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Welcome to the 79th Annual Meeting of the Academy of the Management

On behalf of the thousands of AOM members, volunteers, and staff who have worked so diligently to organize the 2019 program, we welcome you to Boston for the 79th Annual Meeting of the Academy of Management.

With more than 19,000 members from 123 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 (and inspire new research)
- exchange teaching resources
- discuss the implications of our work for practice
- create and renew friendships
- develop our professional skills and contacts.

Our Theme for 2019 is “Understanding the Inclusive Organization.” Global trends, such as population growth, increased migration, and prolonged life expectancies, have produced compositional changes in workforces that make the creation of inclusive organizations important for engaging all employees. Yet other trends, such as continued technological advances and growing gig economy, call into question traditional notions of employment and thus, the maintenance of such organizations. These trends highlight the heterogeneity of workforces, as well as challenges around people’s sense of belonging and their ability to fully participate in organizations.

Since 1951, the first time our AOM Annual Meeting was held in Boston, the world has experienced critical advances and challenges while characterized by greater complexity and multiplicity. Now, more than ever, we need scholars and practitioners who can navigate and make sense of these tensions by thinking in broad and integrative ways. Thus, as we prepare for our Annual Meeting in 2019, let us imaginatively and importantly use our capabilities and voices to examine management and organizations questions that advance our understanding of the inclusive organization.

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.
- The seventh annual Teaching and Learning Conference (back by popular demand): TLC@AOM is an Academy-wide teaching conference offered in response to the teaching related-needs of AOM members around the globe.
Monday and Tuesday:
- The scholarly program comprising traditional paper sessions, symposia, plenary sessions, and caucuses.

In addition, 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 11, 8:30 AM-10:30 AM
Sheraton Boston Hotel in the Grand Ballroom

Join us to celebrate our members’ achievements! The 2019 Program Chair Quinetta Roberson will introduce this year’s Meeting Theme and highlight key sessions. AOM President Carol Kulik will discuss the mission of community and the promise of collective action, as well as announce the 2020 Meeting Theme.

**All-Academy Reception**
Sunday, August 11, 6:00 PM-9:00 PM
Fairmont Copley Plaza Hotel in the Grand Ballroom

The Annual Meeting celebrates the work of all who participate in it. The 2019 Call for Submissions attracted 7524 paper submissions, 579 unique symposium submissions, and 570 Professional Development Workshop proposals. More than 6700 volunteer reviewers provided the effort to evaluate these submissions.

**We thank all of you for helping us create the final program, which involves over 11,000 individual participants.**

We look forward to seeing you in Boston.

Quinetta Roberson and Herman Aguinis
2019 AOM Program Chair and PDW Chair
Academy Program Highlights

CAREERS (CAR)

This year’s theme is “Understanding the Inclusive Organization” and we in the Careers Division are well placed to contribute to the many interesting questions and challenges presented by the theme. Our home base will be the Sheraton Boston.

We kick off with a set of highly attractive Professional Development Workshops. Sessions focus on career support (e.g., Careers in the Rough, Doctoral Consortium, Moving into Administrative Positions), methods (e.g., people analytics, sequence analysis), and content (e.g., gender and inclusion, careers of individuals with autism). The PDW program concludes with a Social Event, Saturday from 7:30pm-9:30 pm at Kings Dining & Entertainment (50 Dalton St.).

The Scholarly Program consists of 24 symposia, 14 paper sessions, and two discussion paper sessions. Showcase symposia include “Exposing the Dark Side of Careers,” “New Insights on Antecedents and Outcomes of Specialization,” and “Building Inclusive Career Paths around Caregiving.” Paper sessions cover career adaptability and success, early and late careers, career-life balance, inclusivity and identity issues, career paths and mobility, and more.

You’ll want to make room in your schedule for our plenary session: Robots and Algorithms and AI, Oh My! Careers in the Age of Automated Work (Monday, 9:45am-11:15am, Sheraton Boston, Back Bay Ballroom A). We’ll feature a panel of experts from academia and industry: Matthew Bidwell (Wharton), Ethan Bernstein (Harvard Business School), Raj Echambadi (Dean, D’Amore McKim School of Business, Northeastern U.), Julia Kirby (Harvard University Press, author of “Only Humans Need Apply: Winners and Losers in the Age of Smart Machines”) and Matt Sigelman (CEO, Burning Glass Technologies). Melissa Mazmanian (UC Irvine) will moderate. Also, join us later for the Careers Division Business Meeting (Monday, 4:30pm-6:30pm) followed immediately by the Division Social, both in the Sheraton Boston, Back Bay Ballroom A. Hope to see you at any or all of these events!

CONFLICT MANAGEMENT (CM)

Managing Stress in the Early Career Phase
Friday, Aug 9, 1:00pm-4:00pm, Sheraton Boston Hotel in Back Bay Ballroom B.
A brief summary of the session: This PDW is designed for doctoral students and early career scholars interested in managing the stress associated with moving through the tenure track. The PDW will be divided into three parts. In the first part, participants will hear brief personal stories from a panel of four scholars who will share stresses they faced at work, followed by an audience Q&A session and a small groups discussion of how to cope with work-based stress. In the second part, participants will again hear brief personal stories from a panel of four scholars, this time focused on stresses at the intersection of work and home life. The panel will again be followed by audience Q&A and a small groups discussion of how to cope with stress at the intersection of work and home life. In the third and final part of the session the small groups will share their coping strategies with the entire group, leading to a set of actionable takeaways for the audience.

Seeing Social Hierarchy in a New Light: The Bright Side of Power and the Dark Side of Status [Showcase Symposium]
Academy Program Highlights

Monday, Aug 12, 3:00pm-4:30pm, Sheraton Boston Hotel in Fairfax B.
A brief summary of the session: Two fundamental hierarchical dimensions are status and power. Although individuals’ power and status may covary, they are distinct: Power is defined as asymmetric control over valued resources, whereas status is the respect, esteem, and prestige that an individual holds in others’ eyes. Most research highlights the dark side of power and the bright side of status. This symposium calls scholars to consider social hierarchy in a new light, by highlighting the potential upside of power and downside of status on behaviors and attitudes. We anticipate that our symposium will stimulate new perspectives and raise important questions about power and status.

CRITICAL MANAGEMENT STUDIES (CMS)

Getting Out (of The Hotels) and Getting Things Done
Friday, Aug 9, 2:00pm-4:00pm

This off-site PDW builds on the CMS tradition of “Getting Out” workshops and represents an opportunity for participants to leave the confines (both physical and conceptual) of the AOM Meeting with local and learn about community organizing in the Boston area. The focus is to have a dialogue with local practitioners and learn about grassroots movements and non-conventional organizations in Boston, particularly those working with under-represented and marginalized groups.

Fee of $35 (per person) for transportation and donation to host group. Pre-registration is highly recommended, but last-minute participants welcome to join if space is available. Contact Sinéad Ruane (ruane@ccsu.edu) for further information.

DIVERSITY AND INCLUSION THEME COMMITTEE (D&ITC)

The mission of the Diversity & Inclusion Theme Committee (D&ITC) is to provide learning and outreach opportunities that foster a more diverse and inclusive Academy of Management community.

In keeping with our mission and the 2019 conference theme, Understanding the Inclusive Organization, our program of PDWs engages with diversity and inclusion through: Gender Equity At Work? Pay Inequity and Underrepresentation (Friday, 8:00am–9:30am, BCC 203); Inclusive Academies: Understanding, Creating and Operating Inclusive Academies in Management (Friday, 9:45am–11:45am, BCC 203); Time to Open the Door to Virtual Conferences?: Becoming a Fully Inclusive AOM through Technology (Friday, 1:00pm–3:00pm, BCC 204); Moving Up the Academic Ladder: It’s Time for More Women Full Professors (Friday, 2:00pm–3:30pm, BCC 309); LGBTQQIA+ Inclusion in the Academy of Management: Understanding AOM as an Inclusive Organization (Friday, 2:00pm–4:00pm, BCC 107); Sexual Harassment (Friday, 2:45pm–5:15pm, BCC 313); Do I Fit in at AOM? Concealed Identities and Engaging Your True Self at the Academy (Saturday, 9:45am–11:15am, BCC 205); and Co-Creating Enabling Conference Environments (Saturday, 10:00am–12:00pm, BCC 103).
Academy Program Highlights

We are also co-sponsoring PDWs with AFAM, GDO, CMS, IM, ITC, OB and PTC, which cover such topics as: tribal identity; publishing diversity research; gender, embodiment and identity; inequality, violence and humanity; organizational fringe-work; building GDO community; neurodiversity inclusive organizations; and bridging the gap in diversity and inclusion field research.

Finally, we very much welcome all AOM members to our interactive Town Hall Meeting (Saturday, 1:45pm–3:45pm, BCC 313), where we will review progress since last year, and participants will share inclusion experiences and best practices for making AOM more diverse and inclusive. This will be followed by our Connections Café (Saturday, 4:00pm–5:30pm, BCC 313), where AOM members can connect socially over afternoon snacks and drinks.

ENTREPRENEURSHIP (ENT)

Come join ENT for inspiring conference sessions. We would like to highlight:

Practice Themed Workshop: Pathways to Connect Research and Practice
Friday, Aug 9, 10:15am-12:15pm, Boston Marriott Copley Place in Boylston.
We explore innovative modes of practice-inspired academic research by creating a space in which researchers and practitioners collaboratively identify and collectively explore meaningful research questions - research questions that will be useful to entrepreneurs in practice and publishable in global research journals. This PDW will demonstrate how research opportunities can be discovered/created through the same customer discovery and design thinking processes that we teach our entrepreneurship students.

Global Scholars Development Initiative
Friday, Aug 9, 6:30pm-8:30pm
This social event empowers scholars to connect with individuals who live, work and/or conduct research in countries of interest to a scholar, and to discuss strategies for developing broad collaborations that cross national, cultural and methodological in research and beyond.

ENT Social Event
Saturday, Aug 10, 7:30pm-11:30pm, Hub Skywalk Observatory.
Join us for an exciting night of food, drinks, and networking opportunities. This event requires pre-registration and costs $100.00. Attendance is limited and the event always sells out.

ENT Plenary Session: New Ideas for Entrepreneurship Scholars
Monday, Aug 12, 9:45am-11:15am, Marriott Copley Place, Grand Ballroom Salon G.
In this plenary panel discussion, leading scholars from various disciplines present new ideas for entrepreneurship scholars. Josh Lerner will discuss recent work at the boundary of entrepreneurship, finance, and economics; Alfonso Gambardella will present new research on experiments and entrepreneurial learning; Maryann Feldman will discuss the role of universities in promoting entrepreneurship and innovation; and Amar Bhide will explain how studying practical tasks and techniques (“practical knowledge”) can benefit entrepreneurship research.
Academy Program Highlights

“Regulatory Hacking”: Strategic Interactions Between Startups and the State
Tuesday, Aug 13, 1:15pm-2:45pm, Boston Marriott Copley Place, Grand Ballroom Salon G.
For nascent firms, the role of governmental actors such as regulatory agencies as key gatekeepers, is particularly important. Distinguished panelists Nicholas Occhiuto (Yale University), Shon Hiatt (University of Southern California), Jake Grandy (CSU Long Beach), and Cheng Gao (University of Michigan) explore both the tactics that nascent firms employ, compared to incumbents, in strategic interactions with state actors, as well as the consequences of these tactics for entrepreneurial outcomes.

GENDER AND DIVERSITY IN ORGANIZATIONS (GDO)

Insights on Inclusion
In line with the conference theme and the goals of the Gender and Diversity in Organizations (GDO) division, the GDO plenary session on Monday, August 12 at 4:45pm in the Boston Park Plaza Hotel will be a true highlight of the program. Ten outstanding members will have two minutes to finish the sentence: “Inclusion is...”. In this dynamic format, scholars from around the world and across the career spectrum will share provocative ideas and personal insights to begin an important dialogue about the meaning of inclusion for individuals, organizations, and management scholars.

HEALTH CARE MANAGEMENT (HCM)

Our excellent PDW lineup includes the HCM Emerging Scholars Consortium, scheduled all day Friday, Aug 9 (Sheraton - Liberty Ballroom AB). Pre-register at hilligoss@email.arizona.edu. Saturday, Aug 10, features HCM Teaching (8:00am-9:30am) and Research (9:45am-11:45am) Incubators (both: Sheraton - Independence West). These PDWs provide constructive feedback on teaching challenges and research in progress from field leaders. For the teaching incubator, pre-register (https://secure.aom.org/PDWReg) by July 31; obtain approval code from pshay@trinity.edu. For the research incubator, apply online (https://tinyurl.com/HCMRIR2019) by June 21. See program for more great HCM PDWs, including Preparing Manuscripts for Publication, Frontiers in Integration Research, and Hot Topics in HCM.

Our scholarly program includes a variety of sessions of interest to attendees: two discussion paper sessions, 14 paper sessions and four symposia including our featured symposium. The Showcase Symposium, “Management Theory for the Scale and Spread of Integrated Care: A Critique of Conventional Approaches,” organized by Jay Shaw and Jennifer Gutberg and including a panel of scholars, will take place on Monday at 9:45am (Sheraton - Liberty Ballroom C).

All division members are encouraged to attend the HCM Division Business Meeting on Monday at 4:30pm (Sheraton - Independence East) followed by our division social at Lucky Strike Boston. You can close out the meeting by attending our plenary session featuring our Division’s Keith G. Provan Award Recipient on Tuesday morning at 8:00am (Sheraton – Beacon F).
Academy Program Highlights

HUMAN RESOURCES (HR)

PDW: HR Research Roundtable Forum
Friday, Aug 9, 2:00pm-4:00pm, Westin Copley Place Boston - America North.
Division members will participate in research discussions moderated by accomplished scholars. Attendees will self-select three areas of interest prior to attending the session, including: alternative work arrangements; compensation; diversity; global HRM; HR analytics; HR & entrepreneurship; job analysis & design; leader development/executive coaching; legal issues; organizational culture & climate; performance management; recruitment/job search; selection/staffing; socialization; stigma/status; strategic HR; training/development; and withdrawal/absenteeism/turnover. Pre-registration required.

PDW: The Interface of HR and Entrepreneurship: A Research Incubator
Friday, Aug 9, 11:30am-1:30pm, Westin Copley Place Boston - North Star.
A forum for scholars to discuss promising directions in this nascent area with a panel of experts. Topics include: HR practices/systems, and entrepreneurial performance, creativity, and innovation; HR in entrepreneurial firms, start-ups, family-owned businesses, and new ventures; employee experiences, expectations, turnover, and mobility; and human capital issues. Pre-registration encouraged.

HR Plenary Session: Understanding the Inclusive Organization
Monday, Aug 12, 9:45am-11:15am, Westin Copley Place Boston - America South.
This session will bring together a panel of leading academic experts in the field of inclusivity (Lisa Nishi, Lynn Shore, Ian Williamson) along with a practitioner (Skip Spriggs) who has been leading the way as a former CHRO and now the President and CEO of the Executive Leadership Council, the preeminent membership organization for black CEOs, board directors, and senior most executives at Fortune 1000, Global 500, and equivalent companies. The panel will highlight: current findings; what we see in organizations & academics; and teaching & researching directions.

INTERNATIONAL MANAGEMENT (IM)

We have an exciting collection of PDWs, paper sessions, symposia, and social events lined up for you in Boston!

The PDWs on Friday and Saturday are opportunities to participate actively, share, learn, and network. PDWs include sessions that help enhancing research productivity and teaching innovation as well as many current topics within the IM arena such as cultural intelligence, macro talent management, digitization, and managing platforms and ecosystems. We also have paper development workshop and consortia (doctoral and junior faculty) with stellar line up of senior faculty to lead these workshops.

Don’t forget to take a break and join us for the breathtaking PDW Social Activity Boston Duck Boat Tour on Friday (Boarding time 4:45pm at Prudential Center, 53 Huntington Ave).
Academy Program Highlights

Sunday through Tuesday, we have thought-provoking symposia with topics that range from Varieties of Capitalism, Global Environmental Regulations, and Alibaba’s Digitization and AI. Additionally, we have arranged numerous paper sessions, including eight award sessions, that reflect the breadth of the IM field.

Join the leading researchers in the field, Juan Alcacer (Harvard), Tailan Chi (Kansas) and Robert Salomon (NYU) on Monday morning (8:00am-9:30am) for informal discussions at the IM Thought Leadership Café, to explore new and exciting areas and have your thinking challenged.

Come and hear from the finalists for the IM Division D’Amore-McKim School of Business, Northeastern University Award Best Dissertation in International Management (3:00pm-4:30pm). We will recognize John Cantwell as the 2018 Strategy& Eminent Scholar in IM (4:45pm-6:15 pm), followed immediately by the IM Division Business Meeting, featuring the latest division news, information about award winners, and ways to be involved with the division.

Finally, be sure not to miss the IM Division Reception. Join us at the University of Massachusetts Club (1 Beacon Street) from 8:00pm-11:00pm on Monday evening and celebrate with the IM division.

MANAGEMENT CONSULTING (MC)

MC Distinguished Scholar-Practitioners Session: presented by Fred Miller & Judith Katz of the Kaleel Jamison Consulting Group on Monday, Aug 12, 1:15pm – 2:45pm.
Most people seem to understand—or at least have heard—that inclusion is important for organizational success. Yet many people are frustrated because, while their organizations may talk about the need for inclusion, very few know how to make it a reality. Miller & Katz have worked for the past 30 years on making D&I HOW things get done, not an outcome to be achieved. That emphasis has led to several books and myriad articles on the topic as these scholar-practitioners have worked in the field and shared the knowledge they have created with the world at large. We will have the privilege of joining them for 90 minutes to actively explore “Inclusion as the HOW.”

MC Division PDW
Constructive Use of Power in Understanding the Inclusive Organization, presented by Morten Fosgaard, et al.
The phenomenon of power in modern work life is the topic for this PDW. It starts with an interdisciplinary research project regarding power in a Scandinavian organizational and societal context. This highlights the ways in which the existing power relations underpin capitalism, individualism, and consumerism. The project stresses the fact that analysis of power relations is an essential, significant, and critical tool in questioning different forms of governance, including Improving Lives. These aspects raise the following essential questions: How do we constructively manage power to create sustainable leadership? How do we apply power analysis to question different forms of governance and organizations? These questions will be taken into consideration by introducing a productive and practice-related display of the concept of power in connection with organizations and leadership. Methodology will include interactive discussions, dialogue, reflection, and presentations of key findings and recommendations.
Academy Program Highlights

MANAGEMENT EDUCATION AND DEVELOPMENT (MED)

Join the MED community at the Sheraton Boston Hotel for an inspiring program!

Professors Jean M. Forray (Western New England U.) and Kathy Lund Dean (Gustavus Adolphus College) are our Keynote Speakers this year. They will talk about “Planes, Trains and Automobiles: Getting Where you Want to go in Management Learning and Education (and Having Fun Along the Way).” Join us Monday, 11:30am–1:00pm, Back Bay Ballroom A, for this exciting presentation! Our Scholarly Program provides researchers, managers and educators with cutting-edge work on Entrepreneurship Education, Leadership Development, Responsible Management Education, Management Theory and Impact, Coaching and Mentoring Practices, Academic Performance and Career Development … and much more. Check out our Discussion Sessions on “Ethical Managerial Decision-Making” and “Learning Environment Design” in the Sunday program (Jamaica Pond, 12:30pm and 4:00pm)!

Our Symposia tackle issues such as “Impacts of Sustainability in Management Education and Engagement” or “Team-Based Learning for Diversity, Inclusivity and Leadership.” Our nominated symposium “Fit or Friction: The Role of Sustainability Centers in Integrating Sustainable Business Education” has been included in the AAT Program, Sunday, 4:00pm, Boston Hynes Conv. Center: 310.

PDWs: We are pleased to offer our annual Writer’s Workshop on Friday evening (4:15pm, Back Bay Ballroom B; pre-register event)! We also have an outstanding array of state-of-the-art teaching, education research, career development and publishing workshops for scholars at every point in their careers. Our selected “Junior Faculty and Doctoral Consortium PDWs” are specifically tailored towards early career researchers. PDWs will take place on Friday and Saturday. We look forward to seeing you at Kings Boston (50 Dalton Street) for our Saturday Social and at the Sheraton for our Awards and Business Meeting (6:00pm, Back Bay Ballroom B), followed by our Monday Social (7:00pm, Constitution Ballroom B).

MANAGEMENT HISTORY (MH)

This year we continue the philosophical debates surrounding the concept of Management History. This is highlighted within the PDW program and the ‘traditional’ sessions. We begin these debates with a PDW titled, Enabling and Managing Inclusion in Historical Perspective, which will be in the Marriott Simmons at 8:00am. This is followed by another PDW which has a different take on the subject: Organizational Mnemonics: The ‘Historical Turn’ and the Research on Learning, Memory, and Ignorance. This will be in the Marriott Ballroom at 10:00am on Friday. Then at 11:30am in the Yarmouth room of the Marriott, various sides are heard in the traditional session: Debates. For ease of selection we have this year grouped the traditional sessions into identifiable topics. The traditional sessions are all held in the Yarmouth room of the Marriott starting at 8:00am. We start with the theme, Personalities and Organizations, followed by Leadership, debates, and finally, for Monday; entrepreneurship. We round off our traditional program on Tuesday, again in the Yarmouth, starting at 8:00am with Integrating women into management history followed by Corporations. The
Academy Program Highlights

management history division has put together a range of PDW and traditional sessions that we consider highlights the current debates within the discipline and invites you to partake. The above highlights run alongside our normal offerings of New Member Workshops and our popular how to teach management history PDW.

MANAGERIAL AND ORGANIZATIONAL COGNITION (MOC)

We are thrilled to share this year’s MOC highlights that you won’t want to miss:

PDW WORKSHOPS

Cognition in the Rough: An opportunity to get invaluable feedback on your research paper from editors and those on the editorial boards. Pre-registration required. Saturday, 8:00am-12:00pm at Westin in St. George CD.

Diamonds in the Rough: An opportunity to hear about the paths that different faculty have taken in their research, receive personalized feedback about managing your own research stream, and build connections. Pre-registration required. Saturday, 12:15pm-4:15pm at Westin in St. George CD.

Reviewing in the Rough: Get behind the scenes advice on ways to improve your reviewing skills by practicing with experienced reviewers and editors. Pre-registration required. Friday, 1:45pm-3:45pm at Westin in Adams/Parliament.

Teaching in the Rough: Get ideas for new exercises, activities and lessons you can use in classroom. Saturday, 1:45pm-3:45pm at Westin in Essex Center.

Presenting in the Rough: Learn new, innovative, and compelling techniques from experienced presenters. Friday, 12:00pm- 2:00pm at Westin in Helicon.

SOCIAL EVENTS

MOC Connecting: Interact with eminent MOC scholars who will share their expertise on MOC hot topics. Saturday 5:15pm-6:45pm at Westin in St. George CD.

Saturday Social: Don’t miss our MOC Social to make new friends and reconnect with old ones. Saturday 7:00pm-9:00pm at Westin Essex South.

OTHER HIGHLIGHTS

Monday Plenary Session. Join us in awarding the 2019 best submission awards, and celebrating our 2019 MOC Distinguished Scholar, Neal M. Ashkanasy, OAM of University of Queensland. 9:45am-11:15am at Westin in Staffordshire Ballroom.
Academy Program Highlights

The Tuesday Coolness I and II. Join MOC for its third, highly interactive “The Tuesday Coolness” sessions. This highly novel session will include twelve innovative presentations, lots of games, and food! 9:45am-1:00pm at Westin in Essex Center.

Check us out at https://moc.aom.org/home

MANAGEMENT SPIRITUALITY AND RELIGION (MSR)

Dance Meditation
Saturday, Aug 10, 3:00pm-4:30pm, Marriott, Simmons.
This workshop invites you to explore dance as a mindfulness practice. No previous experience is needed and everyone is welcome. There is no ‘performance’. There is just this moment. The meditation begins with a warm-up that seamlessly guides you into a mindful dance, ends in stillness with room for sharing experiences after the meditation.

Showcase Symposium: Managing by the Bhagavad Gita
Sunday, Aug 11, 4:00pm-5:30pm, Convention Center 305.
A panel will present the ethical and spiritual philosophy of the Gita pertaining to: empowering work cultures, psychological types, gender issues and inclusivity, and universal values that foster workplace inclusiveness. In the context of the Gita, panelists will explore inclusive organizations and leadership and, how to make organizations more empowering.

Plenary Session: Designing for Inclusion from the Inside Out
Monday, Aug 12, 3:00pm-4:30pm, Marriott, Grand Ballroom Salon B.
Each of three distinguished guest speakers will share a unique perspective on diversity and inclusion: Dr. George Trippe (Trippe Psychotherapy, Perth, Australia) will address radical inclusivity and the inner village; Vince Klassen, Co-Lead Pastor (Friends Church, Calgary, Canada) will discuss creating inclusivity in a “church for people who don't fit church”; and Dr. Tim Ewing, VP Employee Diversity (Brigham Health, Boston) will address building a diverse culture grounded in the human spirit.

MSR & Friends: KnowMe
Monday, August 12, 5:00pm-7:00pm, Marriott, Grand Ballroom Salon B.
This session is designed to create conversations across the division/interest groups as well as within MSR! After a brief introduction from each of the ‘visiting’ divisions, participants will be invited to participate in a small group activity: an award winning board game, ‘KnowMe,’ based on the Johari Window and originally designed to bridge the conflict between racial groups in Apartheid South Africa.

ORGANIZATIONAL BEHAVIOR (OB)

We are excited to share highlights of the OB Division’s 2019 Program! Unless noted, all sessions will be in the Sheraton Boston Hotel.

We encourage everyone to attend our signature event:
Academy Program Highlights

**Plenary Session**
Monday, 9:00am-11:15am, Back Bay Ballroom D. **Spotlight on Pathways to Inclusion.** Cristina Gibson (Pepperdine).

Other exciting sessions include:

**PDW Workshops**
Workshops address a variety of themes, including enhancing productivity, research methodology, bridging science and practice, and navigating academic career issues.

Friday, 8:00am-10:30am, Independence West. **Exploring the Layers of Inclusivity through PRW: The Microfoundations of Inclusion in Organizations.** Chamberlin, Schinoff, Garrett, & Cunningham.

Friday, 11:00am-1:00pm, Back Bay Ballroom A. **Can We Do It, Yes We Can: Strategies for Non-US Scholars to Succeed in the US Jobs Market.** Wehrle & Newman.

Saturday, 3:15pm-5:15pm, Back Bay Ballroom CD. **OB Research Roundtables.** Djurdjevic, Hartnell, & Smith.

**OB Executive Committee Meeting**
Sunday, 2:15pm-4:15pm, Beacon E.

**OB Division Awards and Social**
Saturday 5:30pm-7:30pm, Back Bay Ballroom AB.

**Award Winning Sessions**
Monday, 8:00am-9:30am, Jamaica Pond. Best Paper: **Navigating an identity playground: An exploration of work identity and routines in a virtual world.** Stanko, Dahm, Lahneman, Richter.

Monday, 8:00am-9:30am, Fairfax A. Outstanding Paper with International Implications: **More than meets the eye: The critical role of migrant status for social identity effects.** Dwertmann & Kunze.

Monday, 11:30am-1:00pm, Constitution Ballroom A. Best Dissertation-Based Paper: **Exploring Right-vs-Right Ethical Dilemmas: How Firefighters Experience and Manage Loyalty Tensions.** Ginena.

Monday, 1:15pm-2:45pm, Boston Hynes Convention Center in 208. Best Symposium: **The Role of Memory and Cognition (vs. Activity and Behavior) in Social Networks.** Levin, Walter, & Burt.


Monday, 4:45pm-6:15pm, Hampton A. Outstanding Paper with Practical Implications for Management: **Stronger Together: Understanding How to Prevent, Reduce, or Eliminate Abusive Supervision at Work.** Babalola, Garcia, Ren, Gok, Guo.
Academy Program Highlights

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, organizational communication, and technology.

Of particular interest are:
- PDW “Digital Practices: Unpacking the New Logics of Organizing in a Digital Age” (Saturday, Aug. 10, 8:00am-11:00 am, Boston Marriott Copley Place - Grand Ballroom Salon IJ)
- PDW “Ethical Analytics: Gaining the Benefits of Data While Avoiding Threats to Privacy and Inclusion” (Saturday, Aug. 10, 11:15am-1:15 pm, Boston Marriott Copley Place - Grand Ballroom Salon IJ)
- Symposium “Algorithms at Work: Tales from the Field of Artificial Intelligence” (Monday, Aug. 12, 8:00am-9:30am, Boston Marriott Copley Place - Grand Ballroom Salon K)
- Paper Session “Understanding Participation in Online Communities” (Tuesday, Aug. 13, 8:00am-9:30am, Boston Marriott Copley Place - Regis)
- Paper Session “Artificial Intelligence and Algorithmic Management” (Tuesday, Aug. 13, 1:15pm-2:45 pm, Boston Marriott Copley Place - Regis)
- OCIS Doctoral Consortium and Member Reception (Saturday, Aug. 10, 6:00pm-7:30pm, Boston Marriott Copley Place - Grand Ballroom Salon G)
- OCIS Plenary by Professor Noshir Contractor, Northwestern University (Monday, Aug. 12, 4:45pm-6:15pm, Boston Marriott Copley Place - Grand Ballroom Salon F)
- OCIS Business Meeting (Monday, Aug. 12, 6:30pm-7:30pm, Boston Marriott Copley Place - Grand Ballroom Salon F)
- OCIS Social Reception (Monday, Aug. 12, 7:30pm-9:30pm, Boston Marriott Copley Place - Grand Ballroom Salon F)

ORGANIZATION DEVELOPMENT AND CHANGE (ODC)

The OCDS Distinguished Scholar Award Address by Amy Edmondson, Harvard University, Speaking up and teaming up to build a better world (or at least a better) organization (Monday, Aug. 11, 3:00pm-4:30pm BPP: Terrace)

The ODC Business Meeting (4:45pm-6:45pm) and ODC Division Reception (7:00pm-9:00pm) immediately follow (BPP: Georgian)
Academy Program Highlights

- Always popular! “That Was Great!” More High Impact Exercises for Teaching or Consulting on Organizational Change (Friday, 8:00am-10:00am, BPP: Terrace)
- A must! Publishing Inductive Research in Prominent Academic Journals (Friday, 10:00am-12:00pm, BPP: Georgian)
- New! Having your Cake and Eat it Too: Doing Double Impact Research for Academia and Management Practice (Friday, 2:00pm-4:00pm, BPP: Georgian)
- Annual ODC Doctoral Consortium (Saturday, 9:00am -5:30pm, BPP: Beacon Hill)
- New ODC Junior Faculty Consortium (Saturday, 9:00am-5:00am, BPP: Cambridge)

A special series on Higher Purpose in Organizations, inspired by Bob Quinn and Michael Beer, featuring a number of distinguished scholars, executives and practitioners:
- Part 1: Higher Purpose and Personal Passion (Saturday, 8:00am – BPP: Statler Room)
- Part 2: Organizations of Higher Purpose: Definition and Examples (Monday, 8:00am – BPP: Franklin Room)
- Part 3: Higher Purpose in ODC (Monday, 9:45am – BPP: Franklin Room)
- Part 4: Challenges on the Journey to Developing Higher Purpose Organization: (Monday, 11:30am – BPP: Franklin Room)

Featured Program Sessions:
- **All Academy Session**, Research Trajectories in ODC (Sunday, 2:15pm-3:45pm - Boston Hynes CC: 305)
- **Best Doctoral Student Paper** by Rouven Kanitz, Can’t See the Forest for the Trees: Attributional Ambiguity and Attitudes toward Change (Tuesday, 1:15pm-2:45pm - BPP: Franklin)
- **ODC Division Best Paper Award** by Ignacio Pavez, Making Sense of Positive Organization Development (Tuesday, 3:00pm-4:30pm - BPP: Charles River)
- **ODC Best Action Research Paper** by Victor Friedman et al, When Diversity and Conflict Meet (Tuesday, 3:00pm-4:30pm - BPP: Charles River)

**ORGANIZATION AND MANAGEMENT THEORY (OMT)**

OMT is the place to be in Boston!

**Must-dos**
- **OMT Distinguished Scholar Breakfast** (Monday, 8:00am–9:30am) Words of wisdom from Lynne Zucker
- **OMT Business Meeting** (Monday, 6:30pm–7:30pm) Find out what OMT is up to and receive the 2019 OMT Artifact
- **Meet EGOS@OMT** (Friday, 6:30pm–8:30pm) and **OMT Social Hour** (Monday, 7:30pm–9:30pm) Come to meet OMTers and EGOSians

**Pre-Program**
- Divisional PDWs (Doctoral Consortium, Dissertation Proposal Workshop, Junior Faculty Consortium, New and Returning Member Networking and Research Forum)
Academy Program Highlights

- Method-oriented PDWs on Evidence Presentation, Social Networks, Computational Approaches, Experiments, Big Data, Ethnography, Emotions & Institutions, Sport Data, and more
- New PDWs such as Socialism in Management Thought & Practice, Rejuvenating System Perspectives, Unsung Papers: Ideas that Got Away, Contemporary lessons from M. Douglas
- Exciting “Inclusive Organization” PDWs on Shared Ownership, Trust, Strategic CSR, Social Movements, and more
- Popular OMT Cafes–themed discussions in local cafes where you meet others with similar interests. Keep an eye out on social media–you will not find them in the program

Scholarly Program

- 313 papers and 101 symposia on a wide range of topics including Status Hierarchies, Networks, Categories, Stigma, Future of Work, Social Innovation, Board Structures, Inequality, Learning, Identity, Paradoxes, Digitalization, Temporality, Institutional Pluralism, Communities, Hybridity, and many others
- Showcase Symposia:
  - New Frontiers in Organizational Learning (Monday, 4:45pm–6:15pm)
  - Brokers Behaving Badly (Monday, 11:30am–1:00pm)
  - Historical-Evolutionary Organization Studies (Monday, 3:00pm–4:30pm)
  - Towards A Practice-Driven Institutionalism (Monday, 4:45pm–6:15pm)
  - Situated Institutions (Monday, 11:30pm–1:00pm)
  - The Marginalized, the Marginalizing & the Quest for Legitimacy (Monday, 1:15pm–2:45pm)
  - The Ecology of Signals & Strategies in Labor Markets (Monday, 1:15pm–2:45pm)
  - Expanding Social Theory (Monday, 8:00am–9:30am)
  - Searching for Social Order in Extreme Contexts (Monday, 3:00pm–4:30pm)

Come join us!

ORGANIZATIONS AND THE NATURAL ENVIRONMENT (ONE)

Please join ONE’s engaging program this year! All ONE sessions will be held at the Westin Copley Place Boston; some symposia will be in other hotels due to joint sponsorships.

SOCIAL EVENTS

Saturday
- **ONE Welcome Reception** (Back Bay Social: 5:30pm-7:30pm)

Monday
- **ONE Business Meeting** (America North: 5:00pm-6:30pm)
  The business meeting is open to everyone and is where we will announce this year’s award winners.
- **ONE Social** (America North: 6:30pm-9:30pm)
Academy Program Highlights

ONE PLENARY
Monday
- **Academic Activism for Sustainability** (Essex Center: 11:30am-1:00pm)
  How can we communicate our research effectively to non-academic stakeholders? Join us to
  contribute to several efforts in action.

PDWs
Friday
- **Regenerative Enterprise in Fragile Ecosystems** (Independence A: 8:00am-9:30am)
- **Management Research on Corporate Adaptation to Climate Change** (North Star: 9:45am-
  11:15am)
- **Strategies for Managing Uncertainty: Hedging in the Energy Industry** (Adams/Parliament:
  12:00pm-1:30pm)
- **ONE Doctoral Consortium** (Defender: 11:30am-4:30pm)

Saturday
- **SIM-ONE Junior Faculty Consortium** (St. Georg B: 8:30am-1:00pm)
- **Social Evaluations and Sustainable Outcomes** (Empire: 3:45pm-5:00pm)

SHOWCASE SYMPOSIA
Tuesday
- Addressing Grand Challenges in Water: A Management Perspective (Boston Hynes Convention
  Center, 313: 8:00am-9:30am)
- Putting B Corporations Under the Microscope: Exemplars and Future Directions (Boston Hynes
  Convention Center, 306: 9:45am-11:15am)
- The Role of Family Firms in Environmental Sustainability (Courier: 3:00pm-4:30pm)

PAPER SESSIONS
We have 18 divisional and 2 discussion paper sessions on topics ranging from entrepreneurship, OB,
strategy, framing, logics, performance, measurement, governance, disclosure, partnerships,
stakeholders and more. Come support the authors!

**OPERATIONS AND SUPPLY CHAIN MANAGEMENT (OSCM)**

**Title:** Best Student Paper Award
**When:** Monday, 9:45am – 11:15am
**Where:** Westin Copley Place: Courier
**Sponsoring Division:** OSCM
**Focus:** This session includes four student-authored papers selected for the best student paper award,
and covers diverse topics such as employee turnover, healthcare policy and gig economy workers.

**Title:** OSCM Plenary Session
**When:** Monday, 11:30am – 1:00pm
Academy Program Highlights

**Where:** Westin Copley Place: America North  
**Sponsoring Division:** OSCM  
**Focus:** David Simchi-Levi, Professor of Engineering Systems at MIT, and the current managing editor of Management Science, will talk about the impact of new and emerging technologies such as Industry 4.0, BlockChain, and AI Analytics on current and future of US manufacturing.

**Title:** Chan Hahn Paper  
**When:** Monday, 1:15pm – 2:45pm  
**Where:** Westin Copley Place: St. George D  
**Sponsoring Division:** OSCM  
**Focus:** This session includes four papers selected for the Chan Hahn Award, and covers classic topics such as the Bullwhip Effect as well as emerging areas such as social media platforms used for humanitarian purposes.

**Title:** Disruptions in Supply Chains  
**When:** Sunday, 2:15pm – 3:45pm  
**Where:** Westin Copley Place: St. George B  
**Sponsoring Division:** OSCM  
**Focus:** This session includes four very exciting papers related to causes and effects of disruptions in supply chains. One paper examines the impact of wrong financial incentives on SC disruptions, while the other examines the effect of past experience on both the disruption and the recovery time.

PUBLIC AND NONPROFIT (PNP)

**PNP Plenary:** “Workplace Incivility & the Inclusive Organization,” Monday, Aug 12, 9:45am - 11:15am, Hilton Boston Back Bay - Adams B. A panel of experts will unpack what we mean by (in)civility, the current political discourse, and what this means for (in)civility in the workplace. Moderated by Professor Janine O’Flynn.

**PNP Doctoral Student Professional Development Consortium:** An intensive workshop providing doctoral students in public and nonprofit administration with guidance on the job market, publishing, presentation skills, and dissertation research, Sat, Aug 10, 8:30am - 4:30pm, Hilton Boston Back Bay - Washington. Participants must apply to participate. Please direct questions to Co-Chairs, Jamie Levine Daniel ([jlevined@iupui.edu](mailto:jlevined@iupui.edu)) & Jaclyn Piatak ([ji@iupui.edu](mailto:ji@iupui.edu)).

**PNP Division Business Meeting:** Annual awards, incoming leadership team, and new business will be announced. Sunday, Aug 11, 4:00pm - 5:30pm, Hilton Boston Back Bay - Adams A.

**PNP Division Social:** Sunday, Aug 11, 6:00pm - 8:00pm, Hilton Boston Back Bay - Washington.

**All Academy Themed Symposium:** “Divergence and Convergence of Public Sector Leadership Across Context and Cultures,” Sunday, Aug 11, 2:15pm - 3:45pm, Boston Hynes Convention Center - room 109. The symposium focuses on the role of leadership to successfully manage inclusive organizational change, in ways that encourage the empowerment and contributions of all.
Academy Program Highlights

Award Winning Papers:
“Emotional Responses to Bureaucratic Red Tape,” by Fabian Hattke, David Hensel, and Janne Kaluzca, Tuesday, Aug 13, 8:00am - 9:30am, Hilton Boston Back Bay - Copley.


RESEARCH METHODS (RM)

For the 2019 program, the Research Methods Division will be hosting a variety of high-quality PDWs, paper sessions, and symposia that are of interest not only for division members but also members from other divisions as well. Key program highlights include the following:

Socials & Meetings
• **RM Division-CARMA Doctoral and Junior Faculty Consortium/PDW Social** (Saturday, 6:00pm-8:00pm, Hynes Convention Center - 201)
• **Business Meeting** (Monday, 6:30pm-7:30pm, Hynes Convention Center - 310)
• **Reception** (Monday, 7:45pm-9:45pm, Hynes Convention Center - 310)

Pre-Program
• Various PDWs that span both micro and macro topics, with broad interest to Academy members
• PDW topics include natural experiments, doing grounded theory, massive meta-analysis, Bayesian statistics, inductive coding, intensive longitudinal data, qualitative comparative analysis (QCA), necessary condition analysis (NCA), and both quantitative and qualitative “ask the experts” sessions.

Scholarly Program
• Many paper sessions and symposia that span a wide range of meaningful topics within research methods including Internet-based data collection, meta-analysis, qualitative methods, text analysis, Bayesian methods, and promoting robust and rigorous research.
• Best paper: **How Much of a Problem is Omitted Variable Bias Really? Examining Strategy Research with the ITCV** (Tuesday, 8:00am-9:30am, Hynes Convention Center - 308).
• Best student paper: **“Meh!”: Examining Midpoint Endorsement Habitude (MEH) in Survey Research** (Tuesday, 9:45am-11:15am, Hynes Convention Center - 308).

Showcase Symposia
• **Recommendations for Improved Methods and Analysis in Management Research** (Monday, 3:00pm-4:30pm, Hynes Convention Center - 308)
• **Current Research on Structural Equation Modeling in Management Research** (Tuesday, 8:00am-9:30am, Hynes Convention Center - 303)
Academy Program Highlights

STATEGIZING ACTIVITIES AND PRACTICES (SAP)

Open Strategy: Practices and Perspectives
Saturday, Aug 10, 3:45pm - 6:15pm at Boston Park Plaza in White Hill
Organizers: David Seidl; U. of Zurich; Violetta Splitter; U. of Zurich; Richard Whittington; U. of Oxford
Presenter: Leonhard Dobusch; U. of Innsbruck; Julia Hautz; Loizos Heracleous; Eric Knight; Linda Rouleau; Daniel Schlagwein; Basak Yakis-Douglas
Strategy processes are becoming increasingly more open along two dimensions, increasing inclusion and transparency. This PDW is aimed at taking stock of the research on this new phenomenon and exploring potential avenues for future research.

Expanding Social Theory: Implications for Management, Strategy, and Organization Studies
Monday, Aug 12, 3:00pm-4:30pm at Boston Park Plaza in Boylston
Organizer: Michael Zundel; U. of Liverpool Management School
Panelists: Paul Spee; U. of Queensland; Philippe Lorino; ESSEC Business School; Theodore Schatzki; teds; Robin Holt; Copenhagen Business School
Management, strategy and organizational theory frequently draws from social theory. Social theory typically provides paradigmatic boundaries and charts central themes for studies of managers, organizations, institutions and other social forms, providing a vocabulary of analytical terms, concepts, and methodological blueprints, even affording new theoretical developments in areas that have already received much scholarly attention. This symposium will present new works on organization, management or strategy research with a strong social theory focus.

Strategizing Activities and Practices Interest Group Distinguished Keynote
Monday, Aug 12, 1:15pm - 2:45pm at Boston Park Plaza in Grand Ballroom B
Distinguished Speaker: John Van Maanen; Massachusetts Institute of Technology
Discussant: Anne D. Smith; U. of Tennessee, Knoxville
Moderator: Paul Spee; U. of Queensland

SOCIAL ISSUES IN MANAGEMENT (SIM)

Thanks to your high-quality submissions and efforts to identify the best work, we have put together a great program with a wide variety of offerings. We are excited to see you in Boston, renew conversations, welcome newcomers, and have a great time growing the SIM community. I would like to draw special attention to the following highlights.

Best,
Andy

Human Dignity at Work: Advancing the Inclusive Organization. Friday, August 9, 10:15am-12:15pm in Tremont.

Project Management and Modern Slavery: Inhibitor or Enabler? Friday, August 9, 3:15pm-4:45pm in Simmons.
Academy Program Highlights

**SIM’s Updated Teaching Website: Favorite Internet Links for Course Development.** Saturday, Aug 10, 8:00am-9:30am in Grand Ballroom Salon D

**How Theories and Measurement of Social Impact Matter in Research.** Saturday, August 10 1:15pm-3:15pm in Regis.

**SIM Speed Networking.** Saturday, Aug 10, 2:45pm-4:15pm in Grand Ballroom Salon E.

**SBE-SIM Keynote Speaker and Reception: ”The Pursuit of Poverty Alleviation with Legitimacy: How the World Bank’s Sanctions System helps to Spread Integrity.”** Pascale Helene Dubois, Vice President of Integrity, World Bank. Saturday, August 10, 5:30pm-6:30pm, The Colonnade Hotel, Boston Ballroom. Reception follows.

**International and Multi-National CSR.** Monday, August 12, 11:30am-1:00pm in Wellesley.

**Corporate Ethics and Technology.** Monday, August 12, 1:15pm-2:45pm in Grand Ballroom Salon A.

**Philosophy, Ethics and Responsibility.** Monday, August 12, 3:00pm-4:30pm in Nantucket.

**The Business Meeting:** featuring brief presentations by the candidates for Best Dissertation and announcement of the winner during the Business Meeting. Monday, August 12, 4:30pm-6:00pm in Grand Ballroom Salon H1. Reception follows in Salon G.

**Corporate (Ir)Responsibility: Risk and Reward.** Tuesday, August 13, 8:00am-9:30am in Grand Ballroom Salon H.

**Stakeholders, Shareholders and Value Creation.** Tuesday, August 13, 1:15pm-2:45pm in Hyannis.

**Corporate Innovation.** Tuesday, August 13, 3:00pm-4:30pm in Hyannis.

**STRATEGIC MANAGEMENT (STR)**

The STR Division would like to highlight the following activities—some of which represent mainstay favorites, while others represent recent efforts that respond to member feedback.

**Irwin Distinguished Scholar Award Ceremony in Honor of David Mowery** (Sunday, 6:00pm-8:00 pm, Boston Park Plaza - Statler Room)

**STR Plenary Session** (Monday 11:30am-1:00pm, Boston Park Plaza – Grand Ballroom A): This year’s plenary is titled “The next 50 years of STR scholarship: Looking back to see forward.” A terrific panel including Jay Barney, Don Hambrick, Anita McGahan, and Exequiel Hernandez will reflect on the past, present and future of Strategic Management. We will consider the main accomplishments and lessons of the first 50 years of our Division – whose founding started with a planning meeting in 1969! – and how they inform us about the opportunities and priorities to make our discipline and field
Academy Program Highlights

of practice even more vibrant and impactful for the future. The above-mentioned panelists, as scholars and as experienced leaders of the Division and other AoM institutions, will provide a memorable take on the issues close to their heart.

**STR Dissertation Award Finalists** (Monday 3:00pm-4:30pm, Boston Park Plaza - Grand Ballroom B): Listen and interact with this year’s finalists for the Wiley-Blackwell Outstanding Dissertation Award, as they present a synopsis of their dissertation research.

**STR Business Meeting and Social** (Monday 6:30pm-7:30pm, Boston Park Plaza - Grand Ballroom AB, and 7:30pm-9:00pm, Boston Park Plaza - Grand Ballroom AB): Join us as we discuss STR business, announce award winners, introduce new division leaders, and thank those who have held various positions of STR service. Then, connect with colleagues at the STR Social immediately following.

**TECHNOLOGY AND INNOVATION MANAGEMENT (TIM)**

(All sessions in Boston Hynes Convention Center (BCC))

Friday:
- **Pathways to Innovation PDW**, 8:00am - 10:30am, Room 313
- **Researching Open Innovation PDW**, 9:00am - 12:00pm, Room 210
- **Disintermediation in Multi-sided Platforms PDW**, 10:45am - 12:45pm, Room 202

Saturday:
- **Competition & Cooperation to Face Radical Technological Changes PDW**, 8:00am - 11:00am, Room 202
- **Distinguished Scholar Luncheon**, 12:00pm - 1:30pm, Room 304
- **Lean Startups and Innovation Strategy PDW**, 2:00pm - 4:30pm, Room 302
- **Advances in Patent Research PDW**, 2:45pm - 5:15pm, Room 104

Sunday:
- **TIM Best Dissertation Presentations**, 2:30pm - 3:30pm, Room 107
- **TIM Business Meeting**, 5:30pm - 6:30pm, Room 208
- **TIM Social**, 6:30pm - 8:00pm, Room 207

Monday:
- **Tech Platforms’ Myth of Inclusion Drives Exclusion**, 9:45am - 11:15am, Room 302
- **Plenary on Emerging Technologies**, 1:15pm - 2:45pm, Room 304
- **Open Source Software Development & Organizations**, 4:45pm - 6:15pm, Room 302

Tuesday:
- **New Ways of Funding Science and Innovation**, 9:45am - 11:15am, Room 206
- **Coordinating Ecosystems in New Industries**, 3:00pm - 4:30pm, Room 206
Special Thanks

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Program Chair: Eden King | PDW Chair: Joy Beatty
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Program Chair: Sara Singer | PDW Chair: Brian Hilligoss
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Program Chair: Anthony Nyberg | PDW Chair: David Collings
IM - International Management
Program Chair: Jaeyong Song | PDW Chair: Katherine Xin
MC - Management Consulting
Program Chair: Eric Sanders | PDW Chair: Uzonna Olumba
MED - Management Education & Development
Program Chair: Sabine Hoidn | PDW Chair: Alan Eisner
MH - Management History
Program Chair: Andrew Cardow | PDW Chair: Roy Suddaby
MOC - Managerial & Organizational Cognition
Program Chair: Abhijeet Vadera | PDW Chair: Naomi Rothman
MSR - Management, Spirituality & Religion
Program Chair: Stacie Chappell | PDW Chair: Chris Laszlo
OB - Organizational Behavior
Program Chair: Daan van Knippenberg | Program Chair (symposia): Ronald Piccolo | PDW Chair: Uta Bindl
OCIS - Organizational Communications & Information Systems
Program Chair: Jennifer Gibbs | PDW Chair: Katherine Chudoba
ODC - Organization Development & Change
Program Chair: David Bright | PDW Chair: Linda Rouleau
OMT - Organization & Management Theory
Program Chair: Renate Meyer | PDW Chair: Martin Kilduff
ONE - Organizations & the Natural Environment
Program Chair: Jeff York | PDW Chair: Ivan Montiel
OSCM – Operations and Supply Chain Management
Program Chair: Rachna Shah | PDW Chair: Sean Handley
PNP - Public & Nonprofit
Program Chair: Amy Smith | PDW Chair: Eva Witesman
RM - Research Methods
Program Chair: Zhen Zhang | PDW Chair: Daniel Beal
SAP - Strategizing Activities & Practices
Program Chair: Virpi Sorsa | PDW Chair: Katharina Dittrich
SIM - Social Issues in Management
Program Chair: Andrew Wicks | PDW Chair: Katherina Pattit
STR – Strategic Management
Program Chair: Tim Folta | PDW Chair: Heather Berry
TIM - Technology & Innovation Management
Program Chair: Rahul Kapoor | PDW Chair: Janet Bercovitz

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23 Section A
**Technology Center & Express Check-In Kiosk Information**

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<th>Location</th>
<th>Features</th>
<th>Availability</th>
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<td><strong>Hynes Convention Center</strong></td>
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<tr>
<td>- Exhibit Hall A - Foyer</td>
<td>Express Check-In Kiosks (For Pre-Registered Attendees ONLY)</td>
<td>Thursday - 5pm-8pm, Friday - 7:30am-8pm, Saturday-Monday - 8am-8pm and Tuesday - 8am-3pm</td>
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<tr>
<td>- Inside Exhibit Hall A</td>
<td>Stationed Computer Access</td>
<td>Friday 6pm-8pm, Saturday-Sunday 8am-5pm and Monday 8am-2pm</td>
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| **Boston Marriott Copley Place** | Wireless Internet Access, Charging Stations | |

| **Sheraton Boston Hotel** | Exhibit Hall | |

| **Westin Copley Place Boston** | | |

| **Boston Park Plaza** | | |
|  - Second Floor - Outside of Exeter Room | | (Wireless Signal: AOM-PARKPLAZA | Password: AOM-ParkPlaza) |

**Hilton Boston Back Bay Hotel**


**Speaker Ready Room Locations:**

- Hynes: Room 105
- Sheraton: Boardroom
- Marriott: Fourth Floor Registration Desk
- Park Plaza: Commonwealth Room
- Westin: Mastiff Room

**Mobile Features**

Download the AOM Annual Meeting App

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

http://aom.link/aomtech
The Academy of Management Extends Special Appreciation to All of the Sponsors of the 79th Annual Meeting of the Academy of Management

PLATINUM SPONSORS:

AARHUS BSS, AARHUS UNIVERSITY'S BUSINESS SCHOOL:

A broad business school with an international outlook
Aarhus BSS is one of the four faculties at Aarhus University - a top 100 university according to several international rankings. With approx. 11,800 full-time students, several thousand part-time students, 230 PhD students and more than 550 faculty members, Aarhus BSS is one of the largest business schools in Europe. The school is accredited by the international accreditation bodies AACSB, AMBA and EQUIS, the latter specifically applying to our core business activities. At Aarhus BSS, we bring business and social science disciplines together in a broad business school – a term we use to signal that we place business education in a broader perspective by letting it thrive and prosper alongside strong, core fields of psychology, political science and law. We offer a wide range of high-quality and international degree programmes within the fields of finance, business economics, accounting, marketing, management, corporate communication, business engineering, psychology, law, political science and public administration. Research-based teaching is the foundation of our degree programmes. Thus, our lecturers implement the latest research into their courses with the aim of strengthening students’ learning by presenting state-of-the-art research methods and turning new knowledge into hands-on solutions for real-life situations. At Aarhus BSS, academic freedom and an international outlook are core values underlying our research and teaching activities. Our broad scope enables us to attract researchers, lecturers and students from all over the world, who contribute to forming a highly international and academically diverse environment. Today, more than 90 nationalities are represented on campus.

Adding value to society
As a broad business school, Aarhus BSS aims to add value to society by creating knowledge within and across our core disciplines. We strongly encourage international research collaborations aimed at solving some of the global challenges facing our society, and our degree programmes are developed in close collaboration with our stakeholders from public and private organisations. In addition, we engage in various collaborations with a wide range of public, corporate, institutional, governmental and professional partners. By being in continuous dialogue with our external stakeholders, we aim to ensure that our degree programmes, research projects and services to society rendered remain relevant, adaptable to change and can develop in tandem with society’s needs and expectations.

About the department
The Department of Management is one of the six departments at Aarhus BSS. The department’s research and teaching environment is highly international with a mix of Danish and international academic staff members and PhD students. In addition, we have a dynamic exchange of international researchers, who stay at the department for short or long periods of time. We employ more than 160 academic staff members and cover a broad range of disciplines within management, e.g. marketing, corporate communication, international business, organisation, HR, strategy, management accounting, innovation management, entrepreneurship, project management and information systems. We aim to conduct high-quality research, and we give high priority to publishing our research in leading academic journals and presenting it at recognised conferences.

BI NORWEGIAN BUSINESS SCHOOL:

BI Norwegian Business School is a research-based private not for profit institution that educates people and business for an international, digital and sustainable future. With its approximately 20,000 students and 400 faculty, BI is Europe’s second largest business school. Its academic rigor places BI amongst the top schools in Europe. BI Norwegian Business School boasts Norway’s
leading faculty in the fields of economics, management, organizational behavior, strategy and entrepreneurship, marketing and finance.

The vast majority of postgraduate programmes and an increasing number of undergraduate programmes are taught in English. BI has 15 BSc programs, 9 MSc programs, including QTEM master, and a successful doctoral program. BI has student exchange agreements with more than 200 institutions in 48 different countries. Approximately 30% of BI's faculty are from other countries than Norway. BI’s MBA programme in China, the BI-Fudan MBA, is ranked 29 in the world, 37 in European Business School (Financial Times, 2018), and as 7 on the 2017 Economist ranking of the best Masters in Management programmes in the world. BI is a “Triple Crown” business school holding three of the most important international accreditations for business schools: EQUIS (European Quality Improvement Systems), AACSB (The Association to Advance Collegiate Schools of Business) and AMBA (The Association of MBAs). Only about 80 of an approximate 15,500 business schools globally, can pride themselves on having attained a “Triple Crown” status.

BI's 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. You are welcome to join the BI family in Oslo!

For more information about BI, please visit https://www.bi.edu

ESMT BERLIN:

ESMT Berlin was founded by 25 leading global companies and institutions. The international business school offers a full-time MBA, an executive MBA/MPA, a master's in management, as well as open and customized executive education programs. ESMT focuses on three main topics: leadership, innovation, and analytics. ESMT faculty publishes in top academic journals. Additionally, the business school provides an interdisciplinary platform for discourse between politics, business, and academia. The business school is based in Berlin, Germany, with a branch office in Shanghai, China. ESMT is a private business school with the right to grant PhDs and is accredited by the German state, AACSB, AMBA, EQUIS, and FIBAA.

ESMT consistently ranks among the top business schools in Germany. The faculty of ESMT consist of 36 members from 16 nations and more than 40 visiting faculty members (as of May 2019). 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.

In accordance with the school's mission, the role of research at ESMT Berlin is to develop and disseminate innovative knowledge, to foster sustainable economic growth, and to help business leaders succeed globally and act responsibly. With its research, ESMT aspires to enlighten the judgment of business leaders and policy makers, thereby improving societies and organizations.

**The School’s Mission**

From the heart of Europe, we create and impart new knowledge to advance business and society. We develop entrepreneurial leaders who think globally and act responsibly.

**Areas of competence:** Leadership, Innovation, Analytics

**Centers and institutes**

- Center for Financial Reporting and Auditing (CFRA)
- Center for Leadership Development Research (CLDR)
- Center for Sustainable Business and Leadership (CSBL)
- Bringing Technology to Market Center (BTM)
- Institute for Endowment Management and Entrepreneurial Finance (IFEE)
- Digital Society Institute (DSI)
- Hidden Champions Institute (HCI)

**Chairs**

- Deutsche Post DHL Chair: **Catalina Stefanescu-Cuntze, Professor and Dean of Faculty**
- Deutsche Telekom Chair in Leadership and HR Development: **Matthew S. Bothner, Professor**
- EY Chair in Governance and Compliance: **Jörg Rocholl, Professor and President**
- Ingrid and Manfred Gentz Chair in Business and Society: **Gianluca Carnabuci, Associate Professor of Organizational Behavior**
- Lufthansa Group Chair in Innovation: **Linus Dahlander, Associate Professor of Strategy**
- Michael Diekmann Chair in Management Science: **Tamer Boyaci, Professor and Director of Research**
• POK Pühringer PS Chair in Entrepreneurship: Henry Sauermann, Associate Professor

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

ISENBERG SCHOOL OF MANAGEMENT, UMASS AMHERST:

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: 5,200+ (3,800 undergraduates, 1,400 master’s (includes Full-time MBA; online/part-time MBA; M.S.), 66 Ph.D.
• Isenberg’s Ph.D. program is the oldest among New England’s public colleges and universities. Its graduates hold faculty positions in industry and at more than 100 colleges and universities.
• 43,000 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.
WU (VIENNA UNIVERSITY OF ECONOMICS AND BUSINESS):

WU is one of the largest business universities in the European Union and is centrally located at the heart of Europe. The University maintains an excellent position as a center for research and teaching and attracts an international group of students and faculty. It offers a broad range of undergraduate, graduate, and executive programs in the area of business, economics, and business law. WU has been granted triple accreditation by EQUIS, AACSB, and AMBA, and is a member of a number of international networks such as PIM and CEMS. The Financial Times has ranked WU’s Master in International Management program at rank 13 in 2018.

