim Marriott: Orange County Ballroom 1

Tweet this session: #AOM2016 1764

Chair: **Alireza Ahmadsimab**, St. Mary's U.

External Boundary Management in Cross-Sectoral, Interorganizational Collaboration | **Lea Stadler**, U. of Geneva; **Xavier Castañer**, U. of Lausanne

🗣️ On Meaningfulness Beyond Corporate Form: Exploring Cross-Sector Collaboration from NGOs Perspectiv | **Omar AL-Tabbaa**, U. of Huddersfield; **Ans Kolk**, U. of Amsterdam; **Desmond J Leach**, U. of Leeds

🗣️ Collaboration, (dis)trust and control in Brazilian manufactured public/non-profit partnerships | **Alketa Peci**, Fundacao Getulio Vargas; **Mirtha Oquendo**, EBAPE/FGV

📄 institutional complexity in Firm-NPO partnerships | **Alireza Ahmadsimab**, St. Mary's U.; **Naeem Ashraf**, LUMS

1765 → 🗣️ 📄: (Paper Session) - (PNP) **Citizen participation in smart cities, social responsibility and collaborative urban frameworks**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 10

Tweet this session: #AOM2016 1765

Chair: **Joe J. Eassa Jr.**, Palm Beach Atlantic U.

How can 'smart' also be socially sustainable? Insights from the case of Milan | **Benedetta Trivellato**, U. of Milano-Bicocca
 🗣️📺 Local open government: Determinants of online citizen participation | **Lisa Schmidhuber**, Johannes Kepler U.; **Thomas Gegenhuber**, Johannes Kepler U.; **Dennis Hilgers**, Johannes Kepler U.; **Stefan Etzelstorfer**, Johannes Kepler U.
 Delivering Urban Transformation through Collaborative Frameworks: Future Cities in the UK | **Jenny O'Connor**, Imperial College London; **Zeynep Gurguc**, Imperial College Business School; **Koen H. van Dam**, Imperial College London

1766 📄: (Paper Session) - (RM) The Role of Observation and Observer in Qualitative Research

9:45am - 11:15am Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1766

Chair: **Eleanor Anderson**, Northwestern U.

🗣️📺 The Four-Dimension Analysis Model: Structure and agency made meaningful | **Alex Wright**, The Open U.; **Tamim Elbasha**, Audencia Business School

📺 The Video Production of Space: How Different Recording Practices Matter | **Jeanne Mengis**, U. of Lugano; **Mara Gorli**, Catholic U. of the Sacred Heart, Milan; **Davide Nicolini**, U. of Warwick

🗣️📺 Cloak-and-dagger Organization Research: Benefits, Costs & Ethics of Covert Participant Observation | **Thomas J. Roulet**, King's College London; **Michael John Gill**, U. of Bath; **Sebastien Stenger**, HEC Paris

1767 📄JS: (RM, OMT, OB) How to Improve on Statistical Significance: Effect Sizes, CIs, Graphs and Baseline Models

9:45am - 11:15am Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1767

Organizers: **Andreas Schwab**, Iowa State U.; **William H. Starbuck**, U. of Oregon

Torturing data until they speak: Bias against null findings and the file drawer problem | **Eric Abrahamson**, Columbia U.

What is wrong with NHSTs anyway? | **Andreas Schwab**, Iowa State U.

Effect size and confidence intervals: Alternative ways to evaluate hypotheses | **Samuel Holloway**, U. of Portland

How researchers can better evaluate findings | **William H. Starbuck**, U. of Oregon

1768 📄: (Paper Session) - (SAP) Capability and Collaboration as Sources for Success

9:45am - 11:15am Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1768

Chair: **Veronique Ambrosini**, Monash U.

🗣️ Preliminary Analysis of Workplace Mental Wellbeing Programs in the Australian Mining Industry | **Manju Krishnan Vijayakumar**, RMIT U.; **Mark Goh**, RMIT U.; **Shahadat Khan**, RMIT U.

📺 Collective sensing as a source of dynamic managerial capability | **Maha Al-Shaghrouh**, Huddersfield U.; **Wilson Ng**, U. of Roehampton

🗣️➔ When Strategy Meets Negotiation: the Negotiation Capability of Ryanair | **Andrea Caputo**, U. of Lincoln, UK; **Adrian Borbely**, IESEG School of Management

Capturing Value from Public-Private Collaborations | **Charlotte Reypens**, U. of Antwerp; **Annouk Lievens**, U. of Antwerp; **Vera Blazevic**, Radboud U. Nijmegen

1769 📄: (Paper Session) - (SAP) Strategizing in Start-ups and Incumbent Firms

9:45am - 11:15am Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1769

Chair: **Katharina Dittrich**, U. of Zurich

🗣️ The role of institutional elements in strategic activities of small business practitioners | **Marcio Luiz Marietto**, U. Anhembi Morumbi

📺 Communicating Corporate Afterlife: Post-mortem Statements of Failed Startups | **Leonhard Dobusch**, U. Innsbruck; **Nils Köster**, Freie U. Berlin; **Erik Schäfer**, Freie U. Berlin

🗣️ Breakthrough Innovation in Incumbent Firms: Relevance of Managerial Identity-Dissemination Discourse | **Diana Barbara Perra**, Erasmus U. Rotterdam; **Jatinder S. Sidhu**, Erasmus U. Rotterdam

1770 : (Plenary) - (SIM) SIM Annual Plenary

9:45am - 11:15am Anaheim Marriott: Northwest Marquis Ballroom

Tweet this session: #AOM2016 1770

1771 📄: (Paper Session) - (TIM) TIM Conversations in Innovation Strategy: Ownership and Imitation of Firm Capabilities

9:45am - 11:15am Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 1771

Track B: *Technology Innovation Strategy*

Discussant: **Elena Novelli**, Cass Business School, City U. London

📺 Moving ahead of Rivals: Gaining Product Market Advantage via Product Imitation in Apple App Store | **Hye Young Kang**, Boston U.; **Fernando Suarez**, Northeastern U.

📺 Bridging the Gap Between Dynamic and Ordinary Marketing Capabilities: The Role of Dynamic Bundles | **Till von den Driesch**, RWTH Aachen U.; **Tessa Christina Flatten**, TU Dortmund U.; **Malte Brettel**, RWTH Aachen U.

📺 Dynamic Capabilities Influence on Commercialisation: Case of Taiwan Biotechnological Industry | **Wei-Ying Chen**, TIM, National Chengchi U., Taiwan

Technological complexity's impact on the sustainability of competitive advantage from innovation | **Theresa Helena Veer**, U. of Tuebingen; **Knut Blind**, Erasmus U. Rotterdam

1772 🗣️📺🗣️: (Paper Session) - (TIM) Multi-level Innovation: Integrating New Ideas

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1772

Track F: *Multi-level Innovation: Creativity & Teams*

Chair: **Deborah J Dougherty**, Rutgers U.

📺 Multiple practices of divergence and convergence between basic and applied science for innovation | **Millie Yun Su**, Singapore Management U.; **Deborah J Dougherty**, Rutgers U.

Managing Technological Diversity: The Role of Intra-unit Network Structure in Innovation | **Najoung Lim**, Seoul National U.; **Eunkwang Seo**, U. of Illinois at Urbana-Champaign

🗣️ Innovative Leadership in Organizations: Dimensions, Measurement, and Validation | **Weichun Zhu**, Pennsylvania State U.; **Hao Yang**, Tsinghua U.; **Baiyin Yang**, Tsinghua U.

📖👤 Curing the Not-Invented-Here Syndrome: Symptoms, Consequences, and Therapies | **Julian Hannen**, RWTH Aachen U.; **Frank T. Pillar**, RWTH Aachen U.; **Tim Coltman**, U. of Wollongong; **Timothy Michael Devinney**, U. of Leeds; **Andy Zynga**, NineSigma

1773 → 📖👤: (Paper Session) - (TIM) **TIM Conversations in Innovation in Emerging Markets: India**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1773

Track D: *The Innovation Environment: Competition, Industry and Institution*

Discussant: **Amit Jain**, National U. of Singapore

📖 Determinants of Firm Level Innovation in Emerging Markets – A Study of Indian Firms | **Mohammad Fuad**, Indian Institute of Management, Lucknow; **Arun Kumar Jain**, Indian Institute of Management, Lucknow

Diffusion and Commercialization of Felicitous Eco-Innovations | **Deepika Chandra Verma**, Indian Institute of Management, Calcutta

📖 Organizational capabilities for mass market innovation: A Case study of Mahindra & Mahindra" | **Rifat Sharmelly**, U. of New South Wales; **Pradeep Kanta Ray**, U. of New South Wales; **Anton Klarin**, U. of New South Wales, Australia

📖 Does Business Group affiliation encourage R&D activities? Evidence from India | **Surenderrao Komera**, Institute for Financial Management and Research, India; **Jijo Lukose P. J.**, Indian Institute of Management, Kozhikode; **Subash S.**, Indian Institute of Technology, Madras

1774 📖👤: (Paper Session) - (TIM) **TIM Conversations in Alliances and Ecosystems: The Effect of Networks on Innovation**

9:45am - 11:15am Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1774

Track C: *Alliances and Ecosystems*

Discussant: **Jason Davis**, INSEAD

📖 A Longitudinal study of the U.S. Biotechnology Industry: Which Resources Matter to Firm Innovation? | **Yrem Demirkan**, Loyola U. Maryland; **Lale Gumusluoglu**, Bilkent U.

📖 Patent Citations and Patent Value: Through the Lens of a Social Network Approach | **Feng Zhang**, St. Mary's U.; **Xiaoyun He**, Auburn U. at Montgomery; **Guohua Jiang**, West Chester U.

The Link between Startup Openness & Innovation Performance | **Elena M. Gimenez-Fernandez**, Complutense U. of Madrid; **Francesco Sandulli**, U. Complutense de Madrid

📖 Impact of internal and external social capital on firm innovation | **Angela Martinez Perez**, U. de Castilla -La Mancha; **Marie Michele Beauchesne**, Barry U.

1775 📖👤: (Paper Session) - (TIM) **TIM Conversations in New Product Development: New Approaches**

9:45am - 11:15am Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1775

Track G: *New Product Development & Introduction*

Discussant: **Johannes Meuer**, ETH Zurich

→ 📖 Global Standardisation Strategy and New Product Development in MNCs: Approaches and Evolution | **Yang Liu**, U. of Cambridge

📖 Micro-Foundations of Product Interfaces and Their Implications on Product and Organization Design | **Mehmet Donmez**, SKEMA Business School; **Juliana Hsuan**, CBS

📖 Design for Innovation: The Effect of Design Methods and Processes on Idea Generation and Selection | **Linda Mitrojorgji**, ESC Rennes School of Business; **Fabio Fonti**, ESC Rennes School of Business; **Yancy Vaillant**, Autonomous U. of Barcelona

The impact of modularity on product quality: Differentiating between quality dimensions | **Niklas Friederichsen**, RWTH Aachen U.; **David Bendig**, RWTH Aachen U.

1776 📖👤: (Paper Session) - (TIM) **Innovation Strategy: Perceptions and Status**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1776

Track B: *Technology Innovation Strategy*

Chair: **Jeongsik Jay Lee**, Drexel U.

📖 Combinative Capability and Value Creation in Technological Scope Expansions | **Natarajan Balasubramanian**, Syracuse U.; **Jeongsik Jay Lee**, Drexel U.

The signaling value of reputation and status: evidence from cleantech entrepreneurial ventures | **Giovanni Liotta**, EPFL; **Anu Wadhwa**, Imperial College Business School

📖 Perception versus reality: How perceived competition influences product innovation | **Sruthi M. Thatchenkery**, Stanford U.; **Riitta Katila**, Stanford U.

📖 Blinded by status? How organizational innovativeness moderates the effect of status | **Balazs Szatmari**, Erasmus U. Rotterdam; **Dirk Deichmann**, Erasmus U. Rotterdam; **Jan Van den Ende**, Erasmus U. Rotterdam

1777 → 📖👤: (Paper Session) - (TIM) **IP Strategy: Patents and Citations**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 1777

Track H: *Intellectual Property Strategy*

Chair: **Kenneth Younge**, EPFL

📖 Measuring Innovation: Citation Measures of Knowledge Translation, Integration, Diffusion and Scope | **Ryan Whalen**, Dalhousie U.; **Noshir Contractor**, Northwestern U.

Patent Examiners As Knowledge Brokers: The Role Of Examiner-Added Citations | **Luca Berchicci**, Erasmus U. Rotterdam; **Vareska Van De Vrande**, Erasmus U. Rotterdam

📖 Patent Citations: An Examination of the Data Generating Process | **Jeffrey Kuhn**, U. of California, Berkeley; **Kenneth Younge**, EPFL

📖 Social Ties or Patent Quality Signals – Evidence from East German Inventor Migration | **Karin Hoisl**, Max Planck Institute; **Dietmar Harhoff**, Max Planck Institute for Innovation and Competition; **Matthias Dorner**, Max Planck Institute for Innovation and Competition; **Tina Hinz**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Stefan Bender**, Institute for Employment Research (IAB) of the Federal Employment Agency (BA)

1778 📄SHCS: (TIM, OMT, BPS) **Collaboration in Innovation Ecosystems: Firm Strategy and Inter-organizational Ties**

9:45am - 11:15am Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 1778

Organizer: **David R. Clough**, INSEAD

Discussant: **Rahul Kapoor**, U. of Pennsylvania

Frenemies in Platform Markets: The Case of Apple's iPad vs. Amazon's Kindle | **Ron Adner**, Dartmouth College; **Feng Zhu**, Harvard U.

Missionaries and Mercenaries: Founder Motivation and the Construction of Ecosystems | **Douglas Paul Hannah**, The U. of Texas at Austin

Forced Ecosystems and Digital Stepchildren: Mobile Advertising Agencies and Interfirm Ties | **Pinar Ozcan**, Warwick Business School

Alliances and Investment Timing in Innovation Ecosystems | **David R. Clough**, INSEAD

Finalist for the OMT Division Best Symposium Award

Tuesday 10:15AM

1779 : (OB) **OB Division Lifetime Achievement Award**

Address

10:15am - 11:15am Anaheim Convention Center: 204B

Tweet this session: #AOM2016 1779

The recipient of the 2016 OB Division Lifetime Achievement Award will deliver an address.

Division Chair: **Mary Uhl-Bien**, Texas Christian U.

Program Chair: **Jeffrey R. Edwards**, U. of North Carolina

Tuesday 11:30AM

1780 📄: (Paper Session) - (BPS) **Now or Later: Innovating in Uncertain Times**

11:30am - 1:00pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1780

Chair: **Frank Ng**, Hang Seng Management College

📄Knowledge Sourcing by Multidivisional Firms | **Pranav Garg**, Indian Institute of Management, Bangalore; **Minyuan Zhao**, The Wharton School, U. of Pennsylvania

Organizational Non(Responsiveness) to Negative External Feedback from Financial Analysts | **Radina R. Blagoeva**, Rotterdam School of Management; **Tom Mom**, Erasmus U. Rotterdam; **Justin J.P. Jansen**, Erasmus U. Rotterdam; **Gerard George**, Singapore Management U.

📄A Behavioral Theory of Real Options | **Hart E. Posen**, U. of Wisconsin, Madison; **Michael J. Leiblein**, The Ohio State U.; **John S. Chen**, U. of Florida

Staged Investments in Innovation: A Behavioral Perspective on Real Options and Portfolio Composition | **Paul Huenermund**, Centre for European Economic Research; **Petra Andries**, Ghent U.

1781 🗣️➔📄: (Paper Session) - (BPS) **Competitive Heterogeneity and Market Reactions**

11:30am - 1:00pm Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 1781

Chair: **Matthew Semadeni**, Arizona State U.

📄Contagion and Competitive Spillover Effects Following Financial Reporting Fraud | **Nongnapat Thosuwanchot**,

Nanyang Technological U.; **David M. Gomulya**, Nanyang Technological U.; **Eugene Kang**, Nanyang Technological U.

➔🗣️📄Employee Mobility, Firm Self-sorting, and Job Creation: Heterogeneous Effects by Firm Size | **Hyo Kang**, U. of California, Berkeley

Innovation and Competition Between Different Size Firms | **Siddharth Sharma**, U. of Maryland; **Wilbur Chung**, U. of Maryland

📄Stock Market Reactions to Incumbent Strategies in the Face of Industry Change | **John Eklund**, The Wharton School, U. of Pennsylvania; **Rahul Kapoor**, U. of Pennsylvania

1782 🗣️➔📄: (Paper Session) - (BPS) **Biases, Mental Representations and Personal Characteristics in Strategic Decision Making**

11:30am - 1:00pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1782

Chair: **Alfred Allen Marcus**, U. of Minnesota

Cognitive Aliens | **Aleksey Korniychuk**, HEC Paris

📄Escalators and Selectors: On the Organizational Propensity to Abandon Failing Innovation Projects | **Ronald Klingebiel**, Frankfurt School of Finance & Management; **Christian Rammer**, Centre for European Economic Research (ZEW)

➔🗣️➔How Do Managers Evaluate International Joint Venture Partners? | **Xavier Sobrepere**, IESE Business School; **Africa Arino**, IESE Business School; **Beverly B. Tyler**, North Carolina State U.

🗣️📄TMT Polychronicity and Firm Performance: The Role of CEO TIO and Industry Growth | **Yan Ling**, George Mason U.; **Li-Qun Wei**, Hong Kong Baptist U.; **Jun Xia**, The U. of Texas at Dallas

1783 🗣️: (Paper Session) - (BPS) **Stakeholder and Value-Based Management**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1783

Chair: **Byungku Lee**, U. of La Verne

Adaptation Through Sustainability in Crisis: The Role of Competitiveness and Stakeholder Orientation | **Kerstin Neumann**, Bocconi U.; **Emanuele Luca Maria Bettinazzi**, Bocconi U.; **Lorenzo Massa**, WU Vienna U. of Economics and Business

Valuing Stakeholder Governance: Property Rights, Autonomy, and Collective Action | **Sinziana Dorobantu**, New York U.; **Kate Odziemkowska**, The Wharton School, U. of Pennsylvania

The Effects of Metaphorical Framing in CEOs' Communication on Stakeholders' Evaluations of Firms | **Angela Fehn**, U. of Passau

📄➔Transforming Promise into Reality: Effect & Antecedents of CFO Commitment to Value-Based Management | **Sebastian Firk**, U. of Goettingen; **Torben Schmidt**, U. of Goettingen; **Michael Wolff**, U. of Goettingen

1784 📄: (Paper Session) - (BPS) **CEO Personality and Emotions**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1784

Chair: **Ana Elisa Iglesias**, U. of Wisconsin, La Crosse

How CEOs' Personality Shape Their Interpretation – A Study of CEOs in Iran Facing UN-Led Sanction | **Stephen Xu**

Zhang, Pontificia U. Católica de Chile; **Asgar Afshar Jahanshahi**, Pontificia U. Católica de Chile

Organizational Structure and CEO Dominance | **Christian Schumacher**, U. of Vienna; **Steffen Keck**, U. of Vienna; **Markus Reitzig**, U. of Vienna

CEO Compensation and Risk Taking: The Moderating Effect of CEO Personality | **Mirko Hwan Benischke**, Erasmus U. Rotterdam; **Lotte Glaser**, Erasmus U. Rotterdam; **Geoff Martin**, Melbourne Business School

CEOs' Susceptibility to Emotions and the Management of Organizational Crises | **Maria Lembeck**, U. of Passau; **Stephanie Wegener**, U. of Passau; **Lorenz Graf-Vlachy**, U. of Passau; **Andreas Koenig**, U. of Passau

1785 📄: (Paper Session) - (BPS) **Co-opetition Strategies**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1785

Chair: **Nazanin Tourani**, New Mexico State U.

Value Appropriation by Strategically Identical Firms: Three Coopetition Strategies | **Jiulin Teng**, HEC Paris

Co-opetition, Capabilities, and Environments: How Do They Work Together in Shaping Firm Performance? | **Yadong Luo**, U. of Miami; **Devi R Gnyawali**, Virginia Polytechnic Institute; **Juan Bu**, U. of Miami

Emergence of Competition or Competition of Emergence – Competition Among Nascent Social Enterprises | **Anna Krzeminska**, U. of Queensland; **Erik Lundmark**, Macquarie U.

Contractual Adaptation and the Evolutionary Perspective of Contracting Strategy | **Jiulin Teng**, HEC Paris

1786 🗣️➔📄: (Paper Session) - (BPS) **Institutions, Governance, and Market Entry**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1786

Chair: **Mario Schijven**, U. of Illinois at Urbana-Champaign

Referrals and Blind Trust in Venture Capital Due Diligence | **Serden Ozcan**, WHU - Otto Beisheim School of Management; **Dirk Sassmannshausen**, WHU - Otto Beisheim School of Management

The Effect of Institutional Environment and Governance Choices on IJV Foreign Partner Opportunism | **Liwen Wang**, U. of Oxford; **Kevin Zheng Zhou**, The U. of Hong Kong

An Experimental Investigation of the Effect of Contract Frames on Trust in Repeated Exchanges | **Libby Weber**, U. of California, Irvine; **Christopher W. Bauman**, U. of California, Irvine

From Entry Barriers to Survival Barriers: Entry Into the Biotechnology Industry | **Kenan Guler**, Rutgers Business School

1787 📄: (BPS) **Managerial Mental Models: Analogy, Framing and Accuracy**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 7

Tweet this session: #AOM2016 1787

Organizer: **Daniel Engler**, Illinois State U.

Discussants: **Michael Shayne Gary**, U. of New South Wales; **Jeffrey Loewenstein**, U. of Illinois at Urbana-Champaign

Managing Socio-Economic Tensions: The Role of Value-Based Decision Making | **Anna Deréky**, ETH Zurich;

Daniella Laureiro-Martínez, ETH Zurich; **Stefano Brusoni**, ETH Zurich; **Todd Hare**, U. of Zurich

Mental Model Change as a Driver of New Market Emergence | **Laura Huang**, The Wharton School, U. of Pennsylvania; **Anoop Menon**, The Wharton School, U. of Pennsylvania; **Tiona Zuzul**, London Business School

Lessons Not Learned: The Cost of Forgetting Analogies | **Natalya Vinokurova**, The Wharton School, U. of Pennsylvania

The More Biased the Better: Leveraging Inaccurate Mental Models for Achieving Radical Innovation | **Chengwei Liu**, U. of Warwick

Models of Old Routines for Learning New Capabilities | **Daniel Engler**, Illinois State U.; **Hisan Yang**, Yonsei U.

1788 ➔📄: (Paper Session) - (BPS) **Cross-Border Acquisitions vs. Alliances**

11:30am - 1:00pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1788

Chair: **Stephanie Goble**, Regent U.

How Alliance Portfolio Diversity Affects Cross-Border Acquisition Likelihood | **Le Wang**, Goethe U.; **Lars Schweizer**, Goethe U.

Migration and the Choice between Acquisitions and Alliances: an Information Economics Perspective | **Thomas Keil**, U. of Zurich; **Markku V. J. Maula**, Aalto U.; **Stevó Pavecic**, U. of Zurich

From Alliance to Acquisition: Competition of New Biotech Firms to be Acquired | **Pawinee Changphao**, The U. of Texas at Dallas

Do Acquirers Benefit from Target Alliances? Taking a Relational View of Synergy | **Panos Desyllas**, U. of Bath; **Martin C. Goossen**, U. of Lugano / Tilburg U.; **Corey Phelps**, McGill U.

1789 ➔🗣️📄: (Paper Session) - (BPS) **Strategic Entrepreneurship**

11:30am - 1:00pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1789

Chair: **Nandakumar Mankavil Kovil Veetil**, U. of Salford

Immigrants and Firm Performance: Effects on Foreign Subsidiaries versus Foreign Entrepreneurs | **Elena Kulchina**, Duke U.; **Exequiel Hernandez**, U. of Pennsylvania

Organizational Decision-Making and Information: Angel Investments by Venture Capital Partners | **Andy Wu**, Harvard Business School

Power of Family Owners and Managerial Entrenchment: A Comparative Theoretical and Empirical Analysis | **Zhonghui Wang**, U. of North Carolina, Greensboro; **Esra Memili**, U. of North Carolina, Greensboro

Mis-assignment of Board Leadership Positions at IPO and Firm Performance | **Qiang Li**, Hong Kong U. of Science and Technology; **Sam Garg**, Hong Kong U. of Science and Technology

1790 📄JS: (BPS, ENT) **Internal Resource Redeployability and the Theory of the Multibusiness Firm**

11:30am - 1:00pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 1790

Distinguished Speakers: **Timothy B Folta**, U. of Connecticut; **Samina Karim**, Northeastern U.; **Marvin B. Lieberman**, U. of

California, Los Angeles; **Douglas J. Miller**, Rutgers Business School; **Arkadiy V. Sakhartov**, The Wharton School, U. of Pennsylvania

Moderator: **Gwendolyn Kuo-fang Lee**, U. of Florida

1791 → JS: (BPS, OMT) The Dark Side of

Inter-Organizational Relationships

11:30am - 1:00pm Hilton Anaheim: California B

Tweet this session: #AOM2016 1791

Organizers: **Ilgaz Arikan**, Kent State U.; **Fabrice Lumineau**, Purdue U.

Discussant: **Aks Zaheer**, U. of Minnesota

The Dark Side of International Joint Ventures: Partner

Dynamics in Emotionally Charged Contexts | **Ilgaz Arikan**, Kent State U.

Relationship Idealization: A Processual View of

Inter-Organizational Conflict and Cooperation | **Anna Brattström**, Lund U.

Multiunit Franchising As A Relational Contracting Mechanism

| **Nicholas Argyres**, Washington U. in St. Louis; **Janet E.L. Bercovitz**, U. of Illinois at Urbana-Champaign; **Giorgio Zanarone**, Colegio U. de Estudios Financieros

Integrating Contractual And Capability Theories Of The Firm:

Does Opportunism Matter? | **Alex Eapen**, The U. of Sydney; **Rekha Krishnan**, Simon Fraser U.

Can You Keep A Secret? How Governance Mechanisms

Impact The Longevity of Interfirm Misconduct | **Fabrice Lumineau**, Purdue U.; **Olivier Bertrand**, SKEMA Business School; **Christian Gnekpe**, Louvain School of Management

Presenters: **Ilgaz Arikan**, Kent State U.; **Janet E.L. Bercovitz**, U. of Illinois at Urbana-Champaign; **Olivier Bertrand**, SKEMA Business School; **Nicholas Argyres**, Washington U. in St. Louis; **Anna Brattström**, Lund U.; **Alex Eapen**, The U. of Sydney; **Christian Gnekpe**, Louvain School of Management; **Rekha Krishnan**, Simon Fraser U.; **Fabrice Lumineau**, Purdue U.; **Giorgio Zanarone**, Colegio U. de Estudios Financieros

1792 JS: (CAR, HR) At the Intersection of Work and Nonwork Lives: Crossover Effects and Episodic Events

11:30am - 1:00pm Anaheim Convention Center: 303D

Tweet this session: #AOM2016 1792

Organizers: **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Steven D. Charlier**, Georgia Southern U.

Work-Family Conflict & Satisfaction among Chinese

Dual-Earner Spouses: Testing Gender Differences | **Jifang Dou**, Tsinghua U.; **Mian Zhang**, Tsinghua U.; **Baiyin Yang**, Tsinghua U.

Contribution of Spouse Family-Role Adjustment to

International Assignee Family-Role Performance | **Mina Westman**, Tel Aviv U.; **Mihaela Dimitrova**, Oakland U.; **Shoshi Chen**, Tel Aviv U.; **B. Sebastian Reiche**, IESE Business School

The Countervailing Effects of Partner Cultural Intelligence on

Global Worker Job Attitudes | **Steven D. Charlier**, Georgia Southern U.; **Margaret Shaffer**, U. of Wisconsin, Milwaukee; **Mark C. Bolino**, U. of Oklahoma; **Olivier Wurtz**, U. of Vaasa

The Daily Effects of Negative Work Events on Satisfaction

with Work- Family Balance | **Min Wan**, U. of Wisconsin, Milwaukee; **Romila Singh**, U. of Wisconsin, Milwaukee

1793 CAU: (CAU) Humanistic Management Education in the Digital Era

11:30am - 1:00pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 1793

Organizers: **Ernestina Giudici**, U. of Cagliari; **Claudio Baccarani**, U. of Verona

Discussant: **Luisa Varriale**, U. OF NAPLES PARTHENOPE

Presenters: **Kumaran Rajaram**, NTU; **Julie Ricard**, ESG-U. du

Québec à Montréal; **Angela Dettori**, U. of Cagliari; **Maria Della**

Lucia, U. of Trento; **Rita Cannas**, U. of Cagliari; **Valerie**

Claude-Gauidillat, Audencia Nantes School of Management; **Craig Schreiber**, Lenoir-Rhyne U.

1794 CAU: (CAU) Signature Careers for Practitioner-Scholars

11:30am - 1:00pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 1794

Potential discussion questions for this forum include: 1. What support systems have you found most helpful in the transition from practice to the academy? 2. What were your primary motivations for becoming an academic, and how do you see your practical experiences translating into an academic role? 3. How has your practical experience shaped a research agenda? 4. How has your practical experience contributed to novel teaching approaches? 5. How have you formed connections and networks that bridge the practice community with your current research network?

Organizer: **Tom Mierzwa**, U. of Maryland U. College

Distinguished Speaker: Richard Hunt, Virginia Polytechnic Institute

Discussants: Roxanne Zolin, Queensland U. of Technology; **Joel**

West, Keck Graduate Institute; **Mukesh Sud**, Fairfield U.; **David**

Altounian, St. Edward's U.; **Marcos Hashimoto**, Faculdade Campo

Limpo Paulista; **Thomas J Walter**, Tasty Catering, Inc.; **Joseph A**

LiPuma, EM Lyon; **Kathleen Buse**, Advancing Women in STEM

Presenters: John M Mueller, California State U., Fresno; **Gilberto**

Sarfati, FGV-EAESP; **Robert Gemmell**, Wake Forest U.

Participants: Ronda M. Smith, Ball State U.; **Timothy S. Reed**,

U.S. Air Force Academy; **Jonathan L. York**, Cal Poly San Luis

Obispo

1795 CAU: (CAU) Indigenous Meaning in Organizations: The Native, Aboriginal, & Indigenous People's Caucus

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 5

Tweet this session: #AOM2016 1795

The Native, Aboriginal & Indigenous People's Caucus is open to and welcomes any AOM member who wishes to explore this subject.

Organizer: **Ella Yvette Henry**, Auckland U. of Technology

Chair: **Joseph Gladstone**, New Mexico State U.

Participants: Robert Brent Anderson, U. of Regina; **Carma Claw**

Nez, New Mexico State U.; **Leo Paul Dana**, U. of Montpellier;

Michelle M Evans, Charles Sturt U.; **Christopher Michael Hartt**,

Dalhousie U.; **Maria Theresia Humphries**, U. of Waikato; **Albert E.**

James, Dalhousie U.; **Keith James**, Portland State U.; **Deanna M.**

Kennedy, U. of Washington, Bothell; **Daniel Stewart**, Gonzaga U.;

Matthew Murphy, U. of Victoria; **Amy Klemm Verbos**, U. of

Wisconsin, Whitewater; **Corinne Jenni**, United States U.

1796 → 🗨️🇺🇸 CAU: (CAU) **Russian and CIS Management Research Caucus**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 6
 Tweet this session: #AOM2016 1796
 Organizer: **Carl Fey**, Aalto U.
 Presenter: **Alexei Koveshnikov**, Aalto U.

1797 🇯🇸: (CM, OB, OMT) **It's Good to Be the King: Investigating Why People Care about Hierarchical Position**

11:30am - 1:00pm Hilton Anaheim: San Simeon A
 Tweet this session: #AOM2016 1797
 Organizers: **Siyu Yu**, New York U.; **Steven Blader**, New York U.
 Do People Desire to Have High Status or Higher Status Than Others? | **Cameron Anderson**, U. of California, Berkeley; **John Angus Hildreth**, Cornell Johnson School
 Dominance and Prestige: Dual Motives for Navigating Social Hierarchies | **Charleen R. Case**, Northwestern Kellogg School of Management; **Jon Maner**, Northwestern Kellogg School of Management
 An Evolutionary Account of the Motivation to Advance Over Others in Economic Interactions | **Margaret Lee**, London Business School; **Marko Pitesa**, U. of Maryland R.H. Smith School of Business; **Madan M. Pillutla**, London Business School; **Stefan Thau**, INSEAD
 Addictive Status: Why this Happens and What this Means for Rewarding Top Performers | **Nicholas A Hays**, Michigan State U.
 Social Hierarchy and Self-Concept | **Siyu Yu**, New York U.; **Steven Blader**, New York U.

1798 📄: (Paper Session) - (CMS) **Constructing Work: Humor, Ambiguity, Mental Health, Division of Labor**

11:30am - 1:00pm Sheraton Park Hotel: Park C
 Tweet this session: #AOM2016 1798
 Chair: **Alessia Contu**, U. of Massachusetts, Boston
 🗨️ Humor, Identity Work and Disciplinary Power | **Guy Huber**, U. of East London; **Andrew D. Brown**, U. of Bath
 🗨️ Making Space for Ambiguity: Rethinking Organizational Identification from a Career Perspective | **Patrizia Hoyer**, U. of St. Gallen
 🗨️ Squeezing the Squeezed: Meaningfulness of Work for Employees with Mental Health Conditions | **Abigail Marks**, Heriot-Watt U.; **Wendy Loretto**, U. of Edinburgh; **James Richards**, Heriot-Watt U.
 🗨️ The Labour of Sharing: Three Discourses on the Division of Labour in Couchsurfing | **Karolina Mikolajewska-Zajac**, Kozminski U./ U. of California, Berkeley

1799 🗨️🇸🇭: (CMS, GDO, OB) **Refusing to See Me: The Contours, Causes, and Consequences of Invisibility at Work**

11:30am - 1:00pm Sheraton Park Hotel: Palm East
 Tweet this session: #AOM2016 1799
 Chair: **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor
 Discussant: **Katherine Giscombe**, Catalyst
 'There But Not There': How University Cleaners Experience Invisible Dirty Work | **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor

Airline Piloting as 'Invisibilized Dirty Work' | **Amy L. Fraher**, U. of Birmingham

Reducing the Invisible Stigma of Depression in the Workforce | **Roshni Janakiraman**, Rice U.; **Michelle R. Hebl**, Rice U.; **Christine L. Nittrouer**, Rice U.; **Carlos A. Moreno**, Rice U.; **Abigail R. Corrington**, Rice U.; **Rachel C. Trump-Steele**, Rice U.

Your Status Makes Me Feel Envious and Alone | **Alyson Byrne**, Memorial U. of Newfoundland; **Julian Barling**, Queen's U.

Intersectionality and the Invisibility-Hypervisibility Paradox for Women of Color at Work | **Courtney McCluney**, U. of Michigan; **Verónica Caridad Rabelo**, U. of Michigan, Ann Arbor; **Patricia S. Parker**, U. of North Carolina, Chapel Hill

1800 : (Paper Session) - (ENT) **Antecedents of Entrepreneurial Intentions**

11:30am - 1:00pm Hilton Anaheim: Avila A
 Tweet this session: #AOM2016 1800
 Chair: **Kirsten Thommes**, RWTH Aachen U.
 Discussant: **J.-Michael Gasda**, U. of St. Gallen
 🗨️ Promotion or Prevention? The Impact of Negative Role Models on Entrepreneurial Intentions | **Ning Chen**, Clarion U. of Pennsylvania; **Guifeng Ding**, Henan U.
 How Do Entrepreneurial Rewards Affect Business Family Offspring's Entrepreneurial Intentions? | **Dan Wang**, Zhejiang U.; **Lili Wang**, Zhejiang U.; **Ling Chen**, Zhejiang U.
 🗨️ Entrepreneurial activity – The impact of childhood | **Kirsten Thommes**, RWTH Aachen U.
 🗨️ Entrepreneurial intentions: The role of family and vicarious learning | **Ricardo Fernando Paiz**, U. del Valle de Guatemala; **Jan Brinckmann**, ESADE Business School

1801 : (Paper Session) - (ENT) **SME & Internationalization**

11:30am - 1:00pm Hilton Anaheim: Lido A
 Tweet this session: #AOM2016 1801
 Chair: **Christiane Prange**, Tongji U.
 Discussant: **Jayne Carolina Rivas**, Tulane U.
 → Internationalization Pattern of Family SMEs – How to Make Internationalization Meaningful? | **Yordanka Ivanova**, U. of National and World Economy; **Nikolay Anguelov Dentchev**, Vrije U., Brussel
 → SMEs Internationalization and New Product Development: Evidence from U.S. and South Korea Data | **Mujtaba Ahsan**, San Diego State U.; **Martina Musteen**, San Diego State U.; **Taekyung Park**, Yeungnam U.
 Small and Medium-Sized Firms' Internationalization Performance: Is Innovation a Missing link? | **Christiane Prange**, Tongji U.; **José Carlos Pinho**, U. of Minho
 → SME Internationalization Knowledge: A Developing Economy Perspective | **Dimitrios Tsagdis**, Kedge Business School; **Kais Mejri**, IHEC SOUSSE; **Jason Alexander MacVaugh**, Kwansai Gakuin U.

1802 : (Paper Session) - (ENT) **Women & Funding**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 10
 Tweet this session: #AOM2016 1802
 Chair: **Ali Mohammadi**, KTH Royal Institute of Technology
 Discussant: **Peter Younkin**, McGill U.

Women Don't Ask: An Investigation of Start-up Financing and Gender | **Agnieszka Kwapisz**, Montana State U.; **Diana Hechavarria**, U. of South Florida

👉 Barriers to Growth: How High Performing African American Owned Businesses Overcome Them | **Natasha Conley**, Case Western Reserve U.

👉📄 Gender differences in the contribution patterns of equity-crowdfunding investors | **Ali Mohammadi**, KTH Royal Institute of Technology; **Kourosh Shafi**, Politecnico di Milano

👉 Kickstart OR Jumpstart? Understanding Women Entrepreneurs' Crowdfunding Performance | **Smita Srivastava**, Washington State U.; **Pyayt P. Oo**, Washington State U.; **Thomas H. Allison**, Washington State U.

1803 : (Paper Session) - (ENT) Entrepreneurship & Planning

11:30am - 1:00pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1803

Chair: **Ignacio Contin-Pilart**, U. Pública de Navarra

Discussant: **Charles H. Matthews**, U. of Cincinnati

📄 Explorative and Exploitative Improvisation: How Founding Teams Response to Uncertainty | **Yiyuan Mai**, Huazhong U. of Science and Technology; **Zhuxin Ye**, Huazhong U. of Science and Technology; **Xiaoya Liang**, Fudan U.; **Wenge Zhang**, Huazhong U. of Science and Technology

📄 Planning activities in the early years of new firms: determinants and effects on employment growth | **Ignacio Contin-Pilart**, U. Pública de Navarra; **Martin Larraza-Kintana**, U. Pública de Navarra; **Victor Martin-Sanchez**, King's College London

Investigating the Governance Impact on Long-Term Strategic Planning Behavior in Start-ups. | **Stephan Weemaes**, KU Leuven; **Johan Bruneel**, KU Leuven; **Ann Gaeremynck**, KU Leuven

Antecedents and Consequences of Early Entrepreneurial Behaviors: Planning versus Actions | **Eun-Jeong Ko**, Syracuse U.; **Johan Wiklund**, Syracuse U.

1804 : (Paper Session) - (ENT) Financing, Banks & Debt

11:30am - 1:00pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1804

Chair: **Robert D. Morrison**, The U. of Texas, Permian Basin

Discussant: **Andrea Moro**, Cranfield U.

👉📄 The Investment Challenge of Financial Debt: Survival Dynamics of New Technology-Based Firms | **Elmar Lins**, Heinrich-Heine U. of Dusseldorf; **Eva Lutz**, Heinrich-Heine U. of Dusseldorf

👉📄 Venture Capitalist Reputation And The Effect On Venture Lending Contracts | **Mischa Hesse**, Heinrich-Heine U. of Dusseldorf; **Eva Lutz**, Heinrich-Heine U. of Dusseldorf; **Eli Talmor**, London Business School

👉 Attracting Early-Stage Investors: Is Debt a Deterrent or an Incentive? | **Marti Guasch**, U. Pompeu Fabra; **Mircea Epure**, U. Pompeu Fabra

The Competitive Environment of Community Banking: Impact on Microenterprise access to Bank Financing | **Robert D. Morrison**, The U. of Texas, Permian Basin; **Joo Jung**, The U. of Texas, Rio Grande Valley; **Dave Jackson**, The U. of Texas, Rio Grande Valley; **Diego Escobari**, The U. of Texas, Rio Grande Valley; **David Sturges**, The U. of Texas, Rio Grande Valley

1805 : (Paper Session) - (ENT) Network Emergence

11:30am - 1:00pm Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1805

Chair: **Patrick Shulist**, Ivey Business School

Discussant: **Gang Wang**, Wuhan U.

👉→📄 The Changing Entrepreneurial Networking Patterns in China | **Chenjian Zhang**, U. of Bath

📄 Trust-based network versus information-seeking network: An Ambidexterity activities of small firms | **Danny Soetanto**, Lancaster U.

👉→📄 They help, yet they hinder: Duality of social networks and opportunities for Ghanaian Self-Employed | **Patrick Shulist**, Ivey Business School

📄 Enrolling Human Capital in Uncertain Entrepreneurial Settings: A Network Approach | **Heidi Noelle Herrick**, U. of Utah; **Ryan Angus**, U. of Utah; **Jay B Barney**, Eccles School, U. of Utah; **Barclay Burns**, U. of Cambridge; **Mo Chen**, Eccles School, U. of Utah

1806 : (Paper Session) - (ENT) Entrepreneurship & Passion

11:30am - 1:00pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1806

Chair: **Jean Siobhan Clarke**, U. of Leeds

Discussant: **Charlotta Sirén**, U. of St. Gallen

📄 Empirical Evidence for a Reciprocal Model of Entrepreneurial Passion and Venture Success | **Maïke Lex**, Leuphana U. Lüneburg; **Michael Marcus Gielnik**, Leuphana U. Lüneburg; **Matthias Spitzmueller**, Queen's School of Business, Canada

📄 With the Heart in Mind: The Role of Entrepreneurial Passion in Entrepreneurial Intention Formation | **Jessica Mueller**, Heinrich-Heine U. of Dusseldorf; **Florian B. Zapkau**, Heinrich-Heine U. of Dusseldorf; **Christian Schwens**, Heinrich-Heine U. of Dusseldorf

📄 Imagery of ad-venture: drawing out metaphors of the entrepreneurship process | **Jean Siobhan Clarke**, U. of Leeds; **Robin Holt**, U. of Liverpool

📄 Feel When to Make an Effort: Internalization of Emotional Support into Entrepreneurial Commitment | **Theresa Treffers**, Private U. Seeburg Castle; **Kim Klyver**, U. of Southern Denmark; **Mette Søgaard Nielsen**, U. of Southern Denmark; **Marilyn A. Uy**, Nanyang Technological U.

1807 : (Paper Session) - (ENT) Entrepreneurship & Innovation

11:30am - 1:00pm Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1807

Chair: **Malgorzata Kurak**, Autonomous U. of Barcelona

Discussant: **Yuliya Snihur**, Toulouse Business School

📄 Configurational Effects of Slack and CEO Narcissism on New Venture Innovation Investment | **Yunzhou Du**, Anhui U.; **Phillip H. Kim**, Babson College; **Howard E. Aldrich**, U. of North Carolina

👉 Diversity's Contingent Effects on Innovation and Opportunity Recognition: The Role of Self-Efficacy | **Richard Franciscus Johannes Haans**, Tilburg U.; **Tim de Leeuw**, Tilburg U.; **Arjan van den Born**, Tilburg U.

👉 The bridge between creativity and innovation: What can entrepreneurial cognition theory tell us? | **Maria Claudia**

Angel Ferrero, IAE Montpellier - U. of Montpellier; **Véronique Bessière**, U. of Montpellier
 📖 **Ambidexterity in SMEs: Role of Absorptive Capacity and CEO's strategic engagement** | **Roy Broersma**, Maastricht U.; **Anita Van Gils**, Maastricht U.; **Andries De Grip**, Maastricht U.

1808 : (Paper Session) - (ENT) **Social Entrepreneurship & Institutions**

11:30am - 1:00pm Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1808

Chair: **Emma Catharina Folmer**, Aston U.

Discussant: **Michael E. Cummings**, U. of Nevada, Las Vegas

🗣️ **Challenging Institutional Hybridity in Social Entrepreneurship with Configuration Theory** | **Othmar Manfred Lehner**, U. of Oxford; **Christiana Weber**, Leibniz U. Hannover

Antecedents of Decentralization in Social Venture Franchising | **Benedetto Lorenzo Cannatelli**, U. Cattolica del Sacro Cuore; **Alessandro Giudici**, Cass Business School, City U. London

Bringing the State back in: How Hybrid Organizations Navigate Plurality in Institutional Environments | **Emma Catharina Folmer**, Aston U.; **Ute Stephan**, Aston Business School

📖➔📖 **An Institutional-Level Expectancy Model of Social Entrepreneurship Motivation** | **Marne L. Arthaud-Day**, Kansas State U.; **Saurav Pathak**, Michigan Technological U.; **Etayankara Katangote Muralidharan**, MacEwan U.

1809 : (Paper Session) - (ENT) **Corporate Entrepreneurship 1**

11:30am - 1:00pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1809

Chair: **Roberto Ragozzino**, U. of Tennessee, Knoxville

Discussant: **Olga Belousova**, Groningen U. (RuG)

📖 **Learning Proficiency and the Navigation of New Business Domains by Internal Corporate Ventures** | **Jeffrey G. Covin**, Indiana U.; **Robert P. Garrett**, U. of Louisville; **Jyoti P. Gupta**, Indiana U.; **Donald F Kuratko**, Indiana U.

How Do VCs Affect Entrepreneurial Firms' Alliance Activity? | **Roberto Ragozzino**, U. of Tennessee, Knoxville; **Dane Patrick Blevins**, Binghamton U.

📖 **The Determinants of Corporate Venture Capital's Syndicate Participation in a Subsequent Round (WITHDRAWN)** | **Shinhyung Kang**, Korea Advanced Institute of Science and Technology (KAIST); **Zong-Tae Bae**, Korea Advanced Institute of Science and Technology (KAIST)

📖 **Composition of Syndicate and Exit Performance of Corporate Venture Capital Funded Venture Firms (WITHDRAWN)** | **Shinhyung Kang**, Korea Advanced Institute of Science and Technology (KAIST); **Zong-Tae Bae**, Korea Advanced Institute of Science and Technology (KAIST)

1810 🗣️📖📖: (Paper Session) - (GDO) **Issues in Managing Employees with Disabilities in Organizations**

11:30am - 1:00pm Sheraton Park Hotel: Garden C

Tweet this session: #AOM2016 1810

This session contains four papers that examine the various issues of relevance to managing employees with physical and health-related disabilities effectively.

Chair: **David J. G. Dwertmann**, Rutgers U.

📖🗣️ **Taking Stock: Reviewing Research on the Treatment of Persons with Disabilities in Organizations** | **Joy E. Beatty**, U. of Michigan, Dearborn; **David C. Baldridge**, Oregon State U. and National Technical Institute for the Deaf; **Mukta Kulkarni**, Indian Institute of Management, Bangalore; **Stephan Alexander Boehm**, U. of St. Gallen; **Adrienne Colella**, Tulane U.

📖🗣️ **Organizational Meanings of Chronic Illness in a Middle Income Country** | **Lavanya Vijayasingham**, Monash U., Malaysia; **Uma Devi Jogulu**, Monash U., Malaysia

🗣️📖🗣️ **How Multiple Identities of Employees with Disabilities Affect Their Voice Behavior** | **Dan Yang**, Chinese U. of Hong Kong

🗣️ **Heavy is the Head that Wears the Crown? Employee Reactions to a Supervisor's Adiposity** | **Michael Addison Johnson**, U. of Central Florida; **Matthew D Griffith**, U. of Central Florida

1811 🗣️📖🗣️: (Paper Session) - (GDO) **Breaking Glass Ceiling Barriers to Women in Management**

11:30am - 1:00pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 1811

Discussant: **Nancy DiTomaso**, Rutgers U.

🗣️ **Building ties to solve the identity dilemma: An identity-based model for developing women leaders** | **Kate Walsh**, Cornell U.; **Susan S. Fleming**, Cornell U.