WU Undergraduate Programs
BSc Business, Economics & Social Sciences (in German)
BSc Business and Economics (in English)
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 Economics
MSc Information Systems
MSc Socio-Ecological Economics and Policy
MSc/MIM International Management (CEMS)
PhD Finance
PhD Economics and Social Sciences
PhD/DIBT International Business Taxation

in German:
MSc Business Education
LL.M Business Law
MSc Export and Internationalization Management
MSc Finance and Accounting
MSc Management
MSc Socioeconomics
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 220 partner universities on all six continents as well as a variety of annual international summer universities, WU is part of a network of excellent universities.

Please see https://www.wu.ac.at/karriere/arbeiten-an-der-wu/jobangebote/ for current job openings.

Come and explore Vienna, experience WU!
UNIVERSITY OF GLASGOW, ADAM SMITH BUSINESS SCHOOL:

The University of Glasgow Adam Smith Business School (AACSB, AMBA, EQUIS) creates inspiring leaders, researchers and professionals whose research and relations with industry have real impact, influencing organisations as they develop and grow globally.

The School has a distinguished history of research in business-related subjects that spans centuries, beginning with the establishment of the Chair in Moral Philosophy in 1727. This role, which Adam Smith held in 1752, marks the birth of the subject of Political Economy at Glasgow.

The School builds on Smith’s legacy – understanding that wealth creation is for the benefit of society at large, that managers and entrepreneurs are ethically and socially responsible and accountable, and that businesses and organisations need to look for a sustainable future.

Recent publications of our inspiring faculty:


Recent ventures founded by our inspiring students:

- MindMate: Co-founded by our alumni Susanne Mitschke and Patrick Renner. This app for people over 65 trains the body and brain to reduce the risk of developing memory loss. www.mindmate-app.com
- Once Upon a Whisky: This whisky tour company, founded by Camilo Gómez Pinto after graduating from the Glasgow MBA, celebrates a cultural lifestyle that connects people. www.onceuponawhisky.co.uk
- WheelAIR: Our alumna Corien Staels set up Staels Design and developed an award-winning battery powered airflow backrest cushion for wheelchair users to help regulate body temperature. www.wheelair.co.uk

Join us to engage with practitioners and organisations around the world, push the boundaries of knowledge and understanding, and work to make a real impact on society.

glasgow.ac.uk/business
UNIVERSITY OF SOUTH AUSTRALIA:

The University of South Australia Business School ranks in the top 1% worldwide for excellence in business, research and education, being one of just nine institutions in Australia and 180 globally to be accredited by EQUIS (from over 16,500 worldwide).

We support business success and sustainable economic development on a local and global scale to influence change where it matters. Our workforce of thought-leaders engage in world-class applied research and share their insights with our students, industry and government partners. These discoveries inform our teaching, transform businesses and affect communities for the better.

We are recognised and respected for our comprehensive research program inspired by global challenges. Our focus is always on finding practical solutions and creating new knowledge. Numbers tell part of the story. Our per capita research funding is more than twice the Australian average; over the past four years, our research income has doubled, and we have seen a 50 per cent increase in the number of articles that our researchers published in top-tier journals.

In the 2018 Excellence in Research Australia (ERA) rankings, all our research was assessed at either above world standard or at world standard. We have strengths in Management and Marketing and are one of only three business schools globally with an academic focus on small to medium enterprise business growth.

The real story is about our impact. We work with more than 200 companies, governments and organisations around the world, and many of these are long-standing relationships built on common goals and shared values. We are proud that we have helped many partners change the way they make decisions, develop policies, and do business. We have strong links, individually and collectively, with leading, like-minded research institutions in North America, Europe, the UK and are building equally exciting new relationships in Asia.

The 2018-2019 Academy of Management President, Carol T. Kulik, is a Research Professor of Human Resource Management at the University of South Australia Business School, and co-Director of our Centre for Workplace Excellence (CWeX).

CWeX’s mission is to empower tomorrow’s workplaces to achieve excellence in organisational productivity and employee well-being. Competitive pressures on an international scale are driving organisations to set higher productivity goals, trim costs, and increase efficiency. In these turbulent times, the link between organisational effectiveness and employee well-being is more visible, and more important, than ever. The Centre takes an inter-disciplinary approach to deliver evidence-based, industry-relevant recommendations that enable organisations and employees to be innovative, agile and resilient as the global marketplace, people, and technology continue to change.

CWeX’s progressive, world-class research integrates key pillars essential for employee and organisational effectiveness – employee diversity and engagement, organisational culture and change, leadership, people management practices, and work health and safety.

The University of South Australia Business School has a range of other strengths in research including understanding how brands grow, decision-making and choice, high performance organisations, global strategy and innovation, future of tourism, law and social justice, resource and energy economics, transformation of professional services and sustainable economy.

EGADE BUSINESS SCHOOL, TECNOLÓGICO DE MONTERREY:

EGADE Business School at Tecnológico de Monterrey has built a globally recognized reputation as the leading Latin American business education institution, committed to empowering omnipreneurial leaders who create shared value and transform society. The school’s innovation-led academic model and learning culture, world-recognized programs, distinguished world-class faculty, outstanding global alumni community, and rigorous focus on applying knowledge for impact, have contributed to its standing as the top-ranked Latin American business school by several international rankings organizations, including QS, Eduniversal, Financial Times, and The Economist. EGADE graduate degree programs include the full-time, one-year MBA in Innovation & Entrepreneurship, MBA for Professionals, MBA in Global Business & Strategy, Global OneMBA, Executive MBA, the
EGADE MBA Online, as well as a Master in Finance, a specialist degree in Energy Management, and PhD programs in Financial Science and Business Management. EGADE Business School offers an innovative portfolio of lifelong learning open enrollment and customized programs for senior business and organizational leadership. EGADE Business School is a member of an elite group of just 1 percent of business schools worldwide to hold the acclaimed “triple crown” of global accreditation that recognizes business education excellence: the American Association of Colleges and Schools (AACSB), the Association of MBAs (AMBA), and the European Quality Improvement System (EQUIS). The School is a member of the Global Network for Advanced Management, a leading network of 30 leading business schools from diverse regions, countries, cultures, and economies in different phases of development, committed to contributing, through business education, to the solutions for major challenges that are typically complex and global. To learn more, visit: egade.tec.mx. #MindsIgnitingChange

GOLD SPONSORS:

PROJECT MANAGEMENT INSTITUTE:

Project Management Institute (PMI) is the largest not-for-profit membership association for the project management profession. PMI Academic Programs works to advance the profession through resources and support for project management scholars, faculty, professionals, and students, including:

Research Funding and Dissemination
- Funding for project management research through a dedicated Sponsored Research Program
- Research dissemination through the Project Management Journal
- Thesis research funding for master’s and doctoral students
- Access to publications including articles, books, and papers on basic and applied research findings

Curriculum and Accreditation
- Flexible curriculum guidelines that support the development of both new and existing project management courses and programs
- A platform for faculty to share their own curriculum content and teaching resources
- Accreditation of bachelor’s and postgraduate programs through the PMI Global Accreditation Center (GAC)

Student Support
- Student membership and entry-level PMI certification
- Scholarships for students studying project management and related disciplines

Find more information on all PMI academic and teaching resources at pmi.org and pmiteach.org.

AALTO UNIVERSITY EXECUTIVE EDUCATION (HELSINKI, FINLAND)

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 to 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 strongholds: our Helsinki office coordinates our operations in Europe, while Asia-Pacific operations are led from Singapore. In addition to Finland and Singapore, we offer our education programs in multiple locations worldwide.
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

SAGE PUBLISHING:

Sara Miller McCune founded SAGE Publishing in 1965 to support the dissemination of usable knowledge and educate a global community. SAGE publishes more than 1,000 journals and over 900 new books each year, spanning a wide range of subject areas including Business and Management. Our growing selection of library products includes archives, data, case studies and video. SAGE remains majority owned by our founder and after her lifetime will become owned by a charitable trust that secures the company's continued independence. Principal offices are located in Los Angeles, London, New Delhi, Singapore, Washington DC and Melbourne. www.sagepublishing.com

SILVER SPONSORS:

VILLANOVA SCHOOL OF BUSINESS:

Founded in 1922, the Villanova School of Business (VSB) is a premier educational institution that offers undergraduate programs, graduate programs and executive education. Serving over 2,500 undergraduate and graduate students, VSB programs are known for academic rigor; creativity and innovation; hands-on and service learning opportunities; a firm grounding in ethics; and an applied education that prepares students to become outstanding leaders and global citizens. The VSB undergraduate program was ranked #1 in the nation in 2016 by Bloomberg Businessweek and the VSB part-time MBA program was ranked #12 in the nation by Bloomberg Businessweek, putting the programs at the forefront of business education. VSB also offers an Executive MBA and our #13 ranked Online MBA program by U.S. News & World Report, as well as a Master of Finance and Master of Accounting with Data Analytics, and our #2 ranked online grad programs by U.S. News & World Report, the Master of Science in Analytics and Master of Science in Church Management. Villanova was founded by the Roman Catholic Order of Saint Augustine, and the Augustinian values of truth, community, caring and leading through service are infused throughout the curriculum in all of our programs. These values equip students with the perspectives, ethics and skills they need to be successful within the global world of business. For more, visit business.villanova.edu.
LEADERSHIP SPONSORS:

GEORGE WASHINGTON UNIVERSITY:

The George Washington University School of Business:
Engaging the World from the Nation’s Capital
The George Washington University School of Business is a world-class global educational institution located in the heart of the U.S. capital of Washington, D.C. GWSB is devoted to putting its students’ interests first and preparing them to be the business leaders of tomorrow.
Offering four-year degrees in accountancy, business administration and finance, GWSB’s undergraduate program fully prepares students for their next step, whether beginning a successful career or continuing their studies in graduate school. At the graduate level, GWSB offers a variety of MBA programs, specialized master’s programs, and doctoral and executive education programs, as well as innovative graduate certificate programs in a wide range of disciplines.
GWSB’s unique location is one of the school’s great strengths. The GWSB Foggy Bottom campus shares the neighborhood with U.S. federal agencies, international organizations, businesses, trade and advocacy associations, and nonprofits. The U.S. Departments of State and the Treasury, as well as the White House, are within walking distance, as are the World Bank and International Monetary Fund headquarters. The world diplomatic community is also nearby, with many of the more than 170 foreign embassies in Washington, D.C., within a mile of campus.
The school takes full advantage of the proximity to so many government agencies, businesses, and international organizations. National and international leaders — from heads of state to captains of industry and visionary entrepreneurs — frequently speak on campus. Students have unmatched access for first-hand observation and study of some of the most important and influential organizations in the world. The relationship between GWSB and Washington, D.C., frequently results in student internships, and after graduation, employment opportunities.
GWSB has earned a well-deserved reputation as a global institution with a global outlook. Its student body is internationally diverse, with students coming to GWSB from all around the world. While GWSB welcomes the world to its campus, it also goes out into the world, with its extensive array of long and short-term study-abroad and consulting programs. GWSB has made the world its classroom.
In addition to teaching excellence, GWSB is renowned for the cutting-edge research conducted by its faculty. The school is home to more than a dozen research centers, each dedicated to expanding the shared knowledge of a specific aspect of the business world.
GWSB’s strengths in classroom instruction and teaching are more than matched in the area of co-curricular programs, especially by the exceptional record of achievement compiled by the school’s F. David Fowler Career Center (FDFCC). Much more than an “employment service,” the FDFCC provides GWSB undergraduate and graduate students with the lifelong career-management skills they will need to succeed in today’s competitive employment market.
Completing the GWSB Community is an exceptionally loyal and active alumni network. GWSB graduates have made their mark in every aspect of business, as well as in public service. GWSB alumni have demonstrated a remarkable devotion to their alma mater, keeping in close touch to support the school and, especially, its students and their fellow graduates.
Web site: https://business.gwu.edu/
Academy of Management 2019 Annual Meeting

VILLANOVA SCHOOL OF BUSINESS, VILLANOVA UNIVERSITY:

Founded in 1922, the Villanova School of Business (VSB) is a premier educational institution that offers undergraduate programs, graduate programs and executive education. Serving over 2,500 undergraduate and graduate students, VSB programs are known for academic rigor; creativity and innovation; hands-on and service learning opportunities; a firm grounding in ethics; and an applied education that prepares students to become outstanding leaders and global citizens. The VSB undergraduate program was ranked #1 in the nation in 2016 by Bloomberg Businessweek and the VSB part-time MBA program was ranked #12 in the nation by Bloomberg Businessweek, putting the programs at the forefront of business education. VSB also offers an Executive MBA and our #13 ranked Online MBA program by U.S. News & World Report, as well as a Master of Finance and Master of Accounting with Data Analytics, and our #2 ranked online grad programs by U.S. News & World Report, the Master of Science in Analytics and Master of Science in Church Management. Villanova was founded by the Roman Catholic Order of Saint Augustine, and the Augustinian values of truth, community, caring and leading through service are infused throughout the curriculum in all of our programs. These values equip students with the perspectives, ethics and skills they need to be successful within the global world of business. For more, visit business.villanova.edu.

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 Logistics Manager, at mjohson@aom.org
Exhibit Hall Information

*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.

**Location:**
John B. Hynes Veterans Memorial Convention Center – HALL A

**Schedule:**
Friday, August 9th: 6:00pm - 8:00pm
Saturday, August 10th: 8:00am - 5:00pm
Sunday, August 11th: 8:00am - 5:00pm
Monday, August 12th: 8:00am - 2:00pm

**You're Invited:**
AOM, along with AOM exhibitors are hosting an Exhibit Hall Opening Reception on Friday evening from 6:00pm-8:00pm - This is a great opportunity for you to meet and greet your fellow attendees in a casual, social atmosphere. Look for a drink ticket that will print out on your name badge paper!

There will be AOM sponsored **conference breaks with light snacks** and **refreshments** in the exhibit hall on Saturday & Sunday at 10:15am-10:45am and 2:45pm-3:15pm and Monday at 10:15am-10:45am

The 2019 Exhibit Hall is a hub where attendees will find new **resources** and make **connections** with publishers and other vendors. The Exhibit Hall provides a place where Annual Meeting attendees can purchase the latest books and be introduced to publishers to explore their own publishing needs. There is also space for attendees to relax, prepare for their next session and network with colleagues and exhibitors. There will also be AOM Technology Centers located throughout the Exhibit Hall where you can utilize internet, stationed computers and charging stations.

Exhibitors have an opportunity to meet attendees, showcase their latest materials and extend their reach to the Annual Meeting audience.

*Be one of the first 200 attendees to enter the Exhibit Hall each day (Saturday, Sunday, Monday) and receive an exclusive welcome bag filled with materials, promotions and keepsakes from Annual Meeting exhibitors.*
## Exhibits

Exhibits Manager: Megan Johnson, Academy of Management

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<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>9:45am</td>
<td>95</td>
<td>BCC:101</td>
<td>HRM Learning &amp; Employability</td>
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<tr>
<td>Sat</td>
<td>9:45am</td>
<td>343</td>
<td>BCC:101</td>
<td>Automated Content Analysis</td>
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<td></td>
<td>11:30am</td>
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<td>BCC:101</td>
<td>Problem-Based Learning</td>
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<td>MobLab: Experiments &amp; Games for Business and Econo</td>
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<td></td>
<td>3:00pm</td>
<td>464</td>
<td>BCC:101</td>
<td>Design Engaging Course Content</td>
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<td>Sun</td>
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<td>Better Learning With Simulations</td>
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<td>745</td>
<td>BCC:101</td>
<td>Simulations: Navigating Implementation Roadblocks</td>
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<td></td>
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<td>Teaching with Cases</td>
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<td>Mon</td>
<td>9:45am</td>
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<td>Pathways to Leadership</td>
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<td></td>
<td>11:30am</td>
<td>1088</td>
<td>BCC:101</td>
<td>EXPERIENTIAL LEARNING</td>
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<td>1211</td>
<td>BCC:101</td>
<td>XP Entrepreneurial Uncertainty</td>
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<tr>
<td></td>
<td>3:00pm</td>
<td>1336</td>
<td>BCC:101</td>
<td>Simulations and Accountability</td>
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<tr>
<td></td>
<td>4:45pm</td>
<td>1462</td>
<td>BCC:101</td>
<td>Meet the Editors</td>
</tr>
</tbody>
</table>
### Friday 9:45AM

**95 : (EXH) How Academic-Practitioner Partnerships Can Enhance HRM Majors Learning & Employability**
9:45am - 11:15am Boston Hynes Convention Center: 101

In this session we will discuss academic-practitioner partnerships that equip the human resource and business leaders of tomorrow with the tools, knowledge, professional development and credentialing needed to become experts in evidence-based, HR management. These programs combine targeted professional development; learning experiences based on real-world data and business cases; and credentialing in the administration, interpretation, and application of one of the most widely used talent assessments in the industry. All content of these programs is developed through extensive and ongoing applied research that incorporates findings from a wide range of organization types and sizes; from start-ups to Fortune 50. By participating, students graduate with practical knowledge and professional certification in applying scientifically valid assessment tools to solve the biggest human capital challenges facing business leaders today and beyond; valuable insight into their own professional strengths and development needs; and the ability to bring to bear scientific insights to align people and strategy. In this presentation, Principal Scientist and Head of Academic Research, Tom Schoenfelder, PhD., will discuss:
- How business schools enhance their HR majors workforce readiness with professional development
- The value of integrating assessment science into HR curricula
- The professional advantages of certification in employee assessment
- Case studies with Temple University and the University of Central Florida

**Presenter:** Normand Peladeau, Provalis Research

### Saturday 11:30AM

**386 : (EXH) Using Problem-Based Learning to Develop Key Career Readiness Competencies**
11:30am - 1:00pm Boston Hynes Convention Center: 101

Three key trends underscore the need for professors to consider the use of problem-based learning (PBL) in their teaching. One involves the changing demographic profile of students. Generation Y and Z students seem to prefer learning with technology. The second entails the infusion of technology into teaching and students’ preferences for digital learning. Finally, employers are asking professors to address the skills gap in new college graduates, which centers on the need to develop students’ critical thinking and problem-solving skills. The overall purpose of this workshop is to stimulate discussion and application of PBL within our teaching. Participants will leave the session with two key outcomes. First, participants will understand the characteristics of PBL and how they can implement it in both face-to-face and online venues. Second, participants will understand how to use a video case and a simulation to foster PBL in their classes.

**Presenters:** Angelo Kinicki, Arizona State U.; Denise M. Breaux-Soignet, U. of Arkansas; Patrick Soleymani, George Mason U.

### Saturday 1:15PM

**430 : (EXH) Teach Students to Make Better Decisions: Games and Experiments in Business and Economics**
1:15pm - 2:45pm Boston Hynes Convention Center: 101

MobLab helps people and organizations make better decisions through interactive games and behavioral analytic applications for academic and real-world situations.

**Presenter:** Emily Young, MobLab

### Saturday 9:45AM

**343 : (EXH) Using Automated Content Analysis in Management to Extract Meaningful Information from Your Text Data**
9:45am - 11:15am Boston Hynes Convention Center: 101

Management involves researching corporate reports, financial reports, surveys, social media, reviews and much more. The volume of available text data has exploded in the digital age. It is extremely time consuming, expensive and in many cases impossible to read each and every document related to one’s research. Text Analytics makes it possible to quickly import and analyze very large volumes of text documents. It can provide you with real value, but only if you use it correctly. This presentation will showcase the different text analytics approaches used in management such as computer assisted qualitative coding, exploratory text mining, content analysis dictionaries or taxonomies, and supervised machine learning. We will discuss when one technique may be more appropriate than another and how they can work together to analyze text data.

**Presenter:** Kathleen Irwin, Curator Solutions

### Saturday 3:00PM

**464 : (EXH) Design, Delegate, and Curate Energizing Learning Content**
3:00pm - 4:15pm Boston Hynes Convention Center: 101

In this hands-on session, attendees will explore methods for removing traditional barriers between content and technology with a lesson creation, management, and publishing platform that enables educators to more easily focus on what they do best—delivering effective, engaging learning experiences for students. Attendees will discover Curator Solutions’ ability to streamline collaboration and community among fellow instructors, while indexing learning assets by subject matter, media type, and date of creation. Attendees of the session will also experience the ability to personalize their own learning activities by dragging and dropping any type of media, including third-party publisher content, before seamlessly launching to any major LMS.

**Organizer:** Ryan Ahern, Curator Solutions

**Presenter:** Kathleen Irwin, Curator Solutions
**Sunday 9:45AM**

**508 : (EXH) Come review our simulations and resources to see they reinforce the concepts you're teaching.**
9:45am - 11:15am Boston Hynes Convention Center: 101
Come and see first-hand how our simulations make the connection between concept and application for students in business classes. Using our simulations provides not only a strong simulation environment, but resources to help your students truly understand the business concepts you're teaching. Come see a live walk through of the simulation, utilization of resources, and discussion of learning outcomes!
Presenter: **Tim Sams**, Interpretive Simulations

**Monday 11:30AM**

**1088 : (EXH) ENGAGE. INSPIRE. CHALLENGE.**
**TRANSFORM BY UTILIZING EXPERIENTIAL LEARNING**
11:30am - 1:00pm Boston Hynes Convention Center: 101
Engaging students who want to learn is easy. Engaging students who just want to pass the class is where things get challenging. In this session, you will learn techniques to engage all your students! With simulations, it's easy to put new business concepts to practice. Utilizing the Entrepreneurial Venture Strategy simulation by Marketplace, you'll see first-hand how to better engage your students and turn phones and laptops into tools for creating discussion and competition opportunities that your students will love. Join us for a hands-on overview of our favorite entrepreneurial simulations.

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**Sunday 3:00PM**

**745 : (EXH) Simulations: Navigating Implementation Roadblocks**
3:00pm - 4:30pm Boston Hynes Convention Center: 101
What is the biggest challenge with most business simulations? The implementation headache! Despite their proven ability to drive student engagement and improve learning outcomes, business simulations often present an administrative and technical hassle that can either prevent instructors from using newer and better games or steer them away from simulations entirely. This presentation explores common roadblocks and examines how a well-designed user interface, customizable platforms and integrated provider support can help overcome them. We will also look in detail at how HFX’s cloud-based, customizable simulation platform and instructor support services make implementation easy and review some recent case studies that show how our game can be adapted to your specific needs and curricula.
Presenter: **Jeremy Charles Lovelace**, -

**Monday 1:15PM**

**1211 : (EXH) Can you handle uncertainty? Experience an award-winning entrepreneurship education board game**
1:15pm - 2:45pm Boston Hynes Convention Center: 101
This innovative teaching intervention in a board-game format is displayed in the exhibitor hall. However, one can only see the game in a condensed 1h game-play (usually the game takes 2h) followed by a 30 minute post-game debrief and Q&A. While explicitly designed for Entrepreneurship Education (ENT track), the game can also be used by educators from OB, CAR, TIM, HR and others interested in teaching Risk and Uncertainty. The game is currently in use by over 25 universities from around the world and has won multiple awards for its innovative game-play mechanics as well as entrepreneurial teaching innovation. The game will be played in collaborative groups of 3-5 players who will compete against each other to be the team with the lowest uncertainty score.

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**Sunday 4:45PM**

**800 : (EXH) Teaching with Cases**
4:45pm - 6:15pm Boston Hynes Convention Center: 101
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 practices 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.
Presenter: **Frank T. Rothaermel**, Georgia Institute of Technology

**Monday 9:45AM**

**979 : (EXH) Pathways to Leadership: The Divergent Paths of Insiders and Outsiders**
9:45am - 10:45am Boston Hynes Convention Center: 101
Description
Who makes it to the top of Corporate America? And what do their experiences mean for the next generation of business leaders? Harvard Business Senior Lecturer and Cengage Author, Tony Mayo, will present findings from various research projects that have examined the career trajectories and satisfaction levels of outsiders and insiders, including recent research about African American graduates of Harvard Business School. “Insiders” possess advantages based on factors like birthplace, race, gender, and family background that facilitate the challenging journey to the top. Meanwhile, “outsiders” on those same dimensions face disadvantages that make their path to leadership positions much more difficult. This session explores the divergent paths of insiders and outsiders and the impact that these paths have had on access to leadership opportunities and the diversity of Corporate America.
Presenter: **Anthony J. Mayo**, Harvard U.
Monday 3:00PM

1336 : (EXH) How to ensure individual accountability & avoid the use of cheat-sheets in simulation-based teamwork
3:00pm - 4:30pm Boston Hynes Convention Center: 101
Simulations are an integral part of business programs, yet there are often questions about the impact of the exercise in terms of assurance of learning. In this workshop we will review how the Cesim simulation platform helps instructors eradicate cheat-sheets and avoid student non-involvement in a teamwork environment. In addition, we will demonstrate the use of simulations with mobile devices.

Monday 4:45PM

1462 : (EXH) Meet the Editors of Project Management and Operations Management Journals
4:45pm - 6:15pm Boston Hynes Convention Center: 101
Editors from the Project Management Journal, the International Journal of Project Management, and the Journal of Operations Management will share insights into the vision behind each of their journals, and suggestions for submitting manuscripts. The session will feature a panel discussion followed by an informal networking opportunity to meet the editors as well as other academic colleagues in project management and related fields.
Organizer: Jonas Söderlund, BI Norwegian Business School
Participants: John Steen, U. of British Columbia; Martina Huemann, WU Vienna U. of Economics and Business; Tyson Browning, Texas Christian U.
Career Services Information
Career Services: Online http: aom.org/career-center

INFORMATION FOR APPLICANTS - Those searching for employment

When you are in Boston

1. Locate Career Services. We are located on the third floor of the Boston Marriott Copley Place so we can provide a superior interviewing climate.

2. Sign in with Career Services. Verify that you are registered with Career Services by checking in at the Career Services reception table. We can also direct you to interviews, facilities, and the Career Services office.

3. Know what to expect. Career Services interviews take place at tables located in small-to-medium size rooms with 9 to 20 tables per room. Interviews can be scheduled in this area from 8 a.m. Friday, August 9 to Noon, Tuesday, August 13. See specific schedule details in box at right.

4. Attend the Career Services networking session. An interactive networking session is scheduled for Sunday, August 11 at 11:00 a.m. in the Gloucester Room on the 3rd Floor of the Boston Marriott Copley Place. The session will provide information on university hiring practices, interview strategies, available career services and suggestions for interviewing success.

5. Be on time. Many recruiters schedule interviews close together. Being on-time is important. Politely wait outside the interview room if you arrive early.

6. Be open to assistance. Career Services offers an office area with computers and printers, volunteers to help search for positions, and a place to sit and organize your thoughts. We also offer coaching on interviewing and the job search process.

7. Pace yourself. Try to schedule breaks between interviews, time to attend sessions, meals, and to step away from the interview process and breathe.

8. Take notes. Interviews can blur together. Follow up after interviews with a thank-you and follow-up questions.

Career Services Applicant Frequently Asked Questions
https://aom.org/Career-Center/-AOM2019-Career-Services-Center.aspx

Recruiter information on next page

2019 Academy of Management Career Services
Onsite Registration

Office Hours
8 a.m. - 5 p.m.
Friday, August 9 - Monday, August 12
8 a.m. - Noon
Tuesday, August 13

Interview Rooms
8 a.m. - 8 p.m.
Friday, August 9 - Monday, August 12
8 a.m. - Noon
Tuesday, August 13

Location:
Boston Marriott Copley Place
110 Huntington Avenue Ave
Boston, MA 02116
3rd Floor

Career Services Leadership
Director
W. Scott Sherman
Associate Director
Matricia James
Assistant Director
Angela Miles
Past Director
Marianne Miller
AOM Career Services Manager
Wendy Kramer

Career Services Network Session: The Job Application Process

Sunday, August 11
11:00 - 1:00 p.m.
Boston Marriott Copley Place
Gloucester Room (3rd Floor)

Join senior and junior faculty experienced as recruiters, candidates, coaches, and all aspects of the Career Services process in an interactive networking session. Topics will include the academic job search process, the status of the 2019 academic employment market, and do’s and don’ts for a successful job search. Session facilitators include Career Services Committee leadership, veteran volunteers, and coaches.
Career Services Information
Career Services: Online http://aom.org/career-center

Information for Recruiters
Recruiters – those searching for candidates for academic employment – need to be registered at the AOM Annual Meeting. Recruiting institutions using Career Services are required to register with Career Services and pay a fee for recruiting space. Please see the information at https://career-center.aom.org/employers. Recruiters are asked to check-in with Career Services as you enter the Career Services area to help provide a superior Career Services experience for applicants and recruiters.

Interviews take place at tables located in small-medium size rooms with 9 to 20 tables per room. Tables are available when Career Services is open from 8 a.m. on Friday, August 9 to 12 noon on Tuesday, August 13. Tables are reserved by recruiting institutions. Most tables are reserved prior to the conference.

Most interviews are scheduled prior to the Annual Meeting via the Career Center link at AOM.org. You may find yourself at a disadvantage if you wait until you arrive in Boston to begin arranging interviews with candidates.

Career Services Recruiter Frequently Asked Questions
https://aom.org/Career-Center-/AOM2019-Career-Services-Center.aspx

The Ins and Outs of Faculty Recruitment
This online presentation is for individuals who represent institutions with position openings. The presentation provides information on hiring practices, career services operations, and applicant perceptions. The presentation is available at https://aom.org/Career-Center/AOM-Placement-Presentations.aspx

Professional Career Services Conduct
The Academy of Management and Career Services are concerned about providing appropriate settings for conducting interviews. Appropriate settings will accommodate individuals with disabilities and support a professional interview environment. The interview rooms offered by Career Services are an appropriate location for interviews. A significant majority of schools recruiting at the Annual Meeting of the Academy of Management use the Career Services interview rooms.

However, interviews may be scheduled and conducted in public, conversational areas available throughout the Annual Meeting facilities. These areas also should accommodate individuals with disabilities and not create problematic, unprofessional interview environments.

Hotel guest rooms do not meet these requirements, and are considered 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 inappropriate, and/or illegal.

Career Services adheres to the Academy of Management Code of Ethics-Ethical Standards, Section 1-enforceable standards of conduct applying to both Academy members and non-members participating in Academy-sponsored activities.

2019 Academy of Management Career Services Committee Leadership and Committee Members

<table>
<thead>
<tr>
<th>W. Scott Sherman</th>
<th>Committee Members</th>
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<tbody>
<tr>
<td>Career Services Director</td>
<td>Garry Adams, Auburn University **</td>
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<tr>
<td>Texas A&amp;M Corpus Christi</td>
<td>Becky Bodaway, Youngstown State University</td>
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<td>Matrechia James</td>
<td>Katie Badura, Georgia Tech University</td>
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<td>Career Services Associate Director</td>
<td>Jeffrey Bentley, California State University - Long Beach</td>
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<td>St. Bonaventure University</td>
<td>Susan Combes, Virginia Commonwealth University</td>
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<td>Angela Miles</td>
<td>Jason Debode, Missouri State University</td>
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<td>Career Services Assistant Director</td>
<td>Kimberly Ellis, Florida Atlantic University</td>
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<td>North Carolina Central University</td>
<td>Claudia Ferrante, US Air Force Academy</td>
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<tr>
<td>Marianne Miller</td>
<td>Matt Hershel, Clemson University</td>
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<tr>
<td>Career Services Past Director</td>
<td>Lavonne Higgins, Eastern Michigan University **</td>
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<tr>
<td>Virginia Commonwealth University</td>
<td>Louise Kover, Fielding Graduate School</td>
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<td>Wendy Kramer</td>
<td>Ida Kutscher, Bellarmine University</td>
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<tr>
<td>AOM Career Services Manager</td>
<td>Gabriella Lewis, Georgia State University</td>
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<td>Zhihong Liang, Concordia University</td>
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<td>Milliken Nelson, Middle Tennessee State University</td>
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<td>Deborah Pemberton, College of St. Benedict/ St. John's University</td>
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<td></td>
<td>Sammie Robinson, Houston Baptist University</td>
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<td>Mike H. Ryan, Bellarmine University **</td>
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<td></td>
<td>Stephanie Selz, California State University - East Bay</td>
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<td></td>
<td>Lisa Stickney, University of Baltimore</td>
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<td></td>
<td>Emma Su, Mississippi State University</td>
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<td></td>
<td>Jun Yang, University of North Carolina Greensboro</td>
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* - retired
** - Director Emeritus
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 Joep Cornelissen, Rotterdam School of Management, selects papers that make a substantive contribution to knowledge based on rigorous and creative research designs.

The 2019 William H. Newman Award Nominees are:

**CAR**
Do We Act as Old as We Feel? An Examination of Subjective Age and Job Crafting in Late Career
Noemi Nagy, Kalайдos U. of Applied Science

**CM**
I Got 1099 Problems but Finding a Ride Ain’t One: Conflict Resolution in the Ridehail Industry
Michael Maffle, Pennsylvania State U.

**CMS**
Racialized Neoliberal Philanthropy: Examining Arts for Social Change Grantmaking
Adam Saifer, Queen’s U.

**ENT**
Transitions out of Informality among Entrepreneurs in Sub-Saharan Africa
Valentina Assenova, The Wharton School, U. of Pennsylvania

**GDO**
The Divergent Effects of Diversity Ideologies for Race and Gender Relations
Ashley Martin, Stanford Graduate School of Business

**HCM**
The Complementarity of Health Information & HIT for Reducing Opioid-Related Mortality and Morbidity
Lucy Xiaolu Wang, Cornell U.

**HR**
Star Bias, Situational Awareness, and Relational Dominance: Evidence from MLB Umpiring
Yeongsu Kim, U. of Massachusetts, Amherst

**IM**
Nationalism and the Local Political Engagement of Foreign Firms
Murad Mithani, Stevens Institute of Technology

**MC**
Do rewards and recognition drive engagement? A quantitative study at a Fortune 500 organization
Elizabeth Belgio, Benedictine University

**MOC**
Truce Structures: Addressing Protracted Jurisdictional Conflict between Professional Groups
Arvind Karunakaran, McGill U. - Desautels Faculty of Management

**MSR**
The Effect of Leader-Follower Congruence in Mindfulness on Relationship Quality
Armin Pircher Verdorfer, TUM School of Management, Technische U. München

**OB**
Exploring Right-vs-Right Ethical Dilemmas: How Firefighters Experience and Manage Loyalty Tensions
Karim Ginena, U. of Virginia Darden School of Business

**OCIS**
Front-Line Professionals in the Wake of Digital Scrutiny: The Paradox of Public Accountability
Arvind Karunakaran, McGill U. - Desautels Faculty of Management

**ODC**
Bounded Authenticity during Strategic Change
Zahira Jaser, U. of Sussex Business School

**OMT**
Navigating Status-Authority Asymmetry between Professions: The Case of 911 Emergency Management
Arvind Karunakaran, McGill U. - Desautels Faculty of Management

**ONE**
Permeating the Boundaries – Uncovering Entry Mechanisms of the Sustainable Logic
Salome Zimmermann, U. of Hagen

**OSCM**
The Impact of Industry 4.0 on the Nexus Between Supply Chain Risks and Firm Performance
Imran Ali, Central Queensland U.

**RM**
Rongomatau: An Indigenous Philosophy and Methodology for Improving Research Process and Outcomes
Kiri Dell, U. of Auckland

**SAP**
How Interferences Between Strategic Change Projects Evoke Emotions that Undermine Implementation
Rouven Kanitz, LMU Munich

**SIM**
CSIR Karma: The Stock Market Reaction to Multifaceted Firms When a Negative Issue Arises
Soolim Park, Korea U.

**STR**
When to put the best to rest: The trade-off between star human capital and firm adaptation
Viktorie Sevcenko, INSEAD

**TIM**
Real Options in Preemptive Patenting: Evidence from the America Invents Act (AIA)
Jiyoon Chung, CUHK Business School
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, Wolfgang Amann, HEC Paris.

The 2019 Carolyn Dexter Award Nominees Are:

CAR
Self-Initiated Expatriates’ Career Success:
Milad Jannesari, Zhejiang U. City College, CSR Center
Sherry Sullivan, Bowling Green State U

CM
Incivility and Turnover Intention; The Role of Social Adaptability and Emotional Exhaustion
Muhammad Umer, Azeem U. of Management & Technology, Lahore Pakistan
Samir Ullah, Rajwada U. of Management and Technology
Haris Aslam, U. of Management and Technology, Lahore
Syed Ali, U. of Management and Technology Lahore

CMS
The Politics of Informality in Localizing Transnational Activism in the Homeworker Network
Ghazal Zulfiqar, Lahore U. of Management Sciences

ENT
The 2015 European Refugee Event and Founder Social Identities: A Multi-Country and Multi-Level Study
Nadine Hietschold, U. of Zurich
Wei-Jun Hsueh, U. of St. Gallen
Philipp Sieger, U. of Bern
Christian Voegtlin, Audencia Business School

HCM
An Alter-Centric Interpretation of Social Network Centrality in Health Care Organizations
Stefano Tasselli, Rotterdam School of Management, Erasmus U.
Balint Neray, U. della Svizzera Italiana
Alessandro Lomi, U. of Lugano

HR
Exploring Crowdworker Participation on Digital Work Platforms
Markus Ellmer, U. of Salzburg
Thomas Gegenhuber, Leuphana U. Lüneburg
Elke Schuessler, JKU Linz

IM
Too Tight to Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing
Brandon Ofem, U. of Missouri, St. Louis
Seemantini Pathak, U. of Missouri, St. Louis
Amy Taylor-Bianco, Ohio U.
Ikenna Uzuegbunam, Ohio U.

MC
After Saying I Do For Better Or For Worse: Incoming CEOs’ Encounter With Power
Rida Elias, American U. of Beirut
Bassam Farah, American U. of Beirut

MED
Role of Personality Traits and Psychological Capital in Academic Achievement: A Longitudinal Study
Ranjeeet Nambudiri, Indian Institute of Management, Indore
Rihana Shaik, Indian Institute of Management, Indore
Santosh Tiwari, OP Jindal Global U., Haryana
Swati Ghulyani, Indian Institute of Management, Indore

MOC
The Carnegie School of Fashion Design
Alexander Hoppe, U. of Pennsylvania

MSR
Disruptions in Guanxi Relationships in Chinese Workplaces
Jae Hyeong Kang, Oakland U.
Yan Ling, Oakland U.
Lizabeth Barclay, Oakland U.

OB
More than meets the eye: The critical role of migrant status for social identity effects
David Dwertmann, Rutgers U.
Florian Kunze, U. of Konstanz

OCIS
Coordinating openness to diversity and contesting contributions in online communities
Aljona Zorina, Leeds U. Business School
Joana Pereira, Leeds U. Business School

ODC
Can’t See the Forest for the Trees: Attributional Ambiguity and Attitudes toward Change
Rouven Kanitz, LMU Munich
Johanna Anzengruber, Upper Austria U. of A.S

OMT
Turning Antagonists into Supporters: Establishing Legitimacy in Hostile Environments
Isabel Bruggemann, U. of Cambridge
Jochem Kroesen, U. of Cambridge
The 2019 Carolyn Dexter Award Nominees Continued:

**ONE**
The Impact of Proximity on Consumer Fair Trade Engagement and Buying Behavior  
Alvina Gillani, Surrey Business School  
Smirti Kutaula, Kingston Business School  
Leonidas C, Leonidou, U. of Cyprus  
Paul Christodoulides, Cyprus U. of Technology

**OSCM**
Configuring Supply Chain Dyads for Emergent Regulatory Regimen:  
Behavioral Study of Brexit Scenarios  
Shardul Phadnis, Malaysia Institute for Supply Chain Innovation  
Nitin Joglekar, Boston U.

**PNP**
Emotional Responses to Bureaucratic Red Tape  
Fabian Hattke, U. of Hamburg  
David Hensel, Helmut Schmidt U.  
Janne Kalucza, U. of Hamburg

**RM**
Rongomatau: An Indigenous Philosophy and Methodology for Improving Research Process and Outcomes  
Kiri Dell, U. of Auckland

**SAP**
Protecting ‘Monsters’: How Complicity Eco-Systems Facilitate Wrongdoing in Organizations  
Jane Le, WHU - Otto Beisheim School of Management  
Fannie Couture, U. of Sydney Business School

**SIM**
The Elephant in the Room: Corporate Social Underachievement in Developing Economies  
Christian Hauser, Swiss Institute for Entrepreneurship  
Erica Steckler, U. of Massachusetts, Lowell  
Jose Godinez, U. of Massachusetts, Lowell

**STR**
Electoral uncertainty, political constraints and political capabilities in cross-border investment  
Martin Fraissler, WU Vienna  
Sinziana Dorobantu, New York U.  
Jonas Puck, WU Vienna U. of Economics and Business  
Jakob Müllner, WU Vienna U. of Economics and Business

**TIM**
Beyond the Paradox: The Performance-Innovation Relationship via the Lens of Informal Institutions  
Matthias Ploeg, Radboud U. Nijmegen  
Patrick Vermeulen, Radboud U. Nijmegen  
Joris Knoben, Radboud U. Nijmegen
Marriott Copley Place
Fifth Floor

Reflection Room
# Abbreviations used in the Program Guide

## Divisions & Interest Groups:

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>CAR</td>
<td>Careers</td>
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<tr>
<td>CM</td>
<td>Conflict Management</td>
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<td>CMS</td>
<td>Critical Management Studies</td>
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<td>ENT</td>
<td>Entrepreneurship</td>
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<td>GDO</td>
<td>Gender &amp; Diversity in Organizations</td>
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<td>HCM</td>
<td>Health Care Management</td>
</tr>
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<td>HR</td>
<td>Human Resources</td>
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<td>International Management</td>
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<td>Management Consulting</td>
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<td>MED</td>
<td>Management Education &amp; Development</td>
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<td>MH</td>
<td>Management History</td>
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<td>MSR</td>
<td>Management Spirituality &amp; Religion</td>
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<td>MOC</td>
<td>Managerial &amp; Organizational Cognition</td>
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<td>OSCM</td>
<td>Operations and Supply Chain Management</td>
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<td>OMT</td>
<td>Organization &amp; Management Theory</td>
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<td>Organization Development &amp; Change</td>
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<td>OB</td>
<td>Organizational Behavior</td>
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<td>OCIS</td>
<td>Organizational Communication &amp; Information Systems</td>
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<td>ONE</td>
<td>Organizations &amp; the Natural Environment</td>
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<td>PNP</td>
<td>Public &amp; Nonprofit</td>
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<td>RM</td>
<td>Research Methods</td>
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<td>SAP</td>
<td>Strategizing Activities and Practices</td>
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<td>SIM</td>
<td>Social Issues in Management</td>
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<td>STR</td>
<td>Strategic Management</td>
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<tr>
<td>TIM</td>
<td>Technology &amp; Innovation Management</td>
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## Other Abbreviations:

<table>
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<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>AAA</td>
<td>All-Academy Activities</td>
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<tr>
<td>AAC</td>
<td>Affiliate Activities &amp; Committees</td>
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<td>Africa Academy of Management</td>
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<td>Caucuses</td>
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<td>ICW</td>
<td>In Conjunction With Activities</td>
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<td>INDAM</td>
<td>Indian Academy of Management</td>
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<td>VOL</td>
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## Symbols:

- 🌐 Program Theme-oriented
- 📚 Teaching-oriented
- 🛡️ Management Practice-oriented
- 🌍 International-oriented
- 🔍 Research-oriented
- 🌍 Diversity-oriented
- 🌐 Selected as a conference Best Paper
“Eminent scholars Quinn and Thakor offer a practical and inspiring approach toward building a purpose-driven organization that shows how to reconcile the critically important authenticity with the profit objectives of commercial enterprise.”
—Eric Van den Steen, Professor of Business Administration, Harvard Business School

$29.95, hardcover, 240 pages

“The B Corp Handbook provides an essential teaching resource in preparing the next generation of business leaders to build a more sustainable and inclusive economy.”
—Jessica Thomas, Director, Business Sustainability Collaborative, North Carolina State University

$27.95, paperback, 240 pages
ISBN 978-1-5230-9753-1


“This book provides something new and important: a business planning paradigm designed specifically for the unique opportunities and challenges facing Base of the Pyramid entrepreneurs.”
—Ted London, Adjunct Professor, Ross School of Business and Senior Research Fellow, William Davidson Institute, University of Michigan.

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ISBN 978-1-5230-9594-0

Who better to write bedtime stories for managers than Henry Mintzberg, purveyor of outrageous ideas that eventually become obvious? Join this campaign to bring management down from the clouds by debunking the maestro myth of managing, replacing keynote speaking with keynote listening, uncovering the soft underbelly of hard data, and questioning the label “CEO” in hospitals, governments, and other endangered species.

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Meet Henry Mintzberg!
Saturday, August 10th
3:30–4:30
At the BK booth, #314
These titles and more 30% off

“The critical few” by Suman Sarkar
“Describes the practice of culture change in personal detail and highlights through a composite story how the culture change process itself is a multi-faceted adventure, not the imposition of a few steps from a generic change model.”
—Edgar H. Schein Professor Emeritus, MIT Sloan School of Management
$24.95, hardcover, 208 pages

“The making of a democratic economy” by Suman Sarkar
“This is an important book. It builds on growing recognition that systemic transformation is needed, providing a road map to understanding that democracy is at the core of building flourishing economies needed for a flourishing future.”
—Sandra Waddock, Galligan Chair of Strategy, Boston College
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“The sustainable state” by Chandran Nair
“The role of the state has withered. Chandran Nair is one of the few people to understand that the pendulum has swung too far and that more and better government will be needed to address our global challenges successfully. His arguments are persuasive...”
—Graeme Maxton, Secretary-General, Club of Rome
$26.95, paperback, 272 pages
ISBN 978-1-5230-9514-8

“The real-time revolution” by Jerry Power and Tom Ferratt
“With a growing repertoire of conflicting demands on customer attention in this digital age, the authors have got it right by making time the basis for competitive differentiation... eminently readable...”
—Varun Grover, Distinguished Professor of Information Systems and David D. Glass Endowed Chair, University of Arkansas
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ISBN 978-1-5767-5030-8

“From sabotage to support” by Jay J. Wiggins and Karen J. Anderson
“The authors offer insights, analyses, strategies, and everyday wisdom that give us the necessary tools to transform our workplaces into more equitable, harmonious, inclusive spaces.”
—AnaLouise Keating, Professor of Multicultural Women’s and Gender Studies, Texas Woman’s University
$19.95, paperback, 208 pages

“Customer-driven disruption” by Suman Sarkar
“Suman Sarkar does a great job discussing five effective customer focus strategies... The substantial cases demonstrate the power of being customer focused quite well...”
—Richard Peng, Assistant Professor of Project and Supply Chain Management, Black School of Business, Penn State Behrend
$24.95, hardcover, 192 pages

www.bkconnection.com • 800.929.2929
# Friday Morning, August 9, 2019

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<thead>
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<th>Session</th>
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<td>21 ENT: SDG Interrelations &amp; Social Enterprises</td>
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<td>65 SVC: Reflection Room</td>
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<td>38 MSR: Strengthened Leadership through</td>
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<td>117 MH/ENT/OMT: Rediscovering</td>
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<td>111 CMS/RSM/SIM: Phil. Of Q.</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>HIL: Belvidere Ballroom, Salon A</td>
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<td>30 ITC: Inclusive Organizing and Humanitarian Management</td>
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<td>17 CAR/GDO: The Career Experiences of</td>
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<td>98 MED/GDO/MMC: Isms in Academia</td>
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<td>42 OB: Designing Experiential Classroom Exercises</td>
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<td>43 OB/CM: New to OB? Navigating the OB Division and AOM</td>
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<td>55 PTC/MC/OCIS/ODC/HR: Artificial</td>
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<td>18 CAR/HR/RI: Sequence Analysis</td>
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<td>99 OB/IM: Leadership Meets Economics</td>
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<td>44 OB/MOC: The Microfoundations of Inclusion in Organizations</td>
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<td>25 HCM: Emerging Scholars Cons.-AM</td>
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<td>36 MED: Sketchnoting: A Visual Methodology</td>
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<td>71 INDAM: Assessment in Asian Business</td>
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<td>26 HR: HR Process Research: Next Steps and New Avenues</td>
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<td>15 AFAM/D/ITC: Tribal Identity</td>
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<td>89 HR/IM/OD/TT: Innovative &amp; Experiential Approaches to Teaching I</td>
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<td>52 ONE: Regenerative Enterprise in Fragile</td>
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### Friday Afternoon, August 9, 2019

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<td>BCC: First Aid Room &amp; Mamava Pod</td>
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<td>MAR: 3rd Floor</td>
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<td>180 ENT: Entrepreneurship and Place</td>
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<td>195 MSR: Integral Self with Shambhala</td>
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<td>OCIS: OCIS Doctoral Consortium / Jr Faculty Consortium</td>
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<td>SIM/PNP: Impact</td>
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<td>BPP: Arlington</td>
<td>STR/OCM/OC: Collective Leadership Development</td>
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<td>BPP: Berkeley &amp; Clarendon</td>
<td>SAP/OIM: International Academic Job Market</td>
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<td>GDO: IPV &amp; The</td>
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<td>IM: How to Respond to Reviewers</td>
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<td>IMHR: Creating Inclusive</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Friday Afternoon, August 9, 2019 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
## Friday Evening, August 9, 2019

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Friday Evening, August 9, 2019 (continued)

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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Morning, August 10, 2019

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<td>343 EXH: Automated Content Analysis</td>
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<td>353 D&amp;ITCGDO: Developing Conference Environments</td>
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<td>BCC: 104</td>
<td>386 EXH:</td>
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<td>BCC: 105</td>
<td>315 TIM: Junior Faculty Consortium - Saturday</td>
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<td>339 RM/STR/OB/OMT/TIM: Bayesian Statistics</td>
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<td>382 OMT/STR: Usin</td>
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<td>260 AAA: Speaker Ready Room (Hynes Convention Center)</td>
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<td>318 TIM/OMT: Competition and Cooperation for Tech Changes</td>
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<td>316 TIM: Behavioural Innovation</td>
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<td>BCC: 206</td>
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<td>MAR: Tremont</td>
<td>348 OMT: Developing Stigma Research</td>
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<td>342 D&amp;ITCGDO: Concealed Identities</td>
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<td>338 RM/OB/MOC: What Were You Thinking?: Inductive Coding</td>
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<td>360 RM/CS/ENT/MH: Ask the Experts: Qualitative Research</td>
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<td>357 OMT/CS/MS/MHSIM: The Fall and Rise of</td>
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<td>361 TIM: TIM Meet the Editors</td>
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<td>297 OMT and cosponsors: Introduction to Social Network Analysis</td>
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<td>298 OMT/SAP/OCSIS: Towards a Practice-Driven Institutionalism</td>
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<td>369 OMT/RM/OB: The Future of Ethnography</td>
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<td>341 AAM: Meeting with APJM Editorial Team</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Saturday Morning, August 10, 2019 (continued)

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<td>308 STR/TIM: STR Teaching PDW: Hybrid and Online Teaching</td>
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<td>271 GDO: GDO, Junior Faculty Consortium</td>
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<td>BPP: White Hill</td>
<td>303 SAP: Understanding Strategic Concepts</td>
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<td>BPP: Whittier</td>
<td>306 STR: STR Managing Your Dissertation Workshop</td>
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<td>HLS: Adams A</td>
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<td>283 MED/AFAM: Business and Management</td>
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<td>277 HR/CAR/OIMT: Career Mobility Within and Between</td>
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<td>WES: Staffordshire Ballroom</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Afternoon, August 10, 2019

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Start and end times are approximate. See Session Details (Section D) for exact times.
## Saturday Afternoon, August 10, 2019 (continued)

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<td>OS: Northeastern University</td>
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<td>OS: Post 390</td>
<td><strong>410 HR: HR New Faculty Lunch</strong></td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Evening, August 10, 2019

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<th>Time</th>
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<tr>
<td>5:00</td>
<td>BCC: 104 MC/STR:</td>
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<td>5:30</td>
<td>BCC: 201 525 RM: DM Division-CARMA Consortium/PDW Social</td>
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<tr>
<td>6:00</td>
<td>BCC: 202 517 ICW: CEIBS Reception</td>
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<td>BCC: 203 506 TM: TM Research Networking</td>
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<td>7:00</td>
<td>BCC: 204 ICW: ORM</td>
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<td>7:30</td>
<td>BCC: 206 OMF/ITM: Industry</td>
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<td>8:00</td>
<td>BCC: 207 510 ICW: JSCM Reception and Awards</td>
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<td>8:30</td>
<td>BCC: 208 499 ICW: Across the Universe ULMS Drinks Reception</td>
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<td>BCC: 210 500 ICW: University of Bath Reception</td>
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<td>BCC: 204 518 ICW: Hong Kong PolyU MM Reception</td>
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<td>BCC: 206 501 ICW: CityU of HK Reception</td>
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<td>BCC: 208 519 ICW: Reception by Dept. of Management, Chinese U of HK</td>
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<td>BCC: 308 509 DIJC: Executive</td>
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<td>BCC: 309 R/OMT/ITM: QCA for Research on</td>
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<td>BCC: 310 505 OMT/HRM: Classics of OMT: The Contingency Approach</td>
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<td>BCC: 311 529 ICW: Hong Kong Baptist U. Reception</td>
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<td>BCC: 313 DIJC:</td>
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<td>BCC: Exhibition Hall A Foyer SVC:</td>
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<td>BCC: First Aid Room &amp; Mamava Pod AAA: Mother’s Nursing Room</td>
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<td>MAR: 4th Floor Registration Desk AAA: Speaker Ready Room (Marriott)</td>
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<td>MAR: Boylston ICW: NOCA Debriefing</td>
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<td>MAR: Connecticut SVC: Reflection Room</td>
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<td>MAR: Grand Ballroom Salon ABC ENT: New Members Event</td>
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<td>MAR: Grand Ballroom Salon G 524 OCIS: OCIS DC and Member Reception</td>
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<td>MAR: Regis ENT: LCC</td>
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<td>MAR: Third Floor Atrium Lounge SVC: Technology Center</td>
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<td>MAR: Tremont OCIS: Leadership Qualities for</td>
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<td>MAR: Vineyard AAA: Graduate Student Ethics</td>
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<td>BPP: Arlington ODC/HCMOBE: Relational Organizing Multi-Level</td>
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<td>BPP: Boylston 531 IAM: IAM Social</td>
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<td>BPP: Cambridge 508 STR/TIM: Coopetition - A New Type of Dominant Logic?</td>
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<td>BPP: Exeter Foyer SVC: Self Check-In</td>
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<td>BPP: Georgian 522 ICW: ISB Reception</td>
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<td>BPP: Grand Ballroom B 511 MC: MC Division Business</td>
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<td>BPP: Statler ODC/STR/OMT/ITM: Mergers &amp; Acquisitions</td>
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<td>BPP: Tremont ODC/MSR: Global Leader and Leadership for</td>
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<td>BPP: White Hill SAP/ODC/OMT/STR: Open Strategy</td>
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<td>BPP: Whittier MCOBE: 515 MC: Designing Thinking for Inclusive Interventions</td>
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<td>HIL: Belvidere Ballroom, Salon A 527 CMS: CMS PDW Social</td>
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<td>HIL: Fenway Ballroom 523 IM: Paper Development Workshop PDW</td>
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<td>HIL: Mariner 502 ICW: Management Learning Social</td>
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<td>HIL: Westminster 503 IM/STR/TIM: Digitalization, Platforms and</td>
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<td>OS: Back Bay Social 513 ONE: ONE Welcome Reception</td>
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<td>OS: Kings 536 CAR: Careers Division PDW Social</td>
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<td>OS: Legal Sea Foods - Park Square 526 TLC: TLC@AOM Committee Social Event</td>
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<td>OS: MJ O’Connors 528 HCM: HCM PDW reception</td>
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<td>OS: Top of the Hub Restaurant 538 ENT: Entrepreneurship Division Social</td>
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<td>SHR: Back Bay Ballroom AB 512 OB: OB Division Awards Ceremony</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Saturday Evening, August 10, 2019 (continued)

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<td><strong>520</strong> ICW: Human Relations Reception</td>
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<td>SHR: Boardroom</td>
<td>AAA: Speaker Ready Room (Sheraton)</td>
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<td>SHR: Liberty Ballroom C</td>
<td><strong>532</strong> PTC: PTC Celebration and Awards</td>
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<td><strong>514</strong> OSCM: Time as a Resource &amp; Managing Resources Over</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Sunday Morning, August 11, 2019

<table>
<thead>
<tr>
<th>Time</th>
<th>Location</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00</td>
<td>BCC: 101</td>
<td>598 EXH: Better Learning With Simulations</td>
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<td>BCC: 105</td>
<td>552 AAA: Speaker Ready Room (Hyatt Convention Center)</td>
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<td>BCC: 111</td>
<td>571 OMT: OMT Executive Committee Meeting</td>
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<td>BCC: 204</td>
<td>624 IOW: Organization Studies</td>
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<td>550 TIM: Welcome to TIM</td>
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<td>BCC: 209</td>
<td>548 OMT: OMT Yoga</td>
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<td>BCC: 301</td>
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<td>623 AAT: Nevertheless She</td>
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<td>628 PIBS: Meet the AMD</td>
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<td>608 AAA: Conference</td>
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<td>625 MBR: Career Center</td>
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<td>BCC: First Aid Room &amp; Mamava Pod</td>
<td>553 AAA: Conference Exhibts</td>
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<td>560 MBR: New Attendee Welcome Room</td>
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<td>MAR: 3rd Floor</td>
<td>561 MBR: Career Center Services</td>
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<td>MAR: Connecticut</td>
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<td>574 TLC: Animate Content</td>
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<td>575 TLC: Introducing The</td>
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<td>577 TLC: Lessons from the</td>
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<td>578 TLC: Student Wellbeing</td>
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<td>579 TLC: Build your own</td>
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<td>557 AAA: Speaker Ready Room (Park Plaza)</td>
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<td>558 CMS: CMS Executive Meeting</td>
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<td>BPP: Whittier</td>
<td>559 ICW: WJ Vienna Breakfast Reception</td>
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<td>HIL: Fenway Ballroom</td>
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<td>OS: Joe's American Bar &amp; Grill</td>
<td>562 SAP: SAP Meet &amp; Greet Breakfast</td>
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<td>SHR: Arnold Arboretum</td>
<td>609 AAC: Midwest Academy of Management</td>
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<td>SHR: Back Bay Ballroom A</td>
<td>601 ICW: JME Special Issues Writers Workshop</td>
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<td>SHR: Beacon E</td>
<td>569 HCM: HCM Exec Committee Mtg</td>
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<td>SHR: Berkeley AB</td>
<td>587 PUBS: AMJ Incoming Editors Meeting</td>
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<td>SHR: Boardroom</td>
<td>556 AAA: Speaker Ready Room (Sheraton)</td>
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<td>SHR: Boston Common</td>
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<td>547 ICW: POS Gathering</td>
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<td>546 GOV: AOM Past Presidents Breakfast</td>
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<td>SHR: Fairfax A</td>
<td>586 ICW: JME Ed Board Mtg</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Sunday Morning, August 11, 2019 (continued)