🗣️📖🗣️ **What Blindness Helps Women See: Implications of Gender-Blindness for Confidence, Power and Action** | **Ashley E. Martin**, Columbia Business School; **Katherine W. Phillips**, Columbia U.

📖🗣️ **Good Ol' Boys and Steel Magnolias: How and Why Corporate Boards Appoint Female Directors** | **Vasilias Vasiliou**, Bentley U.

1812 ➔📖🗣️: (Paper Session) - (GDO) **Recruiting for Diversity in Organizations**

11:30am - 1:00pm Sheraton Park Hotel: Plaza C

Tweet this session: #AOM2016 1812

Discussant: **David A. Kravitz**, George Mason U.

➔🗣️📖🗣️ **Diversity Branding: A Five-Country Comparison Of Corporate Websites** | **Karsten Jonsen**, IMD; **Sebastien Point**, U. of Strasbourg; **Elisabeth K. Kelan**, Cranfield School of Management

➔📖🗣️ **Does Affirmative Action Ensure Access But Provide Bases for Caste Group Homophily? A Network Study** | **Arjun Bhardwaj**, The U. of British Columbia; **Sushanta Kumar Mishra**, Indian Institute of Management, Indore; **Kunal Kamal Kumar**, T.A. Pai Management Institute; **Israr Qureshi**, IE Business School; **Marc-David L Seidel**, The U. of British Columbia

📖 **Preferences for Family-Friendly Benefits: Anticipated Regret, Work Centrality, and Decoy Options** | **Jochen Reb**, Singapore Management U.; **Andrew Li**, West Texas A&M U.; **Jessica Bagger**, U. of Gothenburg

📖🗣️ **How Gendered Wording in Job Advertisements Influences Female Applicant Pool Quantity and Quality** | **Rodrigo Isidor**, U. of Paderborn; **Marius Claus Wehner**, U. of Paderborn; **Judith Eickhoff**, Deloitte Consulting; **Ruediger Kabst**, U. of Paderborn

1813 📄👤SHCS: (GDO, CM) **Antecedents to Inequality: Exploring Links between Ideology and Maintenance of Social Hierarchy**

11:30am - 1:00pm Sheraton Park Hotel: Plaza D

Tweet this session: #AOM2016 1813

Organizers: **Sean Fath**, Duke U.; **Devon Proudfoot**, Duke U.

Theorizing and Measuring Preferences for Intergroup Inequality Using the New SDO7 Scale | **Arnold K. Ho**, U. of Michigan; **Jim Sidanius**, Harvard U.; **Nour Kteily**, Northwestern Kellogg School of Management; **Jennifer Sheehy-Skeffington**, London School of Economics; **Felicia Pratto**, U. of Connecticut; **Kristin Henkel**, U. of Saint Joseph; **Rob Foels**, Stockton U.; **Andrew Stewart**, Clark U.

Rise of the Social Underdog: Antecedents to Support for Successful Low Status Group Members | **Safiya E Castel**, UCLA; **Miguel M. Unzueta**, U. of California, Los Angeles

How Blind is Colorblind? Ideologically-Motivated Attention to Diverse Group Members | **L Taylor Phillips**, NYU Stern; **Brian S. Lowery**, Stanford U.; **Nalini Ambady**, Stanford U.

Social Dominance Orientation Drives Motivated Perceptions of Inequality | **Nour Kteily**, Northwestern Kellogg School of Management; **Jennifer Sheehy-Skeffington**, London School of Economics; **Arnold K. Ho**, U. of Michigan

Effective to a Fault: Organizational Structure Predicts Attitudes toward Minority Organizations | **Sean Fath**, Duke U.; **Devon Proudfoot**, Duke U.; **Aaron C. Kay**, Duke U.

1814 📄👤👤JS: (GDO, HR, CAR) **Success Factors for Women's Advancement Revisited: When They Help (and Harm) Women's Careers**

11:30am - 1:00pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 1814

Organizer: **Levke Henningsen**, U. of Zurich

Chair: **Tanja Hentschel**, Technische U. München

Discussant: **Victoria L Brescoll**, Yale U.

Think Management Faculty – Think Male? Understanding Gendered Perceptions of Management Faculty | **Chantal van Esch**, Case Western Reserve U.; **Sophie Elizabeth Jané**, Case Western Reserve U.; **Diana Bilimoria**, Case Western Reserve U.

Joint Influences of Selection Policy, Procedural Fairness, and Evaluator Gender on Hiring Decision | **Levke Henningsen**, U. of Zurich; **Lisa Horvath**, Technische U. München (TUM); **Klaus Jonas**, U. of Zurich

Transformational Leadership as a Success Factor for Men's (Not Necessarily Women's) Advancement | **Tanja Hentschel**, Technische U. München; **Claudia Verena Peus**, Technische U. München

Breaking the Glass Ceiling? The Effect of Female Leaders on Other Women's Evaluations | **Francesca Manzi**, New York U.; **Madeline E. Heilman**, New York U.

1815 📄: (Paper Session) - (HCM) **The Physician Work Environment**

11:30am - 1:00pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 1815

Chair: **Shivani Gupta**, Saint Louis U.

→ Using Institutional Theory to Explore Disagreements about 'Conflict of Interest' in Medicine | **Wendy Lipworth**, The U. of Sydney; **Kathleen Montgomery**, U. of California, Riverside

📄 Beyond Hybridization Versus Polarization: The Case of French Public Hospitals | **Irene Georgescu**, U. of Montpellier; **Francois Grima**, UPEC; **Gerald Naro**, U. of Montpellier

📄 "That Was a Good Shift": Interdisciplinary Collaboration and Junior Doctors' Experience on Overtime. | **Anya Johnson**, The U. of Sydney; **Helena Nguyen**, The U. of Sydney; **Sharon K. Parker**, U. of Western Australia; **Markus Groth**, UNSW Australia; **Steven Coote**, Gosford Hospital; **Lin Perry**, U. of Technology, Sydney; **Bruce Way**, Prince of Wales Hospital

📄 The Effects of Demographic Characteristics and Internship Environment on Physician Work Values | **Federica Morandi**, U. Cattolica del Sacro Cuore; **Daniele Mascia**, U. Cattolica del Sacro Cuore

1816 📄: (Paper Session) - (HCM) **Context Matters: Effects of Leadership and Management on Care**

11:30am - 1:00pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1816

Chair: **Katie M. White**, U. of Minnesota

📄 Management Knowledge and Learning in the UK Healthcare Context: Change and Continuity | **Mike Bresnen**, The U. of Manchester; **Damian E. Hodgson**, The U. of Manchester; **Simon Bailey**, The U. of Manchester; **Paula Hyde**, The U. of Manchester; **John Hassard**, The U. of Manchester

👤 Relational Orientation in the Upper Echelons: An Executive Job Demand-Moderated Model | **Geoffrey A. Silvera**, Auburn U.

📄 Contextual Influences on Leadership and Teamwork in Surgical Operating Rooms: A Qualitative Study | **Emma-Louise Aveling**, Harvard T. H. Chan School of Public Health; **Juliana Stone**, Harvard T. H. Chan School of Public Health; **Thoralf M Sundt**, Massachusetts General Hospital; **Cameron Wright**, Massachusetts General Hospital; **Sara J. Singer**, Harvard U.

📄 A Qualitative Exploration of Adaptation Discussions During EBP Implementation | **Rebecca Lengnick-Hall**, U. of Southern California, School of Social Work; **Karissa Fenwick**, U. of Southern California, School of Social Work; **Michael Hurlburt**, U. of Southern California; **Amy Green**, U. of California, San Diego; **Gregory A. Aarons**, U. of California, San Diego

1817 📄: (Paper Session) - (HR) **Explicitly Multi-Level Research in HRM**

11:30am - 1:00pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1817

Chair: **Yan Chen**, Rutgers U.

📄 Multilevel Pay Theory | **Anthony J Nyberg**, U. of South Carolina; **Mark A. Maltarich**, U. of South Carolina; **Dhuha Abdulsalam**, U. of South Carolina; **Ormonde Cragun**, U. of South Carolina

📄 Advancing Multilevel Thinking in Human Resource Management Research: Applications and Guidelines | **Maarten Renkema**, U. of Twente; **Jeroen Meijerink**, U. of Twente

📄 Multilevel Effects of HCHRM Systems on Psychological Well-being and Sales Performance | **Kyeongmin Kim**, Korea Army Academy at Yeongcheon; **Junhyok Yim**, Korea U.; **Johngseok Bae**, Korea U.

📄 The Role of Employees' Perceptions in the HPWS-Performance Relationship: A Multilevel Perspective

| **Meng Xi**, Nanjing U.; **Yan Chen**, Rutgers U.; **Shuming Zhao**, Nanjing U.

1818 📄: (Paper Session) - (HR) **The Evolving Roles of the HR Function**

11:30am - 1:00pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1818

Chair: **Elaine Farndale**, Pennsylvania State U.

🕒 The Rise (and Fall?) of HR Analytics: The Future Application, Value, Structure, and System Support | **Sjoerd Van Den Heuvel**, U. of Twente; **Tanya Bondarouk**, U. of Twente

Organizational and Relational Job Aspects as Resources during Organizational Change | **Lea Rutishauser**, U. of Zurich; **Steffen Robert Giessner**, Erasmus U. Rotterdam

🕒 Developing a Human Resources Business Partner Life Cycle Model | **Travor C. Brown**, Memorial U. of Newfoundland; **Paula Marie O’Kane**, U. of Otago; **Martin McCracken**, U. of Ulster

Corporate Crisis: Evolution of Human Resource Function Roles | **Elaine Farndale**, Pennsylvania State U.; **Jaap Paauwe**, Tilburg U. / Erasmus U.; **Paul Boselie**, Utrecht U.

1819 🕒: (HR) **Information Systems in Performance Management Transformation: A Global Survey & The Deloitte Case**

11:30am - 1:00pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1819

Organizer: **Thomas H. Stone**, Oklahoma State U.

Participants: **Gary Johnsen**, Deloitte; **William Cleary**, Deloitte

1820 📄: (Paper Session) - (HR) **Research with Important Implications for Leader/Managerial Development: Managerial Roles, Job Experiences, Self-Awareness, and Coaching**

11:30am - 1:00pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1820

Chair: **Nichelle C. Carpenter**, U. of Illinois at Urbana-Champaign

🕒 Managerial Roles Perceptions and Engagement: An Examination of Theory and Practice | **Jorge Alexis Arevalo**, William Paterson U.; **Robert L. Laud**, William Paterson U.; **Matthew Johnson**, Columbia U.

📄 A Meta-Analysis of the Convergence between Leader and Observer Perceptions of Leadership | **Angela Lee**, U. of Illinois at Urbana-Champaign; **Nichelle C. Carpenter**, U. of Illinois at Urbana-Champaign

📄 The Effects of Developmental Job Experiences on Innovative Behavior | **Daeho Kim**, Sungkyunkwan U.; **Eunsun Ahn**, Sungkyunkwan U.; **Jinyoung Lee**, Sungkyunkwan U.; **Mijin Sung**, Sungkyunkwan U.; **Jiseon Shin**, Sungkyunkwan U.

📄 Coaching as Stress-Management Intervention: A Framework of Coaching, Self-Leadership, and Coping | **Katharina Ebner**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Eva-Maria Schulte**, Technical U. Braunschweig; **Simone Kauffeld**, Technical U. Braunschweig

1821 📄: (Paper Session) - (HR) **Research on Expatriates and Repatriates**

11:30am - 1:00pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1821

→ 🗨️📄 Repatriation and the Psychological Contract: A Saudi Arabian Comparative Study | **Maryam Aldossari**, U. of Edinburgh; **Maxine Robertson**, Queen Mary U. of London

🔗 Embeddedness and the Repatriation Intention of Company-Backed and Self-Initiated Expatriates | **Johannes Meuer**, ETH Zurich; **Michèle Angstmann**, U. of Zurich; **Christian Troester**, Kuehne Logistics U.

→ 🗨️📄 Palliating Acculturation Cognitive Dissonance via Identity Work: Voluntary Expats in SMEs in Germany | **Clive Francis William Flynn**, Baden-Wuerttemberg Cooperative State U.

→ Burden or Blessing? A Taxonomy of Repatriation Patterns: Evidence From a Longitudinal Study | **Jan Sebastian Knocke**, U. of Erlangen-Nuremberg; **Werner Widuckel**, U. of Erlangen-Nuremberg

1822 🗨️📄: (HR, ODC) **Events Really Matter: Understanding How and Why Events Impact Organizational Behavior**

11:30am - 1:00pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1822

Chair: **Frederick P. Morgeson**, Michigan State U.

Adverse Events and Emotional Exhaustion | **Timothy J. Vogus**, Vanderbilt U.; **Rangaraj Ramanujam**, Vanderbilt U.

Serving Proactively but Not Drained: The Energy Building Function of Positive Interactional Events | **Nan Wang**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Jinlong Zhu**, National U. of Singapore

The Role of Displacing Work Events and Entrepreneurial Identity Aspiration | **Scott Seibert**, U. of Iowa; **Jordan Nielsen**, U. of Iowa; **Maria Kraimer**, U. of Iowa

The Event Interpretation Process: Understanding Event Screening, Assessment, and Deliberation | **Frederick P. Morgeson**, Michigan State U.; **Terence R. Mitchell**, U. of Washington; **Dong Liu**, Georgia Institute of Technology

1823 → 🗨️📄: (Paper Session) - (IM) **Drivers of CSR in the Multinational**

11:30am - 1:00pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1823

Chair: **Madhurima Bhattacharyay**, McGill U.

→ 🗨️📄 How does strategic risk taking drive corporate social performance? | **Huy Nguyen**, The U. of Texas at Dallas; **Zhiang (John) Lin**, The U. of Texas at Dallas; **Mike Peng**, The U. of Texas at Dallas

→ 🗨️📄 Emerging Market Multinationals' Cross-border Acquisitions and Corporate Social Performance | **Ru-Shiun Liou**, Texas A&M U., Central Texas; **Nai H. Lamb**, U. of Tennessee, Chattanooga; **Kevin Lee**, Texas A&M U., Central Texas

→ 🗨️📄 Legal Origin and Corporate Social Responsibility around the World | **Mehmet Demirbag**, U. of Essex; **Geoffrey T. Wood**, U. of Essex; **Dilshod Makhmatshoev**, U. of Strathclyde

→ 📄 Cross-listing and Corporate Social Responsibility (WITHDRAWN) | **He Helen Wang**, Renmin U. of China; **Narjess Boubakri**, American U. of Sharjah; **Sadok El Ghoul**, U. of Alberta; **Omrane Guedhami**, U. of South Carolina; **Chuck Kwok**, Darla Moore School of Business, U. of South Carolina

1824 → 📄: (Paper Session) - (IM) **Drivers of Ownership Changes**

11:30am - 1:00pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1824

Chair: **Leigh Anne Liu**, Georgia State U.

- 🗣️📄 The Context of Experiential Learning for International Ownership Strategy: A Meta-Analysis | **Ryan W. Tang**, U. of South Australia
- 📄 Ownership Control of Foreign Affiliates: A Property Rights Theory Perspective | **Nigel Driffield**, Warwick Business School; **Tomasz Marek Mickiewicz**, Aston Business School; **Yama Temouri**, Aston U.
- 📄 Government Expropriation and Foreign Listings of Emerging Economy Firms | **Yangwen Wang**, Renmin U. of China

What Triggers Ownership Regime Change? From Relational to Transactional View | **Xing Chen**, Chinese U. of Hong Kong; **Daphne W. Yiu**, Chinese U. of Hong Kong

1825 → 📄: (Paper Session) - (IM) **The Impact of Reputation and Ownership Types on Firm Performance**

11:30am - 1:00pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1825

Chair: **William Newbury**, Florida International U.

- Signaling Across Markets and Performance | **Grigorios Livanis**, Northeastern U.; **Anna Lamin**, Northeastern U.
- 📄 Country Of Origin Reputation And IPO Performance | **Ilya Cuyppers**, Singapore Management U.; **Matteo Prato**, U. of Lugano; **Gokhan Ertug**, Singapore Management U.
- Ownership type in a context of multiple large shareholders | **Raul Barroso**, IESEG School of Management; **Michael Burkert**, U. of Fribourg; **Tony Davila**, IESE Business School; **Daniel Oyon**, U. of Lausanne
- 🔗→ Business Entertainment as Gray Social Capital in Emerging Economies | **Huan Zhang**, Sun Yat-Sen U.; **Garry D Bruton**, Texas Christian U.; **Kehan Xu**, National Sun Yat-Sen U.

1826 → 📄: (Paper Session) - (IM) **The Impact of Institutional Distance on Location and Governance Choices**

11:30am - 1:00pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1826

Chair: **Chang Hoon Oh**, Simon Fraser U.

- The Impact of Institutional and Infrastructure Distance on the Cross-border Alliance Governance | **Sakdipon Juasrikul**, U. of the Thai Chamber of Commerce
- 🔗→ 📄 Does Institutional Distance Deter or Attract? Subsidiaries-Host Distance, Host Context & Knowledge | **Roisin Donnelly**, Bentley U.
- 📄 Where to Set up R&D Lab Abroad? Positive outcomes and direction of cross-national distance | **Grazia D. Santangelo**, U. of Catania; **Lorena M. D'Agostino**, U. of Barcelona
- The effect of bank regulatory distance on acquirer ownership interest in a cross-border bank M&A | **Nan Zhang**, U. of Illinois at Urbana-Champaign; **Danielle Jones**, U. of Illinois at Urbana-Champaign

1827 → 📄: (Paper Session) - (IM) **Understanding Capabilities and Their Development in the Multinational Firm**

11:30am - 1:00pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1827

Chair: **Sergio Janczak**, The U. of Western Ontario

- 📄 Converting country-specific advantages into firm-specific advantages in emerging markets | **Feng Wan**, U. of East Anglia
- Lobbying strategy and investment in market capabilities in transition economies | **Sungjin J. Hong**, Yeungnam U.
- 📄 Do General Purpose Technologies (GPTs) Support MNC New Competence Creating Activities? | **Ranfeng Qiu**, California State U. San Bernardino; **John Cantwell**, Rutgers U.
- 🔗 Knowledge Creation in IJVs: The Mediating Role of Formal and Informal Communication | **Yong Suhk Pak**, Yonsei U.; **Jong Min Lee**, U. of Reading

1828 → 📄: (Paper Session) - (IM) **The Role of the External Context in Knowledge Creation, Knowledge Diffusion, & Knowledge Search**

11:30am - 1:00pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1828

Chair: **Charles Dhanaraj**, IMD

- 📄 Geographical Scope, Embeddedness and Global Knowledge Sourcing by Overseas Subsidiaries | **Kazuhiro Asakawa**, Keio U.; **YeonJin Park**, Seoul National U.; **Jaeyong Song**, Seoul National U.; **Sang Ji Kim**, Seoul National U.
- 📄 Does FDI Bring Environmental Knowledge Spillovers? The Role of Local Industrial Structure | **Lutao Ning**, Queen Mary U. of London
- Origin-Specific Resources and Location-Bound Co-opetition: A Case of Champagne (WITHDRAWN) | **Christopher Williams**, Durham U.; **Nathalie Spielmann**, NEOMA Business School
- The Dispersed Multinational: Connectedness Across Spatial Dimensions and Technological Search | **Thomas J. Hannigan**, Temple U.; **Alessandra Perri**, U. Ca' Foscari of Venice; **Vittoria Giada Scalera**, U. of Amsterdam

1829 → 🗣️📄: (Paper Session) - (MC) **Management Consulting Cases and Perspectives**

11:30am - 1:00pm Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 1829

Chair: **Kathleen A. Edwards**, The U. of Texas at Austin

- 🗣️ Structuring the Inside of a Newborn Business – Case of a Consulting Service Company | **María-Ángeles Rastrollo-Horrillo**, U. of Málaga; **Amandine Savall**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
- 🗣️📄 Model of Business Ethics in Morocco: Raising Honor or Preserving Honor | **Jeffrey Moore**, Anderson U.; **William R. Hanson**, Anderson U.
- 🗣️📄 Growth Constraints and Management Consulting: the Case of SMEs in Peripheral Regions | **Yanay Farja**, Tel-Hai College; **Eli Gimmon**, Tel-Hai College; **Zeev Greenberg**, Tel-Hai College
- 🗣️🗣️🗣️ Case Study: The Genetic Re-Engineering of a Homogeneous Organization | **Nicholas Lehecka**, Virginia Tech

1830 📄📖: (Paper Session) - (MED) **Teams in Management Education**

11:30am - 1:00pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1830

Chair: **Vance Johnson Lewis**, U. of Central Arkansas

🗣️📄 Interpersonal Skills in MBA Admissions: How are They Conceptualized and Assessed? | **Gerard Beenen**, California State U., Fullerton; **Shaun Pichler**, California State U., Fullerton; **Shahin Davoudpour**, U. of California, Irvine

📄📖 Teamwork Skill Assessment: Development of a Measure for Academia and Work Settings | **Otmar E Varela**, U. of Arkansas, Little Rock; **Esther Mead**, U. of Arkansas, Little Rock

🗣️📄 Let's Be Frank: The Real Improvement in Student Teamwork Effectiveness Following Peer Feedback | **Monique Domingo**, San Francisco State U.; **Antoaneta Petkova**, San Francisco State U.; **Eric Lamm**, San Francisco State U.

MED Best Paper in Management Education Award sponsored by OBTS and the Journal of Management Education for the paper that offers the most significant contribution to management education.

📄📖 How Can Student Teams Recognize, Avoid and Disentangle Incompetence Traps? | **Dmitry Khanin**, Nazarbayev U.; **Adelina Gnanlet**, California State U., Fullerton

1831 📄📖🗣️: (Paper Session) - (MED) **Developing Entrepreneurs**

11:30am - 1:00pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1831

Chair: **Nancy Marie Landreville**, NML Computer Consulting Co LLC

📄📖 Entrepreneurship and the General Education Curriculum: Ready or Not? | **Craig Randall**, Florida Gulf Coast U.; **Bryan Schaffer**, Florida Gulf Coast U.; **Eric P. Arseneau**, Florida Gulf Coast U.; **Sandra King Kauanui**, Florida Gulf Coast U.

📄📖 The Communicative Learning Theory-Building Journey: Walking Sticks in the "Pursuit of Happiness" | **Daniil Pokidko**, Hanken School of Economics; **Natasha Pokidko**, Aalto U.; **Gospel Onyema Oparaocha**, Turku School of Economics in the U. of Turku

🗣️📄 Making Enterprise Training and Education more Accessible to the WISE | **Shima Barakat**, U. of Cambridge; **Monique Ingrid Boddington**, U. of Cambridge; **Ros McLellan**, U. of Cambridge

1832 📄: (Paper Session) - (MOC) **Mind, body, intelligence, and paradox**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 11

Tweet this session: #AOM2016 1832

Chair: **Andrew C. Hafenbrack**, UCP - Católica Lisbon School of Business & Economics

🗣️📄 The Paradox of Mindful Work: Meditation Reduces Unpleasant Task Motivation but Not Performance | **Andrew C. Hafenbrack**, UCP - Católica Lisbon School of Business & Economics

📄🗣️ Mind-body Dualism and the Process of Categorization on Surface- and Deep-level Similarities | **Jiping Li**, Hong Kong U. of Science and Technology; **Prithviraj Chattopadhyay**, The U. of Auckland; **Elizabeth George**, Hong Kong U. of Science and Technology

➔🗣️📄 The multifaceted role of culture in individuals' experience with organizational paradoxes | **Josh W. Keller**, Nanyang Technological U.; **Erica Wen Chen**, Nanyang Technological U.; **Angela Leung**, Singapore Management U.

1833 📄: (Paper Session) - (MOC) **If buildings have microfoundations how big can they be? The micro of more macro things**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 12

Tweet this session: #AOM2016 1833

Chair: **Laura Illia**, IE U.

How Unknown Infomediaries Might Influence Evaluations and Outcomes of Corporations | **Laura Illia**, IE U.; **Eleanor Colleoni**, U. of Milan; **Katia Meggiorin**, IE U.; **Alessandro Rozza**, Parthenope U. of Naples

Networking with Forethought: The Role of Cognitive Flexibility | **Balint Dioszegi**, SKEMA Business School; **Stefano Brusoni**, ETH Zurich

🗣️📄 Before They Were Ties: Predicting the Value of Brand-New Connections | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, George Washington U.; **Keith Murnighan**, Northwestern U.

Integrating quality cues across products in reputation judgment | **Soo Jung Kim**, The U. of Texas at Dallas

🗣️📄 Status transfer between markets: Who, Where and How | **Xinyi Yang**, Stanford U.; **You Wu**, Stanford U.

1834 🗣️📄JS: (MOC, OB, MED) **Intuition in Organizations: Enhancing Intuition**

11:30am - 1:00pm Hilton Anaheim: Lido C

Tweet this session: #AOM2016 1834

Organizers: **Cinla Akinci**, U. of St Andrews; **Marta Sinclair**, Griffith U.

Factors that Facilitate Access to Intuition | **Marta Sinclair**, Griffith U.

Enhancing Intuition: Focusing on Indirect Ways | **Viktor Dörfler**, U. of Strathclyde; **Marc Benjamin Stierand**, Ecole Hôtelière de Lausanne

Mental Imagery and Intuition | **Lois Isenman**, Brandeis U.

Simulations and Sentinel Events: A Crucible for Enhancing Intuition | **Darren Keegan**, Heriot-Watt U.

Enhancing Intuition Through Analysis: Exploring an Oxymoron | **Cinla Akinci**, U. of St Andrews; **Eugene Sadler-Smith**, U. of Surrey

1835 📄JS: (MOC, OB, OMT) **Advances in Identity Work Research: Opportunities, Stickiness, Toolkits, and Legitimacy**

11:30am - 1:00pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 1835

Organizers: **Jeffrey Bednar**, Brigham Young U.; **Marina Biniari**, Aalto U.; **Kurt Sandholtz**, Brigham Young U.

Discussant: **Glen E. Kreiner**, Pennsylvania State U.

Identity Opportunities: The Theoretical Underpinnings of Enhancing the Self-Concept | **Christine D. Bataille**, Ithaca College; **Heather C. Vough**, U. of Cincinnati

Past Lives: A Grounded Model of Past Professional Identities | **Chad B Murphy**, Oregon State U.; **Trent A Williams**, Syracuse U.

Engineering Resistance: The Political Uses of Professional Identity | **Kurt Sandholtz**, Brigham Young U.; **Marina Biniari**, Aalto U.; **Jeffrey Bednar**, Brigham Young U.
Failing to Accelerate: Legitimation Efforts in the Social Venture Accelerator Market Category | **Brett R. Smith**, Miami U. Ohio; **Brian Bergman**, Miami U. Ohio

1836 JS: (MSR, HR) Teaching about Religion, Spirituality, and Leadership in Management and Leadership Courses

11:30am - 1:00pm Anaheim Convention Center: 212A

Tweet this session: [#AOM2016 1836](#)

Chair: **Stuart Allen**, Robert Morris U.







Presenters: **Peter Williams**, Abilene Christian U.; **Andre L Delbecq**, Santa Clara U.; **Louis W. (Jody) Fry**, Texas A&M U., Central Texas; **Kathryn Goldman Schuyler**, Alliant Intl U. / Coherent Change

1837 : (Paper Session) - (OB) Team Process and Creativity

11:30am - 1:00pm Anaheim Convention Center: 201B

Tweet this session: [#AOM2016 1837](#)

Chair: **Pier Vittorio Mannucci**, London Business School





-   Just the bare necessities? When abundant resources stimulate team creativity, and when they do not | **Pier Vittorio Mannucci**, London Business School
-   Expanding theories of individual creativity in teams: an integrated model | **Till Nicolas Deuschel**, IE Business School - IE U.
-  Shared Leadership and Creativity in Knowledge-Worker Teams: A Multilevel Motivational Perspective | **Bingqian Liang**, Antai College, SJTU; **QinXuan Gu**, Antai College, SJTU
-  Deep Help: The Benefits and Perils of Intensive Collaborative Assistance in Creative Project Work | **Colin M. Fisher**, UCL School of Management; **Julianna Pillemer**, The Wharton School, U. of Pennsylvania; **Teresa M Amabile**, Harvard U.

1838 : (Paper Session) - (OB) Jealousy, Anger, and Aggression

11:30am - 1:00pm Anaheim Convention Center: 202A

Tweet this session: [#AOM2016 1838](#)

Chair: **Tanja Schwarz Müller**, Technical U. Munich





-  Sparking Anger and Anxiety: How Leader Anger Displays Enhance (Dys)functional Follower Behaviors | **Tanja Schwarz Müller**, Technical U. Munich; **Prisca Brosi**, TUM School of Management; **Isabell Melanie Welpe**, Technical U. Munich
-  Whose deviance provokes abuse? Role of social skills and self-evaluations in abusive supervision | **Amit K. Nandkeolyar**, Indian School of Business; **Jane O'Reilly**, Telfer School of Management, U. of Ottawa; **Srinivas Ekkirala**, XLRI-Xavier School of Management; **Nalin Kant Srivastava**, Texas A&M U.
-  Workplace Jealousy: More Than Sex-Based | **Ekaterina Netchaeva**, Bocconi U.
-  Does Context Matter? A Study of Common Job Related Outcomes of Workplace Psychological Aggression | **Wendi Benson**, Nevada State College; **Abby N Peters**, Nevada State College

1839 : (Paper Session) - (OB) Helping and Citizenship Behavior in Organizations

11:30am - 1:00pm Anaheim Convention Center: 203B

Tweet this session: [#AOM2016 1839](#)

Chair: **SinHui Chong**, Michigan State U.




- A Conceptual Model of Organizational Citizenship Behavior Motives | **SinHui Chong**, Michigan State U.
-   Relationship of Role Stressor and Helping Behavior: Perspective of Cognitive Dissonance | **Li Zhang**, Harbin Institute of Technology; **Ying Xia**, Harbin Institute of Technology; **Lu Han**, Harbin Institute of Technology
-  Examining motives in organizational citizenship behavior: Introducing the OCB-Intentionality Scale | **Alexandra E. MacDougall**, Central Michigan U.; **Michael R. Buckley**, U. of Oklahoma; **Genevieve Johnson**, American Institutes for Research; **Jensen Mecca**, Shaker Consulting Group
-  I want to help! But will you let me lead? The impact of an other-focused orientation | **Janice Super**, U. of Kansas; **Mark Geiger**, U. of Kansas / Duquesne U.; **Matthew T Luth**, Valparaiso U.; **Carol Flinchbaugh**, New Mexico State U.

1840 : (Paper Session) - (OB) Well-Being in the Workplace

11:30am - 1:00pm Anaheim Convention Center: 204C

Tweet this session: [#AOM2016 1840](#)

Chair: **Maura J. Mills**, Hofstra U.

- Improving Understanding of the Workload-Wellbeing Relation among State Employees | **Maura J. Mills**, Hofstra U.; **Clive J. A. Fullagar**, Kansas State U.; **Satoris S. Culbertson**, Kansas State U.; **Leanne Torte**, Hofstra U.
-  The Protective Role of Self-Efficacy against Incivility and Burnout in Nursing: A Time-lagged Study | **Heather Spence Laschinger**, U. of Western Ontario; **Roberta Fida**, Norwich Business School; **Michael Leiter**, Acadia U.
-  Study of antecedents of organizational health: Indian R&D organization | **Anupama Singh**, National Institute of Industrial Engineering; **Sumi Jha**, NITIE
-  Employee resilience as a mediator of learning orientation-performance relationship | **YuanYuan Liu**, Birkbeck College; **Xiaming Liu**, Birkbeck College

1841 : (OB) Neuroscience For Leadership And Work-Family Research – Theory & Research

11:30am - 1:00pm Anaheim Convention Center: 205A

Tweet this session: [#AOM2016 1841](#)

- Organizer: **Steven A. Y. Poelmans**, EADA Business School
- Discussant: **Laurent M. Lapierre**, Telfer School of Management, U. of Ottawa
- Cognitive and Emotional Processes and Regulation in Social Behavior at Work. | **Alaide Sipahi Dantas**, ESADE Business School
- The Neuroscience-based Regulation Model of Work-Family Conflict. | **Steven A. Y. Poelmans**, EADA Business School
- Neuro-Enhancement Of Individuals And Teams In Organizations. | **Rob Rubio**, Advanced Brain Monitoring; **Chris Berka**, Advanced Brain Monitoring; **Maja Stikic**, Advanced Brain Monitoring
- Neural Correlates of Leadership Behavior Paradoxes During 360° Follow-up Feedback. | **Alaide Sipahi Dantas**, ESADE Business School; **Steven A. Y. Poelmans**, EADA Business School

Leadership Behavior and Neuro-cognitive Paradoxes as Predictors of Flexitime Allowance Negotiation | **Steven A. Y. Poelmans**, EADA Business School; **Barbara Beham**, Berlin School of Economics and Law; **Alaide Sipahi Dantas**, ESADE Business School

1842 : (Paper Session) - (OB) Creativity at Work

11:30am - 1:00pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 1842

Chair: **Jackson Lu**, Columbia Business School

🗣️📄 “Switching On” Creativity: Task Switching Increases Creativity by Reducing Cognitive Fixation | **Jackson Lu**, Columbia Business School; **Modupe Akinola**, Columbia U.; **Malia Mason**, Columbia Business School

📄 Think different? Consequences of seeing oneself as different for creativity and ostracism | **Cai-Hui Veronica Lin**, Queen's U. Belfast; **Long Zhang**, U. of New South Wales; **Robert Litchfield**, Washington and Jefferson College

📄 Abusive Supervision and Poor Creativity: The Social Cognitive and Social Comparison Perspectives | **Wan Jiang**, Tianjin U.; **QinXuan Gu**, Antai College, SJTU; **Thomas Li-Ping Tang**, Middle Tennessee State U.

The Downside of Great Expectations | **Leonard Karakowsky**, York U.; **Jessica Good**, York U.; **Igor Kotlyar**, U. of Ontario Institute of Technology

1843 : (Paper Session) - (OB) Effects of Leaders on Followers

11:30am - 1:00pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1843

Chair: **Adriana Hoogeboom**, U. of Twente

📄 Comparing Effective Leader- and Followership Behaviors: A Video-based, Multi-level Field Study | **Adriana Hoogeboom**, U. of Twente; **Celeste P. M. Wilderom**, U. of Twente

🗣️📄 The Joint Effect of Leader-Member and Member-Member Exchange on Member Effectiveness | **Meng Yu Cheng**, Feng Chia U.; **Lei Wang**, Dongbei U. of Finance and Economics

📄 A Motivational Framework of Followership Behavior: Scale Development and Nomological Network | **Wenhao Luo**, North China U. of Technology; **Dong Liu**, Georgia Institute of Technology; **Kai Zhang**, Renmin U. of China

🗣️📄 Ramping-Up Team Innovation Support with Supervisor's Upward Relationship | **Jaewan Yang**, Hankuk U. of Foreign Studies

1844 : (Paper Session) - (OB) Learning in Organizations

11:30am - 1:00pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1844

Chair: **Yumei Yang**, Bournemouth U.

📄 Investigating the Impact of Organizational Defensive Routines on Organizational Learning | **Yumei Yang**, Bournemouth U.; **Davide Secchi**, Southern Denmark U.; **Fabian Homberg**, Bournemouth U.

🗣️📄 “Liking it,” “faking it,” and organizational learning | **Olli-Pekka Kauppila**, Aalto U.

🗣️📄 The Value of Vulnerability: A Social Learning Perspective on Leader Humility | **Daniel D. Goering**, U. of Iowa; **Eean**

Crawford, U. of Iowa; **Bethany Cockburn**, U. of Iowa; **Amy E. Colbert**, U. of Iowa

📄 Learning Goal Orientation in Leader Development: Social Comparison Pressure | **Elsa Chan**, U. of Colorado, Boulder; **Stefanie K Johnson**, U. of Colorado, Boulder; **Maw-Der Foo**, National U. of Singapore

1845 : (Paper Session) - (OB) Climate in Organizations

11:30am - 1:00pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1845

Chair: **Yin Yu**, Hong Kong U. of Science and Technology
Navigating the political landscape of organizations: An emergent model of group political climate | **Yin Yu**, Hong Kong U. of Science and Technology

📄 Adopting the competing values framework as a taxonomy of organizational climates: A meta-analysis | **Jeremy Beus**, Louisiana State U.; **Shelby John Solomon**, Louisiana State U.; **Erik Taylor**, Louisiana State U.; **Candace A. Esken**, Louisiana State U.

🗣️📄 Explaining the Take-Up of Virtual Work: The Role of Virtual Self-Efficacy and Virtual Work Climate | **Mladen Adamovic**, The U. of Melbourne; **Andre Gulyas**, The U. of Melbourne; **Jesse E. Olsen**, The U. of Melbourne; **Peter Gahan**, The U. of Melbourne; **David Shallcross**, The U. of Melbourne; **Antonette Mendoza**, The U. of Melbourne

📄 Relational climate in the work place: Dimensions, measurement, and validation | **Kylie Rochford**, Case Western Reserve U.; **Richard E. Boyatzis**, Case Western Reserve U.

1846 : (Paper Session) - (OB) Supervisor and Organizational Support

11:30am - 1:00pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1846

Chair: **Norihiko Takeuchi**, Waseda U.

➔🗣️📄 Does Organizational Support Promote Young Newcomers' Adjustment? It Depends on Career Match | **Norihiko Takeuchi**, Waseda U.; **Tomokazu Takeuchi**, Gakushuin U.; **Yuhee Jung**, Gakushuin U.

🗣️📄 Immigrants and natives: The effects of supervisor support and job control on changes in vigor | **Sharon Toker**, Tel Aviv U.; **Annekatriin Hoppe**, Humboldt U. of Berlin; **Vivian Schachler**, Humboldt U. of Berlin; **Matthias Ziegler**, Humboldt U. of Berlin

📄 Effect of Management Support on Knowledge Sharing: Interdependent Self-Construals Matter | **Huadong Yang**, U. of Liverpool; **Monique van Rijn**, Hanze U. of Applied Sciences

📄 Perceived Organizational Support: A Diary Study on associated cognitive appraisals and emotions | **Maria Simosi**, U. of Roehampton

1847 : (Paper Session) - (OB) Person-Environment Fit in Organizations

11:30am - 1:00pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 1847

Chair: **Berrin Erdogan**, Portland State U.

🗣️➔📄 Perceived overqualification and peer-to-peer interactions: The role of person-organization fit | **Berrin Erdogan**, Portland State U.; **Aysegul Karaeminogullari**, Istanbul U.; **Talya N. Bauer**, Portland State U.; **Allison M Ellis**, Portland State U.

- 📄 Various effects of person-job fit: Content dimensions matter | **Hyung In Park**, Chonnam National U.
- 🗨️ Does fitting a job always matter? The role of learning goal orientation | **Diogo Rafael Prado Zanata**, IESE Business School; **Yih-teen Lee**, IESE Business School
- 📄 Linking P-E Fit with Performance in Different Time Windows: Disentangling Causal Relationships | **Wouter Vleugels**, KU Leuven; **Rein De Cooman**, KU Leuven

1848 📄 🗨️ JS: (OB, CM, GDO) **Finding your Place: New Insights on how People Navigate and Jockey for Positions In Hierarchies**

11:30am - 1:00pm Anaheim Convention Center: 210C
 Tweet this session: #AOM2016 1848

Organizer: **Sora Jun**, Stanford GSB

Chair: **Sora Jun**, Stanford GSB

Discussant: **Nate Pettit**, New York U.

Status Tradeoffs in Career Choice: Differences Between Asians and Whites | **Hee Young Kim**, Rider U.; **Nate Pettit**, New York U.; **Christopher To**, New York U.

Minimizing Power Struggles in Cross-Functional Teams: The Importance of Flatter Power Structures | **Lisanne Van Bunderen**, Erasmus U. Rotterdam; **Lindred L. Greer**, Stanford GSB; **Eric Kearney**, U. of Potsdam

Fragility of Blacks' Class Status: Public Policy Opinion and Misperceptions of Blacks' Mobilit | **Erika Verniece Hall**, Emory U., Gozuieta Bus Sch; **Alison V. Hall**, The U. of Texas at Arlington

Hierarchy Maintenance: Whites' Decreased Support for Highly Identified White Politicians | **Sora Jun**, Stanford GSB; **Lucia Elizabeth Guillory**, Yahoo, Inc.; **Brian S. Lowery**, Stanford U.

When Selfishness Reigns: When Leaders Prioritize Their Own Power | **Jon Maner**, Northwestern Kellogg School of Management; **Charleen R. Case**, Northwestern Kellogg School of Management

Presenters: **Hee Young Kim**, Rider U.; **Lisanne Van Bunderen**, Erasmus U. Rotterdam; **Erika Verniece Hall**, Emory U., Gozuieta Bus Sch; **Sora Jun**, Stanford GSB; **Jon Maner**, Northwestern Kellogg School of Management

1849 📄 🗨️ JS: (OB, HR) **An Exploration of Team and Managerial Effects on Employee Voice Frequency and Quality**

11:30am - 1:00pm Anaheim Convention Center: 206A
 Tweet this session: #AOM2016 1849

Chair: **Yurianna Kim**, The U. of Texas at Austin

Discussant: **Frances J. Milliken**, New York U.

A Normative Model Predicting Voice Behavior and Voice Quality | **Hun Whee Lee**, Michigan State U.; **Linn Van Dyne**, Michigan State U.

How Managers' Personal Control and Long-Term Orientation Impact Willingness to Seek Employee Voice | **Elad Netanel Sherf**, New York U.; **Subrahmaniam Tangirala**, U. of Maryland

Open the Door Positively: The Effects of Leader Framing and Employee Affect on Prohibitive Voice | **Wei He**, Huazhong U. of Science and Technology; **Xiao-Ping Chen**, U. of Washington; **Po Hao**, Huazhong U. of Science and Technology; **Wu Wei**, Wuhan U.

Getting Employees to Speak Up Isn't Enough: Conditions for Helping Leaders Create Quality Voice | **John J. Sumanth**, Wake Forest U.; **Ozgur Demirtas**, Inonu U.; **Lisa Dragoni**, Wake Forest U.; **Sean Hannah**, Wake Forest U.

Killing Ideas Without Killing Future Possibilities: Managing Employee Voice Rejection | **Yurianna Kim**, The U. of Texas at Austin

1850 📄 JS: (OB, HR) **Addressing the Gaps: Understanding the Inputs, Processes, and Outputs of Virtual Teams**

11:30am - 1:00pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1850

Organizers: **Jennifer D. Nahrgang**, Arizona State U.; **Melissa Chamberlin**, Arizona State U.; **Hudson Sessions**, Arizona State U.
 Discussant: **Lucy L. Gilson**, U. of Connecticut

Working Apart and Together: Examining Teamwork Polarities in Virtual Teams | **Margaret M. Luciano**, Arizona State U.; **Jean Leslie**, Center for Creative Leadership; **Emily Hoole**, Center for Creative Leadership; **Rebecca Anderson**, Center for Creative Leadership

The Structure of Role Behaviors and Their Impact on Virtual Team Processes and Effectiveness | **Jennifer D. Nahrgang**, Arizona State U.; **Hudson Sessions**, Arizona State U.; **Melissa Chamberlin**, Arizona State U.

Unpacking the Creativity Advantage of Virtual over FtF Teams: The Role of Similarity Mindsets | **Ravi Shanker Gajendran**, U. of Illinois at Urbana-Champaign; **Vijaya Venkataramani**, U. of Maryland; **Anubhuti Mishra**, U. of Maryland

Virtual Team Leadership: A Review and Conceptual Framework for Future Research | **N. Sharon Hill**, George Washington U.; **Natalia Lorinkova**, Georgetown U.; **Ayse Karaca**, Wayne State U.

1851 🗨️ 📄 JS: (OB, HR) **Empowering Leadership Research: Current Developments and Future Directions**

11:30am - 1:00pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1851

Chairs: **Tobias Dennerlein**, Erasmus U. Rotterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam

Discussant: **Kathryn M. Bartol**, U. of Maryland

Empowering Leadership and Follower Performance – The Moderating Role of Task-Related Self-Efficacy | **Florian Scholz**, U. of Potsdam; **Eric Kearney**, U. of Potsdam

Linking Empowering Leadership to Creativity and In-Role Performance: The Role of Goal Orientations | **Tobias Dennerlein**, Erasmus U. Rotterdam; **Daan van Knippenberg**, Erasmus U. Rotterdam; **Joerg Dietz**, U. of Lausanne

Empowerment Spillover: When Empowering Leaders in One Team Generate Proactivity in Another Team | **Troy Smith**, U. of Nebraska-Lincoln; **Gilad Chen**, U. of Maryland; **Bradley L. Kirkman**, North Carolina State U.; **Pengcheng Zhang**, Huazhong U. of Science and Technology; **Jiing-Lih Farh**, Hong Kong U. of Science and Technology

Putting "Acting" Back in Deep Acting: How can Empowering Leadership Help? | **Ravi Ramani**, George Washington U.; **Sheetal Singh**, George Washington U.; **Natalia Lorinkova**, Georgetown U.

When Are Leaders Most Likely to Undermine Their Self-Leading Employees? | **Payal Nangia Sharma**, The

Wharton School, U. of Pennsylvania; **Joo Hun Han**, Rutgers U.; **Bradley L. Kirkman**, North Carolina State U.; **David P. Lepak**, UMass

1852 JS: (OB, HR) Not Just a Dependent Variable: New Developments on the Study of Citizenship Behavior

11:30am - 1:00pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1852

Chair: **Andrea L. Hetrick**, U. of Georgia

Discussant: **Nathan Philip Podsakoff**, U. of Arizona

Organizational Citizenship in the Context of Multiple-Goal Pursuit: Exploring Requests for Input | **Hettie A. Richardson**, Texas Christian U.; **Shannon G. Taylor**, U. of Central Florida; **James M. Vardaman**, Mississippi State U.

Envy, Social Undermining, and Citizenship Behavior in the Workplace | **Hak-Yoon Kim**, Case Western Reserve U.; **Diane Bergeron**, Case Western Reserve U.

Help Not Wanted: The Role of Self-Concern and Felt Obligation in OCB Acceptance | **Andrea L. Hetrick**, U. of Georgia; **Marie S. Mitchell**, U. of Georgia; **Brian J Hoffman**, U. of Georgia

Helping that Hurts Intended Beneficiaries | **Anna L. Connors**, Michigan State U.

Choosing Above and Beyond: Organizational Citizenship Behavior and Selection | **Caitlin E. Smith Sockbeson**, Tulane U.; **Alison V. Hall**, The U. of Texas at Arlington; **Angelo DeNisi**, Tulane U.

1853 JS: (OB, HR, MOC) Exploring the Underpinnings of Leadership: Moral Potency, Motives, and Leader Orientations

11:30am - 1:00pm Anaheim Convention Center: 201A

Tweet this session: #AOM2016 1853

Discussant: **Stephen H Courtright**, Texas A&M U.

Coordinators: **Ryan K. Gottfredson**, California State U., Fullerton; **Chad A. Hartnell**, Georgia State U.

Moral Potency as a Driver of Ethical Leadership and its Indirect Effects on Follower Behavior | **Sean Hannah**, Wake Forest U.; **Sherry E. Moss**, Wake Forest U.; **Meng Song**, Beijing U.; **John J. Sumanth**, Wake Forest U.

When do Leaders Perceive their Underlying Motives as Competing or Complementary? | **Chad A. Hartnell**, Georgia State U.; **Artemis Boulamatsi**, Georgia State U.

Extending the Influence of Leaders beyond Behaviors: An Investigation of Leader Orientation | **Ryan K. Gottfredson**, California State U., Fullerton; **Lisa Schurer Lambert**, Georgia State U.

Congruence Effect of Calling Between Leader and Follower on Followers' Outcomes | **Jayoung Kim**, Binghamton U.; **Dongil Jung**, Yonsei U.; **Minyoung Cheong**, Binghamton U.; **Seth M. Spain**, Binghamton U.; **Francis J. Yammarino**, Binghamton U.

1854 SHCS: (OB, HR, RM) It's About Time: Advancing Theories and Methods of Dynamic Research

11:30am - 1:00pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 1854

Chair: **Patrick James Flynn**, U. of South Carolina

Discussant: **Robert E Ployhart**, U. of South Carolina

Unpacking Performance: The Role of Time and Specific Competencies | **Mikhail A. Wolfson**, U. of Connecticut; **John Mathieu**, U. of Connecticut

Understanding the Fading Effects of CEO Assertiveness and Charisma on Market Performance | **Federico Aime**, Oklahoma State U.; **Stephen E. Humphrey**, Pennsylvania State U.; **Oleg V. Petrenko**, Texas Tech U.; **Aaron Hill**, Oklahoma State U.; **Jason Ridge**, U. of Arkansas

Detecting Consensus Emergence Over Time in Organizational Data Using the Consensus Emergence Model | **Jonas W. B. Lang**, Ghent U.; **Paul Bliese**, U. of South Carolina

High Performer Humility and Competing Peer Goal Orientation on Peer Performance | **Jonathan Levi Hendricks**, U. of South Carolina; **Matthew Call**, U. of South Carolina; **Sherry M Thatcher**, U. of South Carolina

1855 JS: (OB, MOC) Trust in Organizations: Novel Directions and New Frontiers

11:30am - 1:00pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 1855

Organizers: **Pauline Schilpzand**, Oregon State U.; **Jeewon Cho**, Oregon State U.

Discussant: **Roger C Mayer**, North Carolina State U.

A Moderated Mediation Model of Autonomy and Felt Trust on Humble Leadership and Performance | **Jeewon Cho**, Oregon State U.; **Pauline Schilpzand**, Oregon State U.; **Ted A. Paterson**, Oregon State U.

The Effects of Supervisor Trust in Employees on Supervisor Role Overload and Emotional Exhaustion | **Mike Baer**, Arizona State U.; **Miles Min-Huei Yang**, Curtin Business School; **Tingru Cui**, U. of Wollongong

Ties That Lead to Trust: A Social Network Perspective on the Determinants of Trust in Teams | **Stephen L Jones**, U. of Wyoming; **Pri Pradhan Shah**, U. of Minnesota

Feeling Trusted: Formation and Implications of Trust Meta-Perceptions During Job Negotiations | **Rachel Campagna**, U. of New Hampshire; **Alexandra A. Mislin**, American U.; **Mara Olekalns**, The U. of Melbourne

1856 JS: (OB, MOC) The Ebbs and Flows of Leadership: Exploring Within-Person Variation in Leader Behavior

11:30am - 1:00pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1856

Organizers: **Klodiana Lanaj**, U. of Florida; **Ned Wellman**, Arizona State U.

Discussant: **Raymond T Sparrowe**, Washington U. in St. Louis

Becoming Transformational: An Empirical Test of the Fundamental State of Leadership Theory | **Ned Wellman**, Arizona State U.; **Bret Crane**, Utah State U.; **Ryan Quinn**, U. of Louisville

The Dark and Bright Side of Transformational Leader Behavior: A Conservation of Resources View | **Szu-Han Lin**, Michigan State U.; **Fadel K. Matta**, U. of Georgia

Heavy is the Head that Wears the Crown: An Actor-Centric Approach to Abusive Leader Behavior | **Trevor Foulk**, U. of Florida; **Klodiana Lanaj**, U. of Florida; **Min-Hsuan Tu**, U. of Florida; **Amir Erez**, U. of Florida; **Lindy Archambeau**, U. of Florida

Leader-Member Exchange (LMX) Change | **Alexander J Corner**, Georgia State U.; **Artemis Boulamatsi**, Georgia State U.; **Nikos Dimotakis**, Georgia State U.; **Bennett J. Tepper**, The Ohio State U.; **Todd J. Maurer**, Georgia State U.

1857 🗨️JS: (OB, MOC, CM) **How Unpleasant: The Role of Unpleasant Emotions in the Workplace**

11:30am - 1:00pm Anaheim Convention Center: 303A

Tweet this session: **#AOM2016 1857**

Chair: **Elliott Larson**, City U. of New York, Baruch College
Discussant: **Hillary Anger Elfenbein**, Washington U. in St. Louis
What Makes Employees Lonely? Antecedents to Workplace Loneliness | **Hakan Ozcelik**, California State U. Sacramento; **Sigal Barsade**, U. of Pennsylvania

Leaders' Status Motivation and Distributive Justice: The Moderating Role of Leaders' Envy | **Xue Zheng**, Erasmus U. Rotterdam; **Jeremy Tan**, Singapore Management U.; **Kenneth Tai**, Singapore Management U.; **Sebastian C. Schuh**, China Europe International Business School; **Marius van Dijke**, Erasmus U. Rotterdam; **Katherine Xin**, CEIBS

Effects of Status Differences on Anger Expression and Outcomes: Are Outcomes Always Unpleasant? | **Donald E. Gibson**, Fairfield U.; **Ronda R. Callister**, Utah State U.; **Deanna Geddes**, Temple U.

Don't Stop Believing: Rituals Improve Performance by Decreasing Anxiety | **Alison Wood Brooks**, Harvard U.; **Juliana Schroeder**, U. of California, Berkeley; **Jane Risen**, The U. of Chicago

Jealousy – More than a Romantic Phenomenon | **Yochi Cohen-Charash**, Baruch College and the Graduate Center, CUNY; **Gerben A. Van Kleef**, U. of Amsterdam; **Elliott Larson**, City U. of New York, Baruch College

1858 🗨️🗨️JS: (OB, MOC, HR) **The Power of Reflection at Work**

11:30am - 1:00pm Anaheim Convention Center: 304B

Tweet this session: **#AOM2016 1858**

Chair: **Julia J. Lee**, U. of Michigan

Mindfully Engaging Experiences via Reflection: Exploring Positive and Negative Predictors | **Madeline Ong**, U. of Michigan; **Uta Bindl**, London School of Economics and Political Science; **Susan J. Ashford**, U. of Michigan

Learning by Thinking: Overcoming the Bias for Action through Reflection | **Giada Di Stefano**, HEC Paris; **Gary Pisano**, Harvard Business School; **Bradley R Staats**, U. of North Carolina, Chapel Hill

How Relational Construction of One's Positive Identity Influences Team Performance | **Julia J. Lee**, U. of Michigan; **Dan Cable**, London Business School; **Bradley R Staats**, U. of North Carolina, Chapel Hill

For Whom the Good Thing Tolls: The Role of Personality in Positive Psychology | **Douglas Giddings**, U. of Minnesota; **Theresa M. Glomb**, U. of Minnesota; **Joyce E. Bono**, U. of Florida

1859 🗨️SHCS: (OB, MOC, OMT) **Empowering Compassion: Exploring how and why compassion can be expanded and leveraged**

11:30am - 1:00pm Anaheim Convention Center: 304A

Tweet this session: **#AOM2016 1859**

Organizer: **Reut Livne-Tarandach**, U. of Oregon

Chair: **Jane E. Dutton**, U. of Michigan

Discussant: **Sally Maitlis**, U. of Oxford

Compassion and leadership - tentative title | **Monica C. Worline**, U. of Michigan; **Jane E. Dutton**, U. of Michigan
Bridge Work: Examining the Compassion-Stigma Interplay through the Lens of Autism Job Coaches | **Tiffany D. Johnson**, Pennsylvania State U.

Towards a Relational Model of Compassion | **Reut Livne-Tarandach**, U. of Oregon

More Than a Feeling: How Compassion Drives Employee Voice and Organizational Change | **Emily Heaphy**, U. of Rhode Island; **Jacoba Lilius**, Queen's U.; **Elana R. Feldman**, U. of Massachusetts, Lowell

1860 → 🗨️🗨️JS: (OB, MOC, SIM) **Hidden Perspectives on Meaningful Work: What We Gain By Looking Beyond the Usual Suspects**

11:30am - 1:00pm Anaheim Convention Center: 202B

Tweet this session: **#AOM2016 1860**

Organizers: **Christopher Michaelson**, U. of St. Thomas; **Jennifer Tosti-Kharas**, Babson College

Discussant: **Amy Wrzesniewski**, Yale U.

Meaning-finding through Voluntary Career Change in China: A Classic Grounded Theory Study | **Tingting Liu**, Fudan U.
Workplace Giving Behavior and Meaningful Work | **Brent Rosso**, Montana State U.

Becoming Who We Serve: Occupational Identity Construction in a Customer Service Context | **Teresa Cardador**, U. of Illinois at Urbana-Champaign

The Ties that Bind Us: Understanding a Sense of Attachment and its Impact in Diverse Communities | **Lindsey D. Cameron**, U. of Michigan, Ann Arbor

Portraits of Grief: Loved Ones' Perceptions of the Place of Work in the Good Life | **Christopher Michaelson**, U. of St. Thomas; **Jennifer Tosti-Kharas**, Babson College

1861 🗨️🗨️: (Paper Session) - (OCIS) **Putting big data to work**

11:30am - 1:00pm Hilton Anaheim: Malibu

Tweet this session: **#AOM2016 1861**

Chair: **E. Burton Swanson**, U. of California, Los Angeles

Actualizing Value Potentials of Big Data Analytics in Organizations | **Wendy Arianne Günther**, VU Amsterdam; **Mohammad Hosein Rezazade Mehrizi**, U. of Amsterdam; **Frans Feldberg**, VU U.; **Marleen Huysman**, U. of Amsterdam

Open the black box and look inside: The frames and practices of analytical work | **Callen Anthony**, Boston College

→ Of black boxes and frozen discourses - development and implementation of a profiling algorithm | **Ana Isabel Canhoto**, Oxford Brookes U.; **Joao Baptista**, U. of Warwick
Data science as epistemic stance: advantages, risks and opportunities for the pursuit of knowledge | **Emmanouil Gkeredakis**, Warwick Business School; **Anne-Laure Fayard**, New York U.; **Natalia Levina**, New York U.

1862 → 🗣️👤: (Paper Session) - (OCIS) **Pushing social frontiers with IT**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 13

Tweet this session: #AOM2016 1862

Chair: **Ann Majchrzak**, U. of Southern California

- 🗣️ Social Monitoring in Government: Developing “Crowd” Capabilities in Evidence-Based Policy | **Panos Panagiotopoulos**, Queen Mary U. of London; **Frances E Bowen**, Queen Mary U. of London; **Philip Brooker**, U. of Bath
- 📖 How IT Orientation Affects Obstacles and Facilitators of Innovation in an Emerging Economy | **Mariana Giovanna Andrade Rojas**, Nanyang Technological U.; **Terence Saldanha**, Washington State U.; **Jiban Khuntia**, U. of Colorado, Denver; **Abhishek Kathuria**, The U. of Hong Kong
- 📖 Affordable Broadband: Bridging the Global Digital Divide, A Social Justice Approach | **Joseph W Weiss**, Bentley U.; **Dave J Yates**, Bentley U.; **Girish Jeff Gulati**, Bentley U.
- 🗣️📖 Bringing Compassion Into Information Systems Research: A Research Agenda And Call To Action | **Roopa Raman**, Clemson U.; **Laura McClelland**, Virginia Commonwealth U.

1863 → 🗣️👤: (Paper Session) - (OCIS) **Organizational and technological implications of inter-firm relationships**

11:30am - 1:00pm Hilton Anaheim: Palisades

Tweet this session: #AOM2016 1863

Chair: **Catherine Cramton**, George Mason U.

- 📖 Understanding the Development of Trust: Comparing Trust in the IT Artifact and Trust in the Provid | **Matthias Söllner**, U. of St. Gallen / U. of Kassel; **Paul Pavlou**, Temple U.; **Jan Marco Leimeister**, U. of St. Gallen / U. of Kassel
- Vendor Gains in Business Process Outsourcing | **Sukruth Suresh**, Rensselaer Polytechnic Institute; **T. Ravichandran**, Rensselaer Polytechnic Institute
- The Influence of Familiarity within Teams on the Performance of IT Outsourcing Projects | **Christoph Pflügler**, Technische U. München (TUM); **Vincent Bina**, Technische U. München (TUM); **Manuel Wiesche**, Technische U. München (TUM); **Helmut Krcmar**, Technische U. München (TUM)

1864 📖JS: (OCIS, OB, HR) **Group Norms in Virtual Work: New Directions**

11:30am - 1:00pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1864

- Chairs: **Young Hun Ji**, The George Washington U.; **Sharon Hill**, The George Washington U.
- Discussant: **Miriam Erez**, Technion Israel Institute of Technology
- Norms for Informal Communication in Virtual Multicultural Globally Distributed Teams | **Ella Glikson**, Technion Israel Institute of Technology; **Miriam Erez**, Technion Israel Institute of Technology
 - Cooperative and Competitive Group Norms in Virtual Teams | **Julia E. Hoch**, California State U., Northridge
 - The Role of Team Cultural Orientation and Virtuality in Shaping Team Norm Clarity and its Outcomes | **Young Hun Ji**, The George Washington U.; **N. Sharon Hill**, George Washington U.
 - Status Effects on Reactions to Communication Norm Violations | **Carolyn Axtell**, The U. of Sheffield; **Karin S Moser**, U. of Roehampton

Reciprocity Norms in Online Knowledge Sharing: A Conceptual Analysis | **Philip Fei Wu**, U. of Surrey; **Jennifer Preece**, U. of Maryland

Presenters: **Ella Glikson**, Technion Israel Institute of Technology; **Julia E. Hoch**, California State U., Northridge; **Carolyn Axtell**, The U. of Sheffield; **Philip Fei Wu**, U. of Surrey
 Participants: **Karin S Moser**, U. of Roehampton; **Jennifer Preece**, U. of Maryland

1865 📖: (Paper Session) - (ODC) **Organizational capabilities and change**

11:30am - 1:00pm Anaheim Marriott: Desert Springs

Tweet this session: #AOM2016 1865

Chair: **Malcolm John Higgs**, Southampton U.

- 📖 Internationalization breadth, depth and speed and the renewal capability of the firm | **Monica Riviere**, ISC Paris Business School
- 🗣️ Structural ambidexterity and competency traps: Insights from Xerox PARC | **Loizos Th. Heracleous**, U. of Warwick; **Angeliki Papachroni**, Heriot-Watt U.; **Constantine Andriopoulos**, Cass Business School, City U. London; **Manto Gotsi**, Cardiff U.

Alliance Management Capabilities in Non-Market Setting: The Case of Cross-Sector Collaboration | **Omar AL-Tabbaa**, U. of Huddersfield; **Desmond J Leach**, U. of Leeds

📖 The Strategic Role of Fungible Resources in Organizational Adaptation | **Zhefei Li**, Singapore Management U.

1866 🗣️📖JS: (ODC, OMT, MC) **Failure to Adapt: Reasons and Remedies in the Search for Agility**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 1866

Organizers: **Chris Worley**, NEOMA Business School; **Michael Beer**, Harvard U.

Presenters: **Edward E. Lawler III**, U. of Southern California; **Quy Nguyen Huy**, INSEAD; **Charles A O'Reilly**, Stanford U.
 Participant: **Michael L. Tushman**, Harvard U.

1867 : (Paper Session) - (OM) **Emerging Topics in Supply Chain Management**

11:30am - 1:00pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1867

Chair: **Virpi Turkulainen**, U. College Dublin

- 📖 Organizing for Outsourcing: The Case of Purchasing & Supply Management | **Virpi Turkulainen**, U. College Dublin; **Lydia Bals**, U. of Applied Sciences Mainz
- 🗣️📖 Emotion Regulation as Risk Management: A Stochastic Control Model of Industrial Production Crises | **Corinne Post**, Lehigh U.; **Francesco Moresino**, U. of Applied Sciences Western Switzerland; **Emmanuel Fragnière**, U. of Applied Sciences Western Switzerland
- The Effectiveness of Organizational Controls: A Meta-Analysis | **Vikrant Sihag**, Rotterdam School of Management; **Serge Rijsdijk**, Erasmus U. Rotterdam
- 📖 The Role of Supply Chain Investment in Capacity Competition | **Shu-Jung Sunny Yang**, U. of Southampton; **Kai-Yu Hsieh**, Waseda U.
- 📖 How does Firm Context Influence Automotive Order Fulfilment? A Structured Review. | **Roman Bartnik**, U. of

Duisburg-Essen; **Thomas Staeblein**, Technical U. Munich; **Katsuki Aoki**, Meiji U.

1868 : (Paper Session) - (OM) Socially Responsible Supply Chains

11:30am - 1:00pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1868

Chair: **James Knuckles**, Cass Business School, City U. London

🗨️ Social Influence and Similarities in Supplier Codes of Conduct | **Kevin Dooley**, Arizona State U.; **Shirley-Ann T. Augustin-Bhavravesh**, Arizona State U.

Diffusion of CSR Orientation in the Supply Chain: Under Institutional and Relational Contexts | **Liyang Ruan**, Shanghai Jiao Tong U.; **Yi Liu**, Shanghai Jiao Tong U.

➔ 🗨️ Responses to Imposed Commercial and Social Demands: Decoupling, Compromising and Experience (WITHDRAWN) | **Marc Mueller**, U. of St. Gallen

A Reconceptualization of Supply Chains Using the Stakeholder-Resource-Based View | **James Knuckles**, Cass Business School, City U. London; **ManMohan S. Sodhi**, Cass Business School, City U. London

➔ Supplier Development for Sustainability: Contextual Barriers in Global Supply Chains | **Christian Busse**, Swiss Federal Institute of Technology Zurich, ETH; **Menglei Niu**, LeasePlan Supply Services AG; **Martin C. Schleper**, German Graduate School of Management & Law (GGS); **Stephan M. Wagner**, Swiss Federal Institute of Technology Zurich, ETH

1869 🗨️: (Paper Session) - (OMT) Bridging Categories & Logics

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 1869

Chair: **Isabelle Yi Ren**, Boston College

🗨️ Feature-based vs Goal-based Categories: The Effects of Spanning in Both Systems Simultaneously | **Michele Piazzai**, Delft U. of Technology; **Nachoem M. Wijnberg**, U. of Amsterdam

🗨️ How should I act? Reflexive praxis in hybrid organizing | **Leanne Cutcher**, The U. of Sydney; **David Oliver**, The U. of Sydney; **Pamela Sloan**, HEC Montreal

🗨️ Category Uncertainty and Contingent Preferences for Generalists and Specialists | **Ming D. Leung**, U. of California, Berkeley; **Haochi Zhang**, U. of California, Berkeley

From Whence the Hybrid Organization?: Welfare and Professionalism in a Children's Hospital | **Trevor Israelsen**, Miami U.; **Chris J Sutter**, Miami U. Ohio

🗨️ Engagement and Mutual Influence of Multiple Audiences and the Performance of Boundary Spanners | **Samira Reis**, U. Carlos III de Madrid; **Olga Khessina**, Cornell U.; **Adriano Proenca**, COPPE e Escola Politecnica / UFRJ - Federal U. of Rio de Janeiro

1870 🗨️: (Paper Session) - (OMT) Emergence

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 1870

Chair: **Johnny Boghossian**, Laval U.

🗨️ Corporate Collectivism in the Alcohol Industry and the Emergence of Issue-Based Industry Collectiv | **Lærke Højgaard Christiansen**, Copenhagen Business School; **Jochem Kroezen**, U. of Cambridge

🗨️ The Tragedy of the Anticommons: The Partial Institutionalization of a Commons Logic | **Evelyn Rita Micelotta**, U. of New Mexico; **Frank Wijen**, Erasmus U. Rotterdam

Seeing the World Anew: Merleau-Ponty and the Creation of Sense in Sensemaking | **Natalia Korchagina**, EMLYON Business School; **Joep Cornelissen**, Erasmus U. Rotterdam

🗨️ The network dynamics of attention in organizations: Mechanisms, models and empirical results | **Alessandro Lomi**, U. of Lugano; **Marco Tonellato**, Grenoble Ecole de Management; **Guido Conaldi**, U. of Greenwich; **Duy Quang Vu**, The U. of Melbourne

🗨️ Always in a fight: the institutional work of the National Collegiate Athletic Association (NCAA) | **Calvin Nite**, Texas Tech U.; **Marvin Washington**, U. of Alberta; **Abiodun Ige**, U. of Alberta School of Management

1871 🗨️: (Paper Session) - (OMT) Learning & Change

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 1871

Chair: **Daniel Han Ming Chng**, China Europe International Business School

➔ 🗨️ Myopic Reactions to Performance Feedback: Different Decision Makers, Different Decisions | **Henrich R. Greve**, INSEAD; **Cyndi Man Zhang**, Singapore Management U.

Moving from Nominal towards Substantive Theorizing: Theoretical Mechanisms in Management Research | **Ilaria Orlandi**, Erasmus U. Rotterdam; **Pursey Heugens**, Erasmus U. Rotterdam

On the Dynamic Capability Bundles Behind Operations and Research & Development | **Till von den Driesch**, RWTH Aachen U.; **David Bendig**, RWTH Aachen U.

Mindful enactments of misalignments between the ostensive aspect of the routine and its purpose | **Karl Joachim Breunig**, Oslo Business School; **Ragnhild Kvålshaugen**, BI Norwegian Business School

Paradoxes in servitization | **Suvi Einola**, U. of Vaasa; **Rodrigo Rabetino**, U. of Vaasa; **Seppo Luoto**, U. of Vaasa

1872 🗨️: (Paper Session) - (OMT) Control, Power & Governance

11:30am - 1:00pm Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 1872

Chair: **Jyun-Ying Fu**, Imperial College London

Focusing on Upsides and Downplaying Downsides: CEO Power, Stock Options, and Strategic Risk Taking | **Krista Lewellyn**, U. of Wyoming; **William Q Judge**, Old Dominion U.

➔ 🗨️ When Institutions Collide: Hong Kong's Contentious Path towards Board Independence | **Shelby Gai**, Northwestern Kellogg School of Management

🗨️ Off to the Races: the Explanatory Power of Competing Theoretical Perspectives on CEO Compensation | **Stephen G. Sapp**, U. of Western Ontario

🗨️ Leader-follower dyads through the lens of attachment theory. Attachment style as a predictor of LMX | **Per-Magnus Moe Thompson**, BI Norwegian Business School; **Lars Glasø**, BI Norwegian Business School; **Stig Berge Matthiesen**, BI Norwegian Business School

📄 The different impacts of CMO vs. CFO power superiority in the TMT on firm performance | **Cecilia Wiedeck**, Technical U. Dortmund; **Andreas Engelen**, U. of Dortmund; **Andreas Venus**, Technical U. Dortmund

1873 📄: (OMT) **The Challenges and Opportunities of Using Social Media Data for Organization and Management Theory**

11:30am - 1:00pm Anaheim Marriott: Northwest Marquis Ballroom
Tweet this session: #AOM2016 1873

Organizers: **Christi Lockwood**, Boston College; **Madeline Toubiana**, U. of Alberta

Participants: **Marcos Barros**, Grenoble Ecole de Management; **Itziar Castello**, U. Carlos III de Madrid; **Matthew G. Grimes**, Indiana U.; **Felipe G. Massa**, Loyola U. New Orleans; **Trish Reay**, U. of Alberta; **Trish Ruebottom**, Brock U.; **Emmanuelle Vaast**, McGill U.; **Ion Bogdan Vasi**, U. of Iowa

1874 📄: (Paper Session) - (OMT) **Status Dynamics**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 4
Tweet this session: #AOM2016 1874

Chair: **Julien Clement**, INSEAD

📄 Coevolutionary Processes for Star Emergence in Markets | **Hitoshi Mitsuhashi**, Keio U.; **Jungwon Min**, Kyushu U.

➔ 📄 Status devices and Status mobility: How does success cross local and global markets? | **Kangsan Lee**, Northwestern U.; **Jeannette Colyvas**, Northwestern U.

📄 Incentive Structures: A Formal Model and Empirical Test | **Malte Doehne**, LMU Munich

The Evolution of Celebrity Entrepreneurs | **Kevin Curran**, Cass Business School, City U. London

Status rigidity and competition | **Daniel Malter**, Harvard U.

1875 📄: (Paper Session) - (OMT) **Institutional Dynamics**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 9
Tweet this session: #AOM2016 1875

Chair: **Hongguo Wei**, Case Western Reserve U.

Silent Struggles: Framing a New Understanding of Business in Society | **Verena C Girschik**, Copenhagen Business School; **Eva Boxenbaum**, Mines ParisTech

📄 Dealing with institutional complexity | **Björn Remneland Wikhamn**, U. of Gothenburg

🗨️ Towards a Semiotic Theory of (Proto-)Institutionalization | **Wenyao Will Zhao**, EMLYON Business School

Preserving a settlement despite ongoing challenges: the case of native Indian gaming | **Chang Lu**, U. of Alberta; **Trish Reay**, U. of Alberta

📄 Maintaining Hybridity in Practice: The Role of Instruments in Maintaining Logics in John Lewis | **James Dunn**, Edinburgh Napier U.

1876 📄: (Paper Session) - (OMT) **Organizations & Regulation**

11:30am - 1:00pm Anaheim Marriott: Rancho Las Palmas
Tweet this session: #AOM2016 1876

Chair: **Diego Coraiola**, U. of Victoria

📄 Institutional Dynamism across time and levels: The evidence from the Italian wine industry. | **Andrea Lanza**, Bocconi U.; **Giusy Simone**, U. of Calabria

Bringing the Regulatory Commission Back In | **Ivana Katic**, Yale School of Management

➔ 🗨️📄 Compensating Conformity: regulatory reform and legitimacy | **Robert Neal Eberhart**, Santa Clara U.

Does Unfair Regulation Benefit Companies? A Behavioral Theory of Regulation and Firm Performance | **Sebastian Maximilian Krakowski**, U. of Geneva; **Dirk Martignoni**, U. of Lugano; **Sebastian Raisch**, GSEM - U. of Geneva

📄 How does regulation impact unregulated organizations? Evidence from the menu labeling regulation | **Marissa King**, Yale U.; **Shu Zhang**, Yale School of Management

1877 📄: (Paper Session) - (OMT) **Corporate Governance**

11:30am - 1:00pm Anaheim Marriott: San Diego
Tweet this session: #AOM2016 1877

Chair: **Franz Maybuechen**, U. of Goettingen

📄 CEO Dismissal and the CEO's Symbolic Use of Shareholder-value Language | **Taekjin Shin**, San Diego State U.; **Jihae You**, U. of Illinois at Urbana-Champaign

Opportunity Exploitation and TMT Organizational

Configurations | **Gianluca Spina**, Politecnico di Milano; **Paola Rovelli**, Politecnico di Milano; **Emilio Bartezzaghi**, Politecnico di Milano; **Raffaella Cagliano**, Politecnico di Milano; **Massimo Gaetano Colombo**, Politecnico di Milano; **Annachiara Longoni**, ESADE Business School; **Cristina Rossi-Lamastra**, Politecnico di Milano

Borrowing strategies: The role of peer influence in the market for syndicated loans | **Jon MacKay**, U. of Oxford

📄 Executive Pay Dispersion, Team Cognition, and Firm Performance | **Ayenda Kemp**, The U. of Texas at Dallas

🗨️📄🗨️ Board Directors' Ethical Dilemma due to Divided Loyalties between Shareholders and the CEO | **Denis J. Monneuse**, IE Business School

1878 📄 JS: (OMT, CAR, HR) **Identity, Nonconformity, and Careers in Organizations**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 2
Tweet this session: #AOM2016 1878

Organizers: **Adina D. Sterling**, Stanford GSB; **Roman V. Galperin**, Johns Hopkins U.; **Oliver Hahl**, Carnegie Mellon U. - Tepper School of Business

Facilitator: **Jerry Guo**, Carnegie Mellon U.

Discussant: **James N. Baron**, Yale School of Management

Gap Time and Labor Market Success Among Hollywood Screenwriters | **Kelly Patterson**, U. of Southern California

The Effect of Peers on Individual Performance | **Evelyn Zhang**, Carnegie Mellon U.; **Brandy Aven**, Carnegie Mellon U.

You're Too Good for Me: Overqualification and Concern About Commitment in Labor Markets | **Roman V. Galperin**, Johns Hopkins U.; **Oliver Hahl**, Carnegie Mellon U. - Tepper School of Business; **Adina D. Sterling**, Stanford GSB; **Jerry Guo**, Carnegie Mellon U.

Leadership and the Single Woman Penalty | **Jennifer M. Merluzzi**, Tulane U.

1879 📄 JS: (OMT, MOC, BPS) **Managing Audience Evaluations in Financial Markets: The Role of Strategic Communication**

11:30am - 1:00pm Anaheim Marriott: Northeast Marquis Ballroom
Tweet this session: #AOM2016 1879

Organizers: **Eunice Yunjin Rhee**, Seattle U.; **Derek Harmon**, U. of Michigan

Discussants: **Edward Zajac**, Northwestern U.; **Timothy G. Pollock**, Pennsylvania State U.

The Use of Strategically Ambiguous Language in Earnings Forecasts | **Ivana Naumovska**, INSEAD; **Edward Zajac**, Northwestern U.

Compensatory Reframing and Stock Market Reaction: A Case of Failed M&A Attempts | **Eunice Yunjin Rhee**, Seattle U.; **Derek Harmon**, U. of Michigan

Can You Buy an Image? Examining Post-acquisition Firm Images in the Food Processing Industry | **Yeonji Seo**, Pennsylvania State U.

Spoken like a Woman: How Gender Influences CEO Communication | **Felice B. Klein**, Michigan State U.; **Lingling Pan**, Michigan State U.; **Gerry McNamara**, Michigan State U.; **Cynthia E. Devers**, Texas A&M U., College Station

1880 📄JS: (OMT, OB, CAR) **Grappling with Agency: Tie Creation, Mobilization and Renewal**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 3

Tweet this session: **#AOM2016 1880**

Organizers: **Yonghoon G Lee**, Hong Kong U. of Science and Technology; **Elena Obukhova**, McGill U.

Discussant: **Martin J. Kilduff**, UCL School of Management
Lay Theories of Networking | **Ko Kuwabara**, Columbia Business School

Tempering the Glass Ceiling? Gender Differences in Cognitive Social Network Activation | **Tanya Menon**, The Ohio State U.

Are Women Failing to Reach Up? Gender Differences in Network Mobilization Strategies | **Elena Obukhova**, McGill U.; **Adam M. Kleinbaum**, Dartmouth College

Survival, Success, and Network Renewal | **Yonghoon G Lee**, Hong Kong U. of Science and Technology; **Martin Gargiulo**, INSEAD

1881 📄: (Paper Session) - (ONE) **Firms, Social Movements, and Stakeholder Pressures**

11:30am - 1:00pm Anaheim Marriott: Suite 304

Tweet this session: **#AOM2016 1881**

Chair: **Alireza Ahmadsimab**, St. Mary's U.

→ 📄Where worlds collide: Competition Between Institutional Logics in Cross Sector Partnerships | **Alireza Ahmadsimab**, St. Mary's U.; **Naeem Ashraf**, LUMS

🗨️We can work it out? Examining Barriers to the Disruption of Polluting Practices in US Communities | **Horacio Enrique Rousseau**, IESE Business School; **Pascual Berrone**, IESE Business School

Walking the talk or symbolic action? Prominent organizations' responses to social movement pressure | **Giovanni Liotta**, EPFL

🗨️📄Social Movement Activism and Entrepreneurial Collective Action in the Emergent US Wood Pellet Market | **Shon R Hiatt**, U. of Southern California; **Sangchan Park**, Korea Advanced Institute of Science and Technology (KAIST)

1882 📄: (Paper Session) - (ONE) **Products' Environmental Performance, Real and Imagined**

11:30am - 1:00pm Anaheim Marriott: Suite 312

Tweet this session: **#AOM2016 1882**

Chair: **Rebecca Pickens**, Cornell Johnson School

🗨️Resource Duration as a Managerial Indicator for Circular Economy Performance. | **Elizabeth Franklin-Johnson**, Kedge Business School; **Frank Figge**, Kedge Business School; **Louise Canning**, Kedge Business School

🗨️🗨️📄A Model of Organizational Symbolism: Understanding the Different Shades of Green | **Rodolphe Durand**, HEC Paris; **Olga Hawn**, U. of North Carolina, Chapel Hill; **Ioannis Ioannou**, London Business School

Facility and Community level Environmental Certification: Price Premium Substitutes or Complements | **Juan Roeschmann**, Dirección de Presupuestos; **Jorge Rivera**, George Washington U.

📄The Impact of Environmental Performance on Green Product Preannouncements | **Yann Truong**, ESC Rennes School of Business; **Jonatan Pinkse**, The U. of Manchester

1883 → 🗨️📄: (Paper Session) - (PNP) **Public Policy in NGOs and Government using a French Context**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: **#AOM2016 1883**

Chair: **Nevena Radoynovska**, Kellogg School of Management Northwestern U.

🗨️🗨️The Organizational Construction of 'Rules of Exceptionalism' in French Social Services | **Nevena Radoynovska**, Kellogg School of Management Northwestern U.

🗨️📄Organizational Configurations for Local Government Procurement | **Andrea Patrucco**, Politecnico di Milano; **Davide Luzzini**, Audencia Business School; **Stefano Ronchi**, Politecnico di Milano; **Helen Walker**, Cardiff U.

🗨️📄Venture Capital Sourcing and Performance in France | **Miona Milosevic**, ESCP Europe; **Jacqueline Fendt**, ESCP Europe

1884 → 🗨️📄: (Paper Session) - (PNP) **Interorganizational Networks in Nonprofits**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: **#AOM2016 1884**

Chair: **Katharina Spraul**, U. of Kaiserslautern

Nonprofit inter-organizational collaboration in the delivery of housing services | **Sungeun Kim**, U. at Albany, State U. of New York; **Yvonne Harrison**, U. at Albany, State U. of New York

🗨️Pathological networks and the illogic of confidence in international grantmaking relationships | **Meghan Kallman**, Brown U.

🗨️📄Interorganizational Network Portfolios of Nonprofit Organizations | **Michelle Shumate**, Northwestern U.; **Sophia Fu**, Northwestern U.; **Katherine R. Cooper**, Northwestern U.; **Jennifer Ihm**, KwangWoon U.

→ 🗨️📄Success factors of interorganizational networks: Paving the way for future sustainability research | **Eva Kiefhaber**, U. of Kaiserslautern; **Katharina Spraul**, U. of Kaiserslautern

1885 🗨️🗨️📄: (Paper Session) - (PNP) **The Importance of Methodology in Policy Research**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: **#AOM2016 1885**

Chair: **Mahesh P Joshi**, George Mason U.

Exploring the impact of policy shift: A process model of policy alienation | **Jane Hendy**, U. of Surrey; **Danielle A. Tucker**, U. of Essex

🗨️📊 The Effectiveness of CompStat Systems: An Interrupted Time Series Analysis of Crime in U.S. Cities | **Obed Pasha**, UMass; **Alexander Kroll**, Florida International U.

🗨️🗨️ Understanding Complex Strategic Process in Public Sector: A Case Study | **Anil C Patel**, U. of North Carolina, Charlotte; **Maresh P Joshi**, George Mason U.

1886 🗨️📊🗨️ SHCS: (RM, GDO, OMT) **Conducting Unconventional Management Research: Models and Best Practices**

11:30am - 1:00pm Anaheim Convention Center: 303C

Tweet this session: #AOM2016 1886

Panelists: **Judith A. Clair**, Boston College; **Julia DiBenigno**, Yale School of Management; **Robin Ely**, Harvard U.; **Elise Bair Jones**, Boston College; **Kristie M Rogers**, U. of Kansas; **Katina B. Sawyer**, Villanova U.

Finalist for the OMT Division Best Symposium Award

1887 🗨️: (Paper Session) - (SAP) **Power, Discourse and Narrative**

11:30am - 1:00pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1887

Chair: **Violetta Splitter**, U. of Zurich

📊 Understanding the antenarratives of strategic renewal in a municipality context | **Marko Kohtamäki**, U. of Vaasa/Luleå U. of Technology; **Suvi Einola**, U. of Vaasa

📊 Is this a worthy strategy? Critique, justification and evaluation in the practice of strategy | **Charlotte Cloutier**, HEC Montreal; **Jean-Pascal Gond**, Cass Business School, City U. London

SAP "Pushing The Boundary" Award

📊 Strategy as dispositive - Power, discourse, and subjectivity in organizational strategy-making | **Anniina Rantakari**, U. of Oulu; **Vesa Johannes Puhakka**, U. of Oulu

📊 The double edge of participation in strategy-making | **Anniina Rantakari**, U. of Oulu; **Vesa Johannes Puhakka**, U. of Oulu

1888 🗨️: (Paper Session) - (SIM) **Political Philosophies and Business Ethics**

11:30am - 1:00pm Anaheim Marriott: La Jolla

Tweet this session: #AOM2016 1888

Chair: **Kenneth Amaeshi**, U. of Edinburgh

→ Objectivism In China: A Management Perspective | **Zhang Long**, China U. of Geosciences; **John A Parnell**, U. of North Carolina, Pembroke; **Eric B. Dent**, Florida Gulf Coast U.

🗨️ Lessons on social enterprise from the father of capitalism: A dialectical analysis of Adam Smith | **Scott L. Newbert**, Villanova U.

Spheres of Influence: A Walzerian Approach to Business Ethics | **Heather Elms**, American U.; **Patricia Werhane**, DePaul U.

1889 🗨️: (Paper Session) - (SIM) **Stakeholder Relationships**

11:30am - 1:00pm Anaheim Marriott: Los Angeles

Tweet this session: #AOM2016 1889

Chair: **Bradley R. Agle**, Brigham Young U.

🗨️🗨️ Multi-Stakeholder Partnerships for Sustainability: A Relational View of Structure to Outcomes | **Adriane MacDonald**, U. of Lethbridge; **Amelia C. Clarke**, U. of Waterloo; **Lei Huang**, State U. of New York at Fredonia; **Eduardo Ordonez-Ponce**, U. of Waterloo

🗨️ Activities and Roles of Stakeholders in Sustainability-Oriented Innovation of Firms | **Angelina Korsunova**, Aalto U.; **Jennifer Coralie Goodman**, Aalto U.; **Minna Halme**, Aalto U.

🗨️ Stakeholder Treatment: the Relationship between Contributions Provided and Attention Received | **Joao Mauricio Gama Boaventura**, U. of São Paulo; **Simone R. Barakat**, U. of São Paulo; **Jennifer J Griffin**, George Washington U.; **Keysa Manuela Mascena**, U. of São Paulo; **Mario Prestes Monzoni-Neto**, Fundacao Getulio Vargas

Journey through Dilemmas in Social Partnerships: A Conversation Analytic Perspective | **ToTran Nguyen**, KU Leuven; **Maddy Janssens**, KU Leuven

1890 🗨️🗨️: (Paper Session) - (SIM) **The Ethics of Dignity and Alienation in the Workplace**

11:30am - 1:00pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 1890

Chair: **Denis Collins**, Edgewood College

🗨️ Workplace Bullying, Psychopathy, and Businesspersons' Ethical Issue Recognition | **Sean Valentine**, U. of North Dakota; **Sheila Hanson**, U. of North Dakota; **Gary Fleischman**, Texas Tech U.

🗨️ Data-Based Ethical Decision Making, Lateral Relations, and Organizational Commitment | **Sean Valentine**, U. of North Dakota; **David Hollingworth**, U. of North Dakota; **Patrick Schultz**, U. of North Dakota

🗨️ Dignity as de-alienation: a critique | **Laura Mitchell**, Keele U.

🗨️ Power, guilt, responsibility, and accounts | **Kristen Bell DeTienne**, Brigham Young U.; **M-C Ingerson**, San Jose State U.; **James Gaskin**, Brigham Young U.

1891 🗨️: (Paper Session) - (SIM) **Corporate Social Irresponsibility**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 1891

Chair: **Duane Windsor**, Rice U.

🗨️🗨️ Business strategies, corporate social (ir)responsibility and firm performance | **Chung-Jen Chen**, National Taiwan U.; **Ruey-Shan Andy Guo**, National Taiwan U.; **Yung-Chang Hsiao**, National U. of Tainan; **Kuo-Liang Chen**, National Taiwan U.

🗨️ CSR, Reputation Insurance and Firms' Long Term Response to Negative Public Exposure | **Estefania Amer**, U. of Lausanne, HEC Lausanne; **Jean-Philippe Bonardi**, HEC U. of Lausanne

THE IMPACT OF CSR AND CSiR ON FIRM FINANCIAL PERFORMANCE: NEW INSIGHTS TO AN OLD QUESTION | **Ashley Salaiz**, U. of Houston; **Klavdia Ballard**, U. of Houston

🗨️ Effects of Corporate Social Irresponsibility on Firm Outcomes: A Meta-Analysis | **Ashley Salaiz**, U. of Houston

1892 → 🗨️📄JS: (SIM, IM) **Business and Human Rights: Measuring and Tracking Progress**

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 1892

Discussant: **Ans Kolk**, U. of Amsterdam

Coordinator: **Kathleen Rehbein**, Marquette U.

Measuring Business and Human Rights | **Davide Fiaschi**, U. of Pisa

Remedy for Corporate Human Rights Abuse: Assessing Patterns | **Kathleen Rehbein**, Marquette U.

The UN Guiding Principles: Plausible Deniability or Ethical Commitment? | **Harry J Van Buren**, U. of New Mexico

Human Rights Responsibilities of Multinational Corporations: A Moral Point of View | **Denis G. Arnold**, U. of North Carolina, Charlotte

Presenters: **Harry J Van Buren**, U. of New Mexico; **Denis G. Arnold**, U. of North Carolina, Charlotte; **Elisa Giuliani**, U. of Pisa

1893 🗨️📄JS: (SIM, OMT, BPS) **Trade Associations: Role, Voice, and Strategy**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: #AOM2016 1893

Organizer: **Amy Minto**, U. of Oregon

Moderator: **Tazeeb Rajwani**, Cranfield U.

Participants: **Michael L. Barnett**, Rutgers U.; **Jonathan P Doh**, Villanova U.; **Thomas C. Lawton**, The Open U.; **Lynette Spillman**, U. of Notre Dame; **Steven Kahl**, Dartmouth College

1894 📄: (Paper Session) - (TIM) **TIM Conversations on Organizing for Innovation: Business Models and Performance**

11:30am - 1:00pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 1894

Track B: *Technology Innovation Strategy*

Discussant: **Brian Wu**, U. of Michigan

📄 The Unfulfilled Promise of Biotechnology Firms: A Top Management Team-based Explanation | **Hakan Ener**, IESE Business School

🗨️📄 Awakening the Force of Radical Product Innovation: An Innovation Strategy of Future Integration | **Shengfa Johnson Chuang**, Case Western Reserve U.

📄 Does Business Model Innovation lead to higher innovation performance? | **Sam Tavassoli**, Lund U.; **Lars Bengtsson**, Lund U.

Do Business Models Matter? Performance Differences of Online Sales Activity Systems | **Christian Landau**, EBS Business School; **Markus Kreutzer**, U. of St. Gallen; **Marc Hummel**, EBS Business School

1895 🗨️📄🗨️: (Paper Session) - (TIM) **TIM Conversations in Multi-level Innovation: Effect of Psychological Factors**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 1895

Track F: *Multi-level Innovation: Creativity & Teams*

Chair: **Anne L.J. ter Wal**, Imperial College Business School

📄 Light without a bulb: Applying analogical reasoning in business model innovation | **Kati Brock**, Eindhoven U. of Technology; **Ksenia Podoyntsyna**, Eindhoven U. of Technology

📄 Does Proactivity Lead to Creativity? An Interaction between the formal and informal leader | **Songbo Liu**, Renmin U. of China; **Jingzhou Pan**, Tianjin U.; **Zhengmin Wang**, Tianjin U.

Driving Organizational Innovation – The Mediating Role of Strategic Decision-Making Self- Efficacy | **Monique Goepel**, U. of Potsdam; **Katharina Hoelzle**, U. of Potsdam

📄 Inside the conceptual innovation. The Huffington Post case study. | **Elena Bruni**, Cà Foscari U. of Venice; **Anna Comacchio**, U. Ca' Foscari of Venice

1896 🗨️🗨️: (Paper Session) - (TIM) **TIM Conversations in the Innovation Environment: Ecosystems**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 1896

Track D: *The Innovation Environment: Competition, Industry and Institutions*

Discussant: **Elizabeth J. Altman**, U. of Massachusetts, Lowell

📄 Alliance diversification in multimarket ecosystem creation | **Ying-Jan Lin**, National Taiwan U.

🗨️ Business Models and Ecosystems in 3D Printing Industry | **Ke Rong**, U. of Exeter; **Dean Patton**, Bournemouth U.

📄 Value Creation, Value Capturing and Management Challenges in Nano-electronics Innovation Ecosystem | **Pegah Yaghmaie**, U. Hasselt

📄 Emergent and Strategic Open Innovation Ecosystems:Leveraging Users as Innovators | **Peter Ek**, Uppsala U.

1897 🗨️🗨️: (Paper Session) - (TIM) **TIM Conversations in Alliances and Ecosystems: Alliances and Innovation**

11:30am - 1:00pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 1897

Track C: *Alliances and Ecosystems*

Discussant: **Kyle J. Mayer**, U. of Southern California

🗨️📄 Resolving capability-rigidity paradox: An alliance-oriented perspective | **Ya-Hui Lin**, Dayeh U.; **Yen-Chun Chen**, Chinese Culture U.

🗨️🗨️ Managing resource commitment and participant diversity in collaborative innovations | **Haiyang Li**, Rice U.; **Jade Yu-Chieh Lo**, Drexel U.; **Toby Li**, Rice U.

📄 Quantity at Expense of Quality? The Effects of “Successful” M&A on Innovation Performance | **Maria Chiara Di Guardo**, U. of Cagliari; **Kathryn Rudie Harrigan**, Columbia U.; **Elona Marku**, U. of Cagliari

📄 Entrepreneurial Firm Success in Corporate Venture Capital | **Thomas V Edwards**, Pace U.; **Noushi Rahman**, Pace U.

1898 🗨️📄: (Paper Session) - (TIM) **Innovation Strategy: Governance and Financing**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 1898

Track B: *Technology Innovation Strategy*

Chair: **Elena Casprini**, Scuola Superiore Sant'Anna

Corporate Venture Capital, Credible Commitments, and Calculative Trust | **Joshua Sears**, Texas Tech U.; **Michael McLeod**, Texas Tech U.; **Robert Evert**, Texas Tech U.; **G. Tyge Payne**, Texas Tech U.

🗨️📄 Serendipitous Value Co-creation in an Acquisition: the General Electric - Nuovo Pignone Case | **Elena Casprini**, Scuola Superiore Sant'Anna; **Alberto Di Minin**, U. of California, Berkeley; **Andrea Piccaluga**, Scuola Superiore Sant'Anna

📄 Inventory Management Strategy: When are Shareholders Sensitive about Inventory Leanness? | **Subrata**

Chakrabarty, The U. of Texas at El Paso; **Lucas Wang**, Ivey Business School

- Collective Action at the Complex Systems Project
Front-end: Governance and Performance Implications | **Nuno A Gil**, The U. of Manchester; **Jeffrey Pinto**, Pennsylvania State U., Erie

1899 🗨️📄: (Paper Session) - (TIM) **Cooperation: Customers and Competitors**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 1899

Track C. Alliances & Ecosystems

Chair: **Anat BarNir**, U. of North Texas

R&D Efforts Following Setbacks in Radical Technologies: Private-Public Research & Innovation System | **Thomas Klueter**, IESE Business School

- 📄 Entrepreneurial spun-out firms' performance: The role of linkages to the parent institution | **Daniela Bolzani**, U. of Bologna; **Riccardo Fini**, U. of Bologna; **Einar Rasmussen**, Nord U. Business School

🔗 Innovation, Co-creation and Customer Power: Direct and Indirect Effects | **Anat BarNir**, U. of North Texas; **Saurabh Srivastava**, U. of North Texas

📄 Technology Competition and Seller Capabilities in Technology Licensing | **Brooklynn Zhu**, U. of Toronto

1900 🗨️📄: (TIM, BPS) **Driving the Direction of Innovation: Collaboration, Funding and Expertise in Scientific Production**

11:30am - 1:00pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 1900

Organizers: **Joshua Lev Krieger**, Massachusetts Institute of Technology; **Michael Alexandre Bikard**, London Business School; **Keyvan Vakili**, London Business School

Discussant: **Jeff Furman**, Boston U.

Knowledge Diversification, Stars and Productivity Consequences | **Florenta Teodoridis**, California Southern U.; **Keyvan Vakili**, London Business School; **Michael Alexandre Bikard**, London Business School

Impact of Funding Crunch on Scientists' Research Behavior | **Keyvan Vakili**, London Business School; **Michael Blomfield**, London Business School

Does Industry Collaboration Alter Academic Contribution to Open Science? | **Michael Alexandre Bikard**, London Business School; **Keyvan Vakili**, London Business School; **Florenta Teodoridis**, California Southern U.

Financing Novel Drug Innovation | **Joshua Lev Krieger**, Massachusetts Institute of Technology; **Danielle Li**, Harvard Business School; **Dimitris Papanikolaou**, Northwestern Kellogg School of Management

Participant: **Florenta Teodoridis**, California Southern U.