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<td>8:00</td>
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<td>584 AAA: Presidential Address</td>
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<td>604 ONE: ONE Exec</td>
<td>606 OSCM: Division Executive</td>
<td>611 ICW: PPSYCH editorial board meeting</td>
<td>599 AFAM: Business Meeting</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Sunday Afternoon, August 11, 2019 (continued)

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<th>Time</th>
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<tbody>
<tr>
<td>12:00</td>
<td>MAR: Simmons</td>
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<td>MAR: Third Floor Atrium Lounge</td>
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<td>MAR: Tremont</td>
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<td>12:45</td>
<td>MAR: Vineyard</td>
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<td>MAR: Wellesley</td>
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<td>BPP: Arlington</td>
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### Conference Program Guide – Sunday, August 11, 2019

Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>ICW: HRMR Editorial</td>
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<td>WES: Independence A</td>
<td>660 ONE: Perspectives on Sustainability</td>
<td>721 ONE: Drivers and Adoption</td>
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<td>WES: North Star</td>
<td>654 MOC: Recovery, Resilience, and Identity, Identification, and</td>
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<td>722 OSCM: Disruptions in Supply Chain</td>
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<tbody>
<tr>
<td>5:00</td>
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### Sunday Evening, August 11, 2019 (continued)

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<td>AAA: Speaker Ready Room (Sheraton)</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Conference Program Guide – Monday, August 12, 2019 (continued)

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- MAR: Massachusetts
- MAR: Nantucket
- MAR: New Hampshire
- MAR: Orleans
- MAR: Providence
- MAR: Regis
- MAR: Simmons
- MAR: Third Floor Atrium Lounge
- BPP: Arlington
- BPP: Beacon Hill
- BPP: Berkeley
- BPP: Boylston
- BPP: Brandeis
- BPP: Brookline
- BPP: Cabot
- BPP: Cambridge
- BPP: Charles River
- BPP: Clarendon
- BPP: Commonwealth
- BPP: Constitution
- BPP: Emerson
- BPP: Exeter
- BPP: Franklin
- BPP: Georigan
- BPP: Gloucester
- BPP: Grand Ballroom A
- BPP: Grand Ballroom B
- BPP: Hancock
- BPP: Holmes
- BPP: Longfellow
- BPP: Newbury
- BPP: St James
- BPP: Stuart
- BPP: Terrace
- BPP: Tremont
- BPP: White Hill
- BPP: Whittier
- BPP: Winthrop
- HIL: Adams A
- HIL: Adams B
- HIL: Belvide Ballroom, Salon A
- HIL: Belvide Ballroom, Salon B
- HIL: Copley
- HIL: Jefferson
- HIL: Lincoln
- HIL: Mariner
- HIL: Maverick A
- HIL: Maverick B
- HIL: Washington

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**Start and end times are approximate. See Session Details (Section D) for exact times.**
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<tr>
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<td>7:30</td>
<td>HIL: Westminster</td>
<td>IM: Advances in Research on FDI...</td>
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<td>SHR: Back Bay Ballroom A</td>
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<td>OB: Team Innovation</td>
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<td>SHR: Back Bay Ballroom C</td>
<td>CAR: Newcomers and Socialization</td>
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<td>CAR: Navigating Later Careers</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Monday Early Afternoon, August 12, 2019

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<td>1208 EXH: EXPERIENTIAL LEARNING</td>
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<td>BCC: 103</td>
<td>1147 OMT: Stepping into Job Seekers' Shoes</td>
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<td>BCC: 107</td>
<td>1176 TIM: Alliances</td>
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<td>BCC: 108</td>
<td>1148 OMT: Collaboration and</td>
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<td>1149 OMT: Unpacking Organizational</td>
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<td>MAR: Orleans 1083 ENT: Judgments and Decisions 1205 ENT: Entrepreneurial Cognition 2</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Monday Early Afternoon, August 12, 2019 (continued)

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**Start and end times are approximate. See Session Details (Section D) for exact times.**
### Monday Late Afternoon, August 12, 2019

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Start and end times are approximate. See Session Details (Section D) for exact times.
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### Monday Late Afternoon, August 12, 2019 (continued)

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<td>1349 HR: Improving Work-Life Implementation</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
## Monday Evening, August 12, 2019

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<tbody>
<tr>
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<tr>
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<td>1569 RM: RM Division</td>
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<td>1567 OMT: OMT Business</td>
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<tr>
<td>7:30</td>
<td>BCC: Exhibition Hall A Foyer</td>
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<tr>
<td>7:30</td>
<td>SVC: Self Check-In</td>
</tr>
<tr>
<td>7:30</td>
<td>BCC: First Aid Room &amp; Mamava Pod</td>
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<tr>
<td>7:30</td>
<td>AAA: Mother’s Nursing Room</td>
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<td>MAR: 4th Floor Registration Desk</td>
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<td>MAR: Connecticut</td>
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<td>1578 MH: MH Social</td>
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<tr>
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<td>1557 SIM: SIM Social</td>
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<td>1565 MH: MH Business</td>
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<tr>
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<td>MAR: Third Floor Atrium Lounge</td>
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<td>BPP: Boylston</td>
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<tr>
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<td>1570 SAP:</td>
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<tr>
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<td>BPP: Commonwealth</td>
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<tr>
<td>9:00</td>
<td>AAA: Speaker Ready Room (Park Plaza)</td>
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<tr>
<td>9:00</td>
<td>BPP: Exeter Foyer</td>
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<tr>
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<td>SVC: Self Check-In</td>
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<td>9:00</td>
<td>BPP: Georgian</td>
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<td>ODC: ODC Business</td>
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<td>1571 STR: STR Division</td>
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<td>1581 STR: STR Division Social</td>
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<tr>
<td>9:00</td>
<td>BPP: Stalter</td>
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<tr>
<td>9:00</td>
<td>1576 GDO: GDO Social Extravaganza</td>
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<td>BPP: Terrace</td>
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<td>9:00</td>
<td>1561 GDO: GDO Celebration</td>
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<tr>
<td>9:00</td>
<td>1585 ICW: CWRU, WSOM, ORBH and DM Annual Reception</td>
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<tr>
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<td>HIL: Belvidere Ballroom, Salon A</td>
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<td>1563 IM: IMD Business Meeting</td>
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<td>9:00</td>
<td>HIL: Belvidere Ballroom, Salon B</td>
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<tr>
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<td>1562 HCM: HCM Division Reception</td>
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<td>OS: University of Massachusetts Club</td>
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<td>1556 OSCM: OSCM Best SCM Paper Award and ISM</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>BCC: 107</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
### Tuesday Morning, August 13, 2019 (continued)

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**Start and end times are approximate. See Session Details (Section D) for exact times.**
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<tr>
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<tr>
<td>11:30</td>
<td>BPP: Beacon Hill 1945 STR: The Effects of Upper Echelons on</td>
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<td>BPP: Berkeley 1946 STR: Upper Echelon Effects in Mergers &amp;</td>
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<td>Acquisitions 2064 STR: Complex Problem Solving and</td>
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<td>BCC: 104 OMT: New Insights into Occupations &amp; Careers (Hynes Convention Center)</td>
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<td>BCC: 107 OMT: Time: Inter-firm Collaboration (Hynes Convention Center)</td>
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<td>BCC: 109 OMT: Navigating Paradoxes and Change (Hynes Convention Center)</td>
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<td>BCC: 110 TIM: Innovation with Constraints and Risk (Hynes Convention Center)</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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<td>BPP: Emerson 2182 STR: Resources, Knowledge, and</td>
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<td>BPP: Exeter 2108 GDO: Exploring the Measurement of</td>
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<td>BPP: Grand Ballroom B 2183 STR: Managing Political Connections</td>
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<td>BPP: Endeavor 2184 STR: Temporal CEO Focus: The Role of</td>
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<td>BPP: Terrace 2109 GDO/OMT: Cross-Level Dialogue</td>
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<td>SHR: Fairfax B 2087 CAR/HR: Comparing Careers Across</td>
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<td>SHR: Gardner A 2122 MED: Future of Mgmt Edu</td>
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<td>SHR: Hampton B 2141 OB: Dark Emotions</td>
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<td>SHR: Independence East 2150 OB/DDC/OMT: Relation of Hierarchical</td>
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<td>SHR: Independence West 2146 OB/CM/MOC: Future of Negotiations</td>
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<td>SHR: Jamaica Pond 2142 OB: Work-Family Interface</td>
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<td>SHR: Liberty Ballroom A 2088 CAR/HR: Understanding Consequences</td>
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<td>SHR: Olmsted 2144 OB: Role of Interactions as a Site of</td>
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<td>SHR: Republic A 2147 OB/CM/MOC: New Directions in</td>
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<td>FRM: Back Bay Room 2089 CAR: Process Approach Research</td>
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<td>FRM: Commonwealth Room 2090 CAR: Research with Refugee and</td>
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<td>FRM: State Suite B 2199 ICW: NOCA Debriefing 4</td>
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<tr>
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<td>WES: Adams 2123 MOC: Team Learning and Team Affect</td>
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<td>WES: Courier 2169 ONE/ENT/STR: Environmental</td>
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</table>

Start and end times are approximate. See Session Details (Section D) for exact times.
### Tuesday Late Afternoon, August 13, 2019 (continued)

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>3:00</td>
<td>WES: Defender</td>
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<tr>
<td>3:30</td>
<td>MOC/TIM/OMT: The Intersections of</td>
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<tr>
<td>4:00</td>
<td>WES: Essex Center</td>
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<tr>
<td>4:30</td>
<td>WES: Essex North-Center</td>
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<td>5:00</td>
<td>WES: Essex North-East</td>
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<tr>
<td>5:30</td>
<td>WES: Essex North-West</td>
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<tr>
<td>6:00</td>
<td>WES: Great Republic</td>
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<tr>
<td>3:00</td>
<td>WES: Helicon</td>
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<td>3:30</td>
<td>WES: North Star</td>
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<td>4:00</td>
<td>WES: Parliament</td>
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<tr>
<td>4:30</td>
<td>WES: St George B</td>
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<td>5:00</td>
<td>WES: St George C</td>
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<tr>
<td>5:30</td>
<td>WES: St George D</td>
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<tr>
<td>6:00</td>
<td>WES: St George D</td>
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Start and end times are approximate. See Session Details (Section D) for exact times.
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LEADERSHIP AND INNOVATION

The 360° Corporation
From Stakeholder Trade-offs to Transformation
Sarah Kaplan

Unlocking Leadership Mindtraps
How to Thrive in Complexity
Jennifer Garvey Berger

Strategic Execution
Driving Breakthrough Performance in Business
Kenneth J. Carrig and Scott A. Snell

Beyond Technonationalism
Biomedical Innovation and Entrepreneurship in Asia
Kathryn C. Ibata-Arens

Research Universities and the Public Good
Discovery for an Uncertain Future
Jason Owen-Smith

Quantum Leadership
New Consciousness in Business
Frederick Chavalit Tsao and Chris Laszlo

Organizations for People
Caring Cultures, Basic Needs, and Better Lives
William F. Baker and Michael O’Malley

EVALUATION

Measuring Social Change
Performance and Accountability in a Complex World
Alnoor Ebrahim

FINANCE

Entrepreneurial Finance
Venture Capital, Deal Structure & Valuation, Second Edition
Janet Kiholm Smith and Richard L. Smith

Bubbles and Crashes
The Boom and Bust of Technological Innovation
Brent Goldfarb and David A. Kirsch

NOW IN PAPERBACK

Engine of Impact
Essentials of Strategic Leadership in the Nonprofit Sector
William F. Meehan III and Kim Starkey Jonker

Innovation and Scaling for Impact
How Effective Social Enterprises Do It
Christian Seelos and Johanna Mair

Reframing Finance
New Models of Long-Term Investment Management
Ashby Monk, Rajiv Sharma, and Duncan L. Sinclair

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## All-Academy Activities

Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Fri</td>
<td>8:00am</td>
<td>10</td>
<td>BCC:105</td>
<td>Speaker Ready Room (Hynes Convention Center)</td>
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<td></td>
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<td>11</td>
<td>BCC:First Aid Room &amp; Mamava Pod</td>
<td>Mother's Nursing Room</td>
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<td>13</td>
<td>SHR:Boardroom</td>
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<td>14</td>
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<td>6:00pm</td>
<td>238</td>
<td>BCC:Exhibition Hall A</td>
<td>Exhibit Hall Opening Reception</td>
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<td>239</td>
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<tr>
<td>Sat</td>
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<tr>
<td></td>
<td>2:00pm</td>
<td>443</td>
<td>WES:Empire</td>
<td>Forum for Affiliate &amp; Associate Leaders</td>
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<td>463</td>
<td>MAR:Yarmouth</td>
<td>Ethics Forum — #MeToo! #MeToo?</td>
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<td>MAR:Vineyard</td>
<td>Graduate Student Ethics Forum</td>
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<td>All-Academy Networking Breakfast</td>
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<td>584</td>
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<td>FRM:Grand Ballroom</td>
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<td>5:00pm</td>
<td>2201</td>
<td>BPP:Grand Ballroom B</td>
<td>President's Farewell Gathering</td>
</tr>
</tbody>
</table>
# Affiliate Activities & Committees

**Program Chair: Quinetta M. Roberson, Villanova U.**  
**Professional Development Workshop Chair: Herman Aguinis, The George Washington U.**

## Day Start # Location Session Information

**Fri** 8:00am  
15 WES:Essex Center  
AFAM: Tribal Identity  
16 WES:Empire  
AFAM: Early Career Scholars of Management in Africa  
20 BCC:203  
D&ITC: Gender Equity  
30 HIL:Westminster  
ITC: Inclusive Organizing and Humanistic Management  
55 SHR:Hampton AB  
PTC: Artificial Intelligence  
9:00am  
69 BCC:107  
AAM: Inclusivity and Women Entrepreneurship  
71 SHR:Republic A  
INDAM: Assessment in Asian Business Schools  
77 OS:Roxbury Innovation Center (RIC)  
TTC: Organizational Inclusiveness  
9:45am  
82 BCC:204  
AAM: Reputation, Environment and Governance in Asia  
83 WES:Helicon  
AFAM: Management Education and Training in Africa  
85 BCC:203  
D&ITC: Inclusive Academies  
10:00am  
103 SHR:Hampton AB  
PTC: Workplace Quality thru Inclusive Human-Centeredness  
10:45am  
116 SHR:Republic A  
INDAM: Industry-Academia Collaboration  
1:00pm  
149 BCC:205  
AAM: Natural Experiments Approach in Historical Studies  
152 BCC:204  
D&ITC: Time to Open the Door to Virtual Conferences?  
161 SHR:Beacon B  
PTC: Professional Doctorates  
1:45pm  
172 WES:North Star  
AFAM: LeapAfricaContextualEntrepreneurshipInnovation  
2:00pm  
176 BCC:201  
AAM: AAM/APJM Board Meeting  
178 BCC:107  
D&ITC: LGBTQIA+ Inclusion in the Academy of Management  
179 BCC:309  
D&ITC: Women Full Professors  
2:45pm  
190 BCC:313  
D&ITC: Sexual Harassment  
192 SHR:Republic A  
INDAM: Contextualizing Work Family Research in India  
3:15pm  
199 BCC:204  
AAM: Organizational Excellence in Business Education  
203 SHR:Hampton AB  
PTC: Inclusiveness of Practice-Oriented Research  
3:30pm  
207 WES:North Star  
AFAM: ContextualWomenEntrepreneurshipSSASouthAmerPacific  
3:45pm  
212 MAR:Provincetown  
TTC: Teaching and Learning with Humor  
4:00pm  
213 WES:Adams/Parliament  
AFAM: Africa Sustainability in Global Value Chains  
5:00pm  
227 SHR:Republic A  
INDAM: Smart Cities in India: Are they Inclusive?  
**Sat** 8:00am  
287 BCC:311  
NDSC: New Doctoral Student Consortium (NDSC)  
9:00am  
330 BPP:Franklin  
IAM: Gender Differences in Managing Crisis & Challenges  
334 SHR:Beacon B  
INDAM: Sustainable Business Model Innovation  
340 MAR:Tremont  
TTC: Early Career and Doctoral teaching CPD programme  
9:45am  
341 BCC:313  
AAM: Meeting with APJM Editorial Team  
342 BCC:205  
D&ITC: Concealed Identities  
10:00am  
353 BCC:103  
D&ITC: Co-Creating Enabling Conference Environments  
10:15am  
374 MAR:Boylston  
TTC: Learning Activity Exchange  
12:00pm  
395 WES:Essex Center  
AFAM: Diaspora and Institution Building in Africa  
398 HIL: Fenway Ballroom  
ITC: International Research and Teaching.  
400 MAR:Vineyard  
TTC: Teaching with Technology: Inclusive Learning  
12:30pm  
412 SHR:Beacon B  
INDAM: Strategic Choices in Emerging Economies  
1:00pm  
420 BPP:Franklin  
IAM: Decoding Female Entrepreneurship in Latin America  
424 SHR:Hampton AB  
PTC: Translating Theory into Practice:  
428 MAR:Tremont  
TTC: Service Learning in B Schools’ curriculum  
429 MAR:Boylston  
TTC: Teaching Bootcamp: A TTC Interactive Workshop  
1:45pm  
437 BCC:313  
D&ITC: Town Hall Meeting  
439 HIL:Adams A  
ITC: English Writing for German Native Speakers  
2:45pm  
458 SHR:Beacon B  
INDAM: Indian Management  
4:00pm  
484 WES:Essex Center  
AFAM: Extended Family as Entrepreneurship Asset  
485 BCC:313  
D&ITC: Connections Café  
487 SHR:Fairfax AB  
PTC: A Contemplative Arts Salon to Humanize Management  
4:15pm  
490 SHR:Berkeley AB  
INDAM: Strengthening Research Partnerships in India  
5:30pm  
509 BCC:308  
D&ITC: Executive Committee Business Meeting  
6:00pm  
516 BPP:Beacon Hill  
IAM: IAM Business Meeting
### Affiliate Activities & Committees (cont.)

<table>
<thead>
<tr>
<th>Day</th>
<th>Start</th>
<th>#</th>
<th>Location</th>
<th>Session Information</th>
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<tbody>
<tr>
<td>Sat</td>
<td>6:30pm</td>
<td>532</td>
<td>SHR: Liberty Ballroom C</td>
<td>PTC: Practice Theme Committee Celebration and Awards</td>
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<td>7:00pm</td>
<td>533</td>
<td>BPP: Berkeley</td>
<td>IAM: Iberoamerican Academy of Management Social</td>
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<td>7:30pm</td>
<td>537</td>
<td>BCC: 308</td>
<td>D&amp;ITC: Executive Committee Business Dinner</td>
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<tr>
<td>Sun</td>
<td>9:00am</td>
<td>585</td>
<td>MAR: Wellesley</td>
<td>AAC: Southern Management Association Board Meeting</td>
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<td>10:00am</td>
<td>599</td>
<td>WES: St George CD</td>
<td>AFAM: AFAM Business Meeting</td>
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<tr>
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<td>10:30am</td>
<td>609</td>
<td>SHR: Arnold Arboretum</td>
<td>AAC: Midwest Academy of Management Board Meeting</td>
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<td>11:00am</td>
<td>609</td>
<td>SHR: Arnold Arboretum</td>
<td>AAC: EAM Board Meeting</td>
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<tr>
<td>Mon</td>
<td>11:00am</td>
<td>1067</td>
<td>BPP: Longfellow</td>
<td>AAC: Southwest Academy of Management Business Meeting</td>
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<td>HIL: Belvidere Ballroom, Salon B</td>
<td>ITC: ITC Committee Meeting</td>
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<td>1:00pm</td>
<td>1188</td>
<td>HIL: Washington</td>
<td>ITC: Carolyn Dexter Award Reception</td>
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<td>7:00pm</td>
<td>1572</td>
<td>WES: Empire</td>
<td>AFAM: Africa Academy of Management Social</td>
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### All-Academy Theme

Program Chair: Quinetta M. Roberson, Villanova U.

<table>
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<th>Day</th>
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<th>Location</th>
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<td>11:00am</td>
<td>623 BCC:304</td>
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<td>630 BCC:306</td>
<td>Management Knowledge Navigator</td>
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<td>12:00pm</td>
<td>632 BCC:203</td>
<td>Women's Career Advancement in the 21st Century</td>
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<td>12:30pm</td>
<td>636 BCC:109</td>
<td>Rebooting Sexual Harassment Prevention Efforts</td>
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<td>637 BCC:110</td>
<td>Non-Tenure-Track Faculty Inclusion</td>
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<td>638 BCC:310</td>
<td>System Transformation to Build an Inclusive World</td>
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<td>641 BCC:305</td>
<td>JS: Racism, Nationalism and Diversity</td>
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<td>650 BCC:313</td>
<td>SHCS: Examining Diversity &quot;Above&quot; and &quot;Below&quot; the Line</td>
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<tr>
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<td>664 BCC:303</td>
<td>JS: Instrument Design for Cross Cultural Research</td>
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<tr>
<td>2:15pm</td>
<td>697 BCC:110</td>
<td>The Promise of Practice Theory for Inclusion</td>
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<td>698 BCC:203</td>
<td>Transforming Listening</td>
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<td>699 BCC:310</td>
<td>Climates for Diversity and Inclusion</td>
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## Showcase Symposia (cont.)

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### Governance

**Academy of Management President: Carol T. Kulik, U. of South Australia**

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Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

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# Publications

Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

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## Volunteer

Program Chair: Quinetta M. Roberson, Villanova U.  
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

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<td>Studying Ecosystems as if Entrepreneurs Mattered</td>
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<td>Gender, Immigrants and Entrepreneurial Identity</td>
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## Gender & Diversity in Organizations (cont.)

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# Gender & Diversity in Organizations (cont.)

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# Health Care Management

Program Chair: Sara Singer, Stanford U.
Professional Development Workshop Chair: Brian Hilligoss, U. of Arizona

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## International Management

**Program Chair: Jaeyong Song, Seoul National U.**  
**Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)**

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<td>How to Get on the Research Methods Train</td>
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<td>How to Write Theory Part of a Paper</td>
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<td>Comparative Research in International Networks</td>
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<td>How to Respond to Reviewers – The Dos and Don'ts of Professional Doctorates</td>
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<td>LeapAfricaContextualEntrepreneurshipInnovation</td>
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<td>Gender, Embodiment and Identity in Organizations</td>
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<td>Exercises to Help Teach International Business</td>
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<td>Global Innovation and International Strategy</td>
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<td>Decoding Female Entrepreneurship in Latin America</td>
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<td>On-Boarding Diversity in Corporate Boards Research</td>
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<td>Meet the IM Editors</td>
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<td>Strengthening Research Partnerships in India</td>
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<td>Digitzation, Platforms and International Business</td>
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### Management Consulting

**Program Chair:** Eric Sanders, Elmhurst College  
**Professional Development Workshop Chair:** Uzonna Olumba, Benedictine U.

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# Program Chair: Andrew Cardow, Massey U.  
# Professional Development Workshop Chair: Roy R. Suddaby, U. of Victoria

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### Operations and Supply Chain Management

Program Chair: Rachna Shah, U. of Minnesota Twin Cities  
Professional Development Workshop Chair: Sean M. Handley, Darla Moore School of Business, U. of South Carolina

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## Organization & Management Theory

Program Chair: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School  
Professional Development Workshop Chair: Martin J. Kilduff, UCL School of Management

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## Organizational Behavior

Program Chair: Daan Van Knippenberg, Drexel U.
Symposium Chair: Ronald F. Piccolo, U. of Central Florida
Professional Development Workshop Chair: Uta K. Bindl, London School of Economics and Political Science

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## Organizational Behavior (cont.)

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<td>715</td>
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### Organizations & the Natural Environment

**Program Chair: Jeff York, U. of Colorado Boulder**  
**Professional Development Workshop Chair: Ivan Montiel, City U. of New York, Baruch College**

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### Public & Nonprofit

**Program Chair:** Amy E. Smith, U. of Massachusetts, Boston  
**Professional Development Workshop Chair:** Eva Witesman, Brigham Young U.

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Research Methods

Program Chair: Zhen Zhang, Arizona State U.  
Professional Development Workshop Chair: Daniel Judson Beal, Virginia Tech

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Strategizing Activities and Practices

Program Chair: Virpi Sorsa, Hanken School of Economics
Professional Development Workshop Chair: Katharina Dittrich, Warwick Business School, U. of Warwick

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In Conjunction With Activities

Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

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<td>IACMR/MOR/GSM-PKU Joint Reception</td>
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<tr>
<td></td>
<td>7:00pm</td>
<td>831</td>
<td>SHR:Liberty Ballroom B</td>
<td>Institute for Humane Studies Networking Reception</td>
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<td></td>
<td>8:00pm</td>
<td>833</td>
<td>BPP:Arlington</td>
<td>Management Faculty of Color Assn Business Meeting</td>
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<tr>
<td>Mon</td>
<td>7:00am</td>
<td>839</td>
<td>BCC:306</td>
<td>Christian Management Scholars Network Breakfast</td>
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<td></td>
<td>840</td>
<td>HIL:Belvidere Ballroom, Salon B</td>
<td>Family Business Review (FBR) Board Meeting</td>
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<td></td>
<td>12:00pm</td>
<td>1186</td>
<td>WES:America Center</td>
<td>JMS Editorial Board Meeting</td>
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<td>5:00pm</td>
<td>1550</td>
<td>HIL:Belvidere Ballroom, Salon B</td>
<td>IIM Bangalore Reception</td>
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<tr>
<td></td>
<td>6:00pm</td>
<td>1554</td>
<td>SHR:Liberty Ballroom A</td>
<td>MMD Debriefing (4)</td>
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<tr>
<td></td>
<td>7:30pm</td>
<td>1577</td>
<td>WES:Staffordshire Ballroom</td>
<td>Michigan Ross</td>
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<td></td>
<td>8:00pm</td>
<td>1583</td>
<td>MAR:Grand Ballroom Salon G</td>
<td>Annual BYU Ice Cream Social</td>
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<td></td>
<td>8:30pm</td>
<td>1585</td>
<td>BPP:Terrace</td>
<td>CWRU, WSOM, ORBH and DM Annual Reception</td>
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<tr>
<td>Tue</td>
<td>10:00am</td>
<td>1845</td>
<td>BPP:Whittier</td>
<td>Pass the Torch</td>
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<td></td>
<td>4:30pm</td>
<td>2199</td>
<td>FRM:State Suite B</td>
<td>NOCA Debriefing Session 4</td>
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Session Details – Friday, 8:00 - 10:00 AM

Friday 12:01AM

1: (SVC) Technology Center (Marriott)
12:01am - 11:59pm Boston Marriott Copley Place: Third Floor Atrium Lounge
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located in the Third Floor Atrium Lounge and is sponsored by Villanova University.

Friday 7:00AM

5: (SVC) Information Booth
7:00am - 5:30pm Boston Hynes Convention Center: Exhibition Hall A Foyer
The Information Booth, will be available Friday-Tuesday from 7:30am-5:30pm. The booth will be staffed with personnel who can assist you with navigating the Conference Program, finding your sessions and providing basic local information. A lost & found is also located at the Information Booth.

Friday 7:30AM

6: (OMT) OMT Doctoral Student Consortium 2019
7:30am - 4:00pm Boston Hynes Convention Center: 306
The consortium will include panel presentations, discussion sessions, opportunities for personal mentoring and teaching roundtables. It has been designed to allow for high levels of interaction between faculty and students. In order to maintain a high faculty/student ratio, space for this consortium is strictly limited. Interested students must be nominated by their schools and must be OMT members (either already or by joining now). Attendance is by invitation only. Successful applicants will receive a code that allows them to access this PDW. Please contact the session organizer to obtain the approval code.
Participants: Amit Nigam, City U. London; Aruna Ranganathan, Stanford U.; Beth Bechky, New York U.; Brandy Aven, Carnegie Mellon U.; Christopher W. J. Steele, U. of Alberta; Christopher B. Yenkey, Darla Moore School of Business, U. of South Carolina; Claudia Gabbiotta, Newcastle U.; Derek Harmon, U. of Michigan; Eva Boxenbaum, Copenhagen Business School; Evelyn Rita Micelotta, U. of New Mexico; Flannery Stevens, Villanova U.; Heeyon Kim, Cornell U.; Henri Schiltz, Aalto U. School of Business; Henrich Greve, INSEAD; Jocelyn M. Leitzinger, U. of Illinois at Chicago; Joseph P. Broschak, U. of Arizona; Johan Chu, U. Of Chicago; Julia DiBenigno, Yale School of Management; Ko Kuwabara, Columbia Business School; Marissa King, Yale U.; Mark Kennedy, Imperial College Business School; Marta M Elvira, IESE Business School; Maxim Voronov, Schulich School of Business; Michael Jensen, U. of Michigan; Raina A. Brands, London Business School; Royston Greenwood, U. of Alberta & Edinburgh U.; Ruth V. Aguilara, Northeastern U.; Santi Furnari, Cass Business School, City U. London; Shipeng Yan, City U. of Hong Kong; Siobhan O'Mahony, Boston U.; Thomas J. Roulet, U. of Cambridge; Timothy Werner, The U. of Texas at Austin; Pratima Bansal, U. of Western Ontario; Tina Dacin, Queen's U.; William Stoford Harvey, U. of Exeter

Friday 8:00AM

10: (AAA) Speaker Ready Room (Hynes Convention Center)
8:00am - 8:00pm Boston Hynes Convention Center: 105
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: (AAA) Mother’s Nursing Room
8:00am - 8:00pm Boston Hynes Convention Center: First Aid Room & Mamava Pod
There are two options for mothers at the Hynes Convention Center. There is a room available on the Plaza Level in the First Aid room near Exhibition Hall A.

A Mamava Pod, provided by the convention center, can also be used if you download the app to schedule times.

12: (AAA) Speaker Ready Room (Marriott)
8:00am - 8:00pm Boston Marriott Copley Place: 4th Floor Registration Desk
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.

13: (AAA) Speaker Ready Room (Sheraton)
8:00am - 8:00pm Sheraton Boston Hotel: Boardroom
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.

14: (AAA) Speaker Ready Room (Park Plaza)
8:00am - 8:00pm Boston Park Plaza: Commonwealth
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.

15: (AFAM, D&ITC) Tribal Identity and the Challenge of Building Inclusive Organizations
8:00am - 9:30am Westin Copley Place: Essex Center
Organizers: David B. Zookah, Xavier U.; Eileen Kwesiga, Bryant U.
Presenters: Moses N. Kiggundu, Carleton U.; Benedicta S. Quao, U. of Professional Studies, Accra, Ghana; David B. Zookah, Xavier U.; Joseph Ebot Eyong, leadership
Participants: Elham Kamal Metwally, Adjunct Faculty; Richard Bawulengbeug Zookah, U. of Ghana, Accra

16: (AFAM, OB, STR) Successful Publishing for Early Career Scholars of Management in Africa
8:00am - 12:00pm Westin Copley Place Boston: Empire
Please contact the session organizer to obtain the approval code.
Organizers: dt ogilvie, Rochester Institute of Technology; Stella M. Nkomo, U. of Pretoria
Participants: Derek R. Avery, Wake Forest U.; Mahamadou Biga Diambeidou, ICN ARTEM Business School; Yvonne Du Plessis, North West U.; Michael Frese, National U. of Singapore; Ralph Hamann, U. of Cape Town; Mariano L.M. Heyden, Monash Business School; Jenny M. Hoobler, U. of Pretoria; Mzamo P. Mangaliso, U. of Massachusetts, Amherst; Hermann Ndofor, Indiana U., Indianapolis; Hester Nienaber, U. of South Africa; Stella M. Nkomo, U. of Pretoria; dt ogilvie, Rochester Institute of Technology; Shaun Denvor Ruggunan, U. of KwaZulu-Natal; Amanuel G. Tekleab, Wayne State U.; David B. Zookah, Xavier U.

17: (CAR, GDO) The Career Experiences of Individuals with Autism and the Inclusive Organization
8:00am - 9:30am Sheraton Boston Hotel: Beacon A
Organizers: Amy Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.

18: (CAR, HR, RM) Sequence Analysis in Career & HRM Research: Techniques and Practical Applications
8:00am - 9:30am Sheraton Boston Hotel: Independence East
Organizers: Katja Dlouhy, U. of Mannheim; Torsten Biemann, U. of Mannheim

19: (CMS) Doctoral Student and Early Career Scholar Consortium: Fostering Critical Scholars and Scholarship
8:00am - 9:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Pre-registration is required for this workshop. To register online, please visit https://secure.aom.org/PDWReg. The deadline to register online is August 1, 2019. This session is sponsored by FGVA (Sao Paulo).
Chairs: Paul Donnelly, Technological U. Dublin; Banu Ozkazanc-Pan, U. of Massachusetts, Boston
Participants: Mark Learmonth, Durham U.; Ajnesh Prasad, EGADE Business School; Stephen Cummings, Victoria U. of Wellington; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management; Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro; Amon Barros, FGV EAESP; Arturo E. Osorio, Rutgers U.; Eda Ulu, U. of Leicester; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool; Patrizia Zanoni, U. Hasselt; Virpi Orvikki Malin, U. of Jyväskylä

20: (D&ITC, GDO) Gender Equity At Work? Pay Inequity and Underrepresentation
8:00am - 9:30am Boston Hynes Convention Center: 203
Chairs: Sandy Hershcovis, U. of Calgary; Maartje E. Schouten, Iowa State U.
Panelists: Charlene E. Zietsma, Penn State U.; Beth Ann Livingston, U. of Iowa; Felice Klein, Boise State U.; Kathleen Lundquist, APTMetrics

21: (ENT) Operationalizing Grand Challenges for Social Enterprises: Promises and Perils of SDG Interrelations
8:00am - 10:00am Boston Marriott Copley Place: Boylston
Organizers: Arne Kroeger, Aalto U. School of Business; Nicole Siebold, Otto von Guericke U. Magdeburg; Franziska Günzel-Jensen, Aarhus BSS, Aarhus U.; Steffen Korsgaard, U. of Southern Denmark
Distinguished Speaker: Jeff York, U. of Colorado Boulder
Panelists: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Kai N. Hockerts, Copenhagen Business School; Steffen Farny, Aalto U. School of Business; Diane L. Holt, Leeds U. Business School
22 ⊕ (ENT) Digitalization, Disruption, Technological Changes and the New Frontiers of Entrepreneurship
8:00am - 10:00am Boston Marriot Copley Place: Grand Ballroom Salon CD
Organizers: Wadid Mohamed Lamine, Telfer School of Management, U. of Ottawa; David Audretsch, Indiana U., Bloomington; Alain Fayolle, EMLYON Business School
Presenters: Magnus Carl Klofsten, Linköping University; Sarfarz A. Mian, State U. of New York at Oswego; Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.; Philip Phan, Johns Hopkins U.; Yuliya Snihur, Toulouse Business School; Arati Srinivasan, Providence College; Yilong Eric Zheng.

23 : (ENT) ENT Doctoral Consortium
8:00am - 3:30pm Boston Marriot Copley Place: Provincetown
Organizers: Reddi R. Kotha, Singapore Management U.; Phillip H. Kim, Babson College

24 ⊕ (GDO, D&ITC, ITC) Sequel Session on Building GDO Community through Storytelling: Sharing Defining Moments when Diversity Mattered
8:00am - 9:30am Boston Park Plaza: St James
Organizers: Charlotte M. Karam, American U. of Beirut; W E Douglas Creed, U. of Rhode Island
Speakers: Stacy Blake-Beard, Simmons College; Lina Daouk-Ory, American U. of Beirut; Erica Gabrielle Foldy, New York U.; Olivier D. Boncoeur, U. of Texas at Dallas; Georgianna Melendez, U. of Massachusetts Boston

25 : (HCM) Health Care Management Emerging Scholars Consortium (Morning)
8:00am - 12:00pm Sheraton Boston Hotel: Liberty Ballroom AB
The HCM Emerging Scholars Consortium is geared towards doctoral students, recent graduates, and junior faculty. To register for the consortium, please email Brian Hilligoss (hilligoss@email.arizona.edu).
Professional Development Workshop Chair: Brian Hilligoss, U. of Arizona

26 ⊕ ⊕ (HR) HR Process Research: Next Steps and New Avenues
8:00am - 10:00am Westin Copley Place Boston: Adams/Parliament
Organizers: Karin Sanders, UNSW Business School, Australia; David E. Guest, King’s College London
Participants: Cheri L. Ostroff, U. of South Australia; Lisa H. Nishii, Cornell U.; Huadong Yang, U. of Liverpool; Timothy Colin Bednall, Swinburne Business School, Swinburne U. of Technology; Ricardo Rodrigues, King’s College London; Charmi Patel, Henley Business School, U. of Reading; Rebeca Hewett, Rotterdam School of Management, Erasmus U.

27 ⊕ ⊕ (HR) HR Analytics and Digital Transformation: Implications for Leadership Practice, Research, Education
8:00am - 10:00am Westin Copley Place Boston: Great Republic
Organizers: Jessica Rae Methot, Rutgers U.; Ilke Inceoglu, U. of Exeter
Discussant: Thomas Hedegaard Rasmussen, National Australia Bank
Speakers: Dana B. Minbaeva, Copenhagen Business School; Rebecca Hewett, U. of Greenwich; Mark Huselid, Northeastern U.; Martin Edwards, King’s College London; Roger Maull, U. of Exeter

28 ⊕ (HR) Sustainable HRM: The Emerging Future of HRM for Corporate Sustainability
8:00am - 9:30am Westin Copley Place Boston: North Star
Organizers: Sugumar Mariappanadar, Australian Catholic U.; Madasu Bhaskara Rao, ICFAI Business School, IFHE, Hyderabad; Wajda Wikhamn, BI Norwegian Business School
Discussants: Sugumar Mariappanadar, Australian Catholic U.; Susan E. Jackson, Rutgers U., New Brunswick; Mari Kira, U. of Michigan; Marco Guerci, U. of Milan; Sita Vanka, U. of Hyderabad; Guiyao Tang, Shandong U.; Christine Hughes, U. of Exeter, UK; Wajda Wikhamn, BI Norwegian Business School

29 ⊕ (HR, IM, OB) The Global Work Design Project: Findings from a 40-Country Study
8:00am - 9:30am Westin Copley Place Boston: Counter
Organizers: Elaine Farndale, Penn State U./ Tilburg U.; Frederick Morgeson, Michigan State U.; Elein Stavrou, full professor; Jianmin Sun, The U. of Auckland
Participants: Sewon Kim, State U. of New York Empire State College; Jaime Andrés Bayona, Pontificia U. Javeriana; Ingi Runar Edvardsson, U. of Iceland; Radha Rani Sharma, MDI; Frederik Ansee, King’s College London; Peter Odrakiewicz, Global Partnership Management Institute and GSW Millenium U.; Maria Victoria Caparas, U. of Asia & the Pacific; Sen Sendjaya, Swinburne U.; Maria Järström, U. of Vaasa; Li-Yun Sun, Macau U. of Science and Technology; Arne Einarisdottr, U. of Iceland; József Pódr, J.Selye U.; Svala Guðmundsdottir, U. of Iceland; Maria Vakola, Athens U. of Economics and Business; Pauline Fatien, SKEMA BS - U. Côte d’Azur; Catherine Abe; Tomoki Sekiguchi, Kyoto U.; Azusa Ebisu, Osaka U.; Gayan Prasad Hettiarachchi, Osaka U.; Hilla Peretz, ORT Braude College; Allan Claudius Queiroz Barbosa, U. Federal de Minas Gerais; Asta Dis Oladottir, U. of Iceland; Bernadeta Gostautaita, ISM U. of Management and Economics

30 ⊕ ⊕ (ITC) Inclusive Organizing with Humanistic Management: Global Perspectives
8:00am - 10:30am Hilton Boston Back Bay: Westminster
The question of alternative paradigms for management theory and management education to make organizations more meaningful are globally relevant and important. We believe that the International Humanistic Management Association is providing some valuable thought leadership on alternative paradigms from a humanistic perspective, which the International Theme Committee, MSR and SIM should/could be interested in discussing further. We consider such conceptual rethinking central to the ambition of the Academy of
Management and find a lot of resonance globally, even in the United Stat
Participants: Osmar Arandia, U. de Monterrey; Alejo José G. Sison, U. of Navarra; Ignacio Ferrero, School of Economics and Business, U. of Navarra; Wolfgang Amann, HEC Paris; Benito Teehankee, De La Salle U., Manila, Philippines; Consuelo Garcia De La Torre, EGADE-ITESM Campus Monterrey; Christopher Gohl, Global Ethic Institute; Cristina Neesham, Swinburne U. of Technology; Chris Laszlo, Weatherhead School of Management, Case Western Reserve U.

31 : (MBR) New Attendee Welcome Room
8:00am - 5:00pm Boston Hynes Convention Center: Flexible Meeting Space
Membership staff are here to greet all new attendees and help to answer any of your questions, from program and logistical help, to how to make the most of your membership. Enjoy a relaxing atmosphere, the opportunity to meet new friends, and a quiet respite between your sessions!
Organizer: Hamid H. Kazeroony, Minnesota State U.

32 : (MBR) Career Center Services
8:00am - 5:00pm Boston Marriott Copley Place: 3rd Floor

33 :{(MC) Applied Critical Problem Solving – Envisioning a More Inclusive AOM Community
8:00am - 9:00am Boston Park Plaza: Newbury
This workshop sets the stage for inclusive dialogue among the AOM scholar-practitioners attending the 79th annual conference to explore creating more inclusive environments for change and adapting to needs and expectations of an increasingly diverse community.
Organizer: Dawn M. Newman, Saint Louis U.

34 :{(MC) MC Executive Committee Meeting - Part 1
8:00am - 9:00am Boston Park Plaza: Stuart
Division Chair: Tonya L. Henderson, Software Engineering Services
Program Chair: Eric Sanders, Elmhurst College
Professional Development Workshop Chair: Uzonna Olumba, Benedictine U.

35 :{(MED) Everything You Wanted to Know, but Were Afraid to Ask: The Shift from PhD Student to the Classroom
8:00am - 9:30am Sheraton Boston Hotel: Berkeley AB
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Organizers: Gabriella Lewis, Georgia State U.; Marcus A. Valenzuela, California State U., Bakersfield
Coordinators: Ronda M. Smith, Ball State U.; Benjamin John Blackford, Northwest Missouri State U.
Presenters: Shannon Juergens, Grand View U.; Alex Tawse, Georgia State U.; Imran Syed, Ball State U.; Sergio Palacios, St. Mary's U. (San Antonio); Brian Webster, Ball State U.; Chantal Van Esch, Cal Poly Pomona; Claudia Araceli Hernandez, Northwest Missouri State U.; Carla Flores, Ball State U.; Nicholas Nelson Bartkoski, Southwestern College

36 :{(MED) Sketchnoting: A Visual Methodology Fostering Critical Thinking and Knowledge Retention
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Participants: Jon W. Beard, Iowa State U.; Verena Paepcke-Hjeltness, Iowa State U.

37 :{(MH) Enabling and Managing Inclusion in Historical Perspective
8:00am - 10:00am Boston Marriott Copley Place: Simmons
Organizers: Nikola Balnave, Macquarie U.; Lucy Taksa, Macquarie U.
Presenters: Bradley Gerald Bowden, Griffith U.; Anthony Gould, U. Laval; Louise Thormonthwaite, Macquarie U.

8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon B
Presenters: Nancy Sayer, Benedictine U.; Fahri Karakus, U. of East Anglia; Emine Sarigollu, McGill U. - Desautels Faculty of Management; James D. Ludema, Benedictine U.; Amber A. Johnson, Center for Values-Driven Leadership, Benedictine U.

39 :{(MSR, MED, SIM) Improving Lives by Developing Self Awareness of Faculty and Future Business Leaders
8:00am - 10:00am Boston Marriott Copley Place: Tremont
Participants: Tom Elwood Culham, City U. Canada; Payal Kumar, BML Munjal U.; Elizabeth Luckman, U. of Illinois at Urbana-Champaign; Eletheria Egel, NAVIGATING Leadership Coaching and Management Consulting; Richard Peregoy, U. of Dallas, Satish & Yasmin Gupta College of Business; Richard Jackson Major, Institut de Gestion Sociale Paris

40 :{(MSR, MED, SIM, TTC) From Inclusive Thought To Action: How Can We Develop Individuals That Shape a More Inclusive World?
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon UK
Coordinator: Isabel Rimanoczy, PRME Working Group on the Sustainability Mindset
**41** (OB) The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty

8:00am - 12:00pm Sheraton Boston Hotel: Constitution Ballroom A

Organizers: Elizabeth Margaret Campbell, U. of Minnesota; David Welsh, Arizona State U.; Adam C. Stoverink, U. of Arkansas; Michael Baer, Arizona State U.

Distinguished Speaker: Aparna Joshi, Penn State Smeal College of Business

Speakers: Laura Huang, Harvard Business School; Sean Martin, U. of Virginia; Jennifer Carson Marr, U. of Maryland; Fadel Khali Matta, U. of Georgia; Julia Lee, U. of Michigan; Margaret M. Luciano, Arizona State U.; Elad Netanel Sherf, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Andrew Hafenbrack, U. of Washington

**42** (OB) Designing Experiential Classroom Exercises

8:00am - 10:30am Sheraton Boston Hotel: Fairfair AB

Organizers: Melissa Chamberlin, Iowa State U.; Maartje E. Schouten, Iowa State U.; Jonathan E. Miles, Rice U.


Speaker: Don Vandevalle, Southern Methodist U.

**43** (OB, CM) New to OB? Navigating the OB Division and AOM

8:00am - 10:00am Sheraton Boston Hotel: Gardner AB

Organizers: Amanda Ferguson, Northern Illinois U.; Hannes Guenter, Maastricht U.; Tammy L. Rapp, Ohio U.

Presenters: Jennifer Ann Marrone, Seattle U.; Abbie J. Shipp, Texas Christian U.; Eean Crawford, U. of Iowa; James Paul Burton, Northern Illinois U.; Lucy L. Gilson, U. of Connecticut; Bart De Jong, Australian Catholic U.; Mikhail Alexander Wolfson, American U., Kogod School of Business

**44** (OB, MOC) Exploring the Layers of Inclusivity through PRW: The Microfoundations of Inclusion in Organizations

8:00am - 10:30am Sheraton Boston Hotel: Independence West

Organizers: Melissa Chamberlin, Iowa State U.; Beth Schinoff, Boston College; Lyndon Earl Garrett, Boston College; Gabby Cunningham, U. of Oxford

Speaker: Kyle Erhardt, U. of Colorado, Denver


**45** (OCIS) OCIS Doctoral Consortium / Junior Faculty Consortium

8:00am - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon G

**46** (ODC, MC) "That Was Great!" More High Impact Exercises for Teaching or Consulting on Organizational Change

8:00am - 10:00am Boston Park Plaza: Terrace

Participants: Gavin M. Schwarz, UNSW Sydney; Susan Adams, Bentley U.; John L. Bennett, Queen's U. of Charlotte; Anthony F. Buono, Bentley U.; Jean M. Forray, Western New England U.; Gary Wagenheim, Simon Fraser U.

**47** (OMT) OMT Junior Faculty Consortium

8:00am - 5:00pm Boston Hynes Convention Center: 207

The consortium will be held on the Friday prior to the Academy of Management meetings in Boston. We will start with an informal dinner/mixer on Thursday evening, August 8, at 6 pm. We expect about 45 junior faculty participants and 20 mentors. If you hold a faculty position as an Assistant Professor or comparable rank and your research focuses on organization and management theory related topics, we encourage you to apply. If you have questions, please contact the organizers Joel Gehman (gehman@ualberta.ca) and Olenka Kacperczyk (okacperczyk@london.edu). The cost to register is $150. Please contact the session organizer for the approval code.

Organizers: Joel Gehman, U. of Alberta; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu


**48** (OMT, CMS) Socialism in Management Thought and Practice: Past, Present, Future

8:00am - 9:30am Boston Hynes Convention Center: 205

Participants: Paul S. Adler, U. of Southern California; Gerald F. Davis, U. of Michigan; Christopher Nyland.

Chris.nyland@monash.edu; Seray Ergene, U. of Rhode Island; Marta B. Calas, U. of Massachusetts, Amherst; Linda Smircich, U. of Massachusetts, Amherst

**49** (OMT, OB, STR) Unsung Papers: Ideas that Got Away and Reflections from Their Authors

8:00am - 9:30am Boston Hynes Convention Center: 207

Organizers: Laura Soyland, U. of Michigan; Diana Jue-Rajasingh, U. of Michigan

Panelists: Mark S Mizruchi, U. of Michigan; Tarun Khanna, Harvard U.; Denise M. Rousseau, Carnegie Mellon U.; Gautam Ahuja, Cornell U.; Sandra Robinson, U. of British Columbia; James D. Westphal, U. of Michigan; Mary Tripas, Boston College

**50** (OMT, OB, TIM) Optimal Distinctiveness: Comparing and Bridging Macro and Micro Perspectives

8:00am - 9:30am Boston Hynes Convention Center: 208

Organizers: Eric Y.-F. Zhao, Indiana U., Bloomington; Jae Ha, EMLYON Business School

Distinguished Speakers: Rodolphe Durand, HEC Paris; Geoffrey Leonardelli, U. of Toronto

Panelists: Noah Askin, INSEAD; David Deephouse, U. of Alberta; Stine Grodal, Boston U.; Michael Lounsbury, U. of Alberta;
Margaret Ormiston, George Washington U.; Cynthia Pickett, UC Davis; Kimberly Rios, Ohio U.; Wendy K. Smith, U. of Delaware; Filippo Carlo Wezel, USI Lugano; Ezra Zuckerman, Massachusetts Institute of Technology

51 (OMT, STR, SAP, RM) Understanding Analytics: Methods to Investigate Big Data, Algorithms and Culture
8:00am - 9:30am Boston Hynes Convention Center: 204
Organizers: Rodrigo Valadao, U. of Alberta School of Management; Vern Glaser, U. of Alberta; Timothy Hannigan, U. of Alberta; Christopher W. J. Steele, U. of Alberta
Speakers: Esther Leibel, Boston U.; Laure Cabantous, Cass Business School, City, U. of London; Maximiliano Santinelli, -

52 (OSCM) Regenerative Enterprise in Fragile Ecosystems
8:00am - 9:30am Westin Copley Place Boston: Independence A
Participants: Oana Branzei, U. of Western Ontario; Pablo Munoz, U. of Liverpool Management School; Jonathan Kimmitt, Newcastle U. Business School; Robert Newbery, Plymouth U.; Ramzi Fathallah, American U. of Beirut; Andrea Maria Prado, INCAE Business School; Natalie Slawinski, Memorial U. of Newfoundland

53 (OSCM) OSCM Division Doctoral Consortium
Breakfast
8:00am - 9:00am Westin Copley Place Boston: St George BCD

54 (PNP) Field Stations in Management Education: Can They Help Us Produce Greater Impact? 8:00am - 10:00am Hilton Boston Back Bay: Washington
Participants: Neil M. Boyd, Bucknell U.; Eric C. Martin, Bucknell U.; Carl Milofsky, Bucknell U.

55 (PTC, MC, OCIS, ODC, HR) Artificial Intelligence: Which Impact on Management?
8:00am - 9:30am Sheraton Boston Hotel: Hampton AB
Distinguished Speakers: Par Agerfalk, Uppsala U.; Nicholas Berente, U. of Notre Dame; Richard J. Boland, Case Western Reserve U.; Brian S. Butler, U. of Maryland; Aron Lindberg, Stevens Institute of Technology; Jeffrey V. Nickerson, Stevens Institute of Technology; Eivor Oborn, U. of Warwick; Stefan Seidel, U. of Liechtenstein
Chairs: Emmanuel Monod, Shanghai SUIBE U.; Christof Backhaus, Aston Business School; Madina Rival, LIRSA-Cnam Paris
Facilitators: Daniel Degravel, California State U., Northridge; Jenny Eriksson Lundström, Uppsala U.; Uzonna Olumba, Benedictine U.
Moderators: Eric Sanders, Elmhurst College; Alan B. Eisner, Lubin School of Business, Pace U.
Discussants: Saonee Sarker, -; Sabine Khailil, ICD international business school
Participants: Elisabeth Joyce, Edinboro U.; Yun Tan, Mitsu Kinzoku ACT (Shanghai) Management Co., Ltd; Weifang Zhao, -; Haibing Pan, Scott Systems China; Yi Ru Wu, -; Tony (Jiangping) Yu, Jianguo Holsun Electronic Technology Co; Christina Ying, CSC capital management; Anderson De Souza Sant’Anna, FGV-EAESP; Flavia Santoro, Rio de Janeiro State U. (UERJ); Vance Johnson Lewis, U. of Central Arkansas; Tabish Zaman, U. of Leeds

56 (RM) Everything You Wanted to Know about Moderated Regression (but were afraid to ask)
8:00am - 10:00am Boston Hynes Convention Center: 104
Presenters: Jeremy F. Dawson, U. of Sheffield; Andreas Wilhelm Richter, U. of Cambridge

57 (RM, CAR, ENT, IM, TIM) Next stop – Nerd Central: How to Get on the Research Methods Train
8:00am - 11:00am Boston Hynes Convention Center: 310
Facilitators: Radhika Chugh, U. of Melbourne; Anna Maria Zabinski, Oklahoma State U.
Panelists: Catherine Cassell, U. of Birmingham; Jose M. Cortina, Virginia Commonwealth U.; Janaki Gooty, U. of North Carolina, Charlotte; Tine Koehler, U. of Melbourne; Hettie Richardson, Texas Christian U.; Terri A Scandura, U. of Miami; Lisa Schurer Lambert, Oklahoma State U.; Anne D. Smith, U. of Tennessee, Knoxville; Larry J. Williams, U. of Nebraska, Lincoln

58 (SIM) Social Issues in Management Division: Doctoral Consortium
8:00am - 4:30pm Boston Marriott Copley Place: Wellesley
Please contact the session organizer for the approval code.
Organizers: Naomi A. Gardberg, City U. of New York, Baruch College; Michelle Karen Westermann-Behaylo, U. of Amsterdam
Facilitator: Michael E. Johnson-Cramer, Bucknell U.
Speaker: Sandra A. Waddock, Boston College

59 (SIM, OMT, MSR) Exploring Digital Transformation with Philosophical Methods
8:00am - 10:00am Boston Marriott Copley Place: Regis
The purpose of this workshop is to explore the potential of philosophical methods to advance management research in the topical area of digital transformation, for the benefit of society and humanity. The workshop is designed to stimulate the interest of participants in envisioning potential, alternative futures for digitally transformed organizations, by inviting participants to brainstorm ways in which specific philosophical methods (e.g. thought experiments, axiological analysis, critical theory, discourse ethics, hermeneutic circles) can be applied to digital transformation cha
Organizers: Cristina Neesham, Swinburne U. of Technology; Thomas J. Donaldson, The Wharton School, U. of Pennsylvania;
Andreas Georg Scherer, U. of Zurich; Marian Eabrusu, South
Champagne Business School
Facilitators: Vikram R. Bhargava, Santa Clara U.; Stormy
Sweitzer, Weatherhead School of Management, Case Western
Reserve U.
Presenters: Sarah Glozer, School of Management, U. of Bath;
Abraham Singer, Loyola U. Chicago

60  (STR) Strategic Management Division (STR)
Dissertation Consortium
8:00am - 6:00pm Offsite: Northeastern University
This session will be held offsite at Northeastern University -
Rebecca's Cafe, Churchill Hall, 380 Huntington Ave, Boston, MA
02115. Please contact Ram Ranganathan at
ram.ranganathan@mccombs.utexas.edu for more
information. Please contact the session organizer to obtain the
approval code.
Organizers: Ram Ranganathan, U. of Texas, McCombs; Catherine
Magelssen, London Business School
Distinguished Speakers: Natarajan Balasubramanian, Syracuse
U.; Jasmina Chauvin, McDonough School of Business Georgetown
U.; Alfonso Gambardella, Bocconi U.; Gwendolyn Ku-o-fang Lee,
U. of Florida; Tomasz Obloj, HEC Paris; Violina Rindova, U. of
Southern California; Frank T. Rothaermel, Georgia Institute of
Technology; Margarethe F Wiersema, U. of California, Irvine;
Akbar Zadeh, U. of Minnesota

61  (STR) Strategic Management Division Doctoral
Consortium, Part 1
8:00am - 6:00pm Offsite: Northeastern University
This session will be held offsite at Northeastern University -
Rebecca's Cafe, Churchill Hall, 380 Huntington Ave, Boston, MA
02115
Please contact John Joseph at john2@uci.edu for more information.
Organizers: Yue Maggie Zhou, U. of Michigan; John Joseph,
U. of California, Irvine
Participants: Joel Baum, U. of Toronto; Vanessa Burbano,
Columbia Business School; Caroline Flammer, Boston U.; Jeho
Lee, Seoul National U.; Denisa Mindruta, HEC Paris; Frank Nagle,
Harvard Business School; David Tan, U. of Washington; Govert
Vroom, IESE Business School; Tieying Yu, Boston College

62  (STR) Fostering Publications from Around the
World in Leading Organization and Strategy Journals
8:00am - 11:00am Boston Park Plaza: Arlington
After the formal sessions, the group will go off location and enjoy
lunch together. This informal gathering of all participants, editor
panel members, global scholar panel members, and organizers of
the PDW is aimed at exchanging ideas, asking specific research
questions that have not been addressed during the sessions, and
to establish future collaboration.
Organizers: Ralf Wilden, Macquarie Business School; Lara Jelenc,
U. Rijeka, Croatia; Sai Lan, Peking U.; Michael Leatherbee,
Pontificia U. Católica de Chile; Juliana Mullas Namada, United
States International U.; Carlos Adrian Rodriguez, INCAE Business
School
Speakers: Caroline Flammer, Boston U.; Ruth V. Aguilera,
Northeastern U.; Jorge Walter, George Washington U.; Dries
Faems, WHU; Mariano L.M. Heyden, Monash Business School;
Timothy Michael Devinney, U. of Leeds; Moses Acquaah, U. of
North Carolina, Greensboro

63  (STR, OSCM, TIM) Using data from the
transportation sector to advance management/strategy
theory
8:00am - 10:30am Boston Park Plaza: White Hill
Please contact the session organizer for the approval code.
Chair: Rico Merkert, U. Of Sydney
Coordinators: Marvin B Lieberman, UCLA Anderson School of
Management; Cagla Pinar Ozcan Van Rens, Warick Business
School; Manuela Hoehn-Weiss, Oregon State U.
Presenter: Alex Cosmas, McKinsey & Company

64  (STR, SIM, PNP, IM) Research Frontiers in
Nonmarket Strategy
8:00am - 11:00am Boston Park Plaza: Statler
We plan to accommodate 40 participants in the interactive
roundtable format. Interested participants should pre-register for the
workshop by sending an e-mail to luoj@umn.edu, by July 15 2018.
Registration emails should include the name, affiliation and current
position of the participant. Participant should also send a bio and
paragraph stating research interests workshop issues of interest.
This input will be used to allocate participants to roundtables, and
will be distributed among panelists and discussants prior to the
session.
Organizers: Sinziana Dobosantu, New York U.; Jiao Luo, U. of
Minnesota; Christiane Bode, Bocconi U.
Discussants: Luis Ballesteros, George Washington U.; Daniel
Blake, IE Business School; Flore Bridoux, U. of Amsterdam;
Danzing Wang, Hong Kong U. of Science and Technology
Panelists: John M. De Figueiredo, Duke U.; Magali Delmas, U. of
California, Los Angeles; Aleksandra Joanna Kacperczyk,
okacperczyk@london.edu; Aseem Kaul, U. of Minnesota; Anita
McGahan, U. of Toronto; Dennis A. Yao, Harvard U.