Tuesday 1:15PM

1901 🗨️📄: (Paper Session) - (BPS) **Comparison of Alternative Strategies for Innovation**

1:15pm - 2:45pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 1901

Chair: **David Maslach**, Florida State U.

📄 Interactions of Internal and External R&D: An Empirical Test of Two Rival Theories | **Aleksey Martynov**, U. of Houston, Clear Lake

📄 Topic Founding, Topic Recombination, and Top Affiliation's Role in Achieving Impact in Strategy | **Richard Franciscus Johannes Haans**, Tilburg U.; **Zi-Lin He**, Tilburg U.

📄 The Absorptive Capacity Spectrum: an Investment, a Capability, and a Process? Which Matters Most? | **Yue Song**, Virginia Tech; **Devi R Gnyawali**, Virginia Polytechnic Institute

📄 Concealing or Revealing? Alternative Paths to Secondary Innovation | **Anna Brattström**, Lund U.; **Niklas Lars Hallberg**, Lund U.

1902 🗨️📄: (Paper Session) - (BPS) **Vertical Relationships, Scope of the Firm and Resource Allocation**

1:15pm - 2:45pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 1902

Chair: **Yue Maggie Zhou**, U. of Michigan

📄 Resource Redeployment in Business Ecosystems | **Douglas Paul Hannah**, The U. of Texas at Austin; **Robert Bremner**, Stanford U.

📄 Specializing in Generality as a Strategy in Markets for Technology | **Raffaele Conti**, Católica Lisbon School of Business and Economics; **Alfonso Gambardella**, Bocconi U.; **Elena Novelli**, Cass Business School, City U. London

📄 Strategic Choice vs. Environmental Adaptation | **Lalit Manral**, U. of Central Oklahoma

🗨️📄 The Logic of Discovery in Strategic Management Research: Taking Stock and Looking Ahead | **Paul Louis Drnevich**, The U. of Alabama; **Joseph T. Mahoney**, U. of Illinois at Urbana-Champaign; **Dan E Schendel**, Purdue U.

1903 🗨️📄: (Paper Session) - (BPS) **CSR and Antecedents**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 1

Tweet this session: #AOM2016 1903

Chair: **Gastón de los Reyes**, George Washington U.

Peer Effects and Strategic Corporate Social Responsibility | **Patrick J. Callery**, UC Santa Barbara

🗨️📄 CEO Tenure and CSR: Impact of CEO Self-Interest on Long-Term Investment Decision Making | **Nara Jeong**, Washington State U.; **Nari Kim**, Washington State U.; **John Cullen**, Washington State U.

📄 CEO Overconfidence and Impression Management Through CSR Reporting | **Steve Sauerwald**, U. of Illinois at Chicago; **Weichieh Su**, National Chengchi U.

Motivating CSR: A Comparison of How Carrots Versus Sticks Trigger Managerial Action | **Tyson Brighton Mackey**, California Polytechnic State U.; **Alison Mackey**, California Polytechnic State U., San Luis Obispo; **Lisa Jones Christensen**, U. of North Carolina, Chapel Hill; **Jason Lepore**, Cal Poly San Luis Obispo

1904 🗨️📄: (Paper Session) - (BPS) **Behavioral Theory of the Firm**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 1904

Chair: **Peer C. Fiss**, U. of Southern California

🗨️📄 Changing Tires on a Moving Car: Corporate Turnarounds in the Service Industry | **Achim Schmitt**, Ecole Hoteliere de

Lausanne; **Kathryn Rudie Harrigan**, Columbia U.; **Steffen P. Raub**, Ecole hôtelière de Lausanne

- 📄 Do Firms Consume or Stockpile Financial Slack during the Recent Financial Crisis? | **Ine Paeleman**, Ghent U.; **Tom R. Vanacker**, Ghent U.
- 📄 Negative Performance Feedback and Organizational Slack as Antecedents of CEO Regulatory Focus | **Lorenz Graf-Vlachy**, U. of Passau; **Franz Xaver Voelkl**, U. of Passau; **Nadine Kammerlander**, WHU - Otto Beisheim School of Management
- 📄 The Differential Effects of Different Performance Targets on CSR Disclosures | **Xiaoping Zhao**, Shanghai Jiao Tong U.

1905 📄: (Paper Session) - (BPS) Government, Regulatory & Political Strategies

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 1905

Chair: **David Noble**, The U. of Alabama

Leviathan as an Inventor: Patenting Intensity, Originality, and Impact of State-Owned MNC Firms | **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Luiz F. Mesquita**, Arizona State U.; **Felipe Monteiro**, INSEAD; **Aldo Musacchio**, Brandeis U.

Do Local Party Committees Have Influence over Firms Innovations in China? | **Nan Zhang**, Xi'an Jiaotong U.; **Liang qiao Zhuan**, Xi'an Jiaotong U.; **Lei Hai Min**, Xi'an Jiaotong U.; **Xiao Wang**, U. of Groningen / IBSS, Xi'an Jiaotong-Liverpool U.

📄 Is the "Red Capitalist" Strategy Still Useful for Private firms: The Mirage of Market Transition | **Jiatao Li**, Hong Kong U. of Science and Technology; **Weiping Liu**, Shanghai U. of Finance and Economics; **Jieyu Zhou**, Hong Kong U. of Science and Technology

📄 Locked In? Noncompete Enforceability and the Mobility and Earnings of High-Tech Workers | **Natarajan Balasubramanian**, Syracuse U.; **Jin Woo Chang**, U. of Michigan; **Mariko Sakakibara**, U. of California, Los Angeles; **Jagadeesh Sivadasan**, U. of Michigan; **Evan Starr**, U. of Maryland, College Park

1906 → 📄: (Paper Session) - (BPS) Temporal Dynamics and Sustained Competitive Advantage

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 1906

Chair: **Hung-Yao Liu**, ESC Rennes School of Business

📄 Performance Persistence: A Literature Review and Insights for Sustained Competitive Advantage | **Stav Fainshmidt**, Florida International U.; **Aya S. Chacar**, Florida International U.; **Yue Zhao**, Florida International U.

→ 📄 Temporary Competitive Advantage: An Investigation into the Core of the Literature | **Giovanni Battista Dagnino**, U. of Catania; **Pasquale Massimo Picone**, U. of Catania; **Giulio Ferrigno**, U. of Catania

The Cost of Accelerating Technology Transfer: An Empirical Analysis of Time Compression Diseconomies | **Ashton Hawk**, The Ohio State U.; **Goncalo Pacheco-de-Almeida**, HEC Paris

📄 Resource Allocation, Real Options, and Competitive Advantage: A Behavioral Approach | **Michael J. Leiblein**, The Ohio State U.; **John S. Chen**, U. of Florida; **Hart E. Posen**, U. of Wisconsin, Madison

1907 📄: (Paper Session) - (BPS) Alliances and Cooperation

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 1907

Chair: **Corey Phelps**, McGill U.

📄 Cooperation in Multi-Partner Alliances: Knowledge Flow between Strangers among Friends | **Ralph A Heidl**, U. of Oregon; **Kevin Steensma**, U. of Washington; **Corey Phelps**, McGill U.

A Delicate Balance: Governing Cooperation in R&D Consortia | **Dong Chen**, Loyola Marymount U.; **Li Dai**, Loyola Marymount U.; **Donghong Li**, Tsinghua U.

📄 Resource Similarity and Market Attractiveness as Antecedents to Cooperation | **Yeolan Lee**, U. of Alabama, Huntsville; **Eric Fong**, U. of Alabama, Huntsville

📄 Extra-and Intra-Alliance Behavioral Moderators of Success in Alliances with Competitors | **Alex Makarevich**, ESADE Business School

1908 📄: (Paper Session) - (BPS) Acquisition Processes

1:15pm - 2:45pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 1908

Chair: **Ugur Yozgat**, Marmara U.

📄 Value-Based Management and M&A Decisions: A Multi-Level Contingency Model | **Sebastian Firk**, U. of Goettingen; **Franz Maybuechen**, U. of Goettingen; **Michael Wolff**, U. of Goettingen

Conflicting Voices & Strategic Choices: Capital Provider Time Horizon And Mergers & Acquisitions | **Chetan Chawla**, North Central College; **Anurag Sharma**, U. of Massachusetts, Amherst

→ How Ideologies Influence the Legitimacy of State Involvement in Corporate Governance | **Feibo Shao**, Oklahoma State U.; **Scott G. Johnson**, Oklahoma State U.

📄 Stakeholders and Organizational Learning: Theory and Evidence from Corporate Acquisitions | **Emanuele Luca Maria Bettinazzi**, Bocconi U.; **Maurizio Zollo**, Bocconi U.

1909 📄: (Paper Session) - (BPS) M&A Process and Strategy

1:15pm - 2:45pm Hilton Anaheim: San Simeon B

Tweet this session: #AOM2016 1909

Chair: **Rico Merkert**, The U. of Sydney

📄 Corporate Governance and Firms' Acquisition Behavior: A Failure-Tolerance Perspective | **Shavin Malhotra**, Ryerson U.; **Horatio Morgan**, Ryerson U.; **Pengcheng Zhu**, U. of San Diego

Founder CEOs, Target Selection and Acquirer Return: Evidence from IPO firms | **Joon Mahn Mahn Lee**, Purdue U., West Lafayette; **Jongsoo Jays Kim**, Purdue U., West Lafayette

📄 To Buy, Or Not To Buy? The Influence Of CEO Gender On Acquisition Investment Behavior | **Felice B. Klein**, Michigan State U.; **Daniel Gamache**, U. of Georgia; **Cynthia E. Devers**, Texas A&M U., College Station; **Timothy R. Hannigan**, U. of Alberta

Responding to Bad Press: How CEO Temporal Focus Influences the Sensitivity to Media Coverage | **Daniel Gamache**, U. of Georgia; **Gerry McNamara**, Michigan State U.

1910 📄: (BPS, ENT, TIM) Finding the Limits of Inbound Open Innovation: Theory, Practice and Measurement

1:15pm - 2:45pm Hilton Anaheim: Pacific A

Tweet this session: #AOM2016 1910

Organizers: **Jonathan Sims**, Babson College; **Joel West**, Keck Graduate Institute

Discussant: **Linus Dahlander**, ESMT European School of Management and Technology

Overwhelmed by Open Innovation: How Social Product Development Company Quirky Went Bankrupt | **Sebastian Fixson**, Babson College; **Tucker James Marion**, Northeastern U.; **Kimberly Eddleston**, Northeastern U.

The Limited Value of Inbound Open Innovation: Why Entrepreneurs Leverage Community Knowledge | **Simon Bock**, Technische U. München (TUM); **Joel West**, Keck Graduate Institute; **Anne Greul**, Technische U. München (TUM)

The Limits of Open Innovation: Results From Empirical Research at the R&D Project Level | **Wim Vanhaverbeke**, U. Hasselt/ ESADE Business School/ National U. of Singapore; **Jingshu Du**, VU U. Amsterdam; **Bart Leten**, KU Leuven

Robust Results? A Bayesian Approach for Replication and Model Uncertainty in Open Innovation | **Bernd Ebersberger**, U. of Innsbruck; **Fabrice Galia**, -; **Keld Laursen**, Copenhagen Business School; **Ammon Salter**, U. of Bath

Presenters: **Sebastian Fixson**, Babson College; **Keld Laursen**, Copenhagen Business School; **Wim Vanhaverbeke**, U. Hasselt/ ESADE Business School/ National U. of Singapore; **Joel West**, Keck Graduate Institute

1911 📺JS: (BPS, OMT) **Interfaces of Strategic Leaders: Developing a Future Research Agenda**

1:15pm - 2:45pm Hilton Anaheim: La Jolla

Tweet this session: #AOM2016 1911

Organizers: **Brian C. Fox**, U. of Connecticut; **Zeki Simsek**, U. of Connecticut; **Ciaran Heavey**, U. College Dublin

Discussant: **Steven W. Floyd**, U. of Massachusetts, Amherst
Interfaces of Strategic Leadership: Addressing the Challenge of Cyber Security Threats | **Richard J. Klimoski**, George Mason U.

Should our Whole Team Always Seek Behavioral Integration? A Contingent Coordination Approach | **Nathan J. Hiller**, Florida International U.; **Stephen J. Zaccaro**, George Mason U.

The Effects of CEO Generalized Self-Efficacy on the CEO-TMT Interface | **Viva Ona Bartkus**, U. of Notre Dame; **Michael J. Mannor**, U. of Notre Dame; **Craig Crossland**, U. of Notre Dame

Is Time Money? How Outcome Magnitude and Timing Shape Opportunity Exploitation Decisions | **Tim R. Holcomb**, Miami U.; **R. Michael Holmes Jr.**, Florida State U.; **Trey Sutton**, U. of Richmond; **Kaitlyn DeGhetto**, U. of Colorado, Colorado Springs

The CEO-TMT Interface: A Cross-Disciplinary Review, Role Synthesis, and Research Agenda | **Dimitrios Georgakakis**, U. of St. Gallen; **Mariano L.M. Heyden**, U. of Newcastle, Australia

Presenters: **Tim R. Holcomb**, Miami U.; **Craig Crossland**, U. of Notre Dame; **Nathan J. Hiller**, Florida International U.; **Dimitrios Georgakakis**, U. of St. Gallen; **Richard J. Klimoski**, George Mason U.

1912 📺JS: (BPS, OMT) **Digitization and Strategy: Competitive Implications of Digital Technologies and Big Data**

1:15pm - 2:45pm Hilton Anaheim: San Simeon A

Tweet this session: #AOM2016 1912

Organizers: **Aija E. Leiponen**, Cornell U.; **Llewellyn D W Thomas**, Abu Dhabi School of Management

Invention Machines: How Instruments and Information Technologies Drive Global Technological Progress | **Pantelis Koutroumpis**, Imperial College Business School; **Aija E. Leiponen**, Cornell U.; **Llewellyn D W Thomas**, Abu Dhabi School of Management

The Private Impact of Public Maps: Landsat Satellite Imagery and Gold Exploration | **Abhishek Nagaraj**, MIT Sloan School of Management

Data in Action: Data-Driven Decision Making in US Manufacturing | **Kristina McElheran**, The U. of Toronto; **Erik Brynjolfsson**, Massachusetts Institute of Technology

E-Commerce in the Manufacturing Supply Chain: An Empirical Analysis | **Patricia Angle**, Georgia Institute of Technology; **Chris Forman**, Georgia Institute of Technology; **Kristina McElheran**, The U. of Toronto

Why Do High-Tech Firms Provide Perks at Work? | **Prasanna Tambe**, New York U.; **Xuan Ye**, NUY Stern

Presenters: **Chris Forman**, Georgia Institute of Technology; **Kristina McElheran**, The U. of Toronto; **Abhishek Nagaraj**, MIT Sloan School of Management; **Prasanna Tambe**, New York U.; **Llewellyn D W Thomas**, Abu Dhabi School of Management

1913 📺JS: (BPS, OMT, ENT) **Social Structure, Trust, and Entrepreneurship**

1:15pm - 2:45pm Hilton Anaheim: California B

Tweet this session: #AOM2016 1913

Chair: **Waverly W. Ding**, U. of Maryland

Trust, Social Structure and Venture Capital Investment | **Sampsa Samila**, National U. of Singapore; **Waverly W. Ding**, U. of Maryland; **Ying Geng**, U. of Maryland

Mutual and Exclusive: Dyadic Sources of Trust in Inter-organizational Exchange | **Bill McEvily**, U. of Toronto; **Aks Zaheer**, U. of Minnesota; **Darcy Kathryn Fudge Kamal**, Chapman U.

Temporal Issues in the Relationship between VC Network Centrality and Investment Performance | **Yuan Shi**, U. of Maryland; **Olav Sorenson**, Yale U.; **David M. Waguespack**, U. of Maryland

Of Hobos and Highfliers: Disentangling the Determinants of Entrepreneurship | **Weiyi Ng**, U. of California, Berkeley; **Toby E. Stuart**, U. of California, Berkeley

1914 : (Paper Session) - (CAR) **Career Agency and Development**

1:15pm - 2:45pm Anaheim Convention Center: 205B

Tweet this session: #AOM2016 1914

Chair: **Melvyn R. W. Hamstra**, Maastricht U.

Discussant: **Jennifer Miller**, U. of Southern California

📺 Inourced Leadership: Applying the Real Options Approach to Leadership Development | **Jennifer A Griffith**, East Central U.; **John Edward Baur**, U. of Nevada, Las Vegas; **Michael R. Buckley**, U. of Oklahoma

📺 The Role of Relational Mechanisms in the Executive Coaching Process on Client Outcomes | **Melenie J. Lankau**, Wake Forest U.; **Frankie J. Weinberg**, Loyola U. New Orleans

Mechanisms of Career Agency: A Longitudinal Perspective | **Claudia D. Jonczyk**, ESCP Europe
Self- and Supervisor-Perceived Employability and Commitment: The Role of Developing Leadership | **Elise Marescaux**, IESEG School of Management; **Anneleen Forrier**, KU Leuven; **Nele De Cuyper**, KU Leuven; **Sophie De Winne**, KU Leuven

1915 📖🗺️🗺️ (CAR, MED, OB) **Academic Careers in Management: What Have We Got Ourselves Into?**

1:15pm - 2:45pm Anaheim Convention Center: 303D

Tweet this session: [#AOM2016 1915](#)

Organizers: **Michael Brian Cohen**, Deakin U.; **Tine Koehler**, The U. of Melbourne; **Jon Billsberry**, Deakin U.

Discussant: **Eden King**, George Mason U.

Evaluating the Advice That We Give to the Pre-Tenure Community | **Jose M. Cortina**, George Mason U.

Is Journal Reviewing Good for You? Outcomes of Professional Service Activities for Academic Careers | **Tine Koehler**, The U. of Melbourne; **Jon Billsberry**, Deakin U.; **Michael Brian Cohen**, Deakin U.

The Influence of Student Evaluations on Teacher Behaviors and Well-being | **Dirk C. Moosmayer**, The U. of Nottingham, China

The Shocking Truth: The Role of Career Shocks in Predicting Academic Career Success | **Maria Kraimer**, U. of Iowa; **Scott Seibert**, U. of Iowa; **Lindsey M. Greco**, Oklahoma State U.; **Leisa D. Sargent**, UNSW Australia

MED Global Forum Best Symposium Award for the symposium that best creates the opportunity to address global issues of significance to management education and/or development.

The Careers Best Symposium Award Finalist

1916 📖🗺️🗺️🗺️ (CAU) **The Relationship Between Strategy Implementation and Organizational Change**

1:15pm - 2:45pm Anaheim Convention Center: 304D

Tweet this session: [#AOM2016 1916](#)

Light refreshments will be served. Please inform the organizers in advance if you plan to attend. All welcome.

Organizers: **Angelina Zubac**, Central Queensland U.; **Zhou Jiang**, Griffith U.

Distinguished Speakers: **Linda Duxbury**, Sprott School of Business, Carleton U.; **Peter T. Bryant**, IE Business School - IE U.

Participants: **Marie T. Dasborough**, U. of Miami; **Kate Hughes**, Greenwich U.; **Huong Le**, Deakin U.; **Danielle A. Tucker**, U. of Essex; **Jane Hendy**, U. of Surrey

1917 📖🗺️🗺️ (CAU) **Teaching Strategy to Millennials: Approaches, Techniques, and Challenges**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 6

Tweet this session: [#AOM2016 1917](#)

This caucus provides an opportunity to discuss the challenges and opportunities associated with teaching Millennials. Our goal is to build a community of management educators in this topic, with a special focus on (but not limited to) courses in strategy since such courses are multidisciplinary in nature.

Organizer: **Ana Elisa Iglesias**, U. of Wisconsin, La Crosse
Discussants: **Alejandro Ruelas-Gossi**, ITESM; **Michael Wilson**, Tulane U.

1918 🗺️🗺️🗺️ (CAU) **Exploring Meaningfulness through a Relational Perspective: Developmental Networks Research Incubator**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 5

Tweet this session: [#AOM2016 1918](#)

Organizers: **Yan Shen**, U. of Victoria; **Richard Donald Cotton**, U. of Victoria

1919 🗺️🗺️🗺️ (CAU) **Making Organizations Meaningful through Non-market Activity**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 6

Tweet this session: [#AOM2016 1919](#)

Organizers: **Luis Ballesteros**, The Wharton School, U. of Pennsylvania; **Michael Useem**, U. of Pennsylvania

Participants: **Christopher Marquis**, Cornell U.; **Dylan Minor**, Northwestern Kellogg School of Management; **Brayden G King**, Northwestern U.; **Robert Salomon**, NYU Stern; **Sinziana Dorobantu**, New York U.; **Jiao Luo**, U. of Minnesota; **Caroline Flammer**, Boston U.; **Aline Gatignon**, The Wharton School, U. of Pennsylvania; **Vanessa Burbano**, Columbia Business School; **Aseem Kaul**, U. of Minnesota; **Ruth V. Aguilera**, Northeastern U.; **Mark S Mizruchi**, U. of Michigan; **Xiaowei Luo**, INSEAD

1920 🗺️ (CM) **Promotive and Prohibitive Voice: Antecedents, Consequences, and Individual Differences**

1:15pm - 2:45pm Hilton Anaheim: California A

Tweet this session: [#AOM2016 1920](#)

Discussant: **Elizabeth Wolfe Morrison**, New York U.

Remaining Silent When Speaking Up | **Apurva Dahyabhai**

Sanaria, Woxsen School of Business; **Srinivas Ekkirala**, XLRI-Xavier School of Management; **Michael R. Parke**, London Business School; **Subrahmaniam Tangirala**, U. of Maryland

Exploring Culture and Job Stress as Antecedents of Promotive and Prohibitive Voice | **Maritza Salazar**, Claremont Graduate U.; **Molly Rottapel**, Claremont Graduate U.; **Samantha Imada**, Claremont Graduate U.

Will Speaking Up Hurt You Interpersonally | **Jian Liang**, Shanghai Jiao Tong U.; **Huiyao Liao**, Shanghai Jiao Tong U.

To Voice or Not to Voice: Moderators of Implicit Voice Beliefs | **Gia DeMichele**, Claremont Graduate U.

Presenters: **Gia DeMichele**, Claremont Graduate U.; **Subrahmaniam Tangirala**, U. of Maryland; **Maritza Salazar**, Claremont Graduate U.; **Jian Liang**, Shanghai Jiao Tong U.

1921 🗺️ (Paper Session) - (CM) **Creativity in Negotiations and Teams**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 7

Tweet this session: [#AOM2016 1921](#)

Chair: **Jacques Rojot**, U. Pantheon-Assas (Paris II)

The Effects of Construal Level on Types of Creative

Agreements | **Hyeran Choi**, U. of Illinois at Urbana-Champaign
🗺️🗺️ Malleability Beliefs Increase Creativity in Negotiations: A Longitudinal Analysis (WITHDRAWN) | **Rikki Nouri**, Pennsylvania State U.; **Amit Goldenberg**, Stanford U.; **James J Gross**, Stanford U.; **Carol S. Dweck**, Stanford U.; **Eran Halperin**, Interdisciplinary Center (IDC) Herzliya

Effective at Every Phase: The Role of Conscientiousness across Phases of Negotiation | **Daisung Jang**, Washington U. in St. Louis; **Hillary Anger Effenbein**, Washington U. in St. Louis; **William P. Bottom**, Washington U. in St. Louis

- 🗣️👤 When Criticism Enhances Creativity in Brainstorming: The Moderating Role of Group Purpose | **Jared R. Curhan**, MIT Sloan School of Management; **Aditi Mehta**, Massachusetts Institute of Technology

1922 → 📄: (Paper Session) - (CMS) **Indigenous World Views: Contested Epistemologies**

1:15pm - 2:45pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 1922

Chair: **Deborah Helen Jones**, Victoria U. of Wellington

- 📄 Institutional Work, Agenda Setting and the Reproduction of Apartheid Inequalities in South Africa | **Tapiwa Seremani**, EMLYON Business School

- 📄 Border Thinking in Action: A Postcolonial Study of Legitimization of Everyday Corruption | **Arpita Mathur**, Indian Institute of Management, Calcutta

Conceptualizing the Disjuncture in the Theory and the Practice of Method | **Ajmesh Prasad**, EGADE Business School

- 📄 A Diné's (Navajo) Perspective about Using Native Americans as Mascots | **Carma Claw Nez**, New Mexico State U.

1923 🗣️📄 JS: (CMS, SIM, OMT) **Philosophy and Organizational Research**

1:15pm - 2:45pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 1923

Chair: **Raza A. Mir**, William Paterson U.

Discussants: **Michelle Greenwood**, Monash U.; **Hugh Willmott**, City U. London

Participants: **Robert Edward Freeman**, U. of Virginia; **Guido Palazzo**, U. of Lausanne; **Alessia Contu**, U. of Massachusetts, Boston; **Tracy Patricia Wilcox**, U. of New South Wales; **Peter Fleming**, Queen Mary U. of London

1924 : (Paper Session) - (ENT) **Entrepreneurial Orientation & Performance**

1:15pm - 2:45pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 1924

Chair: **Jason Lortie**, U. of Mississippi

Discussant: **ROBERTO DE LA VEGA**, Pontificia U. Javeriana

- 🗣️📄 Entrepreneurial orientations and their impact on trade-off decision in sustainability | **Lori E. DiVito**, U. of Amsterdam; **Rene Bohnsack**, Catolica Lisbon School of Business and Economics

- 🗣️📄 Influence of Entrepreneurial Orientation on Women's Business Performance in Bangladesh | **Lavlu Mozumdar**, Wageningen U.; **Onno Omta**, Wageningen U.; **Gerben van der Velde**, Wageningen U.; **Geoffrey Hagelaar**, Wageningen U.

- 📄 Short and Long-Term Effects of Entrepreneurial Orientation on Firm Performance: A 14-Year Study | **Bastian Grünh**, RWTH Aachen U.; **Steffen Strese**, RWTH Aachen U.

- 🗣️📄 The Theory of Entrepreneurial Differentiation: How New Firms Compete | **Jason Lortie**, U. of Mississippi; **Kevin C. Cox**, Florida Atlantic U.; **Curtis R Sproul**, West Virginia U.

1925 : (Paper Session) - (ENT) **Internationalization & Strategy**

1:15pm - 2:45pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 1925

Chair: **Rhonda K. Reger**, U. of Tennessee

Discussant: **Daniel Richard Clark**, Indiana U. Kelley School

- 📄 Internationalize to live: a study on post-internationalization survival of new ventures | **Hadi Fariborzi**, Haskayne School of Business; **Mohammad Keyhani**, Haskayne School of Business

- 📄 Resource Management and Strategic Flexibility in Nascent Firms | **Jan Brinckmann**, ESADE Business School; **Jaume Villanueva**, ESADE Business School; **Luv Singh**, WHU - Otto Beisheim School of Management

- 🗣️→ 🗣️📄 A Theory of Optimal Entrepreneurial Persistence | **Alan D. Boss**, U. of Washington, Bothell; **Rhonda K. Reger**, U. of Tennessee; **Jiaju Yan**, U. of Tennessee, Knoxville

- 📄 Framing organized crime and entrepreneurs' strategic responses in narcoterrorism context | **Jacobo Ramirez**, Copenhagen Business School (CBS); **Carlos Muñoz**, U. Autónoma de Nuevo León

1926 : (Paper Session) - (ENT) **Entrepreneurship & Gender 1**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 10

Tweet this session: #AOM2016 1926

Chair: **Elina Meliou**, Newcastle U.

Discussant: **Fauzia Jabeen**, Abu Dhabi U.

- 📄 The effect of household determinants and life course dynamics on the entrepreneurial exit decision. | **Dilani Jayawarna**, U. of Liverpool; **Janine Marie Swail**, The U. of Nottingham; **Susan Marlow**, The U. of Nottingham

- 🗣️👤 Relationally reflexive women: Household strategies of female entrepreneurs as social change | **Elina Meliou**, Newcastle U.; **Tim Edwards**, Cardiff U.

- 👤 "Boys' Things and Girls' Things" – Understanding the Gendered Order of Entrepreneurial Practice | **Monique Ingrid Boddington**, U. of Cambridge

- 📄 Women, Family and Entrepreneurship: Strategies for Managing Work-life Balance Challenges | **Gry Agnete Alsos**, Nord U. Business School; **Elisabet Ljunggren**, Nordland Research Institute; **Sara Carter**, U. of Strathclyde; **Mariell Opdal Jørstad**, Nordland Research Institute

1927 : (Paper Session) - (ENT) **Human Capital & New Venture Performance**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 14

Tweet this session: #AOM2016 1927

Chair: **Johannes Martin**, Aachen U. of Technology (RWTH)

Discussant: **Tolulope Bewaji**, U. of the West Indies, Mona

- 📄 The Dual-Edged Role of Returnee Board Members in New Venture Performance: Evidence from China | **Ya-Hui Lin**, Dayeh U.; **Chung-Jen Chen**, National Taiwan U.

- Explore Entrepreneurial Human Capital and New Venture R&D Search Intensity: A Dynamic Perspective | **Junyon Im**, U. of Missouri, Kansas City

- 📄 The effect of the entrepreneur's experience and experiential diversity on performance | **Anne Spanjer**, Tilburg U.

- 📄 Human Capital and New Venture Performance: the Moderating Role of Social Relations | **Dorina Thiess**, U. of St. Gallen; **Philipp Sieger**, U. of St. Gallen; **Dietmar Grichnik**, U. of St. Gallen

1928 : (Paper Session) - (ENT) Venture Capital & Relationships

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 8

Tweet this session: #AOM2016 1928

Chair: **Lei Zhang**, U. of South FloridaDiscussant: **Pavel Ivanov Zhelyazkov**, Hong Kong U. of Science and TechnologyAccelerators, Networks and Venture Capital Financing | **Maria Carolina Dams**, IAE - U. Austral; **Virginia Sarria-Allende**, IAE - U. Austral; **Ricardo Pasquini**, IAE - U. Austral; **Gabriela Robiolo**, U. AustralDo I Have a Say in It? The Founders' Role in Venture Capital Syndicate Formation | **Lei Zhang**, U. of South Florida
A Study of Impact investment and Investee Social Enterprise consequences of non-alignment | **Anirudh Agrawal**, Copenhagen Business SchoolBehind the Pearly Gates: Process Dynamics within Angel Groups | **Suho Han**, The U. of Texas at Austin; **Melissa Graebner**, The U. of Texas at Austin**1929 : (Paper Session) - (ENT) Entrepreneurship & Networks 2**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 9

Tweet this session: #AOM2016 1929

Chair: **Scott Cohen**, SKEMA Business SchoolDiscussant: **Patrick Shulist**, Ivey Business SchoolBrokerage in External Networks: The Role of Risk-Taking, Proactivity, and Competitive Intensity | **Olaf N Rank**, U. of Freiburg; **Michael Streng**, Kienbaum Management ConsultantsExternal Networks and Entrepreneurial Orientation | **Jiao Xue**, Shanghai Jiao Tong U.; **Pengji Wang**, James Cook U. Singapore Campus; **Xufei Ma**, Chinese U. of Hong Kong; **Yunfeng Peng**, Shanghai Jiao Tong U.Do all roads lead to Rome? Evolving patterns of social capital in driving new firm performance | **Marta Katarzyna Dowejko**, The Chinese U. of Hong KongTransforming social capital: How psychological capital and emotional intelligence influence NCBIs | **Scott Cohen**, SKEMA Business School; **Don Mosley**, U. of South Alabama; **Bill Gillis**, U. of South Alabama**1930 : (Paper Session) - (ENT) Entrepreneurship & Impulsivity**

1:15pm - 2:45pm Hilton Anaheim: Monterey

Tweet this session: #AOM2016 1930

Chair: **Lou Marino**, The U. of AlabamaDiscussant: **Neil Aaron Thompson**, VU AmsterdamADHD, Impulsivity and Entrepreneurship | **Johan Wiklund**, Syracuse U.; **Wei Yu**, Syracuse U.; **Reginald Lewis Tucker**, U. of Alabama, Tuscaloosa; **Lou Marino**, The U. of AlabamaAction! Impulse Driven Logic & Entrepreneurial Opportunity Pursuit | **Daniel Lerner**, U. de Deusto; **Dimo Dimov**, U. of Bath
Impulsivity and Entrepreneurial Action | **Johan Wiklund**, Syracuse U.; **Wei Yu**, Syracuse U.; **Holger Patzelt**, Technical U. MünchenCultural Contingencies in Venture Cognitive Logic – New Venture Performance Relationship | **Anastasiia Laskovaia**, Saint Petersburg State U.; **Galina Shirokova**, Saint Petersburg State U.**1931 : (Paper Session) - (ENT) Entrepreneurship, Innovation & Performance**

1:15pm - 2:45pm Hilton Anaheim: Salinas

Tweet this session: #AOM2016 1931

Chair: **Regis Cabral**, FEPRO - Funding for European ProjectsDiscussant: **Angela Randolph**, Babson CollegeThe Benefits of Newness and Smallness in Multi-Directional Value Creation | **Lauren Ortiz-Hunt**, Center for Innovation and EntrepreneurshipEarly CVC funding and the tradeoff between innovation performance and IPO for new ventures | **Ji Youn (Rose) Kim**, U. of Kentucky; **H. Dennis Park**, Drexel U.Innovator or copycat? Pre-entry innovation strategy and early performance of spin-outs | **Sascha G Walter**, Lancaster U.; **Simon Heinrichs**, Christian-Albrechts-U. of Kiel; **Achim Walter**, U. of KielInnovations and sales growth in new ventures: The mediating effect of growth intention | **Mickael Geraudel**, U. Luxembourg; **Beate Cesinger**, New Design U.; **Katherine Gundolf**, Montpellier Business School**1932 : (Paper Session) - (ENT) Social Entrepreneurship & Legitimation**

1:15pm - 2:45pm Hilton Anaheim: Sunset

Tweet this session: #AOM2016 1932

Chair: **Susan L. Young**, Seton Hall U.Discussant: **Colin David Reddy**, U. of JohannesburgCognitive Legitimacy of Social Business Ventures: An Analysis of Business Plans | **Raja Singaram**, U. of Twente; **Jeroen Kraaijenbrink**, U. of Twente; **Nina Mols**, U. of TwenteMaking social enterprises meaningful: Legitimation of social enterprise as hybrid organization | **Ji-Hoon Park**, Korea Advanced Institute of Science and Technology (KAIST)The Role of Organizational Members in the Imprinting of a Social Venture | **Lien De Cuyper**, Imperial College Business SchoolMission Shift: The Role of Legitimacy in Social Entrepreneurship | **Susan L. Young**, Seton Hall U.; **Elizabeth A. McCrea**, Seton Hall U.**1933 : (Paper Session) - (ENT) Corporate Entrepreneurship 2**

1:15pm - 2:45pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 1933

Chair: **Marcos Hashimoto**, Faculdade Campo Limpo PaulistaDiscussant: **Dr. Nousheen Tariq Bhutta**, Dar ul Aloom U.The Curious Case of Corporate Spin-ins: Generating Profits or Problems? | **Richard Hunt**, Virginia Polytechnic Institute; **Elham Asgari**, Virginia TechCreating meaning to Entrepreneurial Orientation: Effects of Managers on Intrapreneurs' behavior | **Marcos Hashimoto**, Faculdade Campo Limpo PaulistaHow SMEs Stay Entrepreneurial in Stable Environments: An Ambidextrous Leadership Perspective | **Nathalie Iloga Balep**, Leuphana U. Lüneburg; **Christoph Seckler**, Leuphana U. Lüneburg; **Bjoern Seeger**, Leuphana U. Lüneburg; **Sebastian Fischer**, Leuphana U. LüneburgCognitive Frames of Corporate Sustainability as Indicators of Sustainable Entrepreneurship | **Sondos Gamal Abdelgawad**, IE Business School; **Martina Pasquini**, IE

Business School - IE U.; **Matthias Alfred Tietz**, IE Business School

1934 🗣️📄👤: (Paper Session) - (GDO) **Sexual Orientation Concerns in Diversity Management**

1:15pm - 2:45pm Sheraton Park Hotel: Garden C
 Tweet this session: #AOM2016 1934

The three papers in this session consider how firms can manage various sexual identities effectively.

Discussant: **Nancy E. Day**, U. of Missouri, Kansas City

🗣️👤👤 Penis panic in the workplace: Differential responses to MTF and FTM transgender employees | **Joel Rudin**, Rowan U.; **Tejinder K Billing**, Rowan U.; **Andrea Farro**, Rowan U.; **Yang Yang**, Rowan U.

👤 Determinants of LGBT-Friendliness: An Institutional Theory Approach | **Dorothea Roumpi**, U. of Arkansas; **Panagiotis Giannakis**, U. of Arkansas; **Daanish Pestonjee**, U. of Arkansas; **Jackson Cothren**, U. of Arkansas

👤 Blending Identities: Unpacking Lesbian, Gay and Bisexual Identity Management in the Workplace | **Ciaran McFadden**, Maynooth U.; **Marian Crowley-Henry**, Maynooth U.

1935 🗣️📄👤: (Paper Session) - (GDO) **Women in Upper Management Contexts**

1:15pm - 2:45pm Sheraton Park Hotel: Park A
 Tweet this session: #AOM2016 1935

Chair: **Leire Gartzia**, Deusto Business School

👤 How New CEO Gender and the Board Composition Affect the Amount of First Pay | **Ji Yeon Lee**, Seoul National U.; **Stephen Hwang**, Northwestern U.

🗣️👤👤 Female Leadership and Firm Performance across Business Contexts | **Ingrid C. Chadwick**, Concordia U.; **Alexandra Dawson**, Concordia U.

🗣️👤👤 Female Representation at the Top: Effects on Positive Work Expectations of Potential Employees | **Leire Gartzia**, Deusto Business School

🗣️👤 Return on gender diversity in the top management team | **Jing Cao**, Tsinghua U.; **Wei Zheng**, U. of Wisconsin, River Falls

1936 🗣️📄👤: (Paper Session) - (GDO) **Social Class Diversity Effects on Organizational Entry, Work-Life Balance, and Job Performance**

1:15pm - 2:45pm Sheraton Park Hotel: Plaza C
 Tweet this session: #AOM2016 1936

This paper session features four papers that examine the influence of social class diversity on hiring, work-family conflict, and job performance.

Chair: **Gregory P. Reilly**, U. of Connecticut

👤👤 The Impact of Social Class in the Hiring Process | **Nicole C. Jones Young**, Franklin & Marshall College; **Gregory P. Reilly**, U. of Connecticut

Barriers to Balance: The Lower Social Classes' Arduous Experience of Work-Life Conflict | **Jacqueline Tilton**, U. of Arkansas

🗣️👤👤 Access Is Not Enough: Institutional Cultural Mismatch Persists To Limit Fit & Performance | **L Taylor Phillips**, NYU Stern; **Nicole Stephens**, Northwestern U.; **Sarah Townsend**, U. of Southern California

🗣️👤 Are Class-Based Affirmative Action Policies More Supported than Race-Based Policies? | **Ivona Hideg**, Wilfrid Laurier U.; **Peter A. Fisher**, Wilfrid Laurier U.

1937 → 🗣️📄👤JS: (GDO, BPS, CAR) **Increasing the Share of Women on Boards: Examining Change Mechanism Across Contexts**

1:15pm - 2:45pm Sheraton Park Hotel: Palm West
 Tweet this session: #AOM2016 1937

Organizers: **Patricia Gabaldon**, IE Business School; **Elena Doldor**, Queen Mary U. of London; **Cathrine Seierstad**, Queen Mary U. of London

Discussants: **Morten Huse**, U. of Witten/Herdecke; **Susan Vinnicombe**, Cranfield U.; **Gillian Warner-Söderholm**, BI Norwegian Business School

Beyond the Introduction of Strategies to Increase the Share of Women on Boards | **Cathrine Seierstad**, Queen Mary U. of London; **Patricia Gabaldon**, IE Business School; **Mariateresa Torchia**, Witten/Herdecke U.

Understanding Selection of Women on the Board in the United States | **Bari Bendell**, Suffolk U.; **Yannick Thams**, Suffolk U.

Female Execs. in the Public Sector: How to Initiate, Support and Accelerate a Trickle-Down Effect | **Jill A. Gould**, U. of South Australia; **Shruti Sardeshmukh**, U. of South Australia

The Spanish Quota: A Missed Opportunity? | **Ruth Mateos de Cabo**, CEU San Pablo U.; **Siri Ann Terjesen**, NHH Norwegian School of Economics; **Lorenzo Escot**, Complutense U. of Madrid; **Ricardo Gimeno**, Bank of Spain

Women on Boards: When It's Hard To Succeed with Soft Means | **Heike Mensi-Klarbach**, U. Hanover; **Stephan Leixnering**, WU Vienna U. of Economics and Business

Impacting Change Towards Women on Boards: What Is the Role of Scholars? | **Ruth H.V. Sealy**, Cranfield U.; **Elena Doldor**, Queen Mary U. of London; **Siri Ann Terjesen**, NHH Norwegian School of Economics; **Susan Vinnicombe**, Cranfield U.; **Deirdre Anderson**, Cranfield U.; **Doyin Atewologun**, Queen Mary U. of London

1938 🗣️→ 🗣️📄👤SHCS: (GDO, OB, MOC) **The Present and Future of Diversity Climate Research: Where Are We Now and Where Do We Have to Go?**

1:15pm - 2:45pm Sheraton Park Hotel: Plaza D
 Tweet this session: #AOM2016 1938

Organizer: **David J. G. Dwertmann**, Rutgers U.

Panelists: **Yun Chung**, U. of Idaho; **Angelo DeNisi**, Tulane U.; **Michale E. Mor Barak**, U. of Southern California; **Lisa Hisae Nishii**, Cornell U.; **Sabrina D Volpone**, U. of New Mexico

1939 🗣️: (Paper Session) - (HCM) **Innovative Ways Healthcare Organizations Utilize Professionals in Practice**

1:15pm - 2:45pm Hilton Anaheim: Lido B
 Tweet this session: #AOM2016 1939

Chair: **Brian Hilligoss**, The Ohio State U.

Institutional Pressures on Interprofessional Education in Health Care: Canada's Experience | **Yuanhong Alden Lai**, Johns Hopkins Bloomberg School of Public Health

🗣️ Maybe It Does, Maybe It Doesn't: When Professional Power Really Matters | **Scott Feyereisen**, Florida Atlantic U.;

Joe Broschak, U. of Arizona; **Elizabeth Goodrick**, Florida Atlantic U.

📄 Innovation in Professional Practice | **Jo-Louise Huq**, U. of Alberta

HCM Division Best Paper

Hospitalists, Two Decades Later: Which Hospitals Utilize Them? | **Josue Patien Epane**, UNLV

1940 📄: (Paper Session) - (HCM) **Perceptions of Care: Patient Empowerment, Engagement, and Perspectives on Quality**

1:15pm - 2:45pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 1940

Chair: **Deirdre McCaughey**, U. of Alabama, Birmingham

🗣️ Value Co-Creation in the Hospital-Patient Collaborative Network: A Conceptual Framework | **Chen-Wei Yang**, Fooyin U.; **Shih-Chieh Fang**, National Cheng Kung U.; **Wen-Yen Hsu**, Hsiuping Institute of Technology

Nurse Staffing Patterns and Patients' Perceptions of Quality: An Empirical Analysis of US Hospitals | **Eva Maria Oppel**, U. of Hamburg; **Gary J. Young**, Northeastern U.

🗣️📄 Examining the Meaningfulness of Healthcare Organizations in the Light of Patient Empowerment | **Rocco Palumbo**, U. of Salerno; **Carmela Annarumma**, U. of Salerno; **Marco Musella**, U. of Salerno; **Paola Adinolfi**, U. of Salerno

📄📄 Integrated Care from the Patient's Perspective and its Relationship to Medical Group Attributes | **Michaela Kerrissey**, Harvard U.; **Jonathan Clark**, The U. of Texas at San Antonio ; **Ashley-Kay Fryer**, Harvard U.; **Wei Jiang**, Harvard U.; **Maryaline Catillon**, Harvard U.; **Patricia Ramsay**, U. of California, Berkeley; **Stephen M Shortell**, U. of California, Berkeley; **Larry P Casalino**, Cornell U.; **Mark Friedberg**, RAND Corporation; **Sara J. Singer**, Harvard U.

1941 📄: (Paper Session) - (HR) **Recruitment-Related Research**

1:15pm - 2:45pm Anaheim Convention Center: 201C

Tweet this session: #AOM2016 1941

Chair: **Arnd Vomberg**, U. of Mannheim

📄🗣️ Content is King: What Makes an Engaging Recruitment Brand on Social Media Channels? | **Kilian Moser**, TUM School of Management; **Andranik Tumasjan**, Technical U. Munich; **Isabell Melanie Welp**, Technical U. Munich

Person-Organization Fit during Recruitment: An Affective Events Perspective | **Abdifatah Ahmed Ali**, Michigan State U.

📄🗣️ Linking Employer Branding and Firm Performance: Testing an Integrative Mediation Model | **Andranik Tumasjan**, Technical U. Munich; **Florian Kunze**, U. of Konstanz; **Heike Bruch**, U. of St. Gallen

📄 How Does Brand Equity Affect SHRM? | **Arnd Vomberg**, U. of Mannheim; **Christian Homburg**, U. of Mannheim

1942 📄: (Paper Session) - (HR) **Conceptual Advances in Alignment, Configuration, and Implementation of HR Systems**

1:15pm - 2:45pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 1942

Chair: **Laura C Jones**, Texas A&M U., College Station

Organizing Logics and Human Resource Management: A 'Chain of Being' Perspective | **Johnseok Bae**, Korea U.; **Dong-II Jung**, Sookmyung Women's U.

📄 The Impact of an Exogenous Shock on Strategic Human Capital Configuration | **Andrea Lanza**, Bocconi U.; **Giusy Simone**, U. of Calabria

📄 Paternalism, Accountability, and Ownership-Oriented HR Practices: A Nine-Case Study | **Shimei Yan**, Zhejiang U.; **Gang Zhang**, Zhejiang U.

📄 HRM and the Role of Internal Fit – A Systems-Behavioral Model of HRM Effectiveness | **Julian Huff**, LMU Munich; **Michael Schüssler**, LMU Munich

1943 📄: (Paper Session) - (HR) **Flexible Work Arrangements**

1:15pm - 2:45pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 1943

Chair: **Sung Doo Kim**, Northeastern Illinois U.

📄 It's Not What They Do, It's Why They Do It: Employee Motivations in the Study of Work-Life Practices | **Joni Delanoeije**, KU Leuven; **Marijke Verbruggen**, KU Leuven; **Steven A. Y. Poelmans**, EADA Business School

🗣️ Investigating the Consequences of Boundary Permeability at Work and Home | **Sung Doo Kim**, Northeastern Illinois U.; **Elaine C. Hollensbe**, U. of Cincinnati

📄🗣️ Fine-Tuning What We Know About Flexible Work Arrangements: Deconstructing Employees' Experience | **Yan Chen**, Rutgers U.; **Ingrid Fulmer**, Rutgers U.

🗣️📄 Flexibility is Meaningful: Employees' Reactions to Changes in the Use of Flexible Work | **Prisca Brosi**, TUM School of Management

1944 📄: (Paper Session) - (HR) **Society for Human Resource Management (SHRM) Dissertation Award Winners' Paper Presentations**

1:15pm - 2:45pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 1944

This paper session includes presentations from the winners of the SHRM Dissertation award, about their dissertation research.

Chair: **Janet H. Marler**, U. at Albany, State U. of New York
Internal Staffing of Human Capital and Performance Stability | **Jae Eun Lee**, Cornell U.

Winner of SHRM Foundation Dissertation Grant Awards
Collective Turnover and Unit Performance: Do Temporary Workers Matter? | **FEDERICA DE STEFANO**, Bocconi U.; **Rocio Bonet**, IE Business School; **Arnaldo Camuffo**, Bocconi U.

Winner of SHRM Foundation Dissertation Grant Awards
Collective Turnover: The Loss of Human Capital and Stars | **Pingshu Li**, U. of Kansas; **James P. Guthrie**, U. of Kansas
Winner of SHRM Foundation Dissertation Grant Awards
Winner of HR Division Best Student Paper Award

📄 Damaging or Just Inappropriate: The Impact of Rudeness on Medical Team Performance | **Arieh Riskin**, Tel Aviv U.; **Peter A. Bamberger**, Tel Aviv U.; **Amir Kugelman**, Bnai Zion Medical Center; **Ayala Gover**, Carmel Lady Davis Medical Center; **Irit Shoris**, Bnai Zion Medical Center; **Kinneret Riskin**, Tel Aviv U.

Winner of SHRM Foundation Dissertation Grant Awards

1945 → 📄 JS: (HR, OB) **Minding the Gap from the Practitioners' Side. How Much Value does HRM Research add to Practice?**

1:15pm - 2:45pm Anaheim Convention Center: 209B

Tweet this session: #AOM2016 1945

Organizers: **Frans Bevort**, Copenhagen Business School; **Katharina Pernkopf**, WU Vienna U. of Economics and Business
The Divide: Too Much Narrow "What" Research and Not Enough Systemic "How" Research | **Michael Beer**, Harvard U.

A European Comparative 'Reality Check' on the Relationship Between HR Practice and Academia | **Frans Bevort**, Copenhagen Business School; **Katharina Pernkopf**, WU Vienna U. of Economics and Business; **Henrik Holt Larsen**, Copenhagen Business School

Employee Engagement: Do Practitioners Care what Academics Have to Say – And Should They? | **Katie Bailey**, U. of Sussex

The Grimmer Side of HRM Where Conflict is Normal: Can't We Be More Realistic about Conflict? | **Daphne G Taras**, U. of Calgary; **Allen Ponak**, U. of Calgary

What Contribution does Academic Management Research Make toward Better Practice? | **Bruce E Kaufman**, Georgia State U.

1946 🗣️📄 JS: (HR, OB, MC) **Getting Rid of Ratings: New Research in Performance Management**

1:15pm - 2:45pm Anaheim Convention Center: 210A

Tweet this session: #AOM2016 1946

Discussants: **Edward E. Lawler III**, U. of Southern California; **Gary P. Latham**, U. of Toronto

Feedforward: An Alternative to Deficit Based Models of Performance Management | **Marie-Helene Budworth**, York U.; **Gary P. Latham**, U. of Toronto

Employee and Supervisor Reactions to Ratingless Performance Feedback | **George S. Benson**, The U. of Texas at Arlington; **Gerald E Ledford**, U. of Southern California

Forget the Ratings Debate: How to Really Drive High Performance | **Sharon Arad**, CEB; **Jane Brodie Gregory**, Personnel Resources Decisions Institute

Presenter: **George S. Benson**, The U. of Texas at Arlington

Participant: **Gerald E Ledford**, U. of Southern California

1947 → 🗣️📄 JS: (HR, ODC) **Socialization through Interactions: Exploring Roles of Social Relationships**

1:15pm - 2:45pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 1947

Chair: **Zhaoli Song**, National U. of Singapore

Discussant: **Connie Wanberg**, U. of Minnesota

Does Proactivity Always Promote Newcomer Socialization?

The Contingent Role of Supervisor Feedback | **Qin Su**, Chinese U. of Hong Kong; **Zhenyu Liao**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Chaoping Li**, Renmin U. of China

Examining How Helping Behavior Influence Newcomer Socialization | **Huiyuan Jia**, Peking U.; **Xiaofei Xie**, Peking U.; **Qin Su**, Chinese U. of Hong Kong

Linking Proactive Personality to Politics Knowledge: Moderating Effect of Network Seniority | **Jingxian Yao**,

National U. of Singapore; **Yukun Liu**, National U. of Singapore; **Jomel Wei Xuan Ng**, National U. of Singapore

The Dynamic Change of Newcomers' Centrality in the Peer Friendship Network | **Yukun Liu**, National U. of Singapore; **Zhaoli Song**, National U. of Singapore; **Wei Chi**, Tsinghua U.

Presenters: **Yukun Liu**, National U. of Singapore; **Jingxian Yao**, National U. of Singapore; **Qin Su**, Chinese U. of Hong Kong; **Huiyuan Jia**, Peking U.

1948 → 📄: (Paper Session) - (IM) **What is Cultural Distance and Its Impact?**

1:15pm - 2:45pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 1948

Chair: **Zhi Huang**, U. of Kentucky

→ 📄 **Meta-Conceptualizing Cultural Distance: A Review and Concept Map for Cultural Valuation** | **Denise Potosky**, Pennsylvania State U.; **Sebastien Point**, U. of Strasbourg

→ 📄 **The Effects of Added Cultural Distance on Ownership Decision in Cross-Border Acquisitions** | **Hyun Gon Kim**, Rutgers Business School; **Ajai Gaur**, Rutgers U.

→ 📄🗣️ **A New Approach to the Effect of National Cultural Differences in Cross-Border Acquisitions** | **Zhi Huang**, U. of Kentucky; **Hong Zhu**, Chinese U. of Hong Kong

The Role of National Culture and Corruption on Managing Earnings around the World | **Krista Lewellyn**, U. of Wyoming; **Rosey Bao**, Elon U.

1949 → 📄: (Paper Session) - (IM) **Drivers and Consequences of Culture Within Multinational Organizations**

1:15pm - 2:45pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 1949

Chair: **Mary F. Sully de Luque**, Thunderbird School of Global Management

→ 📄🗣️ **Intercultural Competence in Emerging Markets: A Critical Review and Research Proposal** | **Alexander J Corner**, Georgia State U.; **Leigh Anne Liu**, Georgia State U.; **Allan Bird**, Northeastern U.

🗣️→🗣️ **Identifying the impact of cultural value on the perceived organizational support framework** | **Shihhao Liu**, Saint Louis U.; **Sang Bong Lee**, Saint Louis U.; **Zhan Wang**, Saint Louis U.

→ **Cultural Capital and the Production of Social Hierarchy in MNCs** | **Orly Levy**, IMD

🗣️→🗣️🗣️ **A Comparison of Leadership Effectiveness among China, Japan, and Korea: Crossvergence Perspective** | **Youngsam Cho**, Korea U. Business School; **Mannsoo Shin**, Korea U.; **Masakazu Sugiura**, Waseda U.; **Masa Ota**, Waseda U.; **Myeong-Cheol Choi**, Halla U.

1950 → 📄: (Paper Session) - (IM) **The Impact of National Culture on Individual Behavior**

1:15pm - 2:45pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 1950

Chair: **Ashish Mahajan**, U. of Windsor

→ 📄 **The Moderating Roles of Masculinity-Femininity and Individualism-Collectivism for Peer Fairness** | **Mladen Adamovic**, The U. of Melbourne

🗣️→ **What Drives Product Return Behavior in E-Commerce? The Moderating Effect of Cultural Values** | **Jingnan Zhu**,

- RWTH Aachen U.; **Malte Hans**, RWTH Aachen U.; **Anna-Christina Frederershausen**, RWTH Aachen U.
- 📖 Cross-cultural comparisons of Bulgarian management | **Mariya A. Bobina**, U. of Iowa; **Diana Sabotinova**, Burgas Free U.
- 🕒 → Are Whistleblowing Laws Effective? The Moderating Role of Societal Culture | **Bradley Skousen**, The Ohio State U.; **Christopher Skousen**, Utah State U.; **Chad Albrecht**, Utah State U.

1951 → 📖: (Paper Session) - (IM) Personality and Cognitive Processes in Expatriates

1:15pm - 2:45pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 1951

Chair: **Alexei Koveshnikov**, Aalto U.

- Mentoring in International Assignments: A Personality Traits Perspective | **Judith Ambrosius**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Benjamin Bader**, Leuphana U. Lüneburg
- 📖 🕒 Impact of “Big Five” Personality Traits on Cross-Cultural Adjustment: A Meta-Analysis | **Sharjeel Saleem**, Government College U., Faisalabad; **Farzana Yousaf**, Government College U., Faisalabad; **Saadia Amir**, Government College U., Faisalabad

A moderated mediation model of CQ, knowledge acquisition and task performance | **XiaoJun Xu**, Fudan U.

- Psychological contract fulfillment and employee behaviors among self-initiated expatriates | **Alexei Koveshnikov**, Aalto U.; **Heidi Wechtler**, Macquarie U.

1952 → 📖: (Paper Session) - (IM) Board of Directors Influences

1:15pm - 2:45pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 1952

Chair: **Carol L. Trivedi**, California State U., Chico

- Multi-dimensional institutional reforms and board human and social capital in emerging markets | **Bersant Hobdari**, Copenhagen Business School; **Pei Sun**, Fudan U.; **Jerry Goodstein**, Washington State U., Vancouver
- Trojan Horses or Local Allies: The Effect of Local Board Members in Foreign Subsidiaries | **Jakob Muellner**, WU Vienna U. of Economics and Business; **Patrizia Klopf**, WU Vienna U. of Economics and Business
- 🕒 → A Taxonomy of National Governance Bundles According to a Role-Based Typology of Corporate Boards | **Young Un Kim**, The U. of Nottingham, China
- 🕒 → Bundles of board duties and organizational performance: A configurational analysis of board power | **Ryan Federo**, ESADE Business School; **Angel Saz-Carranza**, ESADE

1953 → 📖: (Paper Session) - (IM) Scanning, Spanning, & Translating in the Multinational

1:15pm - 2:45pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 1953

Chair: **Christina L Ahmadjian**, Hitotsubashi U.

- Boundary Spanners and Intra-MNC Knowledge Sharing | **Dana Minbaeva**, Copenhagen Business School; **Grazia D. Santangelo**, U. of Catania
- The Role of Individual Boundary Spanners in the Global Transfer of Practices | **Bobbi Thomason**, The Wharton

- School, U. of Pennsylvania; **Pamela Hinds**, Stanford U.; **Sara Vaerlander**, Stanford U.; **Brandi Pearce**, U. of California, Berkeley; **Heather Taylor Altman**, Stanford U.
- Executive Environmental Scanning and Strategic Uncertainty: The Impact of Institutional Context | **Bahman P. Ebrahimi**, U. of Denver; **Olukemi O. Sawyerr**, California State Polytechnic U., Pomona
- 📖 Knowledge transfer in MNCs: Translators; role and their professional identity | **Taeyoung Yoo**, Hankuk U. of Foreign Studies

1954 → 📖: (Paper Session) - (MED) Visions of Management Education

1:15pm - 2:45pm Sheraton Park Hotel: Park B

Tweet this session: #AOM2016 1954

Chair: **Darlene Joy Alexander-Houle**, UoP; Determined Financial Planning

- 📖 An Undergraduate Organizational Sustainability Course for Developing Meaningful Managers | **Joao Neiva de Figueiredo**, Saint Joseph's U.
- 📖 Myth and its Visualization in the Neoliberal Era: Private Business Schools in Germany | **Volker M. Rundshagen**, Cologne Business School
- 📖 Learning to Fly: Using Vision to Enhance Course Design and Student Outcomes | **Rita Shea-Van Fossen**, Nova Southeastern U.

1955 → 📖: (Paper Session) - (MED) Student Performance & Predictors

1:15pm - 2:45pm Sheraton Park Hotel: Plaza A

Tweet this session: #AOM2016 1955

Chair: **Charles Roy Fenner**, State U. of New York Canton

- How Entrepreneurship Education Impacts Entrepreneurial Orientation: A Planned Behavior Approach | **Feng Zhang**, Xi'an Jiaotong U.; **Li-Qun Wei**, Hong Kong Baptist U.; **Hongyi Sun**, City U. of Hong Kong; **Christine M. Chan**, The U. of Hong Kong
- 📖 Challenge-Hindrance Stress and Academic Achievement: The Moderating Effect of Proactive Personality | **Yu Zhu**, Jinan U.; **Wei He**, Indiana State U.; **Yanfei Wang**, South China U. of Technology
- 📖 An Empirical Analysis of Success Factors in an Introductory Business Class | **James C. Brau**, Brigham Young U.; **Rebekah Inez Brau**, Brigham Young U.; **Michael J. Swenson**, Brigham Young U.; **Truman D. Rowley**, Brigham Young U.

1956 → 📖: (Paper Session) - (MOC) Laughing, motivating, leading: processes in motivation

1:15pm - 2:45pm Hilton Anaheim: Lido C

Tweet this session: #AOM2016 1956

Chair: **Nicoletta G. Dimitrova**, Ghent U.

- Is laughing at yourself self-defeating? Self-deprecating humor, humor style and persistence (WITHDRAWN) | **David Chee-mun Cheng**, The Australian National U.; **Lu Wang**, U. of New South Wales
- Trust EM: Leader Error Handling, Follower Trust, and the Mediating Role of Warmth and Competence | **Nicoletta G. Dimitrova**, Ghent U.; **Edwin A.J. van Hooft**, U. of Amsterdam;

Cathy Van Dyck, U. of Amsterdam; **Peter Groenewegen**, U. of Amsterdam

How Regulatory Foci Influence Org Identification and Voice: Role of fairness perception and emotion | **S. PRASAD CHANDRASHEKAR**, Hong Kong U. of Science and Technology; **Donna Yao**, Hong Kong U. of Science and Technology

Disappointed Leadership Expectations: Attributional and Behavioral Consequences | **Hagen Seele**, U. of Kassel; **Peter Eberl**, U. of Kassel

1957 (Paper Session) - (MOC) **Fear the reaper? Studies of shadows in the dark**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 11

Tweet this session: #AOM2016 1957

Chair: **Jeremy D. Mackey**, Auburn U.

The Next Round is on me! The Effects of Workplace Stress and Strain on Problem Drinking | **Jeremy D. Mackey**, Auburn U.; **Pamela L. Perrewe**, Florida State U.

'The Other Side of the Story': A Study of Supervisors' Experiences Managing Grieving Employees | **Sheryl Chummar**, York U.

Combine Effects of Fear of Terrorism and Psychological Capital on Job Outcomes | **Inam Ul Haq**, Riphah International U., Lahore; **Norashikin Mahmud**, U. Teknologi Malaysia; **Binte Zainab**, The U. of Lahore; **Muhammad Umer Azeem**, Johannes Kepler U.; **Farooq Anwar**, Imperial U., Lahore, Pakistan

Toward An Understanding of Third Party Ethical Inaction | **Fong T. Keng-Highberger**, Nanyang Technological U.

1958 (Paper Session) - (MOC) **I can't stop falling: Sensemaking and negotiating order**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 12

Tweet this session: #AOM2016 1958

Chair: **Paul Carruth**, The Ohio State U.

Culture and Character: Identities and Meanings among Displaced Steelworkers | **Paul Carruth**, The Ohio State U.

Sensemaking and Control at the Limit: The Air France 447 Disaster | **Nick Oliver**, U. of Edinburgh; **Thomas Stephen Calvard**, U. of Edinburgh; **Kristina Potocnik**, U. of Edinburgh

Developing Foresight Capacity: Sensemaking about the Future in Public Media Organizations | **Sandra K. Evans**, California State Polytechnic U., Pomona; **Christina Hagen**, U. of Southern California

Sociomateriality and sensemaking at the frontline of an Alaskan commercial fishery | **Jason Good**, Ivey Business School

1959 JS: (MOC, CAR, ENT) **Identity Work Beyond the Profession: New Foci and Questions**

1:15pm - 2:45pm Hilton Anaheim: Carmel

Tweet this session: #AOM2016 1959

Chairs: **Eliana Crosina**, Boston College; **Beth A. Devine**, INSEAD

Discussant: **Sally Maitlis**, U. of Oxford

The Role of Antagonism in the Identity Work of Professional Artistic Workers | **Kimberly D. Elsbach**, U. of California, Davis

Teaching You Who to Be: Identity Harmonizing Among Socializing Agents | **Lakshmi Ramarajan**, Harvard U.; **Erin Marie Reid**, McMaster U.; **Kim Ramsdell**, Boston U.

Inviting Oneself to the Party: Identity Work, Credibility, and Legitimacy in New Industries | **Chad B Murphy**, Oregon State U.; **Glen E. Kreiner**, Pennsylvania State U.

Walking the Tightrope: Unpacking the Role of Shared Workspace in Entrepreneurial Identity Work | **Eliana Crosina**, Boston College

1960 (Paper Session) - (MSR) **MSR Founders Narratives, Learning from Past & Moving Forward: Research - Exploring New Methodologies**

1:15pm - 2:45pm Anaheim Convention Center: 212A

Tweet this session: #AOM2016 1960

Chair: **Michael Andreas Pirson**, Fordham U.

Straight From the Heart: Using Clinical Inquiry to Research Management Spirituality | **Lasse Lychnell**, Stockholm School of Economics

Strengthening Methodology in Workplace Religion and Spirituality Research | **Raymond B. Chiu**, McMaster U.

MSR Founding Narratives and Content Analysis of Best / Dexter Award Nominee Papers (2001 – 2015) | **Charles Thomas Tackney**, Copenhagen Business School; **Stacie Chappell**, Western New England U.; **Toyoko Sato**, Copenhagen Business School

Religion, Science and the Secularization Hypothesis: A Management Studies' Perspective | **Michele Pinelli**, Luiss Guido Carli U.; **Mara Einstein**, Queens College, CUNY

1961 (Paper Session) - (OB) **Prosocial Behavior**

1:15pm - 2:45pm Anaheim Convention Center: 203B

Tweet this session: #AOM2016 1961

Chair: **Rouven Kanitz**, LMU Munich

Sustaining Mindfulness in High-Reliability Organizations: A Multi-Modal Study of US Navy SEALs | **Amy L. Fraher**, U. of Birmingham; **Keith Grint**, Warwick Business School; **Layla Branicki**, U. of Birmingham

Perceived Corporate Social Responsibility and Employee Outcomes: A Moderated Mediation Model | **Wei Wang**, Zhejiang U.; **Ying Fu**, Zhejiang U.; **Huiqing Qiu**, Zhejiang U.

Called to the flag: The calling orientation of Israeli State Ambassadors | **Dan Hart**, U. of Birmingham; **Rona Hart**, U. of East London

Maybe It's Not Just About Me? The Role of Social Impact and Worth for Meaningful Work | **Rouven Kanitz**, LMU Munich

1962 (Paper Session) - (OB) **Reconsidering Organizational Behavior Research**

1:15pm - 2:45pm Anaheim Convention Center: 204B

Tweet this session: #AOM2016 1962

Chair: **Eliza Byington**, U. of New South Wales

Bridging the Topic Gap between Organizational Behavior Research and Practice | **Eliza Byington**, U. of New South Wales; **Will Felps**, U. of New South Wales; **Colin Idzert Sarkies Lee**, Erasmus U. Rotterdam

How influence tactics of reviewers affect authors' trust and commitment to peer review | **Fabian Hattke**, Hamburg U.; **Isabel Renée Alejandra Boegner**, Zeppelin U.; **Rick Vogel**, Hamburg U.

Volunteer Science as an Online Platform for Experiments in Organizations | **Jason Radford**, The U. of Chicago; **Andrew**

Pilny, U. of Kentucky; **Ashley Reichelmann**, Northeastern U.; **Brian Keegan**, Harvard Business School; **Brooke Foucault Welles**, Northeastern U.; **Jeff Hoye**, -; **Katherine Ognyanova**, Rutgers U.; **Waleed Meleis**, Northeastern U.; **David Lazer**, Northeastern U.

- ☞ A Three-Dimensional Method for Analyzing Work Motivation Theories: An Early Investigation | **Julia N. Thompson**, Old Dominion U.; **Miguel A. Padilla**, Old Dominion U.

1963 : (Paper Session) - (OB) Distress in Organizational Life

1:15pm - 2:45pm Anaheim Convention Center: 204C

Tweet this session: #AOM2016 1963

Chair: **William J. Becker**, Texas Christian U.

- ☞ Crying is in the eyes of the beholder: An attribution theory framework of crying at work | **William J. Becker**, Texas Christian U.; **Samantha A. Conroy**, Colorado State U.; **Emilija Djurdjevic**, U. of Rhode Island; **Michael A. Gross**, Colorado State U.

Enactment and the Relationship Between Incivility and Job Satisfaction, OCB, and Turnover Intent | **John D. Bishop**, Florida State U.; **Wayne A. Hochwarter**, Florida State U.; **Gerald R. Ferris**, Florida State U.

- ☞ Managing Perceptions of Distress at Work: Reframing Emotion as Passion | **Elizabeth Baily Wolf**, Harvard Business School; **Sunita Sah**, Cornell Johnson School; **Alison Wood Brooks**, Harvard U.

- ☞ Employees' Vicarious Guilt and the Support of Stricter Regulations | **Fabian Bernhard**, EDHEC Business School

1964 : (Paper Session) - (OB) Conflict and Cooperation in Teams

1:15pm - 2:45pm Anaheim Convention Center: 206A

Tweet this session: #AOM2016 1964

Chair: **Roy YJ Chua**, Singapore Management U.

- ☞ Gender, Task Conflicts, and Intercultural Collaborations | **Roy YJ Chua**, Singapore Management U.; **Mengzi Jin**, Singapore Management U.
- ☞ Multidisciplinary team effectiveness: Leadership, commitment and the pivotal role of conflict. | **Rebecca Mitchell**, Newcastle U.; **Brendan Boyle**, Newcastle U.
- ☞ Interpersonal conflict and citizenship behavior: The role of suppression and goal interdependence | **Catherine K Lam**, City U. of Hong Kong; **Sandra A. Lawrence**, Griffith U.
- ☞ To Collaborate Or Not? The Moderating Effects Of Team Conflict and Performance Goal Orientation | **Patrick E. Downes**, Rutgers U.; **Erik N Gonzalez-Mule**, Indiana U.; **Jee Young Seong**, Chonbuk National U.

1965 : (Paper Session) - (OB) Affect, Emotions, and Leadership

1:15pm - 2:45pm Anaheim Convention Center: 207B

Tweet this session: #AOM2016 1965

Chair: **Kristyn Scott**, Ryerson U.

- ☞ Organizational Cynicism and LMX in Dyads: Implications for Engagement, Self-Efficacy and Performance | **Kristyn Scott**, Ryerson U.; **David Zweig**, U. of Toronto
- ☞ Cognition-Based and Affect-Based Trust in Supervisor and Job Engagement: Evidence from Malaysia | **Rana Amir Abdul Basit**, U. of Management and Technology

Emotions and the Bad Boss | **Katerina Gonzalez**, City U. of New York, Baruch College; **C. Justice Tillman**, City U. of New York, Baruch College; **Wayne S. Crawford**, New Mexico State U.; **Ericka R. Lawrence**, The U. of Alabama; **Jeffrey McClellan**, Goldman, Sachs & Co.

- ☞ Love is Over: The Moderating Role of Relationship Tenure on Leader Narcissism and LMX | **Ye Zhang**, Peking U.; **Li Guo**, Peking U.; **Jack Ting-Ju Chiang**, Peking U.; **Haiyang Liu**, Peking U.; **Lifan Chen**, Peking U.; **Shengming Liu**, Peking U.

1966 : (Paper Session) - (OB) Networks and Guanxi in China

1:15pm - 2:45pm Anaheim Convention Center: 208B

Tweet this session: #AOM2016 1966

Chair: **Shuang Ren**, Deakin U.

- ☞ Examining the relationship between guanxi and employee self-development | **Shuang Ren**, Deakin U.
- ☞ The Role of Guanxi in Employment Relationship for Chinese Employees | **Kelly Z. Peng**, Hong Kong Shue Yan U.; **Chi-Sum Wong**, Chinese U. of Hong Kong
- ☞ The Interface of Chinese Guanxi with Formal Organisational Role System in Chinese Firm | **Rui Xu**, U. of Warwick; **Tina Barnes**, U. of Warwick
- ☞ Lending Networks of China's Listed Companies | **Katarzyna Burzynska**, Radboud U. Nijmegen

1967 : (Paper Session) - (OB) Politics in Organizations

1:15pm - 2:45pm Anaheim Convention Center: 209A

Tweet this session: #AOM2016 1967

Chair: **Liat Eldor**, The Wharton School, U. of Pennsylvania

- ☞ The Role of Organizational Politics in the Relationship between Engagement and Performance | **Liat Eldor**, The Wharton School, U. of Pennsylvania
- ☞ Political Skill Dimensions, Enterprising Job Demands, and the Prediction of Leader Performance | **Andreas Wihler**, U. of Bonn; **James A. Meurs**, U. of Calgary; **Dominic Gansen-Ammann**, Fresenius U. of Applied Sciences
- ☞ Taking Note: The Development of the Follower Political Knowledge Scale | **Steve E Granger**, U. of Manitoba; **Lukas Neville**, U. of Manitoba; **Nick Turner**, U. of Calgary
- ☞ Organizational Politics and Work Outcomes: A Moderated Mediation Model | **Aqsa Ejaz**, CERAM, Institute d'Administration des Entreprises d'Aix-en-Provence; **Delphine Lacaze**, IAE Aix-en-Provence

1968 : (Paper Session) - (OB) Gender Differences and Relationships in Organizations

1:15pm - 2:45pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 1968

Chair: **Steffen Keck**, U. of Vienna

- ☞ Gender composition and group confidence judgment: The perils of all-male groups | **Steffen Keck**, U. of Vienna; **Wenjie Tang**, IE Business School
- ☞ Competition and Collective Intelligence: Do Women Always Make Groups Smarter? | **Anna Mayo**, Carnegie Mellon U.; **Anita Williams Woolley**, Carnegie Mellon U.; **Rosalind M. Chow**, Carnegie Mellon U.; **Christoph Riedl**, Northeastern U.; **Jin Wook Chang**, HEC Paris
- ☞ Perceived Workplace romance motives: An update to Quinn's (1977) typology | **Neetha Azeez**, Indian Institute of Management, Kozhikode

1969 : (Paper Session) - (OB) Positive Leadership

1:15pm - 2:45pm Anaheim Convention Center: 212B

Tweet this session: #AOM2016 1969

Chair: **Susanne Braun**, Durham U.

☎️📄 Authentic Leadership Extends beyond Work: Multilevel Model of Work-Family Conflict and Enrichment | **Susanne Braun**, Durham U.; **Karolina Wenefrieda Nieberle**, Ludwig Maximilian U. of Munich

📄 A Meta-Analysis of the Antecedents of Work-Family Enrichment | **Laurent M. Lapierre**, Telfer School of Management, U. of Ottawa; **Yanhong Li**, Telfer School of Management, U. of Ottawa; **Ping Tyra Shao**, California State U. Sacramento; **Marco S. DiRenzo**, Naval Postgraduate School

📄 Two Ways of Linking Team Leaders' Positive Affect and Team Members' Voice Behavior | **Tobias Kollmann**, U. of Duisburg-Essen; **Christoph Stöckmann**, U. of Duisburg-Essen; **Anika Peschl**, U. of Duisburg-Essen

📄 Perceived Pregnancy Discrimination and the Role of Supervisor Support | **Kaylee Hackney**, Florida State U.

1970 : (Paper Session) - (OB) Ethical Leadership

1:15pm - 2:45pm Anaheim Convention Center: 304B

Tweet this session: #AOM2016 1970

Chair: **Junghyun Lee**, U. of Michigan, Dearborn

📄 Charismatic and Ethical Leadership, Norms for Respect, and Workplace Incivility | **Junghyun Lee**, U. of Michigan, Dearborn; **Benjamin Walsh**, U. of Illinois Springfield; **Jaclyn M. Jensen**, DePaul U.; **Alyssa K. McGonagle**, Wayne State U.; **Al-Karim Samnani**, U. of Windsor

📄 The Negative Side Effects of Ethical Leadership and how LMX mitigates Psychological Reactance | **Isaac H Smith**, Cornell U.; **McKenzie R. Rees**, U. of Notre Dame; **Andrew T Soderberg**, U. of Wisconsin, Oshkosh

Linking Ethical Leadership to Follower Outcomes: A Dramaturgical Perspective | **SinHui Chong**, Michigan State U.; **Riguang Gao**, Jiangxi U. of Finance and Economics

➔📄 The impact of leader moral emotions and ethical leadership on creativity | **Chenwei Li**, San Francisco State U.

1971 📄JS: (OB, CAR, GDO) Navigating Careers While Also Considering Family Roles: Integrating Work-Life and Careers Concepts

1:15pm - 2:45pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 1971

Chairs: **Dana Unger**, ETH Zurich; **E Layne Paddock**, ETH-Zurich, Work & Organizational Psy

Discussant: **Jeffrey H. Greenhaus**, Drexel U.

The Role of the Family-to-Work Conflict and Enrichment for Employees' Careers | **Dana Unger**, ETH Zurich

Ambivalence of Career and Caregiving Role Negotiation | **Jenny M. Hoobler**, U. of Pretoria; **Courtney R. Masterson**, U. of San Francisco

When Does Multiple Role Involvement Cause Thriving vs Languishing? A Domain Need Fulfillment Model | **Lieke L. ten Brummelhuis**, Simon Fraser U.

A Qualitative Exploration of the Leaky Pipeline for Women in Law | **Elizabeth M Boyd**, Kennesaw State U.; **Erin Wolf**, Kennesaw State U.

Couples Navigating Careers and Family: Dual Trade-Offs Over Time | **E Layne Paddock**, ETH-Zurich, Work & Organizational Psy

1972 🗣️📄📄SHCS: (OB, CM) Inequality as a Barrier to Finding Meaning: Some Causes, Consequences and Challenges of Inequality

1:15pm - 2:45pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 1972

Chairs: **Peter Belmi**, U. of Virginia; **Juliana Schroeder**, U. of California, Berkeley

Discussant: **Michael W. Kraus**, U. of Illinois

A Hiring Bias against Underrepresented Minorities from Low Socio-Economic Backgrounds | **Peter Belmi**, U. of Virginia; **Kelly Raz**, Ivey Business School; **Margaret A. Neale**, Stanford U.

How White Americans Manage Perceptions of Racism: Changing Descriptions of Racial Inequality | **Rosalind M. Chow**, Carnegie Mellon U.; **Nazli Bhatia**, Catolica Lisbon School of Business and Economics

Narcissism and Conflict: Linking CEO Narcissism to Firm Lawsuits | **Charles A O'Reilly**, Stanford U.; **Bernadette Doerr**, U. of California, Berkeley; **Jennifer A. Chatman**, U. of California, Berkeley

Flying into a Rage: Inequality on Airplanes Predicts Air Rage Incidents | **Katy Katherine**, Harvard Business School; **Michael Norton**, Harvard U.

Opportunities for Cross-Group Friendship Reduces Palestinian, but Not Israeli, Outgroup Attitudes | **Juliana Schroeder**, U. of California, Berkeley; **Jane Risen**, The U. of Chicago

Presenters: **Rosalind M. Chow**, Carnegie Mellon U.; **Charles A O'Reilly**, Stanford U.; **Katy Katherine**, Harvard Business School

1973 📄JS: (OB, HR) The When, How and Who of Shared Leadership

1:15pm - 2:45pm Anaheim Convention Center: 207C

Tweet this session: #AOM2016 1973

Chairs: **Michael Kukenberger**, U. of New Hampshire; **Lauren D'Innocenzo**, Drexel U.

Discussant: **Jennifer D. Nahrgang**, Arizona State U.

The Benefits of being Holey? The Nature and Effects of Employees' Leadership Ego-Networks | **Ned Wellman**, Arizona State U.; **Beth Schinoff**, Arizona State U.; **Emily Huang**, Hong Kong Baptist U.; **Peter Niu**, U. of International Business and Economics

Interactive Multilevel Effects of Gender and climate on Shared Leadership in Teams | **Michael Kukenberger**, U. of New Hampshire; **Lauren D'Innocenzo**, Drexel U.; **Adam Pearson**, Pomona College

Team Personality Composition and Shared Leadership in Teams | **Julia E. Hoch**, California State U., Northridge
Shared Leadership and Conflict: Examining the Effects on Virtual Team Performance | **Julia Eisenberg**, Pace U.; **Aparna Krishnan**, Rutgers U.

1974 🌐📄SHCS: (OB, HR, CAR) **Person-Environment Fit: Qualitative Insights and New Directions**

1:15pm - 2:45pm Anaheim Convention Center: 213A

Tweet this session: #AOM2016 1974

Organizer: **Charlotte Hoopes Larson**, U. of North Carolina, Chapel Hill

Discussant: **Jeffrey R. Edwards**, U. of North Carolina

Momentary and Enduring Fit: Trajectories and Themes of Congruence at Work | **Karen J. Jansen**, The Australian National U.; **Abbie J. Shipp**, Texas Christian U.

Should I Stay or Should I Go?: A Qualitative Study of the Efforts Involved in Fitting in | **Elizabeth H. Follmer**, U. of Iowa; **Amy L. Kristof-Brown**, U. of Iowa; **Stacy L. Astrove**, U. of Iowa; **Danielle Talbot**, Coventry U.; **Jon Billsberry**, Deakin U.

A Systems View of P-E Fit: Examining the Effect of Fit Configurations on Job Satisfaction | **Marina N Astakhova**, The U. of Texas at Tyler; **Abdullahel Bari**, The U. of Texas at Tyler

Fit Disrupted: Interruptions at Work and Their Effects on Person-Environment Fit | **Charlotte Hoopes Larson**, U. of North Carolina, Chapel Hill

1975 🌐JS: (OB, HR, CM) **New Insights Into the Development of Trust**

1:15pm - 2:45pm Anaheim Convention Center: 204A

Tweet this session: #AOM2016 1975

Organizers: **Ryan Currie**, Georgia State U.; **Lisa Schurer Lambert**, Georgia State U.

Discussant: **Kurt T Dirks**, Washington U. in St. Louis

The DUV (Diversity-Uncertainty-Valence) Model for

Generalized Trust Development | **Jiyin Cao**, Stony Brook U.; **Adam D Galinsky**, Columbia U.

Towards a More Reliable Measure of Propensity to Trust | **Roger C Mayer**, North Carolina State U.; **Hwee-Hoon Tan**, Singapore Management U.; **David Schoorman**, Purdue U.

Supervisors' Trust in their Subordinates: An Exploration of Trust and Trustworthiness | **Lisa Schurer Lambert**, Georgia State U.; **Ryan Currie**, Georgia State U.; **Greg Falcon Hardt**, Georgia State U.; **Paata Brekashvili**, Caucasus U.

Being Consistent with Oneself? The Function of Displayed Trustworthiness | **Jeroen Camps**, Cambridge Judge Business School; **Leander De Schutter**, Cambridge Judge Business School; **Jeroen Stouten**, KU Leuven; **David De Cremer**, U. of Cambridge; **Martin Euwema**, KU Leuven

1976 🌐JS: (OB, HR, MED) **Meeting the Leadership Demands of the 21st Century**

1:15pm - 2:45pm Anaheim Convention Center: 208A

Tweet this session: #AOM2016 1976

Coordinator: **Ryan K. Gottfredson**, California State U., Fullerton

Accelerating Leadership Development Building on Theory, Research and Readiness | **Rebecca J Reichard**, Claremont Graduate U.; **Bruce J. Avolio**, U. of Washington

A Longitudinal Study of Leader Identity: The Predictive Role of Learning Goal Orientation | **Eric Middleton**, Claremont Graduate U.; **Dayna Walker**, Claremont Graduate U.; **Rebecca J Reichard**, Claremont Graduate U.

Servant Leadership's Effect on Multiple Organizational Stakeholders | **Chad A. Hartnell**, Georgia State U.; **Elizabeth P. Karam**, Texas Tech U.; **Angelo J. Kinicki**, Arizona State U.

Making Responsible Leadership More Responsible | **Kevin B Lowe**, The U. of Auckland

1977 → 🌐📄JS: (OB, IM) **Cross Cultural Examinations of Team Process Models**

1:15pm - 2:45pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 1977

Chair: **Ronald F. Piccolo**, U. of Central Florida

Team Function and Dysfunction across Culture: A comparison of Indian and U.S. MBA Students | **Mary Conway Dato-on**, Rollins College; **Sharmistha Banerjee**, U. of Calcutta; **Pradip Dutta Gupta**, Bhawanipur Education Society College; **J.B. Adams**, Rollins College; **Ronald F. Piccolo**, U. of Central Florida

Goal Orientation and Team Creativity: Examining Materialism and Assertiveness in China and Germany | **Lin Lu**, Shanghai Jiao Tong U.; **Bradley L. Kirkman**, North Carolina State U.; **Anne S. Tsui**, U. of Notre Dame; **Jie Wang**, The U. of Nottingham, China

Member Personality and Team Processes: A Social Network Perspective | **Ning Li**, U. of Iowa; **Helen H. Zhao**, The U. of Hong Kong; **Jianbiao Ren**, Shanghai Jiao Tong U.; **Brad Harris**, Texas Christian U.

A comparative study of employees in cases of Indo-UK, Indo-USA & Indo Japan mergers & acquisitions | **Sharmistha Banerjee**, U. of Calcutta; **Sutapa Chatterjee-Bhattacharya**, U. Calcutta

1978 🌐JS: (OB, MOC) **Creativity Motivated: New Investigations of Creativity's Motivational Antecedents and Consequences**

1:15pm - 2:45pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 1978

Chair: **Brian Lucas**, Chicago Booth School of Business

Novelty Neglect: The Misunderstood Relationship Between Time and Creativity | **Brian Lucas**, Chicago Booth School of Business; **Loran F. Nordgren**, Northwestern U.

Mind-Body Dissonance: A Catalyst to Creativity | **Li Huang**, INSEAD

Drained yet Inspired: Resource Depletion Fuels Creativity | **Eileen Y Chou**, U. of Virginia; **Rachel Ruttan**, Northwestern U.; **Yan Rong**, Tsinghua U.

Talking Outside the Box: The Relationship between Creativity and Voice | **Maryam Kouchaki**, Northwestern Kellogg School of Management; **Lynne C. Vincent**, Syracuse U.

Presenters: **Brian Lucas**, Chicago Booth School of Business; **Li Huang**, INSEAD; **Eileen Y Chou**, U. of Virginia; **Maryam Kouchaki**, Northwestern Kellogg School of Management
Participants: **Yan Rong**, Tsinghua U.; **Lynne C. Vincent**, Syracuse U.; **Rachel Ruttan**, Northwestern U.; **Loran F. Nordgren**, Northwestern U.

1979 🌐JS: (OB, MOC, CM) **The Dynamism of Employee Affect: Spillover Effects of Emotional Regulation & Affective Events**

1:15pm - 2:45pm Anaheim Convention Center: 303A

Tweet this session: #AOM2016 1979

Chairs: **Anna L. Connors**, Michigan State U.; **Amy Bartels**, Arizona State U.

Discussants: **Brent A. Scott**, Michigan State U.; **Suzanne J. Peterson**, Arizona State U.

Putting Your Heart to Task: The Antecedents and Consequences of Emotional Labor | **Marcie LePine**, Arizona State U.; **Brooke R. Buckman**, Florida International U.; **Melissa Chamberlin**, Arizona State U.; **Hudson Sessions**, Arizona State U.

Employees Smile, Spouses Frown: Emotion Regulation Hampers Spousal Well-being and Abets Infidelity | **Maartje E. Schouten**, Michigan State U.; **David T. Wagner**, U. of Oregon; **Christopher M. Barnes**, U. of Washington; **Matthias Spitzmueller**, Queen's School of Business, Canada

Emotional Regulation and Recovery: Exploring the Impact of the Home Life | **Amy Bartels**, Arizona State U.; **Anna L. Connors**, Michigan State U.; **Brent A. Scott**, Michigan State U.; **Suzanne J. Peterson**, Arizona State U.

Work Events, Affective States, and Spillover Effects on Health, Stress, and Sleep | **Elisabeth Gilbert**, U. of Florida; **Joyce E. Bono**, U. of Florida

1980 🗨️📱🌐JS: (OB, MOC, MSR) **Mindfulness at Work:**

Extensions and Explorations

1:15pm - 2:45pm Anaheim Convention Center: 304A

Tweet this session: **#AOM2016 1980**

Organizers: **Ravi S. Kudesia**, Washington U. in St. Louis; **Chris Reina**, Virginia Commonwealth U.; **Sheila List**, Virginia Commonwealth U.

Amplifying Energy: Temporal Dynamics of Work Engagement Over a Mindfulness Training Program | **Ravi S. Kudesia**, Washington U. in St. Louis; **Ashish Pandey**, Indian Institute of Technology, Bombay; **Rajesh Chandwani**, Indian Institute of Management, Ahmedabad

Examining the Relation between Mindfulness and Team Performance | **Jochen Reb**, Singapore Management U.; **Pisitta Vongswasdi**, INSEAD; **Yuchuan Liu**, Singapore Management U.; **Tinting Lang**, Singapore Management U.

Understanding the Relationship Between Leader Mindfulness and Effectiveness | **Sheila List**, Virginia Commonwealth U.; **Chris Reina**, Virginia Commonwealth U.; **Amy Bartels**, Arizona State U.

Can being in the present make you give more to the future? | **Andrew C. Hafenbrack**, UCP - Católica Lisbon School of Business & Economics; **Laura J. Noval**, WU Vienna U. of Economics and Business

Mindfulness and Work Relationships: A Qualitative Investigation | **Dana McDaniel Sumpter**, California State U., Long Beach

1981 🗨️📱SHCS: (OB, MOC, OMT) **Making Time for Time:**

Extending Theories of Temporality in and across Organizations

1:15pm - 2:45pm Anaheim Convention Center: 303B

Tweet this session: **#AOM2016 1981**

Organizers: **Julia DiBenigno**, Yale School of Management; **Elana R. Feldman**, U. of Massachusetts, Lowell

Chair: **Gerardo Okhuysen**, U. of California, Irvine

Discussant: **Stuart Albert**, U. of Minnesota

Fast Times at Innotech: Speeding up Entrepreneurial Work in an Accelerator | **Elana R. Feldman**, U. of Massachusetts, Lowell

Collective Temporal Resources in Knowledge Work: Moving Toward A Collective Orientation of Time | **Melissa**

Mazmanian, U. of California, Irvine; **Leslie Perlow**, Harvard U.; **Elizabeth Hansen**, Harvard U.

Nanotechnology Communities' Perception of Time: Temporality during Field Emergence | **Stine Grodal**, Boston U.; **Nina Granqvist**, Aalto U.

Rapid Relationality: Temporal Tactics for Winning Manager Support for Soldier Mental Healthcare | **Julia DiBenigno**, Yale School of Management

Presenters: **Elana R. Feldman**, U. of Massachusetts, Lowell; **Stine Grodal**, Boston U.; **Nina Granqvist**, Aalto U.; **Julia DiBenigno**, Yale School of Management; **Melissa Mazmanian**, U. of California, Irvine

1982 🗨️📱🌐JS: (OB, MOC, SIM) **Moral Drivers of Interpersonal Relationships at Work**

1:15pm - 2:45pm Anaheim Convention Center: 201A

Tweet this session: **#AOM2016 1982**

Chairs: **Karren Kimberly Knowlton**, The Wharton School, U. of Pennsylvania; **Elizabeth Ann Luckman**, Washington U. in St. Louis;

Jasmine M. Huang, Washington U. in St. Louis

Discussant: **J. Stuart Bunderson**, Washington U.

Feeling for your Foes: When and Why We Prefer Helping

Out-Group Members | **Adam M. Grant**, The Wharton School, U. of Pennsylvania; **Karren Kimberly Knowlton**, The Wharton School, U. of Pennsylvania; **Alison Fragale**, U. of North Carolina

The Hidden Cost of Unethical Behavior: the Link Between Unethical Behavior and Empathic Concern | **Ashley Elizabeth Hardin**, U. of Michigan; **Bidhan Parmar**, U. of Virginia

To Help My Supervisor: Supervisor Identification, Moral Identity, and Unethical Pro-Supervisor Behavior | **Hana Huang Johnson**, U. of Idaho; **Elizabeth Eve Umphress**, U. of Washington

Does God Image Inform Leader Schemas: the Intersection of Religious Values and Organizational Life | **Elizabeth Ann Luckman**, Washington U. in St. Louis; **Andrew P. Knight**, Washington U. in St. Louis

Presenters: **Hana Huang Johnson**, U. of Idaho; **Ashley Elizabeth Hardin**, U. of Michigan; **Elizabeth Ann Luckman**, Washington U. in St. Louis; **Karren Kimberly Knowlton**, The Wharton School, U. of Pennsylvania

1983 🗨️📱🌐JS: (OB, OMT, BPS) **Investigating the Micro-Foundations of Organizational Network Dynamics**

1:15pm - 2:45pm Anaheim Convention Center: 210C

Tweet this session: **#AOM2016 1983**

Chair: **Stefano Tasselli**, Rotterdam School of Management

Presenters: **Ronald S. Burt**, The U. of Chicago; **Taya R. Cohen**, Carnegie Mellon U.; **Adam M. Kleinbaum**, Dartmouth College;

Martin J. Kilduff, UCL School of Management; **David Krackhardt**, Carnegie Mellon U.; **Alessandro Lomi**, U. of Lugano; **Tanya Menon**, The Ohio State U.; **Giuseppe Soda**, Bocconi U.

1984 🗨️📱🌐: (Paper Session) - (OCIS) **Complementary facets of team performance**

1:15pm - 2:45pm Hilton Anaheim: Malibu

Tweet this session: **#AOM2016 1984**

Chair: **Likoebe M. Maruping**, Georgia State U.

What Makes a Strong Team? Collective Intelligence Predicts Team Performance in League of Legends | **Young Ji Kim**, Massachusetts Institute of Technology; **David Engel**, Google; **Anita Williams Woolley**, Carnegie Mellon U.; **Jeffrey Lin**, Riot

Games; **Naomi McArthur**, Riot Games; **Thomas W. Malone**, Massachusetts Institute of Technology

🗨️📄 How many is too many? Multiple Team Membership in Agile Software Development | **Ivan Alfaro**, U. of Illinois at Chicago; **Mary Beth Watson-Manheim**, U. of Illinois at Chicago; **Manju K. Ahuja**, U. of Louisville

📄 The consequences of seeing oneself on camera: Toward improved virtual team performance | **Martin Hassell**, Marquette U.; **John L. Cotton**, Marquette U.

Communication media and Team performance: Mediating Role of Team Situation Awareness | **Sigmund Valaker**, BI Norwegian Business School; **Thorvald Hærem**, BI Norwegian Business School; **Bjørn Tallak Bakken**, Hedmark U. College

1985 🗨️📄: (Paper Session) - (OCIS) **Collaborating on the edge of practice**

1:15pm - 2:45pm Hilton Anaheim: Mezzanine 13

Tweet this session: [#AOM2016 1985](#)

Chair: **Maria Christina Binz-Scharf**, City U. of New York

Understanding and Leveraging Group Member Intelligence in Collaborative Work | **Jordan B Barlow**, California State U., Fullerton

📄 Collaborative Rationalization: Scripts for Action in a Community of Practice | **Thomas Steinberger**, U. of California, Irvine; **Christine T. Wolf**, U. of California, Irvine

📄 Dealing with weakly tied relationships: How technology transforms daily collaboration? | **Nicolas Arnaud**, Audencia Nantes School of Management; **Bertrand Faure**, U. of Toulouse

Objects of Collaboration as Alliance Tools: Communication, Co-Orientation and Inter-Firm Innovation | **Miia C. Jaatinen**, Aalto U.; **Annaleena Parhankangas**, U. of Illinois at Chicago

1986 → JS: (OCIS, IM, OB) **Advancing Research on Distributed Virtual Work: New Discoveries and Theoretical Developments**

1:15pm - 2:45pm Hilton Anaheim: Palisades

Tweet this session: [#AOM2016 1986](#)

Organizer: **Hayley Blunden**, Harvard Business School

Discussant: **Catherine Cramton**, George Mason U.

Get Noticed or Die Trying: Signals and Burnout in Virtual Teams | **Paul Leonardi**, UC Santa Barbara; **Ioana Cristea**, U. of California, Santa Barbara

In Between the Mind And Screen: Perception and Virtual Communication | **Hayley Blunden**, Harvard Business School; **Andrew Brodsky**, Harvard Business School

Geographic Dispersion and TMS and Team Creativity | **Lionel P. Robert**, U. of Michigan, Ann Arbor; **Teng Ye**, U. of Michigan

Geographic Configuration Fluidity in Virtual Teams: Consequences for Individuals and Teams | **Valerio Incerti**, U. of Modena and Reggio Emilia; **Fabiola Bertolotti**, U. of Modena and Reggio Emilia; **Elisa Mattarelli**, U. of Modena and Reggio Emilia; **Mark Mortensen**, INSEAD; **Michael Boyer O'Leary**, Georgetown U.

Rethinking Virtuality in a Digital Media Age | **Jennifer Gibbs**, Rutgers U.

1987 🗨️📄: (Paper Session) - (ODC) **Making (change and) organizations meaningful**

1:15pm - 2:45pm Anaheim Marriott: Desert Springs

Tweet this session: [#AOM2016 1987](#)

Chair: **Boram Do**, Boston College

🗨️→🗨️📄 Meaningful Organisation Change in Insurance Organisations: An Empirical study | **Ruchi Agarwal**, U. of Edinburgh

🗨️📄 Corporate Culture as Praxis: From Purpose to Profit | **Lynette Dundee**, Northern Touch Consulting Corp.