65  (SVC) Reflection Room
8:00am - 8:00pm Boston Marriott Copley Place: Connecticut
This space is designated as a non-denominational room for
attendees to use for prayer or quiet reflection amidst the busy
backdrop of the meeting. Use of this space requires tolerance for all
faiths, spiritual beliefs and practices. In order to make this space
available to attendees, the following rules apply: Only registered
Academy of Management attendees and accompanied guests are
permitted. No candles, incense burning or other smoke, fragrance or
flame is allowed. The space is open to registrants at all times.
Conversation and music are prohibited and noise is to be kept to the
strictest minimum. Use is restricted to purposes of personal
reflection, meditation or prayer. No sleeping is permitted.

66  (TIM, STR) Pathways to Innovation: Lessons from
Multiple Discoveries and Inventions
8:00am - 10:30am Boston Hynes Convention Center: 313
Complete the following form by June 15th:
https://umassamherst.co1.qualtrics.com/jfe/form/SV_cIywmKNmEH
4cPD7 An approval code will be issued in late June to register for
this session. If you have any questions, please contact Michaël
Bikard at michael.bikard@insead.edu.
Organizers: Michael A. Bikard, INSEAD; Stefano Horst
Baruffaldi, Max Planck Institute for Innovation and Competition; Ina
Ganguli, Harvard U.
Participants: Riitta Katila, Stanford U.; Jeffrey M. Kuhn, U. of
North Carolina, Chapel Hill; Constance E. Helfat, Tuck School of
Business at Dartmouth; David Hsu, The Wharton School, U. of
Pennsylvania; Matt Marx, Boston U. Questrom School of Business; Melissa Schilling, New York U.; Brian Uzzi, Northwestern U.

67 (GOV) Board of Governors Meeting
8:00am - 5:00pm Westin Copley Place Boston: Staffordshire Ballroom
By Invitation Only

Friday 8:30AM

68 (ODC) Sparking Creativity in Business Students: Addressing the Most Requested Job Skill in 2019
8:30am - 6:00pm Boston Park Plaza: Franklin
Participants: Adam Wood, Woodbury U.; Svetlana S. Holt, Woodbury U.; Angelo A. Camillo, Sonoma State U.

Friday 9:00AM

69 (AAM) Inclusivity and Women Entrepreneurship in the era of digitization
9:00am - 11:30am Boston Hynes Convention Center: 107
Presenters: Parijat Upadhyay, Institute of Management Technology Nagpur; Manas Paul, Institute of Management Technology Ghaziabad, India; Madhumita Guha Majumder, Welingkar Institute of Management Development & Research; Sangita Dutta Gupta, IFIM Business School, Bangalore; Susmita Chatterjee, Raja Monindra Chandra College, Kolkata

70 (IM, OMT) Institutions and Entrepreneurship
9:00am - 10:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Facilitators: Dan Li, Indiana U.; Michael A. Hitt, Texas A&M U. / Texas Christian U.; Bat Batjargal, Oklahoma State U.; R. Duane Ireland, Texas A&M U.; Toyah L. Miller, U. of Texas at Dallas
Speakers: David Ashlstrom, Chinese U. of Hong Kong; Maryann P. Feldman, U. of North Carolina, Chapel Hill; Tarun Khanna, Harvard U.; Geoffrey Kistruck, Schulich School of Business; Justin Wolfgang Webb, U. of North Carolina, Charlotte; Wubiao Zhou, Birmingham Business School

71 (IM, OMT) Assessment of authentic teamwork in Asian context: Implications for business schools
9:00am - 10:30am Sheraton Boston Hotel: Republic A
Organizers: Yama Temouri, U. of Wollongong in Dubai; Vijay Edward Pereira, Khalifa U., Abu Dhabi, UAE; Flevy Lasrado, U. of Wollongong in Dubai; Ashish Malik, Newcastle U.; Pawan S. Budhrw, Aston U.
Presenter: Shiamo Yedidia Tarba, U. of Birmingham

72 (OMT, HCM) Professional Organization Research: Innovation in Professional Services
9:00am - 10:30am Boston Hynes Convention Center: 202
Organizer: David M. Brock, Journal of Professions & Organization
Chair: Elizabeth Goodrick, Florida Atlantic U.
Facilitators: Daniel Muzio, U. of York; Sabina Siebert, U. of Glasgow

73 (OMT, RM, OB) Getting Emotional: Theorizing About and From Data at the Intersection of Emotions and Institutions
9:00am - 10:30am Boston Hynes Convention Center: 201
Organizers: Madeline Toubiana, U. of Alberta; Maxim Voronov, Schulich School of Business; Tammar B. Zilber, Hebrew U. of Jerusalem
Facilitators: Lee Charles Jarvis, Grenoble Ecole de Management; Elizabeth Goodrick, Florida Atlantic U.; Ewald Kibler, Aalto U.; Derek Harmon, U. of Michigan; Trish Ruebottom, Brock U.

74 (STR) Professional Organization Research: Strategic Management Division Junior Faculty Teaching Consortium
9:00am - 4:30pm Boston Park Plaza: Whitter
Interested participants should apply via the application website: http://tinyurl.com/STRJrFacTeachConsortium2019. Please contact the session organizer for the approval code.
Organizers: Kenneth Guang-Lih Huang, National U. of Singapore; Joan Teresa Allatta, Fox School of Business, Temple U.; Ithai Stern, INSEAD
Speakers: Russell Coff, U. of Wisconsin-Madison and Bocconi U.; Kenneth Guang-Lih Huang, National U. of Singapore; Joan Teresa Allatta, Fox School of Business, Temple U.; Gautam Ahuja, Cornell U.; Ithai Stern, INSEAD
Participant: Ivana Naumovska, INSEAD

75 (TIM) 2019 AOM TIM Doctoral Student Consortium - PART 1
9:00am - 5:30pm Boston Hynes Convention Center: 206
Please contact the session organizer for the approval code.
Chairs: Mahka Moeen, U. of North Carolina, Chapel Hill; Myriam Mariani, Bocconi U.

76 (TIM, OMT, OCIS, ODC) Researching Open Innovation: Theoretical Perspectives and Empirical Settings for Future Research
9:00am - 12:00pm Boston Hynes Convention Center: 210
The first version of this PDW was organized in 2014, and the earlier PDWs have resulted in a publication (with twenty-three involved authors) in Industry & Innovation. This article proposes a number of research categories that are used to frame this version of the PDW. After the presentations of top journals editors the facilitators will have a short “pitch” of their interest in researching open innovation, and then discuss the related opportunities and challenges together with the participants in their respective roundtables. We would like to ask interested participants to submit a few items via the AOM online pre-registration system in advance.
Organizers: Marcel Bogers, U. of Copenhagen & U. of California Berkeley; Agnieszka Radziwon, Aarhus U.; Mehdi Bagherzadeh, NEOMA Business School; Maral Mahdad, U. of Copenhagen; Sunny Mosangzi Xu, U. of Copenhagen; Gergana Romanova, U. of Copenhagen

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Friday 9:15AM

9:15am - 11:15am Westin Copley Place Boston: Defender
Organizer: Liza Castro Christiansen, U. of Reading
Chair: Liza Castro Christiansen, U. of Reading
Presenters: Elaine Farndale, Penn State U./ Tilburg U.; Zhen Zhang, Arizona State U.; Christopher C. Rosen, U. of Arkansas
Participants: Marion Festing, ESCP Europe; Denise Mary Jepsen, Macquarie Business School; Clare Kellner, Cranfield U.; Sungmoon Kim, U. of Sydney Business School; Janet H. Marler, U. at Albany, State U. of New York; Scott L Martin, Zayed U.; Jacobo Ramirez, Copenhagen Business School; Gary Rees, Portsmouth Business School; Sebastian Reiche, IESE Business School; James Sun, U. of Auckland; Karina Van De Voorde, Tilburg U.; Gillian Warner-Soderholm, BI Norwegian Business School; Lynda Song, Remin U. of China

79 ☀️(HR, PTC, CAR, OB, ODC) Translating Research for Practical Impact
9:15am - 11:15am Westin Copley Place Boston: St George BCD
Pre-registration required.
Organizers: Allison S. Gabriel, U. of Arizona; Kaifeng Jiang, Ohio State U.; Shad S. Morris, Brigham Young U.
Presenters: Christopher Barnes, U. of Washington; Paula M. Caligiuri, Northeastern U.; Emilia Djurdjevic, U. of Rhode Island; Gretchen Gavett; Brad Harris, Texas Christian U.; Courtney Lynn McCluney, U. of Virginia Darden School of Business; Jaap Pauwue, Tilburg U./ Erasmus U.; Christopher C. Rosen, U. of Arkansas

Friday 9:30AM

80 (MSR, SIM) Foundations for Humanistic Management Research: Collaboratively Inquiring into Humanism in Business
9:30am - 11:00am Boston Marriott Copley Place: Nantucket

Presenters: David Wasieleski, Duguesne U.; Michael Andreas Pirson, Fordham U.; Domenec Mele, Mele; Andrew C Wicks, U. of Virginia Darden School of Business
Participant: Celeste Diaz Ferraro, Pennsylvania State U.

81 ☀️: (TIM) Junior Faculty Consortium
9:30am - 5:30pm Boston Hynes Convention Center: 103
Please contact the session organizer for the approval code.
Organizers: Valentina Tartari, Copenhagen Business School; Gino Cattaneo, New York U.
Positioning Academics for Societal Impact
9:45am - 11:15am Boston Park Plaza: Newbury
All attendees please bring either a laptop or device to the session to enable work on an electronic worksheet.
Organizer: Terrance William Fitzsimmons, U. of Queensland
Facilitator: Miriam Yates, U. of Queensland
Participants: Ruth Sealy, U. of Exeter Business School; Nicole Gillespie, U. of Queensland; Corinne A. Post, Lehigh U.; Marieke Caroline Lisette Van Den Brink, Radboud U. Nijmegen

The Use of Serious Games in HRM
9:45am - 11:15am Westin Copley Place: Boston: Courrier
Chairs: Luuk Collou, U. of Twente; Tanya Bondarouk, U. of Twente; Jeroen Meijerink, U. of Twente

Innovative and Experiential Approaches to Teaching HRM I
9:45am - 11:15am Westin Copley Place: Boston: Courrier
Chairs: Rebecca Rheinhardt Kehoe, Cornell U.; Laura Leduc, James Madison U.
Participants: Steven Charlier, Georgia Southern U.; Angela Langevin Heavey, James Madison U.; Gary R. Thurgood, Utah State U.; Laura Leduc, James Madison U.

The Multidimensionality of Scholarly Impact and the Future of Institutionalized Practice
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C

Understanding the Foundation of the Social Sciences
9:45am - 11:15am Boston Hynes Convention Center: 205
Participants: Russ McBride, U. of California, Merced; Teppoh Felin, U. of Oxford; Michael D Ryall, U. of Toronto; Dino P. Dimov, U. of Bath; Peter G. Klein, Baylor U.; Robert Joseph Wuebker, U. of Utah; Brian Gordon, U. of Utah, David Eccles School of Business; Brian Epstein, Tufts U.

Management Research on Corporate Adaptation to Climate Change
9:45am - 11:15am Westin Copley Place Boston: North Star
Organizers: Luca Berchicci, Rotterdam School of Management, Erasmus U.; Magali Delmas, U. of California, Los Angeles; Frank Wijen, Rotterdam School of Management, Erasmus U.
Presenters: P Devereaux Jennings, OMT, one, ENT, BPS; Martina K. Linnenluecke, Macquarie U.; Jorge Rivera, George Washington U.; Pete Tashman, UMass Lowell

Navigating Qualitative Dissertations: Advice from the Experts
9:45am - 11:15am Boston Hynes Convention Center: 309
Please contact the session organizer to obtain the approval code.
Organizers: Nathan Tong, U. of Hartford; Karim Ginena, U. of Virginia Darden School of Business
Facilitators: Jean M. Bartunek, Boston College; Tammy Elizabeth Beck, U. of Nebraska, Lincoln; Shelley Brickson, U. of Illinois at Chicago; Teresa Cardador, U. of Illinois at Urbana-Champaign; Curtis Kwinyen Chan, Boston College; Kevin G. Corley, Arizona State U.; Katherine Ann DeCelles, U. of Toronto; Julia DiBenigno, Yale School of Management; Martha S. Feldman, U. of California, Irvine; Lyndon Earl Garrett, Boston College; Ashley Elizabeth Hardin, Washington U. in St. Louis; Spencer Harrison, INSEAD; Elaine Cahalan Hollensbe, U. of Cincinnati; Shalini Khazanchi, Rochester Institute of Technology; Glen E. Kreiner, Pennsylvania State U.; Jamie Jocelyn Lodge, Northeastern U.; Kisha Lashley, U. of Virginia; Christi Lockwood, U. of Virginia - McIntire School of Commerce; Courtney R. Mastro, U. of San Francisco; Melissa Mazmanian, U. of California, Irvine; Carrie Oelberger, U. of Minnesota; Jennifer Petriglieri, INSEAD; Kathleen Pine, Arizona State U.; Tommaso Ramus, UCP - Catolica Lisbon School of Business & Economics; Trish Reay, U. of Alberta; Kristie May Rogers, Marquette U.; Beth Schinoff, Boston College; Heather Clara Vough, U. of Cincinnati; John A. Wagner, Michigan State U.

Obtaining Data from the Internet: Data Crawling in Management Research
9:45am - 11:15am Boston Hynes Convention Center: 205
Organizers: Dainis Zegners, Rotterdam School of Management, Erasmus U.; Jörg Claussen, LMU Munich & Copenhagen Business School

How Academic-Practitioner Partnerships Can Enhance HRM Majors Learning & Employability
9:45am - 11:15am Boston Hynes Convention Center: 101
In this session we will discuss academic-practitioner partnerships that equip the human resource and business leaders of tomorrow with the tools, knowledge, professional development and credentialing needed to become experts in evidence-based, HR management. These programs combine targeted professional development; learning experiences based on real-world data and business cases; and credentialing in the administration, interpretation, and application of one of the most widely used talent assessments in the industry. All content of these programs is developed through extensive and ongoing applied research that incorporates findings from a wide range of organization types and sizes; from start-ups to Fortune 50. By participating, students graduate with practical knowledge and professional certification in applying scientifically valid assessment tools to solve the biggest
human capital challenges facing business leaders today and beyond; valuable insight into their own professional strengths and development needs; and the ability to bring to bear scientific insights to align people and strategy. In this presentation, Principal Scientist and Head of Academic Research, Tom Schoenfelder, PhD., will discuss: • How business schools an enhance their HR majors' workforce readiness with professional development • The value of integrating assessment science into HR curricula • The professional advantages of certification in employee assessment • Case studies with Temple University and the University of Central Florida

Friday 10:00AM

96 📜: (MC) Systemic Complacency and Organizational Performance from the Management Consulting Perspective
10:00am - 11:30am Boston Park Plaza: St James
Organizer: Pierre El Haddad, USJ Lebanon/ISEOR IAELYon
Discussants: William L. Smith, New Mexico State U.; Mark Hilton, Lafayette Institute
Presenters: Henri Savall, Magellan, IAE Lyon, U. Jean Moulin; Marc Bonnet, ISEOR, Magellan, iaelyon, U. Jean Moulin

97 📜: (MC, ODC, PTC) Management Consulting and the Inclusive Organization: Strategies and Opportunities
10:00am - 12:00pm Boston Park Plaza: Stuart
Chair: Therese F. Yaeger, Benedictine U.
Presenters: Peter Sorensen, Benedictine U.; Anthony F. Buono, Bentley U.; David Jamieson, U. of St. Thomas; Tanjia Coleman, Management Consulting; Jorge Cestou, -

98 📜: (MED, GDO, IM, MC) Isms in Academia: Exploring how to Foster an Inclusive Culture Inside and Outside the Classroom
10:00am - 12:00pm Sheraton Boston Hotel: Berkeley AB
Please send an email to the organizers describing your interests and expertise (highly preferred, but not required for attendance).
Organizers: Andri Georgiadou, Equality Inclusion Diversity (EQUIDY) Center; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania
Distinguished Speakers: S Robert Hernandez, U. of Alabama, Birmingham; Kate Marie McCombs, Florida Atlantic U.; Regina F. Bento, U. of Baltimore
Discussants: Andrew Marcinko, Aston Business School; Christine Nittroer, U. of Houston-Downtown; Christine Marie Manno, U. of Arkansas; Dan Bumblauskas, U. of Northern Iowa; Eugene Agboifo Ohu, Lagos Business School Pan Atlantic U. Nigeria; Franklin Oikelome, Eastern U.; Hyacinthe Michael Schwartz, Organizational Behavior Case Western Reserve U.; Lesley Clack, U. of Georgia; Mami Taniguchi, Waseda U.; Maureen Andrade, Utah Valley U.; Muhammad Farrukh Moin, Tongji U.; Rachael Goodwin, U. of Utah; Rana Haq, Laurentian U.; Samantha Dodson, U. of Utah, David Eccles School of Business; Stacy Kratz, U. of Southern California

99 📜: (OB, IM) Leadership Meets Economics: Opportunities, Challenges, and the Road Ahead
10:00am - 12:30pm Sheraton Boston Hotel: Independence East
The timing is right to organise a PDW for the OB-division that brings top-notch researchers from different disciplines and divisions together that specialize in research at the cross-roads between leadership, economics, and management. The PDW offers an excellent opportunity for participants to not only increase their knowledge via learning from the presenters’ and each other’s multiple research backgrounds, but more importantly to develop and benchmark their own research agenda on leadership.
Chairs: Janka Ireen Stoker, U. of Groningen, Faculty of Economics and Business; Harry Garretsen, U. of Groningen
Presenters: John Antonakis, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne; Sjoerd Beugelsdijk, Groningen U. (RuG); Ronald F. Piccolo, U. of Central Florida; Nathan J. Miller, Florida International U.; Stephen J. Zaccaro, George Mason U.; Xavier Castaner, U. of Lausanne

100 📜: (OB, MED, OMT, TTC) Positive Organizational Scholarship as a Generative Resource for OB/Management Teaching and Learning
10:00am - 12:30pm Sheraton Boston Hotel: Commonwealth
Organizer: Marc Hoffman Lavine, U. of Massachusetts, Boston
Presenters: Kim Cameron, U. of Michigan; Corey Crossan, U. of Western Ontario; Mary M. Crossan, Western U.; Mary Dunn, St. Edward's U.; Cassandra Lyn Ellis, Western U.; Mari Kira, U. of Michigan; Meredith H. Myers, U. of Pennsylvania; Robert E. Quinn, U. of Michigan; Christopher Jay Roussin, Harvard Medical School; Michele Williams, U. of Iowa
Participant: Amy M. Young, U. of Michigan

101 🌐: (ODC, OB, ENT) Publishing Inductive Qualitative Research in Prominent Academic Journals
10:00am - 11:30am Boston Park Plaza: Georgian
Presenters: Quy Nguyen Huy, INSEAD; Melissa Graebner, The U. of Texas at Austin; Davide Ravasi, UCL School of Management

102 🌐: (OSCM) OSCM Division Joint Junior Faculty and Doctoral Consortium
10:00am - 6:00pm Westin Copley Place Boston: Independence A
Please contact the session organizer for the approval code.
Organizers: Kai Dominik Foerstl, German Graduate School of Management & Law (GGS); John R. MacDonald, Colorado State U.

103 📜: (PTC, ODC) Worker Experience: Improving the Quality of Worklife through Inclusive Human-Centeredness
10:00am - 12:30pm Sheraton Boston Hotel: Hampton AB
Presenter: Carol McGuire, Miami U.
Participants: Branka Victoria Olson, Woodbury U.; Angela C. Crawford, Thomas more U.

104 📜: (SIM) Enhancing SIM Course Relevancy: Using a SIM Ethics Question Newspaper Blog
10:00am - 11:30am Boston Marriott Copley Place: Grand Ballroom Salon B
Pre-work: Workshop participants are encouraged to bring a blog website that they might want to use in their courses, or that they see as potentially useful to SIM members.
Organizers: Denis Collins, Edgewood College; Anke Arnaud, Embry Riddle Aeronautical U.
Friday 10:15AM

105 (ENT) Practice Themed Workshop: Pathways to Connect Research and Practice J. Combs, J. Kickul & J. Mueller
10:15am - 12:15pm Boston Marriott Copley Place: Boylston

106 (MH, CMS, OMT) Organizational Mnemonics: The ‘Historical Turn’ and the Research on Learning, Memory, and Ignorance
10:15am - 12:15pm Boston Marriott Copley Place: Grand Ballroom Salon CD
Pre-approval is required for the second part of the PDW. Please contact the session organizer to obtain the approval code.
Organizers: Diego Coraiola, U. of Alberta; Maria Jose Murcia, IAE Business School - Argentina; Francois Bastien, U. of Alberta; Fernanda Yumi Tsujiguchi, U. of Victoria
Discussant: Michael Rowlinson, U. of Exeter
Panelists: Mary M. Crossan, Western U.; Pablo Martin De Holan, MBS College for Business and Entrepreneurship; Jukka Rintamäki, Cass Business School, City U. London; William Foster, U. of Alberta; Gabie Durepos, Mount Saint Vincent U.; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management

107 (MH, ITC) New Member Workshop: Welcome to the Academy of Management 2019!
10:15am - 12:45pm Boston Marriott Copley Place: Regis
Professional and career development, volunteerism, and the AoM meeting.
Organizer: Roy R. Suddaby, U. of Victoria
Participants: Louise Tourigny, U. of Wisconsin, Whitewater; Foster B. Roberts, Auburn U. at Montgomery; Bella Galperin, U. of Tampa; Abira Reizer, Department of Social Sciences and Psychology, Ariel U.; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Sharjeel Saleem, Government College U. Faisalabad; Colleen OBrien, Carthage College

108 (ODC) Meaningful Facilitation of Leadership Development for Systems Change
10:15am - 12:00pm Boston Park Plaza: Terrace
Organizers: Kate Elgayeva, U. of Minnesota Duluth; Patrice Elizabeth Rosenthal, Fielding Graduate U.
Panelists: Keith Ray, Act Too Consulting; Joan Goppelt, Act Too Consulting; Richard Hall, Monash Business School

109 (PNP, HCM) Positive Leadership Skills to Maximize Performance of Public Sector Professional Emotional Labor
10:15am - 12:15pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Participants: Yvonne Brunetto, Southern Cross U.; Ivan Bongiovanni, Adam Smith Business School, U. of Glasgow; Adina Dudau, U. of Glasgow Adam Smith Business School; Irene Georgescu, U. of Montpellier; Georgios Kominis, U. of Glasgow; Heather J. McGregor, Heriot Watt U.; Chiara Saccon, U. Ca’ Foscari of Venice; Elisabetta Trincher, CERGAS SDA Bocconi; Paresh Wankhade, Edgehill University, UK

Friday 10:30AM

110 (SIM) Human Dignity at Work: Advancing the Inclusive Organization
10:15am - 12:15pm Boston Marriott Copley Place: Tremont
Part 1: Panel presentation and questions (60 minutes). Part 2: Interaction: Round table discussions with panelists (30 minutes). Part 3: Opportunities for further research, common threads, winding up (30 minutes). Dignity is both a state and an objective and for the employee can be recognized and enhanced - or not. This workshop explores current thinking on employee dignity and explores ways to include it into new fields of management research.
Facilitators: Andrew Kidd, UniSA; Thomas Maak, U. of Melbourne; Nicola M. Pless, ESADE; Thomas J. Donaldson, The Wharton School, U. of Pennsylvania; Michael Andreas Pirson, Fordham U.; Sharon Bolton, Lancaster U.; Thomas Maak, U. of Melbourne

Friday 10:45AM

111 (CMS, RM, SIM) Philosophies Of Organizational Research
10:30am - 11:30am Hilton Boston Back Bay: Adams A
Organizer: Raza A Mir, William Paterson U.

112 (RM, SAP, CMS) Advancing Qualitative Research Using Interviews: Benefits, Challenges, Pitfalls, and Tensions
10:30am - 12:30pm Boston Hynes Convention Center: 104
Everyone is welcome! Registration is not required.
Organizers: Sara R. S. T. A. Elias, U. of Victoria; Brett Crawford, Purdue U.; Amanda Petica-Harris, Grenoble Ecole de Management; David M. Boje, New Mexico State U.; Anna Stevenson, Lund U., Shool of Economics and Management
Panelists: Anne D. Smith, U. of Tennessee, Knoxville; David M. Boje, New Mexico State U.; Hans Hansen, Texas Tech U.; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management; Tina Dacin, Queen's U.

Friday 10:45AM

113 (CAR, OB, HR) Careers in the Rough: A Research Development Workshop
10:45am - 12:15pm Sheraton Boston Hotel: Jamaica Pond
Please contact the session organizer for the approval code.
Organizers: Igor Bartolec, Faculty of Economics and Business of the U. of Rijeka; Lauren A. Keating, EMLYON Business School
Facilitators: Daniel Spurk, U. of Bern; Maury Peiperl, George Mason U.; Jeffrey Greenhaus, Drexel U.; Berin Erdogan, Portland State U.; Peter Heslin, UNSW Sydney; Yehuda Baruch, Southampton Business School, U. of Southampton; Kimberly A. Eddleston, Northeastern U.; Sherry E. Sullivan, Bowling Green State U.; Shoshana Dobrow Riza, London School of Economics; Gayle M. Baugh, U. of West Florida; Nikos Bozionelos, EMLYON Business School; Michael B. Arthur, Suffolk U.; Daniel Turban, U. of Missouri; Emma Parry, Cranfield U.; Andreas Hirschi, U. of Bern; Bert Schreurs, Vrije U. Brussel; Jamie Jocelyn Lodge, Northeastern U.; Torsten Biemann, U. of Mannheim; Danna Greenberg, Babson College; Gina Dokko, U. of California, Davis
114 : (GDO) Determining the Dissertation Question and Securing Data: Mid-Stage Doctoral Development Workshop
10:45am - 2:45pm Boston Park Plaza: Tremont
This session is intended for 2nd and 3rd year doctoral students, or those beginning year 4 if they have successfully defended their proposals but are looking for ideas for data sources. Please contact the session organizer to obtain the approval code.
Chairs: Jonathan Edward Booth, London School of Economics and Political Science; Alison V. Hall, U. of Texas At Arlington
Participants: dt ogilvie, Rochester Institute of Technology; Anthony C. Hood, U. of Alabama, Birmingham

115 : (IM) How to Write Theory Part of a Paper
10:45am - 12:45pm Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Chair: Dan Li, Indiana U.
Speakers: Peter J. Buckley, U. of Leeds; Michael A. Hitt, Texas A&M U.; Texas Christian U.; Jane Lu, China Europe International Business School; A Rebecca Reuber, Rotman School of Management; Stephen B. Tallman, U. of Richmond

116 : (INDAM) Industry-Academic Collaboration: An Inclusive Agenda for Growth
10:45am - 12:45pm Sheraton Boston Hotel: Republic A
Participants: Snehal Shah, S P Jain Institute of Management and Research; Sumita Data, S P Jain Institute of Management and Research; Vasanthi Sirivasan, Indian Institute of Management, Bangalore; Rupashree Baral, IIT Madras; Shivenganesh Bhargava, Indian Institute of Technology

117 : (MH, ENT, OMT) Rediscovering Family Business History
10:45am - 12:45pm Boston Marriott Copley Place: Simmons
This PDW is structured in two parts. The first half will be open to all participants interested in hearing our distinguished panelists discuss the topic of how a more historically informed theorization can be encouraged in the field of family business through the use of business history methodology and reinterprete family business history with the use of organization theory. Presentations will be followed by a short Q&A session. The second half of the PDW will be reserved to those participants who have pre-registered and submitted a summary of a paper they are working on. Please contact the session organizer to obtain the approval code. Proposals should be no longer than 5 pages (excluding references) and should describe a) the purpose of the study and the research question, b) the data collection and analysis, c) an executive summary of the findings outlining the main empirical findings of the study, and d) proposed theoretical contributions. Proposals should be no longer than 5 pages (excluding references) and should describe a) the purpose of the study and the research question, b) the data collection and analysis, c) an executive summary of the findings outlining the main empirical findings of the study, and d) proposed theoretical contributions. Proposal should be sent to the organizer ati.sasaki@lancaster.ac.uk.
Organizers: Roy R. Sudberry, U. of Victoria; Innan Sasaki, Lancaster U. Management School
Distinguished Speakers: Isabelle Le Breton-Miller, HEC Montréal; Danny Miller, HEC Montreal; Mattias Nordqvist, Jonkoping U.; Maria Fernández-Moya, Colegio U. de Estudios Financieros

118 : (OB, MOC) Investigating Affect in Organizational Interpersonal Relationships
10:45am - 12:45pm Sheraton Boston Hotel: Independence West
In this PDW, we seek to provide a platform for scholars to consider the latest thinking and evidence concerning how the dynamic nature of affect shapes different forms of interpersonal relationships in organizations. The proposed PDW is in two parts. Part 1 will be a panel discussion session open to all Academy members with an interest in our topic. Part 2 will be a paper development session intended to provide a platform for the members interested in submitting to an upcoming special issue of JOB on “Affect in Organizational Interpersonal Exchange Processes”.
Chairs: Herman Tse, Monash U.; Ashlea Troth, Griffith U.
Presenters: Neal M. Ashkanasy, U. of Queensland; Robert C Liden, U. of Illinois at Chicago; Marie Dasborough, U. of Miami

119 : (RM, OB) Ask the Experts: Quantitative Research
10:45am - 12:45pm Boston Hynes Convention Center: 313

120 : (SAP, ODC) Designing Practice Research in Strategic Change
10:45am - 12:45pm Boston Park Plaza: Berkeley & Clarendon
Organizers: Chahe Razad Abdollah, Singapore U. of Social Sciences; Katharina Dittrich, Warwick Business School, U. of Warwick

121 : (TIM, STR) Disintermediation in Multi-sided Platforms: Towards a Research Agenda
10:45am - 12:45pm Boston Hynes Convention Center: 202
Organizer: Ted Ladd, Hult International Business School

Friday 11:00am

122 : (OB, CAR, IM) Can We Do It, Yes We Can: Strategies for Non-US Scholars to Succeed in the US Jobs Market
11:00am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Organizers: Katja Wehrle, Justus-Liebig U. Giessen; Alexander Newman, Deakin U.
Speakers: Kenneth De Roec, U. of Vermont; David A. Jones, U. of Vermont; Lindred L. Greer, U. of Michigan, Ross School of Business; Jasmin Khattab, U. of Virginia Darden School of Business
123 ➔: (OB, IM) Managing Digital Disruption: Toward a Research Agenda for Organizations
11:00am - 1:00pm Sheraton Boston Hotel: Gardner AB
Organizer: Anja Bodenschatz, Technical U. of Munich
Chair: Ulrike Schaedle, UC San Diego
Participants: Charles A. O'Reilly, Stanford U.; Christina L. Ahmadjian, Hitotsubashi U.; Gari Walkowitz, Technical U. of Munich; Olivia Amanda O'Neill, George Mason U.; Matthias UhI, Technical U. of Munich; Andreas Bernhardt, ESMT European School of Management and Technology; Robert Neal Eberhart, Santa Clara U.; Johanna Jauernig, Leibniz Institute of Agricultural Development in Transition Economies; Jan-Erik Lönqvist, U. of Helsinki; Christoph Luette, TUM School of Management, Technische U. München; Rainer Michael Rilke, WHU - Otto Beisheim School of Management; Tommaso Reggiani, Masaryk U.; Heike Hennig-Schmidt, U. of Bonn; Madeleine Bernhardt, U. of Applied Police Sciences

124 ➔: (OMT, OCIS, RM) What Do You Mean? How to Research and Interpret Meaning Flows in Social Networks
11:00am - 12:30pm Boston Hynes Convention Center: 201
Organizers: Christine Moser, VU Amsterdam; Stephen P. Borgatti, U. of Kentucky
Facilitators: Peter Groenewegen, Vrije U. Amsterdam; Francesca Pallotti, Greenwich U.; Giuseppe Labianca, U. of Kentucky; Jesse Michael Fagan, U. of Exeter; Dirk Deichmann, Erasmus U. Rotterdam

Friday 11:15AM

125 ➔: (SIM, PNP, ENT) Impact Investing: Paper Development Workshop
11:15am - 1:15pm Boston Marriott Copley Place: Nantucket
Pre-registration is required. Send an application including your CV, a letter of motivation, and a draft version of your paper or an extended abstract in one PDF file with your last name as file name to kho.msc@cbs.dk, titled Impact Investing PDW. Submission of a paper or an extended abstract is required for participating in the PDW. You are also expected to provide feedback to fellow faculty (assigned to you prior to the PDW). Application deadline: June 10, 2019. Submission of an application does not guarantee participation. You will be notified of acceptance by July.
Chair: Kai N. Hockerts, Copenhagen Business School
Discussants: Ahmoor Ebrahim, Tufts U.; Arno Errikki Kourula, U. of Amsterdam; Julia rollof, Rennes School of Business; Mary SuIly De Luque, Thunderbird School of Global Management at ASU; Harry J. Van Buren, U. of New Mexico
Coordinators: Lisa K. Hegenberger, ESAD! Business School; Vanina Farber, IMD Lausanne

126 ➔: (STR, OMT) Advancing Aspirations Research: Theorizing and Measuring Social Aspirations
11:15am - 12:45pm Boston Park Plaza: Arlington
Pre-Registration is required for this PDW. Please contact aspirations.pdw@gmail.com to confirm registration. The deadline to register for this PDW is July 26, 2019. Participants are kindly asked 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; outlines will be shared within subgroups prior to the Annual Meeting).
Discussants: Philip Bromiley, U. of California, Irvine; J.P. Eggers, New York U.; Vibha Gaba, INSEAD; Songcui Hu, U. of Arizona; Robert Nason, Concordia U.
Presenter: Ohad Ref, Ono Academic College

127 ➔: (STR, PNP) Insider Econometrics: Advancing Management Research with Unique Organizational Data
11:15am - 2:15pm Boston Park Plaza: Statler
Organizers: Sergio G. Lazzarini (Insper) Sandro Cabral (Insper)
Panelists: Jackson Nickerson (Washington University in St. Louis); Tomasz Obloj (HEC Paris) Ricardo Rodrigues (Avon) Daniela Sciu (MIT) Thomaz Teodorovicz (Insper)
Organizers: Sergio Giovanetti Lazzarini, Insper Institute of Education and Research; Sandro Cabral, Insper Institute of Education and Research
Panelists: Jack A. Nickerson, Washington U.; Tomasz Obloj, HEC Paris; Daniela Sciu, Massachusetts Institute of Technology; Thomaz Teodorovicz, Insper Institute of Education and Research; Ricardo Rodrigues, Avon

128 ➔: (TIM, SIM) The Impact of Innovation: Creating Research that Matters for Society
11:15am - 1:45pm Boston Hynes Convention Center: 107
Organizers: Christina Julia Hertel, École Polytechnique Fédérale de Lausanne; Ariane Segelitz-Karsten, Friedrich Schiller U. Jena
Facilitators: Nadine Hietschold, U. of Zurich; Ronny Reinhardt, Friedrich Schiller U. Jena
Discussants: Jelena Spanjol, Ludwig Maximilian U. of Munich (LMU); Katharina Hoelzle, U. of Potsdam

Friday 11:30AM

129 ➔: (CM, OB) Accountability and Power Strategies in Professional Relationships: Navigating the Rapids of Tenure
11:30am - 2:30pm Sheraton Boston Hotel: Beacon A
Presenter: Nancy E. Day, Member & Ombuds Ethics Committee Chair
Participants: Mary Sue Love, Southern Illinois U., Edwardsville; Gregory K. Stephens, Texas Christian University

130 ➔: (GDO) Intimate Partner Violence & The Inclusive Organization: Developing Research & Researcher Capacities
11:30am - 1:00pm Boston Park Plaza: Newbury
Organizers: Charlotte M. Karam, American U. of Beirut; Michelle Greenwood, Monash U.; Tracy Patricia Wilcox, U. of New South Wales
Speakers: Laura Anne Kauzlarich-Miazza, Creighton U.; Alessia Contu, U. of Massachusetts, Boston; Anne M. O'Leary-Kelly, U. of Arkansas
131 (HR) European HRM Programme:
Experience as the Source of Learning and Development
11:30am - 1:00pm Westin Copley Place Boston: Courier
Organizers: Dirk Buyens, Ghent U.; Maïke Andresen, U. of Bamberg
Presenters: Fabian Homberg, LUISS Business School; Frederik Poutsma, PARTNER Group, Radboud U.; Astrid Vandebroucke, Vlerick Business School; Iveta Ludviga, RISEBA U. of Business Arts and Technology

132 (HR) The Interface of Human Resources and Entrepreneurship: A Research Incubator
11:30am - 1:30pm Westin Copley Place Boston: North Star
Organizer: Deidra J. Schleicher, Iowa State U.
Panelists: Clint Chadwick, U. of Kansas; Sameeksha Desai, Ewing Marion Kauffman Foundation; Brian Harney, Dublin City U.; Theresa M. Welbourne, U. of Alabama

133 (MED, TTC) Assessment Design & Re-Design: How to Meet Changing Requirements While Supporting Student Learning
11:30am - 1:15pm Sheraton Boston Hotel: Liberty Ballroom C
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Organizers: Martin R. Fellenz, Trinity College Dublin; Mairead Brady, Trinity Business School, Trinity College Dublin - U. of Dublin

134 (ONE) ONE Doctoral Consortium
11:30am - 4:30pm Westin Copley Place Boston: Defender
Please contact the session organizer to obtain the approval code

11:30am - 1:30pm Boston Hynes Convention Center: 208
Participants can register for the second part of the workshop (paper development workshop) by sending a summary paper (max 4 pages all inclusive, double spaced) by July 15, 2019, to Jost Sieweke (j.sieweke@vu.nl).
Organizers: Jost Sieweke, Vrije U. Amsterdam; John Antonakis, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne
Facilitators: Nicolas Bastardoz, U. of Zurich; Philippe Jacquart, EMLYON Business School; Paolo Arvate, FGV-EAESP

136 (ENT, MH) Entrepreneurship and History
12:00pm - 2:00pm Boston Marriot Copley Place: Grand Salon Salon UK
Chair: Trevor Lyle Israelsen, U. of Victoria (PhD Student)

137 (HR) HR Division New Member Meetup
12:00pm - 1:00pm Westin Copley Place Boston: Essex South
Organizers: Karen Landay, U. of Alabama; Rakoon Piyanontalee, U. of Wisconsin, Madison

138 (MOC) Presenting in the Rough
12:00pm - 2:00pm Westin Copley Place Boston: Helicon
Organizers: Bess Rouse, Boston U. Questrom School of Business; Andrew Carton, The Wharton School, U. of Pennsylvania

139 (ONE) Strategies for Managing Uncertainty: Hedging in the Energy Industry
12:00pm - 1:30pm Westin Copley Place Boston: Adams/Parliament

140 (PNP, ODC) Understanding the Inclusive Organization: The Role of Power and Boundary Spanning Leadership
12:00pm - 2:00pm Hilton Boston Back Bay. Fenway Ballroom
Facilitators: Anders Ramian Trillingsgaard, UKON Human Resources; Anne Katherine Kirk Bebe, UKON
Presenters: Morten Kusk Fogsgaard, Aalborg U.; Claus Westergaard Elmholt, Aalborg U.; Christian Bøtcher Jacobsen, Aarhus U.; Mickael Bech, Aarhus U.; Karen Ingerslev, -
Participant: Maiken Olsen, UKON Human Resources

141 (PUBS) AMD Shark Tank PDW
12:00pm - 2:00pm Sheraton Boston Hotel: Fairfax A8
Participate in the first annual “AMD Shark Tank.” Like the reality TV show, scholars will “pitch” their paper ideas to a panel of leading management scholars. Candidates will pre-submit paragraph- long abstracts of their papers but all are welcome to attend. Submit your extended abstract via https://form.jotform.com/90655501812150
Organizer: Susan Zaid, Academy of Management
Presenter: Peter Bamberger, Tel Aviv U.
Friday 12:15PM

142 (IM, MSH) Honing an Inclusive Diversity Culture through Cultivating the Human Essence of "Being"
12:15pm - 1:45pm Boston Park Plaza: Stuart
Organizer: Eleftheria Egel, NAVIGATING Leadership Coaching and Management Consulting
Facilitators: Louis W. Fry, Texas A&M U. Central Texas; Vanessa Prins-Goodman, Goodman Coaching

Friday 12:30PM

143 (CMS, SIM, MED) Creatively and Critically Teaching Business Ethics Using Cases
12:30pm - 2:00pm Hilton Boston Back Bay: Westminster
We are seeing an unprecedented increase in ethical lapses reported in the business press. As such, business ethics continues to grow in influence in the business school curriculum, reflecting the interest of students and expectations of stakeholders. The case method has great potential to strengthen students' engagement and understanding of ethical issues, but it also has shortcomings. Against this backdrop, this PDD discusses how cases can be used creatively and critically in the classroom for enhanced learning in business ethics education.
Chairs: Todd Bridgman, Victoria U. of Wellington; Pauline Fatien, SKEMA BS - U. Côte d'Azur
Facilitators: Virpi Orvokki Malin, U. of Jyväskylä; Rebecca Wendy Frankel, Sage Publications; Rachel Taliaferro, ; Vijaya Narapareddy, U. of Denver
Presenters: Jaime Andrés Bayona, Pontificia U. Javeriana; Elina Riihari, U. of Jyväskylä; Jason M. Pattit, U. of St. Thomas; Kenneth Molbjerg Jørgensen, Aalborg U.; Deba Pratim Purkayastha, ICFAI Business School, IFHE, Hyderabad; Albert J. Mills, Saint Mary's U.; Canada/U. of Eastern Finland; Jean Helms Mills, St. Mary's U.

144 (ENT, STR) Stakeholder Theory in Entrepreneurship
12:30pm - 2:30pm Boston Marriott Copley Place: Boylston
Organizers: Doug Bosse, U. of Richmond; Jeffrey S. Harrison, U. of Richmond; Jeffrey M. Pollack, NC State U.; Judith Schrempl-Stirling, GSEM - U. of Geneva
Presenters: Sharon Alvarez, U. of Pittsburgh; Heather Elms, American U.; Robert A. Phillips, Schulich School of Business; Sybille Sachs, U. of Applied Sciences, Zurich; Saras Sarasvathy, U. of Virginia

145 (ENT, TIM) Entrepreneurial Action and Artificial Intelligence: Implications for Theory, Research, and Practice
12:30pm - 2:30pm Boston Marriott Copley Place: Tremont
Chairs: David Matthew Townsend, Virginia Polytechnic Institute and State U.; Richard Hunt, Virginia Tech
Panelists: Saras Sarasvathy, U. of Virginia; Peter G. Klein, Baylor U.; Moren Levesque, York U.; Ben Jantzen, Virginia Polytechnic Institute and State U.; Sean Lorenz, Independent Practitioner

146 (IM, HR) Doing Comparative Research and Co-Creating Knowledge through International Research Networks
12:30pm - 2:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Hilla Peretz, ORT Braude College
Facilitators: Emma Parry, Cranfield U.; Denise Mary Jepsen, Macquarie Business School
Presenters: Jordi Trullen, ESADE Business School; Frans Bévert, Copenhagen Business School; József Poór, S.elye U.; Michael J. Morley, U. of Limerick; Dirk Buyens, Ghent U.

147 (OB, OCIS) Innovations in Teaching Teamwork
12:30pm - 3:00pm Sheraton Boston Hotel: Berkeley AB
Chairs: Ilya Gokhman, Northwestern U.; Leslie A. DeChurc, Northwestern U.
Facilitators: Raquel Asencio, Purdue U.; West Lafayette; Dorothy R. Carter, U. of Georgia

148: (OSCM) OSCM Doctoral Consortium Lunch
12:30pm - 1:30pm Westin Copley Place Boston: St George BCD

Friday 1:00PM

149 (AAM, MH, TIM) Natural Experiments Approach in Historical Management Studies: Asian Perspective
1:00pm - 3:00pm Boston Hynes Convention Center: 205
Organizers: Yasuo Sugiyama, Kyoto U.; Daisuke Uchida, Kyushu U.; Kazuhiro Asakawa, Keio U. Japan; Daniel Wadhwani, U. of the Pacific
Chairs: Gino Cattani, New York U.; Yasuo Sugiyama, Kyoto U.
Discussant: Daniel Wadhwani, U. of the Pacific
Presenters: Yoichi Matsumoto, Kobe U.; Hiroshi Shimizu, ; Takashi Shimizu, U. of Tokyo; Yasuo Sugiyama, Kyoto U.; Gino Cattani, New York U.

150: (CM, OB, HR) Managing Stress in the Early Career Phase
1:00pm - 4:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Facilitators: Sarah Doyle, U. of Arizona; Ryan Fehr, U. of Washington, Seattle

151 (CMS, D&ITC) Organizational Fringework: Methodological Incursions into Research and Inclusivity
1:00pm - 2:30pm Hilton Boston Back Bay: Adams B
Organizers: Torkild Tham, Stockholm U.; Alison Pullen, Macquarie U.
Chair: Kathleen Riach, Monash U.
Discussant: Nancy Helen Harding, School of Management, U. of Bath
Speakers: Anu Valtonen, U. of Lapland; Jenny Helin, Dept of Business Studies Uppsala U.; Noortje Van Amsterdam, Utrecht U.; Dide Van Eck, Radboud U.
152 📚: (D&ITC) Time to Open the Door to Virtual Conferences?: Becoming a Fully Inclusive AOM through Technology
1:00pm - 3:00pm Boston Hynes Convention Center: 204
We urge participants to download Skype prior to attending for a more seamless transition to our activities. Pre-registration is not required.
Organizers: Janet K. Tinoco, Embry Riddle Aeronautical U.; Waheeda Liliev, College of New Jersey; Kahil King, Hofstra U.

153 (ENT) ENT Early Career Consortium - Geoffrey M. Kistruck and Desiree Pacheco
1:00pm - 5:00pm Boston Marriott Copley Place: Regis
Coordinators: Geoffrey Kistruck, Schulich School of Business; Desiree F. Pacheco, Portland State U.

154 📚: (ENT) Psychological Foundations of Management in Family Firms
1:00pm - 3:00pm Boston Marriott Copley Place: Simmons
Organizers: Pasquale Massimo Picone, U. of Palermo; Alfredo De Massis, Free U. Bozen, Bolzano and Lancaster U.; Yi Tang, Hong Kong Baptist U.

155 📚: (IM) How to Respond to Reviewers – The Dos and Don’ts
1:00pm - 2:30pm Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Chair: Jane Lu, China Europe International Business School
Panelists: Jonathan P Doh, Villanova U.; Ajai Singh Gaur, Rutgers U.; Christina L Ahmadjian, Hitotsubashi U.; Jiatao Li, Hong Kong U. of Science and Technology; Sea Jin Chang, National U. of Singapore and KAIST

156 📚: (OB, CM, HR, MOC) Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts
1:00pm - 3:00pm Sheraton Boston Hotel: Independence East
Organizers: Michael Parke, London Business School; Klodiana Lanaj, U. of Florida; Diane Bergeron, Case Western Reserve U. Participants: Susan J. Ashford, U. of Michigan; Peter Bamberger, Tel Aviv U.; Mark C Bolino, U. of Oklahoma; Michael Frese, National U. of Singapore; Anat Rafaeli, Technion Israel Institute of Technology; Vijaya Venkataramani, U. of Maryland; Katie De Stobbbeier, Vlerick Business School; Anthony Klotz, Texas A&M U.; Mona Mensmann, Warwick Business School; Inbal Nahum-Shani, U. of Michigan, Ann Arbor; Elad Netanel Sherf, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Dorit Efrat-Treister, Ben Gurion U. of the Negev

157 📚: (ODC, OB, MC) Collective Leadership Development: How can OD Inform and Include Collective Leadership?
1:00pm - 3:00pm Boston Park Plaza: Arlington
Chairs: Nathan Eva, Monash Business School; Julie Wolfram Cox, Monash U.
Presenters: Herman Tse, Monash U.; Kevin B. Lowe, U. Of Sydney; Ronald E. Riggio, Claremont McKenna College

158 (OMT, HR) Creating Inclusive Organizations Through Shared Ownership, Participation and Profits
1:00pm - 2:30pm Boston Hynes Convention Center: 202
Chairs: Raymond Saner, CSEND research SDGs RBC; Frank M. Shipper, Salisbury U.

159 📚: (OMT, HR, ODC, TIM) Temporary Organizing: Exclusion or Inclusion?
1:00pm - 2:30pm Boston Hynes Convention Center: 313
Chair: Joerg Sydow, Freie U. Berlin
Discussant: Peter S Ring, Loyola Marymount U.
Presenters: Timo Braun, Freie U. Berlin; Robert J DeFillippi, Suffolk U.; Jonas Soderlund, BI Norwegian Business School; Fredrik Tell, Uppsala U.

160 📚: (OM, RM) Computational Approaches to Advance the Study of Culture: New Methodological Frontiers
1:00pm - 2:30pm Boston Hynes Convention Center: 104
Organizers: Arianna Marchetti, INSEAD; Mitali Banerjee, HEC Paris
Panelists: Balazs Kovacs, Yale School of Management; Matthew Corritore, McGill U. - Desautels Faculty of Management; Amir Goldberg, Stanford U.; Sameer B. Srivastava, U. of California, Berkeley; Dashun Wang.; Mitali Banerjee, HEC Paris; Noah Askin, INSEAD

161 📚: (PTC, MC, MED, ODC, IM) Professional Doctorates: The Road Toward Inclusion and Internationalization
1:00pm - 4:00pm Sheraton Boston Hotel: Beacon B
Distinguished Speakers: David Jamieson, U. of St. Thomas; Madina Rival, LIRSA-Cnam Paris
Chairs: Emmanuel Monod, Shanghai SUIBE U.; Amandine Savall, ISEOR
Discussant: Sabine Khalil, IDC international business school
Presenters: Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.; Robert P. Gephart, U. of Alberta; Laurent Cappelletti, LIRSA-Cnam Paris; Florence Nugouera, U. Paul Valery, Montpellier; Jean-Michel Plane, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U. International Participants: Miriam Y. Lacey, Pepperdine U.; Kalle Lyytinen, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U. International Participants: Miriam Y. Lacey, Pepperdine U.; Kalle Lyytinen, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U. International Participants: Miriam Y. Lacey, Pepperdine U.; Kalle Lyytinen, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U. International Participants: Miriam Y. Lacey, Pepperdine U.; Kalle Lyytinen, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U. International Participants: Miriam Y. Lacey, Pepperdine U.; Kalle Lyytinen, Case Western Reserve U.; Christine Madonna, Western Carolina U.; Alan B. Eisner, Lubin School of Business, Pace U.; Todd Matthews, Cabrini U.; John Mooney, -; Susan M. Mudambi, Temple U.; Julie JP Palmer, Webster U.; Ramesh Sharda, -; Hala Khayr Yaacoub, Associate Professor; Indira Rita Guzman, Trident U.
162 (PUBS) Reviewing for AMLE: A Discussion on Best Practices  
1:00pm - 2:30pm Sheraton Boston Hotel: Independence West  
Reviewing PDW  
Organizer: Susan Zaid, Academy of Management  
Presenter: William Foster, U. of Alberta

163 (PUBS) Publishing in Annals  
1:00pm - 2:30pm Sheraton Boston Hotel: Republic A  
Incoming editors, Carrie Leana and Stuart Bunderson, and the team of Associate Editors provide tips on how to write a successful Annals paper. All are welcome.  
Organizer: Susan Zaid, Academy of Management  
Presenters: Carrie R. Leana, U. of Pittsburgh; Stuart Bunderson, Washington U. in St. Louis

164 (SAP, OMT, STR) Succeeding in the International Academic Job Market  
1:00pm - 3:00pm Boston Park Plaza: Berkeley & Clarendon  
Maximum of 50 places. Please contact priya@sandiego.edu to obtain the registration approval code. In your email please indicate two roundtable choices (one from table 1 to 3 and one from table 4 to 6). The deadline to register online is August 5, 2019.  
Speakers: Paula Jarzabkowski, City U. London; Eero Vaara, Aalto U. School of Business; Saku Mantere, McGill U.; Rebecca Bednarek, Victoria Business School; Saouéd Kouame, Telfer School of Management, U. of Ottawa

165 (STR, TIM, OMT) Organization Design: Established and Novel Methods to Provide New Insights to a Classic Problem  
1:00pm - 3:00pm Boston Park Plaza: Cambridge  
On the registration form of the AOM PDW system, attendees will be asked two questions that will help us to address relevant topics and issues during the PDW. In order to register you need a pre-approval code. Please email aompdworkshop2019@gmail.com to obtain the code.  
Organizers: Daniel Albert, U. of Wisconsin, Milwaukee; John Eklund, U. of Southern California; Saerom Lee, U. of Michigan  
Presenters: Felipe Czaszar, U. of Michigan; Phanish Puranam, INSEAD; Nicolaj Siggelkow, U. of Pennsylvania; Brian Silverman, U. of Toronto; Mary Tripsas, Boston College

Friday 1:15PM

166 (MED, ITC) The MED Division Ambassadors  
Program: On the Road to Inclusiveness and Internationalization  
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner AB  
Chairs: Emmanuel Monod, Shanghai SUIBE U.; Michal Biron, U. of Haifa; Olivia Hernandez-Pozas, Tecnologico de Monterrey  
Discussant: Sergio Madero, Tecnologico de Monterrey  
Presenters: Madina Rival, LIRSA-Cnam Paris; Vance Johnson Lewis, U. of Central Arkansas; Ushe Makame, -; Otmar Enrique Varela, U. of Arkansas, Little Rock

167 (ODC, MC) Organization Development  
Education Association: An Inclusive Community of Scholar-Practitioners  
1:15pm - 3:15pm Boston Park Plaza: Newbury  

Friday 1:30PM

168 (HR, TTC) Innovative and Experiential Approaches to Teaching HRM II  
1:30pm - 3:30pm Westin Copley Place Boston: Essex Center  
Organizers: Philip L. Roth, Clemson U.; Stephen Hyrum Courtwright, Texas A&M U.  
Chairs: Caren Goldberg, Bowie State U.; Suzanne C. De Janasaz, George Mason U.  
Participants: Lynn Bowes-Sperry, Western New England U.; Scott J Belson, Fairleigh Dickinson U.; Matthew A. Cronin, George Mason U.; Frankie Jason Weinberg, Loyola U. New Orleans; Elizabeth Cooper, U. of Rhode Island; Stacie Chappell, Western New England U.; Maury Peiperl, George Mason U.; Jacob Eisenberg, UCD; Colette A. Frayne, Thunderbird School of Global Management at ASU; Arlise P. Mckinney, Coastal Carolina U.; Mary B. Teagarden, Thunderbird School of Global Management at ASU; Smitri Anand, Illinois Institute of Technology Stuart School of Business; Tingting Zhang, Western New England U.; Sherry E. Sullivan, Bowling Green State U.; Jennifer Lynn Schultz, St. Mary's U.; Monica L. Forret, St. Ambrose U.; Jeffrey A. Mello, Rhode Island College; Beverly J Demarr, Ferris State U.; Jason Myrowitz, Northern Arizona U.; Lakshmi Balachandra, Babson College; Julie JP Palmer, Webster U.; Sanjeewa Samanmali Perera, U. of South Australia; Ellen Ensher, Loyola Marymount U.; Abdelmagid M. Mazen, Suffolk U.; Katina Thompson, Illinois State U.; Vicki L. Taylor, Slipiensburg U.; Denise Potosky, Pennsylvania State U., Great Valley; Jill Pearson, U. of Limerick; Nicholas Rhew, Coastal Carolina U.; Julita A. Haber, Fordham U.; Cindy Parker, George Mason U.; Madeline M. Crocito, State U. of New York College at Old Westbury; Milad Jannesari, School of Business, Zhejiang U. City College

169 (MED, OB) Developing Teaching Ideas into Impactful Intellectual Contributions  
1:30pm - 3:00pm Sheraton Boston Hotel: Liberty Ballroom C  
All participants welcome. This PDW is part of the MED Junior Faculty Consortium.  
Organizer: Kathleen J. Barnes, Salem State U.  
Presenters: Rita J. Shea-Van Fossen, Nova Southeastern U.; Jane Schmidt-Wilk, Maharishi U.; Richard McCracken, The Case Centre; Kris Ellis-Levy, Pearson Education

170 (OB, MED, CAR) Getting Your Writing Done: Crafting a Generative Writing Practice  
1:30pm - 3:30pm Sheraton Boston Hotel: Commonwealth  
Presenter: Rena Seltzer, Leader Academic  

Thematic orientation: ♦Teaching | ♦Practice | ♦International | ♦Program Theme | ♦Research | ♦Diversity | ♦Best Paper
Session Details – Friday, 2:00 - 4:00 PM

171  (OB, OMT, SAP): Microfoundations of Paradox: Where Are We and What is Next?
1:30pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Pre-registration is required for Part 2 of the workshop. The PDW is divided into two parts. Part 1 is open to everyone, there is no pre-registration required. Part 2 is by application only. Please contact the session organizer to obtain the approval code.
Organizers: Garima Sharma, U. of New Mexico; Camille Pradies, EDHEC Business School
Distinguished Speaker: Marianne W. Lewis, U. of Cincinnati
Discussants: Jeannette Anastasia Colyvas, Northwestern U.
Panelists: Sigal Barsade, The Wharton School, U. of Pennsylvania; Paula Jarzabkowski, City U. London; Ella Miron-Spektor, INSEAD; Scott Sonenshein, Rice U.