🗨️📄 What Happens When Organizations Play at Playing? Relating Work and Meaningful Play | **Feichin Ted Tschang**, Singapore Management U.; **Millie Yun Su**, Singapore Management U.; **Jordi Comas**, Bucknell U.

🗨️→🗨️📄 Meaningful Organizational Design with Structural Complexity (WITHDRAWN) | **Tore Omholt**, Center for Place and Retail Management

1988 📄: (Paper Session) - (ODC) **Paradox and change**

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 1

Tweet this session: [#AOM2016 1988](#)

Chair: **Anthony F. Buono**, Bentley U.

In-house Consulting – an answer to building change capacities in complex organisations? | **Thomas Schumacher**, U. of St. Gallen; **Martin Scherzinger**, ZF Friedrichshafen

How (not) to waste change initiatives in firms | **Alexander Niess**, ESC Rennes School of Business; **Francois Duhamel**, U. de Las Américas, Puebla

🗨️🗨️📄 How Do Institutional Paradoxes Evolve? The Gender Equality Paradox in Professional Tennis | **Laura Claus**, U. of Cambridge; **Jochem Kroezen**, U. of Cambridge

🗨️📄 Paradoxes of Change | **George I. Kassinis**, U. of Cyprus; **Alexia Panayiotou**, U. of Cyprus

Winner of ODC Division Best Paper Award

1989 🗨️→🗨️📄 JS: (ODC, SIM) **The Impact of Organizational Change on Public Sector Employee Outcomes**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: [#AOM2016 1989](#)

Organizers: **Kate Shacklock**, Griffith U.; **Yvonne Brunetto**, Southern Cross U.

Discussant: **Stephen Procter**, Newcastle U.

Comparing the impact of management on police outcomes in Australia and Malta | **Benjamin Stuart Rodney Farr-Wharton**, U. of Technology, Sydney; **Joseph Azzopardi**, U. of Malta; **Kate Shacklock**, Griffith U.; **Chiara Saccon**, Ca' Foscari U.

Impact of management reforms on different types of Australian Employees | **Yvonne Brunetto**, Southern Cross U.; **Matthew John Xerri**, Southern Cross U.; **Rodney S Farr-Wharton**, U. of the Sunshine Coast

The role of Middle Managers in Enabling Organizational Change: Preventing Resistance to Loss | **Fiona Buick**, U. of Canberra; **Samantha Jane Johnson**, Australian Institute of Management Education and Training; **Michael O'Donnell**, U. of New South Wales; **Denise Elizabeth Faifua**, U. of New South Wales; **Michael Forsythe**, UNSW Australia Business School

Multi-agency working in the UK public sector: agency roles and implications for managing change | **Stephen Procter**, Newcastle U.

1990 : (Paper Session) - (OM) Sustainable Operations

1:15pm - 2:45pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 1990

Chair: **Christian Busse**, Swiss Federal Institute of Technology Zurich, ETH

- The efficiency of Environmental Investments: Does host country matter? | **Susana C.F. Pereira**, FGV-EAESP; **Iuri Gavronski**, The U. of the Sinos Valley (UNISINOS); **Guilherme Martins**, Insper Institute of Education and Research
- Estimating Corporate Carbon Footprints with Externally Available Data | **Bernhard Goldhammer**, EBS U. of Business and Law; **Christian Busse**, Swiss Federal Institute of Technology Zurich, ETH
- Flexibility and Sustainability Priorities in Procurement: Practices, Relationships and Trade-Offs | **Sajad Fayezi**, Swinburne U. of Technology
- The Role of Functional Misalignments for Suppliers' Sustainability Non-compliance in China | **Chengyong Xiao**, U. of Groningen; **Miriam Wilhelm**, Groningen U. (RuG); **Dirk Pieter van Donk**, U. of Groningen; **Taco van der Vaart**, U. of Groningen
- Linking Sustainability Strategy to Operations Strategy | **Azadeh Zamanian**, The U. of Texas, Rio Grande Valley; **Hale Kaynak**, The U. of Texas, Rio Grande Valley

1991 : (Paper Session) - (OM) Emerging Topics in Quality Management

1:15pm - 2:45pm Sheraton Park Hotel: Plaza B

Tweet this session: #AOM2016 1991

Chair: **Ajaya Kumar Swain**, St. Mary's U.

- The Effects of Supply Chain Security Management on Performance through Certification and Reputation | **Hua Song**, Renmin U. of China; **Rabia Turson**, Xinjiang U. of Finance and Economics; **Anirban Ganguly**, Jindal Global Business School; **Kangkang Yu**, Renmin U. of China
- Improving Experiential Quality in Complex Service Environments: A Multi-level Analysis | **Xiaosong (David) Peng**, U. of Houston; **Yuan Ye**, U. of Houston; **Xin David Ding**, U. of Houston; **Gregory Heim**, Texas A&M U.
- Leader Authenticity, Behavioral Integrity, and Six Sigma | **Ajaya Kumar Swain**, St. Mary's U.
- Leveraging Environmental Practices for Improving Firm Performance: The Key Role of Product Quality | **Muhammad Usman Ahmed**, Clarkson U.; **Erkan Bayraktar**, Bahcesehir U.; **Ismail Golgeci**, U. of East Anglia; **Ekrem Tatoglu**, Bahcesehir U.

1992 : (Paper Session) - (OM) Networks in Operations and Supply Chain Management

1:15pm - 2:45pm Sheraton Park Hotel: Tiffany Terrace

Tweet this session: #AOM2016 1992

Chair: **Yoon Hee Kim**, Georgia Southern U.

- Contract Roles in Governing Interfirm Relationships and the Moderating Effect of Interdependence | **Shen Lu**, Xi'an Jiaotong U.; **Wang Yong**, Xi'an Jiaotong U.; **Teng Wenbo**, Dongbei U. of Finance and Economics
- Power, Relationship Strength, and Structural Holes in a Supplier's Network of Major Customers | **Yoon Hee Kim**, Georgia Southern U.

- Trust as a Governance Mechanism in Value Co-Creation: Trustworthiness Signals and Trust Construction | **Yao Henry Jin**, Miami U. Ohio; **Amydee M. Fawcett**, Weber State U.; **Stanley E. Fawcett**, Weber State U.

- How to Cope with Buyer-Supplier Dependencies? A Conceptual Differentiation | **Tobias Mandt**, U. of Cologne, Dept. of Business Policy & Logistics

1993 : (Paper Session) - (OMT) Failure

1:15pm - 2:45pm Anaheim Marriott: Elite Ballroom 1

Tweet this session: #AOM2016 1993

Chair: **Ron Maas**, Rotterdam School of Management

- Understanding the pace of deinstitutionalisation: the role and nature of cumulative actions | **Hélène Peton**, U. Paris-Est Créteil; **Antoine Blanc**, U. of Paris, Dauphine
- Multiplexity and the Tolerance of Failure | **Jessica J. Santana**, Stanford U.
- Not all Successes and Failures are the same: Learning from extreme vs. moderate success and failure | **Sunkee Lee**, INSEAD; **Ji-Yub Jay Kim**, INSEAD
- Institutionalization's Quadrant: Dimensionalizing Levels in Organizational Analysis | **Jeannette Colyvas**, Northwestern U.; **Eleanor Anderson**, Northwestern U.
- Variance as an Excuse for Failure: The Effect of Performance Variance on Problemistic Search | **Jusang Lee**, Yonsei U.; **Kyung Min Park**, Yonsei U.

1994 : (Paper Session) - (OMT) Routines

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon B

Tweet this session: #AOM2016 1994

Chair: **Atefeh Ramezankhani**, McGill U.

- How Routines Drift-in-Check While Being Inhabited by Agents? | **Bijan Azad**, American U. of Beirut; **Lina Daouk-Ory**, American U. of Beirut; **Farah Ali Otaki**, American U. of Beirut
- Mindful Routines and Organizational Performance in the light of Outsourcing/Backsourcing | **Kätlin Pulk**, Estonian Business School
- Fending off the shark: How inter-organizational networks manage a disruptive member entry | **Johann Fortwengel**, Free U. Berlin; **Joerg Sydow**, Free U. Berlin
- Relations, Routines, and Forms: A Theory of Organizational Social Structure | **Joshua Bruce**, Duke U.
- The Paradigmatic And Syntagmatic Structure Of Organizational Routines: A Probe Into The Ostensive | **Amit Gal**, The Open U. of Israel

1995 : (Paper Session) - (OMT) Change

1:15pm - 2:45pm Anaheim Marriott: Newport Beach

Tweet this session: #AOM2016 1995

Chair: **Sejla Almadi**, U. of Bordeaux

- The Swing of the Pendulum-Momentum and deceleration from a reference point perspective- | **Naoki Yasuda**, Rikkyo U.
- Institutional Reincarnation: "The Impossible Project" of Reviving Analog Instant Photography | **Christian E. Hampel**, U. of Cambridge; **Paul Tracey**, U. of Cambridge; **Klaus Weber**, Northwestern U.

Finalist for the OMT Division Best Paper Award

- A Typology of Problems and Leadership Approaches in UK Boards | **Filipe Morais**, Henley Business School; **Andrew**

Kakabadse, U. of Reading; **Nada Kakabadse**, Henley Business School

Governance and Attention: Ownership Type and Attention to Historical and Social Aspirations | **Peter M. Madsen**, Brigham Young U.; **Daniel M. Wilde**, Brigham Young U.

📄 Organizing as translation events: A process view of project organizations | **Sorin Eugen Piperca**, UQAM; **Serghei Floricel**, U. du Québec à Montréal

1996 📄: (Paper Session) - (OMT) Reputation & Evaluation

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 4

Tweet this session: #AOM2016 1996

Chair: **Anthony Vashevko**, Stanford GSB

📄 Extending the Corporate Reputation Paradigm:

Commensurable Operationalization and Measurement |

Madelynn Raissa Dawn Stackhouse, U. of Calgary; **Oleksiy Osiyevskyy**, Northeastern U.; **James Agarwal**, U. of Calgary

📄 Firm reputation and investment decisions: The contingency role of analysts' recommendations | **Hesam Fasaei**, Erasmus U. Rotterdam; **Michiël Pieter Tempelaar**, U. of Amsterdam; **Justin J.P. Jansen**, Erasmus U. Rotterdam

📄 Identification-based theory of reputation | **Anastasiya Zavyalova**, Rice U.; **Jonathan Bundy**, Arizona State U.

📄 Evaluative Infrastructures: Accounting for distributed network production | **Martin Kornberger**, U. of Technology, Sydney; **Dane Pflueger**, Copenhagen Business School; **Jan Mouritsen**, Copenhagen Business School

📄 All good things must come to an end: The temporal nature of firm reputation | **Abbie Griffith Oliver**, U. of Georgia; **Robert James Campbell**, U. of Georgia; **Hun Lee**, George Mason U.

1997 📄: (Paper Session) - (OMT) Communities

1:15pm - 2:45pm Anaheim Marriott: Rancho Las Palmas

Tweet this session: #AOM2016 1997

Chair: **Esther Leibel**, New York U.

📄 Modelling of Self-organized Structure and Culture Creation within Communities of Practice | **Florian Andresen**, Helmut Schmidt U.; **Hans Ulrich Koller**, Helmut Schmidt U.; **André Kreutzmann**, Helmut Schmidt U.; **Benjamin Schulte**, Helmut Schmidt U.

Generative Roles of Competition in the Progression of Community of Practice: A Process Perspective | **Jimmy Huang**, U. of Warwick; **Yu-Hui Lien**, National Taiwan U.; **Wan-Ju Chou**, National Taiwan U.; **Ping-Kun Chiu**, National Taiwan Sport U.

📄 Blending fealty and fiat: How industry associations further the shared interests of rival firms | **Charlotte Cloutier**, HEC Montreal; **Michael L. Barnett**, Rutgers U.

→ 📄 Cooperative Groups in Aggregate Populations: Cooperation in the Context of UK University Spinoffs | **Aleksios Gotsopoulos**, SKK Graduate School of Business; **Konstantinos Pitsakis**, Kingston U. London

📄 Institutional Logics and the Enacted Resource Environment in Primary Schools | **Samantha Meyer**, U. of Michigan

1998 📄: (Paper Session) - (OMT) Performance

1:15pm - 2:45pm Anaheim Marriott: San Diego

Tweet this session: #AOM2016 1998

Chair: **Can Ouyang**, Cornell U.

Centrality, brokerage and in-role performance in professional organizations | **Anssi Smedlund**, Aalto U. School of Business; **Emily W. Choi**, The U. of Texas at Dallas

📄 Social evaluation tools and their effect on organisational response | **Miron Avidan**, McGill U.

A Behavioral Theory of Exploration and Exploitation in HRM: Looking Inside the Fog | **Juil Lee**, Yonsei U.

Performance Effects of the Interplay between Formal and Emergent Coordination Mechanisms | **Diogo Rebelo Cotta**, IE Business School

📄 Senior Managers' Network Tie Use | **Olga Zarzecka**, Copenhagen Business School; **Florence Villeseche**, Copenhagen Business School

1999 📄: (Paper Session) - (OMT, ONE, SIM) Synthesizing Institutional Analysis with Identity Work in Explaining Environment Sustainability

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 9

Tweet this session: #AOM2016 1999

Organizers: **Grace Hong Fan**, The U. of British Columbia; **Ei Shu**, Kyushu U.

Discussant: **P Devereaux Jennings**, U. of Alberta

Infusing Emotions, Lived Experience, and Soft Power in

Identity Work | **Grace Hong Fan**, The U. of British Columbia

Why Do Some Pioneer Firms but not Others Become Industry Cluster Roots? | **Wei Zhang**, Tsinghua U.

Influence or being influenced? Social movements and strategic action | **Ei Shu**, Kyushu U.

Underground Maintenance: Incumbent Tactics And The Stalled Emergence Of The Clean Tech Sector | **Angelique Slade Shantz**, Schulich School of Business

Participants: **Wei Zhang**, Tsinghua U.; **Steven White**, Tsinghua U.; **Jianxi Luo**, Singapore U. of Technology and Design; **Charlene E. Zietsma**, York U.; **Trish Ruebottom**, Brock U.; **Angelique Slade Shantz**, Schulich School of Business

2000 📄: (Paper Session) - (ONE) The Role of States and Other Stakeholders in Influencing Corporate Sustainability

1:15pm - 2:45pm Anaheim Marriott: Suite 304

Tweet this session: #AOM2016 2000

Chair: **Juyoung Lee**, Brown U.

📄 Corporate Establishments' Hierarchical and Geographic Position and Their Environmental Impacts | **Juyoung Lee**, Brown U.

→ 📄 The Influence of the State as a Stakeholder in China's Corporate Environmental Reporting Process | **Hui Situ**, Flinders U.; **Carol Tilt**, U. of South Australia; **Pi-Shen Seet**, Flinders U.

📄 Explaining How Activists Problematize Firms' Practices | **Theodore L. Waldron**, Baylor U.; **Chad Navis**, Clemson U.; **Gideon D Markman**, Colorado State U.

📄 Responding to Different Groups within a Social Movement: A Tradeoff Approach | **Musab Almutawa**, IE Business School; **Luis Diestre**, IE Business School

2001 📄: (Paper Session) - (ONE) Opening the Black Box of Firms' Environmental Strategizing

1:15pm - 2:45pm Anaheim Marriott: Suite 312

Tweet this session: #AOM2016 2001

Chair: Yoojung Ahn, U. of Massachusetts, Amherst
 📖 CEO Strategy Frames in Designing Corporate Sustainability: Navigation of paradoxical processes | **Yoojung Ahn**, U. of Massachusetts, Amherst
 📖 All-in or reserved? An empirical study of issue seller approaches to forging environmental change | **Emily Joyce Plews**, U. of Oregon
 🗣️ Acrobats, Executives, and Revolutionaries: The Dual Embeddedness of Sustainable Entrepreneurship | **Daniel Arenas**, ESADE Business School; **Marta Struminska-Kutra**, Kozminski U.; **Paolo Landoni**, Politecnico di Torino
 📖 Culture's Role in Organizational Sustainability | **Lenore K. Pennington**, Australian Catholic U.; **Elizabeth More**, Australian Institute of Management

2002 📖🗣️: (Paper Session) - (PNP) **Diversity in Networks and Implications for Organizational Behavior**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon K
 Tweet this session: #AOM2016 2002
Chair: Eunju Rho, The U. of Akron
 📖 Understanding Higher Education Institutions' Public Service Activities | **Young-joo Lee**, The U. of Texas at Dallas
 🗣️ Gendered Networking: Gender, Homophily, and Context in Networking Relationships | **Eunju Rho**, The U. of Akron; **Kangbok Lee**, Auburn U.
 📖 To be Different or to be the Same? Examining Symbolic Performance of Embedded Partnerships | **Zheng Yang**, North Carolina State U.; **Branda Nowell**, North Carolina State U.

2003 → 📖: (Paper Session) - (PNP) **Theory and Measurement of Accountability in NGOs**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 10
 Tweet this session: #AOM2016 2003
Chair: Yousueng Han, Indiana U. Bloomington
 📖 Theory and Measurement for Public Accountability Research | **Yousueng Han**, Indiana U. Bloomington
 → Saving the Moral Capital of NGOs: Distinguishing Social Dilemmas in NGO Accountability | **Stefan Hielscher**, Martin-Luther-U. Halle-Wittenberg; **Jan Winkin**, Martin-Luther-U. Halle-Wittenberg; **Angela Crack**, U. of Portsmouth, UK; **Ingo Pies**, Martin-Luther-U. Halle-Wittenberg
 📖 The "Accountability" of NGO Accountability Research: Improving the Quality of Qualitative Research | **Jan Winkin**, Martin-Luther-U. Halle-Wittenberg; **Stefan Hielscher**, Martin-Luther-U. Halle-Wittenberg

2004 📖: (Paper Session) - (RM) **Philosophies of Organizational Research: Evaluating the State of the Science**

1:15pm - 2:45pm Anaheim Convention Center: 303C
 Tweet this session: #AOM2016 2004
Chair: Kevin Carlson, Virginia Tech
 📖 The First 18 Years of ORM: Journey, Impact, and Predictions for the Future | **Herman Aguinis**, George Washington U.; **Ravi Ramani**, George Washington U.
 🗣️📖 An Integrated Model of Science | **Hilla Dotan**, Tel Aviv U.; **Adi Florentin**, Tel Aviv U.
 🗣️📖 Pragmatic Truths in Organization Studies | **Matt Statler**, New York U.; **Perttu Juhana Salovaara**, U. of Tampere

2005 📖: (Paper Session) - (SIM) **CSR in Small Firms and Family Business**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon H
 Tweet this session: #AOM2016 2005
Chair: Laura J. Spence, Royal Holloway/ U. of London
 🗣️📖 Small Business Social Responsibility: A Multi-Level Review | **Vivek Soundararajan**, U. of Birmingham; **Dima Jamali**, American U. of Beirut; **Laura J. Spence**, Royal Holloway/ U. of London
 📖 Conceptualizing Small Business Social Responsibility Communication: The Governmentality Dilemma | **Mette Morsing**, Copenhagen Business School; **Laura J. Spence**, Royal Holloway/ U. of London
 🗣️ Corporate Social Responsibility in Indian Family Firms: A Socioemotional Wealth Perspective | **Roshni Ali**, Monash Business School; **Manjit Singh Sandhu**, Monash Business School; **Au Wee Chan**, Monash Business School
 📖 Family firm and CSR: A moderating role of corporate governance mechanism | **Won-Yong Oh**, U. of Calgary; **Young Kyun Chang**, Sogang U.; **Sun Jung Yoon**, Hanyang Women's U.

2006 📖: (Paper Session) - (SIM) **Philanthropy: Top and Bottom Views**

1:15pm - 2:45pm Anaheim Marriott: La Jolla
 Tweet this session: #AOM2016 2006
Chair: Richard E Wokutch, Virginia Tech
 → 🗣️ Revisiting Corporate Volunteering: The Impact of Intrinsic and Extrinsic Motivation to Volunteer | **Debbie Haski-Leventhal**, MGSM; **Andrew Philip Kach**, Swiss Federal Institute of Technology Zurich, ETH; **Mehrdokht Pournader**, MGSM
 📖 Military Top Executives and Corporate Philanthropy: Evidence from China | **Jin-hui Luo**, School of Management, Xiamen U.; **Yuangao Xiang**, School of Management, Xiamen U.; **Shi Zhu**, School of Management, Xiamen U.
 📖 Can corporate philanthropy be driven from the bottom to the top? | **Lin Zhang**, National Sun Yat-Sen U.; **Honghui Chen**, Lingnan U. / Sun Yat-sen U.; **Shenjiang Mo**, Lingnan U. / Sun Yat-sen U.

2007 📖: (Paper Session) - (SIM) **Firm Relationships with Suppliers and Customers**

1:15pm - 2:45pm Anaheim Marriott: Los Angeles
 Tweet this session: #AOM2016 2007
Chair: Michael Maloni, Kennesaw State U.
 → 🗣️ Governing Corporate Social Responsibility within Global Value Chains | **Hedda Ofoole Knoll**, U. Hamburg; **Sarah Margaretha Jastram**, Hamburg School of Business Administration
 → When Industrial Democracy meets Corporate Social Responsibility: Responses to Rana Plaza | **Jimmy Donaghey**, U. of Warwick; **Juliane Reinecke**, U. of Warwick
 📖 The consumer scam as a confidence game: An agency theoretic approach | **Sareh Pouryousefi**, The U. of Nottingham / ICCSR; **Jeff Frooman**, U. of New Brunswick
 🗣️ Socially Responsible Consumerism: The Influence of Reputation and Product Price | **Matthew Christensen**, P3-Group; **Stephen M Colarelli**, Central Michigan U.; **Misty Bennett**, Central Michigan U.

2008 📄: (Paper Session) - (SIM) **Conflict and Corruption**

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 3

Tweet this session: #AOM2016 2008

Chair: **Minna Halme**, Aalto U.

- 📄👤 Dynamics of Caste in Indian Trade Unions: Results of Qualitative and Quantitative Studies | **Jatin Pandey**, Indian Institute of Management, Ahmedabad; **Biju Varkkey**, Indian Institute of Management, Ahmedabad
- 📄 Innovation as Institutional Dependence - The Effect of Corruption on Innovation | **Shoeb Mohammad**, York U.
- 📄 Conflicts between indigenous communities and multinationals | **Iilir Haxhi**, U. of Amsterdam; **Matthew Murphy**, U. of Victoria; **Miguel Rivera-Santos**, Babson College
- 📄📄 The Role of Business in Identity-Based Conflict | **Wasseem Abaza**, Zayed U.

2009 📄: (Paper Session) - (SIM) **CSR Spillovers Across Organizations**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 7

Tweet this session: #AOM2016 2009

Chair: **Shawn Berman**, U. of New Mexico

- 📄📄 Business and Human Rights: Decoupling Policy from Practice in the Oil and Gas Sector | **Tricia Olsen**, U. of Denver; **Kathleen Rehbein**, Marquette U.; **Michelle Karen Westermann-Behaylo**, U. of Amsterdam
- CSR Programs in South Korean Firms: The Influence of Chaebols and CEOs | **Yoona Youm**, George Washington U.; **Jennifer J Griffin**, George Washington U.
- 📄 CSR reputation spillover among business group affiliates: The asymmetric effects | **Josh Wei-Jun Hsueh**, Bocconi U.
- 📄📄👤 Diffusion of Corporate Social Responsibility (CSR): Industry Homogeneity and CSR Practice Variety | **Birgit Elchoueri**, Pace U.; **Noushi Rahman**, Pace U.

2010 📄→📄📄: (SIM, BPS, MC) **Complexity and the Emergence and Institutionalization of Corruption: Developing a Research Agenda**

1:15pm - 2:45pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: #AOM2016 2010

Organizer: **James K. Hazy**, Adelphi U.

Speakers: **Tomas Backström**, Mälardalen U.; **Kevin Dooley**, Arizona State U.; **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston; **Dionysis Demetis**, U. of Hull

2011 📄📄: (Paper Session) - (TIM) **TIM Conversations in Talent Management and Innovation**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 2011

Track F: *Multi-Level Innovation: Creativity and Teams*Discussant: **Henry Sauermann**, Georgia Institute of Technology

- 📄 How biotechnology start-up firms transform human capital resources into dynamic capabilities | **Marcus W. Y. Ho**, Auckland U. of Technology; **Patricia Corner**, Auckland U. of Technology; **Marie Elaine Gee Wilson**, Griffith U.
- 📄 Absorptive Capacity and Hiring of Foreign Tech Professionals: Evidence from U.S. Semiconductor Firms | **Sangwook Ha**, National U. of Singapore; **Atreyi Kankanhalli**, National U. of Singapore; **Ke-Wei Huang**, National U. of Singapore
- 📄 Employment Protection and Risk-taking in Firm Innovation | **Dongil Daniel Keum**, New York U.

- 📄 The Impact of Educational Diversity and Horizontal Mismatch on Technical Innovation | **Lars Alkaersig**, Technical U. of Denmark; **Philip Cash**, Technical U. of Denmark

2012 →📄📄: (Paper Session) - (TIM) **TIM Conversations on the Innovation Environment: Macroeconomic Factors**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 2012

Track D: *The Innovation Environment: Competition, Industry and Institutions*Discussant: **Eunhee Sohn**, Georgia Institute of Technology

- 📄 Have Firms Benefited More from R&D since the Economic Crisis? | **Yiyi Su**, Tongji U.; **Lei Guo**, Xi'an Jiaotong U.
- 📄 Political risk and natural resources: An empirical investigation of related technology strategy | **Bettina Lynda Bastian**, American U. of Beirut
- 📄 Determinants of innovation propensity and intensity in Vietnamese SMEs | **Son Thi Kim Le**, U. of Toulouse I, Capitoile
- National context and early phase project organization: survey evidence from Japan and Germany | **Roman Bartnik**, U. of Duisburg-Essen

2013 📄: (Paper Session) - (TIM) **TIM Conversations in Intellectual Property Strategy: Protection Choices**

1:15pm - 2:45pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 2013

Track H: *Intellectual Property Strategy*Discussant: **Kwanghui Lim**, The U. of Melbourne

- 📄📄👤 The Dilemma of SMEs in Rent Appropriation | **Yuzhe Miao**, Sungkyunkwan U.
- 📄 Forum Shopping as an IP Management Capability: some empirical evidence from European Firms | **Lucia Spicuzza**, U. of Messina; **Fabrizio Cesaroni**, U. of Messina; **Daniela Baglieri**, U. of Messina
- 📄 A new measure for patent quality – Placing China's patent expansion in perspective | **Philipp Boeing**, Centre for European Economic Research (ZEW); **Eisabeth Mueller**, German Graduate School of Management & Law (GGS)
- 📄 Why Firms Trademark (or not): Evidence from the US Trademark Data | **Ashish Arora**, Duke U.; **Xiaoshu Bei**, Duke U.; **Wesley M. Cohen**, Duke U.

2014 📄📄: (Paper Session) - (TIM) **Open Innovation: Search and Crowds**

1:15pm - 2:45pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 2014

Track A: *Open and Collaborative Innovation*Chair: **Giovanni Valentini**, IESE Business School

- 📄 The adoption of open innovation to address environmental challenges in a process-oriented industry | **Amir Bahman Radnejad**, U. of Calgary; **Harrie Vredenburg**, U. of Calgary
- 📄 Combining Firm-level Secondary Data: Different Matching Methods Do Not Match | **Tim de Leeuw**, Tilburg U.; **Steffen Keijl**, WU Vienna U. of Economics and Business
- 📄📄👤 From Scratch or from the Top Drawer? A Solver Perspective on Problem Solving in Crowdsourcing | **Sebastian Schaefer**, RWTH Aachen U.; **J. Nils Foege**, RWTH

Aachen U.; **Dirk Luettgens**, RWTH Aachen U.; **David Antons**, RWTH Aachen U.; **Torsten Oliver Salge**, RWTH Aachen U.
Inbound Open Innovation, Outbound Open Innovation, and their Joint Effect on Firm Performance | **Roberto Camerani**, SPRU / U. of Sussex; **Stefano Denicolai**, U. of Pavia; **Monica Masucci**, U. of Sussex; **Giovanni Valentini**, IESE Business School

2015 📄: (Paper Session) - (TIM) **Innovation Strategy: Network Effects and Shakeout**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 2015

Track B. *Technology Innovation Strategy*

Chair: **Nathan Furr**, INSEAD

📄 A measurement instrument for digitization: scale development and impact on new product performance | **Max Groberg**, TU Dortmund U.; **Hans-Martin Vetter**, TU Dortmund U.; **Tessa Christina Flatten**, TU Dortmund U.

🔗📄 Network contingencies in the relation between design rules and architectural innovation performance | **Erwin Hofman**, U. of Twente; **Johannes Halman**, U. of Twente; **Bart Van Looy**, KU Leuven

Differentiating the network effect across innovation development and innovation productivity | **Daniela Iubatti**, IESE Business School; **Massimo Maoret**, IESE Business School; **Marco Tortoriello**, Bocconi U.

🔗 Capabilities, Technologies, and Firm Survival during Industry Shakeout | **Nathan Furr**, INSEAD

2016 → 📄: (Paper Session) - (TIM) **IP Strategy: Patents and Innovation**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: #AOM2016 2016

Track H. *Intellectual Property Strategy*

Chair: **Philipp G. Sandner**, Technische U. München

📄 The Value of Chinese Patents: An Empirical Investigation of Citation Lags | **Philipp G. Sandner**, Technische U. München; **Christian Fisch**, Trier U.; **Lukas Regner**, TUM School of Management

📄 Economic Incentives in Chinese University: Is a Higher Inventor Share Rate More Effective? | **Xuhua Chang**, Tongji U.; **Qiang Chen**, Tongji U.; **Cheng Deli**, Tongji U.; **Sik Wah Fong**, Hong Kong Polytechnic U.

🔗 → 📄 Patenting and the Dynamics of Innovation: The role of Appropriability Regime in Pharmaceutical R&D | **Bhawani Bhatnagar**, U. of Strathclyde; **Viktor Dörfler**, U. of Strathclyde; **Jill MacBryde**, U. of York

🔗 🗣️ 📄 Patenting Velocity and Market Signaling | **Cristina Oana Vlas**, The U. of Texas at Dallas

2017 📄: (Paper Session) - (TIM) **Learning and Search: Absorptive Capacity**

1:15pm - 2:45pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: #AOM2016 2017

Track E. *Learning, Search, and Knowledge*

Chair: **Henk W. Volberda**, Erasmus U. Rotterdam

📄 🗣️ → 🗣️ 📄 The role of holistic and schematic knowledge transfer in improving absorptive capacity | **Yuening Liu**, Renmin U. of China; **Majid Ghorbani**, Renmin U. of China; **Cong**

Wang, U. of Southern Denmark; **Fengbin Wang**, Renmin U. of China

Opening the black box of absorptive capacity: a meta-analytical review of the micro mechanisms | **Lance Jordan Cosaert**, Rotterdam School of Management; **Henk W. Volberda**, Erasmus U. Rotterdam

Enhancing Absorptive Capacity – The Case of Design Thinking | **Alan Cabello**, EPFL; **Giada Baldessarelli**, EPFL; **Christopher L Tucci**, Ecole Polytechnique Fédérale de Lausanne

📄 Knowledge Sharing in Supply Chain Networks | **Changfeng Wang**, Shandong Jiaotong U.; **Qiyang Hu**, Fudan U.

2018 📄: (Paper Session) - (TIM) **TIM Conversations in Learning, Search and Knowledge: Spanning Firm and Market Boundaries**

1:15pm - 2:45pm Anaheim Marriott: Suite 315

Tweet this session: #AOM2016 2018

Track E: *Learning, Search and Knowledge*

Discussant: **Jacqueline Brener Kirtley**, Boston U.

📄 To Make or Buy? Knowledge Retention, Technological Experience, and Sourcing Decisions | **Woo-Yong (Jin-Kyu) Park**, Hong Kong Polytechnic U.; **Young K. Ro**, U. of Michigan

📄 Technology convergence and the performance of boundary spanning products | **Nachiket Bhawe**, North Carolina State U.; **Donald O. Neubaum**, Oregon State U.

📄 The positive externality of a leader's exploratory innovations on its competitors | **Solon Moreira**, IESE Business School; **Jennifer Tae**, Fox School of Business, Temple U.

Innovative output and systemic innovations: The influence of firm's boundary setting | **Azadeh Shomali**, Grenoble Ecole de Management

Tuesday 3:00PM

2019 🗣️ 📄: (Paper Session) - (BPS) **Social and Stakeholders Perspectives on Innovation**

3:00pm - 4:30pm Hilton Anaheim: Avila B

Tweet this session: #AOM2016 2019

Chair: **J.W. Stoelhorst**, U. of Amsterdam

📄 A Stakeholder Perspective on the Effect of Firm-Employee Relationships on Innovation Search | **Eni Gambeta**, Rice U.

📄 Corporate Philanthropy and R&D Spending: Unraveling an Inverted U-Shaped Relationship | **Jian Wu**, Huazhong U. of Science and Technology

How Bondholders Influence Firm Innovation | **Iftekhar Hasan**, Fordham U.; **Jonathan O'Brien**, U. of Nebraska; **Pengfei Ye**, Virginia Tech

🔗 🗣️ CSR and the Prevention of Knowledge Spillovers: Evidence from the Inevitable Disclosure Doctrine | **Caroline Flammer**, Boston U.; **Aleksandra J Kacperczyk**, MIT Sloan School of Management

2020 🗣️ 📄: (Paper Session) - (BPS) **Emotions and Cognition in Decision Making**

3:00pm - 4:30pm Hilton Anaheim: El Capitan B

Tweet this session: #AOM2016 2020

Chair: **David H. Zhu**, Arizona State U.

- 📄 Emotions and Decision Making for Strategic Change Under Time Pressure | **Theresa Treffers**, Private U. Seeburg Castle; **Patricia Klärner**, U. of Munich
- The Influence of Organizational Speed on Organizational Mishaps: The Moderating Role of Dynamism | **Matilde Morales-Raya**, U. of Granada; **Inmaculada Martin-Tapia**, U. of Granada; **Natalia Ortiz-de-Mandojana**, U. of Balearic Islands
- 🕒 Time, Space and Intertemporal Choice: Why Approaching the Future Makes for Short-Term Thinking | **Donal Crilly**, London Business School
- 📄 Two Forces Underlying Expectation Formation: Resistance and Readiness | **Timo Ralf Ehrig**, Max Planck Institute for Mathematics in the Sciences

2021 📄: (Paper Session) - (BPS) Organizational Design and Business Models

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 2

Tweet this session: #AOM2016 2021

Chair: **Nicholas Argyres**, Washington U. in St. Louis

- 📄 Cross-Pollinators in the Ecosystem: The Role of Suppliers in the Diffusion of a New Business Model | **Koen van den Oever**, Tilburg U.; **Xavier Martin**, Tilburg U.
- 📄 Internal Vs External Markets: How The Assembly Of Initial Spin-Out Teams Impacts Spin-Out Survival | **Martin Ganco**, Wisconsin School of Business; **Benjamin A. Campbell**, The Ohio State U.; **Joseph Raffiee**, U. of Wisconsin, Madison
- Organizational Structure and Innovation in the Multidivisional Firm | **John Joseph**, U. of California, Irvine; **Alex James Wilson**, Duke U.
- 📄 The Emergence of Organization Designs: a Qualitative Enquiry | **Katharina Anna Poetz**, U. of Vienna; **Oliver Alexy**, Technical U. of Munich (TUM); **Phanish Puranam**, INSEAD; **Markus Reitzig**, U. of Vienna

2022 📄: (Paper Session) - (BPS) Corporate Governance of Family Business

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 3

Tweet this session: #AOM2016 2022

Chair: **Elena Casprini**, Scuola Superiore Sant'Anna

- 📄 A Configurational Exploration of Family Relationships, Corporate Governance, and Firm Performance | **Xiaodong Yu**, Central U. of Finance and Economics; **Ryan Adam Krause**, Texas Christian U.; **Greg Bell**, U. of Dallas; **Garry D Bruton**, Texas Christian U.
- 📄 The Influence of Peer Firms in Board Appointments: Evidence from Family Firms | **Mario Daniele Amore**, Bocconi U.
- Ownership Concentration and Managerial Professionalization in Family-Controlled Firms | **Dean Xu**, The U. of Melbourne; **Chuang Chen**, Xiamen U.; **Xiaohui Wu**, Xiamen U.
- 📄 New Director Selection in Family Firms Under Identity Challenging Contingencies | **Clay Dibrell**, U. of Mississippi; **Rich John Gentry**, U. of Mississippi; **David Ross Marshall**, U. of Mississippi; **Jennifer Palar**, U. of Mississippi

2023 📄➔: (Paper Session) - (BPS) Environmental Contingencies and Competitive Strategy

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 4

Tweet this session: #AOM2016 2023

Chair: **Samuel Tete Kafui Mathey Apossan**, Bordeaux École de Management

- 📄 Breaking Trade-Offs: When is Dominating from the Middle a Winning Generic Strategy? | **Ron Adner**, Dartmouth College; **Francisco Ruiz-Aliseda**, Pontificia U. Católica de Chile; **Peter Zemsky**, INSEAD
- 📄 Platform Competition in Unstable Contexts | **Angel Sevil**, IAE - U. Austral; **Maria Jose Murcia**, IAE - U. Austral / The U. of British Columbia; **Roberto Vassolo**, IAE Business School, Argentina AND Pontificia U. Católica de Chile, Ingeniería Industrial
- Play Your Cards Right: Contrasting Effects of Boundary-Spanning Strategies by Discontinuous Change | **Frank Ng**, Hang Seng Management College; **Daphne W. Yiu**, Chinese U. of Hong Kong
- ➔ 📄 The Tension of Legitimacy and Competition Faced by Firms in an Emerging Subgroup | **Tian-Jyun Gong**, National Chengchi U.; **Chwo-Ming Yu**, National Chengchi U.; **Kuo-Feng Huang**, National Chengchi U.

2024 📄: (Paper Session) - (BPS) Alliance Formation and Termination

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 5

Tweet this session: #AOM2016 2024

Chair: **Giulio Ferrigno**, U. of Catania

- 🕒 📄 Effect of Competition between Focal Firm's Partners on Alliance Disbandment in Alliance Portfolios | **Navid Asgari**, Fordham U.; **Vivek Tandon**, National U. of Singapore; **Kulwant Singh**, National U. of Singapore; **William G. Mitchell**, U. of Toronto
- 📄 Alliance Survival: A Reconceptualization and Test of Constructs | **Heidi Kruger**, ESADE
- 📄 When To Go It Alone: Start-ups, Alliances, and Resource Accumulation | **Kenny Hwee Seong Ching**, U. College London; **Bart Vanneste**, UCL
- 📄 Venture Capital Syndication Withdrawal and Collective Sanctions | **Ehsan Fakhrazadi**, U. of Houston, Victoria; **Azi Gera**, Drexel U.

2025 📄👏: (Paper Session) - (BPS) Business Diversity and Strategy

3:00pm - 4:30pm Hilton Anaheim: Pacific B

Tweet this session: #AOM2016 2025

Chair: **Surenderrao Komera**, Institute for Financial Management and Research, India

- 👏 Performance Implications of Diversified Business Groups: Think Global and Own Local Strategy | **Atul Arun Pathak**, XLRI-Xavier School of Management; **Anish Purkayastha**, Indian Institute of Management, Ahmedabad
- 📄 The Illusion of Independence: Spin-off Firms' Alignments to Institutional Expectations | **Ralf Meinhardt**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Christian Gudd**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Sebastian Junge**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Jan Mammen**, Friedrich-Alexander U. of Erlangen-Nürnberg
- 📄 Business Groups and Institutional Voids: What Explains Success in Emerging Economies | **Ashar Saleem**, Institute of Business Administration, Karachi; **Muhammad Abdur Rahman**, Lahore U. of Management Sciences

📄 Adaptation on Multiple Landscapes: Relatedness, Complexity, and Dynamic Coordination Costs | **Mo Chen**, Eccles School, U. of Utah; **Aseem Kaul**, U. of Minnesota; **Brian Wu**, U. of Michigan

2026 📄🗣️👤: (Paper Session) - (BPS) **Board of Directors**

3:00pm - 4:30pm Hilton Anaheim: San Simeon B

Tweet this session: **#AOM2016 2026**

Chair: **Donald J. Schepker**, U. of South Carolina

📄 Board Monitoring and Shareholder Wealth: Strategic Opportunity vs. Managerial Opportunistic Costs | **Yuliya Ponomareva**, Linnaeus U.; **Wei Shen**, Arizona State U.; **Timurs Umans**, Linnaeus U.

🗣️📄 Retired Independent Directors: Implications for Resource Provisioning, Monitoring, & Firm Performance | **Pamela Brandes**, Syracuse U.; **Ravi Dharwadkar**, Syracuse U.; **Linna Shi**, Binghamton U.; **Ravi Bangar**, Syracuse U.

👤 The Effect of Top Management Team Diversity and Board Diversity on Fraudulent Financial Reporting | **Sae Young Lee**, The U. of Texas at Austin

📄👤 How Job-Related Diversity Affects Board Strategic Participation | **Max Bankewitz**, U. of Witten/Herdecke; **Sadi Bogac Kanadli**, ESADE

2027 🗣️📄🗣️: (BPS, ENT, TIM) **Hold On or Set Them Free? Incentives and Constraints for Employee Mobility and Entrepreneurship**

3:00pm - 4:30pm Hilton Anaheim: California B

Tweet this session: **#AOM2016 2027**

Letting Go of Good Ideas: How Innovation Management Affects Employee Mobility | **Minyuan Zhao**, The Wharton School, U. of Pennsylvania; **Sendil Ethiraj**, London Business School

Comobility and Attainment | **Matt Marx**, Massachusetts Institute of Technology; **Bram Timmermans**, Agderforskning/Aalborg U.

Toxic Workers and Spatial Management | **Dylan Minor**, Northwestern Kellogg School of Management; **Michael Gene Housman**, HiQ Labs

Entrepreneurship, Mobility and Perceptions of Noncompete Laws | **Evan Starr**, U. of Maryland, College Park; **Benjamin King**, U. of Maryland; **Rajshree Agarwal**, U. of Maryland

Presenters: **Evan Starr**, U. of Maryland, College Park; **Matt Marx**, Massachusetts Institute of Technology; **Dylan Minor**, Northwestern Kellogg School of Management; **Minyuan Zhao**, The Wharton School, U. of Pennsylvania

Participants: **Rajshree Agarwal**, U. of Maryland; **Benjamin King**, U. of Maryland

2028 📄🗣️: (BPS, TIM) **Complementor Strategies and Performance in Business Ecosystem**

3:00pm - 4:30pm Hilton Anaheim: La Jolla

Tweet this session: **#AOM2016 2028**

Chairs: **Shiva Agarwal**, The Wharton School, U. of Pennsylvania; **Rahul Kapoor**, U. of Pennsylvania

Discussant: **Carliss Baldwin**, Harvard U.

Value Co-Creation and Competition in the Creative Industry: The Case of the US Video Game Market | **Carmelo Cennamo**, Bocconi U.; **Yuan Gu**, Harvard Business School; **Feng Zhu**, Harvard U.

Value Creation and Capture in a World of Bottlenecks | **Douglas Paul Hannah**, The U. of Texas at Austin

Dependency Challenges, Response Strategies, and Complementor Maturity | **Elizabeth J. Altman**, U. of Massachusetts, Lowell

The Digital Flows of the App Economy | **Bryan Pon**, U. of California Davis; **Martin Kenney**, U. of California, Davis

2029 🗣️📄🗣️: (BPS, TIM, OMT) **Beyond the Experience Curve: Learning and Selection in Corporate Development Activities**

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 1

Tweet this session: **#AOM2016 2029**

Organizer: **Jay Anand**, The Ohio State U.

Discussant: **Maurizio Zollo**, Bocconi U.

Does Experience Imply Learning? | **Louis Mulotte**, Tilburg U.

Learning and Selection in Acquisitions: Empirical and Theoretical Developments | **Mario Schijven**, U. of Illinois at Urbana-Champaign

When Experience Hurts: Proximal vs. Distal Experience and Product Innovation Success | **Charlotte Ren**, U. of Pennsylvania

Mirror Image? Boundary Conditions for the Divestiture Experience–Acquisition Performance Link | **Koen Heimeriks**, Tilburg U.

Presenters: **Charlotte Ren**, U. of Pennsylvania; **Louis Mulotte**, Tilburg U.; **Mario Schijven**, U. of Illinois at Urbana-Champaign; **Koen Heimeriks**, Tilburg U.

2030 📄🗣️: (BPS, TIM, OMT) **Entrepreneurial Labor Markets: Careers, Hiring and Diversity**

3:00pm - 4:30pm Hilton Anaheim: San Simeon A

Tweet this session: **#AOM2016 2030**

Organizers: **Nilanjana Dutt**, Bocconi U.; **Michael Roach**, Cornell U.; **Charles Williams**, Bocconi U.; **Sheryl Winston Smith**, Fox School of Business, Temple U.

Who Works in a Start-up and Why? | **Michael Roach**, Cornell U.; **Henry Sauermann**, Georgia Institute of Technology

The Career Consequences of Working for a Startup | **Olav Sorenson**, Yale U.; **Michael S. Dahl**, Aarhus U.; **Rodrigo Canales**, Yale U.; **Diane Burton**, Cornell U.

Getting Off The Starting Blocks: When and Whom do Start-ups Hire First? | **Nilanjana Dutt**, Bocconi U.; **Sheryl Winston Smith**, Fox School of Business, Temple U.; **Charles Williams**, Bocconi U.

Entrepreneurship and Occupational Status | **Chris Rider**, Georgetown U.; **Tiantian Yang**, Duke U.

2031 : (Paper Session) - (CAR) **Career Ambition and Motivation**

3:00pm - 4:30pm Anaheim Convention Center: 205B

Tweet this session: **#AOM2016 2031**

Chair: **Peter A. Heslin**, UNSW Australia Business School

Discussant: **Markus Latzke**, WU Vienna U. of Economics and Business

→ 📄 Career Ambition and Performance: A Socio-Analytic Perspective | **Hong T. M. Bui**, U. of Southampton; **Davide Secchi**, Southern Denmark U.; **Thanh Nguyen**, Vietnam National U.; **Yehuda Baruch**, Southampton Business School, U.K.; **Nhuan T Mai**, Vietnam National U.

☞ The Downside of Aiming High: The Relationship Between Career Aspirations Difficulty and Depression | **Thomas Shardlow**, The U. of Texas at Austin; **Peter M. Madsen**, Brigham Young U.

The Careers Best Overall Paper Award Finalist

→ ☞ Supervisor's Mentoring Provision and Newcomer's Engagement: A Self-Determination Perspective | **Zhenyuan Wang**, East China Normal U.; **Yongjia Duan**, Shanghai U.; **Huiping Zhang**, East China Normal U.

☞ Individual Orientation and Career Satisfaction: Mediating Effects of Engagement and Self Efficacy | **Hui Li**, Chinese U. of Hong Kong; **Hang-yue Ngo**, Chinese U. of Hong Kong

The Careers Best International Paper Award Finalist

2032 JS: (CAR, HR) Employability in Perspective: Moving Beyond the Hype

3:00pm - 4:30pm Anaheim Convention Center: 303D

Tweet this session: #AOM2016 2032

Organizers: **Kristien Philippaers**, KU Leuven; **Nele De Cuyper**, KU Leuven; **Anneleen Forrier**, KU Leuven

Discussants: **Beatrice Van der Heijden**, Radboud U. Nijmegen;

Mel Fugate, U. of South Australia

The Role of High Impact Educational Practices in the Employability of Recent College Graduates | **Mary A. Gowan**, James Madison U.

The Role of Social Capital in Career Progress | **So-jung Won**, Inha U.; **Su-jin Park**, Inha U.; **Dae-seok Kang**, Inha U.

Perceived Employability Boosting Job Performance: Why and When (Not)? | **Kristien Philippaers**, KU Leuven; **Nele De Cuyper**, KU Leuven; **Anneleen Forrier**, KU Leuven

The Relationships Between HR Practices, Perceived Employability and Organizational Outcomes | **Jos Akkermans**, U. of Amsterdam; **Maria Tims**, Vrije U. Amsterdam; **Susanne Beijer**, Free U., Amsterdam

2033 ☞ ☞ CAU: (CAU) The Various Meanings of Play: Benefits, Tensions, and Different Forms of Play in Organizations

3:00pm - 4:30pm Anaheim Convention Center: 304D

Tweet this session: #AOM2016 2033

Organizers: **Ulrich Leicht-Deobald**, U. of St. Gallen; **Lyndon Earl Garrett**, U. of Michigan

2034 CAU: (CAU) Meaningfulness in Middle East: Forging a Community of Management Scholars in the MENA Region

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 6

Tweet this session: #AOM2016 2034

Organizers: **Virginia Bodolica**, American U. of Sharjah; **Martin Spraggon**, American U. of Sharjah

2035 → ☞ ☞ (Paper Session) - (CMS) Uncaring, Deadening, Dirty, Standardized: Questioning the Nature of Work

3:00pm - 4:30pm Sheraton Park Hotel: Palm East

Tweet this session: #AOM2016 2035

Chair: **Natasha Slutskaya**, Brunel U.

☞ ☞ Exploring Narratives of Care as Both Supporting and Contesting a Lack of Care in Organizations | **Michaela Driver**, Western State Colorado U.

Dead Family Working | **Nathan M. Gerard**, California State U., Long Beach

Workers Resisting Standardization but Not Exploitation?: Work in Indian Fast Food Chain Outlet(s) | **Dharma Raju Bathini**, Indian Institute of Management, Calcutta; **Paresha N. Sinha**, U. of Waikato

☞ Meaningfulness and Paradoxes of Recognition in Dirty Work | **Natasha Slutskaya**, Brunel U.

2036 ☞ (Paper Session) - (CMS) Subjectivity in Theory and Research

3:00pm - 4:30pm Sheraton Park Hotel: Park C

Tweet this session: #AOM2016 2036

Chair: **Maureen A. Scully**, U. of Massachusetts, Boston

Theorizing and Corporeality in Organization Studies | **Paulina Segarra**, EGADE Business School; **Ajnesh Prasad**, EGADE Business School

☞ A Critical Perspective on How Institutions Matter in Marginalizing and Reconstituting Identities | **Raghu Garud**, Pennsylvania State U.; **Thinley Tharchen**, Pennsylvania State U.

☞ Rethinking Notions of Informal Work: Some Observations from a Pakistani Community in the UK | **Peter Rodgers**, The U. of Sheffield; **Mohammad Shehryar**, Lahore U. of Management Sciences; **Sergej Ljubownikow**, The U. of Sheffield

☞ Managing the 'Third World Women' at the Bottom of the Pyramid | **Suparna Chatterjee**, Xavier U.

2037 (Paper Session) - (ENT) Entrepreneurship & Motivation

3:00pm - 4:30pm Hilton Anaheim: Avila A

Tweet this session: #AOM2016 2037

Chair: **Steffen Jahn**, U. of Goettingen

Discussant: **Erik Monsen**, U. of Vermont

☞ Entrepreneurs' motivation: Goal striving among entrepreneurs in the new venture creation process | **Leon Schjoedt**, Maharakham U.; **Tomas Karlsson**, Lund U.; **Mark T. Schenkel**, Belmont U.

☞ The Motivational Readiness Model of Entrepreneurship | **Steffen Jahn**, U. of Goettingen; **Mario Geissler**, TU Chemnitz

☞ Giving, Taking, and Founding: Entrepreneurial Motivation and Startup Survival | **Tali Hadasa Blank**, Cornell U.; **Noam Wasserman**, Harvard U.

☞ Goal Interdependence Approach to Market Orientation in Entrepreneurial Firms | **Yuen Lam Bavik**, Hong Kong Polytechnic U.; **Nancy Chen**, Lingnan U.; **Mike Chen-ho Chao**, William Paterson U.; **Paulina Wan**, Lingnan U.

2038 (Paper Session) - (ENT) Individuals & Internationalization

3:00pm - 4:30pm Hilton Anaheim: Lido A

Tweet this session: #AOM2016 2038

Chair: **Erkko Autio**, Imperial College London

Discussant: **Huan Yang**, Shanghai U. of Finance and Economics

→ ☞ The effect of CEO compensation structure on the early internationalization of newly public firms | **Heejin Woo**, California State U., Fullerton

- 📄 Opportunity-Seeking, Entrepreneurial Orientation and Subsidiary Strategy | **Vladislav Maksimov**, U. of North Carolina, Greensboro
- 🗨️ → Individual International Entrepreneurial Orientation: Construct Definition and Measurement | **Daniel Richard Clark**, Indiana U. Kelley School
- 🌐 → Lean Internationalization | **Erkko Autio**, Imperial College London; **Ivo Zander**, Uppsala U.

2039 : (Paper Session) - (ENT) Gender & Entrepreneurship 2

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 10

Tweet this session: **#AOM2016 2039**

Chair: **Nastaran Simarasi**, U. of Tennessee

Discussant: **Susan Marlow**, The U. of Nottingham

- 📄 Entrepreneurial motives and their antecedents of men and women in North Africa and the Middle East | **Bettina Lynda Bastian**, American U. of Beirut
- 📄 🗨️ The Gender Congruence Bias in Entrepreneurship | **Alice M Wieland**, U. of Nevada Reno; **Markus Kemmelmeier**, U. of Nevada, Reno; **Bill McKelvey**, U. of California, Los Angeles
- 🗨️ Psychopathy, Gender, and Entrepreneurial Intentions: Overcoming Societal Gender Role Expectations | **Reginald Lewis Tucker**, U. of Alabama, Tuscaloosa; **Lou Marino**, The U. of Alabama
- 📄 Entrepreneurial Intentions, Risk Perceptions and Cultural Norms – does the gender matters? | **Tatiana Iakovleva**, U. of Stavanger

2040 : (Paper Session) - (ENT) New Venture & Exit

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 14

Tweet this session: **#AOM2016 2040**

Chair: **Leon Faifman**, Florida Atlantic U.

Discussant: **Xiaoyu Zhou**, ShanghaiTech U.

- 🗨️ 📄 Startup failure in clusters: Investigating adverse selection and performance premiums | **Siddharth Vedula**, Babson College
- 📄 Business Venturing and Unobservables: Assessing the Risk of Spurious Results, Conclusions, & Theory | **Daniel Lerner**, U. de Deusto
- 🌐 Time to Say Goodbye: Explaining Franchisees' Exit Intentions and Behaviors | **Evelien Croonen**, U. of Groningen; **Maryse Brand**, U. of Groningen; **Thijs Broekhuizen**, U. of Groningen
- 🌐 🗨️ 📄 Location, Competition, And Organizational Sponsorship | **Alejandro Amezcua**, Syracuse U.; **Tiago Ratinho**, U. of Baltimore; **Parvathi Jayamohan**, Syracuse U.; **Lawrence A. Plummer**, Ivey Business School

2041 : (Paper Session) - (ENT) Entrepreneurship, Finance & Evaluation

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 8

Tweet this session: **#AOM2016 2041**

Chair: **Sheetal Singh**, George Washington U.

Discussant: **Lei Zhang**, U. of South Florida

- A Theoretical Examination of the Entrepreneurial Pitch Evaluation Process | **Scott Seyrek**, U. of Missouri, Columbia; **Christopher Robert**, U. of Missouri
- 🌐 🗨️ 📄 Passion P(l)ays! Emotional Labor and Perceived Passion as Predictors of Intention to Invest | **Sheetal Singh**,

George Washington U.; **Jae Hyeung Kang**, Oakland U.; **Ravi Ramani**, George Washington U.

- 📄 Selling yourself: A study into self-employed in the creative industries | **Anne Spanjer**, Tilburg U.; **Arjen Van Witteloostuijn**, Tilburg U.
- 📄 A Discussion of Categorical Imperative Mechanism on Entrepreneurial IPO Performance | **Vangelis Souitaris**, City U. London; **Stefania Zerbinati**, Cass Business School, City U. London; **Hans T. W. Frankort**, Cass Business School, City U. London; **Bo Grace Peng**, City U. London

2042 : (Paper Session) - (ENT) Social Capital & Networks

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 9

Tweet this session: **#AOM2016 2042**

Chair: **Reece Akhtar**, UCL

Discussant: **Ella Yvette Henry**, Auckland U. of Technology

- 📄 How and why does the network of social entrepreneurs in low-income contexts influence performance? | **Christian Busch**, London School of Economics; **Harry G. Barkema**, London School of Economics
- Family embeddedness at the onset of the entrepreneurial opportunity | **Khoa Dao**, ESG-UQAM
- 🗨️ 📄 The Role of Personality and Social Capital on Intrapreneurial Achievement. | **Reece Akhtar**, UCL; **Soong Moon Kang**, U. College London
- 📄 Getting to network effects: Social Club and Open Door strategies in two-sided marketplaces | **Christina Kyprianou**, The U. of Texas at Austin

2043 : (Paper Session) - (ENT) Entrepreneurship, Passion & Failure

3:00pm - 4:30pm Hilton Anaheim: Monterey

Tweet this session: **#AOM2016 2043**

Chair: **Brandon Mueller**, Oklahoma State U.

Discussant: **Shoko Kato**, Rutgers U.

- 📄 On the Rebound: The implications of coping for starting a new firm after experiencing firm failure | **Anna Saies Jenkins**, U. of Queensland
- Failing to Plan but Not Planning to Fail: A Theory of Entrepreneur Optimism and Business Planning | **J. Jeffrey Gish**, U. of Oregon
- 📄 Fear of Failure and Behavior Inhibition in Early Stage Founders: Regulation by Passion and Goals | **Silvia Stroe**, Hanken School of Economics; **Joakim Wincent**, Luleå U. of Technology
- 📄 Passion and Perseverance: How love of Work Drives Entrepreneurs to Overcome | **Brandon Mueller**, Oklahoma State U.; **Imran Syed**, Ball State U.; **Marcus Wolfe**, Ball State U.

2044 : (Paper Session) - (ENT) Antecedents of Innovation

3:00pm - 4:30pm Hilton Anaheim: Salinas

Tweet this session: **#AOM2016 2044**

Chair: **Fabrizio Gerli**, U. Ca' Foscari of Venice

Discussant: **Dante DiGregorio**, California State U., Monterey Bay

- 🗨️ → 🗨️ 📄 Strategic Human Capital Leveraging, Ambidexterity, and Dynamic Capabilities for Innovation | **Marcus W. Y. Ho**, Auckland U. of Technology; **Stephen T.T. Teo**, RMIT U.; **Christine Soo**, U. of Western Australia; **Amy Wei Tian**, Curtin Business School

🗂️🗂️ Nurturing Entrepreneurs' Innovative Capability: the Role of Competency Portfolio and Social Capital | **Fabrizio Gerli**, U. Ca' Foscari of Venice; **Sara Bonesso**, U. Ca' Foscari of Venice; **Laura Cortellazzo**, U. Ca' Foscari of Venice

Human Capital and Entrepreneurial Performance under Different Information Conditions | **Matthew A. Barlow**, U. of Utah; **Ryan Angus**, U. of Utah

🗂️ E-Commerce Adoption and the role of the Entrepreneurial Human Capital | **Panagiotis Ganotakis**, U. of Wollongong in Dubai; **Palitha Konara**, Huddersfield U.

2045 : (Paper Session) - (ENT) Social Entrepreneurship & Intentions

3:00pm - 4:30pm Hilton Anaheim: Sunset

Tweet this session: #AOM2016 2045

Chair: **Sophie Bacq**, Northeastern U.

Discussant: **Rachida Justo**, IE Business School

🗂️ Being Valued or Feeling Capable? Explaining Why Empathy Inspires Social Entrepreneurial Intentions | **Sophie Bacq**, Northeastern U.; **Elisa Alt**, Anglia Ruskin U.

🗂️ Burning Heart and Cool Head: Empirical Investigation on the Antecedents of Social Entrepreneurship | **Andrea Kim**, Sungkyunkwan U.; **Chul Woo Moon**, Sungkyunkwan U.; **You Sang Koh**, Samsung Economic Research Institute; **Jiseon Shin**, Sungkyunkwan U.

🗂️🗂️ Sharing is Caring? – A Theoretical Perspective on Entrepreneurship in the Sharing Economy | **Christian Ferdinand Niebuhr**, RWTH Aachen U.

The compassionate Social Entrepreneur as an embedded agent – empirical evidence | **Benjamin Tschauner**, Technical U. Dortmund; **Andreas Engelen**, U. of Dortmund

2046 : (Paper Session) - (ENT) Entrepreneurship Literature Review 2

3:00pm - 4:30pm Hilton Anaheim: Ventura

Tweet this session: #AOM2016 2046

Chair: **Roxanne Zolin**, Queensland U. of Technology

Discussant: **Valentina Della Corte**, U. of Naples Federico II

🗂️🗂️ Qualitative Research In Entrepreneurship: Current Research Practices and Suggestions for Future | **Golshan Javadian**, Morgan State U.; **Aika Gupta**, Lynchburg College; **Alexander R. Knights**, Roger Williams U.

🗂️ Entrepreneurship Research: what can we learn from qualitative methods? | **Martine HLADY RISPAL**, U. of Bordeaux; **Kathleen Randerson**, EDC Paris; **Estèle Jouison-Laffitte**, U. of Bordeaux; **Roxanne Zolin**, Queensland U. of Technology

🗂️ A Sideways Look at Paradigm Development in Entrepreneurship Research: From Burrell/Morgan to Capra | **Nasiru Daiyabu Taura**, Bournemouth U.; **David Watkins**, Southampton Business School, U.K.

Inflation and Self-correction in Entrepreneurship Science | **Hannes Willi Lampe**, Hamburg U. of Technology; **Jan Willem Reerink**, Hamburg U. of Technology; **Christoph Ihl**, Hamburg U. of Technology

2047 →🗂️🗂️ JS: (ENT, OB) Exploring Opportunities for Innovation in Chinese Context

3:00pm - 4:30pm Hilton Anaheim: El Capitan A

Tweet this session: #AOM2016 2047

Organizers: **Miriam Erez**, Technion Israel Institute of Technology; **Cynthia Lee**, Northeastern U.

Discussant: **Dean Tjosvold**, Lingnan U.

How China Built Market Leadership in E-Commerce | **Shlomo Maital**, Technion - Israel Institute of Technology; **Dennis Lee**, Shantou U.; **Jiali Lin**, Shantou U.; **Qiang Liang**, Shantou U.; **Steve Bu**, Shantou U.

Chinese CEOs using the coopetition strategy to innovate | **Miriam Erez**, Technion Israel Institute of Technology; **Weiguo Zhong**, Peking U.; **Cynthia Lee**, Northeastern U.; **Warren C. K Chiu**, Hong Kong Polytechnic U.

The Role of Champions in Driving Team Innovation | **Miriam Erez**, Technion Israel Institute of Technology; **Lin Zhang**, National Sun Yat-Sen U.; **Cynthia Lee**, Northeastern U.; **Humphrey Leung**, Solomon Systech Limited; **Warren C. K Chiu**, Hong Kong Polytechnic U.

Could Bureaucracy Enhance Innovation in Chinese Technology Intensive Firms? | **Deborah Morgensztern**, Technion - Israel Institute of Technology; **Weiguo Zhong**, Peking U.; **Miriam Erez**, Technion Israel Institute of Technology; **Cynthia Lee**, Northeastern U.

2048 🗂️🗂️: (Paper Session) - (GDO) Gender and Ethics in Organizations

3:00pm - 4:30pm Sheraton Park Hotel: Park A

Tweet this session: #AOM2016 2048

The four papers in this session present research on the implications of gender for ethical decision-making in organizations.

Chair: **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania

Gender, Emotion, and Ethical Decision Making | **Sarah Ward**, U. of Missouri, Columbia

🗂️ Complex, Dynamic and Unique- A Study of Women Social Entrepreneurs and their Identity | **Candice Matthews**, George Washington U.; **Shaista E. Khilji**, George Washington U.

🗂️🗂️ Does Gender Raise the Ethical Bar? Exploring the Punishment of Ethical Violations at Work | **Jessica Kennedy**, Vanderbilt U.; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Nicole Stephens**, Northwestern U.

🗂️🗂️ Audit Committee Diversity and Financial Restatements | **Codou Samba**, The U. of Tennessee; **Seemantini Madhukar Pathak**, U. of Missouri, St. Louis; **Mengge Li**, The U. of Texas at El Paso

2049 🗂️🗂️ SHCS: (GDO, OB, MOC) Resisting and Cultivating: How Marginalized Women Construct Positive Leader Identities at Work

3:00pm - 4:30pm Sheraton Park Hotel: Palm West

Tweet this session: #AOM2016 2049

Organizer: **Courtney McCluney**, U. of Michigan

Chair: **Stephanie J Creary**, Cornell U.

Discussant: **Laura Morgan Roberts**, Antioch U.

Mindfulness and Resource Gain for Women Leaders | **Megan Marie Walsh**, Memorial U. of Newfoundland

Class Matters: Narratives of Women Firsts in Social Economic Context | **Judith A. Clair**, Boston College; **Kathleen L. McGinn**, Harvard U.; **Beth K. Humberd**, U. of Massachusetts, Lowell; **Rachel D. Arnett**, Harvard Business School

From the Pulpit to the Door? Positive Leader Identity Claims and Grants among Black Clergywomen | **Courtney McCluney**, U. of Michigan; **Jacqueline S Mattis**, U. of Michigan

2050 : (Paper Session) - (HCM) **Challenges for Health Professionals in the Work Environment**

3:00pm - 4:30pm Hilton Anaheim: Lido B

Tweet this session: #AOM2016 2050

Chair: **Kathleen Montgomery**, U. of California, Riverside

☞ Civility Climate Effects on Patient and Employee

Perceptions of Hospital Care Performance | **Eva Maria Oppel**, U. of Hamburg; **David C. Mohr**, VA Boston Healthcare System; **Justin K Benzer**, VA Boston Healthcare System

Perceived Isolation, Its Impact on Professional Deviance and Deviant Workplace Behaviors | **Peter Mangles**, Trident U. International; **Dmitry Khanin**, Nazarbayev U.; **Indira R Guzman**, Trident U. International

📄 Destructive Leadership, Burnout and Affective Commitment among Nurses | **Steven Kilroy**, Queens U.; **Denis Chênevert**, HEC Montreal; **Janine Bosak**, Dublin City U.

🗣️ Using a Non-Fit Message Helps to De-Intensify Negative Reactions to Tough Advice | **Ilona Fridman**, Columbia Business School; **Karen Scherr**, Duke U.; **Paul A Glare**, Memorial Sloan Kettering Cancer Center; **Tory Higgins**, Columbia U.

2051 📄 SHCS: (HCM, OMT, ODC) **Boundary Work in Health Care Teams: Responding to Shifting Demands**

3:00pm - 4:30pm Hilton Anaheim: Santa Monica

Tweet this session: #AOM2016 2051

Organizers: **Lars Walter**, U. of Gothenburg; **Ann Langley**, HEC Montréal

Discussant: **Michael Barrett**, U. of Cambridge

Morphing Boundaries: Integrating Expertise When Work is Embedded in Space | **Samer Faraj**, McGill U.; **Karla Sayegh**, McGill U.

Boundary Work Dynamics in Interprofessional Collaboration | **Marilyne Comeau Vallée**, HEC Montreal; **Ann Langley**, HEC Montréal

The Role of Objects in Sustaining and Disrupting Professional Jurisdictions in Health Care | **Bjorn Erik Mork**, U. of Oslo; **Davide Nicolini**, U. of Warwick; **Jasmina Masovic**, U. of Oslo

Boundary Work in a Hybrid Operating Room | **Kajsa Lindberg**, U. of Gothenburg; **Elena Raviola**, U. of Gothenburg; **Lars Walter**, U. of Gothenburg

2052 → 📄: (HR) **Fostering Positive Leader Development Trajectories: Building upon Leader Identity Research**

3:00pm - 4:30pm Anaheim Convention Center: 201D

Tweet this session: #AOM2016 2052

Organizers: **Elisa Adriasola**, U. Adolfo Ibanez; **Diego Bravo**, U. Adolfo Ibanez

Chair: **Elisa Adriasola**, U. Adolfo Ibanez

Discussant: **Russell E. Johnson**, Michigan State U.

The Role of Personal Purpose and Positive Future-Self on Self- Leadership and Career Success | **Alvaro Espejo**, U. Adolfo Ibanez; **Steven A. Y. Poelmans**, EADA Business School

Leader Identity Self-concordance: Facilitating Positive Leader Development Trajectory | **Elisa Adriasola**, U. Adolfo Ibanez;

Diego Bravo, U. Adolfo Ibanez; **Carolina Marcone**, U. Adolfo Ibanez

Am I a Leader or a Friend? How New Team Leaders Resolve their Multiple Identities | **Kerrie Unsworth**, U. of Leeds; **Darja Miscenko**, U. of Western Australia; **Amber Johnston-Billings**, South 32

Leader Identity Threat and the Interplay of Employee Work Behaviors and Gender | **Asma Bagash**, Warwick Business School; **Karoline Strauss**, ESSEC Business School; **Dawn L. Eubanks**, U. of Warwick

Presenters: **Elisa Adriasola**, U. Adolfo Ibanez; **Alvaro Espejo**, U. Adolfo Ibanez; **Kerrie Unsworth**, U. of Leeds

Participants: **Steven A. Y. Poelmans**, EADA Business School; **Karoline Strauss**, ESSEC Business School; **Dawn L. Eubanks**, U. of Warwick; **Darja Miscenko**, U. of Western Australia

2053 📄: (Paper Session) - (HR) **Extrinsic and Intrinsic Incentives on Employee OCBs, Creativity, and Service Quality**

3:00pm - 4:30pm Anaheim Convention Center: 203A

Tweet this session: #AOM2016 2053

Chair: **S. Douglas Pugh**, Virginia Commonwealth U.

📄 An Affect-Based Model of Creativity: The Role of Self-Efficacy, Incentive, and Supervisory Support | **Jie Zhang**, Xi'an Jiaotong U.; **Myeong-Gu Seo**, U. of Maryland; **Yun Fan**, Xi'an Jiaotong U.

📄 Psychological Entitlement and Work Outcomes: The Moderating Effect of Employee Involvement Climate | **Alexander Newman**, Deakin U.; **Gary Schwarz**, SOAS U. of London; **Jia Joya Yu**, U. of Iowa; **Varina Paisley**, U. of New South Wales

🗣️📄 A Meta-Analytic Review of Tipping Compensation Practices: An Agency Theory Perspective | **George Christopher Banks**, U. of North Carolina, Charlotte; **Haley J. Woznyj**, U. of North Carolina, Charlotte; **Sven Kepes**, Virginia Commonwealth U.; **John Batchelor**, U. of West Florida

📄 Positive Regard as a Source of Performance and OCB: The Mediating Role of Employees Vitality | **Natalie Shefer**, Tel Aviv U.; **Abraham Carmeli**, Tel Aviv U.; **Ravit Cohen-Meitar**, Bar Ilan U.

2054 📄 SHCS: (HR, OB) **Changing Perspectives on Employee Deviance: Novel Insights for Theory and Practice**

3:00pm - 4:30pm Anaheim Convention Center: 206B

Tweet this session: #AOM2016 2054

Chairs: **Brittany K. Mercado**, City U. of New York, Baruch College; **Deniz S Ones**, U. of Minnesota

Discussant: **Stephan Dilchert**, City U. of New York, Baruch College

Convergence of Self- and External-Reports of Specific Counterproductive Work Behaviors | **Casey Giordano**, U. of Minnesota; **Deniz S Ones**, U. of Minnesota

An Investigation of the Dynamicity of Counterproductive Work Behaviors | **Brittany K. Mercado**, City U. of New York, Baruch College

Bigger Big Brother: Company Off-Duty Deviance Policies Over Time | **Andrea L. Hetrick**, U. of Georgia; **Colby Kennedy**, Human Resources Research Organization; **Brian J Hoffman**, U. of Georgia; **Brian D. Lyons**, Elon U.; **Alexander T. Cole**, U. of Georgia

Prone to Lead, Prone to Misdeeds? Shared Personality Profiles of CWB and Leadership | **Brenton M Wiernik**, U. of Minnesota; **Michael P Wilmot**, U. of Minnesota

2055 → 📄: (Paper Session) - (IM) **Ownership Strategies and Institutions**

3:00pm - 4:30pm Anaheim Convention Center: 207D

Tweet this session: #AOM2016 2055

Chair: **Ruth V. Aguilera**, Northeastern U.

- ➔ → 📄 Hybrid Leviathans Overseas: Government-Private Shareholder Conflicts in Cross-Border Acquisitions | **Victor Zitian Chen**, U. of North Carolina, Charlotte; **Aldo Musacchio**, Brandeis U.; **Sali Li**, U. of South Carolina
- 🗨️ → 📄 Agglomeration as monitoring mechanism | **Shuna Ho**, Simon Fraser U.; **Chang Hoon Oh**, Simon Fraser U.
- ➔ → 📄 Acquirer Ownership Concentration and Foreign Ownership Structure: A Study of Brazilian Firms | **Yingdan Cai**, U. of the West of England; **Sathyajit Gubbi**, Groningen U. (RuG); **Kees Van Veen**, Groningen U. (RuG); **Hans Van Ees**, Groningen U. (RuG)
- ➔ → 📄 When And Over Whom Do Emerging Market Firms Have An Advantage? | **Mehmet Erdem Genc**, Ozyegin U.; **Remzi Gozubuyuk**, Sabanci U.

2056 → 📄: (Paper Session) - (IM) **Institutional Distance and MNC Performance**

3:00pm - 4:30pm Anaheim Convention Center: 210B

Tweet this session: #AOM2016 2056

Chair: **Majdi Anwar Quttainah**, Kuwait U.

- ➔ → Spanning political and cultural boundaries: Diversification, internal capital market and performance | **Jakob Muellner**, WU Vienna U. of Economics and Business; **Martin Weiss**, U. of Erlangen-Nuremberg
- ➔ → Is Institutional Distance Always Bad? | **Faisal Mohammad Ahsan**, Indian Institute of Management, Lucknow; **Ashutosh Kumar Sinha**, Indian Institute of Management, Lucknow
- Balancing exploitation and exploration in FDI location choices | **Zhennan Wang**, Schulich School of Business
- 🗨️ → 🗨️ → 🗨️ → 🗨️ Corporate Governance: Evidence From Islamic Banks | **Majdi Anwar Quttainah**, Kuwait U.

2057 → 📄: (Paper Session) - (IM) **HRM Practices in the Multinational Context**

3:00pm - 4:30pm Anaheim Convention Center: 211B

Tweet this session: #AOM2016 2057

Chair: **Angela Langevin Heavey**, Florida International U.

- ➔ → The Transnational Transfer of HRM Practices in MNC: a Sociomaterial Framework | **Vincent Meyer**, HEC Paris
- 🗨️ → 🗨️ → 🗨️ → 🗨️ HRM Practitioners Adoption: The Capital Resources Exchange and Formation of Social Position. | **Khalil ahmed Channa**, U. of Edinburgh; **Sara Chaudhry**, U. of Edinburgh
- ➔ → Impact of Commitment based HR practices on knowledge creation in ambidextrous organizations | **Sunanda Nayak**, Management Development Institute; **Jyotsna Bhatnagar**, Management Development Institute, India
- ➔ → Recruitment and Training Strategies of US and German subsidiaries abroad – Evidence from Switzerland | **Benno Koch**, Munich School of Management; **Samuel Mühlemann**, Munich School of Management

2058 → 📄: (Paper Session) - (IM) **Expatriates, Networks and Turnover**

3:00pm - 4:30pm Anaheim Convention Center: 213B

Tweet this session: #AOM2016 2058

Chair: **Yong Suhk Pak**, Yonsei U.

- ➔ → Opening the Black Box: Social Support and Expatriate Social Networks in Low and High Risk Countries | **Benjamin Bader**, Leuphana U. Lüneburg; **Tassilo Schuster**, Friedrich-Alexander U. of Erlangen-Nürnberg
- 🗨️ → 📄 Affective networks, informal ties, and the limits of expatriate effectiveness | **Sven Horak**, St. John's U.
- ➔ → Effects of sensory processing sensitivity, well-being, and stress on expatriates' turnover intention | **Maïke Andresen**, U. of Bamberg; **Paul Goldmann**, U. of Bamberg
- ➔ → Does Expat Style Matter? Expatriate Managerial Styles and HCNs' Turnover Intention | **Yong Suhk Pak**, Yonsei U.; **Qinglu Sun**, Yonsei U.; **Mon Yee Hsu**, Yonsei U.

2059 → 📄: (Paper Session) - (IM) **Drivers of Locational Choice**

3:00pm - 4:30pm Anaheim Convention Center: 213C

Tweet this session: #AOM2016 2059

Chair: **Malika Richards**, Pennsylvania State U.

- ➔ → 🗨️ Multinational Firms' Location Strategy across the Value Chain: Global Cities versus Local cities | **Helen Du**, KU Leuven
- ➔ → Global Cities as Innovation Hubs: The Location of Foreign R&D Investments by Multinational Firms | **Dieter Somers**, KU Leuven; **Helen Du**, KU Leuven; **Rene Belderbos**, KU Leuven
- ➔ → The internationalization of emerging economy firms: Substitution and location choice | **Linda Rademaker**, BI Norwegian Business School
- ➔ → Sister-city Ties and Location Choice: Multinationals' Strategies to Reduce Political Uncertainty | **Tianyou Hu**, National U. of Singapore; **Siddharth Natarajan**, National U. of Singapore; **Andrew Delios**, National U. of Singapore

2060 → 📄: (Paper Session) - (IM) **Technology & Knowledge in the International Arena**

3:00pm - 4:30pm Anaheim Convention Center: 304C

Tweet this session: #AOM2016 2060

Chair: **Ben L Kedia**, U. of Memphis

- 🗨️ → 🗨️ → 🗨️ → 🗨️ R&D investment, efficiency and shareholder value creation of foreign subsidiaries in the UK | **Nicholas O'Regan**, U. of the West of England; **Gerhard Kling**, SOAS U. of London; **Abby Ghobadian**, U. of Reading
- 📄 Technological focus and connectivity: Evidence of newly industrialized countries in East Asia | **Ahreum Lee**, Temple U.; **Eunkyung Park**, Aalborg U.; **Ram Mudambi**, Temple U.
- ➔ → 📄 Role of Knowledge and Techno-Nationalism in Emerging Market Firms' Cross-border M&A | **Hyungseok Yoon**, Pôle U. Léonard de Vinci; **Namil Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Patrice Fontaine**, Pôle U. Léonard de Vinci
- ➔ → Technology sourcing through licensing-in foreign technologies: Benefits for emerging market firms | **Stefano Elia**, Politecnico di Milano; **Surender Munjal**, U. of Leeds; **Vittoria Giada Scalera**, U. of Amsterdam

2061 : (Paper Session) - (MED) Improving Management Education

3:00pm - 4:30pm Sheraton Park Hotel: Park B
 Tweet this session: #AOM2016 2061

Chair: **James C Spee**, U. of Redlands

Risky Business: Increasing Student Intellectual Risk-Taking in Management Education | **Alison M. Dachner**, John Carroll U.; **Rosanna Miguel**, John Carroll U.; **Rachel Patena**, John Carroll U.

Searching for Greatness: A Program Evaluation Method and Some Best Practices in IB Education | **Nicolas M Dahan**, California State U., Monterey Bay; **Anthony L. Seeton**, Fox School of Business, Temple U.

Characteristics and Usage of Transfer Credit Agreements in Business and Management Programs | **Fiona A.E. McQuarrie**, U. of the Fraser Valley

2062 : (MOC) Exploring Organizational Phenomena Through the Lens of Construal Level Theory

3:00pm - 4:30pm Hilton Anaheim: Lido C
 Tweet this session: #AOM2016 2062

Chair: **Jean-Nicolas Reyt**, McGill U.

Discussant: **Pamela K Smith**, U. of California, San Diego
 Diversity Experienced as Psychological Distance from the Team: Insights via Construal Level Theory | **Yurianna Kim**, The U. of Texas at Austin; **David A. Harrison**, The U. of Texas at Austin; **Luis Martins**, The U. of Texas at Austin

Construal Level and Team Performance in Multicultural Teams | **Sujin Jang**, INSEAD; **Jean-Nicolas Reyt**, McGill U.

Are Job Seekers Attracted to the Organization or to the Sector? | **Arne Vanderstukken**, KU Leuven; **Anja Van den Broeck**, KU Leuven; **Karin Proost**, KU Leuven

Construal Level, Persistence and Employee Performance | **Kira F. Schabram**, The U. of British Columbia

Distance Facilitates Analogical Transfer in Learning | **Cheryl Waksalak**, U. of Southern California; **Susanna Stone**, New York U.; **Yaacov Trope**, New York U.

2063 : (Paper Session) - (MOC) Hot in the City: Emotion and Skill

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 11
 Tweet this session: #AOM2016 2063

Chair: **Ray Friedman**, Vanderbilt U.

The Angry Guy: Self-Regulation in the Face of Workplace Anger | **Ray Friedman**, Vanderbilt U.; **Mara Olekalns**, The U. of Melbourne; **Mark Lachowicz**, Vanderbilt U.; **Laura Rees**, Vanderbilt U.

Who can voice their thoughts? The Role of Voice Efficacy and Inspirational Motivation | **Jing Jiang**, Tsinghua U.; **Baiyin Yang**, Tsinghua U.

Collective Anxiety and Creativity: Activated Pleasant and Team OCBI as Boundary Conditions | **Jiang-hua Mao**, Huazhong U. of Science and Technology

Mitigating the negative effect of team diversity on shared leadership: The role of political skill | **Ning Xu**, U. at Buffalo, The State U. of New York; **Chia-Yen Chiu**, U. of South Australia

The Effects of Emotional Intelligence on Perceived Conflicts - Mediating Role of Social behaviors | **Longzhu Dong**, U. of Wisconsin, Milwaukee

2064 : (Paper Session) - (MOC) Can we share it? Memories, pasts, and networks

3:00pm - 4:30pm Hilton Anaheim: Mezzanine 12
 Tweet this session: #AOM2016 2064

Chair: **Dominique Kost**, BI Norwegian Business School

TMS in virtual teams: The effect of integration and differentiation on performance | **Dominique Kost**, BI Norwegian Business School; **Thorvald Hærem**, BI Norwegian Business School

Managing Routines by Influencing Individual Understandings | **Siri Boe-Lillegraven**, Aarhus U.; **John P Ulhoi**, Aarhus U.

The Role of Negative Affectivity and Emotional Intelligence in Network Formation | **Lu Wang**, U. of New South Wales; **Salih Zeki Ozdemir**, U. of New South Wales; **Sai Lan**, Peking U.

Employee Perceptions of Network Change Following an Organizational Change | **Travis J Grosser**, U. of Connecticut; **Rashmi H. Assudani**, Xavier U.; **Wyatt Taylor**, U. of Kentucky; **Eric C Gladstone**, U. of Kentucky; **Ajay Mehra**, U. of Kentucky

Manufactured memory: Memory work and resistance concerning the public past of an organization | **Jukka Rintamäki**, Aalto U.

2065 SHCS: (MOC, OB) Individual and Collective Adaptation to the Emergence of Multiple Identities in Organizations

3:00pm - 4:30pm Hilton Anaheim: Carmel
 Tweet this session: #AOM2016 2065

Chairs: **Caroline A Bartel**, The U. of Texas at Austin; **Batia Mishan Wiesenfeld**, New York U.

Discussant: **Blake E. Ashforth**, Arizona State U.

Label meaning and identity formation in an emerging industry: A study of service design | **Ileana Stigliani**, Imperial College London; **Kimberly D. Elsbach**, U. of California, Davis

Preaching to the choir? The role of leader identification within the Catholic church | **Mamta Bhatt**, IESEG School of Management; **Guido Berens**, Rotterdam School of Management; **Michael G. Pratt**, Boston College; **Cees B.M. Van Riel**, Erasmus U. Rotterdam

Mergers and multiple identities: Consequences for knowledge sharing | **Caroline A Bartel**, The U. of Texas at Austin; **Batia Mishan Wiesenfeld**, New York U.; **Niranjan Srinivasan Janardhanan**, The U. of Texas at Austin; **Benjamin Dow**, The U. of Texas at Austin

Identity co-occurrence, multiple group membership, and status | **Lakshmi Ramarajan**, Harvard U.; **Nancy Rothbard**, U. of Pennsylvania; **Steffanie L. Wilk**, The Ohio State U.

2066 : (Paper Session) - (OB) Caregiving and Service to Others

3:00pm - 4:30pm Anaheim Convention Center: 204A
 Tweet this session: #AOM2016 2066

Chair: **Mette Strange Noesgaard**, Aarhus U.

The professionalism of caregiving and its influence on engagement | **Mette Strange Noesgaard**, Aarhus U.

Jack be Quick (+Polite + Effective): Performance Paradoxes in Call Centers | **Colin MacKinnon Clark**, U. of New South Wales; **Mei Ling Tan**, Nanyang Technological U.; **Ulrike Marianne Murfett**, Nanyang Technological U.; **Priscilla Rogers**, U. of Michigan; **Soon Ang**, Nanyang Technological U.

- 📄 The Role of Organizational Identity in Service Work | **Huirong Ju**, National U. of Singapore; **Zen W.C Goh**, National U. of Singapore
- 👉👉👉 We Are In This Together: Disclosure and Willingness to Sacrifice in Vulnerable Contexts | **Andreas B. Eisingerich**, Imperial College London; **Sankalp Chaturvedi**, Imperial College London; **Dmitry Sharapov**, Imperial College London; **Gerard George**, Singapore Management U.

2067 : (Paper Session) - (OB) Team Process and Effectiveness

3:00pm - 4:30pm Anaheim Convention Center: 206A

Tweet this session: [#AOM2016 2067](#)

Chair: **Zhenjiang Qi**, Zhejiang U.

- 📄 A Moderated-Mediation Model of Team Reflexivity, Conscientiousness and Performance | **Zhenjiang Qi**, Zhejiang U.; **Hwee-Hoon Tan**, Singapore Management U.
- Team work engagement and effectiveness: Exploring the role of task and outcome interdependence | **Yasin Rofcanin**, Warwick Business School; **Jakob Stollberger**, Aston Business School

The Perceived Efficacy of Teams: A Social / Interactive Perspective | **Ashley Fulmer**, National U. of Singapore; **Peter H Kim**, U. of Southern California

- 📄 What Is A Team? Team as Symbol of Mutual Dependence, Support, and Respect | **Melissa Valentine**, Stanford U.

2068 : (Paper Session) - (OB) Development and Effectiveness of Leadership

3:00pm - 4:30pm Anaheim Convention Center: 207B

Tweet this session: [#AOM2016 2068](#)

Chair: **Michelle Hammond**, U. of Limerick

- 📄 A Theory of Leader Development across Multiple Domains | **Michelle Hammond**, U. of Limerick; **Michael Palanski**, Rochester Institute of Technology; **Rachel Clapp-Smith**, Purdue U., Calumet

Leadership responses in the face of public protests | **Mehmet Ali Turkmenoglu**, Brunel Business School

- 👉👉👉 Leadership “on the Fly” in Strategic Crisis Management Teams: A Quasi-Experimental Study | **Synnove Nesse**, NHH Norwegian School of Economics

- 📄 The Importance of the Transfer Process for Understanding Outcomes of Leadership Training | **Susanne Tafvelin**, Umea U.; **Henna Hasson**, Karolinska Institutet; **Karina Nielsen**, U. of East Anglia; **Ulrica von Thiele Schwarz**, Karolinska Institutet

2069 : (Paper Session) - (OB) Personal Attributes and Social Comparison

3:00pm - 4:30pm Anaheim Convention Center: 207C

Tweet this session: [#AOM2016 2069](#)

Chair: **Leng Ling**, Georgia College & State U.

- 👉 Judging a Book by Its Cover: Beauty Effects in Chinese Communist Party’s Internal Labor Market | **Leng Ling**, Georgia College & State U.; **Danglun Luo**, National Sun Yat-Sen U.; **Guoman She**, Hong Kong U. of Science and Technology
- 👉→👉 Motivated Dissimilarity Construal and Self-Serving Behavior | **Laura J. Noval**, WU Vienna U. of Economics and Business; **Günter K. Stahl**, WU Vienna U. of Economics and Business; **Andy Molinsky**, Brandeis U.

- 👉👉 The Company We Keep: A Competitive Test for How Another’s Obesity Impacts Employee Job Performance | **Michael Addison Johnson**, U. of Central Florida
- 👉📄 Anticipated Dissatisfaction Causes Discrimination against Attractive Candidates | **Margaret Lee**, London Business School; **Madan M. Pillutla**, London Business School

2070 : (OB) The Future of Leadership Research: A Panel of Eminent Leadership Scholars

3:00pm - 4:30pm Anaheim Convention Center: 208A

Tweet this session: [#AOM2016 2070](#)

Organizer: **Yair Berson**, NYU Stern

Distinguished Speakers: **Gary Yukl**, U. at Albany, State U. of New York; **Alice Eagly**, Northwestern U.; **Robert G. Lord**, Durham U.

Facilitator: **Rachel Clapp-Smith**, Purdue U., Calumet

Moderator: **Gretchen Vogelgesang Lester**, San Jose State U.

2071 : (Paper Session) - (OB) Cross-Cultural Cognition and Behavior

3:00pm - 4:30pm Anaheim Convention Center: 208B

Tweet this session: [#AOM2016 2071](#)

Chair: **Andrei Lux**, U. of Otago

- 📄 What do Indonesian employees need to speak up? A Cultural Perspective on Voice Behavior | **Yulita Astriani**, U. Indonesia; **Corina D Riantoputra**, U. Indonesia; **Mutia Almira Rachmazamiati**, U. Indonesia
- 👉👉 Development and Validation of the Cultural Cognition Scale (CCS) | **Andrei Lux**, U. of Otago; **Steven Grover**, U. of Otago

- 👉📄 Cultural uncertainty as moderator of the organizational formalization puzzle | **Ronald Fischer**, Victoria U. of Wellington; **Maria Cristina Ferreira**, U. Salgado De Oliveira; **Kubilay Gok**, Winona State U.; **Nathalie van Meurs**, Middlesex U.; **Ding-Yu Jiang**, National Chung Cheng U.; **Johnny Fountaine**, Ghent U.; **Charles Harb**, American U. of Beirut; **Jan Cieciuch**, U. of Zurich; **Mustapha Achoui**, Arab Open U.; **Soc Mendoza**, Rutgers U.; **Arif Hassan**, International Islamic U. Malaysia; **Andrew Mogaji**, Benue State U.; **Donna Achmadi**, Victoria U. of Wellington

OB Division Best Paper with International Implications Award

- Qualitative exploration of business leadership in Vietnam | **Shuang Ren**, Deakin U.; **Ngan Collins**, RMIT U.; **Malcolm Warner**, Judge Business School; **Chris Rowley**, IHCR, Korea U., Korea / City U., London / IAPS, Nottingham U., UK

2072 : (OB) Latest Developments in Priming Research in Organizational Behavior

3:00pm - 4:30pm Anaheim Convention Center: 209A

Tweet this session: [#AOM2016 2072](#)

Organizer: **Kayla Sergent**, U. of Wisconsin, Madison

Discussants: **Alex D. Stajkovic**, U. of Wisconsin, Madison;

Amanda Shantz, U. of Greenwich

- The Effects of Conscious and Primed Subconscious Goals on Auditor Independence | **Kayla Sergent**, U. of Wisconsin, Madison; **Alex D. Stajkovic**, U. of Wisconsin, Madison
- Supraliminal Priming of Performance by the Workplace Architecture | **Olubukunola Akinsanmi-Oyededeji**, U. of Wisconsin, Madison

- Can Priming Increase Job Performance? An Analysis of the Effectiveness of Four Interventions | **Alex D. Stajkovic**, U. of Wisconsin, Madison; **Suzanne J. Peterson**, Arizona State U.

Presenters: **Kayla Sergent**, U. of Wisconsin, Madison;
Olubukunola Akinsanmi-Oyediji, U. of Wisconsin, Madison;
Suzanne J. Peterson, Arizona State U.

2073 : (Paper Session) - (OB) Psychological Safety

3:00pm - 4:30pm Anaheim Convention Center: 209B

Tweet this session: **#AOM2016 2073**

Chair: **Weipeng Lin**, Nankai U.

- 📖 How Does Helping Behavior Self-Sustain? A Psychological Safety Perspective | **Weipeng Lin**, Nankai U.; **Yichun Kong**, Nankai U.; **Jingjing Ma**, Michigan State U.
- 📖 Knowledge sharing, psychological safety, and performance: Moderating effect of regulatory focus | **Jihye Lee**, Seoul National U.; **Haelyeng Rose Kim**, Seoul National U.; **Seokhwa Yun**, Seoul National U.
- 📖 Responses to Politics: The Role of Psychological Safety in Perceptions of Organizational Politics | **Phillip S. Thompson**, Case Western Reserve U.; **Marla Baskerville Watkins**, Northeastern U.
- 📖 Emotional Intelligence, Psychological Safety, and Team Decision Making | **Wencang Zhou**, Montclair State U.

2074 : (Paper Session) - (OB) Power in Organizations

3:00pm - 4:30pm Anaheim Convention Center: 210A

Tweet this session: **#AOM2016 2074**

Chair: **Rellie Rachel Derfler-Rozin**, Robert H. Smith School of Business

- 📖 How Referrers' Power Affect Employees' Reactions To Referral Practices | **Rellie Rachel Derfler-Rozin**, Robert H. Smith School of Business; **Bradford E. Baker**, U. of Maryland; **Francesca Gino**, Harvard U.
- Is Power so Bad? Power Lowers Moral Reasoning Level, but Not When Construed As Responsibility | **Laura M. Giurge**, Erasmus U. Rotterdam; **Marius van Dijke**, Erasmus U. Rotterdam; **Xue Zheng**, Erasmus U. Rotterdam; **David De Cremer**, U. of Cambridge
- 📖 Psychological Science's Preoccupation with the Powerful | **Michael Schaerer**, INSEAD; **Christilene du Plessis**, Erasmus U. Rotterdam; **Andy J. Yap**, INSEAD; **Stefan Thau**, INSEAD
- Power of the Powerless: A Process Model of Power Seeking in Teams | **Ji Koung Kim**, Arizona State U.; **Daniel Newton**, Arizona State U.; **Jeffery LePine**, Arizona State U.; **Jennifer D. Nahrgang**, Arizona State U.

2075 : (Paper Session) - (OB) The Positive Power of Leadership

3:00pm - 4:30pm Anaheim Convention Center: 212B

Tweet this session: **#AOM2016 2075**

Chair: **Nils Langner**, ESCP Europe

- 📖 Empowering Leadership, Physical Distance, and Well-Being – A Self-Determination Perspective | **Nils Langner**, ESCP Europe
- 📖 Firm yet caring: Examining the curvilinear effect of paternalistic leadership on performance | **An-Chih Wang**, National Sun Yat-Sen U.; **Chou-Yu Tsai**, California State U., Los Angeles; **Shelley D. Dionne**, Binghamton U.; **Seth M. Spain**, Binghamton U.; **Francis J. Yammarino**, Binghamton U.; **Bor-Shiuan Cheng**, National Taiwan U.; **Yi-Chieh Lin**, National Sun Yat-Sen U.

📖 Making Good on a Threat: Leading Innovation in Healthcare Teams | **Rebecca Mitchell**, Newcastle U.; **Brendan Boyle**, Newcastle U.

📖 Feeling Respected or Envid? The Interpersonal Implications of Relative Leader-Member Exchange | **Shuisheng Shi**, Hong Kong Polytechnic U.; **Wei Si**, Hong Kong Polytechnic U.; **Mingjian Zhou**, Harbin Institute of Technology

2076 : (Paper Session) - (OB) The Pains of Organizational Behavior

3:00pm - 4:30pm Anaheim Convention Center: 213A

Tweet this session: **#AOM2016 2076**

Chair: **Xinxin Li**, National U. of Singapore

- The Pleasure in Seeing Others in Pain: Schadenfreude in Response to Workplace Mistreatment | **Xinxin Li**, National U. of Singapore; **Remus Ilies**, National U. of Singapore
- Spillover Effects of Daily Commuting on Self-Regulation and Cognitive Fatigue | **Sherry Shi Yi Aw**, National U. of Singapore; **Vivien KG Lim**, National U. of Singapore
- 📖 POS & Emotional Dissonance as resource depletion mechanisms in Workplace Bullying and Job Strains | **Saima Naseer**, International Islamic U., Islamabad; **Usman Raja**, Brock U.
- 📖 When Proactive Personality Hurts: The Role of Recent Work Achievement | **Yang Guo**, National U. of Singapore; **Jingxian Yao**, National U. of Singapore

2077 : (Paper Session) - (OB) Physical, Emotional, and Biological Aspects of Behavior

3:00pm - 4:30pm Anaheim Convention Center: 303A

Tweet this session: **#AOM2016 2077**

Chair: **Erica Carleton**, Ivey Business School

- 📖 Reciprocal Effects of Work Stress and Sleep Problems: A Five-Wave Longitudinal Study | **Erica Carleton**, Ivey Business School; **Julian Barling**, Queen's U.
- 📖 Can Brains Manage? | **Mark P. Healey**, The U. of Manchester; **Gerard P. Hodgkinson**, U. of Warwick; **Sebastiano Massaro**, Warwick Business School
- 📖 Dopamine, Serotonin, and Oxytocin – Three Neurotransmitters for Sustainable Employee Engagement | **George Langelett**, South Dakota State U.
- 📖 From the Bedroom to the Office: Workplace Spillover Effects of Marital Sexual Activity | **Keith Leavitt**, Oregon State U.; **David T. Wagner**, U. of Oregon; **Christopher M. Barnes**, U. of Washington; **Trevor Watkins**, U. of Washington

2078 : (Paper Session) - (OB) Double-Edged Swords in Organizational Life

3:00pm - 4:30pm Anaheim Convention Center: 304B

Tweet this session: **#AOM2016 2078**

Chair: **Mayowa T. Babalola**, Australian Catholic U.