Friday 1:45PM

172  (AFAM, IM, TIM): Can Africa make the leap? Contextual Entrepreneurship in disruptive mobile technology for growth
1:45pm - 3:15pm Westin Copley Place Boston: North Star
Organizers: Prof Caren Scheepers: Gordon Institute of Business Science, Prof Marianne Matthee: (GIIBS) Panel members: Mrs Agnes Ruoro, Strathmore Business Mrs Michelle Amy Montague-Mfuni: University of Memphis, Mr Efosa Ojomo: Research fellow at the Forum for Growth and Innovation at Harvard Business School, and Clayton Christensen Institute, Blogger for World Bank Industry expert: Mrs Charmaine Houtvet: Public Policy Director Africa at Cisco Systems
Organizers: Caren Brenda Scheepers, Gordon Institute of Business Science; Marianne Matthee, Gordon Institute of Business Science
Panelists: Agnes Ruoro, STRATHMORE BUSINESS SCHOOL; Michelle Amy Montague-Mfuni, PhD student at U. of Memphis
Participant: Efosa Ojomo, Clayton Christensen Institute

173  (MOC, RM, OB, CM, ODC): Reviewing in the Rough: A Professional Development Workshop For Doctoral Students & Junior Faculty
1:45pm - 3:45pm Westin Copley Place Boston: Adams/Parliament
Please contact mocreview@gmail.com to obtain the approval code.
Organizers: Cristiano L O Guarana, Indiana U. - Kelley School of Business; Celia Chui, Boston U. Questrom School of Business; Yifeng Fan, Georgia Institute of Technology; Nathan Tong, U. of Hartford
Chair: Keimei Sugiyama, Northeastern U.
Facilitators: Trevor Foulk, U. of Maryland; Cristiano L O Guarana, Indiana U. - Kelley School of Business; Ronald H. Humphrey, Lancaster U.; Peter J. Jordan, Griffith U.; Suzanne S. Masterson, U. of Cincinnati; Christopher G. Myers, Johns Hopkins Carey Business School; Frits Pil, U. of Pittsburgh; Christian Resick, Drexel U.; Kristie May Rogers, Marquette U.; John Paul Stephens, Case Western Reserve U.

Presenters: Michael G Pratt, Boston College; Matthew Grimes, Cambridge Judge Business School; Andrew Carton, The Wharton School, U. of Pennsylvania

174  (MOC, RM, STR): Content and Text Analysis in Organizational Research: Techniques and Applications
1:45pm - 4:45pm Westin Copley Place Boston: St George BCD
Search Terms: Content Analysis, Text Analysis, Qualitative, Quantitative, Method
Organizers: Michael Pfanner, U. of Georgia; Jason Kiley, Oklahoma State U.
Presenters: Joseph Harrison, Texas Christian U.; Timothy David Hubbard, U. of Notre Dame; Aaron McKenny, Indiana U. - Kelley School of Business; Laura Nelson, Northwestern Kellogg School of Management

175  (RM, MOC, OB, OMT, STR): "Doing" Grounded Theory: Lessons and Techniques from Peering Behind the Curtain
1:45pm - 3:45pm Boston Hynes Convention Center: 208
Before coming to the PDW, participants should read our Academy of Management Journal article, “Balancing borders and bridges: Negotiating the work-home interface via boundary work tactics” (Keirner, Holllensbe, & Sheep, 2009). We will be going in-depth into the process of conducting that study and writing the paper (as well as providing insights more generically into grounded theory). Reading it ahead of time will be necessary for many of our tips/insights to make sense.
Organizers: Glen E. Keirner, Pennsylvania State U.; Elaine Cahalan Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, Florida Gulf Coast U.

Friday 2:00PM

176  (AAM): AAM/APJM Board Meeting
2:00pm - 4:00pm Boston Hynes Convention Center: 201
Asia Academy of Management (AAM) is an independent organization run in Asia, that has linked to the Academy of Management (AOM) and other scholarly organizations. AAM encourages contextualized management research with Asia relevance towards global contribution to scholarship. The AAM/APJM Board meeting will discuss and share milestones achieved in the past one year and also to set the goals for the next year.
Coordinators: Ajai Singh Gaur, Rutgers U.; Chi-Sum Wong, Chinese U. of Hong Kong

177  (CMS, PTC, PNP): Getting Out of (the Hotels) and Getting Things Done
2:00pm - 5:00pm Offsite: Offsite
The cost to register is $35.00. The deadline to register online is August 9, 2019. MEETING LOCATION: Lobby of the Hilton Boston Back Bay hotel.
Coordinators: Arturo E. Osorio, Rutgers U.; Sharon Feeney, Dublin Institute of Technology; Sinead G. Ruane, Central
Connecticut State U.; Rafael J. Burgos-Mirabal, U. of Massachusetts, Amherst

178 ☺☺☺: (D&ITC, GDO) LGBTQQIA+ Inclusion in the Academy of Management: Understanding AOM as an Inclusive Organization
2:00pm - 4:00pm Boston Hynes Convention Center: 107
Chairs: Hyacinthe Michael Schwartz, Organizational Behavior
Case Western Reserve U.; Chantal Van Esch, Cal Poly Pomona
Panelists: Mateo Cruz, Bentley U.; - College of Business - Management Department; Oscar Holmes, Rutgers U.; Tracey Messer, Case Western Reserve U.; Michael Anteby, Boston U.; Carlos B. Gonzalez, California State Polytechnic U., Pomona

179 ☺☺☺: (D&ITC, OB) Moving Up the Academic Ladder: It’s Time for More Women Full Professors
2:00pm - 4:00pm Boston Hynes Convention Center: 309
Organizers: Lucy L. Gilson, U. of Connecticut; Celine Abecassis-Moedas, U. Católica Portuguesa
Panelists: Gloria Barczak, Northeastern U.; Sigal Barsade, The Wharton School, U. of Pennsylvania; Claudia Cogliser, Texas Tech U.; Elizabeth George, U. of Auckland; Abbie Griffin, U. of Utah; Christina Shelley, Georgia Institute of Technology; Mary Uhl-Bien, Texas Christian U.; Silviya Svejnovova, Copenhagen Business School; Vareska Van De Vrande, Erasmus U. Rotterdam; Wendy K. Smith, U. of Delaware; Alessia Contu, U. of Massachusetts, Boston

180 ➔ ☺☺☺: (ENT) Understanding the Link between Entrepreneurship and Place
2:00pm - 4:00pm Boston Marriott Copley Place: Grand Ballroom Salon B
Chair: Alistair Anderson, Lancaster U. Management School
Panelists: Ellie Hamilton, Lancaster U.; Allan Fernando Discua Cruz, Lancaster U. Management School; Rhiannon Pugh, Örebro U.; Sophie Alkhaled, Lancaster U. Management School; Allan O’Connor, U. of South Australia

181 : (HCM) Health Care Management Emerging Scholars Consortium (Afternoon)
2:00pm - 5:00pm Sheraton Boston Hotel: Liberty Ballroom AB
The HCM Emerging Scholars Consortium is geared towards doctoral students, recent graduates, and junior faculty. To register for the consortium, please email Brian Hilligoss (hilligoss@email.arizona.edu).
Professional Development Workshop Chair: Brian Hilligoss, U. of Arizona
Moderator: Daniel M. Walker, Ohio State U.
Presenters: Jennifer Hefner, Ohio State U.; Valerie A. Yeager, ; Alva O. Ferdinand, ; Gail A. Dawson, U. of TN At Chattanooga
Participants: Larry R. Heard, U. of Alabama, Birmingham; Deborah M. Mullen, U. of Tennessee, Chattanooga; Mary Gentile, U. of Virginia Darden School of Business; Michele Heath, Cleveland State U.

182 ➔ ☺☺☺: (HR, OB, IM) HR Research Roundtable Forum
2:00pm - 4:00pm Westin Copley Place Boston: America North
Pre-registration required.
Organizers: Allison S. Gabriel, U. of Arizona; Joel Koopman, Texas A&M U.; Matthew Piszczek, Wayne State U.; Philip L. Roth, Clemson U.

183 ➔ ☺☺☺: (OB, HR, CAR, MED) Resources in Organization Research: Past, Present, and Future
2:00pm - 4:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Organizers: Shuhua Sun, Tulane U.; Marilyn Ang Uy, Nanyang Technological U.; Huaizhong Chen, West Virginia U.
Speakers: Stevan Hobfoll, STAR Consultants-Stress, Anxiety-Resilience; Peter Bamberger, Tel Aviv U.; Chu-Hsiang Chang, Michigan State U.; Charlotte Fritz, Portland State U.; Sabine Sonnenstag, U. of Mannheim; Lieke Laura Ten Brummelhuis, Simon Fraser U.; John P. Trougakos, U. of Toronto; Daniel Turban, U. of Missouri; Mo Wang, U. of Florida; Mina Westman, Tel Aviv U.

184 ➔ ☺☺☺: (QDC, CMS) Diversity and Precarious Work during Socio-Economic Upheaval: Exploring the Missing Link
2:00pm - 4:00pm Boston Park Plaza: White Hill
Organizers: Elna Meliou, Aston Business School; Joana Vassilopoulou, Brunel Business School
Discussants: Steven Vincent, U. of Leeds; Dimitria Groutsis, U. Of Sydney
Speakers: Lucy Taksa, Macquarie U.; Ram Mahalingam, U. of Michigan, Ann Arbor; Mustafa Ozbilgin, Brunel U.; Patrizia Zanoni, U. Hasselt

185 🌐 (ODC, TIM, OB, HR, SAP) Having Your Cake and Eat It Too: Doing Double Impact Research for Academia and Management Practice
2:00pm - 4:00pm Boston Park Plaza: Georgian
Presenters: Guy Nguyen Huy, INSEAD; Dolly Chugh, New York U.; Melissa Gaebner, The U. of Texas at Austin; Jason Davis, INSEAD; Scott Sonenshein, Rice U.; Christoph Zott, IESE Business School; Michael Jarrett, INSEAD

Friday 2:15PM

186 🌐 (ENT, PTC) Getting Down to the Bottom-Up: Researching Ecosystems as if Entrepreneurs Mattered
2:15pm - 4:15pm Boston Marriott Copley Place: Grand Ballroom Salon IJK
Those AoM attendees who pre-register will receive additional information about the various table hosts and topics, a reading list, etc. We will also create online communities in advance (Facebook page, Slack community, etc.) We intend to start the conversation in earnest well before August! To “RSVP”, contact one of the organizers, p.s. No matter what your scholarly ‘home’ is, you will find someone to learn from, multiple “someones”. Moreover, your ideas and experiences are going to inform us as well.
Organizer: Christina Theodoraki, Toulouse Business School
Chair: Norris F. Krueger, School of Advanced Studies, U. of Phoenix / Entrepreneurship Northwest
Discussants: Stojan Debariliev, Ss Cyril and Methodius U.; Sebastian Aparicio, Durham U. Business School; David Audretsch, Indiana U., Bloomington; Sameeksha Desai, Ewing Marion Kauffman Foundation; Maribel Guerrero, Newcastle Business School; Aleksandra Janeska-Iliev, Ss Cyril and Methodius U.; Gabi Anja Kaffka, U. of Twente; Magnus Carl Klofsten, Linköping U.; Yipeng Liu, Henley Business School, U. of Reading; Onnolee Anne Nordstrom, North Dakota State U.; Beatrice Orlando, Sapienza U. of Rome; Veronica Scuotto, U. of Turin; Erik Stam, Utrecht U.; David Urbano, U. Autonoma De Barcelona; Olli Vuola, Georgia Institute of Technology; Bernd Wurth, U. of Strathclyde; Ted Zoller, UNC Chapel Hill

Friday 2:30PM

187 🌐 (CAR, HR, OB) The Analytics of Careers: Using People Analytics in Careers Research
2:30pm - 4:30pm Sheraton Boston Hotel: Constitution Ballroom B
Panelists: Gina Dokko, U. of California, Davis; Sanaz Mobasseri, Boston U. Questrom School of Business; Christopher I. Rider, U. of Michigan, Ross School of Business; Evan Penniman Starr, U. of Maryland, College Park; Adina D. Sterling, Stanford GSB

188 🌐 (GDO, D&ITC, OB, PTC) Neurodiversity and Inclusive Organizations and Autism @ Work
2:30pm - 4:00pm Boston Park Plaza: Statler

Friday 2:45PM

190 🌐 (D&ITC, CMS, GDO) Sexual Harassment
2:45pm - 5:15pm Boston Hynes Convention Center: 313
Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Facilitators: Alessia Contu, U. of Massachusetts, Boston; Kate Grosser, RMIT U.; GioaMariella Melendez, U. of Massachusetts Boston; Alison Pullen, Macquarie U.; Fernanda Filipgueiras Sauerbronn, U. Federal do Rio de Janeiro; Sheena Vachhiani, Department of Management, U. of Bristol, UK
Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Michâlle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeewa Samanmali Perera, U. of South Australia; Tal Simons, Tilburg U.; Tiffany Trzeciakowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U.; David B. Zoogah, Xavier U.; David A. Kravitz, George Mason U.; Waheeda Lilekvik, College of New Jersey

191 🌐 (ENT, STR, MED) Bringing Entrepreneurship Concepts to Life through Classroom Experiential Learning Activities
2:45pm - 4:45pm Boston Marriott Copley Place: Tremont
Organizers: Craig Armstrong, U. of Alabama; Phillip H. Kim, Babson College
Facilitators: LaKami T. Baker, Auburn U.; Grégoire Pierre Antoine Croidieu, Grenoble Ecole de Management; Eliana Crosina, Babson College; Linda F. Edelman, Bentley U.; Sebastian Fourne, Wilfrid Laurier U.; Alisa Boguslavskaya Jno-Charles, Babson College; Lisa Mali Jones Christensen, Brigham Young U.; Louis Marino, U. of Alabama; Justin Miller, USC Marshall School of Business; Scott L. Newbert, City U. of New York, Baruch College; Maija Renko, U. of Illinois at Chicago; Julienne Marie Senyard, Queensland U. of Technology
192 (INDAM, AAM) Contextualizing Work Family Research in India
2:45pm - 4:45pm Sheraton Boston Hotel: Republic A
ORGANIZERS: Tejinder K. Billing and Nicholas J. Beutell
Participants: Tejinder Billing, Rowan U.; Nicholas J Beutell, Iona College; Neena Gopalan, U. of Redlands; Ujvala Arun Rajadyaksha, Governors State U.

193 (MED, HR) Harnessing the Power of YouTube to Improve Engagement, Retention, and Sharing in Management Courses
2:45pm - 4:15pm Sheraton Boston Hotel: Independence West
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Organizers: Jeffrey Miles, U. of the Pacific; Stefanie E Naumann, U. of the Pacific
Facilitators: Jeffrey Miles, U. of the Pacific; Stefanie E Naumann, U. of the Pacific; C Melissa Fender, Rutgers School of Business - Camden; Stuart A. Allen, Robert Morris U.; Opal Leung, St. Francis Xavier U.; Amy L. Fraher, Southampton Business School, U.K; Ryan Gottfredson, California State U., Fullerton; Kumaran Rajaram, Nanyang Technological U.; Tim Vanderpyl, Ambrose U.; Ritu Tripathi, Indian Institute of Management, Bangalore; Meg Joseph, Fashion Institute of Technology; Patrick Lastowski, U. of California, Davis Medical Center

194 (RM, OB, HR) Intensive Longitudinal Data Analyses with Dynamic Structural Equation Modeling: A Hands-on Tutorial
2:45pm - 4:45pm Boston Hynes Convention Center: 104
Presenters: Le Zhou, U. of Minnesota; Zhen Zhang, Arizona State U.; James M. Diefendorff, U. of Akron; Yihao Liu, U. of Illinois at Urbana-Champaign

195 (MSR) Enhancing Inclusiveness of Integral Self with Shambhala (Heaven, Earth, Human) Style Perception
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon CD
To ensure the richness and quality of our interactions with our inner self, and connections with others in our workshop community, there is a limit of 60 pre-registered participants.
Chair: R Ray Gehani, U. of Akron
Facilitators: Andrew S. Creed, Deakin U.; Ambika Zutshi, Deakin U.; Ellen L. West, Portland State U.

196 (OMT, STR) Experiments in Institutional Theory and Strategy Research
3:00pm - 5:30pm Boston Hynes Convention Center: 202
Organizers: Oliver S. Schilke, U. of Arizona; Alex B. Bitektine, JMSB, Concordia U.
Facilitators: Magdalena Cholakova, Erasmus U. Rotterdam; Giada Di Stefano, Bocconi U.; Patrick Haack, U. of Lausanne, HEC Lausanne; Oliver Hahl, Carnegie Mellon U. - Tepper School of Business; Josh Keller, U. of New South Wales; Sheen S. Levine, U. of Texas at Dallas; Angelique Slade Shantz, U. of Alberta School of Management
Chair: Marc Bonnet, ISEOR, Magellan, iaelyon, U. Jean Moulin
discussants: Christof Backhaus, Aston Business School;
Christine Madonna, Western Carolina U.; William L. Smith, New
Mexico State U.; Mike Wright, Imperial College London; James M.
Wilson, U. of Glasgow; Melanie P. Cohen, Institute for Creative
Management.org; Elena A. Antonacopoulou, U. of Liverpool

204: (SAP, RM, OMT) Qualitative Analysis Boot Camp

3:15pm - 5:30pm The Fairmont Copley Plaza Hotel: State Suite AB
This PDW is intended to be part of the SAP Doctoral and
Early-Career Program. Pre-registration is required for the 2nd part
of the PDW. Please contact Anne Smith at the approval code.

Organizers: Tine Koehler, U. of Melbourne; Jane Kirsten Le, WHU
- Otto Beisheim School of Management; Paula Marie O’Kane, U. of
Otago; Anne D. Smith, U. of Tennessee, Knoxville; Katharina
Dittrich, Warwick Business School, U. of Warwick
Facilitators: Tine Koehler, U. of Melbourne; Radhika Chugh, U. of
Melbourne; Anne D. Smith, U. of Tennessee, Knoxville; Benjamin
Nathan Alexander, California Polytechnic State U.; Sotiris
Paroutis, Warwick Business School; A. Paul Spee, U. of
Queensland; Curtis LeBaron, Brigham Young U.; Gail T.
Fairhurst, U. of Cincinnati; Dalvir Samra-Fredericks, Nottingham
Trent U.

205: (SIM, PNP) Project Management and Modern
Slavery: Inhibitor or Enabler?
3:15pm - 4:45pm Boston Marriott Copley Place: Simmons
This PDW is sponsored by the Project Management Institute, and
will include members of its Ethics Advisory Board. Outcomes will
feed back into PMis ethics guidance for project practices. Please
contact the session organizer to obtain the approval code.
Organizer: Naomi Brooks, U. of Leeds
Facilitators: Tyrone Pitsis, Durham U.; Giorgio Locatelli, U. of
Leeds
Presenters: Hinrich Voss, U. of Leeds; Matthew Christopher
Davis, U. of Leeds
Participant: Jacqueline Glass, U. College London

206: (STR) Walk-in Strategy Teaching Clinic
3:15pm - 5:15pm Boston Park Plaza: Berkeley & Clarendon
Organizers: Manuela Hoehn-Weiss, Oregon State U.; Elena
Novelli, Cass Business School, City, U. of London
Participants: Paolo Aversa, Cass Business School, City, U. London;
Saikat Chaudhuri, The Wharton School, U. of Pennsylvania;
Brandon Edward Fleming, U. Of Washington Tacoma; Isn Guler,
U. of North Carolina, Chapel Hill; Koen Heimeriks, Warwick
Business School; Nan Jia, U. of Southern California; Michael J.
Leiblein, Ohio State U.; Nydia MacGregor, Santa Clara U.; Xavier
Martin, Tilburg U.; Rory Morgan McDonald, Harvard U.; Henning
Piezunka, INSEAD; Laura Poppo, U. of Nebraska, Lincoln; Govert
Vroom, IESE Business School; Marvin Washington, U. of Alberta;
Shaker A. Zahra, U. of Minnesota

Friday 3:30PM

207: (AFAM) Contextual embeddedness of women
entrepreneurship: Sub Saharan Africa, South America,
South Pacific
3:30pm - 5:00pm Westin Copley Place Boston: North Star
212 (TTC) Teaching and Learning with Humor: A Tool for Successful Education
3:45pm - 5:45pm Boston Marriott Copley Place: Povincetown
Organizers: William Obenauer, Rensselaer Polytechnic Institute; Florian Findler, WU Vienna U. of Economics and Business

Friday 4:00PM

213: (AFAM, ONE, OSCM) Africa in Global Value Chains; The Diffusion of Multinational Buyer Firms’ Sustainability Strategies
4:00pm - 5:30pm Westin Copley Place Boston: Adams/Parliament
Chairs: David B. Zoogah, Xavier U.; Sherwat Elwan Ibrahim, American U. in Cairo; Joerg S. Hofstetter, Kedge Business School; Joseph Sarkis, Worcester Polytechnic Institute; Ralph Hamann, U. of Cape Town; John Luiz, U. of Sussex
Discussants: Wayne Visser, ; Chris Ogbechie, Pan-African U.; Diego Alfonso Vazquez, Portsmouth Business School; Simonov Kusi-Sarpong, U. of Portsmouth; Chenguang Bai, U. of Electronic Science and Technology of China; Charbel Jabbour, Montpellier Business School

214: (IM, STR, TIM) Advancing Research Ideas on International Strategic Alliances
4:00pm - 5:30pm Hilton Boston Back Bay: Westminster
After acceptance a call for papers (CIP) will be issued and distributed via different list-servers and other networks. Similar to other Paper Development Workshops, full papers have to be submitted, will be reviewed and selected papers and their authors are invited to the PDW. It is expected that invited authors either decline or attend the AOM annual conference. Details will be outlined in the CIP. Please contact the session organizer to obtain the approval code.
Organizers: Farok Contractor, Rutgers U.; Michael Nippa, Free U. Bozen, Bolzano
Facilitators: Ilya Cuypers, Singapore Management U.; Benjamin Gomes-Casseres, Brandeis U.; Nandini Lahiri, American U.; Jing Li, Simon Fraser U.; Sunny Li Sun, UMass Lowell; Stephen B. Tallman, U. of Richmond

215: (OB, HCM) Presenteeism At Work: Development and Avenues for Future Research
4:00pm - 6:00pm Sheraton Boston Hotel: Berkeley AB
This PDW is part of a developmental workshop associated with Journal of Organizational Behavior Special Issue on “Presenteeism At Work: Development and Avenues for Future Research” co-edited by Sir Cary Cooper, Charmi Patel, Pawan Budhwar and Michal Biron. Please contact the session organizer to obtain the approval code.
Organizers: Charmi Patel, Henley Business School, U. of Reading; Neha Tripathi, National U. of Singapore
Facilitators: Cary L. Cooper, U. of Manchester; Heiko Breitsohl, U. of Klagenfurt, Austria; Fabiola Heike Gerpott, WHU - Otto Beisheim School of Management; Cécile Emery, U. of Exeter

Friday 4:15PM

216: (ODC) ODC Board Planning Meeting
4:00pm - 6:00pm Boston Park Plaza: Exeter
This meeting is for all current and newly elected members of the ODC Division Board.
Division Chair: Danielle Zandee, Nyenrode Business U.

217: (RM, HR) Tackling Massive Meta-Analyses Using an Online Open Science Platform
4:00pm - 6:00pm Boston Hynes Convention Center: 208
Participants: Piers Steel, U. of Calgary; Hadi Fariborzi, Haskayne School of Business, U. of Calgary

218: (GDO, D&ITC, IM) Mind the Gap: Gender, Embodiment and Identity in Organizations
4:15pm - 6:15pm Boston Park Plaza: White Hill
Organizers: Andri Georgiadou, Equality Inclusion Diversity (EQUIDY) Center; Dimitria Groussis, U. of Sydney; Banu Ozkazanc-Pan, U. of Massachusetts, Boston
Distinguished Speakers: Beverly Dawn Metcalfe, American U. of Beirut; Albert J. Mills, Saint Mary’s U., Canada/U. of Eastern Finland; Leanne Cutter, U. Of Sydney; Kathleen Riach, Monash U.

219: (GDO, OB, CMS) Is the Organizational ‘Inclusion Turn’ an Exclusive Endeavor? – Potential Trajectories of Research
4:15pm - 6:15pm Boston Park Plaza: Statler
Organizers: Laura Dobusch, Radboud U., Netherlands; Marieke Caroline Lisette Van Den Brink, Radboud U. Nijmegen; Beth G Chung, San Diego State U.
Discussant: Alison Pullen, Macquarie U.
Presenters: Yvonne Benschop, Radboud U. Nijmegen; Martin N. Davidson, U. of Virginia; Bernardo M. Ferdman, Ferdman Consulting; Courtney Lynn McCluney, U. of Virginia Darden School of Business

220: (MED) 2019 Management Education and Learning Writers Workshop
4:15pm - 6:15pm Sheraton Boston Hotel: Back Bay Ballroom B
Please contact the above-listed workshop coordinator for the registration code and e-mail the PDF copy of the most relevant version of your management education and learning manuscript for this workshop to mgmtedlearnwritersworkshop@gmail.com by July 1, 2019. Please contact the session organizer to obtain the approval code.
Organizer: Kathleen J. Barnes, Salem State U.
Facilitators: Emma Bell, The Open U. Business School; Kerri Crowne, Widener U.; Todd Bridgman, Victoria U. of Wellington; Jacob Eisenberg, UCD; Priscilla Elsiss, Clark U/Organization Management Journal; Charles Fornaciari, La Salle U.; Cynthia

Presenter: William Foster, U. of Alberta

Friday 4:30PM

221 : (IM) International Management Division PDW Social
4:30pm - 6:00pm Offsite: Boston Duck Tours
All welcome! Boston Duck Boat Tour: Boston’s most popular tour is a great way to start off your visit to Boston. You will experience a great overview of the city with a 60-minute land tour before splashing into the Charles River for a 20-minute riverboat ride full of breathtaking views of the Boston and Cambridge skylines. We will depart from the Prudential Center at 4:45 pm. If you have questions about this event, please contact Katherine Xin at katherinexin_im_aom@ceibs.edu The cost to register is $36.80, 35 seats limited.
Organizer: Katherine Xin, China Europe International Business School (CEIBS)
Division Chair: Elizabeth L. Rose, U. of Leeds
Division Chair-Elect: Anupama Phene, George Washington U.
Program Chair: Jaeyong Song, Seoul National U.
Past Chair: Aya S. Chacar, Florida International U.

222 : (OB) Organizational Behavior Doctoral Consortium - Part 1
4:30pm - 7:00pm Sheraton Boston Hotel: Commonwealth
Organizers: Keith Norman Leavitt, Oregon State U.; Ashleigh Shelby Rosette, Duke U.
Speakers: Tisdal Neeley, Harvard U.; Bradley L. Kirkman, North Carolina State U.
Participants: Sandy Lim, National U. of Singapore; Markus Groth, UNSW Sydney; Brooks C Holton, Georgetown U.; Berrin Erdogan, Portland State U.; Bryan D. Edwards, Oklahoma State U.; David T. Wagner, U. of Oregon; Marshall J. Schminke, U. of Central Florida; Oscar Holmes, Rutgers U.; L Taylor Phillips, NYU Stern; Peter Bamberger, Tel Aviv U.

Friday 4:45PM

223 : (GDO, PTC, OB) Leveraging Lessons Learned from DEI for Addressing Future Complex Challenges: Praxis and Research
4:45pm - 6:45pm Boston Park Plaza: Whittier
Chairs: Ilene Wasserman, ICW Consulting Group/Wharton Leadership/PCOM Applied Psychology; Bernardo M. Ferdman, Ferdman Consulting
Panelists: Nene Molefi, Mandate Molefi HR Consultants CC; Melanie Harrington, -; Nuru Kumar, Ask Insights; Mary Waceke, waceke@coaching; Naseem Yasin, Diverse and Inclusive Solutions

Friday 5:00PM

226 : (CAR, OB, CM) Transitioning from a Faculty to an Administrator Role
5:00pm - 7:00pm Sheraton Boston Hotel: Liberty Ballroom C
Please contact the session organizer for the approval code.
Speakers: Sharon Oswald, Mississippi State U.; Annette L. Ranft, Auburn U.
Panelists: Terry Leap, U. of Tennessee, Knoxville; Gillian Warner-Soderholm, BI Norwegian Business School
227  ◂ ◂ : (INDAM, PNP) Smart Cities Mission in India: A Delusion or a Reality in Understanding Inclusive Organizations
5:00pm - 7:00pm Sheraton Boston Hotel: Republic A
Organizers: Shilpa Viswanath, U. of Wisconsin at La Crosse; Pallavi Awasthi, Florida International U.
Distinguished Speaker: Prajapati Trivedi, Commonwealth Secretariat
Chair: Aroon Manoharan, U. of Massachusetts
Facilitator: Sukumar Ganapati, Florida International U.

228  ◂ ◂ : (MBR) New Member Orientation
5:00pm - 6:30pm Boston Hynes Convention Center: 302
Join the Membership Committee for an interactive and informative session designed specifically for new members to the Academy. Learn more about your benefits, get helpful meeting navigation tips, and take the first step in making new AOM connections!
Organizer: Hamid H. Kazeroony, Minnesota U.

229  ◂ ◂ : (MH) Teaching International Business History: Incorporating Historical Research
5:00pm - 7:00pm Boston Marriott Copley Place: Simmons
Participants: Michael Rowlinson, U. of Exeter; David Boughey, U. of Exeter Business School

230  : (OSCM) OSCM Doctoral Consortium Closing Drinks
5:00pm - 6:00pm Westin Copley Place Boston: St George BCD

Friday 5:15PM

231  ◂ : (MED, RM) Moving Forward Together: Collaboration Opportunities between SOTLE Researchers and Methodologists
5:15pm - 7:15pm Sheraton Boston Hotel: Liberty Ballroom AB
Presenters: Tine Koehler, U. of Melbourne; Paul Hibbert, U. of St Andrews; Robert J. Vandenberg, U. of Georgia; April L. Wright, U. of Queensland; Christine Quinn Trank, Vanderbilt U.

232  ◂ ◂ ◂ : (OMT) OMT New and Returning Member Networking and Research Forum
5:15pm - 6:45pm Boston Hynes Convention Center: 207
Organizers: Madeline Toubiana, U. of Alberta; Emily S. Block, U. of Alberta; Wesley Helms, Brock U.
Panelists: Joseph P. Broschak, U. of Arizona; Mark Kennedy, Imperial College Business School; Marc-David Seidel, U. of British Columbia; Scott Graffin, U. of Georgia; Patricia H. Thornton, Texas A&M U., College Station; Marya Peshehovar, Cornell U.; Mark Elers, U. zu Koeln; Matthew Grimes, Cambridge Judge Business School; Vlaha Gabai, INSEAD; Forrest Briscoe, Pennsylvania State U.

233  ◂ ◂ ◂ : (SIM, MSR) Collaboration for Humanistic Management: Appreciative Inquiry for Connecting Centers of Excellence
5:15pm - 6:45pm Boston Marriott Copley Place: Regis
The premise of this PDW is that “Centers of Excellence” associated with business ethics and other responsible management and leadership disciplines within business schools are faced with challenges affecting their ability to provide utility to students and faculty members, generate value to universities, and serve in a positive role for the community and business stakeholders. We propose that associated Centers of Excellence promote humanistic management principles and models in strategic plans for the ultimate goal of collaborating on research, pedagogical, and corporate outreach.
Organizers: David Wasielewski, Duquesne U.; Erica Steckler, U. of Massachusetts, Lowell
Participants: Jill Ann Brown, Bentley U.; Claus Dierksmeier, U. of Tuebingen; William English, McDonough School of Business Georgetown U.; Kevin Gibson, Marquette U.; Seth Green, Loyola U. Chicago; Elissa Magnant, UMass Lowell Manning School of Business; Jeffrey Moirarty, Bentley U.; Benito Teehanee, De La Salle U., Manila, Philippines; James F Weber, Duquesne U.

Friday 5:30PM

234  : (ENT) Entrepreneurship Division Consortia Social
5:30pm - 7:30pm Offsite: Back Bay Social
By Invitation Only.
This session will be held offsite at Back Bay Social
Downstairs Private Party, 867 Boylston Street (between Gloucester & Fairfield), Boston, MA, 02199. Please contact sarah.jackent@hhs.se for more information.

235  ◂ : (OB) OB Division Junior Faculty Workshop - Part 1
5:30pm - 8:30pm Offsite: Porto
The cost to register is $150. Please contact the session organizer to obtain the approval code.
Organizer: Denise Lewin Loyd, U. of Illinois at Urbana-Champaign

236  ◂ ◂ : (STR) STR Mid-Career Consortium: Managing your evolving career
5:30pm - 8:00pm Boston Park Plaza: Stuart
Chairs: Sucheta Nakarni, U. of Cambridge; Zeki Simsek, Clemson U.
Panelists: Philip Bromiley, U. of California, Irvine; Glenn Hoetker, Melbourne Business School, U. of Melbourne; Laura B. Cardinal, Darla Moore School of Business, U. of South Carolina; Dovey Lavie, Bocconi U.; Taco Reus, Erasmus U. Rotterdam
Participant: H Kevin Steensma, U. of Washington

Friday 5:45PM

237  ◂ : (RM, OMT) Necessary Condition Analysis (NCA).
Logic, Theory, Methodology, and Applications
5:45pm - 7:45pm Boston Hynes Convention Center: 206
For more information about NCA see www.erim.nl/nca
Organizer: Jan Dul, Rotterdam School of Management, Erasmus U.
Participants: Sven Hauff, Helmut Schmidt U.; Stefan Breet, Rotterdam School of Management, Erasmus U.; Henk Van Rhee, Rotterdam School of Management, Erasmus U.
Friday 6:00PM

238: (AAA) Exhibit Hall Opening Reception
6:00pm - 8:00pm Boston Hynes Convention Center: Exhibition Hall A
A great opportunity for you to meet and greet your fellow attendees in a casual, social atmosphere. Look for a complimentary drink ticket on your conference name badge paper.

239: (AAA) Conference Exhibits
6:00pm - 8:00pm Boston Hynes Convention Center: Exhibition Hall A
Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall offers opportunities for networking, raffle prizes, coffee breaks, technology centers and an opening reception on Friday night. Look for a complimentary drink ticket on your conference name badge paper.

240: (GDO) GDO Pre-Conference Social Hour
6:00pm - 7:00pm Boston Park Plaza: Georgian
All are welcome to attend this social hour with the Gender and Diversity in Organizations division.

241: (HCM) Emerging Scholars Consortium Social
6:00pm - 8:00pm Offsite: Joe’s American Bar & Grill
This session will be held offsite at Joe’s American Bar & Grill, 181 Newbury Street, Boston, MA 02116. Please contact Nicholas Edwardson at nedwardson@unm.edu for more information.

242:(HR) HR Division Late-Stage Doctoral Student Consortium Ice-Breaker and Networking
6:00pm - 7:30pm Westin Copley Place Boston: Defender
Please contact the session organizer for the approval code.
Organizers: Cody Jackson Reeves, Brigham Young U.; Lindsey Greco, Oklahoma State U.
Chair: Stephen Hyrum Courtwright, Texas A&M U.
Coordinator: Emilija Djurdjevic, U. of Rhode Island

243: (ICW) MMD Debriefing
6:00pm - 7:00pm Sheraton Boston Hotel: Independence East
MMD is an executive leadership programme from Copenhagen Business School. We look forward to welcoming MMD participants, other members of our MMD Community and Danish speaking reflective practitioners who are interested in investigating new frontiers of your organizational context and leadership practice. Language: Danish. Facilitator: Jan Molin, professor, CBS. Host: MMD.
Organizer: Lise Balslev, CBS/ MMD

244: (PUBS) AMD Editors Working Dinner
6:00pm - 8:30pm Sheraton Boston Hotel: Jamaica Pond
By Invitation Only
Presenter: Peter Bamberger, Tel Aviv U.

245: (SVC) Technology Center (Hynes Convention Center - Exhibit Hall A)
6:00pm - 8:00pm Boston Hynes Convention Center: Exhibition Hall A
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers in the Exhibit Hall will be open Friday from 6PM-8PM, Saturday and Sunday from 8AM-5PM and Monday from 8AM-2PM.

Friday 6:15PM

246: (HR, OCIS) Digitalized Talent Management: The Complexity of the Human-Technology Interface in Managing Talent
6:15pm - 7:45pm Westin Copley Place Boston: St George BCD
Organizers: Ibraiz Tarique, Pace U.; Sharna Lee Wiblen, Sydney Business School, U. of Wollongong
Discussants: Janet H. Marler, U. at Albany, State U. of New York; Randall S. Schuler, Rutgers U.
Presenters: Alec Levenson, U. of Southern California; Andrew Charlwood, U. of Leeds; Jeroen Meijerink, U. of Twente; Daniel Schlagwein, U. of New South Wales; Nigel Dias, 3n Strategy, UK

Friday 6:30PM

247: (ENT) Global Scholars Development Initiative
6:30pm - 8:30pm Boston Marriott Copley Place: Grand Ballroom Salon CD
Empowers scholars to connect with individuals who live, work and/or conduct research in countries of interest to a scholar, and to discuss strategies for developing broad collaborations that cross national, cultural and methodological in research and beyond.

248: (OMT) Meet EGOS@OMT Social
6:30pm - 8:30pm Boston Hynes Convention Center: 304
Come join EGOS and OMT for our Meet EGOS@OMT cocktail hour. This social activity is a great opportunity to meet and network with EGOSians, OMT members and Academy members in a casual setting.
Host: Markus A. Höllerer, UNSW Sydney & WU Vienna
Division Chair: Davide Ravasi, UCL School of Management
Division Chair-Elect: Peer Fiss, U. of Southern California
Program Chair: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School
Professional Development Workshop Chair: Martin J. Kilduff, UCL School of Management
Past Chair: Marc-David Seidel, U. of British Columbia
Treasurer: Konstantinos Andriopoulos, Cass Business School, City U. London
Chairs: Hovig Tchalian, Drucker School of Management; Emily S. Block, U. of Alberta; Lori Qingyuan Yue, U. of Southern California; Deborah Anderson, U. of Oxford
Representatives-at-Large: Tal Simons, Tilburg U.; Jo-Ellen Pozner, Santa Clara U.; Joel Gehman, U. of Alberta; Michael Smets, U. of Oxford; Lisa Ellen Cohen, McGill U.; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Dalhia Mani, Indian Institute of Management, Bangalore; Sun Hyun Park, Seoul National U.
Friday 6:45PM

249: (OB) Boston Harbor Sunset Cruise (OB Division)
6:45pm - 9:00pm Offsite: Charles Riverboat Cruises
The OB Making Connections Committee and the OB Global Committee invite you to join us on a chartered sunset cruise of the Boston Harbor. This one-of-a-kind, the two-hour experience will offer breathtaking views of the Boston skyline aboard an authentic two-level paddle wheel boat. At sunset, enjoy the sights and sounds of the cannon fire as we cruise by the USS Constitution, the world’s oldest commissioned naval vessel. Price includes light hors d’oeuvres. Beverages will be available for purchase from the premium full-service bar.
Organizer: Adam C. Stoverink, U. of Arkansas

Friday 7:00PM

250: (HR) HR Division Late-Stage Doctoral Consortium Ice-Breaker Dinner (Part 2: Offsite)
7:00pm - 9:00pm Offsite: Post 390
First hour on site, second two hours off site. Pre-registration required. To register, email the following materials to Prof. Stephen Courtright (scourtright@mays.tamu.edu) by June 1, 2019. *A nomination form endorsed and signed by the candidate’s doctoral program. The form may be found at https://goo.gl/u7i3hV. *A current student CV (up to two pages) including contact information, education, research/teaching interests, publications, and conference presentations for distribution to all participants. This session will be held offsite at Post 390, 406 Stuart Street (corner of Clarendon Street) Boston, MA. Please contact Emilija Djurdjevic at edjurdjevic@uri.edu for more information. Please contact the session organizer to obtain the approval code.
Organizers: Stephen Hyrum Courtright, Texas A&M U.; Emilija Djurdjevic, U. of Rhode Island; Cody Jackson Reeves, Brigham Young U.; Lindsey Greco, Oklahoma State U.

251: (MSR) MSR Community Dinner
7:00pm - 10:30pm Offsite: Back Bay Social (Upstairs Room)
This session will be held offsite at Back Bay Social Downstairs Bar (Upstairs back/mid dining rooms), 867 Boylston Street (between Gloucester & Fairfield), Boston, MA, 02199. Please contact Udayan Dhar at uxd13@case.edu for more information. The cost to register is $65.
Organizer: Chris Laszlo, Weatherhead School of Management, Case Western Reserve U.

252: (SAP) SAP Dinner
7:00pm - 10:00pm Offsite: Cinquecento
This session will be held offsite at Cinquecento, 500 Harrison Ave, Boston, MA 02118. Please contact Virpi Sorsa at virpi.sorsa@hanken.fi for more information.
Organizers: Vern Glaser, U. of Alberta; Katelynn M. Sell, Louisianna State U., Baton Rouge; Christina Angelika Wawarta, Warwick Business School; Seray Ergene, U. of Rhode Island
Host: Sotirios Paroutis, Warwick Business School
Session Details – Saturday, 8:00 - 10:00 AM

Saturday 12:01AM

253 : (SVC) Technology Center (Marriott)
12:01am - 11:59pm Boston Marriott Copley Place: Third Floor Atrium Lounge
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located in the Third Floor Atrium Lounge and is sponsored by Villanova University.

254 : (SVC) Technology Center (Sheraton)
12:01am - 11:59pm Sheraton Boston Hotel: Grand Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located on the second floor in the Grand Ballroom pre-function area and is sponsored by Villanova University.

255 : (SVC) Express Self Check-In Kiosks (Park Plaza)
12:01am - 11:59pm Boston Park Plaza: Exeter Foyer
KIOSKS ONLY- The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The kiosks are located on the Mezzanine Level, in the Pre-Function Space outside of Clarendon & Exeter Rooms.

256 : (SVC) Technology Center (Westin)
12:01am - 11:59pm Westin Copley Place Boston: Essex Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The Technology Center will be on the Third Floor Essex Ballroom foyer.

Saturday 7:00AM

257 : (MSR) MSR Morning Meditation
7:00am - 8:00am Boston Marriott Copley Place: Yarmouth

258 : (OMT) OMT Yoga
7:30am - 9:00am Boston Hynes Convention Center: 209
Join us for an mindful vinyasa practice led by Emily Block (RYT). In this class, each pose builds onto the next in a smart, sequential and powerful way. Incorporating a strong breath, each asana will unfold within the body revealing new areas of strength and flexibility. Starting with a slow progression and sun salutations, the class builds with standing and balancing poses and it ends in a sweet, cooling, restorative sequence to balance the body. This class is geared to challenge expert yogis while simultaneously being accessible to novice practitioners.

Host: Emily S. Block, U. of Alberta

259 : (SVC) Information Booth
7:30am - 5:30pm Boston Hynes Convention Center: Exhibition Hall A Foyer
The Information Booth, will be available Friday-Tuesday from 7:30am-5:30pm. The booth will be staffed with personnel who can assist you with navigating the Conference Program, finding your sessions and providing basic local information. A lost & found is also located at the Information Booth.

Saturday 8:00AM

260 : (AAA) Speaker Ready Room (Hynes Convention Center)
8:00am - 8:30pm Boston Hynes Convention Center: 105
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.

261 : (AAA) Conference Exhibits
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Visit this year’s Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks and technology centers.

262 : (AAA) Mother’s Nursing Room
8:00am - 8:00pm Boston Hynes Convention Center: First Aid Room & Mamava Pod
There are two options for mothers at the Hynes Convention Center. There is a room available on the Plaza Level in the First Aid room near Exhibition Hall A.

A Mamava Pod, provided by the convention center, can also be used if you download the app to schedule times.

263 : (AAA) Speaker Ready Room (Marriott)
8:00am - 8:00pm Boston Marriott Copley Place: 4th Floor Registration Desk
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.

264 : (AAA) Speaker Ready Room (Sheraton)
8:00am - 8:00pm Sheraton Boston Hotel: Boardroom
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.

265 : (AAA) Speaker Ready Room (Park Plaza)
8:00am - 8:00pm Boston Park Plaza: Commonwealth
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.
266  ☐ (CM) Update Your Negotiations Course for a Diverse and Technologically Savvy Workforce
8:00am - 10:00am Sheraton Boston Hotel: Jamaica Pond
Presenter: Holly Schroth, U. of California, Berkeley

267  ☐ ☐ ☐ (ENT) An Identity Approach to Gender and Immigrant Entrepreneurship: Developing a Research Agenda
8:00am - 10:00am Boston Marriott Copley Place: Boylston
Organizers: Gry Agnete Alsos, Nord U. Business School; Ulla Hytti, U. of Turku, Finland; Elisabet Ljunggren, Nord U.
Presenters: Caroline Essers, Nijmegen School of Management; Caroline Wigren-Kristoferson, Lund U.; Sanaa Talha, Nord U. Business School; Anna Elkina, U. of Turku, Finland; Sibel Ozasir, Nijmegen School of Management; Sophie Alkhaled, Lancaster U. Management School

268  ☐ ☐ ☐ (ENT, HR, TIM) Demystifying the Revise and Resubmit Process
8:00am - 10:00am Boston Marriott Copley Place: Wellesley
Organizers: Shannon LT Younger, Texas Christian U.; Aaron Anglin, Texas Christian U.; Alex Michael Murray, U. of Oregon
Presenters: Greg Fisher, Indiana U.; Melissa S. Cardon, U. of Tennessee; David G. Allen, Texas Christian U.; Anthony Klotz, Texas A&M U.; Jeffery McMullen, Indiana U. - Kelley School of Business; P Devereaux Jennings, OMT, ONE, ENT, BPS

269  ☐ ☐ ☐ (ENT, MC) Family Entrepreneurship Education and Training for an Inclusive Organization
8:00am - 10:00am Boston Marriott Copley Place: Grand Ballroom Salon ABC
Chairs: Kathleen Randerson, Audencia Business School; Céline Barredy, CEREFIGE - U. de Lorraine; Natalia A. Vershinina, U. of Birmingham; Esra Memili, U. of North Carolina, Greensboro
Panelists: Claudio G. Muller, U. of Chile; Marleen H. Dieleman, National U. of Singapore; Allan Fernando Discua Cruz, Lancaster U. Management School; Mattias Nordqvist, Jonkopings U.; Catherine M. Faherty, Northwestern Kellogg School of Management; Luis Diaz Matajara, Uniandes; Pramodita Sharma, U. of Vermont; Rocki-Lee DeWitt, U. of Vermont; Maria Andrea L. Santiago, iACADEMY; Kimberly A. Eddleston, Northeastern U.; Thomas Markus Zellweger, U. of St. Gallen; Sherri Noxel, Oregon State U.; Carol Wittmeyer, St John Fisher; Reinhard Prugl, FIF@Zeppelin U.; Isabel C. Botero, Stetson U.; John James Caster, U. of Texas at Tyler; Vincent Lefebvre, Audencia Business School; Alfredo De Massis, Free U. Bozen, Bolzano and Lancaster U.; Lloyd P Steier, U. of Alberta; Torsten Michael Pieper, U. of North Carolina, Charlotte; G Tyge Payne, Texas Tech U.; Massimo Bau', Jonkopings International Business School; Patricia Angus, Columbia U.; Ana Cristina Gonzalez, Grand Valley State U.; Fernando Sandoval, Tecnologico de Monterrey; Erik Monsen, U. of Vermont; Jerome Katz, Saint Louis U.; Dianne HB Welsh, U. of North Carolina, Greensboro

270  ☐ ☐ ☐ (ENT, STR) Building an Interactive Community for Conducting Experiments to Advance ENT Research
8:00am - 10:00am Boston Marriott Copley Place: Grand Ballroom Salon G
Organizers: Magdalena Cholakova, Erasmus U. Rotterdam; Rob Mitchell, Colorado State U.; David W. Williams, U. of Tennessee; Denis A. Gregoire, HEC Montreal; Daniel Lerner, IE Business School; Dan K. Hsu, Ball State U.
Facilitators: Dawn DeTienne, Colorado State U.; Dan K. Hsu, Ball State U.; Daniel Lerner, IE Business School; Denis A. Gregoire, HEC Montreal; Kelly G. Shaver, College of Charleston; Matthew Steven Wood, Baylor U.; Diemo Urib, U. of Wuppertal; Rob Mitchell, Colorado State U.; David W. Williams, U. of Tennessee; Magdalena Cholakova, Erasmus U. Rotterdam; Louis Marino, U. of Alabama

271  ☐ ☐ ☐ (GDO) GDO Junior Faculty Consortium
8:00am - 2:30pm Boston Park Plaza: Tremont
No additional fee is required to attend this session. This session is by invitation only and limited to 20 attendees. To apply, send your CV, and a brief statement explaining your interest, to Dr. Eddy Ng (edng@Dal.Ca) and Dr. David Baldridge (david.baldridge@orgonstate.edu). The application deadline is May 31, 2019 Please contact the session organizers to obtain the approval code.
Chairs: David Baldridge, Oregon State U.; Eddy S. Ng, Bucknell U.
Speakers: Michel Antebi, Boston U.; Alexandra Beauregard, Birbeck, U. of London; Lynn Bowes-Sperry, Western New England U.; Bernardo M. Ferdman, Ferdman Consulting; Oscar Holmes, Rutgers U.; Bryant A. Hudson, IÉSEG School of Management; David A. Kravitz, George Mason U.; Mukta Kulkarni, Indian Institute of Management, Bangalore; Mustafa Ozbilgin, Brunel U.; Lynn Shore, Colorado State U.; Rosalie L. Tung, Simon Fraser U.; Miguel Unzueta, U. of California, Los Angeles

272  ☐ ☐ ☐ (GOV) Board of Governors Meeting
8:00am - 1:00pm Westin Copley Place Boston: Staffordshire Ballroom
By Invitation Only

273  ☐ ☐ ☐ (HCM) HCM Teaching Incubator: Becoming More Effective Instructors
8:00am - 9:30am Sheraton Boston Hotel: Independence West
Please contact the session organizer for the approval code.
Organizer: Patrick Shay, Trinity U.

274  ☐ ☐ ☐ (HR) HR Division Middle-Stage Doctoral Consortium
8:00am - 2:00pm Westin Copley Place Boston: Adams
Please contact the session organizer to obtain the approval code.
Organizers: Kang Yang Trevor Yu, Nanyang Technological U.; Dongyuan Wu, Michigan State U.
Chairs: Allison S. Gabriel, U. of Arizona; Corine Boon, U. of Amsterdam
Session Details – Saturday, 8:00 - 10:00 AM

275: (HR) HR Division Late-Stage Doctoral Consortium
8:00am - 5:00pm Westin Copley Place Boston: Essex South
Pre-registration is required. To register, email the following to Dr. Stephen Courtright (scourtright@mays.tamu.edu) by June 1, 2019.
*A nomination form (found here: https://goo.gl/u7i3hV) endorsed and signed by your doctoral program. *A 1-2 page current CV with
Distinguished Speaker: John R. Hollembuck, Michigan State U.
Chair: Stephen Hyrum Courtright, Texas A&M U.
Coordinator: Bard Kuvaas, BI Norwegian Business School
Presenters: Min-Hsuan Tu, U. of Florida; DJ Steffensen, Middle Tennessee State U.
Panelists: Ji Kyoung Kim, Texas A&M U.; David T. Wagner, U. of Oregon; Semin Park, U. of Iowa; Jordan Nielsen, U. of Arizona; Wendy R Boswell, Texas A&M U.; Pat Downes, Texas Christian U.; Brian W. Swider, U. of Florida; Dana B. Minbaeva, Copenhagen Business School; Christopher M. Berry, Indiana U.; Steven Charlier, Georgia Southern U.; Jian Han, China Europe International Business School (CEIBS); Ronald F. Piccolo, U. of Central Florida; Mel Fugate, American U.; Washington DC; Jenny M. Hoobler, U. of Pretoria; Shad S. Morris, Brigham Young U.; Jose M. Cortina, Virginia Commonwealth U.; Aparna Joshi, Penn State Smeal College of Business; David G. Allen, Texas Christian U.; Jeremy M. Beus, Louisiana State U.; Jia Hu, Ohio State U.; Berrin Erdogan, Portland State U.; Anthony J. Nyberg, U. of South Carolina; Elaine Farndale, Penn State U./Tilburg U.; Julie Irene Hancock, U. of North Texas; Corine Boon, U. of Amsterdam; Deanne N. Den Hartog, U. of National U. of Singapore

276: (IM) HR Division New Faculty Consortium PDW
8:00am - 3:30pm Westin Copley Place Boston: Independence A
Approval code is required. Please submit your name, affiliation, number of years post-Ph.D., email, a vita, and a one-page statement of interests to Karina van de Voorde (F.C.v.d.Voorde@uvt.nl) by July 24, 2019.
Organizers: Karina Van De Voorde, Tilburg U.; Derek R. Avery, Wake Forest U.; Julie Irene Hancock, U. of North Texas
Chairs: Michal Biron, U. of Haifa; Philip L. Roth, Clemson U.
Participants: Samuel Aryee, U. of Surrey; Chu-Hsiang Chang, Michigan State U.; Todd C. Darnold, Creighton U.; Miriam Erez, Technion - Israel Institute of Technology; Mel Fugate, American U., Washington DC; Rebecca Lee Greenbaum, Rutgers U., New Brunswick; Jia Hu, Ohio State U.; Kai Feng Jiang, Ohio State U.; Joel Koopman, Texas A&M U.; Laura Leduc, James Madison U.; Patrick F. McKay, Rutgers U.; In-Sue Oh, Fox School of Business, Temple U.; Jaap Pauwe, Tilburg U. / Erasmus U.; Sebastian Reiche, IIESE Business School; Hettie Richardson, Texas Christian U.; Christopher C. Rosen, U. of Arkansas; Karin Sanders, UNSW Business School, Australia; Lauren Simon, U. of Arkansas; James Sun, U. of Auckland; Shay Tzafir, U. of Haifa; Sabrina Dee Ann Volpone, U. of Colorado, Boulder; Ian O. Williamson, Victoria U. of Wellington; Patrick Wright, U. of South Carolina

277: (HR, CAR, OMT) Changing Trends in Career Mobility Within and Between Organizations
8:00am - 10:00am Westin Copley Place Boston: Essex Center
Organizers: Kathryn Dlugos, Cornell U.; Rebecca M. Paluch, Sauder School of Business, U. of British Columbia
Discussants: Matthew James Bidwell, U. of Pennsylvania; Gina Dokko, U. of California, Davis
Panelists: Alan M. Benson, U. of Minnesota; Rocio Bonet, IE Business School; Jennifer M. Merluzzi, George Washington U.; Deepak Somaya, U. of Illinois at Urbana-Champaign; Evan Penniman Starr, U. of Maryland, College Park

278: (IM) Macro Talent Management: Latest Developments in a Nascent Field
8:00am - 9:30am Hilton Boston Back Bay: Westminster
Organizers: Vlad Vaiman, California Lutheran U.; David Collings, Dublin City U.
Participants: Fang Lee Cooke, Monash U., Australia; Eva Gallardo Gallardo, U. Politècnica de Catalunya-BarcelonaTech; Karin A. King, London School of Economics; Steen Navrbjerg, U. of Copenhagen; Virpi Outila, Aalto U. School of Business; Paul R. Sparrow, Lancaster U.; Marian Thunnissen, Fontys U. of Applied Sciences

279: (IM, STR, TIM) Researching National Innovation Ecosystems: Institutions, Infrastructures, and Firms
8:00am - 9:30am Hilton Boston Back Bay: Fenway Ballroom
Chair: Joseph L C Cheng, U. of Illinois at Urbana-Champaign
Panelists: Kazuhiro Asakawa, Keio U. Japan; Daniel L. Bennett, Baylor U.; Peter Thomas Bryant, IE Business School; Charles Dhanaraj, Fox School of Business, Temple U.; Robert Neal Eberhart, Santa Clara U.; Xudong Gao, Tsinghua U.; Mario Kafouros, Leeds U. Business School; Lauren Lanahan, U. of Oregon; Michael Leatherbee, Pontificia U. Católica de Chile; E. Geoffroy Love, U. of Illinois at Urbana-Champaign; Evangelia Mavroudi, Leeds U. Business School; Deepak Somaya, U. of Illinois at Urbana-Champaign; Jaeyong Song, Seoul National U.

280: (MC) Improving Our Doctoral Studies: Awareness of Action Research and Appreciative Inquiry
9:00am - 12:30pm Boston Park Plaza: Newbury
Most participants need to pre-register via the Chair before the meeting. On the Workshop date, doctoral students may sign in on condition of being present for entire session. Please contact the Chair at smunkeby@coloradotech.edu to obtain the approval code. The deadline to register online is August 4, 2019. Please remember, in order to attend the Annual Meeting and participate in any capacity you must be a member of the Academy and registered to attend the meeting. You can join AOM now at https://aom.org/join/. Conference registration is found at https://aom.org/annualmeeting/registration
Organizers: Uzonna Olumba, Benedicte U.; Eric Sanders, Elmhurst College
Chair: Steven Munkeby, Colorado Technical U.
Speaker: Jocelyne Boulos Eid, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
Participants: Rachael Narel, Benedicte U.; Jean E. Neumann, Tavistock Institute; Henri Savall, Magellan, IAE Lyon, U. Jean Moulin; Veronique Zardet, ISEOR, Magellan, IAE Lyon, IAI Moulin; Marc Bonnet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Lyle Yorks, Columbia U.; Kurt Motamedi, Pepperdine U.; David Brian Szabla, Western Michigan U.; Carole Lalonde, Laval U.; David Coghlan, Trinity College Dublin; Joanne Preston, Joanne C. Preston & Associates

281 (MC, ODC) Art at Work in the Evolution of Trans-Disciplinary Practice in the Tavistock Tradition
8:00am - 9:30am Boston Park Plaza: Clarendon
July Scott is artist-in-residence, principal consultant & programme faculty. Dr Sadie King is principal consultant & Human Relations journal management committee member.
Participants: Sadie King, Tavistock Institute; Juliet Scott, Tavistock Institute

282 (MED) Leadership Lessons from the Theater: Listening, Imagining and Connecting
8:00am - 9:30am Sheraton Boston Hotel: Beacon D
The workshop is experiential by nature using improvisations and role-playing exercises. It includes innovative theater-based techniques aimed at helping participants develop key leadership skills. The workshop focuses on three types of theater-based activities: 1) listening exercises, 2) imagination exercises, and 3) status-based exercises.
Facilitators: Marco Aponte, Saint Mary's College of California; Steven S. Taylor, Worcester Polytechnic Institute; Mary Vradelis, Saint Mary's College of California

283 (MED, AFAM) Business and Management Education in Africa: Quality, Ethics and Knowledge Creation
8:00am - 9:30am Sheraton Boston Hotel: Hampton AB
Organizers: Moses Acquah, U. of North Carolina, Greensboro; Bella Galperin, U. of Tampa; Sherwat Elwan Ibrahim, American U. in Cairo
Facilitator: Daniel LeClair, Global Business School Network
Presenters: Edward Osei Akoto, Henderson State U.; Eunice V. Akoto, Henderson State U.; Obi Berko Damoah, U. of Ghana; Eleanor Joyce Korngto Akoto, Central U., Tema, Ghana
Participants: Clive Mukanzi, Jomo Kenyatta U. of Agriculture & Technology; Clever Gumbo, Clever Gumbo Marondera U. of Agricultural Sciences and Technology

284 (MED, HR) Using Sports in the Classroom
8:00am - 9:30am Sheraton Boston Hotel: Berkshire AB
Organizers: Kevin M. Kniffin, Cornell SC Johnson College of Business; Richard A Wolfe, U. of Victoria

285 (MOC) The Cognition in the Rough Workshop
8:00am - 12:00pm Westin Copley Place Boston: St George CD
Please contact the session organizer to obtain the approval code.

**Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students (10th Annual)**

8:00am - 10:00am Sheraton Boston Hotel: Constitution Ballroom B

*The purpose of this PDW is to provide career advice to doctoral students who are about to start the dissertation stage (typically, entering the 3rd or 4th year of their program).*

Organizers: Joel Koopman, Texas A&M U.; Nikolaos E. Dimotakis, Oklahoma State U.; Brooke Renee Buckman, Florida International U.

Speakers: Susan J. Ashford, U. of Michigan; Mo Wang, U. of Florida; Brent Scott, Michigan State U.; Michael Baer, Arizona State U.


**Rise and Shine! How to Present Your Academic Research**

8:00am - 10:00am Sheraton Boston Hotel: Liberty Ballroom AB

*Please contact the session organizer for the approval code.*

Organizer: Denise Lewin Loyd, U. of Illinois at Urbana-Champaign

Participants: Prithviraj Chattopadhyay, U. of Auckland; Nancy Rothbard, U. of Pennsylvania; Roderick Ingmar Swaab, INSEAD; Melissa C. Thomas-Hunt, Vanderbilt U.; Eden King, Rice U.

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**Higher Purpose and Personal Passion: Bringing Meaning to Our Work and the Work of Others**

8:00am - 10:00am Boston Park Plaza: Statler

The proposed PDW is a continued and much updated version of a PDW organized in 2013 and 2017 under the title “Discovering Your Solar System: Identifying and Crafting Your Research Identity”. The two previous offerings drew large audiences with participants following up for months after. This version extends the content to include helping others. This PDW is also part of a special series on the research, theory, and practices associated with Higher Purpose in Organizations. The series includes sessions 295, 917, 1010, & 1146.

Organizers: Eun Bit Hwang, U. of Michigan; Mijeong Kwon, U. of Michigan, Ann Arbor

Facilitator: Robert E. Quinn, U. of Michigan

**Learning from Errors and Failures: Integrating Insights from Macro and Micro Research**

8:00am - 9:30am Boston Hynes Convention Center: 204

Organizers: Christoph Seckler, ESCP Europe Business School; Jost Sieweke, Vrije U. Amsterdam; Bin Zhao, Simon Fraser U.

Facilitators: Vincent Giolito, ULB - Solvay Brussels School of Economics and Management; Irene Search Ingardi, Critical Management Studies; Zhike Lei, Pepperdine U.; Paul Verdin, ULB - Solvay Brussels School of Economics and Management; John S Carroll, Massachusetts Institute of Technology

Presenters: David A Hofmann, U. of North Carolina, Chapel Hill; Peter Micah Madsen, Brigham Young U.
Session Details – Saturday, 8:00 - 10:00 AM

297 : (OMT, OB, STR, RM, OCIS, HR, ENT, TIM) Introduction to Social Network Analysis
8:00am - 11:00am Boston Hynes Convention Center: 309
Please contact the session organizer to obtain the approval code.
Organizers: Prasad Balkundi, U. at Buffalo; The State U. of New York; Daniel S. Halgin, U. of Kentucky
Presenters: Richard DeJordy, California State U., Fresno; Ning Xu, U. at Buffalo; The State U. of New York; Jessica Rae Methot, Rutgers U.; Yong Hyun Kim, HKUST

298 : (OMT, SAP, OCIS) Towards a Practice-Driven Institutionalism: Advancing the Conversation
8:00am - 10:00am Boston Hynes Convention Center: 310
Panelists: Michael Barrett, U. of Cambridge; Santi Furnari, Cass Business School, City U. London; Davide Nicolini, U. of Warwick; Brian T. Pentland, Michigan State U.; David Nils Seidl, U. of Zurich; Christopher W. J. Steele, U. of Alberta

299 : (OMT, STR, MOC, OB, ENT) Language, Meaning, and Organizing: The Future of Linguistic Theories, Data, and Methodologies
8:00am - 9:30am Boston Hynes Convention Center: 205
Please contact the session organizer for the approval code.
Organizers: Derek Harmon, U. of Michigan; Helen Etchanchu, Montpellier Business School; Hovig Tchalian, Drucker School of Management
Panelists: Nelson Phillips, Imperial College London; Mark Kennedy, Imperial College Business School; Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School; Joseph Porac, New York U.; Eero Vaara, Aalto U. School of Business; Klaus Weber, Northwestern U.
Participants: Shahzad Ansari, Cambridge U.; Jonathan Nicholas Bundy, Arizona State U.; Stine Grodal, Boston U.; Yuan Li, Saint Mary's College of California; Jeffrey Loewenstein, U. of Illinois at Urbana-Champaign; Michael Pfarrer, U. of Georgia; Linda L. Putnam, U. of California, Santa Barbara; Tyler Wry, The Wharton School, U. of Pennsylvania; Tammar B. Zilber, Hebrew U. of Jerusalem

300 : (OSCM) Incorporating Life Cycle Assessment in Management Teaching and Research
8:00am - 9:30am Boston Hynes Convention Center: 809
Organizer: Tonya Boone, William and Mary, Mason School of Business
Presenters: Malcolm Hegeman, Thinkstep; Ram Ganeshan, William and Mary, Mason School of Business

301 : (PNP) PNP Faculty Consortium Workshop
8:00am - 9:30am Boston Park Plaza Back Bay: Adams A

302 : (PUBS) AMD Editors Working Breakfast
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: Peter Bamberger, Tel Aviv U.

303 : (SAP) Using Topic Modeling, Visual Artefacts, and Ethnography to Understand Strategic Concepts
8:00am - 10:00am Boston Park Plaza: White Hill

304 : (SIM) SIM's Updated Teaching Website: Favorite Internet Links for Course Development
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon D
Pre-work: Workshop participants are encouraged to bring a list of web resources that they use in their courses, or that they see as potentially useful to SIM members.
Participants: Denis Collins, Edgewood College; Adele Santana, Sonoma State U.; Jae Hwan Lee, Hamline U.

305 : (STR) Strategic Management Division Doctoral Consortium, Part 2
8:00am - 1:00pm Offsite: Northeastern University
This session will be held offsite at Northeastern University - Rebecca's Cafe, Church Hall, 380 Huntington Ave, Boston, MA 02115
Please contact John Joseph at johnj2@uci.edu for more information.
Participants: Joel Baum, U. of Toronto; Vanessa Burbano, Columbia Business School; Jeho Lee, Seoul National U.; Denisa Mindruta, HEC Paris; Frank Nagle, Harvard Business School; David Tan, U. of Washington; Govert Vroom, IESE Business School; Tieying Yu, Boston College

306 : (STR) STR Managing Your Dissertation Workshop
8:00am - 12:00pm Boston Park Plaza: Whittier
Interested students should pre-register at https://forms.gle/VVszEHRF6eY57THV7 in order to receive the approval code. Space is limited, so early registration is encouraged.
If you have any questions, please contact Sruhti Thatchentkery (s.thatchenkery@ucl.ac.uk).
Organizers: Colleen Cunningham, London Business School; Cameron Miller, Syracuse U.; Jin Hyung Kim, George Washington U.; Yong Hyun Kim, HKUST; Koen van den Oever, Radboud U. Nijmegen
Chair: Sruhti Monica Thatchentkery, U. College London
Panelists: Ashish Arora, Duke U.; Jordan Siegel, U. of Michigan, Ross School of Business; PuayKhoon Toh, The U. of Texas at Austin; Xavier Martin, Tilburg U.

307 : (STR, OB, OMT, TIM) Philosophy of Science Solutions to the Reliability Crisis
8:00am - 11:00am Boston Park Plaza: Boylston
Participants: Brent Goldfarb, U. of Maryland; Xu Huang, Hong Kong Baptist U.; Andrew King, Dartmouth College; David A. Kirsch, U. of Maryland; Tim Simcoe, Boston U.; Anne Tsui, U. of Notre Dame

308 : (STR, TIM) Replacing Seat Time: Teaching Strategy in Hybrid and Online-Only Formats
8:00am - 10:00am Boston Park Plaza: Terrace
Organizers: Manuela Hoehn-Weiss, Oregon State U.; Pinar Ozcan, Warwick Business School
Participants: Glenn Hoehn-Weiss, Melbourne Business School, U. of Melbourne; Chris B. Bingham, U. of North Carolina, Chapel Hill; Anu Wadhwa, Imperial College Business School; Lynn Greenough, Oregon State U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
309 : (STR, TIM, OMT, HR) AI and Machine Learning as a Tool and Topic: Recent Research, New Methods and Future Opportunities
8:00am - 11:00am Boston Park Plaza: Grand Ballroom B
Recent advances in Artificial Intelligence (AI) and Machine Learning (ML) have led organizations to increasingly automate cognitive tasks such as decision making, knowledge search, and even in some cases, the production of new knowledge. The decision to automate certain activities is an important strategic consideration for organizations and firms as it could shape outcomes related to human capital management and consequently, their competitive advantage. It is only recently that this topic has attracted attention from academic researchers; thus, there are numerous opportunities in this area for making research contributions. Furthermore, within management research itself, the development of AI and ML methods have also introduced new methodological tools to management research, and some new studies are using these in innovative ways to contribute theoretical insights. The PDW aims to provide scholars with 1) an overview of recent work that looks at the role of AI and ML in shaping organizations and their outcomes, 2) an introduction to using AI and ML as empirical tools in research, and 3) an opportunity to develop new research ideas and network with scholars with associated research interests. The structure of the workshop is as follows. In the first part, a panel of five distinguished scholars will provide an overview of research being done, methods used, and highlight further opportunities for research in this area. In the second part, participants will be assigned into five discussion groups at round tables to discuss various research ideas and methodologies. No registration is required for attending the entire session. Those wishing to participate in the idea discussion group roundtables must attend the entire session, and additionally, send a write-up (up to one page, font size 12, .pdf or .docx format) to aom.ai.pdw@gmail.com with the subject line “AOM 2019 PDW Proposal”. The write-up should consist of (but may not be limited to) the following: 1) a brief overview of a research question related to AI or ML; 2) possible theoretical lenses used, 3) preferred research methodology. The deadline for submitting the write-up is July 15, 2019. Selected participants will be sent a registration code by the end of July.
Organizer: Harshvardhan Ketkar, U. of Michigan
Panelists: Prithwiraj Choudhury, Harvard U.; Bo Cowgill, Columbia Business School; Phanish Puranam, INSEAD; Robert Channing Seamans, NYU Stern; Catherine Tucker, Stanford U.

310 : (SVC) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Pre-Registration Badge Pick-up, Onsite Registration and Exhibitor/Press Registration

311 : (SVC) Express Self Check-In Kiosks (Hynes Convention Center - Hall A Foyer)
8:00am - 8:00pm Boston Hynes Convention Center: Exhibition Hall A Foyer
KIOSKS ONLY- The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open during the following times: Thursday 5PM-8PM, Friday 7:30AM-8PM, Saturday-Monday 8AM-8PM and Tuesday 8AM-3PM. The kiosks are located in Exhibit Hall A foyer.

312 : (SVC) AOM Resource Center
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Your one stop shop for navigating the Annual Meeting. With representation from the membership department, AOM publications and technology and program assistance - all your questions can be answered in one spot! The AOM resource center will be available during the following times: Friday - 7:30am-5:00pm, Saturday-Monday - 8:00am-5:00pm and Tuesday 8:00am-3:00pm.

313 : (SVC) Technology Center (Hynes Convention Center - Exhibit Hall A)
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers in the Exhibit Hall will be open Friday from 6PM-8PM, Saturday and Sunday from 8AM-5PM and Monday from 8AM-2PM.

314 : (SVC) Reflection Room
8:00am - 8:00pm Boston Marriott Copley Place: Connecticut
This space is designated as a non-denominational room for attendees to use for prayer or quiet reflection amidst the busy backdrop of the meeting. Use of this space requires tolerance for all faiths, spiritual beliefs and practices. In order to make this space available to attendees, the following rules apply: Only registered Academy of Management attendees and accompanied guests are permitted. No candles, incense burning or other smoke, fragrance or flame is allowed. The space is open to registrants at all times. Conversation and music are prohibited and noise is to be kept to the strictest minimum. Use is restricted to purposes of personal reflection, meditation or prayer. No sleeping is permitted.

315 : (TIM) Junior Faculty Consortium - Saturday
8:00am - 9:30am Boston Hynes Convention Center: 103
Please contact the session organizer for the approval code.
Organizer: Valentina Tartari, Copenhagen Business School

316 : (TIM) Towards behavioural innovation: From conceptualisation to application
8:00am - 11:00am Boston Hynes Convention Center: 203
Identification of the themes for the proposal: • Emerging trends in innovation research and practice • Innovation strategies that can help attain inclusivity and employee well-being
Organizers: Hardik Bhimani, RMIT U.; Dimitios Salampasis, Swinburne Business School, Swinburne U. of Technology
Panelists: Anne-Laure Mention, RMIT U.; Marcel Bogers, U. of Copenhagen & U. of California Berkeley; Marco Greco, U. of Cassino and Southern Lazio; Frans Gerard Stel, Stel

317 : (TIM) 2019 AOM TIM Doctoral Student Consortium - PART 2
8:00am - 9:30am Boston Hynes Convention Center: 313
Please contact the session organizer for the approval code.
Participants: Myriam Mariani, Bocconi U.; Mahka Moeen, U. of North Carolina, Chapel Hill

318 : (TIM, OMT) Competition and Cooperation to face Radical Technological Changes
8:00am - 11:00am Boston Hynes Convention Center: 202
Organizers: Alessio Cozzolino, U. College Dublin; Anna Mina’, Kore U. of Enna; Giovanni Battista Dagnino, U. of Rome Lumsa
Panelists: Giovanni Battista Dagnino, U. of Rome Lumsa; Werner Helmut Hoffmann, WU Vienna U. of Economics and Business; Dovew Lavie, Bocconi U.; Laura Poppo, U. of Nebraska, Lincoln; Ram Ranganathan, U. of Texas, McCombs; Frank T. Rothaermel, Georgia Institute of Technology

**319 : (MBR) New Attendee Welcome Room**
8:00am - 5:00pm Boston Hynes Convention Center: Flexible Meeting Space
Membership staff are here to greet all new attendees and help to answer any of your questions, from program and logistical help, to how to make the most of your membership. Enjoy a relaxing atmosphere, the opportunity to meet new friends, and a quiet respite between your sessions!
Organizer: Hamid H. Kazeroony, Minnesota State U.

**320 : (MBR) Career Center Services**
8:00am - 5:00pm Boston Marriott Copley Place: 3rd Floor

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**Saturday 8:30AM**

**321 ☺ ☺ : (CM) Conflict Management Doctoral Consortium**
8:30am - 1:30pm Sheraton Boston Hotel: Independence East
Organizer: Kristin Behfar, United States Army War College (cmd.aom@gmail.com or kristin.j.behfar.civ@mail.mil) Presenters: Andrew Carton, University of Pennsylvania (carton@wharton.upenn.edu) Randall Peterson, London Business School (rpeterson@london.edu) Debra Shapiro, University of Maryland (dshapiro@rhsmith.umd.edu) Corrine Bendersky, University of CA, Los Angeles (corrine.bendersky@anderson.ucla.edu) Peter Belmi, University of Virginia (BelmiP@darden.virginia.edu) Organizer: Kristin Jackson Behfar, United States Army War College
Panelists: Peter Belmi, U. of Virginia; Corrine Bendersky, U. of California, Los Angeles; Andrew Carton, The Wharton School, U. of Pennsylvania; Randall S Peterson, London Business School; Debra L. Shapiro, U. of Maryland; Michael Gross, Colorado State U.

**322 ☺ ☺ ☺ : (IM) Doctoral Student Consortium**
8:30am - 3:30pm Offsite: Northeastern University
Please contact the session organizer for the approval code.
Organizer: Jesper Edman, Waseda U.
Chair: Jesper Edman, Waseda U.
Presenters: Rekha Krishnan, Simon Fraser U.; Vikas Kumar, U. Of Sydney; Alvaro Cuervo-Cazurra, Northeastern U.; Valentina Marano, Northeastern U.; Dan Li, Indiana U.; Elizabeth Maitland, U. of Liverpool Management School; Ilya Cuypers, Singapore Management U.

**323 ☺ ☺ ☺ : (IM) Junior Faculty Consortium**
8:30am - 3:30pm Offsite: Northeastern University
Please contact the session organizer for the approval code.
Organizer: Tatiana Kostova, U. of South Carolina
Chair: Tatiana Kostova, U. of South Carolina

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**324 ☺ ☺ ☺ : (ONE, SIM) SIM-ONE Faculty Consortium**
8:30am - 1:00pm Westin Copley Place Boston: St George B
Attendance by application only. Please contact the session organizer to obtain the approval code.
Organizers: Garima Sharma, U. of New Mexico; Aoihe Brophy Haney, U. of Oxford; Nolywé Delannoun, U. Laval; Pushpika Vishwanathan, U. of Amsterdham
Participants: Bobby Banerjee, City U. London; Frances E. Bowen, Queen Mary U. of London; Oana Branzei, U. of Western Ontario; Flore Bridoux, U. of Amsterdam; Andrew Crane, U. of Bath; Donal Crilly, London Business School; Silvia Dorado, U. of Rhode Island; Glen Dowell, Cornell U.; Jean-Pascal Gond, Cass Business School, City U. London; Irene Henriques, York U.; Andrew J. Hoffman, U. of Michigan; P Devereaux Jennings, OMT, ONE, ENT, BPS; Jeremy Moon, Copenhagen Business School; Desiree F. Pacheco, Portland State U.; Kathleen Rehbein, Marquette U.; Andreas Georg Scherer, U. of Zurich; Sanjay Sharma, U. of Vermont; Andre Spicer, City U. London; Michael Toffel, Harvard U.; Sandra A. Waddock, Boston College; Jeff York, U. of Colorado Boulder; Gail Whiteman, Lancaster U. Management School

**325 ☺ ☺ ☺ : (PNP) PNP Doctoral Student Professional Development Consortium**
8:30am - 4:30pm Hilton Boston Back Bay: Washington
This session is invitation only. Please direct questions to the PNP Doctoral Consortium Co-Chairs, Jamie Levine Daniel (jlevined@iupui.edu) or Jaclyn Piatak (jpiatak@unc.edu)
Chairs: Jaclyn Piatak, U. of North Carolina, Charlotte; Jamie Levine Daniel, Indiana U. / Purdue U., Indianapolis

**326 : (PUBS) Annals Incoming Advisory Board Meeting**
8:30am - 9:30am Sheraton Boston Hotel: Boston Common
By Invitation Only
Organizers: Stuart Bunderson, Washington U. in St. Louis; Carrie R. Leana, U. of Pittsburgh

**327 ☺ ☺ ☺ : (STR) STR New Faculty Consortium**
8:30am - 4:30pm Boston Park Plaza: Arlington
Please contact the session organizer to obtain the approval code.
Chairs: Jeffrey Furman, Boston U.; Marie Louise Mors, Copenhagen Business School

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**Saturday 9:00AM**

**328 ☺ : (CAR) CAR Doctoral Consortium**
9:00am - 12:00pm Sheraton Boston Hotel: Beacon A
Organizers: Ariane Froidevaux, U. of Texas At Arlington; Fida Afiouni, American U. of Beirut; Ricardo Rodrigues, King’s College London
Facilitators: Evgenia Lysova, Vrije U. Amsterdam; Richard Cottom, U. of Victoria; Ricardo Rodrigues, King’s College London; Yan Shen, U. of Victoria; Serge P. Da Motta Veiga, American U.
Speakers: Julia Richardson, Curtin U.; Mila Borisilavova Lazarova, Simon Fraser U.; Anders Dysvik, BI Norwegian Business School; Ryan Lee Klinger, Old Dominion U.; Leisa Deborah Sargent, UNSW Australia; Beatrice Van Der Heijden, Radboud U. Nijmegen
Panelists: Herminia Ibarra, London Business School; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Wolfgang Mayrhofer, WU
Vienna; Nikos Bozionale, EMLYON Business School; Barbara S. Lawrence, U. of California, Los Angeles

329 (ENT, IAM, OMT) Entrepreneurial Migrants from and in Emerging Economies
9:00am - 11:00am Boston Marriott Copley Place: Provincetown
The deadline to register online is August 1, 2019. This session is sponsored by FGV EAESP (Sao Paulo).
Organizer: Maribel Guerrero, Newcastle Business School
Speakers: Allan Fernando Discua Cruz, Lancaster U.
Management School; Vesna Mandakovic, U. del Desarrollo; Carlos Poblete, U. del Desarrollo; Natalia A. Vershinina, U. of Birmingham; Roseline Wanjiru, Northumbria U.; Carlos Santamaria, U. de Guadalajara

330 (IAM, GDO) Lagarde’s Endorsement: Gender Differences in Managing Organizational Crises & Grand Challenges
9:00am - 12:00pm Boston Park Plaza: Franklin
Please RSVP to Maria Wagstaff at mwagstaff@utep.edu by Friday, August 9, 2019
Organizers: Erica Helena Salvaj, U. del Desarrollo; Maria Fernanda Wagstaff, The U. of Texas at El Paso
Discussant: Lucy Taksa, Macquarie U.
Panelists: Valeria Giacomin, Assistant Professor, Copenhagen Business School; Stephanie Ginalskey, U. de Lausanne; Geoffrey Jones, Harvard Business School; Si-Hyun Kim, U. of La Verne; Giacomo Laffranchi, U. of La Verne; Andrea Lluch, U. de los Andes, Colombia; Alberto Rinaldi, U. of Modena and Reggio Emilia; Giulia Tagliazucchi; Michelangelo Vasta, U. of Modena and Reggio Emilia; Sarah Villanueva, The U. of Texas at El Paso

331 (ICW) Organization Management Journal Annual Meeting
9:00am - 10:30am Boston Marriott Copley Place: Maine
Organizer: Priscilla Elsass, Clark U/Organization Management Journal

332 (ICW) Administrative Science Quarterly Editors Meeting
9:00am - 12:00pm Sheraton Boston Hotel: Olmsted
By Invitation Only.
Organizer: Joan Friedman, Administrative Science Quarterly

333 (ICW) ODEA@AOM Meeting
9:00am - 12:00pm Boston Park Plaza: Hancock
Organization Development Program Directors and Faculty are welcome to attend to discuss collaborative efforts to enhance and advance OD education
Organizer: Deborah A. O’Neill, Bowling Green State U.

334 (INADM) Sustainable Business Model Innovation in Social Enterprises
9:00am - 10:30am Sheraton Boston Hotel: Beacon B
Participants: Ashish Malik, Newcastle U.; Nandakumar Mankavil Kovil Veettil, Indian Institute of Management, Kozhikode; Vijay Edward Pereira, Khalifa U., Abu Dhabi, UAE; Sreevas Sahasranamam, U. of Strathclyde

335 (ODC) ODC Doctoral Consortium
9:00am - 5:30pm Boston Park Plaza: Beacon Hill
Please contact the session organizer for the approval code.

Organizers: Clifford Oswick, City U. London; Janina Klein, U. of Edinburgh business school
Facilitators: Stephen Cummings, Victoria U. of Wellington; Patrice Elizabeth Rosenthal, Fielding Graduate U.; Jeffrey D. Ford, Ohio State U.; Ronald Fry, Case Western Reserve U.; Danielle Zandee, Nyenrode Business U.; Inger G. Stensaker, NHH Norwegian School of Economics; Sönja Sackmann, U. Bundeswehr, Munich; Richard Hall, Monash Business School; Charles Roy Fenner, State U. of New York Canton; Jean M. Bartunek, Boston College; Bruce James Hanson, Concordia U.; Irvine; Julie Wolfram Cox, Monash U.; Richard W Woodman, Texas A&M U.; James Vardaman, Mississippi State U.; Michael Smets, U. of Oxford; Markus Perkmann, Imperial College London; Claudia Gabbioneta, Newcastle U.; Maria B. Gondo, U. of Mississippi; Robert Blomme, Blomme; Shaui Oreg, Hebrew U. of Jerusalem; Mel Fugate, American U., Washington DC; John Matthew Amis, U. of Edinburgh; James D. Ludema, Benedictine U.; David Bright, Wright State U.
Panelists: David Grant, Griffith U.; Katerina Gonzalez, Suffolk U.; Christian E. Hampel, Imperial College Business School
Participant: Linda Rouleau, HEC Montréal

336 (ODC) ODC Junior Faculty Consortium
9:00am - 5:00pm Boston Park Plaza: Cambridge
This session will feature the same facilitators as the ODC Doctoral Consortium. Please contact the session organizer for the approval code.
Organizers: Amit Nigam, City U. London; Simone Gutzan, U. of St. Gallen
Panelists: Shaul Oreg, Hebrew U. of Jerusalem; Danielle Zandee, Nyenrode Business U.; Reut Livne-Tarandach, U. of Oregon; James Vardaman, Mississippi State U.; Inger G. Stensaker, NHH Norwegian School of Economics; Ann Langley, HEC Montréal

337 (PUBS) AMR: Writing Theoretical Papers - A Workshop from the Editors
9:00am - 11:30am Sheraton Boston Hotel: Back Bay Ballroom AB
Pre-Registration is required.
Organizer: Susan Zaid, Academy of Management
Presenter: Jay B. Barney, U. of Utah, David Eccles School of Business

338 (RM, OB, MOC) What Were You Thinking?: Developing Cognitive Sensibilities for Inductive Coding
9:00am - 12:00pm Boston Hynes Convention Center: 206
This PDW is open to anyone who is interested in developing the practice of inductive coding, regardless of previous qualitative research experience. To register, please email a brief summary of your research interests and a rank-ordered list of your preferred facilitators-- which include Frank J. Barrett, Elana Feldman, Lyndon Garrett, Karen Golden-Biddle, Elaine Hollensbe, Sally Mailis, Michael (“Mickey”) G. Pratt-- to Stormy Sweitzer at stormy.sweitzer@case.edu by 11:59pm on Sunday, June 23rd.
Participants will receive their roundtable assignments and pre-workshop exercises in early July and will be given a pre-registration code on a first-come, first-served basis as soon as their materials are submitted. You may reach out to Stormy with any questions you have about the session.
Organizers: Stormy Sweitzer, Weatherhead School of Management, Case Western Reserve U.; Jessi Hinz, Case Western Reserve U.
Bayesian Statistics: How to Conduct and Publish High-Quality Bayesian Studies

9:00am - 11:00am Boston Hynes Convention Center: 104

This workshop also intends to support community-building efforts among Bayesian researchers. For this purpose, we have already created an internet platform to distribute presentation material, provide links to additional helpful publications and other sources ([https://sites.google.com/site/bayesianresearch/](https://sites.google.com/site/bayesianresearch/)). In the end, this workshop will enable and inform participants on how to better incorporate advanced Bayesian statistics in their future research.

**Presenters:** William H. Starbuck, U. of Oregon; Andreas Schwaab, Iowa State U.; David Kackhardt, Carnegie Mellon U.; Mark Hansen, Brigham Young U.; Jeffrey P. Dotson, Brigham Young U.; Jerker C. Denrell, U. of Warwick

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Meet the Editorial Team of Asia Pacific Journal of Management (APJM)

9:45am - 11:45am Hilton Boston Back Bay: Fenway Ballroom

Asia Pacific Journal of Management (APJM) is the official journal of the Asia Academy of Management published by Springer. The mission of the journal is to provide a platform for the communication of rigorous scientific management research with Asia relevance. The recent APJM citation impact factor (i.e., year 2017) as stated in the ISI Journal Citation Reports is 2.474 with a five-year citation impact factor of 2.893.

Researchers who are interested in academic research that has Asia relevance can attend this workshop to meet the Editor-in-Chief, Senior Editors, and Editorial Review Speaker: Chi-Sum Wong, Chinese U. of Hong Kong

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Concealed Identities and Engaging Your True Self at the Academy

9:45am - 11:15am Hilton Boston Back Bay: Westminister

Organizers: Waheeda Lillevik, College of New Jersey; Samina M. Saifuddin, Morgan State U.

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Using Automated Content Analysis in Management to Extract Meaningful Information from Your Text Data

9:45am - 11:45am Hilton Boston Back Bay: Independence West

Management involves researching corporate reports, financial reports, surveys, social media, reviews and much more. The volume of available text data has exploded in the digital age. It is extremely time consuming, expensive and in many cases impossible to read each and every document related to one’s research. Text Analytics makes it possible to quickly import and analyze very large volumes of text documents. It can provide you with real value, but only if you use it correctly. This presentation will showcase the different text analytics approaches used in management such as computer assisted qualitative coding, exploratory text mining, content analysis dictionaries or taxonomies, and supervised machine learning. We will discuss when one technique may be more appropriate than another and how they can work together to analyze text data.

**Presenter:** Normand Peladeau, Provalis Research
Session Details – Saturday, 10:00 AM - 12:00 PM

347 □: (MED, TTC, TIM, SIM, IM) Hopscotch, Marbles, Jacks, or Jump Rope of Case Teaching and Technology Adoption
9:45am - 11:15am Sheraton Boston Hotel: Hampton AB
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Organizers: Theresa Taylor-Coates, Limestone College; Vijaya Narapareddy, U. of Denver; Debapratim Purkayastha, ICFAI Business School, IFHE, Hyderabad; Marilyn L. Taylor, U. of Missouri, Kansas City; J Kay Keels, Coastal Carolina U.; Erica Berte, Metropolitan State U.

348 □: (OMT) Developing Stigma Research: Exploring How Our “Lenses” Affect Our Research
9:45am - 11:15am Boston Hynes Convention Center: 204
You need to pre-register for this PDW. Please contact the workshop organizers at aomstigma@gmail.com to obtain the approval code. To pre-register you need to submit a 1-2 page document with an abstract of a project and a challenge statement that outlines the issue that you would like to discuss at your roundtable. The deadline to register online is August 2, 2019.
Organizers: Evelyn R. Micelotta, U. of New Mexico; Christian E. Hampel, Imperial College Business School; Kam Phung, York U., Canada; Karen Diane Walker Patterson, U. of New Mexico
Facilitators: Tina Dacin, Queen’s U.; Cynthia E. Devers, Texas A&M U., College Station; Wesley Helms, Brock U.; Bryant A. Hudson, IESEG School of Management; Glen E. Kreiner, Pennsylvania State U.; Kisha Lashley, U. of Virginia; Yuri Mishina, Imperial College London; Alessandro Piazza, Rice U.; Thomas J. Routle, U. of Cambridge; Paul Tracey, U. of Cambridge; Marvin Washington, U. of Alberta

349 □: (PNP) Understanding Stakeholder Dynamics for Effective Policy Development
9:45am - 11:15am Hilton Boston Back Bay: Adams A
Participants: John M Bryson, U. of Minnesota Twin Cities; Colin Eden, U. of Strathclyde; Fran Ackermann, Curtin Business School; David F Andersen, -

350 □: (SIM) Social Media for Responsible Business Scholars: Gaining Impact & Influence
9:45am - 11:15am Boston Marriott Copley Place: Regis
This PDW breaks the silence around the use of social media in supporting research activities. Many academics use Twitter and other social media platforms to disseminate their research and engage in debate around critical social issues affecting business. Many more are wondering what it is all about. In this PDW we will focus on the benefits and drawbacks of social media for SIM scholars: how do we achieve balance in building an engaged audience online whilst managing competing (or complimentary?) tasks of research, teaching and university administration?
Organizers: Sarah Glozer, School of Management, U. of Bath; Andrew Crane, U. of Bath
Panelists: Andre Spicer, City U. London; Martina K. Linnenluecke, Macquarie U.; Lauren McCarthy, Royal Holloway, U. of London; Thomas Beschörner, U. of St. Gallen; Chris MacDonald, York U., Canada; Ioannis Ioannou, London Business School; André Sobczak, Audencia Business School; Alexander John Hope, Newcastle Business School, Northumbria U.; Tanusree Jain, Trinity College School of Business; Wayne Visser, -

351 □: (SIM, ENT) What Are Socio-Tech Ventures and How Do We Teach About them? A Teaching Case Development Workshop
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon D
The goal of this PDW is to introduce the framework of socio-tech innovation and socio-tech ventures and to spur the development teaching cases in this area. Socio-tech innovation ventures create value by developing or adopting new technology to solve social and environmental problems with the benefits accruing predominately to the larger society than just the owners. Thus, these ventures are a blend of traditional technology ventures in their technology innovation process and social ventures in their orientation to social and environmental issues and governance mechanisms.
Chair: Latha Poornamallee, The New School
Facilitator: Simy Joy, U. of East Anglia & Center for Social Innovation, Michigan Tech
Discussant: Joanne Lee Scillitt, California State U-Northridge
Presenters: Simona Simmons, Thrive Projects; Priya Rajeve, Indian Institute of Management, Kozhikode; Simona Simmons, U. of East Anglia & Center for Social Innovation, Michigan Tech; Jennifer Walske, UCLA Anderson School of Management; Louise Kelly, U. of La Verne; Sarah Kimakwa, U. of Texas Rio Grande Valley; John Gershenson, Penn State U.; Sukanya Roy, FarmersFZ; Hans Lundberg, School of Business and Economics, Linnaeus U.; Guillermo Larios, -; S. Ramakrishna Velamuri, China Europe International Business School (CEIBS); Dipti Parekh, Ahmedabad U.; Susmita Suggala, LJIMBA, GTU; Sujo Thomas, Ahmedabad U.; Richa Saxena, Institute of Management Technology Ghaziabad, India; Aparna Venugopal, U. of New Brunswick, Fredericton, Canada; Ana Cristina O. Siqueira, William Paterson U.; Sabarinathan Ganapathisubramani, -; Prof. Abishek, Institute of Management & Research, Ghaziabad, India; Dhirendra Shukla, U. of New Brunswick; Muthu Singaram, IIT Madras; David Foord, U. of New Brunswick; Shantan Shukla, Indian Institute of Management, Ahmedabad; Shaswat Shukla, APA taskforce

Saturday 10:00AM

352 □: (CMS, OMT) Including Decolonising-Colonizing Dynamics within Management and Organisational Knowledge
10:00am - 11:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Organizers: Alexandre Faria, EBAPE/FGV; Nimruji Jammulamadaka, Indian Institute of Management, Calcutta
Panelists: Ana Cristina Rodrigues Da Costa, BNDES (Brazilian Development Bank); Jose Miguel Imas, Kingston U.; Marcela Mandiola, U. Alberto Hurtado; Martin Brigham, Lancaster U.; Nidhi Srinivas, The New School; Paulo De Sa Campello Faveret, BNDES (Brazilian Development Bank); Pushkala Prasad, Skidmore College; Sadhvi Dar, Queen Mary U. of London
Panelists: Paul S. Adler, U. of Southern California; Gerald F. Davis, U. of Michigan; Joel Gehman, U. of Alberta; Reneé Elisabeth Meyer, WU Vienna & Copenhagen Business School; Blanche Segrestin, Mines ParisTech

358 📚: (OSCM, OME, STR) Sustainability Research at the Strategy-Supply Chain Interface: Current Work and Future Agenda
10:00am - 11:30am Westin Copley Place Boston: Courier
Organizer: Veronika Haydee Villena, Pennsylvania State U.
Discussant: Glenn Hoetker, Melbourne Business School, U. of Melbourne

359 📚: (PUBS) Publishing in AMP Workshop
10:00am - 12:30pm Sheraton Boston Hotel: Republic A
Organizer: Susan Zaid, Academy of Management
Presenter: Phillip Phan, Johns Hopkins U.

360 📚: (RM, CMS, ENT, MH) Ask the Experts: Qualitative Research
10:00am - 12:00pm Boston Hynes Convention Center: 207
Organizers: Sanjay Jain, California State U. Northridge; Raza A Mir, William Paterson U.; Thomas Greckhamer, Louisiana State U.
Speakers: Melissa Mazmanian, U. of California, Irvine; Anca Metiu, ESSEC Business School; Julia DiBenigno, Yale School of Management; Daniel Beunza Ibanez, Cass Business School, City U. London; Jason Davis, INSEAD

361 📚: (TIM) TIM Junior Faculty and Doctoral Consortia Meet the Editors Panel
10:00am - 12:00pm Boston Hynes Convention Center: 306

Saturday 10:15AM

362 📚: (AAA) Conference Break
10:15am - 11:00am Boston Hynes Convention Center: Exhibition Hall A
Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

363 📚: (ENT) External Enablers of Entrepreneurial Activity: Current and Future Developments
10:15am - 12:15pm Boston Marriott Copley Place: Grand Ballroom Salon ABC
Organizers: Per Davidsson, Queens U. of Technology; Frederik Von Briell, U. of Queensland
Presenters: Dominic Michael Chalmers, U. of Glasgow; Christina Julia Hertel, École Polytechnique Fédérale de Lausanne; Richard Hunt, Virginia Tech; Daniel L. Bennett, Baylor U.; Tatiana Iakovleva, U. of Stavanger

364 📚: (HR) Crafting Conceptual HR Manuscripts
10:15am - 12:15pm Westin Copley Place Boston: Defender
Pre-registration required. Please contact the session organizer to obtain the approval code
Organizer: Howard Klein, Ohio State U.
Facilitators: David B. Balkin, U. of Colorado, Boulder; John E. Delery, U. of Arkansas; Denise Potosky, Pennsylvania State U., Great Valley; Sebastian Reiche, IESE Business School; Karin Sanders, UNSW Business School, Australia; Shlomo Yedidia Tarba, U. of Birmingham; Anthony R. Wheeler, West Chester U. of Pennsylvania
Session Details – Saturday, 10:00 AM - 12:00 PM

365 📁 📄 📄: (HR, OB) Human Resource Management, Gig Work and Online Platform Ecosystems: Taking Stock & Moving Forward
10:15am - 11:45am Westin Copley Place Boston: Essex Center

366 (MH) Getting Published: Tips for Success
10:15am - 12:15pm Boston Marriott Copley Place: Wellesley

10:15am - 12:15pm Sheraton Boston Hotel: Back Bay Ballroom C

368 📁 📄 (OB, HR) The Art of Writing and Publishing for Non-English Writers
10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom AB

369 (OMT, RM, OB) Being There / Being Them: The Future of Ethnography
10:15am - 12:15pm Boston Hynes Convention Center: 310

370 (SAP, STR) Visualization Tools and Techniques in Strategy Research
10:15am - 12:15pm Boston Park Plaza: White Hill
Anthea (Yan) Zhang, Rice U.; David H. Zhu, Arizona State U.; Rosemarie Ziedonis, Boston U.

373 Session: (STR, OMT, TIM) Using Computational Models in Behavioral Strategy Research
10:15am - 11:15pm Boston Park Plaza: Terrace
Organizers: Maciej Workiewicz, ESSEC Business School; Christina Fang, New York U.; Luigi Marengo, Luiss Guido Carli U.
Presenters: Marlo Raveendran, U. of California, Riverside; Giovanni Gavetti, Dartmouth College (TUCK); Thorbjørn Knudsen, U. of Southern Denmark; Melissa Schilling, New York U.

374 Session: (TTC) Learning Activity Exchange: Approaches for Translating Concepts into Learning Exercises
10:15am - 12:15pm Boston Marriott Copley Place: Boylston
We begin with 15-minute demonstrations by each presenter on one of their activities used in their classrooms. These presentations serve a dual purpose (a) demonstrating the format for sharing activities in the remainder of the PDW, and (b) sharing the activities themselves. The presented activities will vary in terms of topical content, so as to maximize the number of classes for which they might be relevant. Participants will form round-table groups. Prizes will be awarded to participants who bring the most promising activities. All activity materials will be uploaded to a platform. Organizer: Thomas J. Mierzwa, U. of Maryland Facilitators: G. James Lemoine, U. at Buffalo, The State U. of New York; Robert Gemmell, Georgia Institute of Technology

Saturday 10:45AM

375 Session: (OB) The Road to Nowhere: Knowing When to Call it Quits with Papers, Projects, and People
10:45am - 12:45pm Sheraton Boston Hotel: Republic B
Organizers: Jaron Harvey, Utah Valley U.; Diane Bergeron, Case Western Reserve U.; John J. Sumanth, Wake Forest U.
Presenters: Michael Baer, Arizona State U.; Marcus Butts, Southern Methodist U.; Elizabeth Wolfe Morrison, New York U.; Shefali Patil, The U. of Texas at Austin; Sharon Parker, Curtin Business School; Abbie J. Shipp, Texas Christian U.

376 Session: (VOL) Connect@AOM: Tools and Best Practices to Engage with AOM Members
10:45am - 12:15pm Sheraton Boston Hotel: Gardner AB
Invitation-only. DIG Communications officers, committee volunteers, and other leaders are invited to join with Academy staff to discuss tools and best practices that can be used to engage the Academy's global membership. Organizer: Kerry Ignatz, Academy of Management Participants: Greg A. Gerosa, Academy of Management; Matt Suppa, Academy of Management

Saturday 11:00AM

377 Session: (TLC) TLC Pre-conference Meeting (Invite Only)
11:00am - 12:00pm Boston Hynes Convention Center: Flexible Meeting Space (Meetings)
By Invitation Only.

This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

Saturday 11:15AM

378 Session: (ENT, STR, TIM) Crowdfunding: Moving from Phenomenon-Based to Theory-Building
11:15am - 1:15pm Boston Marriott Copley Place: Providence
Please contact the session organizer for the approval code. Organizers: Ines Alegre, IEBE Business School; Thomas Houston Allison, Texas Christian U.; Magdalena Cholakova, Erasmus U. Rotterdam; Christopher Courtney, U. of Richmond Panelists: Lowell Busenitz, U. of Oklahoma; Gary Dushnitsky, London Business School; Christina Guenther, WHU - Otto Beisheim School of Management; Keith Hmieleski, Texas Christian U.; Venkat Kuppuswamy, Northeastern U.; Yong Li, U. of Nevada Las Vegas; Markku Maula, Aalto U.; Maija Renko, U. of Illinois at Chicago; Justin Wolfgang Webb, U. of North Carolina, Charlotte

379 Session: (OCIS, SIM) Ethical Analytics: Gaining the Benefits of Data While Avoiding Threats to Privacy and Inclusion
11:15am - 1:15pm Boston Marriott Copley Place: Grand Ballroom Salon IJ
Please contact the session organizer for the approval code. Organizers: Marco Marabelli, Bentley U.; Jill Ann Brown, Bentley U.; Sue Newell, Warwick Business School Host: M Lynne Markus, Bentley U.

380 Session: (ODC, RM) Reflexive Fieldnote-Writing in the Practice of Organizational Change
11:15am - 1:15pm Boston Park Plaza: Boylston
Organizers: Carrie M. Duncan, U. of Missouri; Sara R. S. T. A. Elias, U. of Victoria

381 Session: (OMT, ONE) Rejuvenating System Perspectives in Management Research
11:15am - 12:45pm Boston Hynes Convention Center: 309
Organizers: Sylvia Grewe, Ivey Business School; Pratima Bansal, U. of Western Ontario; Johanna Mair, Hertie School of Governance; Christian Seelos, Stanford U. Distinguished Speakers: John Sorman, Massachusetts Institute of Technology; Philip C. Anderson, INSEAD; Janelle Knox, W. Richard Scott, Stanford U.; Michael R. Lissack, -

382 Session: (OMT, STR) Using Sport Data to Advance Management Theory
11:15am - 12:45pm Boston Hynes Convention Center: 104
Paolo Aversa, Dmitry Sharapov and Jan-Michael Ross (chairs and organizers) The PDW is at its 4th edition. In all previous three editions it had more than 100 participants. Organizers: Paolo Aversa, Cass Business School, City U. London; Dmitry Sharapov, Imperial College Business School; Jan-Michael Ross, Imperial College London Panelists: Christine Beckman, U. of Southern California; Colleen Stuart, Johns Hopkins U.; Letian Zhang, Harvard Business School; Henning Piezunka, INSEAD

383 Session: (OMT, STR, ODC) Current Research in Organization Design: Topics, Tools, and Triumphs
11:15am - 12:45pm Boston Hynes Convention Center: 203
Organizers: Oliver Baumann, U. of Southern Denmark; Dorthe Doebajk Haakonsson, Aarhus U.; Phanish Puranam, INSEAD;
384 (IM, STR, MED) Teaching the Practice of Strategy: Innovative Approaches and Tools
11:15am - 1:45pm Boston Park Plaza: Grand Ballroom B
Pre-registration is required for Part II of the PDW. Please email Rebecca Bednarek at rebecca.bednarek@vuw.ac.nz to obtain the approval code.
Organizers: Rebecca Bednarek, Victoria Business School; Jane Kirsten Le, WHU - Otto Beisheim School of Management; Richard Whittington, U. of Oxford

385 (TIM, OMT) Building Novel Theory from Hot Topics: Strategies for Theorizing from Emerging Phenomena
11:30am - 1:30pm Boston Hynes Convention Center: 204
Organizers: Rebecca Karp, Boston U.; Siobhan O'Mahony, Boston U.; Susan L. Cohen, U. of Georgia

387 (IM, STR, TIM) Global Innovation and International Strategy: An Integrative Perspective
11:30am - 1:00pm Hilton Boston Back Bay: Westminster
Chair: Yu-Shan Su, National Taiwan Normal U.
Presenters: Wesley Sine, Cornell U.; Charles Eric Eesley, Stanford U.; Jin Chen, School of Economics and Management Tsinghua U.; Jiatao Li, Hong Kong U. of Science and Technology; Kazuyuki Motohashi, U. of Tokyo; Kenneth Guang-Lih Huang, National U. of Singapore; Jaeyong Song, Seoul National U.

388 (OB, GDO) The Big Shake: Skills to Be Self-Aware of Cultural & Religious Inclusiveness in the Workplace
11:30am - 1:00pm Boston Marriott Copley Place: Regis
Managers and Practitioner-Scholars: This experiential PDW is for practitioner-scholars working in management of diverse organizations with diverse stakeholders (employees, suppliers, distributors, and customers).
Facilitator: Jennifer Robin Bishop, Management, Spirituality, and Religion
Participants: Balwinder Beasley, Management Education and Development; Tamra Stokes, management education and development

389 (OB, ODC, PTC, STR) Research with Real-World Impact: Publishing in HBR, SMR & PSJ
11:30am - 1:30pm Sheraton Boston Hotel: Fairfax AB
Panelists will include editors of HBR, SMR & PSJ as well as researchers who have published in these journals.
Organizer: Brad Winn, Utah State U.

390 (OCIS) Paper Development Workshop
11:30am - 1:30pm Boston Hynes Convention Center: 202
Facilitators: Laura Huang, Harvard Business School; Dejun Kong, U. of Houston; Tony Simons, Cornell U.; Stefan Thau, INSEAD; Libby Leann Weber, U. of California, Irvine
Presenters: Darcy Kathryn Fudge Kamal, Chapman U.; Ranjay Gulati, Harvard U.; M Audrey Korsgaard, U. of South Carolina

391 (OMT, OB, STR) Trust between Individuals and Organizations
11:30am - 1:30pm Boston Hynes Convention Center: 204
Pre-registration is required for this PDW. Make sure you pre-register no later than July 27, 2019. To pre-register, please go to https://tinyurl.com/2019trustpdw and enter the requested information, including whether you wish to only participate in the first two segments, or also in the third (paper development) segment. The latter will require you to upload a paper of your project-in-progress. (Note that uploading a paper is not a guarantee it will be accepted for the paper development segment; we will be sending out notifications shortly after July 27.) After entering all the requested information, you will receive an approval code that allows you to officially register for the PDW on the OAM website (http://events.aom.org/id/66qzy) no later than August 9, 2019.
Organizers: Bart De Jong, Australian Catholic U.; Oliver S. Schilke, U. of Arizona
Facilitators: Laura Huang, Harvard Business School; Dejun Kong, U. of Houston; Tony Simons, Cornell U.; Stefan Thau, INSEAD; Libby Leann Weber, U. of California, Irvine
Presenters: Darcy Kathryn Fudge Kamal, Chapman U.; Ranjay Gulati, Harvard U.; M Audrey Korsgaard, U. of South Carolina
392 🏠: (OMT, STR) OMT Dissertation Proposal Workshop
11:30am - 1:30pm Boston Hynes Convention Center: 205
Doctoral students interested in participating in the workshop should have a faculty member send a short nominating email to Davide Ravasi (d.ravasi@ucl.ac.uk). Nominees should also provide a maximum 5-page abstract outlining a research area, methodological approach, and potential contributions. These abstracts will form the basis of discussions during the workshop and will be shared with the group at the participant’s table. The deadline for nominations is June 14, 2019 by 5pm Greenwich Meridian Time. Attendance is strictly limited so early application is advised. Please contact the session organizer to obtain the approval code.
Organizer: Davide Ravasi, UCL School of Management
Discussants: Joel Baum, U. of Toronto; Eva Bozenbaum, Copenhagen Business School; Candace Jones, U. of Edinburgh; Peer Fiss, U. of Southern California; Michael Lounsbury, U. of Alberta; Nelson Phillips, Imperial College London; Marc-David Seidel, U. of British Columbia; Christine Beckman, U. of Southern California

Saturday 11:45AM
393 🏠: (CAR, GDO, HR, OB) Gender and Inclusion in Universities: Moving beyond Mansplaining, Manels and Womenial Tasks
11:45am - 1:45pm Sheraton Boston Hotel: Liberty Ballroom C
Organizer: Helen De Cieri, Monash U.
Chairs: Mila Borislavova Lazarova, Simon Fraser U.; Emma Parry, Cranfield U.
Panelists: David Collings, Dublin City U.; Mihaela Dimitrova, WU Vienna; Kyle Ehrhardt, U. of Colorado, Denver; Allen D. Engle, Eastern Kentucky U.; Marion Festing, ESCP Europe; Gavin Jack, Monash U.; Wolfgang Mayrhofer, WU Vienna; Michael J. Morley, U. of Limerick; Kathleen Riach, Monash U.; Leisa Deborah Sargent, UNSW Australia; Gavin M. Schwarz, UNSW Sydney

394 🏠: (CMS, D&ITC) Inequality, Violence & Humanity: Subalterns & the Neoliberal Politics of Identity and Inclusivity
11:45am - 1:45pm Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Participants: Fahreen Alamgir, Monash U.; Jonathan Murphy, United Nations; Patrizia Zanoni, U. Hasselt; Chahrazad Abdallah, Singapore U. of Social Sciences; Rafael Alcadiapan Da Silveira, FGV-EAESP; Alexandre Faria, EBAPE/FGV; Gavin Jack, Monash U.; Nimruji Jammulamadaka, Indian Institute of Management, Calcutta; Hëla Yousfi, U. of Paris, Dauphine

Saturday 12:00PM
395 : (AFAM) Building Institutions to Foster Entrepreneurial Education in Africa: The Role of the Diaspora
12:00pm - 1:30pm Westin Copley Place Boston: Essex Center
Organizers: Constant D. Beugre, Delaware State U.; dt ogilvie, Rochester Institute of Technology
Participants: James Calvin, Johns Hopkins U.; Jean Dibondo Kabongo, U. of South Florida, Sarasota-Manatee; Richard Hayes, Hofstra U.; Mzamo P. Mangalisio, U. of Massachusetts, Amherst; Gerald Baraza, Benedictine U.

396 🏠: (CMS, MED) The Junior Faculty Quagmire: Challenges in Today’s Business Schools
12:00pm - 1:30pm Hilton Boston Back Bay: Maverick B
Organizer: Paulina Segarra, U. Anáhuac México
Distinguished Speaker: H. C. Willmott, City U. London
Panelists: Ajnesh Prasad, EGADE Business School; Gabie Durepos, Mount Saint Vincent U.; Nick Butler, Stockholm U.; Sarah Robinson, U. of Leicester; Celeste Wells, Boston College

397 🏠: (CMS, ONE, SIM) Towards the Anthropocene Economy: Business Models Beyond Growth
12:00pm - 1:30pm Hilton Boston Back Bay: Adams A
The PDW is interactive at both individual and group levels. It will utilise the World Café technique, with tables in groups of 5/6 to stimulate discussion. Session participants will be distributed amongst the tables and as the PDW progresses, rotate amongst groups. The overarching question that provides an anchor point for our discussions in the World Café is: “How do business models beyond growth differ from established business models?” This question will be put into different contexts in three consecutive rounds of World Café talks that allow participants to experience new viewpoints.
Organizer: André Reichel, ISM International School of Management
Facilitator: Robert Perey, U. of Technology, Sydney
Participants: Bobby Banerjee, City U. London; John M. Jermer, U. of South Florida; Fergus Lyon, Middlesex U.; Martina K. Linnenluecke, Macquarie U.; Lena Olaison, Copenhagen Business School; Ana Maria Peredo, U. of Victoria

398 🏠: (ITC) International Research and Teaching Collaboration in an Epoch of Inclusive Organizations.
12:00pm - 3:00pm Hilton Boston Back Bay: Fenway Ballroom
Organizers: Charles Wankel, St. John’s U.; New York; Agata Stanusch, Silesian U. of Technology; Wolfgang Amann, HEC Paris; Alfred Lewis, Canadian U.-Dubai; Aneta Justyna Aleksander, Silesian U. of Technology; Olivia Hernandez-Pozas, Tecnologico de Monterrey; Gianluigi Mangia, U. degli Studi di Napoli Federico II; Hamid H. Kazerouny, Minnesota State U.
Distinguished Speakers: Wolfgang Amann, HEC Paris; Mary Gentile, U. of Virginia Darden School of Business; George F. Johnson, Information Age Publishing; Oliver Laasch, The U. of Nottingham, China
Presenters: Aneta Justyna Aleksander, Silesian U. of Technology; Wolfgang Amann, HEC Paris; Meena Andiappan, Montpellier Business School; Guler Aras, Georgetown U./ Yildiz Technical U.; Carlos A. Arruda, FDC - Fundacao Dom Cabral; Vincent Amooti Bagire, MUBS; Rico Baldegger, HEG School of Management Fribourg / HES-SO // U. of Applied Sciences Wes; Cordula Barzantny, Toulouse Business School; Ariane Berthoin Antal, WZB Berlin Social Science Center; Virginia Bodolica, American U. of Sharjah; Dan Bumblauskas, U. of Northern Iowa; Sandra Catherine Buttigieg, U. of Malta; Nasima Mohamed Hoosen Carrim, GDO; Harry Costin, The American U. of Paris; Grace Dagher, Lebanese American U.; Edina Eberhardt-Toth, ICN Business School; Detelin S. Elenkov, Marist College; Mary Gentile, U. of Virginia Darden School of Business; Ernestina Giudici, U. of Cagliari; Jarrod Haar, Auckland U. of Technology; Rana Haq, Laurentian U.; Christian Hauser, Swiss Institute for Entrepreneurship; Michele Heath, Cleveland State U.; Olivia Hernandez-Pozas, Tecnologico de Monterrey; John Hollwitz,

**399**: (TIM) TIM Distinguished Scholar Luncheon
12:00pm - 1:30pm Boston Hynes Convention Center: 304

**400**: (ITC, OB, MSR, HR) Teaching with Technology: Inclusive Learning Environments
12:00pm - 2:00pm Boston Marriott Copley Place: Vineyard
Organizer: **Stuart A. Allen**, Robert Morris U.
Presenters: Kim Gower, U. of Mary Washington; Terri A Scandura, U. of Miami; Stuart A. Allen, Robert Morris U.

**Saturday 12:15PM**

**401**: (MOC) 7th Annual Diamonds in the Rough
12:15pm - 4:15pm Westin Copley Place Boston: St George CD
Please contact the session organizer to obtain the approval code.
Coordinators: Wayne Johnson, Cornell SC Johnson College of Business; Benjamin Webster Walker, Victoria U. of Wellington

**402**: (OB, HR, STR) Congratulations, You Got A Revise And Resubmit! Now What?
12:15pm - 2:15pm Sheraton Boston Hotel: Constitution Ballroom
Organizers: Gretchen Renee Vogelgesang, San Jose State U.; Rachel Clapp-Smith, Purdue U. Northwest; Jane Shumski Thomas, Purdue U. Northwest; Michelle Hammond, Oakland U.; Ravi Ramani, Purdue U. Northwest
Presenters: Paul Bliese, Darla Moore School of Business, U. of South Carolina; William L. Gardner, Texas Tech U.; Susanna Khavul, UTAI/LSE; Sandy Hershcovis, U. of Calgary; Michael E. Palanski, Rochester Institute of Technology; Sabine Sonntag, U. of Mannheim

**403**: (OMT, STR, OB, OCIS) Teaching Social Networks
12:15pm - 2:45pm Boston Hynes Convention Center: 103
This PDW has been going on annually for 7 years, always very successfully and is always sold out
Organizer: Isabel Fernandez-Mateo, London Business School Facilitators: Noshir Contractor, Northwestern U.; Martin Gargiulo, INSEAD; Marissa King, Yale U.; Bill McEvily, U. of Toronto; Tanya Menon, Ohio State U.
Presenters: Adam M. Kleinbaum, Dartmouth College; Michelle Rogan, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Marco Tortoriello, Bocconi U.

**404**: (OSCM) Interventionist Research: Challenges and Opportunities
12:15pm - 1:45pm Westin Copley Place Boston: Empire
Chairs: Aravind Chandrasekaran, Ohio State U.; Suzanne De Treville, U. of Lausanne; Tyson Browning, Texas Christian U.

**405**: (PUBS) AMLE Editors Meeting
12:15pm - 2:15pm Sheraton Boston Hotel: Berkeley AB
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: William Foster, U. of Alberta

**406**: (STR, HCM) Corporate Strategy in Healthcare
12:15pm - 2:15pm Boston Park Plaza: Clarendon
Organizers: Jerry W. Kim, Rutgers Business School; Doug Miller, Rutgers Business School

**407**: (STR, TIM, OMT) Formal Modeling in Management Research
12:15pm - 3:15pm Boston Park Plaza: Whittier
The PDW will consist of two parts; a 90-minute panel session and a 90-minute roundtable session. The panel session is open for everyone; the roundtable session requires a pre-registration. Because of the limited space registration is available on a first-come, first-serve basis. Walk-ins are welcomed, only if space is available.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
available. To register online, please visit https://secure.aom.org/PDWPreg. Please contact the workshop organizers at elena.plaksenkova@hec.edu to obtain the approval code. The deadline to register online is August 1, 2019.

Organizers: Liuyue Yan, Robert H. Smith School of Business, U. of Maryland; Elena Plaksenkova, Fisher College of Business, Ohio State U.

Participants: Alfonso Gambardella, Bocconi U.; Ashish Arora, Duke U.; Michael D. Ryall, U. of Toronto; Andrea Fosfuri, Bocconi U.; Tomasz Obloj, HEC Paris; Jiao Luo, U. of Minnesota; Douglas Hannah, The U. of Texas at Austin; Ryan Cooper, U. of Maryland, College Park; Elena Plaksenkova, Fisher College of Business, Ohio State U.

408 |  |  | (TIM, OMT) What are We Missing?
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3409 |  |  | (ENT) Entrepreneurship and Innovation Intermediaries (Incubators, Accelerators, Science Parks):
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410 |  |  | (HR) HR Division New Faculty Lunch (Offsite)
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411 |  |  | (HR, RM) Building a Research Community:
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12:30PM - 2:30pm Sheraton Boston Hotel: Beacon B
Facilitator: Sumit Kumar Kundu, Florida International U.