- 📖 A Test of a Dual Mediation Pathway Linking Authoritarian Leadership to Employee Creativity | **Mayowa T. Babalola**, Australian Catholic U.; **Ali Omale Garba**, Boston U.; **Liang Guo**, NEOMA Business School; **Leander De Schutter**, Cambridge Judge Business School
- 📖 Examining the links between objective and subjective job characteristics and victimization | **Yiqiong Li**, U. of Queensland; **Peter Yu Chen**, Auburn U.; **Michelle Tuckey**, U. of

South Australia; **Sarven McLinton**, U. of South Australia; **Maureen Dollard**, U. of South Australia

📄 The Benefits and Costs of Employee Taking Charge: From a Resource Perspective | **Kan Ouyang**, Shanghai U. of Finance and Economics; **Wing Lam**, Hong Kong Polytechnic U.; **Ziguang Chen**, City U. of Hong Kong; **Bonnie Hayden Cheng**, Hong Kong Polytechnic U.; **Jianan Zhong**, Zhejiang U.

🗨️ Cause or consequence? The reciprocal model of counterproductive work behavior and mistreatment | **Yeonjeong Kim**, Carnegie Mellon U. - Tepper School of Business; **Taya R. Cohen**, Carnegie Mellon U.; **Abigail T Panter**, U. of North Carolina

2079 📄 JS: (OB, CM, HR) The Bright Side of the Dark Side: Challenging the Conventional Wisdom of Abusive Supervision

3:00pm - 4:30pm Anaheim Convention Center: 202A

Tweet this session: #AOM2016 2079

Chairs: **Lindie Hanyu Liang**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo

Discussant: **Marie S. Mitchell**, U. of Georgia

Tough Love: Perceived Promotion-Focused Abusive Supervision Increases Follower Job Performance | **Kai Chi Yam**, National U. of Singapore; **David Welsh**, Arizona State U.; **Wei He**, Huazhong U. of Science and Technology; **John Bush**, Arizona State U.

Righting A Wrong: Retaliation Following Abusive Supervision Protects Subordinate Well-Being | **Lindie Hanyu Liang**, U. of Waterloo; **Douglas J. Brown**, U. of Waterloo; **Huiwen Lian**, Hong Kong U. of Science and Technology; **Samuel Ian Hanig**, U. of Waterloo; **Lance Ferris**, Pennsylvania State U.; **Lisa M. Keeping**, Wilfrid Laurier U.

When the Trickle-Down Peters Out: Why Some Abused Supervisors “Reverse Course” | **Matthew D Griffith**, U. of Central Florida; **Shannon G. Taylor**, U. of Central Florida; **Robert Folger**, U. of Central Florida; **Chaim Ross Letwin**, Suffolk U.; **Abhijeet K. Vadera**, Singapore Management U.

Consequences of Abusive Supervision: The Role of Discrete Emotions and Attributions | **Lingtao Yu**, U. of Minnesota; **Michelle K. Duffy**, U. of Minnesota

A Cost-Benefit Approach to Understanding Prosocial Reactions to Observed Supervisor Abuse | **Manuela Priesemuth**, Villanova U.; **Marshall Schminke**, U. of Central Florida

2080 🗨️ JS: (OB, CMS, OMT) Manager as a Valued Leader and a Valued Follower: Making Managerial Work More Meaningful

3:00pm - 4:30pm Anaheim Convention Center: 202B

Tweet this session: #AOM2016 2080

Facilitator: **Zahira Jaser**, City U. London

Panelists: **Johan Alvehus**, Kristianstad U.; **David Stephen Grant**, Griffith U.; **David Collinson**, Lancaster U.; **Melissa K. Carsten**, Winthrop U.

2081 → 📄 JS: (OB, ENT, MOC) Creativity and Innovation: A Multilevel Perspective on Processes and Outcomes

3:00pm - 4:30pm Anaheim Convention Center: 201B

Tweet this session: #AOM2016 2081

Organizers: **Marilyn A. Uy**, Nanyang Technological U.; **Siran Zhan**, Nanyang Technological U.

Discussant: **Jing Zhou**, Rice U.

Opportunity Identification in Teams: The Role of Experience and Team Identity | **Manuel Braun**, Technical U. Munich; **Holger Patzelt**, Technical U. München; **Nicola Breugst**, Technische U. München; **Marc Gruber**, Ecole Polytechnique Fédérale de Lausanne

Creative Self-Efficacy and Team Creative Collaboration | **Mengzi Jin**, Singapore Management U.; **Ronald Bledow**, Singapore Management U.

Are You a Top Chef? Assessing Creativity in Different Cultures | **Celine Flipo**, HEC Paris; **Pier Vittorio Mannucci**, London Business School

The Normative Influence of Role Identity on Creativity Evaluation | **Siran Zhan**, Nanyang Technological U.; **Marilyn A. Uy**, Nanyang Technological U.; **Ying-Yi Hong**, Nanyang Technological U.

Team Regulatory Focus: Implications for Idea Generation and Idea Implementation Activities | **Maike Hundeling**, U. of Kassel; **Kathrin Rosing**, U. of Kassel

2082 🗨️ JS: (OB, HR) Affective Convergence in Teams

3:00pm - 4:30pm Anaheim Convention Center: 207A

Tweet this session: #AOM2016 2082

Chairs: **April D. Schantz**, Florida International U.; **Juanita M. Woods**, Augusta U.

Discussant: **Kyle J. Emich**, U. of Delaware

Feeling Bittersweet about Your Team: The Origins and Consequences of Team Ambivalence | **Jung Won Andie Lee**, HEC Paris; **Mathis Schulte**, HEC Paris

The Interactive Effects of Team Affective Diversity and Structural Interdependence on Team Performance | **Juanita M. Woods**, Augusta U.; **Ethlyn Anne Williams**, Florida Atlantic U.

Inside the Boundaries: A Model of Intra-team Emotion Regulation | **Natalie Longmire**, The U. of Texas at Austin; **Benjamin Dow**, The U. of Texas at Austin

Group Cohesion Emerges from Dyadic Affective Exchanges: A Dynamic Agent-Based Model | **Mai P. Trinh**, Arizona State U.

2083 🗨️ JS: (OB, HR) The Good, The Bad, and The Pretty: When and Why Attractiveness Helps and Hurts Women

3:00pm - 4:30pm Anaheim Convention Center: 210D

Tweet this session: #AOM2016 2083

Chairs: **Stefanie K Johnson**, U. of Colorado, Boulder; **Jessica Kirk**, U. of Colorado, Boulder

Discussant: **Lynn Bowes**, Western New England U.

The Blond Advantage in Women's Leadership: Investigating the Paradox | **Jennifer L. Berdahl**, The U. of British Columbia; **Natalya Alonso**, The U. of British Columbia

Can Looks Deceive? Decoys Impact Hiring of Attractive Women | **Stefanie K Johnson**, U. of Colorado, Boulder; **Elsa Chan**, U. of Colorado, Boulder

Does Being Attractive Backfire? The Hidden Costs of Attractiveness in the Workplace | **Ksenia Keplinger**, U. of Colorado, Boulder; **Jessica Kirk**, U. of Colorado, Boulder

Erotic Capital in the Workplace Scale Development and Validation: Mitigating the Perils of Pretty | **Alexis Nicole**

Smith, Oklahoma State U.; Kyle Ehrhardt, U. of Colorado, Denver; Charles A. Pierce, U. of Memphis

2084 📄SHCS: (OB, HR, CAR) **Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-Being**

3:00pm - 4:30pm Anaheim Convention Center: 205A

Tweet this session: #AOM2016 2084

Chairs: Kelly Schwind Wilson, Purdue U., West Lafayette; Patricia C. Dahm, California Polytechnic State U.

Misery Loves Company: An Investigation of Employee and Significant Other Family-to-Work Conflict | Kelly Schwind Wilson, Purdue U., West Lafayette

Resolving Identity Threat: Strategic Social Circles, Substitutes, and the Looking Glass Self | Patricia C. Dahm, California Polytechnic State U.; Yeonka Kim, U. of Minnesota; Theresa M. Glomb, U. of Minnesota; Spencer Harrison, Boston College

Being Cherished by Cherubs: Effects of Talking to Kids About Work on Parental Job Attitudes | Elizabeth Adair, U. of Minnesota; Theresa M. Glomb, U. of Minnesota

Multiple Perspectives on Multiple Dimensions of Enrichment: Employee and Partner Perspectives | Heidi M. Baumann, Bradley U.

I'll Be There for You: Relative Importance of Supervisor, Spouse, and Parent Support on Conflict | Melissa Mitchell, U. of Georgia; Lillian Eby, U. of Georgia; Katelyn Sanders, U. of Georgia

2085 📄JS: (OB, HR, MOC) **Making Perceived Fit Meaningful: Perspectives on the Process of Fitting In**

3:00pm - 4:30pm Anaheim Convention Center: 201A

Tweet this session: #AOM2016 2085

Chairs: Jon Billsberry, Deakin U.; Stefan T. Mol, U. of Amsterdam

Discussant: Amy L. Kristof-Brown, U. of Iowa

Coordinator: Rein De Cooman, KU Leuven

Longitudinal Tracking of Fit Experiences: Performance Implications of Variability in Perceived Fit | Wouter Vleugels, KU Leuven; Rein De Cooman, KU Leuven; Marijke Verbruggen, KU Leuven

The Role of Fit in the Relationship Between Career Initiative, Performance and Career Satisfaction | Hella Sylva, Berenschot; Stefan T. Mol, U. of Amsterdam; Deanne N. DenHartog, U. of Amsterdam

Drawing Definitions of Perceived Fit | Jon Billsberry, Deakin U.; David Roy Stiles, U. of Canterbury

Perceived Fit as a Motivational Determinant in Career Development Moderated by Regulatory Focus | Vincent Angel, U. of Bordeaux; Dirk D Steiner, U. of Nice Sophia Antipolis

2086 📄JS: (OB, HR, RM) **Intra-Individual Organizational Research: An Expert Panel**

3:00pm - 4:30pm Anaheim Convention Center: 204B

Tweet this session: #AOM2016 2086

Chairs: Allison S. Gabriel, U. of Arizona; Nathan Philip

Podsakoff, U. of Arizona

Presenters: Dan Beal, Virginia Tech; Paul Bliese, U. of South Carolina; Brent A. Scott, Michigan State U.; Sabine Sonnentag, U. of Mannheim; John P. Trougakos, U. of Toronto

2087 📄JS: (OB, MOC) **Impression (Mis)Management in Organizations: The Mismatch Between Intended and Actual Impressions**

3:00pm - 4:30pm Anaheim Convention Center: 203B

Tweet this session: #AOM2016 2087

Organizer: Ovul Sezer, Harvard U.

Chair: Ovul Sezer, Harvard U.

Discussant: Irene Scopelliti, Cass Business School, City U. London
A (Partially) Misguided Aversion to Changing One's Mind | Martha Jeong, Harvard Business School; Leslie K. John, Harvard Business School

Model Citizens? Donor Power Reduces the Influence of Charitable Behavior | M. Ena Inesi, London Business School
Misjudging judgment: Others Judge Us Less Extremely Than We Think | Alice Moon, Disney Research; Muping Gan, Yahoo Research; Clayton R. Critcher, Haas School of Business

Humblebragging: A Distinct—and Ineffective—Self-Presentation Strategy | Ovul Sezer, Harvard U.; Michael Norton, Harvard U.

Presenters: Martha Jeong, Harvard Business School; Alice Moon, Disney Research; M. Ena Inesi, London Business School; Ovul Sezer, Harvard U.

2088 📄JS: (OB, MOC) **Thinking Ahead: How Contemplating the Future Impacts Individuals at Work**

3:00pm - 4:30pm Anaheim Convention Center: 303B

Tweet this session: #AOM2016 2088

Organizer: Ting Zhang, Columbia Business School

Discussant: Kimberly A Wade-Benzoni, Duke U.

Commuting with a Plan: How Goal-Directed Prospection Can Offset the Strain of Commuting | Jon Michael Jachimowicz, Columbia Business School; Jochen I. Menges, WHU - Otto Beisheim School of Management

The Future is Yours: Cultivating the Entrepreneurial Spirit with a Future-Self Approach | Michael S. North, New York U.; Hal Hershfield, UCLA

From Achievements to Contributions: How Contemplating the Future Impacts Prosocial Behavior | Ting Zhang, Columbia Business School; Isaac H Smith, Cornell U.

Work-life Balance: I Will Do It in the Future, But Not Now | Meng Li, U. of Colorado, Denver; Sanford Ely DeVoe, UCLA

2089 📄JS: (OB, MOC, OMT) **It's All in Your Mind: Understanding The Consequences of Perceptions in Social Networks**

3:00pm - 4:30pm Anaheim Convention Center: 210C

Tweet this session: #AOM2016 2089

Organizer: Patrizia Vecchi, Washington U. in St. Louis

Discussant: Sameer B. Srivastava, U. of California, Berkeley

The Effect of Perceived Friendship Network Brokerage on Expressions of Gender Bias | Raina A. Brands, London Business School; Aneeta Rattan, London Business School

Motivation, Cognition, and Network Dynamics | Stefano Tasselli, Rotterdam School of Management; Martin J. Kilduff, UCL School of Management

Not So Inaccurate, After All: Gestalt vs. Dyadic Perception of Social Networks | Tiziana Casciaro, U. of Toronto

Cognitive Network Biases That Make Us Smart: An Ecological Theory of Network Perceptions | Patrizia Vecchi, Washington

U. in St. Louis; **Raymond T Sparrowe**, Washington U. in St. Louis

2090 🗣️JS: (OB, ODC) The Well-being Research Agenda: What We Need to Know to be our Best Selves at Work

3:00pm - 4:30pm Anaheim Convention Center: 204C

Tweet this session: #AOM2016 2090

Moderator: **Amanda Varley**, Case Western Reserve U.

Panelists: **Cary L. Cooper**, The U. of Manchester; **Gretchen M. Spreitzer**, U. of Michigan; **Ted A. Paterson**, Oregon State U.; **Charlotte Fritz**, Portland State U.

2091 📄JS: (OB, ODC, HR) New Developments in Psychological Ownership Research

3:00pm - 4:30pm Anaheim Convention Center: 304A

Tweet this session: #AOM2016 2091

Chair: **David Patient**, UCP - Católica Lisbon School of Business & Economics

Discussant: **Markus Baer**, Washington U. in St. Louis

Understanding the Process of Psychological Ownership Development: The Circle Model | **Erko Martins**, Rostock U.; **Friedemann Nerding**, Rostock U.

Creating Meaning Through Psychological Ownership and Territoriality in Organizations | **Helena Zhu**, U. of Victoria; **Graham Brown**, U. of Victoria

Assessing the Relations Between Personality Traits and Feelings of Possession | **Elena Essig**, ESCM

Central Role of Collective PO on the Relationship between Team Membership Change and Effectiveness | **Ana Giordano**, UCP - Católica Lisbon School of Business & Economics; **David Patient**, UCP - Católica Lisbon School of Business & Economics; **Ana Margarida Passos**, ISCTE; **Francesco Sguera**, UCP - Católica Lisbon School of Business & Economics

Presenters: **Ana Giordano**, UCP - Católica Lisbon School of Business & Economics; **Erko Martins**, Rostock U.; **Helena Zhu**, U. of Victoria; **Elena Essig**, ESCM

Participants: **David Patient**, UCP - Católica Lisbon School of Business & Economics; **Friedemann Nerding**, Rostock U.; **Graham Brown**, U. of Victoria; **Francesco Sguera**, UCP - Católica Lisbon School of Business & Economics; **Ana Margarida Passos**, ISCTE

2092 🗣️JS: (OB, ODC, OMT) Relational Coordination and Complexity Leadership: Enabling the Dynamics of Adaptive Systems

3:00pm - 4:30pm Anaheim Convention Center: 212A

Tweet this session: #AOM2016 2092

Organizers: **Jody Hoffer Gittel**, Brandeis U.; **Mary Uhl-Bien**, Texas Christian U.

Participants: **Benyamin B. Lichtenstein**, U. of Massachusetts, Boston; **Valerie Gauthier**, HEC Paris; **Michael Arena**, General Motors Corp.; **John Paul Stephens**, Case Western Reserve U.; **Anne Douglass**, U. of Massachusetts, Boston; **Carsten Hornstrup**, Tilburg U.

2093 📄: (Paper Session) - (ODC) Getting emotional about change

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon J

Tweet this session: #AOM2016 2093

Chair: **Hanna Lehtimäki**, U. of Eastern Finland

🗣️ Emotional Intelligence and Collaboration: Implications for Teams | **John Donald Cox**, FCA US LLC; **Matthew Lawrence Cole**, Lawrence Technological U.

🗣️ Operationalizing Compassionate Leadership Behavior | **Brad Shuck**, U. of Louisville; **Meera Alagaraja**, U. of Louisville; **Jason Immekus**, U. of Louisville; **Denise M. Cumberland**, U. of Louisville; **Maryanne Honeycutt-Elliott**, U. of Louisville

➔ Supervisors' Change Communication and Employees' Emotional Reaction: A Cross-Cultural Comparison | **Sevda Helpap**, Leuphana U. Lüneburg; **Heike Schinnenburg**, U. of Applied Sciences Osnabrück

Employees' Emotions in Organizational Change: A New Angle on the Sensemaking Approach | **Sevda Helpap**, Leuphana U. Lüneburg; **Sigrid Bekmeier-Feuerhahn**, Leuphana U. Lüneburg

2094 : (Paper Session) - (OM) Operations Strategy

3:00pm - 4:30pm Sheraton Park Hotel: Park D

Tweet this session: #AOM2016 2094

Chair: **Foster B. Roberts**, Southeast Missouri State U.

📄 What brings the Value to Outcome-Based Contract providers? Value Drivers in Outcome Business Model | **Ivanka Visnjic**, ESADE Business School; **Marin Jovanovic**, KTH Royal Institute of Technology; **Andrew Neely**, U. of Cambridge; **Mats Engwall**, KTH Royal Institute of Technology

🗣️ Systematic problem solving of shop-floor employees and learning mechanisms: a multilevel approach | **Andrea Furlan**, Department of Economics and Management, U. of Padova; **Ambra Galeazzo**, U. of Padova; **Adriano Paggiaro**, U. of Padova

🗣️ An Improved PLS based Time-Varying Weight Combination Approach | **Liang Wan**, U. of Science and Technology of China

Financial performance of fluid teams with undifferentiated member roles: The impact of familiarity | **Foster B. Roberts**, Southeast Missouri State U.; **Christopher H. Thomas**, Saint Louis U.; **Milorad M. Novicevic**, U. of Mississippi

2095 📄: (Paper Session) - (OMT) Entrepreneurship

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon A

Tweet this session: #AOM2016 2095

Chair: **Weiyi Ng**, U. of California, Berkeley

➔ 🗣️ Globalization in Action: Templates, Tensions and Strategies of Action in Kenyan Entrepreneurship | **Tim Weiss**, Zeppelin U.; **Klaus Weber**, Northwestern U.
Finalist for the OMT Division Best Paper on Entrepreneurship Award

➔ 📄 Relational Exchange and Generalized Trust in China | **Victor Nee**, Cornell U.; **Sonja Opper**, Lund U.; **Hakan Holm**, Lund U.

Winner of the OMT Division Best Paper on Entrepreneurship Award

🗣️ Board Leadership and CEO Departures in Entrepreneurial Firms | **Sam Garg**, Hong Kong U. of Science and Technology; **Qiang Li**, Hong Kong U. of Science and Technology

🗣️ Performance Effects of Inter-firm Ties in Financial Markets | **Umit Ozmel**, Purdue U., West Lafayette; **Ranjay Gulati**, Harvard U.; **Tim Trombley**, San Diego State U.; **Deniz Yavuz**, Purdue U., West Lafayette

The Influence of Institutional Context on New Venture Creation Towards Project-Like Organizing | **Carolyn Auschra**, Freie U. Berlin; **Timo Braun**, Technical U. Kaiserslautern; **Thomas Schmidt**, Free U. Berlin

2096 📄: (Paper Session) - (OMT) Learning

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon B
Tweet this session: #AOM2016 2096

Chair: **Cristina Oana Vlas**, The U. of Texas at Dallas
📄 Cultural Differences in Learning from Performance Feedback | **Valerie Grissom**, San Diego State U.; **K. Skylar Powell**, Western Washington U.

Are Generalists Better Learners than Specialists? Performance- Feedback Learning in Farms | **Yeojin Kim**, Duke U.

📄 Institutional Change and the Exile of the Once Fittest | **Yan Chen**, Stevens Institute of Technology; **Nan Hu**, Stevens Institute of Technology; **Ling Liu**, U. of Wisconsin, Eau Claire; **Yi Dong**, U. of International Business and Economics

The Role of Noise in a Mutual Selection and Learning Model | **Jungsoo Ahn**, Yonsei U.; **Yongha Kwon**, Yonsei U.; **Jae-Suk Yang**, Korea Advanced Institute of Science and Technology (KAIST); **Ji-hyun Kim**, Yonsei U.

When Do You Dance: The Effect of Time on Asymmetrical Aspiration-Level Adaptation | **Nawon Oh**, Yonsei U.; **Tohyun Kim**, Sungkyunkwan U.

2097 📄: (Paper Session) - (OMT) Organizations & the State

3:00pm - 4:30pm Anaheim Marriott: Newport Beach
Tweet this session: #AOM2016 2097

Chair: **Kshitij Awasthi**, Indian Institute of Management, Bangalore
📄 Between State and Market: A Dependence Model of Corporate Elite Profile | **Jianjun Zhang**, Peking U.; **Jun Xia**, The U. of Texas at Dallas; **Kunyuan Qiao**, Pennsylvania State U.

➔ 📄 The Price of Faith: Political Determinants of Commercialization of Buddhist Temples in China | **Lori Qingyuan Yue**, U. of Southern California; **Jue Wang**, U. of Southern California; **Botao Yang**, U. of Southern California
Finalist for the OMT Division Best Paper on Entrepreneurship Award

📄 Political position and firms' defiance response to governmental mandates | **Christopher Marquis**, Cornell U.; **Yuhuan Liu**, Southwest Jiaotong U.; **Runtian Jing**, Shanghai Jiao Tong U.

📄 Ideological Call to Arms: Analyzing Institutional Contradictions in Political Discourse on Education | **Debbie Kim**, Northwestern U.; **Jeannette Colyvas**, Northwestern U.; **Allen Kim**, California State Polytechnic U., Pomona

Modeling the Evaluation Process in a Controversy | **Karl-Emanuel Dionne**, HEC Montreal; **Chantale Mailhot**, HEC Montréal

2098 📄: (Paper Session) - (OMT) Status & Reputation

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 4
Tweet this session: #AOM2016 2098

Chair: **Santosh B Srinivas**, The U. of Texas at Austin
📄 It's not how many but how different: The effect of investor dissimilarity on analyst coverage | **Edward Bishop Smith**, Northwestern Kellogg School of Management

Category Status Shake-Up: Organizations' Strategies for Offering High-Low Status Combination Product | **Isabelle Yi Ren**, Boston College

📄 Looking behind the curtain. Organizational categories, status & background institutions | **Giuseppe Delmestri**, WU Vienna U. of Economics and Business; **Elizabeth Goodrick**, Florida Atlantic U.

📄 The Shackles of CEO Celebrity: A Type-based Theory | **Jeffrey Lovelace**, Pennsylvania State U.; **Jonathan Bundy**, Arizona State U.; **Donald C. Hambrick**, Pennsylvania State U.

📄 Acquisition spree of new CEOs: A consequence of social comparison with predecessors | **Rajiv Krishnan Kozhikode**, Simon Fraser U.; **Rekha Krishnan**, Simon Fraser U.

2099 📄: (Paper Session) - (OMT) Rethinking Theory

3:00pm - 4:30pm Anaheim Marriott: Rancho Las Palmas
Tweet this session: #AOM2016 2099

Chair: **Wenlong Wang**, Tsinghua U.

📄 The Weakness of Tie Strength | **Matthew Brashears**, U. of South Carolina; **Eric Quintane**, U. de los Andes

➔ 📄 Making Organizations More Meaningful: Could a Modern Theory of the Firm Help? | **Angelina Zubac**, Central Queensland U.

📄 E pluribus unum? An exploration of and proposal regarding the meanings of pluralism in OMT | **Louis-François Brodeur**, HEC Montreal

Finalist for the OMT Division Best Student Paper Award

📄 Bringing Together the Fields of Organizational Behavior with Organizational Economics | **Matthias Georg Will**, Martin-Luther-U. Halle-Wittenberg

Philosophical foundations of paradox research | **Jonathan Schad**, U. of Geneva

2100 📄JS: (OMT, BPS, ENT) Celebrity in Strategic Management and Organizational Studies

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 2
Tweet this session: #AOM2016 2100

Organizers: **Laura D'Oria**, U. of Tennessee, Knoxville; **Timothy David Hubbard**, U. of Georgia; **Kevin Curran**, Cass Business School, City U. London

Participants: **Rhonda K. Reger**, U. of Tennessee; **Violina Rindova**, The U. of Texas at Austin; **Michael D. Pfarrer**, U. of Georgia; **Anastasiya Zavyalova**, Rice U.

2101 📄JS: (OMT, RM, CMS) Conversation Analysis as Theorizing: Distinctions, Commitments, and Implications

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 1
Tweet this session: #AOM2016 2101

Moderator: **ToTran Nguyen**, KU Leuven

Speakers: **Dalvir Samra-Fredericks**, Nottingham Trent U.; **Nick Llewellyn**, U. of Warwick; **Dominic Michael Chalmers**, U. of Strathclyde

2102 📄JS: (ONE, TIM, OMT) Sustainable Business Models: Towards Meaningful Organizations and Organizing

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 1
Tweet this session: #AOM2016 2102

Chair: **Nancy Bocken**, TU Delft

Discussants: **Laura Albareda**, Deusto Business School; **Paavo Ritala**, Lappeenranta U. of Technology

Sustainable Business Models Archetypes | **Nancy Bocken**, TU Delft

SBM models among S&P500 firms between 2005-2014:

Empirical insights using big data approach | **Paavo Ritala**, Lappeenranta U. of Technology

Capabilities for sustainable business model innovation:

Multiple case study | **Laura Albareda**, Deusto Business School

Addressing poverty with BM: explaining how business models work at the Bottom of the Pyramid | **Krzysztof Dembek**, The U. of Melbourne

Sustainable business models as social process | **Frank Boons**, The U. of Manchester

Kickstarting Social Intrapreneurship: A Conceptual Corporate Social Entrepreneurship Framework | **Thijs Gerardts**, Rotterdam School of Management

New business models for circular economy | **Steve Kennedy**, Rotterdam School of Management

Co-evolution of business model innovations for sustainability | **Stefan Schaltegger**, Leuphana U. Lüneburg

Presenters: **Krzysztof Dembek**, The U. of Melbourne; **Frank**

Boons, The U. of Manchester; **Steve Kennedy**, Rotterdam School of Management; **Stefan Schaltegger**, Leuphana U. Lüneburg; **Thijs Gerardts**, Rotterdam School of Management

2103 🗨️📄📅: (Paper Session) - (PNP) **The Relevance of Occupational Status, Organizational Justice, Altruism and Employee Engagement in Public and Nonprofits**

3:00pm - 4:30pm Anaheim Marriott: Desert Springs

Tweet this session: **#AOM2016 2103**

Chair: **William G Resh**, U. of Southern California

🗨️ Antecedents, Consequences and the Context of Employee Engagement in Nonprofit Organizations | **Kunle Akingbola**, Lakehead U.; **Herman A. van den Berg**, Lakehead U.

🗨️📄📅 Preparing Indian Administrative Service Officers for Public Service: A Competency-Based Approach | **Vishal Gupta**, Indian Institute of Management, Ahmedabad; **Sanjiv Chopra**, Government of Odisha, India; **Ram Kumar Kakani**, Xavier Labour Relations Institute

➔📄 The Higher One Is, the Harder One Falls: The Role of Occupational Status in Organizational Justice | **Wisunupong Potipiroon**, Prince of Songkla U.; **Ellen Rubin**, U. at Albany, State U. of New York

🗨️📄 The Persistence of Altruistic Work Efforts as a Function of PSM and Mission Match | **William G Resh**, U. of Southern California; **John D Marvel**, George Mason U.

2104 🗨️📄📅: (Paper Session) - (PNP) **Societal Challenges Impacting Organizational and Individual Actions**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon K

Tweet this session: **#AOM2016 2104**

Chair: **Eric C. Martin**, Bucknell U.

Terrorism as Civil Society | **Eric C. Martin**, Bucknell U.

📄 How nonprofit organizations responded to the effects of the Great Recession in the US | **Stefan Dimitriadis**, Harvard U.

🗨️📄📅 Should I Stay or Should I Go: Veteran Status and Determinants of Turnover Intention | **Venkata Krishna Nadella**, Indiana U., Bloomington; **Sean Webeck**, Indiana U.

2105 🗨️📄📅: (Paper Session) - (PNP) **The Tension between Learning, Resilience, and Accountability**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 10

Tweet this session: **#AOM2016 2105**

Chair: **Adam Eckerd**, U. of Tennessee

🗨️📄 The 70:20:10 model for learning and development: an effective model for capability development? | **Deborah A. Blackman**, U. of New South Wales; **Samantha Jane Johnson**, Australian Institute of Management Education and Training; **Fiona Buick**, U. of Canberra; **Denise Elizabeth Faifua**, U. of New South Wales; **Michael O'Donnell**, U. of New South Wales; **Michael Forsythe**, UNSW Australia Business School

🗨️📄 Long-Term Disaster Recovery as a Complex Problem: Giving Disaster Resilience New Meaning | **Deborah A. Blackman**, U. of New South Wales; **Hitomi Nakanishi**, U. of Canberra; **Angela M Benson**, U. of Brighton; **Benoit Freyens**, U. of Canberra

📄 Contract Design, Supply Chain Complexity, and Accountability in Federal Contracts | **Adam Eckerd**, U. of Tennessee; **Amanda Michelle Girth**, The Ohio State U.

2106 🗨️📄📅: (RM, MC, ODC) **Chasing the Unicorn? Evaluating Methodologies for Researching the Positive and Extraordinary**

3:00pm - 4:30pm Anaheim Convention Center: 303C

Tweet this session: **#AOM2016 2106**

Facilitator: **Kevin Vincent Cavanagh**, Case Western Reserve U.

Participants: **Kiko Thiel**, Weatherhead School of Management, CWRU; **Ryan Quinn**, U. of Louisville; **David S. Bright**, Wright State U.

2107 🗨️📄📅📄: (SIM, GDO, CMS) **Organizations and Domestic Violence**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon H

Tweet this session: **#AOM2016 2107**

Facilitator: **Michelle Greenwood**, Monash U.

Moderator: **Deborah Helen Jones**, Victoria U. of Wellington

Presenters: **Tracy Patricia Wilcox**, U. of New South Wales; **Anne O'Leary-Kelly**, U. of Arkansas; **Alison Pullen**, Macquarie U.

2108 ➔🗨️📄📅📄: (SIM, HR) **Gendering the HRM - CSR Nexus in Developing Economies: Meaningful Tools and Mechanisms**

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 3

Tweet this session: **#AOM2016 2108**

Organizers: **Charlotte M. Karam**, American U. of Beirut; **Fida Afiouni**, American U. of Beirut; **Dima Jamali**, American U. of Beirut
Discussant: **Kate Grosser**, La Trobe U.

Women's Economic Opportunity in the MENA: What Role can the Private Sector Play? | **Fida Afiouni**, American U. of Beirut

Socially Responsible HRM Serving the Advancement of Women as Staff and Clients in MFIs | **Krista L.**

Finstad-Milion, ICN Business School; **Agathe Simon**, ICN Business School

Within HRM systems: Female Employee Values and Perceptions of CSR | **Charlotte M. Karam**, American U. of Beirut

HRM Practices and Careers of Saudi Arabian Women | **Hayfaa Tlaiss**, Alfaisal U.; **Giselle Antoine**, Alfaisal U.

Strategic Human Resources Management: Enablers and Challenges of Pursuing the CSR Agenda | **Ali El Dirani**, AI

Maaref U.; **Dima Jamali**, American U. of Beirut; **Ian Harwood**, Southampton Business School, U.K.

2109 → 📄: (Paper Session) - (TIM) **TIM Conversations in Open and Collaborative Innovation: Development of an Open Innovation Strategy**

3:00pm - 4:30pm Anaheim Marriott: Elite Ballroom 2

Tweet this session: #AOM2016 2109

Track A: Open & Collaborative Innovation

Discussant: **Elena Novelli**, Cass Business School, City U. London

🗣️→ 📄 The cogs and wheels of open innovation: The role of mechanisms in the capability lifecycle | **Henry Lopez-Vega**, Linköping U.; **Nicolette Lakemond**, Linköping U.

📄 Overcoming open innovation's conceptual ambiguity: Mapping the innovation collaboration landscape | **Kathleen Diener**, RWTH Aachen U.; **Dirk Luettgens**, RWTH Aachen U.

The crafting of physical spaces in an open innovation environment | **Altair Hazel Marroquin Cruz**, Cass Business School, City U. London

🗣️→ 🗣️📄 Perception vs Reality: the Adoption of Open Innovation in European Companies | **Daria Podmetina**, Lappeenranta U. of Technology; **Roman Teplov**, Lappeenranta U. of Technology; **Ekaterina Albats**, Lappeenranta U. of Technology; **Justyna Dabrowska**, Lappeenranta U. of Technology

2110 🗣️📄👤: (Paper Session) - (TIM) **TIM Conversations in Multi-level Innovation: Effect of Top Management on Innovation**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon C

Tweet this session: #AOM2016 2110

Track F: Multi-level Innovation: Creativity and Teams

Discussant: **M Lourdes Sosa**, the London School of Economics and Political Science

Are Founder CEOs Better Innovators? Evidence from S&P 500 Firms | **Joon Mahn Mahn Lee**, Purdue U., West Lafayette; **Jongsoo Jays Kim**, Purdue U., West Lafayette; **Joonhyung Bae**, Purdue U., West Lafayette

The Indirect MBA Effect on R&D Expenditures in Diversified and Distressed Firms | **Marcel Allscher**, U. of Passau; **Marina Fiedler**, U. of Passau

→ 📄 R&D investment, International Expansion and Innovation: The Moderating Role of TMT Diversity | **Peng-Yu Li**, Fu-Jen Catholic U.

CEO Expertise and Innovation | **Trey Cummings**, Washington U. in St. Louis; **Anne Marie Knott**, Washington U. in St. Louis

2111 🗣️📄: (Paper Session) - (TIM) **TIM Conversations on the Innovation Environment: Academia and Innovation**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon D

Tweet this session: #AOM2016 2111

Track D: The Innovation Environment: Competition, Industry and Institutions

Discussant: **Valentina Tartari**, Copenhagen Business School

📄 Ph.D. Scientists in the Boardroom and Learning from the Environment | **Tim Swift**, St. Joseph's U.

📄 Balancing industry collaboration and academic innovation | **Jun-You Lin**, National Open U.

Institutional and Contextual Factors as Drivers of Entrepreneurship | **Riccardo Fini**, U. of Bologna; **Rosa**

Grimaldi, Alma Mater Studiorum U. di Bologna; **Azzurra Meoli**, U. of Bologna

📄 Identifying the paper characteristics that influence the trajectory of the patent-to-paper citation | **Cheng G Ding**, National Chiao Tung U.; **Wen-Chi Hung**, National Chiao Tung U.; **Meng-Che Lee**, National Chiao Tung U.; **Hung-Jui Wang**, Chihlee Institute of Technology

2112 → 📄: (Paper Session) - (TIM) **TIM Conversations in Intellectual Property Strategy: IP and Competitive Advantage**

3:00pm - 4:30pm Anaheim Marriott: Grand Ballroom Salon G

Tweet this session: #AOM2016 2112

Track H: Intellectual Property Strategy

Discussant: **Keld Laursen**, Copenhagen Business School

📄 Building on Your Own Invention? | **Jeffrey Barden**, Oregon State U.; **Yohan Choi**, Oregon State U.

📄 The Strategic Allocation of Inventors to R&D Collaborations | **David Wehrheim**, U. Carlos III de Madrid; **Neus Palomeras**, U. Carlos III de Madrid

🗣️→ Intellectual Property and Open Innovation: Tension? | **Peter Bican**, WHU - Otto Beisheim School of Management; **Carsten C. Guderian**, WHU - Otto Beisheim School of Management; **Anne K. Ringbeck**, WHU - Otto Beisheim School of Management

🗣️📄 IP Strategy and Use of IP Protection Mechanisms Across Firm Size: An Empirical Investigation | **Tilo Stratton Peters**, Ecole Polytechnique Fédérale de Lausanne; **Jana Thiel**, Maastricht U.

2113 🗣️📄: (Paper Session) - (TIM) **Open Innovation: Collaborative Innovation**

3:00pm - 4:30pm Anaheim Marriott: Orange County Ballroom 2

Tweet this session: #AOM2016 2113

Track A: Open and Collaborative Innovation

Chair: **Filip De Beule**, KU Leuven

🗣️ When Collaborative Innovation Backfires: Design Rules and the Strategic Role of Module Boundaries | **Richard Tee**, Luiss Guido Carli U.

📄 Disruption by users? – Analyzing the sources of historical breakthrough innovations | **Stephanie Preissner**, TUM School of Management; **Christina Raasch**, TUM School of Management

📄 Who With Whom? - Configurations of External Innovation Partners For Innovation Success | **Bernadette Alexa Baumstark**, U. of Mannheim

Network Strategies of Research Intermediaries in Collaborative R&D | **Edyta Ewa Korpas**, KU Leuven; **Filip De Beule**, KU Leuven; **Ernst Verwaal**, KU Leuven

2114 📄: (Paper Session) - (TIM) **Innovation Strategy: Adoption and Growth**

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 1

Tweet this session: #AOM2016 2114

Track B: Technology Innovation Strategy

Chair: **Marcela Miozzo**, The U. of Manchester

→ 📄 Growing fast or slow?: variety of paths and speed of early growth of science-based firms | **Marcela Miozzo**, The U. of Manchester; **Lori E. DiVito**, U. of Amsterdam

- 📖 Growth Rates in Portfolios of Diversified Firms: The Role of Non-Scale and Scale Free Resources. | **Marco Giarratana**, Bocconi U.; **Martina Pasquini**, IE Business School - IE U.
- 📖🗣️📖 Isolating the Effects of Changed Linkages on Innovation Outcomes in the Knowledge Recombination | **Ting Xiao**, Peking U.; **Mona V Makhija**, The Ohio State U.
- 📖 Innovation attributes-innovation adoption linkages in organizations: A meta-analytical review | **Gianluca Vagnani**, U. of Rome La Sapienza; **Corrado Gatti**, Sapienza U. of Rome

2115 📖: (Paper Session) - (TIM) IP Strategy: Patent Enforcement

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 4

Tweet this session: [#AOM2016](#) 2115

Track H. Intellectual Property Strategy

Chair: **Deepak Somaya**, U. of Illinois at Urbana-Champaign

When Do Professionals Aggressively Pursue Client Interests?

The Influence of Identity | **Mukund Chari**, U. of Washington; **Kevin Steensma**, U. of Washington; **Charles Connaughton**, U. of Washington

📖🗣️ Shooting Ourselves in the Foot to Kill a Fly? Patent Enforcement and Market for Technology | **Senem Aydin**, Bocconi U.

📖 FRAND with Benefits? The Impact of Licensing Requirements on SSO Membership Composition | **Fabian Gaessler**, Max Planck Institute for Innovation and Competition; **Thimo Stoll**, Max Planck Institute for Innovation and Competition

📖 Navigating Around IP Landmines: When and How Do Firms Employ Defensive IP Strategies | **Jiyeon Chung**, U. of Illinois at Urbana-Champaign; **Annika Lorenz**, U. Hasselt; **Deepak Somaya**, U. of Illinois at Urbana-Champaign

2116 📖🗣️: (Paper Session) - (TIM) Learning and Search:

Knowledge Sources

3:00pm - 4:30pm Anaheim Marriott: Platinum Ballroom 8

Tweet this session: [#AOM2016](#) 2116

Track E. Learning, Search, and Knowledge

Chair: **Tang Wang**, U. of Central Florida

The influence of sources of knowledge on process innovation

generation and adoption | **Mir Dost**, Asian Institute of Technology; **Yuosre F. Badir**, Asian Institute of Technology; **Zeeshan Ali**, Asian Institute of Technology

🗣️📖🗣️ How Explorative and Exploitative Innovation Impact Firm Performance over Time? | **Hai Guo**, Renmin U. of China; **Lu Liu**, Renmin U. of China; **Yongchuan Bao**, U. of Alabama, Huntsville

📖 When does knowledge diversity create impactful new innovations? | **Tang Wang**, U. of Central Florida

Resource Management Processes of External Knowledge Resources | **Giada Baldessarelli**, EPFL

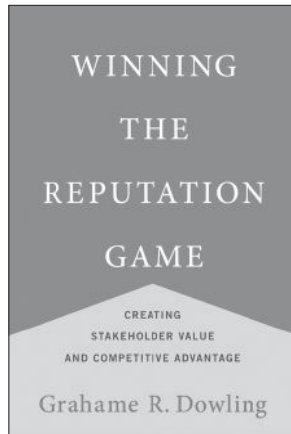
Tuesday 5:00PM

2117 : (AAA) AOM Farewell Gathering

5:00pm - 7:00pm Sheraton Park Hotel: Tiffany Terrace, Tiffany Patio

Tweet this session: [#AOM2016](#) 2117

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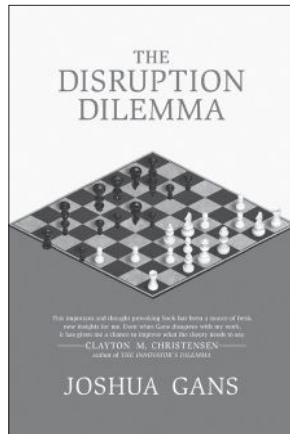
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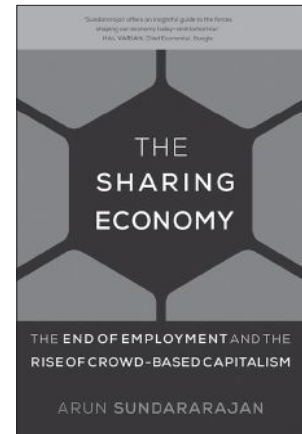
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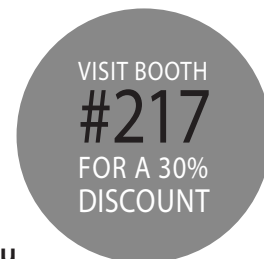
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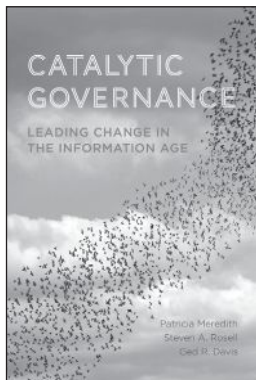


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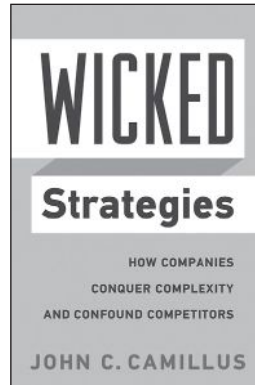


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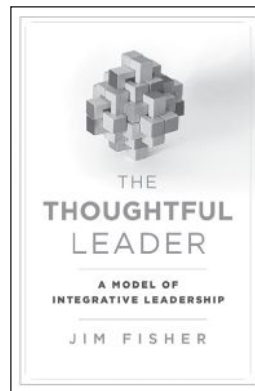


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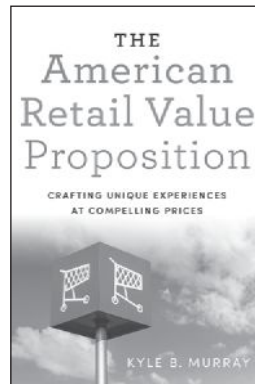


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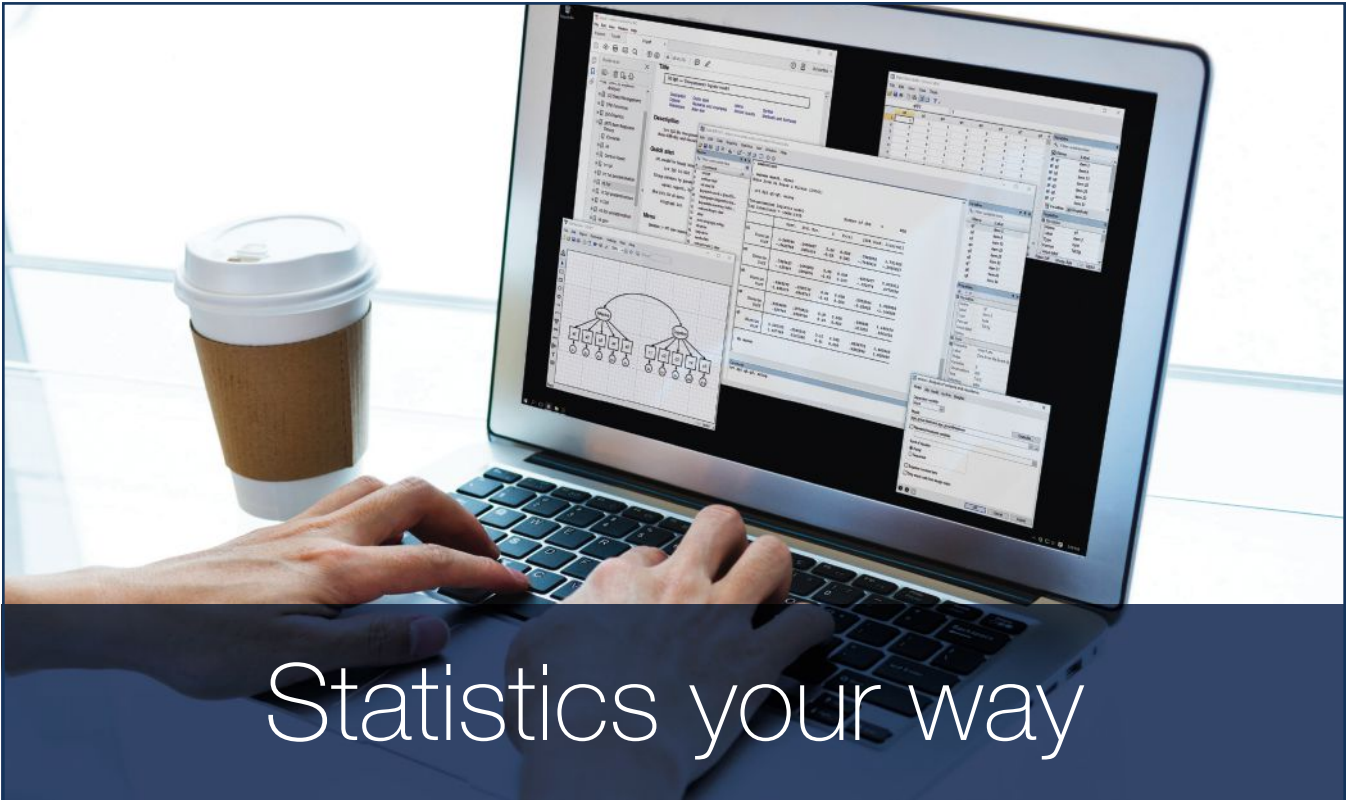
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