12:30PM - 2:30pm Sheraton Boston Hotel: Liberty Ballroom AB
Organizers: Andreas Wilhelm Richter, U. of Cambridge; Dan Vasile Caprar, U. of Sydney; David Leonard Patient, UCP - Católica Lisbon School of Business & Economics
Panelists: Julija Mell, Rotterdam School of Management, Erasmus U.; Shainaz Firfiray, Warwick Business School; Jil Waymire Paine, IE Business School; Michael Bashshur, Singapore Management U.; Markus Groth, UNSW Sydney; Celine Abecassis-Moedas, U. Católica Portuguesa

12:30PM - 2:30pm Sheraton Boston Hotel: Independence West
Network analysis is among the largest methodological and theoretical frameworks in management, with relevance across multiple domains and levels. As a discipline unto itself, network theory is developing very rapidly, so much so that traditional channels for dissemination of concepts and methods to related management fields may fail to keep pace. Bringing leading network researchers with other management scholars looking to apply network approaches to their research will greatly speed the transfer of new concepts and methods. PDW participants also share network research ideas
Chair: Giuseppe Labianca, U. of Kentucky
Coordinators: Courtney Hart, U. of Kentucky; Seong Won Yang, U. of Kentucky; Jyoti P. Gupta, U. of Kentucky; Jason Rekus Ross, U. of Kentucky; Eric Quintane, U. de los Andes, Colombia

12:30PM - 2:30pm Boston Hynes Convention Center: 310
Organizers: Brayden G. King, Northwestern U.; Jocelyn M. Leitzinger, U. of Illinois at Chicago; Timothy Werner, The U. of Texas at Austin

12:30PM - 2:30pm Boston Hynes Convention Center: 206
Organizers: Sebastian Fixson, Babson College; Christi Zubera, Northwestern U.; Lisa Carlgren, Chalmers U. of Technology; Jeanne Liedtka, U. of Virginia
Presenters: Katharina Hoelzle, U. of Potsdam; Sara L. Beckman, U. of California, Berkeley; David Dunne, Gustavson School of Business; Sihem Ben Mahmoud-Jouini, HEC Paris; Kristina Jaskyte, U. of Georgia

12:30PM - 2:30pm Boston Hynes Convention Center: 206
Organizers: Sebastian Fixson, Babson College; Christi Zubera, Northwestern U.; Lisa Carlgren, Chalmers U. of Technology; Jeanne Liedtka, U. of Virginia
Presenters: Mark Rice, Babson College; Henry Etzkowitz, Int’l Triple Helix Institute, Stanford U.; Donald Siegel, Arizona State U.; Bart Clarysse, ETH Zürich; Magnus Carl Krofsten, Linköping U.; Willem Hulsink, Erasmus U. Rotterdam; Wadid Mohamed Lamine, Teller Management School of Management, U. of Ottawa; Muhammad Shahid Qureshi, Institute of Business Administration, Karachi; Guilherme Ary Plonski, ; Jana Thiel, ETH Zurich; Tatiana Pospelova, Moscow State U.

12:30PM - 2:30pm Sheraton Boston Hotel: Beacon B
Facilitator: Sumit Kumar Kundu, Florida International U.

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12:30PM - 2:30pm Boston Hynes Convention Center: 310
Organizers: Brayden G. King, Northwestern U.; Jocelyn M. Leitzinger, U. of Illinois at Chicago; Timothy Werner, The U. of Texas at Austin

12:30PM - 2:30pm Westin Copley Place Boston: Defender
Organizers: Jyoti P. Gupta, U. of Kentucky; Seong Won Yang, U. of Pittsburgh; Andrew Parker, U. of Exeter Business School; Adina D. Sterling, Stanford GSB

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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**Session Details – Saturday, 12:00 - 2:00 PM**

**416 SIM Research Development Workshop**
12:30pm - 2:30pm Boston Marriott Copley Place: Grand Ballroom Salon ABC
The SIM Research Development Workshop is combining two longstanding elements of the SIM PDW program – the previous Manuscript Development Workshop (1) and the previous Research Incubator (2). It is focused on refining manuscripts for journal submission (1) and developing new research projects and papers (2). Together with the Speed Networking workshop, it forms part of the Research Committee program of PDWs for 2019. Please submit the full paper or abstract to Laura.Albareda@lut.fi. This session is by invitation only. Please contact the session organizer to obtain the approval code.
Organizers: Laura Albareda, Lappeenranta U. of Technology; James F Weber, Duquesne U.

**Saturday 12:45PM**

**417 (MED, SIM, MSR, ITC) Redesigning Business Education**
12:45pm - 1:45pm Sheraton Boston Hotel: Republic A
Four leading scholars and changemakers will present their insights on changing business education.
Distinguished Speakers: Henry Mintzberg, McGill U.; Martin Parker, U. of Bristol; Stuart Hart, U. of Vermont; Otto Scharmer, MIT Management S School
Facilitators: Oliver Laasch, The U. of Nottingham, China; Christopher Gohl, Global Ethic Institute; Chris Laszlo, Weatherhead School of Management, Case Western Reserve U.
Coordinator: Michael Andreas Pirson, Fordham U.

**Saturday 1:00PM**

**418 (ENT, OMT) Getting More for Less: The Role of Resourcefulness in Entrepreneurship**
1:00pm - 2:00pm Boston Marriott Copley Place: Grand Ballroom Salon G
Organizers: Trenton A. Williams, Indiana U. - Kelley School of Business; Eric Y.-F. Zhao, Indiana U., Bloomington

**419 (HCM, ODC) Frontiers in Integration Research: Signals from Practice**
1:00pm - 2:30pm Sheraton Boston Hotel: Jamaica Pond
Chair: Michaela Kerrissey, Harvard U.
Facilitators: Sara Singer, Stanford U.; Jonathan Clark, U. of Texas At San Antonio; Patricia Satterstrom, New York U.; Emma-Louise Aveling, Harvard U.
Moderator: Gouri Gupte, Boston U.
Participant: Mariam Kriorkian Atkinson, Harvard U.

**420 (IAM, AFAM, IM) Decoding Female Entrepreneurship in Latin America**
1:00pm - 2:30pm Boston Park Plaza: Franklin
Chairs: Gaston Fornes, EAE Business School; Camelia Ilie, INCAE Business School

**Discussants:** Guillermo Cardoza, INCAE Business School; Maria Altamira, ESIC Business & Marketing School; Tony Koo, ; Abel Monfort, ESIC Business & Marketing School

**421 (MOC, RM, HCM, CM) Using Neurocognitive and Biosensory Measurement Techniques in Management Research**
1:00pm - 3:00pm Westin Copley Place Boston: Courier
Organizer: David McLain, State U. of New York at Oswego
Speakers: Jinpei Wu, SUNY Oswego; Efthathios Kefallonitis, SUNY Oswego; Eufrosina Young, Upstate Medical U.

**422 (OB) Acing the Job Talk: Tips from Experts and Recent Grads**
1:00pm - 3:00pm Sheraton Boston Hotel: Commonwealth
Organizers: Ashleigh Shelby Rosette, Duke U.; Keith Norman Leavitt, Oregon State U.
Speakers: Sharon Parker, Curtin Business School; Abbie J. Shipp, Texas Christian U.
Participants: Celia Moore, Bocconi U.; Christy Zhou Koval, Eli Broad School of Business, Michigan State U.; Uta K. Bindl, London School of Economics and Political Science; Sarah Wittman, George Mason U.; Stephen Humphrey, Pennsylvania State U.; Lawrence Houston, Oregon State U.; Lingtuo Yu, U. of British Columbia; Elizabeth Margaret Campbell, U. of Minnesota; Jackson Lu, MIT Sloan School of Management; Ashley E. Martin, Stanford Graduate School of Business

**423 (OMT, MOC) On the Shoulders of Giants: Contemporary Lessons from Mary Douglas**
1:00pm - 3:00pm Boston Hynes Convention Center: 104
Organizers: Vanessa Pouthier, U. of Melbourne; Mirjam Werner, Rotterdam School of Management, Erasmus U.
Panelists: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School; Graham Sewell, U. of Melbourne; Klaus Weber, Northwestern U.; Elizabeth Cory-Pearce, U. College London

**424 (PTC, ODC, MC, OB) Translating Theory into Practice: Developing Strategic Objectives and Actions**
1:00pm - 4:00pm Sheraton Boston Hotel: Hampton AB
Organizers: Melanie P. Cohen, Institute for Creative Management.org; Geoffrey Seaver, National Defense U.
Participants: Christof Backhaus, Aston Business School; Dharm Prakash Sharma Bhawuk, U. of Hawai at Manoa; Gigi Johnson, Maremel Institute; Stefan Krummaker, Queen Mary U. of London; Rob Koonce, Creighton U.; Usha C.V. Haley, Wichita State U.; Nicole M. Coomber, U. of Maryland; Robert M. Sheehan, U. of Maryland; Julie JP Palmer, Webster U.; Tyrone Pitsis, Durham U.; Jesse E. Olsen, U. of Melbourne; Dan Bumblauskas, U. of Northern Iowa; Paulo Jose Prochno, U. of Maryland; Sebastian G.M. Hänschke, Friedrich Schiller U. Jena; Sonja Sackmann, U. Bundeswehr, Munich; Winfried Ruigrok, U. of St. Gallen; Ruth T. Norman, Wilmington U.; Protti Dastidar, U. of Maryland; Catherine J. Hand, FDIC Corp U.; Lori Kendall, The Ohio State U. Fisher College of Business; Yue Cai Hillon, Western Carolina U.; Alana Pierce, HEC Montréal; Christine Madalena, Western Carolina U.; Johanna Anzengruber, Upper Austria U. of A.S; Gideon D Markman, Colorado State U.; Gudrun Sander, U. of St. Gallen; Kim Perkins, NOBL
425: (PUBS) Publishing in AMJ: Tips from the Editors
1:00pm - 4:00pm Sheraton Boston Hotel: Back Bay Ballroom AB
All are welcome to attend.
Organizer: Susan Zaid, Academy of Management
Presenter: Laszlo Tihanyi, Texas A&M U.

426: (RM) New Ways of Approaching Qualitative Research Methods
1:00pm - 3:00pm Boston Hynes Convention Center: 309
Organizer: Sylvia Grewatsch, Ivey Business School
Distinguished Speakers: Curtis LeBaron, Brigham Young U.; Donal Crilly, London Business School; Paula Jarzabkowski, City U. London
Speakers: Pratima Bansal, U. of Western Ontario; Eero Vaara, Aalto U. School of Business; Wendy K. Smith, U. of Delaware

427: (STR, GDO, IM) On-Boarding Diversity in Corporate Boards Research: A Paper Development Workshop
1:00pm - 4:00pm Boston Park Plaza: Statler
Please contact the session organizer to obtain the approval code.
Organizers: Cathrine Seierstad, Queen Mary U. of London; Heike Mensi-Klarbach, WU Vienna; Corinne A. Post, Lehigh U.; Patricia Gabaldon, IE Business School
Participants: Renée Adams, UNSW Sydney; Yvonne Benschop, Radboud U. Nijmegen; Steven Boivie, Texas A&M U.; Brian Boyd, City U. of Hong Kong; Albert Cannella, Texas A&M U., College Station; Cynthia E. Clark, Bentley U.; Thomas Clarke, U. of Technology, Sydney; Elena Dolder, Queen Mary U. of London; Alice H Eagly, Northwestern U.; Igor Filatotchev, King's College London; Sydney Finkelstein, Dartmouth College; Johanne Grosvold, U. of Bath; David A. Harrison, U. of Texas at Austin; Ruth Sealy, U. of Exeter Business School; Livia Markoczy, U. of Texas at Dallas; Toyah L. Miller, U. of Texas at Dallas; Sabina Nielsen, Copenhagen Business School; Winfried Ruigrok, U. of St. Gallen; Christine Shropshire, Arizona State U.; Siri Ann Terjesen, American U.; Hans Van Ees, Groningen U. (RuG); Susan Vinnicombe, Cranfield U.

428: (TTC) Integrating Service Learning into Business Schools’ Curriculum: Opportunities and Challenges
1:00pm - 3:00pm Boston Marriott Copley Place: Tremont
Chairs: Preeti Wadhwa, Cal Poly Pomona; C Melissa Fender, Rutgers School of Business - Camden
Presenters: C Melissa Fender, Rutgers School of Business - Camden; Lisa T. Stickney, U. of Baltimore; Preeti Wadhwa, Cal Poly Pomona; Nicole C. Jones Young, Franklin & Marshall College

429: (TTC, ENT, HCM) Teaching Bootcamp: A TTC Interactive Workshop
1:00pm - 3:00pm Boston Marriott Copley Place: Boylston
Participants: Alex Bolinger, Idaho State U.; Dante DiGregorio, California State U., Monterey Bay; Deborah M. Mullen, U. of Tennessee, Chattanooga; Sarika Pruthi, San Jose State U.; Vicki L. Taylor, Shippensburg U.; Rita J. Shea-Van Fossen, Nova Southeastern U.; Preeti Wadhwa, Cal Poly Pomona; Yang Xu, U.S. Coast Guard Academy; Nicole C. Jones Young, Franklin & Marshall College

Saturday 1:00PM:

430: (EXH) Teach Students to Make Better Decisions: Games and Experiments in Business and Economics
1:15pm - 2:45pm Boston Hynes Convention Center: 101
MobLab helps people and organizations make better decisions through interactive games and behavioral analytic applications for academic and real-world situations.
Presenter: Emily Young, MobLab

431: (SIM, ENT, ONE) How Theories and Measurement of Social Impact Matter in Research
1:15pm - 3:15pm Boston Marriott Copley Place: Regis
How social impact is conceptualized and measured matters for several research streams. In this PDW, session participants will briefly share diverse research projects, all of which involve conceptualizing and measuring social impact. Then in roundtable discussions organized by research topics, session attendees will share related current research projects and future research ideas, with specific attention to the definition of social impact used, theoretical foundations, type of data used (primary/secondary), and measurement type (single/multiple dimensions).
Organizers: Hans Nikolai Rawhouser, U. of Nevada, Las Vegas; Andrea Maria Prado, INCAE Business School
Participants: Remy Balarezo, U. de Piura; Gabriel Berger, U. de San Andres; Kendall Cox Park, Vanderbilt U.; Nardia Haigh, U. of Massachusetts; Krista Lewellyn, Florida Southern College; Shoko Kato, Rutgers U., Camden; Greg S. Molecke, U. of Exeter; Anne-Claire Pache, ESSEC Business School; Lloyd Rivera, U. of Minnesota; Timothy M. Smith, U. of Minnesota

Saturday 1:30PM:

432: (ENT) ENT Mid-Career Consortium - Christopher Stevens and Rachida Justo
1:30pm - 3:30pm Boston Marriott Copley Place: Grand Ballroom Salon IJ
Coordinators: Christopher E. Stevens, Gonzaga U.; Rachida Justo, IE Business School

433: (RM, MOC) Back to Basics: Designing and Conducting Impactful Qualitative Research
1:30pm - 4:00pm Boston Hynes Convention Center: 306
Organizers: Ileana Stigliani, Imperial College Business School; Kevin G. Corley, Arizona State U.; Alessandra Zamparini, U. della Svizzera Italiana
Participants: Mark de Rond, U. of Cambridge; Melissa Graebner, The U. of Texas at Austin; Peer Fiss, U. of Southern California; Kevin G. Corley, Arizona State U.

434: (STR) Demystifying Heuristics and Cognitive Biases of Strategic Decision Makers
1:30pm - 3:30pm Boston Park Plaza: Terrace
Organizers: Barbara Burkhard, U. of St.Gallen; Charlotte Agneta Siren, U. of St.Gallen; Dietmar Grichnik, U. of St. Gallen; Marc Van Essen, U. of South Carolina
Speakers: Dean Shepherd, U. of Notre Dame; Gerard P. Hodgkinson, U. of Manchester; Craig Crossland, U. of Notre Dame; Yi Tang, Hong Kong Baptist U.
Saturday 1:45PM

437 : (D&ITC) Diversity and Inclusion in the Academy:
Town Hall Meeting
1:45pm - 3:45pm Boston Hynes Convention Center: 313
This highly interactive session will include a report of progress since last year, but the primary activity will be participant-based sharing of inclusion experiences in the Academy and development of best practices for making the Academy more diverse and inclusive.
Professional Development Workshop Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Past Chair: David A. Kravitz, George Mason U.
Chair: David B. Zoogah, Xavier U.
Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Waheeda Lillevik, College of New Jersey; Michèle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeeva Samanmal Perera, U. of South Australia; Tiffany Trzebiatowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U.

438 : (IM) It's Not Personal, It's Strictly Business: How to Avoid Paper Rejections
1:45pm - 3:15pm Hilton Boston Back Bay: Adams B
Distinguished Speakers: Alvaro Cuervo-Cazurra, Northeastern U.; Gokhan Ertug, Singapore Management U.; Aja Singh Gaur, Rutgers U.

439 : (ITC) English Writing for German Native Speakers
1:45pm - 3:35pm Hilton Boston Back Bay: Adams A
The deadline to register online is August 5, 2019. Participants should bring a printout or an electronic version of a 3-page sample of their own academic writing which has not been edited by anyone else.

Organizer: Markus Vodosek, German Graduate School of Management & Law (GGS)
Presenter: Mary Craig, English for Impact

440 : (MOC, MED, OB) Teaching in the Rough
1:45pm - 3:45pm Westin Copley Place Boston: Essex Center
Organizers: Lillien M. Ellis, Cornell U.; Ludvig Levasseur, Oklahoma State U.
Coordinator: Alex Bolinger, Idaho State U.

441 : (OB, RM, ITC) Improving Leadership Research: Mentoring to Develop Proposals into High Quality Publications
1:45pm - 3:45pm Sheraton Boston Hotel: Fairfax AB
Please contact the session organizer for the approval code.
Organizer: Marie Dasborough, U. of Miami

442 : (TIM) How to do an Effective Peer Review: A PDW for PhD Students and Junior Faculty
1:45pm - 3:45pm Boston Hynes Convention Center: 204
Anyone interested in attending this PDW should register with Gloria Barczak at g.barczak@northeastern.edu as there will be pre-work sent to each attendee. Attendees will be expected to review these materials prior to the PDW.
Participants: Gloria Barczak, Northeastern U.; Abbie Griffin, U. of Utah

Saturday 2:00PM

443 : (AAA) Forum for Leaders of the Academy's Affiliated & Associated Societies
2:00pm - 3:30pm Westin Copley Place Boston: Empire

444 : (ICW) Palgrave Debates in Business History Editorial Meeting
2:00pm - 4:00pm Boston Marriott Copley Place: Columbus I
Organizer: Marcus Ballenger, Palgrave Macmillan
2:00pm - 4:30pm Boston Hynes Convention Center: 205
Attendees will be asked to bring their own data to the PDW, so that they can analyze data in real time using the distribution pitting methodology (implemented with the Dpit package in R). This will help further improve the attendees’ understanding of distributions in their own research. We will provide additional recommendations and comments on any theoretical or data-related challenges that attendees may face when implementing distribution pitting. This section is the final one and also will be optional, because participants may run into errors that cause significant time de

2:00pm - 5:00pm Boston Park Plaza: Grand Ballroom B
Search Terms: strategic management, psychology, methods. Please contact the session organizer to obtain the approval code.

2:15pm - 4:15pm Westin Copley Place Boston: Adams
Making Sense of and Acting upon Organizational Errors
Conditions for participating: Please send a 2- to 4-page short paper describing a research related to organizational errors and error management to the organizers (vgiolito@ulb.ac.be, zhike.li@pepperdine.edu, pverdin@ulb.ac.be) by August 1, 2019. Organizers: Vincent Giolito, ULB - Solvay Brussels School of Economics and Management; Zhike Lei, Pepperdine U.; Paul Verdin, ULB - Solvay Brussels School of Economics and Management
Facilitators: John S Carroll, Massachusetts Institute of Technology; Vincent Giolito, ULB - Solvay Brussels School of Economics and Management; Jan Hagen, ESMT European School of Management and Technology; David A Hofmann, U. of North Carolina, Chapel Hill; Zhike Lei, Pepperdine U.; Peter F. Martelli, Suffolk U.; Minh Thu Nhien Nguyen, Nordland Research Institute; Rangaraj Ramanujam, Vanderbilt U.; Christoph Seckler, ESCP Europe Business School; Katsuhiko Shimizu, Keio U. Japan; Paul Verdin, ULB - Solvay Brussels School of Economics and Management
Participant: Irene Search Ingardi, Critical Management Studies

2:45pm - 3:15pm Boston Park Plaza: Grand Ballroom A
The Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session
Please contact the session organizer to obtain the approval code. Organizers: Niki Den Nieuwenboer, U. of Kansas; Marie S. Mitchell, U. of Georgia; Linda K Trevino, Pennsylvania State U.
Discussants: Robert Folger, U. of Central Florida; Kristin Smith-Crowe, Boston U.

2:30pm - 3:30pm Sheraton Boston Hotel: Gardner A8
Please join us and your colleagues for tips and tricks on 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; Amy Bray, Academy of Management; Gabe Bramson, Academy of Management
Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

450 : (OB, SIM, CM, LOC, STR) Publishing Diversity Research Workshop
2:30pm - 5:00pm Boston Hynes Convention Center: 201
Registration deadline for this PDW is July 1st, 2019. Junior faculty who wish to have their manuscripts reviewed need to submit their manuscripts by June 24, 2019, in order to provide adequate time for the review process. Please contact the organizer, Raymond Trau, for registration and manuscript submission. Please contact session organizer to obtain the approval code.
Organizer: Raymond Trau, Macquarie U.
Chairs: Belle Rose Ragins, U. of Wisconsin, Milwaukee; Robin Ely, Harvard U.
Discussants: Derek R. Avery, Wake Forest U.; Jean M. Bartunek, Boston College; Shelley Brickson, U. of Illinois at Chicago;
Prithviraj Chattopadhyay, U. of Auckland; Judith A Clair, Boston College; Martin N. Davidson, U. of Virginia; Marta M Elvira, IESE Business School; David A. Harrison, U. of Texas at Austin; Charmine E. J. Hartel, U. of Queensland; Jenny M. Hoobler, U. of Pretoria; Maddy Janssens, KU Leuven; Aparna Joshi, Penn State College of Business; Eden King, Rice U.; Alison M. Konrad, Western U.; David A. Krvavitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Patrick F. McKay, Rutgers U.; Tanya Menon, Ohio State U.; Katherine W. Phillips, Columbia U.; Ashleigh Shelby Rossette, Duke U.

452 🌈 (MED, TTC) Silver Screen Solutions: Teaching Management Topics Using Recently Released Films
2:30pm - 4:00pm Sheraton Boston Hotel: Berkeley AB
All participants welcome. This PDW is part of the MED Junior Faculty Consortium. This PDW is part of the MED Doctoral Consortium.
Organizers: Jennifer Lynn Schultz, St. Mary's U.; Debra Comer, Hofstra U.; Elizabeth Cooper, U. of Rhode Island
Presenters: Vance Johnson Lewis, U. of Central Arkansas; Jennifer Tost-Kharas, Babson College; Julie Levinson, Babson College; Tatiana Andreeva, Maryknoll U.; Lakshmi Balachandran Nair, Utah U.; Siddhartha Satish Saxena, Ahmedabad U.; Christopher Michaelson, U. of St. Thomas; Marina McCarthy, Nova Southeastern U.; Sunyaung Park, Louisiana State U.; Kevin Wayne, Rivier U.; Michael Joseph Urick, St. Vincent College; Therese Sprinkle, Quinnipiac U.; Janet A. Lenaghan, Hofstra U.; Robert L. Holbrook, Ohio U.; Christine Beech, Saint Mary's U. of Minnesota; Hui Wang, Saint Mary's U. of Minnesota
Pre-registration required. Please contact the session organizer to obtain the approval code.
Organizers: Yeongsu Kim, U. of Massachusetts, Amherst; Rhett Andrew Brymer, U. of Cincinnati
Presenters: Forrest Briscoe, Pennsylvania State U.; Alia Crocker, Babson College; Clint Chadwick, U. of Kansas; Rebecca Rheinhardt Kehoe, Cornell U.; Thomas P. Moliterno, U. of Massachusetts, Amherst; Deepak Somaya, U. of Illinois at Urbana-Champaign; Brad Harris, Texas Christian U.

457 🌈 → (IM, MED) Seeking Synergies Between Case Teaching, Case Writing and Academic Research
2:45pm - 4:45pm Hilton Boston Back Bay: Westminster
Organizer: S. Ramakrishna Velamuri, China Europe International Business School (CEIBS)
Facilitators: Hong Luo, HBS; Feng Zhu, Harvard U.; Andrew Delios, National U. of Singapore; Mikolaj Jan Piskorski, IMD

458 🌈 → (INDAM) Indian Management: Perspective, Grounded Research and Practices
2:45pm - 4:45pm Sheraton Boston Hotel: Beacon B
Facilitators: Dharm Prakash Sharma Bhavuk, U. of Hawaii at Manoa; Ashish Pandey, Indian Institute of Technology, Bombay
Presenters: Rajesh Chandwani, Indian Institute of Management, Ahmedabad; Abinash Panda, Tata Management Training Centre; Alok Kumar, XLRI-Xavier School of Management
Participants: Ajinkya Vijay Navare, Indian Institute of Technology, Bombay; Sushil Nifadkar, Georgia State U.

459 🌈 → (MSR) Transcendence As the Way for an Inclusive Mindset to Solve Grand Management Challenges
2:45pm - 4:15pm Boston Marriott Copley Place: Grand Ballroom Salon ABC
Chair: Anil K. Maheshwari, Maharishi U. of Management
Presenters: Isabel Rimancozy, PRME Working Group on the Sustainability Mindset; Tom Elwood Culham, City U. Canada; Kathryn Pavlovich, Waikato Management School, U. of Waikato, Hamilton, New Zealand; Elena P. Antonacopoulou, U. of Liverpool

460 🌈 → (SIM) SIM Speed Networking
2:45pm - 4:15pm Boston Marriott Copley Place: Grand Ballroom Salon E
SIM Speed Networking is a fast, fun, and engaging format to facilitate connections among researchers interested in social issues in management. A number of senior and mid-career scholars across a range of SIM topics will talk with attendees in 7-minute intervals. Each networked set will make short introductions, share their research interests, discuss for a few minutes, then move on to the next networking opportunity. Whether new to the division or a seasoned veteran, this networking event is a great way to build connections in the SIM community and foster professional growth and inc
Coordinators: James F Weber, Duquesne U.; Laura Albareda, Lappeenranta U. of Technology

461 🌈 → (STR) Bridging Leadership Research on Boards and the Top Management Team
2:45pm - 4:15pm Boston Park Plaza: Tremont
Organizers: Eugene See, U. of Massachusetts, Amherst; Ilaria Orlandi, Erasmus U. Rotterdam; Steven W Floyd, U. of Massachusetts, Amherst; Bruce Skaggs, U. of Massachusetts, Amherst

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Facilitators: Brian Boyd, City U. of Hong Kong; Milton Mayfield, Texas A&M International U.; Igor Filatotchev, King’s College London; Yoojung Ahn, City U. of Hong Kong; Steven Bolvie, Texas A&M U.; Jacqueline Rowley Mayfield, Texas A&M International U.; Theresa Cho, Seoul National U.; Wei Shi, U. of Miami

462 (TIM, STR) Advances in Patent Research: New Data, Measures, and Methods
2:45pm - 5:15pm Boston Hynes Convention Center: 104
Chairs: Jeffrey M. Kuhn, U. of North Carolina, Chapel Hill; Fabian Gaessler, Technical U. of Munich
Presenters: Karin Hoisl, Mannheim U.; Rajshree Agarwal, U. of Maryland; Andrew Toole, USPTO; Rosemarie Ziedonis, Boston U.; Daniel Gross, Harvard Business School

Saturday 3:00PM

463 (AAA) Ethics Forum — #MeToo! #MeToo?
3:00pm - 5:00pm Boston Marriott Copley Place: Yarmouth
AOM communicated a guidance document in late 2018 containing standards and procedure guidance regarding sexual harassment, come discuss what this means in the era of #MeToo. How does our Code of Ethics help protect students, people of all genders, and sexual orientations within AOM?
Organizers: Deborah M. Mullen, U. of Tennessee, Chattanooga; Benson Honig, McMaster U.

464 (EXH) Design, Delegate, and Curate Energizing Learning Content
3:00pm - 5:15pm Boston Hynes Convention Center: 101
In this hands-on session, attendees will explore methods for removing traditional barriers between content and technology with a lesson creation, management, and publishing platform that enables educators to more easily focus on what they do best—delivering effective, engaging learning experiences for students. Attendees will discover Curator Solutions’ ability to streamline collaboration and community among fellow instructors, while indexing learning assets by subject matter, media type, and date of creation. Attendees of the session will also experience the ability to personalize their own learning activities by dragging and dropping any type of media, including third-party publisher content, before seamlessly launching to any major LMS.
Organizer: Ryan Ahern, Curator Solutions
Presenter: Kathleen Irwin, Curator Solutions

465 (HR, OB) Exploring Tough Research Questions with Compensation Scholars
3:00pm - 5:00pm Westin Copley Place Boston: Great Republic
Facilitators: Samantha A. Conroy, Colorado State U.; Sanghee Park, Rutgers U.; Yeong Joon Yoon, Texas A&M U. Central Texas
Speaker: Charles H. Fay, Rutgers U.
Panelists: Barry Gerhart, U. of Wisconsin, Madison; Jason D. Shaw, Nanyang Technological U.; Michael Sturman, Rutgers U.; Peter Bamberger, Tel Aviv U.; Michelle Brown, U. of Melbourne; Ingrid Fulmer, Rutgers U.; Tamara Montag-Smit, UMass Lowell
Manning School of Business; Anthony J. Nyberg, U. of South Carolina; Victor Cui, U. of Manitoba; David B. Balkin, U. of Colorado, Boulder; Tae-Youn Park, Vanderbilt U.; John E. Delery, U. of Arkansas; Mevan M. Jayasinghe, Michigan State U.; Jenna Renae Pieper, U. of Nebraska, Lincoln; Alan M. Benson, U. of Minnesota; Ingo Weller, LMU Munich

466 (ICW) Journal of Family Business Strategy - Editorial Board Meeting
3:00pm - 4:30pm Boston Marriott Copley Place: Provincetown
Organizer: Caroline Moors, Elsevier

467 (ICW) Journal of Management Inquiry Editorial Board Meeting
3:00pm - 5:00pm Westin Copley Place Boston: Parliament
Organizer: Richard W. Stackman, U. of San Francisco

468 (MSR) Dance Meditation: An Experiential Workshop for Exploring Dance As Mindfulness Practice
3:00pm - 4:30pm Boston Marriott Copley Place: Simmons
Facilitators: Lasse Lychnell, Stockholm School of Economics; Catarina Ahlvik, Hanken School of Economics; Louis W. Fry, Texas A&M U. Central Texas; Judith A. Neal, Edgewalkers International; Ymke Kleissen

469 (OMT, STR) Past, Present, and Future of A Behavioral Theory of the Firm
3:00pm - 5:00pm Boston Hynes Convention Center: 103
Participation in parts 1 and 2 of the PDW requires pre-registration. To participate in the roundtable discussion, please fill out the short registration form at this link by July 1, 2019: https://tinyurl.com/brtof2019 This will help us assign participants to roundtables based on your research interests. We will confirm the registration to this PDW by mid-July. If you have any questions, please contact btotrpdw@gmail.com.
Organizers: Daniella Laureiro Martinez, ETH Zurich; Pino G. Audia, Dartmouth College; Hart E. Posen, U. of Wisconsin, Madison; Felipe Csaszar, U. of Michigan

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Saturday, 2:00 - 4:00 PM

Saturday 3:15PM

471  ⚫ (PNP) PNP Academic Journal Editors Panel
3:00pm - 4:30pm Hilton Boston Back Bay, Belvedere Ballroom, Salon B
Panelists: Susan Phillips, Carleton U.; Bryan W. Husted, Tecnologico de Monterrey; Jeremy Hall, U. of Central Florida; Stephanie Newbold, -; Deneen Hattmaker, U. of Connecticut

472  ⚫ (HCM) “Hot Topics” in Health Care Management:
Research Roundtables
3:15pm - 4:45pm Sheraton Boston Hotel: Gardner AB

473  ⚫ (OB, IM) OB Research Roundtables
3:15pm - 5:15pm Sheraton Boston Hotel: Back Bay Ballroom CD
Organizers: Emiliaj Djurdjivic, U. of Rhode Island; Chad Hartnell, Georgia State U.; Troy Smith, U. of Nebraska, Lincoln
Facilitators: Robert C Liden, U. of Illinois at Chicago; Kevin B. Lowe, U. of Sydney; William L. Gardner, Texas Tech U.; Janka Ireen Stoker, U. of Groningen, Faculty of Economics and Business; Rebecca Lee Greenbaum, Rutgers U., New Brunswick; Russell Eric Johnson, Eli Broad School of Business, Michigan State U.; Amy E. Colbert, U. of Iowa; Fadel Khalil Matta, U. of Georgia; Leigh Anne Liu, Georgia State U.; Chris Reina, Virginia Commonwealth U.; Wayne Hochwarter, Florida State U.; Nikolaos E. Dimotakis, Oklahoma State U.; Deidra J. Schleicher, Iowa State U.; Stephen Humphrey, Pennsylvania State U.; Jeffrey Bednar, Brigham Young U.; Eean Crawford, U. of Iowa; Bradley L. Kirkman, North Carolina State U.; Sushil Nidakdar, Georgia State U.; Jing Zhou, Rice U.; Ethan Burris, The U. of Texas at Austin; Karen Jansen, Henley Business School, U. of Reading; Michael S. Cole, Texas Christian U.; Murray R. Barrick, Texas A&M U.; Brian W. Swider, U. of Florida; Lauren Simon, U. of Arkansas; Huwenn Lian, U. of Kentucky; Michelle K Duffy, U. of Minnesota; Cindy Zapata, Texas A&M U.; C. Ashley Fulmer, Georgia State U.; Miriam Erez, Technion - Israel Institute of Technology; David T. Wagner, U. of Oregon; Marcus Butts, Southern Methodist U.; Angelo J. Kinicki, Arizona State U.; Jia Yu, U. of Nebraska, Lincoln; David Sluss, Georgia Institute of Technology; Benjamin Martell Galvin, Brigham Young U.; Kerry Roberts Gibson, Babson College; Songqi Liu, Georgia State U.; Mari Kira, U. of Michigan

474  ⚫ (RM, OMT, IM) Qualitative Comparative Analysis (QCA): A set-theoretic approach to organizational configurations
3:15pm - 6:15pm Boston Hynes Convention Center: 309

Saturday 3:30PM

475  ⚫ (ENT) ENT Late Career Consortium - Jerome Katz and Kim Eddleston
3:30pm - 5:30pm Boston Marriott Copley Place: Regis
Coordinators: Jerome Katz, Saint Louis U.; Kimberly A. Eddleston, Northeastern U.

476  ⚫ (HCM, RM) Preparing Manuscripts for Publication: The Anatomy of a Publishable Article
3:30pm - 5:30pm Sheraton Boston Hotel: Republic A
Participant: Nir Menachemi, Indiana U.

3:30pm - 5:30pm Boston Park Plaza: Whitter
Chair: Rida Elias, American U. of Beirut
Facilitators: Ursula El Hage, Saint Joseph U. of Beirut; Fouad Zablight, American U. of Beirut; Najoie Nasr, Haigazian U.
Presenters: Rida Elias, American U. of Beirut; Bassam Farah, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Eric Sanders, Elmhurst College; Ramzi Fathallah, American U. of Beirut; Georges Samara, American U. of Beirut; Petya Koleva, Coventry U.; Raymond Saner, CSEND research SDGs RBC; Lichia Saner-Yiu, Centre for Socio-Eco-Nomic Development; Jeffrey R. Moore, Anderson U.; Lina Daouk-Oyry, American U. of Beirut; William R. Hanson, Anderson U.; Everon Chenhall Maxey, Anderson U.; Alina M. Waite, Indiana State U.; Giacomo Carli, The Open U.; Abdul Rahman Beydoun, Beirut Arab U.; Lara Khabbaz, Notre Dame U.-Louaize; Randa Salamoun, American U. of Beirut; Omaya Kuran, U. of Balamand; Ziad Nabil Nehme, U. of Balamand; Veronique Zardet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Hasan Youness, Consultancy; Yazed Alhezzani, ya
Participants: Maha Mohamed Mohnsen Abdelsattar Aly, TU Dortmund U.; Mournir Doumani, ma.ven.s

478  ⚫ (OCIS) Leadership Qualities for Digital Transformation: In Search of a Digital Mindset
3:30pm - 6:00pm Boston Marriott Copley Place: Tremont
Please contact the session organizer for the approval code.
Organizer: Michael Nippa, Free U. Bozen, Bolzano
Facilitators: Schon Beecher, INSEAD; Allan W. Bird, Northeastern U.; Rene Bohnsack, Catolica Lisbon School of Business and Economics; Katharina Gilli, Free U. Bozen, Bolzano; Bradley J. Hastings, UNSW Sydney; Giulia Solinas, Ludwig Maximilian U. of Munich (LMU)
### Saturday 3:45PM


### Saturday 4:00PM

| 484 | (AFAM, ITC, INDAM, IAM) The Extended Family as an Entrepreneurial Asset in Collectivist Cultures 4:00pm - 5:30pm Westin Copley Place Boston: Essex Center Organizer: Constant D. Beugre, Delaware State U. Participants: Mzamo P. Mangaliso, U. of Massachusetts, Amherst; Marie Noelle Affoue Ngueissan, IESE Business School; Eileen Kwesiga, Bryant U.; Gerald Baraza, Benedictine U. |
| 485 | (D&ITC) Diversity and Inclusion Theme Committee Connections Café 4:00pm - 5:30pm Boston Hynes Convention Center: 313 Everyone is invited to connect with other members at this social following the D&ITC Town Hall meeting. Afternoon snacks and drinks will be available. Professional Development Workshop Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin Past Chair: David A. Kravitz, George Mason U. Chair: David B. Zoogah, Xavier U. Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Waheeda Lillevik, College of New Jersey; Michèle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeeva Samanmali Perera, U. of South Australia; Tiffany Trzebiatowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U. |

**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Saturday 4:15PM

490: (INDAM, IM, OB) Building and Strengthening Research Partnerships in India
4:15pm - 6:15pm Sheraton Boston Hotel: Berkeley AB
Organizers: Nagarat Sivasubramaniam, Duquesne U.; Aarti Ramaswami, ESSEC Business School; Senthil K. Muthusamy, Middle Georgia State U.; Tanvi H. Kothari, San Jose State U.

491: (ODC, STR, OMT, IM) Mergers & Acquisitions: Research, Practice & Teaching
4:15pm - 7:15pm Boston Park Plaza: Statler
Organizers: Quy Nguyen Huy, INSEAD; Stevo Pavicetic, Frankfurt School of Finance & Management; Taco Reus, Erasmus U. Rotterdam
Participants: David H. Zhu, Arizona State U.; Bruce Lamont, Florida State U.; Philipp Meyer-Doyle, INSEAD; Thomas Keil, U. of Zurich; Tomi MM Laamanen, U. of St. Gallen; Xena Welch Guerra, Erasmus U. Rotterdam; Ilya Cuypers, Singapore Management U.; Kimberly M Ellis, Florida Atlantic U.; Ari Salonen, Midaxo; Mark Sirower, New York U.

492: (OMT, TIM) Industry Emergence: Integrating Technology Management and Organizational Theory Perspectives
4:15pm - 5:45pm Boston Hynes Convention Center: 206
Organizers: Mahka Moeen, U. of North Carolina, Chapel Hill; Brandon H. Lee, Melbourne Business School
Panelists: Ron Adner, Dartmouth College; Fernando Suarez, Northeastern U.; Rajshree Agarwal, U. of Maryland
Participants: Tiona Zuzul, Foster School of Business; Douglas Hannah, The U. of Texas at Austin; Ryan L. Raffaelli, Harvard U.; Panikos G. Georgallis, U. of Amsterdam

Saturday 4:30PM

493: (AAA) Graduate Student Ethics Forum
4:30pm - 6:00pm Boston Marriott Copley Place: Vineyard
This catered event brings together top scholars in management, graduate students from across the world, and AOM ethicists to highlight and celebrate ethical practice for graduate students and their supervisors. The event includes ethics conversation starters, shared as short, personal anecdotes from top scholars; ethics exemplar awards presentations, and ethicist-is-in tables, where conversations about a range of ethical issues such as AOM’s new guidance regarding sexual harassment can be facilitated in a positive, pro-active environment.
Organizers: Bruce Carruthers Martin, Thompson Rivers U.; Rebecca Wendy Frankel, Sage Publications
Discussants: Deborah M. Mullen, U. of Tennessee, Chattanooga; Mark Edward Meany, U. of Colorado, Boulder
Speakers: Henry Mintzberg, McGill U.; Teresa M. Ambile, Harvard U.; Saras Sarasvathy, U. of Virginia
Presenter: Bruce Barry, Vanderbilt U.

494: (ICW) Organizational Research Methods Editorial Review Board Meeting
4:30pm - 5:30pm Boston Hynes Convention Center: 204
By Invitation Only.
Organizer: Cynthia Nalevanko, Sage Publications

495: (ICW) NOCA Debriefing Session 2
4:30pm - 6:00pm Boston Marriott Copley Place: Boylston
This session is specifically geared towards the group participating in AOM 2019 with NOCA and CBS Executive. Overall the session is a debriefing of the content on the conference.
Organizer: Marie Louise Pedersen

496: (ODC, MSR) Global Leader and Leadership for Sustainability
4:30pm - 6:30pm Boston Park Plaza: Tremont
Organizers: Eleftheria Egel, NAVIGATING Leadership Coaching and Management Consulting; Louis W. Fry, Texas A&M U. Central Texas

Saturday 4:45PM

497: (ENT) Discover the ENT Division: New Members Event
4:45pm - 6:45pm Boston Marriott Copley Place: Grand Ballroom Salon ABC

498: (ODC, HCM, OB) Relational Organizing for Multi-Level Systems Change
4:45pm - 6:45pm Boston Park Plaza: Arlington
Our proposed format will enable participants to separate into working groups to explore multi-level systems change from the perspective of a particular level, then enable them to meet across levels. The primary benefit of this format is to enable scholars and practitioners to build bridges across levels of analysis and action in order to strengthen the scholarly and practical impact of their own work.
Organizers: Joel Cutter-Gershenfeld, Brandeis U.; Callie Watkins Liu, Stonehill College; J. Phillip Thompson, Office of the Mayor, New York City; Angela Arisidou, Warwick Business School; Amanda Brewster, U. of California-Berkeley; Carsten Hornstrup, Joint Action A/S; Lauren Hajjar, Suffolk U.; Anna Rivka Perlmutter, Case Western Reserve U.; Claus Jebsen, Institute for Cocreating Leadership; Ninna Meier, Aalborg U.; Victoria Parker, U. of New Hampshire; Nancy Whitehall, Nevans Consulting Inc.; Yaminette Diaz-Linhart, Brandeis U.; Jeffrey Grim, U. of Michigan
Chairs: Jody Hoffer Gittell, Brandeis U.; John Paul Stephens, Case Western Reserve U.

Saturday 5:00PM

499: (ICW) ‘Across the Universe’ University of Liverpool Management School Drinks Reception
5:00pm - 8:00pm Boston Hynes Convention Center: 208
Organizer: Eleanor Quinn, U. of Liverpool Management School

500: (ICW) University of Bath - School of Management Reception
5:00pm - 9:00pm Boston Hynes Convention Center: 210
Organizer: Amanda Willmott, School of Management, U. of Bath

501: (ICW) City University of Hong Kong, Reception, 2019 Academy of Management Annual Meeting
5:00pm - 8:00pm Boston Hynes Convention Center: 304
Organizer: Julyanna Chan, City U. of Hong Kong
Session Details – Saturday, 4:00 - 6:00 PM

502: (ICW) Management Learning 'Meet the Editors' Social
5:00pm - 7:00pm Hilton Boston Back Bay: Mariner
Organizer: Lisa Burns, Management Learning

503: (IM, STR, TIM) Digitization, Platforms and Ecosystems: Implications for International Business Theory and Practice
5:00pm - 6:30pm Hilton Boston Back Bay: Westin
Organizer: Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.
Presenters: Erkko Autio, Imperial College Business School; A Rebecca Reuber, Rotman School of Management; Yadong Luo, U. of Miami; Shaker A. Zahra, U. of Minnesota

504: (ODC) ODC Doctoral Student/New Faculty Reception
5:00pm - 6:30pm Boston Park Plaza: Berkeley
Hosts: Amit Nigam, City U. of London; Clifford Oswald, City U. London

5:00pm - 7:00pm Boston Hynes Convention Center: 310
Organizers: Pedro Monteiro, EMLYPON Business School; Greetje Frankje Corporaal, U. of Oxford
Presenters: C. R. Hinings, U. of Calgary; Sarah Kaplan, U. of Toronto; Gino Cattani, New York U.; Signe Vikkelsoe, Copenhagen Business School

506: (TIM) TIM Research Networking
5:00pm - 6:30pm Boston Hynes Convention Center: 203

Saturday 5:15PM

507: (MOC) MOC Connecting: Sharing Expertise on MOC Hot Topics
5:15pm - 6:45pm Westin Copley Place Boston: St George CD
It's early Saturday evening at Academy. You've been inspired by the MOC PDW that you participated in earlier that day. You are excited about going out with friends or making new friends later at the MOC Social. If only there was something useful and fun to do beforehand... That's where MOC Connecting comes in! MOC Connecting is an informal event that gives you the opportunity to connect with established scholars in your MOC-related research areas. In this session, you'll get a chance to talk through your research ideas and discuss what's currently hot in your field.
Organizers: Heather Ciara Vough, U. of Cincinnati; Teresa Cardador, U. of Illinois at Urbana-Champaign; Harshad Girish Puranik, U. of Illinois Chicago
Facilitators: Ethan Burris, The U. of Texas at Austin; Elizabeth Wolfe Morrison, New York U.; Erik Ian Dane, Rice U.; Timothy J. Vogus, Vanderbilt U.; Batia Mishan Wiesfleden, New York U.; Andrew Carton, The Wharton School, U. of Pennsylvania; Spencer Harrison, INSEAD; Christina Shalley, Georgia Institute of Technology; Brianna Barker Caza, U. of Manitoba; Gerald F. Davis, U. of Michigan; Shoshana Dobrow Riza, London School of Economics; Wendy K. Smith, U. of Delaware; Elaine Cahalan Hollensbe, U. of Cincinnati; Davide Ravasi, UCL School of Management; Ann Tenbrunsel, U. of Notre Dame; Marshall J. Schminke, U. of Central Florida; Sandra Cha, Brandeis U.; Stephanie J. Creary, The Wharton School, U. of Pennsylvania;
Susan J. Ashford, U. of Michigan; Mary Uhl-Bien, Texas Christian U.

508: (STR, TIM) Coopetition – Towards a New Type of Dominant Logic? Firm, Network and Platform Ecosystem Perspective
5:15pm - 7:15pm Boston Park Plaza: Cambridge
Facilitators: Paul Chihabretto, Montpellier Business School; Anne-Sophie Fernandez, U. of Montpellier
Coordinator: Paavo Ritala, LUT School of Business and Management
Speakers: Frédéric Le Roy, U. of Montpellier; Wojciech Czakon, Jagiellonian U. in Cracow; Pek-hooi Soh, Simon Fraser U.

Saturday 5:30PM

509: (D&ITC) Diversity and Inclusion Theme Committee: Executive Committee Business Meeting
5:30pm - 6:30pm Boston Hynes Convention Center: 308
For D&ITC executive committee members only.
Professional Development Workshop Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Past Chair: David A. Kravit, George Mason U.
Chair: David B. Zoogah, Xavier U.
Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Waheeda Lillevik, College of New Jersey; Michèle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeeva Samanmali Perera, U. of South Australia; Tiffany Trzebiatowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U.

510: (ICW) Journal of Supply Chain Management Reception and Awards
5:30pm - 7:30pm Boston Hynes Convention Center: 207
Please join us for our annual Journal of Supply Chain Management reception. We will update you on all of the exciting things that we have been up to, as well as present awards for our best papers, best reviewers and best associate editors.
Organizer: Barbara B. Flynn, Indiana U.

511: (MC) MC Division Business Meeting
5:30pm - 6:30pm Boston Park Plaza: Grand Ballroom B
Division Chair: Tonya L. Henderson, Software Engineering Services
Program Chair: Eric Sanders, Elmhurst College

512: (OB) Organizational Behavior Division Awards Ceremony and Social
5:30pm - 7:30pm Sheraton Boston Hotel: Back Bay Ballroom AB

513: (ONE) ONE Welcome Reception
5:30pm - 7:30pm Offsite: Back Bay Social
The session will be held at Back Bay Social Downstairs Bar, 867 Boylston Street (between Gloucester & Fairfiled), Boston, MA, 02199
Please contact Ivan Montiel at Ivan.Montiel@baruch.cuny.edu for more information.
514 : (OSCM) Managing Time as a Resource and Managing Resources over Time in Entrepreneurial Firms
5:30pm - 7:00pm Westin Copley Place Boston; Empire
Organizers: Jennifer Bailey, Babson College; Mohan V Tatikonda, Indiana U. - Kelley School of Business; Moren Levesque, York U.; Sinan Erzurumlu, Babson College
Presenters: Nitin Joglekar, Boston U.; David G. Sirmon, U. of Washington; Candida G Brush, Babson College; Berke Emre Guzelso, Boston U. Questrom School of Business; Todd Saxton, Indiana U. - Kelley School of Business; David R. Clough, Sauder School of Business, U. of British Columbia; Robert Nason, Concordia U.

515 : (MC) Employing Design Thinking to Develop Innovative Solutions for Inclusive Organizations
5:45pm - 7:45pm Boston Park Plaza: Whittier
Coordinator: Rickie Moore, EMLYON Business School
Participants: Rickie Moore, EMLYON Business School; Wee-Liang Tan, Singapore Management U.; Hoe-Chin Goi, NUCB Business School

516 : (IAM) Iberoamerican Academy of Management Business Meeting
6:00pm - 7:00pm Boston Park Plaza: Beacon Hill
Join us at this meeting as we discuss our progress and accomplishments, and collectively plan the future of the IAM division.

517 : (ICW) Reception of China Europe International Business School (CEIBS)
6:00pm - 8:00pm Boston Hynes Convention Center: 202
Open to all
Organizer: Daisy Li, China Europe International Business School (CEIBS)

518 : (ICW) Department of Management and Marketing, The Hong Kong Polytechnic University Cocktail Reception
6:00pm - 8:30pm Boston Hynes Convention Center: 302
By Invitation Only.
Organizer: Wu Liu, Department of Management and Marketing, The Hong Kong Polytechnic U.

519 : (ICW) Reception by Department of Management, Chinese University of Hong Kong
6:00pm - 8:00pm Boston Hynes Convention Center: 306
This is a reception for scholars from peer universities to gather together for networking.
Organizer: Sukie Wong, Department of Management, The Chinese U. of Hong Kong

520 : (ICW) Human Relations Reception
6:00pm - 8:30pm Sheraton Boston Hotel: Back Bay Ballroom CD
Organizer: Megan Davies, Tavistock Institute

521 : (ICW) MMD Debriefing (2)
6:00pm - 7:00pm Sheraton Boston Hotel: Hampton AB

MMD is an executive leadership programme from Copenhagen Business School. We look forward to welcoming MMD participants, other members of our MMD Community and Danish speaking reflective practitioners who are interested in investigating new frontiers of your organizational context and leadership practice.
Language: Danish. Facilitator: Jan Molin, professor, CBS. Host: MMD.
Organizer: Lise Balslev, CBS/ MMD

522 : (ICW) ISB Reception on Aug 10th, 2019
6:00pm - 10:00pm Boston Park Plaza: Georgian
Organizer: Anand Nandkumar, Indian School of Business

523 : (IM) Paper Development Workshop
6:00pm - 8:00pm Hilton Boston Back Bay: Fenway Ballroom
Please contact the session organizer for the approval code.
Organizer: Nandini Lahiri, American U.
Chair: Nandini Lahiri, American U.

524 : (OCIS) OCIS Doctoral Consortium and Member Reception
6:00pm - 7:30pm Boston Marriott Copley Place: Grand Ballroom Salon G
Organizer: Katherine Chudoba, Utah State U.

525 : (RM) RM Division-CARMA Consortium/PDW Social
6:00pm - 8:00pm Boston Hynes Convention Center: 201
Hosts: Daniel Judson Beal, Virginia Tech; Thomas Greckhamer, Louisiana State U.; Joanna Tochman Campbell, U. of Cincinnati; Jose M. Cortina, Virginia Commonwealth U.; Sanjay Jain, California State U. Northridge; Larry J. Williams, U. of Nebraska, Lincoln; Nitya Chawla, U. of Arizona; Elizabeth Clayton, Academy of Management; Yifan Song, Temple U.; Qi Zhang, Tippie College of Business, U. of Iowa

526 : (TLC) TLC@AOM Committee Social Event (By Invitation Only)
6:00pm - 9:00pm Offset: Legal Sea Foods - Park Square
Committee Social (By Invitation Only)
Organizer: Stefan Krummaker, Queen Mary U. of London

527 : (CMS) CMS PDW Social
6:30pm - 8:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Division Chair: Mark Learmonth, Durham U.
Division Chair-Elects: Stephen Cummings, Victoria U. of Wellington; Ajnesh Prasad, EGADE Business School
Program Chairs: Patrizia Zanoni, U. Hasselt; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management
Professional Development Workshop Chairs: Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro; Amon Barros, FGV EAESP
Past Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Treasurer: Arturo E. Osorio, Rutgers U.
Representatives-at-Large: Eda Ulus, U. of Leicester; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool; Virpi Orvokki Malin, U. of Jyväskylä.

528: (HCM) HCM Division PDW Reception
6:30pm - 8:30pm Offsite: MJ O’Connor’s
This session will be held offsite at MJ O’Connor’s, The Park Plaza Hotel, 27 Columbus Ave., Boston, MA 02116. Please contact Nicholas Edwardson at nedwardson@unm.edu for more information.

529: (ICW) Hong Kong Baptist University Reception.
6:30pm - 9:30pm Boston Hynes Convention Center: 311
AOM Reception organized by Department of Management, Hong Kong Baptist University. Come and join HKBU Reception! This is a great opportunity to meet and network with academics in OB/HR, Strategy and Entrepreneurship. Alcohol and buffet will be served with classical music performance. Come by and enjoy a great evening with our scholars.
Organizer: Xu Huang, Hong Kong Baptist U.

530: (ICW) 2019 Chinese Management Scholars Community (CMSC) Reunion
6:30pm - 10:30pm Sheraton Boston Hotel: Commonwealth
Organizer: Weiguo Zhong, Peking U.

531: (MC) MC Division Social
6:30pm - 8:30pm Boston Park Plaza: Boylston
Division Chair: Tonya L. Henderson, Software Engineering Services
Program Chair: Eric Sanders, Elmhurst College

532: (PTC) Practice Theme Committee Celebration and Awards
6:30pm - 8:30pm Sheraton Boston Hotel: Liberty Ballroom C
Join us to congratulate the winners of the PTC Impact Awards for the impressive overall impact their work is having on managerial and organizational practices!
Host: Usha C.V. Haley, Wichita State U.
Award Recipient: Cary L. Cooper, U. of Manchester
Professional Development Workshop Chairs: Emmanuel Monod, Shanghai SuIbE U.; Christof Backhaus, Aston Business School
Chair: Marc Bonnet, ISER, Magellan, iaelyon, U. Jean Moulin Lille 3, France

534: (MED) MED/MBTS/NDS/C/Pearson Saturday Social
6:30pm - 9:30pm Sheraton Boston Hotel: Kings Dining and Entertainment
All are welcome! Especially doctoral students, MED/OBTS and all other AOM members interested in management education and research.
Organizers: Brandon Taylor Charpied, ; Lynn Hudson, ; Division Chair: Paul Hibbert, U. of St. Andrews
Division Chair-Elect: Kim Gower, U. of Mary Washington
Program Chair: Sabine Hoidn, U. of St. Gallen
Professional Development Workshop Chair: Alan B. Eisner, Lubin School of Business, Pace U.
Past Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania
Treasurer: Volker M. Rundshagen, U. of Applied Sciences Stralsund
Secretary: Mairead Brady, Trinity Business School, Trinity College Dublin - U. of Dublin
Newsletter Editor: Drusilla Haskett, U. of St. Andrews
Representatives-at-Large: Tine Koehler, U. of Melbourne; Brett Paul Matherne, Georgia State U.; Emmanuel Monod, Shangai SuIbE U.

Saturday 7:00PM

533: (IAM) Iberoamerican Academy of Management Social
7:00pm - 9:00pm Boston Park Plaza: Berkeley
We invite you to join our vibrant and welcoming IAM community for our social event. Existing members and newcomers are welcome!

535: (MOC) MOC Social
7:00pm - 9:00pm Westin Copley Place Boston: Essex South
Organizers: Naomi Beth Rothman, Lehigh U.; Abhijeet K. Vadera, Singapore Management U.; Brianna Barker Caza, U. of Manitoba

Saturday 7:30PM

536: (CAR) Careers Division PDW Social
7:30pm - 9:30pm Offsite: Kings
For D&ITC executive committee only.
Professional Development Workshop Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Past Chair: David A. Kravitz, George Mason U.
Chair: David B. Zoogah, Xavier U.
Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Waheeda Lillevik, College of New Jersey; Michàlle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeewa Samanmali Perera, U. of South Australia; Tiffany Trzebiatowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U.

538: (ENT) Entrepreneurship Division Social
7:30pm - 11:30pm Offsite: Top of the Hub Restaurant
This session will be held at Top of the Hub Skywalk Observatory (Floor 50), 800 Boylston Street, Boston, MA 02119-8142. Please contact Sarah Jack at sarah.j.ackent@hhl.se for more information.
NOTE: Tickets for this event will be available through July 30, 2019. After this date, NO tickets will be available. Registration for the AOM Annual Meeting is required in order to register for this event. Tickets are limited to ONE per person and are $100 USD. Limited to 350 guests. Menu: Hors d’oeuvres, buffet salad, and entrees, desserts. (Vegetarian options available.) Beverages: Red and white wines, domestic and imported beer, soft drinks.
Session Details – Sunday, 8:00 - 10:00 AM

Sunday 12:01AM

539 : (SVC) Technology Center (Marriott)
12:01am - 11:59pm Boston Marriott Copley Place: Third Floor Atrium Lounge
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located in the Third Floor Atrium Lounge and is sponsored by Villanova University.

540 : (SVC) Technology Center (Sheraton)
12:01am - 11:59pm Sheraton Boston Hotel: Grand Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located on the second floor in the Grand Ballroom pre-function area and is sponsored by Villanova University.

541 : (SVC) Express Self Check-In Kiosks (Park Plaza)
12:01am - 11:59pm Boston Park Plaza: Exeter Foyer
KIOSKS ONLY- The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The kiosks are located on the Mezzanine Level, in the Pre-Function Space outside of Clarendon & Exeter Rooms.

542 : (SVC) Technology Center (Westin)
12:01am - 11:59pm Westin Copley Place Boston: Essex Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The Technology Center will be on the Third Floor Essex Ballroom foyer.

Sunday 7:00AM

543 : (MSR) MSR Morning Meditation
7:00am - 8:00am Boston Marriott Copley Place: Orleans
The MSR Executive Committee has arranged a morning meditation for registered attendees to start your day right. All who register for the Annual Meeting are welcome.

544 : (MSR) MSR Executive Committee Meeting
7:00am - 8:30am Boston Marriott Copley Place: Vineyard
This meeting is for the executive committee of the MSR division only.

545 : (OSCM) OSCM Division Sunday Morning Jog
7:00am - 8:30am Westin Copley Place Boston: Westin Copley Place Lobby
Please meet in the Lobby of the Westin Copley Place for a group jog. All are welcome! Contact John Gray at gray.402@osu.edu with any questions.

Sunday 7:30AM

546 : (GOV) AOM Past Presidents Breakfast
7:30am - 8:30pm Sheraton Boston Hotel: Exeter AB
By Invitation Only

547 : (ICW) Gathering of Positive Organizational Scholarship (POS) Scholars
7:30am - 9:00am Sheraton Boston Hotel: Constitution Ballroom A

Sunday 8:00AM

548 : (OMT) OMT Yoga
7:30am - 9:00am Boston Hynes Convention Center: 209
Join us for an mindful vinyasa practice led by Emily Block (RYT). In this class, each pose builds onto the next in a smart, sequential and powerful way. Incorporating a strong breath, each asana will unfold within the body revealing new areas of strength and flexibility. Starting with a slow progression and sun salutations, the class builds with standing and balancing poses and it ends in a sweet, cooling, restorative sequence to balance the body. This class is geared to challenge expert yogis while simultaneously being accessible to novice practitioners.
Host: Emily S. Block, U. of Alberta

549 : (SVC) Information Booth
7:30am - 5:30pm Boston Hynes Convention Center: Exhibition Hall A Foyer
The Information Booth will be available Friday-Tuesday from 7:30am-5:30pm. The booth will be staffed with personnel who can assist you with navigating the Conference Program, finding your sessions and providing basic local information. A lost & found is also located at the Information Booth.

550 : (TIM) Welcome to TIM Orientation Breakfast
7:30am - 8:30am Boston Hynes Convention Center: 205
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. A registration fee of USD$130 is required at https://aomlink/RegistForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

552 : (AAA) Speaker Ready Room (Hynes Convention Center)
8:00am - 8:00pm Boston Hynes Convention Center: 105
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.

553 : (AAA) Conference Exhibits
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Visit this year's Exhibit Hall to explore all of the latest products and services from our Annual Meeting exhibitors. The Exhibit Hall also offers opportunities for networking, raffle prizes, coffee breaks and technology centers.

554 : (AAA) Mother's Nursing Room
8:00am - 8:00pm Boston Hynes Convention Center: First Aid Room & Mamava Pod
There are two options for mothers at the Hynes Convention Center. There is a room available on the Plaza Level in the First Aid Room near Exhibition Hall A.
A Mamava Pod, provided by the convention center, can also be used if you download the app to schedule times.
Session Details – Sunday, 8:00 - 10:00 AM

555 : (AAA) Speaker Ready Room (Marriott)
8:00am - 8:00pm Boston Marriott Copley Place: 4th Floor Registration Desk
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.

556 : (AAA) Speaker Ready Room (Sheraton)
8:00am - 8:00pm Sheraton Boston Hotel: Boardroom
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.

557 : (AAA) Speaker Ready Room (Park Plaza)
8:00am - 8:00pm Boston Park Plaza: Commonwealth
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.

558 : (CMS) CMS Executive Meeting
8:00am - 9:30am Hilton Boston Back Bay: Mariner
Division Chair: Mark Lemann, Durham U.
Division Chair-Elects: Stephen Cummings, Victoria U. of Wellington; Ajnesh Prasad, EG&ADE Business School
Program Chairs: Patrizia Zanoni, U. Hasselt; Marcos Pereira Fernandes de Barros, Grenoble Ecole de Management
EAESP
Past Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Treasurer: Arturo E. Osorio, Rutgers U.
Representatives-at-Large: Eda Uluş, U. of Leicester; Virpi Orvokki Malin, U. of Jyväskylä; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool

559 : (ICW) WU Vienna Breakfast Reception
8:00am - 10:30am Hilton Boston Back Bay: Fenway Ballroom
Registration required, please write to clemens.rogi@wu.ac.at
Organizer: Clemens Rogi, WU Vienna

560 : (MBR) New Attendee Welcome Room
8:00am - 5:00pm Boston Hynes Convention Center: Flexible Meeting Space
Membership staff are here to greet all new attendees and help to answer any of your questions, from program and logistical help, to how to make the most of your membership. Enjoy a relaxing atmosphere, the opportunity to meet new friends, and a quiet respite between your sessions!
Organizer: Hamid H. Kazerooniy, Minnesota State U.

561 : (MBR) Career Center Services
8:00am - 5:00pm Boston Marriott Copley Place: 3rd Floor

562 : (SAP) SAP Meet & Greet Breakfast
8:00am - 9:30am Offsite: Joe’s American Bar & Grill
The SAP and ENenti DIGs have planned a joint networking event on joint research opportunities Sunday, 11th of August from 8-9:30am. This session will be held offsite at Joe’s American Bar and Grill, 181 Newbury Street, Boston, MA 02116. Please contact Christina Wawarta at christina.wawarta.15@mail.wbs.ac.uk for more information.
Organizers: Christina Angelika Wawarta, Warwick Business School; Neil Aaron Thompson, Vrije U. Amsterdam; Vern Glaser, U. of Alberta
Moderators: A. Paul Spe, U. of Queensland; Sotiris Paroutis, Warwick Business School

563 : (SVC) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Pre-Registration Badge Pick-up, Onsite Registration and Exhibitor/Press Registration

564 : (SVC) Express Self Check-In Kiosks (Hynes Convention Center - Hall A Foyer)
8:00am - 8:00pm Boston Hynes Convention Center: Exhibition Hall A Foyer
KIOSKS ONLY - The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open the following times: Thursday 5PM-8PM, Friday 7:30AM-8PM, Saturday-Monday 8AM-8PM and Tuesday 8AM-3PM. The kiosks are located in Exhibit Hall A foyer.

565 : (SVC) AOM Resource Center
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Your one stop shop for navigating the Annual Meeting. With representation from the membership department, AOM publications and technology and program assistance - all your questions can be answered in one spot! The AOM resource center will be available during the following times: Friday - 7:30am-5:00pm, Saturday-Monday - 8:00am-5:00pm and Tuesday 8:00am-3:00pm.

566 : (SVC) Technology Center (Hynes Convention Center - Exhibit Hall A)
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers in the Exhibit Hall will be open Friday from 6PM-8PM, Saturday and Sunday from 8AM-5PM and Monday from 8AM-2PM.

567 : (SVC) Reflection Room
8:00am - 8:00pm Boston Marriott Copley Place: Connecticut
This space is designated as a non-denominational room for attendees to use for prayer or quiet reflection amidst the busy backdrop of the meeting. Use of this space requires tolerance for all faiths, spiritual beliefs and practices. In order to make this space available to attendees, the following rules apply: Only registered Academy of Management attendees and accompanied guests are permitted. No candles, incense burning or other smoke, fragrance or flame is allowed. The space is open to registrants at all times. Conversation and music are prohibited and noise is to be kept to the strictest minimum. Use is restricted to purposes of personal reflection, meditation or prayer. No sleeping is permitted.
SUNDAY 8:30AM

568 (AAA) All-Academy Networking Breakfast
8:30am - 9:00am Sheraton Boston Hotel: Grand Ballroom
Please join us at this event where you can network, reconnect with old friends, and make new ones. Do all of this over a cup of coffee and pastries! The Presidential Address and Awards Ceremony, hosted by the AOM President, Carol T. Kulik, will immediately follow.

569 (HCM) HCM Executive Committee Meeting
8:30am - 10:00am Sheraton Boston Hotel: Beacon E

570 (ICW) Journal of Applied Behavioral Science
Editorial Review Board Meeting
8:30am - 9:30am Boston Hynes Convention Center: 303
Organizer: Cynthia Nalevanko, Sage Publications

571 (OMT) OMT Executive Committee Meeting
8:30am - 10:30am Boston Hynes Convention Center: 111
This is an invitation-only meeting of the OMT Executive Committee
Division Chair: Davide Ravasi, UCL School of Management
Division Chair-Elect: Peer Fiss, U. of Southern California
Program Chair: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School
Professional Development Workshop Chair: Martin J. Kilduff, UCL School of Management
Past Chair: Marc-David Seidel, U. of British Columbia
Treasurer: Konstantinos Andriopoulos, Cass Business School, City U. London
Chairs: Hovig Tchalian, Drucker School of Management; Lori Qingyuan Yue, U. of Southern California; Emily S. Block, U. of Alberta; Deborah Anderson, U. of Oxford; Markus A. Höllerer, UNSW Sydney & WU Vienna
Representatives-at-Large: Jo-Ellen Pozner, Santa Clara U.; Tal Simons, Tilburg U.; Joel Gehman, U. of Alberta; Michael Smets, U. of Oxford; Lisa Ellen Cohen, McGill U.; Dalhia Mani, Indian Institute of Management, Bangalore; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Sun Hyun Park, Seoul National U.

572 (PUBS) AMR Editors Meeting
8:30am - 10:00am Sheraton Boston Hotel: Republic A
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: Jay B. Barney, U. of Utah, David Eccles School of Business

573 (SIM) SIM Executive/Governance Meeting
8:30am - 10:30am Boston Marriott Copley Place: Massachusetts
This meeting is an opportunity for SIM Executive Leadership to meet, discuss SIM-related issues and prepare for the SIM Business Meeting.

574 (TLC) Animate Content to Enhance Online Learner Engagement
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon A
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenter: Kelly Fisher, West Chester U. of Pennsylvania

575 (TLC) Introducing The Digital One Minute Paper (DOMP): A Teaching Innovation to Improve Student Engagement
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon B
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenters: Alison Gibb, Adam Smith Business School, U. of Glasgow; Paul Ferri, Adam Smith Business School, U. of Glasgow; Paula Karlsson-brown, -

576 (TLC) The Case with a Thousand Faces: Teaching Innovation for the Class that Hasn’t Prepared
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon C
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenter: Kristina Maiksteniene, ISM U. of Management and Economics

577 (TLC) Lessons from the Corporate 10-K for Management Classes
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon D
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Kimberly M. Green, U. of West Georgia

578 (TLC) Adam Smith Cared but Should we, too? Attending to Student Wellbeing and Resilience
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon G
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Organizer: Belgin Okay-Somerville, U. of Glasgow
Presenters: Adina Dudau, U. of Glasgow Adam Smith Business School; Alvise Favotto, U. of Glasgow; Anna Morgan-thomas, Adam Smith Business School, U. of Glasgow

579 (TLC) Why and How to Build and Distribute Your Own Student-Focused Simulation
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon H
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Moderator: Ted Ladd, Hult International Business School
Participants: Nicole Harris, -; Sarah Toms, The Wharton School, U. of Pennsylvania; Michael Bean, Forio; Renzo Weber, SimCase
Session Details – Sunday, 8:00 - 10:00 AM

580 (TLC) Moving from Learning Styles to Learning Style Versatility in order to Improve Classroom Success
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon I
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Speaker: Wolfgang Amann, HEC Paris

581 (TLC) If Running a Consulting or Service Learning Class Project Is Overwhelming: The Spotlight Project
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon J
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Sarah Woodside, Canisius College

582 (TLC) Training the Next Generation of Consultants: Onboarding, Mentorship and Learning Exchange
8:30am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon K
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

583 (TLC) The Hockey Activity: A Simulation for Teaching Human Resources Planning and Succession Management
8:30am - 9:30am Boston Marriott Copley Place: Provincetown
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

Sunday 9:00AM

584 (AAA) Academy of Management Presidential Address and Awards Ceremony
9:00am - 10:30am Sheraton Boston Hotel: Grand Ballroom

585 (AAC) Southern Management Association Board Meeting
9:00am - 11:00am Boston Marriott Copley Place: Wellesley
Organizer: David Nershi, Southern Management Association

586 (ICW) Journal of Management Education - Editorial Review Board Meeting
9:00am - 11:00am Sheraton Boston Hotel: Fairfax A
Organizer: Jean M. Forray, Western New England U.

587 (PUBS) AMJ Incoming Editors Meeting
9:00am - 11:00am Sheraton Boston Hotel: Berkeley AB
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: Laszlo Tihanyi, Texas A&M U.

Sunday 9:40AM

588 (TLC) Management Undergraduates as Apprentices? – Integrating Workplace Learning and University Education
9:40am - 10:40am Boston Marriott Copley Place: Grand Ballroom Salon A
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenter: Patrick McGurk, Queen Mary U. of London

589 (TLC) Redesigning Entrepreneurship Education: Cross Cultural Analysis
9:40am - 10:40am Boston Marriott Copley Place: Grand Ballroom Salon B
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Alexander Settles, U. of Florida; Arturo E. Osorio, Rutgers U.

590 (TLC) Increasing Student Engagement through the Exchange of Valued Resources
9:40am - 10:40am Boston Marriott Copley Place: Grand Ballroom Salon C
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Kyle Ingram, U. of California, Riverside

591 (TLC) Comparison between G Suite and Portfolium in Strategic Analysis Course
9:40am - 10:40am Boston Marriott Copley Place: Grand Ballroom Salon D
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenter: Nydia MacGregor, Santa Clara U.

592 (TLC) Case Writing as a Student Project: A Step-by-Step Method
9:40am - 10:40am Boston Marriott Copley Place: Grand Ballroom Salon G
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Chair: Brent D Beal, U. of Texas at Tyler
**Sunday 10:00 AM**

**599** *(AFAM)* AFAM Business Meeting
10:00am - 12:00pm Westin Copley Place Boston: St George CD
The business meeting for the Africa Academy of Management
Division Chair: David B. Zoogah, Xavier U.
Organizer: Eileen Kwesiga, Bryant U.
Facilitators: Moses Acquah, U. of North Carolina, Greensboro; Nceku Nyathi, DeMontfort U. Faculty of Business and Law; Stella M. Nkomo, U. of Pretoria; Judy Muthuri, International Centre for Corporate Social Responsibility; Elham Kamal Metwally, Adjunct Faculty
Panelist: Samuel Aryee, U. of Surrey

**600** *(ICW)* Group & Organization Management
10:00am - 11:00am Boston Hynes Convention Center: 303
Organizer: Cynthia Nalevanko, Sage Publications

**601** *(ICW)* Journal of Management Education - Special Issues Writers Workshop
10:00am - 12:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Organizer: Jean M. Forray, Western New England U.

**602** *(ICW)* Long Range Planning Editorial Board Meeting
10:00am - 11:30am Boston Park Plaza: Whittier
Organizer: Caroline Moors, Elsevier

**603** *(MOC)* MOC Executive Committee Meeting
10:00am - 12:00pm Westin Copley Place Boston: Adams
Division Chair: Brianna Barker Caza, U. of Manitoba
Program Chair: Abhijeet K. Vadera, Singapore Management U.
Professional Development Workshop Chair: Naomi Beth Rothman, Lehigh U.

**604** *(ONE)* ONE Executive Meeting
10:00am - 12:00pm Westin Copley Place Boston: Empire

**605** *(OSCM)* O SCM Sunday Café I
10:00am - 11:00am Westin Copley Place Boston: Defender

**606** *(OSCM)* O SCM Division Executive Committee and Officers Meeting
10:00am - 11:30am Westin Copley Place Boston: Essex North-West
607: (PUBS) AMP Editorial Review Board
10:00am - 12:30pm Sheraton Boston Hotel: Commonwealth
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: Phillip Phan, Johns Hopkins U.

Sunday 10:15AM

608: (AAA) Conference Break
10:15am - 11:00am Boston Hynes Convention Center: Exhibition Hall A
Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

609: (AAC) Midwest Academy of Management Board Meeting
10:30am - 12:30pm Sheraton Boston Hotel: Arnold Arboretum
Organizer: Maria Kraimer, Rutgers U., School of Management and Labor Relations

610: (AAC) EAM Board Meeting
10:30am - 11:30am Sheraton Boston Hotel: Boston Common

611: (ICW) Personnel Psychology Editorial Board Meeting and Reception
10:30am - 12:00pm Westin Copley Place Boston: Great Republic
Organizer: Kerry Ignatz, Academy of Management
Participants: Quinetta M. Roberson, Villanova U.; Tammy L. Madsen, Santa Clara U.; Elizabeth George, U. of Auckland

Sunday 10:50AM

612: (VOL) Incoming and Outgoing DIG Chairs Meeting
10:30am - 12:30pm Sheraton Boston Hotel: Gardner AB
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. Outgoing Chairs will be recognized for their volunteer service to the Academy.
Organizer: Kerry Ignatz, Academy of Management
Participants: Quinetta M. Roberson, Villanova U.; Tammy L. Madsen, Santa Clara U.; Elizabeth George, U. of Auckland

613: (TLC) Lessons Learnt from a Chatbot Pilot’s Integration into a Module on Uncertainty & Risk Management
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon A
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenters: Sidika Nihal Colakoglu, Norfolk State U.; Suely Black, Norfolk State U.; Carl Bonner, Norfolk State U.

615: (TLC) Leveraging the Many Benefits of Live Business Cases
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon C
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenters: Meredith J. Woodwork, Wilfrid Laurier U.; Brent D Beal, U. of Texas at Tyler; Karin Schnarr, Wilfrid Laurier U.

616: (TLC) Developing Leaders who Coach and Mentor: T&L Insights
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon D
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Facilitator: Kate Joyner, Graduate School of Business, QUT

617: (TLC) Love at First Sight Revisited: Interactive Activities for the First Day of Class
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon G
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

618: (TLC) Intentional Design, Delivery, and Assessment of Business Ethics Courses
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon H
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenters: Catherine Curtin Hall, Roger Williams U.; Lisa Calvano, West Chester U.

619: (TLC) Who’s Afraid of the Big, Bad Systematic Review? Reflections on Teaching Systematic Review Methods
10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon I
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Susanna Maria O’Neil, U. of Pretoria, South Africa

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**620 (TLC) New Approaches for Learning Analytics and Business-Projects as Learning Enhancers for Students**

10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon J

This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

**Chair:** Andrea Honal, Duale Hochschule Baden-Württemberg, Mannheim

**Speakers:** Paul Forrester, Keele Business School, Keel U., U.K; Juergen Bleicher, DHBW Villingen-Schwenningen / Germany

**621 (TLC) Antecedents and Determinants of Teaching Assistants’ Training and Professional Development**

10:50am - 11:50am Boston Marriott Copley Place: Grand Ballroom Salon K

This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

**Presenters:** Valeria Cotronei-Baird, Education; Austin Chia, U. of Melbourne; Angela Paladin, U. of Melbourne

**Moderators:** Rebecca Mitchell, Michigan State U.; Emily Dunham, IE Business School

**Speakers:** Grace Augustine, Northwestern Kellogg School of Management; Emily S. Block, U. of Alberta; Emily Dunham, U. of Massachusetts, Amherst; Sandy Hershcovic, U. of Calgary

**SUNDAY**

**Sunday 11:00AM**

**623 (AAT) Nevertheless She Persisted: Succeeding as a Woman Academic**

11:00am - 1:00pm Boston Hynes Convention Center: 304

**Chairs:** Sara B. Soderstrom, U. of Michigan; Maria Teresa Farkas, Imperial College Business School

**Facilitators:** Rebecca Mitchell, Michigan State U.; Jill Waymire, IE Business School

**Moderators:** Grace Augustine, Northwestern Kellogg School of Management; Emily S. Block, U. of Alberta; Emily Dunham, U. of Massachusetts, Amherst; Sandy Hershcovic, U. of Calgary

**Speakers:** Laura Empson, Cass Business School, City U. London; Stefanie Johnson, U. of Colorado, Boulder; Katherine W. Phillips, Columbia U.; Lynn Perry Wooten, Cornell SC Johnson College of Business; Judith Louise Walls, HSG U. of St. Gallen

**624 (ICW) Organization Studies Editorial Board Meeting**

11:00am - 12:00pm Boston Hynes Convention Center: 204

**Progress Report of Organization Studies from the Editors in Chief & SAGE Publications.**

**Organizer:** Sophia Tzagaraki, Organization Studies

**625 (MBR) Career Services Networking**

11:00am - 1:00pm Boston Marriott Copley Place: Gloucester

Join senior and junior faculty experienced as recruiters, candidates, coaches, and all aspects of the Career Services’ process in an interactive networking session. Topics will include the academic job search process, the status of the 2019 academic employment market, and do’s and don’ts for a successful job search. Session facilitators include Career Services Committee leadership, veteran volunteers and coaches.

**626 (OSCM) OSCM Sunday Café II**

11:00am - 12:00pm Westin Copley Place Boston: North Star

**627 (PTC) Practice Theme Committee Business Meeting**

11:00am - 1:00pm Sheraton Boston Hotel: Republic A

**Organizer:** Peter Bamberger, and the team of associate editors to learn their vision for the journal and tips on how to write a successful paper. All are welcome, so find us at the Publications booth in Exhibit Hall A.

**Organizer:** Susan Zaid, Academy of Management

**628 (PUBS) Meet the AMD Editors**

11:00am - 12:00pm Boston Hynes Convention Center: Exhibition Hall A

**Organizers:** Jel Erica Hampson, Academy of Management; Amy Bray, Academy of Management; Gabe Bramson, Academy of Management

**Program Chair:** Herman Aguinis, The George Washington U.

**Professional Development Workshop Chair:** Amy Hillman, Arizona State U.

**Sunday 11:30AM**

**630 (AAT) Building a Management Knowledge Navigator: Organizational Performance for All Primary Stakeholders**

11:30am - 2:30pm Boston Hynes Convention Center: 306

This PDW seeks to explore and encourage the development of multi-disciplinary, meta-theoretical frameworks (“meta-frameworks”) that navigate our knowledge development stocks and help to translate the causes-and-effects for organizational performance. We adopt an inclusive definition of organizational performance. We define it as a plurality of performance metrics concerning all primary stakeholders (investors, customers, employees, and community/environment), which are considered as the shared set of dependent variables (DV’s) for the PDW discussions. Thus, the purpose of this PDW is to begin the development of a novel umbrella organizing theories, findings, and research agenda to integrate the increasingly fragmented knowledge silos in management studies. We also brainstorm and review ideas on what novel outlets can be created to visualize, host, and curate such meta-frameworks to enable continued updates, and identify what criteria can be used to evaluate the quality of meta-frameworks. Register by noon July 15th, 2019 (Max. 60 participants) at

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Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
In addition, the undervaluation of women in the Australian business community with women mentioning more (52% women vs. 25% men; Ragins, Townsend, & Mattis, 1998). Interpersonal factors such as male stereotyping and preconceptions executives were more likely than male CEOs to mention. A survey conducted more than 20 years ago in the US, female under-representation in leadership partly contributes to the slow change (Marques, 2010). Although organizations and their agents (i.e., managers) may have been slow to change, societal expectations of gender diverse organizations have increased (Metz & Kumra, in press). Thus, this PDW is designed to explore avenues for research that will further women's career opportunities by assisting organizations to be more inclusive. To achieve this purpose, we have assembled a panel of five diversity and inclusion experts to present their views on this topic. PANELISTS Our panelists are all experts on women's career advancement and workplace inclusion. In this panel discussion, we will ask each panelist to make a brief ten-minute presentation on impediments and challenges for women to advance in organizations. Following will be a discussion of ways in which managers, team members, and organizations can create environments in which women have the career opportunities they seek. The benefits that can accrue to the women, their families and to the organizations in which they work will also be highlighted.

Organizers: Lynn Shore, Colorado State U.; Isabel Metz, Melbourne Business School, U. of Melbourne
Participants: Alison M. Konrad, Western U.; Ellen Ernst Kossek, Purdue U.; Eddy S. Ng, Bucknell U.; Tae-Youn Park, Vanderbilt U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee

633: (ICW) Center for Values-Driven Leadership: Cohort 5 Gathering
12:00pm - 3:00pm Sheraton Boston Hotel: Beacon F
Organizer: Amber A. Johnson, Center for Values-Driven Leadership, Benedictine U.

634: (PUBS) Annals Incoming Associate Editors Meeting
12:00pm - 2:00pm Sheraton Boston Hotel: Beacon B
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenters: Carrie R. Leana, U. of Pittsburgh; Stuart Bunderson, Washington U. in St. Louis

635: (Plenary): (TLC) AOM Teaching and Learning Conference Luncheon
12:00pm - 1:30pm Boston Marriott Copley Place: Grand Ballroom Salon EF
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

Sunday 12:30PM

12:30pm - 2:00pm Boston Hynes Convention Center: 109
Moderator: Jennifer Griffin, U. of New Hampshire
Panelists: Lynn Bowes-Sperry, Western New England U.; Meg Bond, U. of Massachusetts, Lowell; Anne M. O'Leary-Kelly, U. of Arkansas; Christine Shea, U. of New Hampshire
Participant: Shannon Rawski, U. of Wisconsin, Oshkosh

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Sunday, 12:00 - 2:00 PM

**637 ☞ (AAT)** The Role of Non-Tenure Track Faculty in Business Schools
12:30pm - 2:00pm Boston Hynes Convention Center: 110

*Chairs:* H Kristl Davison, Appalachian State U.; R H Hamilton, U. of Mississippi

*Panelists:* J. Bret Becton, U. of Southern Mississippi; Kelly A. Mollica, U. of Memphis; Hettie Richardson, Texas Christian U.; William A. Sodeman, Clark U.; Michael Sturman, Rutgers U.

**638 ☞ (AAT)** Building an Inclusive World without Committing Type III Errors: The Need for System Transformation
12:30pm - 2:00pm Boston Hynes Convention Center: 310

*Distinguished Speakers:* Steve Waddell, SDG Transformations Forum; Gerald F. Davis, U. of Michigan; Rajendra Sisodia, ; Otto Scharmer, MIT Management S School

*Chairs:* Sandra A. Waddock, Boston College; Ian Mitroff, U. of California, Berkeley

*Moderator:* Erica Steckler, U. of Massachusetts, Lowell

**639 ☞ (DISC Paper Session) - (CAR)** Balancing Careers and Life
12:30pm - 2:00pm Sheraton Boston Hotel: Berkeley AB

*Chair:* Erin E. Makarius, U. of Akron

Indian MBA careers in a high-growth, globalized economy: An exploratory study | Vivek G. Nair, Indian Institute of Management, Calcutta; Leena Chatterjee, Indian Institute of Management, Calcutta


Friends or Foes: Attorneys’ Narratives of Balancing Work and Life | Spea Trefalt, Simmons U.

Precarious Employment, Concentration Problems and procrastination: Trait Mindfulness as a moderator | Tasneem Fatima, International Islamic U., Islamabad, Pakistan; Fatima Shamim, International Islamic U., Islamabad, Pakistan; Saima Naseer, International Islamic U., Islamabad, Pakistan; Fauzia Syed, assistant professor; Shadab Qazi, International Islamic U., Islamabad, Pakistan

**640 ☞ (DISC Paper Session) - (CMS)** Critical Analysis of Leadership and Employee Engagement
12:30pm - 2:00pm Hilton Boston Back Bay: Washington

*Chair:* Mark Learmonth, Durham U.

Discursive Representation of “Leadership” in the Business Media | Kedir Assefa Assefa Tessema, Wilkes U.

A Critical Perspective on Leadership Fashions | Eric Guthery, Copenhagen Business School; Nicole Ferry, City U. of Seattle; Robyn Remke, Lancaster U. Management School

Measures of faith: Science and belief in leadership studies | Nick Butler, Stockholm U.; Sverre Spoelstra, ; Helen Delaney, U. of Auckland


**641 ☞ ☞ (CMS, AAT)** Implications of Brexit and Trumpism for Ethnic Minority Migrants in the Workplace
12:30pm - 2:00pm Boston Hynes Convention Center: 305

*Chairs:* Memoona Tariq, Nottingham Trent U.; Jawad Syed, Lahore U. of Management Sciences; Stella M. Nkomo, U. of Pretoria

Discussant: Stella M. Nkomo, U. of Pretoria

Falling into the trap: Modern slavery and illegal Latino immigrants. | Paulina Segarra, U. Anáhuac México; Ajnesh Prasad, EGADE Business School

Migration, sovereignty, and social justice in the Trumpian Era | Hamid H. Kazerony, Minnesota State U.

Inclusion-exclusion of Syrian refugees in the workplace: | Yusuf M. Sidani, American U. of Beirut

Prejudice, nationalism and the workplace: Managing diversity in the Brexit and Trump era | Memoona Tariq, Nottingham Trent U.; Jawad Syed, Lahore U. of Management Sciences


**642 ☞ (DISC Paper Session) - (ENT)** Entrepreneurial Orientation and Dynamic Capabilities
12:30pm - 2:00pm Boston Marriott Copley Place: Boylston

*Chair:* Jila Bagherian, U. of East Anglia

How EO and Cooperation Explain Product and Service Innovations in Digital and Non-Digital Startups | Tobias Kollmann, U. of Duisburg-Essen; Christoph Stöckmann, Seeburg Castle U.; Thomas Niemand, Clausthal U. of Technology; Simon Hensellek, U. of Duisburg-Essen; Katharina De Crupp, U. of Duisburg-Essen

Social Capital and SME’s Internationalization: A Dynamic Capabilities’ Perspective | Anh Luong, Nottingham Trent U.; Michael Wei Zhang, Nottingham Trent U.; Michael Ehret, NTU


The Chicken or the Egg: Causal Inference in the Entrepreneurial Orientation-Performance Relationship | Brian S. Anderson, U. of Missouri Kansas City; Jens Schueler, U. of Kaiserslautern, Germany; Matthias Baum, U. of Kaiserslautern, Germany; Vishal K. Gupta, U. of Alabama

**643 ☞ (DISC Paper Session) - (ENT)** New Venture Formation and Growth
12:30pm - 2:00pm Boston Marriott Copley Place: Nantucket

*Chair:* Elda Barron, EGADE Business School, Tecnologico de Monterrey

Does Everyone Benefit from Participating in Accelerator Programs? | Farzana Chowdhury, U. of Texas Rio Grande Valley; David Audretsch, Indiana U., Bloomington

The Role of Complementary Assets in the Survival of Incubated Companies | Luiz Guerraazzi, U. Nove de Julho - UNINOVE - São Paulo; Fernando A R Serra, Uninove; Manuel

Thematic orientation: ☐ Teaching | ☐ Practice | ☐ International | ☑ Program Theme | ☐ Research | ☐ Diversity | ☐ Best Paper
Anibal Portugal Ferreira, Nove de Julho U.; Vanessa Scaciotto, Fundacao Getulio Vargas


Social Integration and Knowledge Spillover Entrepreneurship | Malcolm Muhammad, U. of Louisville; Lauren A. Atkinson, U. of Louisville; Kirsten Bullock, U. of Louisville; Manju K Ahuja, U. of Louisville

> Directors Turnover in New Venture Boards | Chanchal Balachandran, Linköping U.; Timurs Umans, Jönköping International Business School; Karl J. Wennberg, Linköping U.

644 △: (DISC Paper Session) - (ENT) Technology Entrepreneurship
12:30pm - 2:00pm Boston Marriott Copley Place: Simmons
Chair: Jasper Brinkerink, Free U. of Bozen-Bolzano
Do Incumbent Firms’ Technological M&As Affect Startup Growth in the Entrepreneurial Ecosystem? | Seungryu Ryan Shin, Seoul National U.; John Seokhyun Han, Korea Institute of Machinery & Materials; Jina Kang, Seoul National U.; Klaus Marhold, WU Vienna U. of Economics and Business
Can Incentives Build Legitimacy? Industrial Dynamics and Entrepreneurship in the Dutch Space Sector | Daniel Sagath, VU Amsterdam; Elco Van Burg, Vrije U. Amsterdam; Joep Cornelissen, Erasmus U. Rotterdam; Christina Giannopapa, European Space Agency
Tech Entrepreneurs and Diversity in the Knowledge Economy | Victor Nee, Cornell U.; Lucas Drouhot, Max Planck Institute for the Study of Societies
The Effect of Technology on Entrepreneur-Investor Negotiations | Timothy Dunne, Middle Tennessee State U.; Brent Clark, U. of Nebraska, Omaha; John Berns, U. of Mississippi

645 △: (DISC Paper Session) - (ENT) Judgment, Emotion, and Decision
12:30pm - 2:00pm Boston Marriott Copley Place: Vineyard
Chair: Sylvain Pierre Bureau, ESCP Europe
An Emotional Intelligence Model of Entrepreneurial Coping Strategies | Saurav Pathak, Kansas State U.; Sonia M. Goltz, Michigan Technological U.
Entrepreneurial Behavior in the Workplace: The Mediating Role of the Entrepreneurial Mindset | Dagmar Hattenberg, Groningen U. (RuG); Olga Belousova, Groningen U. (RuG)
Understanding the Role of Perceptions in Entrepreneurial Decision-Making | Per L. Bylund, Oklahoma State U.; Trey Malone, Michigan State U.

646 △: (DISC Paper Session) - (GDO) Discussing D&I Around the World
12:30pm - 2:00pm Boston Park Plaza: Beacon Hill
Discussant: Alison V. Hall, U. of Texas At Arlington

> ‘Doing gender’ in SME accounting firms: A transnational perspective | Alison Sheridan, U. of New England; Sujana Adapa, Associate Professor

> Pink-washing: Antecedents and consequences of mandated gender quota in India | Rahul Anand, HEC Paris; Venkat Kuppuswamy, Northeastern U.

Tokenism or Realism? Gender Inclusion Lens for Corporate Boards & Ownership Structure In India | Arunima Haldar, S P Jain Institute of Management and Research; Sumita Datta, S P Jain Institute of Management and Research; Snehal Shah, S P Jain Institute of Management and Research
An Investigation of the Impact of Sexual Harassment Legislation in Pakistani Organisations | Faiza Ali, Lahore U. of Management Sciences; Sidra Naseem, Lahore U. of Management Sciences

647 △: (DISC Paper Session) - (HCM) New frontiers in health care teams and organizations
12:30pm - 2:00pm Sheraton Boston Hotel: Beacon A
Chair: Maïke Vanessa Tietscher, Stanford U.
Effect of Star Employees on Team Performance: The Case of Surgeons in Korean Hospitals | Sangsuk Oh, National Cancer Center Korea; Owwon Park, The Catholic U. of Korea
Hospital Cultural Competency and Attributes of Patient Safety Culture: A study of US Hospitals | Soumya Upadhyay, U. of Nevada Las Vegas; Christopher Cochran, U. of Nevada Las Vegas
Are Retail Clinics an Effective Primary Disruption? Review of Their Cost, Quality, and Satisfaction | Timothy Hoff, Northeastern U.; Kathryn Prout, Northeastern U.

648 △: (DISC Paper Session) - (HR) Multilevel HR Practices
12:30pm - 2:00pm Westin Copley Place Boston: Adams
Discussant: Shankar Naskar, U. of Virginia
Star performers and team performance: the moderating roles of team cohesion and pay dispersion | Olivier D. Boncoeur, U. of Texas at Dallas
The role of prospector strategy on the adoption and effectiveness of broad-based share ownership | Yeong Joon Yoon, Texas A&M U. Central Texas; Sukanya Sengupta, -
Perceived Firm-specific versus Task-specific Human Capital and Turnover Intention | Ji Hyun Kim, U. of Wisconsin, Madison

649 △: (DISC Paper Session) - (HR) HR and Social Factors
12:30pm - 2:00pm Westin Copley Place Boston: Parliament
Discussant: Christopher B. Stone, Wichita State U.
Peer Feedback-Seeking: Importance of Feedback Environment Referents and Individual Cultural Values | Marc Cubrich, U. of Akron; Joelle D Elicker, U. of Akron; Mary Sully De Luque, Thunderbird School of Global Management at ASU; Rachel Gabel-Shemueli, U. del Pacifico
Session Details – Sunday, 12:00 - 2:00 PM

1. Individual-Level Absorptive Capacity and Knowledge Transfer During International Assignments | Angelo DeNisi, Tulane U.; Wilson Flores, U. de los Andes, Colombia

2. Nesting Ambidexterity Strategies in High-Security Contexts | Jacobo Ramirez, Copenhagen Business School; Sergio Madero, Tecnologico de Monterrey; Claudia Vélez-Zapata, U. Pontificia Bolivariana

3. Work-Life Balance Satisfaction of Parents in Fragile Families across Canada | Maryam Dilmaghani, Saint Mary’s U., Canada; Verain Tabvuma, Saint Mary’s U., Canada

4. Examining “Above” and “Below” the Line Diversity Activities in Organizations | 12:30pm - 2:00pm Boston Hynes Convention Center: 313
   Organizers: Kelly Pledger Weeks, Rhodes College; Isabel Metz, Melbourne Business School, U. of Melbourne; Sanjeewa Samanmali Perera, U. of South Australia
   Discussants: Lisa H. Nishii, Cornell U.; Cheri L. Ostroff, U. of South Australia
   Leadership for Inclusion “Above” and “Below” the Line | Elissa Perry, Teachers College, Columbia U.; Aitong Li, Columbia U. Teacher’s College
   Integrating “Above” and “Below” the Line Diversity Initiatives: A Case Study | Tyra Vason, U. of Cincinnati; Shonita M. Black, U. of Cincinnati
   Boundary Permeability—the Key to Bridging the “Above” and “Below” the Line Gaps in Inclusion | Dinika Jones Travis, Catalyst; Michálle Mor Barak, U. of Southern California; Adriana Clomax, U. of Southern California
   Presenters: Sanjeewa Samanmali Perera, U. of South Australia; Kelly Pledger Weeks, Rhodes College; Miriam Yates, U. of Queensland; Aitong Li, Columbia U. Teacher’s College; Tyra Vason, U. of Cincinnati; Shonita M. Black, U. of Cincinnati; Dinika Jones Travis, Catalyst
   Participants: Isabel Metz, Melbourne Business School, U. of Melbourne; Anita Davis, Trinity College; Terrance William Fitzsimmons, U. of Queensland; Miriam Yates, U. of Queensland

5. International Box Office Revenues of Motion Picture Films: Do Localization Strategies Work? | Song Lin, Central U. of Finance and Economics; Jiatao Li, Hong Kong U. of Science and Technology; Zhengda Xu, Central U. of Finance and Economics


7. Putting Pedagogy Where Intention to Innovate Lies: Evaluating Compulsory Entrepreneurship Education | Victor Udeozor, Nottingham Business School, Nottingham Trent U.; Simon Mosey, U. of Nottingham; Andrew Greenman, U. of Nottingham; Kevin Amess, U. of Nottingham


9. Chasing A Moving Target: Using Design Thinking to Blend Rational and Foolish Problem-Solving | Sonja Förster, ETH Zurich; Philipp Bubenzer, HES-SO / ETH Zurich

10. A Structured Review of the History of Agile Methods and Iterative Approaches to Management | Andrew Whiteley, U. of Sydney; Julien Pollack, U. of Sydney; Petr Matous, U. of Sydney

11. Cultural theorizations in business history: how histories shape cultures and vice versa | Guilherme Azevedo, Audencia Business School

12. Intersectionality as a Matter of Time: The Case of British Airways (1924-1974) | Kerry Hendricks, Saint Mary’s U., Canada; Nicholas Mark Deal, Saint Mary’s U.; Canada; Jean Helms Mills, St. Mary’s U.


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Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D

264
Heller, Brunel U.; Alan McKinlay, Newcastle U. Business School; Michael Rowlinson, U. of Exeter
Management History Division Award for Best Reviewer

654 (DISC Paper Session) - (MOC) Recovery, Resilience, and Growth
12:30pm - 2:00pm Westin Copley Place Boston: North Star
Discussant: Michelle Andre Barton, Boston U.
- Emotional, Social and Cognitive Underpinnings of Team Resilience in the Workplace | Silja Hartmann, LMU Munich; Matthias Weiss, Ruhr-U. Bochum; Martin Hoegl, LMU Munich; Abraham Carmeli, Tel Aviv U.
- Inclusive Work Environments and Multinational Team Performance: The Role of Team Resilience | Andreas Stefan Hundschell, LMU Munich; Julia Backmann, U. College Dublin; Amy Wei Tian, Curtin Business School; Martin Hoegl, LMU Munich
- Rebuilding Attachments: A Theory of Resocialization in Organizations | Erin Frey, U. of Virginia Darden School of Business
- Emergence of the High Reliability Service Organization | Morten Olsen, Roskilde U.; Kristian Johan Sund, Roskilde U.

655 (DISC Paper Session) - (MSR) MSR Discussion Paper Session
12:30pm - 2:00pm Boston Marriott Copley Place: Maine
Chair: Elizabeth A. Castillo, Arizona State U.
Discussant: Elizabeth Luckman, U. of Illinois at Urbana-Champaign
- Does a religious identity matter? Impact of organizational identity on ethics in family firms | Friederike Sophie Volk, RWTH Aachen U.; Denise Fischer, RWTH Aachen U.

656 (DISC Paper Session) - (ODC) Sustainability and Institutional Change
12:30pm - 2:00pm Boston Marriott Copley Place: Cambridge
Chair: Estelle Archibald, Case Western Reserve U.
- From Stages of Development to States of Existence: A Typology of Organizational Survival States | Denise Lima Fleck, COPPEAD Graduate School of Business, UFRJ, Rio de Janeiro
- Tracing the Global Diffusion of Corporate Social Responsibility | Lutz Preuss, U. of Sussex

657 (DISC Paper Session) - (OMT) Status and Stigma
12:30pm - 2:00pm Boston Hynes Convention Center: 201
Discussant: E. Geoffrey Love, U. of Illinois at Urbana-Champaign
- The Socio-Cognitive Bases of Reward Allocation: The Interplay between Status and Social in Peer-Base | Erik Aadland, BI Norwegian Business School; Denise Falchetti, Boston U. Questrom School of Business; Simone Ferriani, U. of Bologna
- Not in Our Name! How Fields React to Stigma Contagion: Italian Co-ops Facing a Mafia Scandal. | Francesca Capo, Luis Guido Carli U.; Riccardo Maionili, John Cabot U.; Tommaso Ramus, UCP - Católica Lisbon School of Business & Economics; Francesco Rullani, Luiss U.
- Reputation in Hollywood: Between Scandals and Solidarity | Daniela Aliberti, U. Cattolica del Sacro Cuore; Chiara Paolini, U. Cattolica del Sacro Cuore

658 (DISC Paper Session) - (OMT) Imagining Identity
12:30pm - 2:00pm Boston Hynes Convention Center: 202
Discussant: Innan Sasaki, Lancaster U. Management School
- Craft Work and the Social Imaginary of Organized Making | Emma Bell, The Open U. Business School
- A Temporal View of Tie Formation: Exploring the Role of the Future through a Situated View of Events | Jonathan Schmidt, Copenhagen Business School

659 (DISC Paper Session) - (OMT) Visuality, Materiality, Spaciality & Institutions
12:30pm - 2:00pm Boston Hynes Convention Center: 206
Discussant: Dennis Clemens Jancsary, WU Vienna
- Artifacts in Strategy Realization Process | Bijan Azad, American U. of Beirut; Fouad Zablith, American U. of Beirut
- Caught Between a Rock & a Hard Place: How Spatial Facets of Refugee Crisis Shape Institutional Work | Bijan Azad, American U. of Beirut; Randa Salamoun, American U. of Beirut
- What Doesn’t Kill You Makes You Stronger: Identity Change in Response to Territorial Threat | Asma Zafar, U. of Alberta; Trish Reay, U. of Alberta

With No Strings Attached: Insurgent Uses and the Turnaround of the Electric Guitar Industry | Tristan Philipp May, EMLYON Business School

660 (DISC Paper Session) - (ONE) Narratives and Perspectives of Sustainability
12:30pm - 2:00pm Westin Copley Place Boston: Weststar
Discussant: Timo Busch, U. of Hamburg
- From Corporate Sustainability to Organisational Sustainability | Tulin Dzhengiz, U. of Manchester; Kai N. Hockerts, Copenhagen Business School
- The pride and joy - and guilt - of trophy hunting: Emotional narratives in a contested industry | Judith Louise Walls,
Session Details – Sunday, 12:00 - 2:00 PM

Public and Nonprofit Management

Organizer:

12:30pm - 2:00pm Sheraton Boston Hotel: Constitution Ballroom B

Chair:

12:30pm - 2:00pm Hilton Boston Back Bay: Maverick B

Does Quality Certification Reduce Quality Risk in Food Supply Chains? | Kangkang Yu, Renmin U. of China; Cheng Qian, Central U. of Finance and Economics; Ben Nanfeng Luo, Renmin U. of China; Han Jiang, Tulane U.

Exploring the Implementation of Standardized Processes in a Professional Setting | Marianna Frangeskou, U. of tilburg; Michael Lewis, School of Management, U. of Bath; Christos Vasilakis, U. of Bath

Impact of Environmental Uncertainty and Contractual Embeddedness on Supplier's Sales Probability | Buddhika Chathurangani Mannaperuma, U. of Melbourne; Prakash Jagat Singh, U. of Melbourne; William Ho, U. of Melbourne; Sherah Kurnia, U. of Melbourne

Emerging Issues in Public and Nonprofit Management

Chair: Sheela Pandey, Pennsylvania State U., Harrisburg

Enacting Order into Crises: A Typology of Rare Events for Government Organizations | Sora Park, SUNY at Albany New York


Public Sector Leadership in An Emerging Economy | Vishal Gupta, Indian Institute of Management Ahmedabad

Red Tape and Psychological Capital: A Counter-Balancing Act | Adina Dudau, U. of Glasgow Adam Smith Business School; Georgios Kominis, U. of Glasgow

GLOBE Phase 4: Improving Culture Dimension Measures and Measuring Trust Across Cultures

Chair: Mansour Javidan, Thunderbird School of Global Management at ASU

Participants: Ali Dastmalchian, Simon Fraser U.; Peter W. Dorfman, New Mexico State U.; Carolyn Egrl, Simon Fraser U.; Richard Cotton, U. of Victoria; Anirban Kar, Simon Fraser U.

Chair: Beverly Connelly, Benedictine U.

Climate Change, Drought, and Wildlife Policy in the Rocky Mountains | Christopher Craig, Murray State U.; Myria Allen, U. of Arkansas; Song Feng, U. of Arkansas; Matthew L. Spiakle, U. of Arkansas

Exploring Multi-Party Collaboration towards Shared Value Across a Platinum Mine | Ashina Buddh, Gordon Institute of Business Science; Caren Brenda Scheepers, Gordon Institute of Business Science

Business Model Sustainability and Firm Performance: An Organizational Perspective | Muhammad Imran, EMILYON Business School

Exploring the Merits of Sustainability Ranking Lists: Do They Matter? | Saveena Patara, U. of Guelph; Rumina Dhalia, U. of Guelph

Emerging Issues in Innovation

Chair: Xun Tong, U. of Groningen

Scaling Jobs for the Poor: How to Reduce Poverty through Employment | Aneel Karnani, U. of Michigan, Ann Arbor; Kevin McKague, Cape Breton U.

Can a Mobile Ethics App Promote Ethical Employee Behavior? Evidence from a Field Experiment | Boon Heon Tan, Singapore Management U.; Don Ferrin, Singapore Management U.

Corporate Social Responsibility in an Innovation Era: A Conceptual Exploration | Sebastian M. Pfotenhauer, TUM School of Management, Technical U. of Munich; Nina Frahm, TUM School of Management, Technische U. München

Corporate Responsibility Meets Digital Economy (WITHDRAWN) | Leena Lankoski, Aalto U. School of Business; N. Craig Smith, INSEAD

Innovation, Capabilities, and Competitive Interaction

Chair: Stephen Thomas Downing, National Chiao Tung U.

R&D Alliances Between Incumbents and New Ventures: Dynamic Interplay Between Inter-Firm Governance | Julian-Ferdinand Kolb, RWTH Aachen U.; David Antons, RWTH Aachen U.; Torsten Oliver Salge, RWTH Aachen U.

Attacks, Buyer Engagement, and Target Response-Nonresponse Spectrum | Jin-Su Kang, National Chiao Tung U.; Stephen Thomas Downing, National Chiao Tung U.; Gideon D Markman, Colorado State U.

Et tu, Brute? Surprising Actions and Their Market Reaction | Jeffrey Baker, U. of Pittsburgh
Heterogeneous Interpretations Using Homogenous Big Data | Alper Koparan, PhD candidate

668: (DISC Paper Session) - (STR) Corporate Growth and Global Challenges
12:30pm - 2:00pm Boston Park Plaza: Newbury
Corporate and International Strategy Track
Chair: Stephen Wilkins, British U. in Dubai
→ Firm Strategy in Authoritarian Emerging Markets
(WITHDRAWN) | Stephen Wilkins, British U. in Dubai; Serap Emik, British U. in Dubai
→ Nations within a Nation: Pandemic, Regional Heterogeneity, and MNC Share of Vaccine Uptake | Arzi Adibi, INSEAD; Chirantan Chatterjee, Indian Institute of Management, Ahmedabad; Anant Mishra, U. of Minnesota
Resourcing Corporate Entrepreneurial Initiatives: A Comparative Process Study | Patricia Akua Afful-Kwaw, Aston Business School; Efstrathios Tapinos, Aston U.; Stephanie Decker, Aston Business School
Unused Services of a Firm's Resources: A Penrosian View of Shadow Options | Pierpaolo Andriani, Kedge Business School; Gino Cattani, New York U.; Philippe Givry, Kedge Business School; Alessandro Narduzzo, Free U. Bozen, Bolzano

669: (DISC Paper Session) - (STR) Organization Design and Business Models
12:30pm - 2:00pm Boston Park Plaza: Whittier
Competitive Strategy and Heterogeneity Track
Chair: Pouyan Tabasinejad, Schulich School of Business
An Institutional Governance Perspective on Platform Strategy and Competition | Pouyan Tabasinejad, Schulich School of Business
A Framework of Art Galleries’ Strategic Orientations through the Lens of Organizational Hybridity | Ellen Loots, Erasmus U. Rotterdam; Erich Chang, Erasmus U.
Development of Carsharing Industry Business Models: A Longitudinal Qualitative-empirical Analysis | Sven M. Laudien, Macromedia U. of Applied Sciences; Alexandra Fibitz, Hochschule Aalen

670: (DISC Paper Session) - (TIM) Corporate Strategy & Innovation
12:30pm - 2:00pm Boston Hynes Convention Center: 103
Chair: Doug Miller, Rutgers Business School
The impacts of technological relationship on breakthrough innovation in the CVC setting | Xiafei Chen, Zhejiang U.; Yi Yang, U. of Massachusetts, Lowell
Dare to Invest? – Changes to Corporate Innovation Activity following Share Repurchases | Mario Vaupel, RWTH Aachen U.; David Bendig, RWTH Aachen U.
Balance Across Firms: Exploration and Exploitation in Alliances between Platform Participants | Kenan Guler, Rutgers Business School
Can a Firm Rejuvenate? The Effect of M&A on Innovation during Industry Downturn | Kyungsoo Kim, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill

671: (DISC Paper Session) - (TIM) Innovation & Networks
12:30pm - 2:00pm Boston Hynes Convention Center: 104
Chair: Bruno Cirillo, SKEMA Business School
A Strategic Model of Inter-Organizational Network Formation | Shweta Gaonkar, Johns Hopkins U.; Angelo Mele, Johns Hopkins Carey Business School
Influence of Firms’ Network Position on their Innovation Outcome in a Mature Industrial Cluster | Owais Anwar Gola, U. of Edinburgh; Alessandro Rosiello, U. of Edinburgh; Richard T. Harrison, U. of Edinburgh
The Effect of Interpersonal Networks on Innovation Performance in Emerging Markets | Hyungkun Park, Yonsei U.; Shih-Yi Chang, Yonsei U.
The competition networks of firms in the Standards-Development Organizations | Jing-Ming Shiu, National Cheng Kung U.; Masanori Yasumoto, Yokohama National U.; Chieh Huang, Master of Business Administration National Cheng Kung U., Taiwan; Chia-Yi Liao, -; Chen-Chia Hsu, -

672: (DISC Paper Session) - (TIM) Novelty and Radicalness
12:30pm - 2:00pm Boston Hynes Convention Center: 204
Chair: Dongil Daniel Keum, Columbia Business School
How Does BOP Market Commitment Promote Radical Innovation Performance? | Zelong Wei, Xi'an Jiaotong U.; Linqian Zhang, Xi'an Jiaotong U.
Escaping the Doldrums of Non-Innovation: Paths from Non-Innovator to Radical Innovator | Rita Faullant, U. of Southern Denmark; Mette Praest Knudsen, U. of Southern Denmark
Executives’ Negative Interpretation and Business Model Novelty | Yi Liu, Xi'an Jiaotong U.; Xiaoming He, Beijing Jiaotong U.
Contingent Effects of Team Knowledge Diversity on Novelty in Management Research | Christoph Ihl, Hamburg U. of Technology; Dimitri Graf, Hamburg U. of Technology

Sunday 12:45PM
673: (VOL) DIG 5 Year Review Meeting
12:45pm - 1:45pm Sheraton Boston Hotel: Gardiner AB
By Invitation Only
Organizer: Kerry Ignatz, Academy of Management
Participants: Tammy L. Madsen, Santa Clara U.; Elizabeth George, U. of Auckland

Sunday 1:00PM
674: (AAC) EAM International Advisory Board Meeting
1:00pm - 2:00pm Sheraton Bostom Hotel: Arnold Arboretum
By Invitation Only
Organizer: Leong He, State U. of New York, College at Brockport
675: (ICW) The International Association for Chinese Management Research Board Meeting
1:00pm - 4:00pm Sheraton Boston Hotel: Clarendon AB
Organizer: Leong He, State U. of New York, College at Brockport

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
676: (OB) OB Global Committee Meeting
1:00pm - 2:00pm Sheraton Boston Hotel: Beacon E

677: (VOL) Incoming and Outgoing Program Chairs Meeting
1:00pm - 2:00pm Sheraton Boston Hotel: Fairfax AB
By Invitation Only
Organizers: Jel Erica Hampson, Academy of Management; Amy Bray, Academy of Management; Gabe Bramson, Academy of Management
Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

Sunday 1:40PM

678: (TLC) Teaching the Lean Startup Method
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon A
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Moderator: Ted Ladd, Hult International Business School
Participants: Marc B. Gruber, Ecole Polytechnique Fédérale de Lausanne; Peter D. Rowan, SHIDLER COLLEGE OF BUSINESS; Alex Bruton, U. of Calgary; Brandy Nagel, Georgia Institute of Technology

679: (TLC) Crafting an Effective and Inclusive Course Syllabus
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon B
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Elizabeth Ann McCrea, Seton Hall U.

680: (TLC) Developing Learning Objectives That Link Course Content to Career Readiness Competencies
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon C
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Denise M. Breaux-Soignet, U. of Arkansas; Angelo J. Kinicki, Arizona State U.; Patrick Soleymani, George Mason U.

681: (TLC) Creating the Inclusive Classroom through Faculty Learning Communities
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon D
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: W. Scot Atkins, D. of Gender and Diversity in Organizations; Torrence E. Sparkman, -

682: (TLC) Writing Educational and Engaging Cases
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon G
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

683: (TLC) Developing International Partnerships: An Experiential Learning Approach
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon H
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Srividhini K. Jha, Indian Institute of Management, Bangalore; Sourav Mukherji, Indian Institute of Management, Bangalore

1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon I
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Julia A. Haber, Fordham U.; Benjamin M. Cole, Fordham U.

685: (TLC) Supporting and Developing Introversion in Management Education
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon J
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participant: Julie Ellen Benesh, Chicago School of Professional Psychology

686: (TLC) Seeing and Understanding the Implications of Social Class in the Undergraduate Management Classroom
1:40pm - 3:10pm Boston Marriott Copley Place: Grand Ballroom Salon K
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Mim Plavin-Masterman, Worcester State U.; Leslie Campbell, Southern NH U.; Elizabeth Siler, Worcester State U.

687: (TLC) Publishing and Working with SAGE: Editor and Author Perspectives
1:40pm - 3:10pm Boston Marriott Copley Place: Provincetown
Publishing a Book with SAGE – editor perspective (15 min):
Process; Best Practices; Areas of focus

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

**Sunday 2:00PM**

**688 (CM) Conflict Management Division Executive Committee Meeting**
2:00pm - 5:00pm Sheraton Boston Hotel: Beacon G

**689 (HR) HR Division Executive Board/Committee Meeting**
2:00pm - 4:00pm Westin Copley Place Boston: Defender

**690 (ICW) Administrative Science Quarterly Editorial Board Meeting**
2:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom D
By Invitation Only.
Organizer: **Joan Friedman**, Administrative Science Quarterly

**691 (ICW) The Leadership Quarterly Editorial Board Meeting**
2:00pm - 3:00pm Sheraton Boston Hotel: Commonwealth
This session will be linked to the NLS Business meeting, Sunday 3-4pm. The NLS Awards Ceremony is Sunday 4-5pm. The NLS Reception is Sunday 5-6.30pm.
Organizer: **Caroline Moors**, Elsevier

**692 (ICW) Editorial Board Meeting of Management Teaching Review**
2:00pm - 4:00pm Sheraton Boston Hotel: Hampton A
By Invitation Only.
Organizer: **Jane Schmidt-Wilk**, Maharishi U.

**693 (ICW) EMR Board Meeting (2-4pm); DM/PhD Engaged Practitioner Scholar (EPS) Community; WEATHERHEAD School**
2:00pm - 6:00pm Boston Park Plaza: Berkeley from 2 - 4pm: EMR Board Meeting. from 4 - 6pm: Annual Meeting of DM/PhD Students, DM/PhD Alumni, and Engaged Practitioner Scholar (EPS) Community at The Academy of Management Conference Sponsored by: Weatherhead School of Management, Case Western Reserve University
Organizer: **Lila E. Robinson**, Weatherhead School of Management, Case Western Reserve U.

**694 (ODC) ODC Board Meeting**
2:00pm - 6:00pm Boston Park Plaza: Emerson
This meeting is for all current and newly elected members of the ODC Division Board. Light refreshments will be served.
Division Chair: **Danielle Zandee**, Nyenrode Business U.

**695 (PNP) Public and Nonprofit Division Executive Committee Meeting**
2:00pm - 3:30pm Hilton Boston Back Bay: Adams B
This meeting is open to PNP Executive Committee members only.

**696 (PUBS) AMJ Incoming Editorial Review Board**
2:00pm - 4:00pm Sheraton Boston Hotel: Back Bay Ballroom C
By Invitation Only
Organizer: **Susan Zaid**, Academy of Management
Presenter: **Laszlo Tihanyi**, Texas A&M U.

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### Sunday 2:15PM

**697 (AAT) The Promise of Practice Theory for Understanding Diversity and Inclusion in Organizations**
2:15pm - 3:45pm Boston Hynes Convention Center: 110
Moderator: **Chris Steyaert**, U. of St. Gallen
Discussant: **Robin Ely**, Harvard U.

**698 (AAT) Transforming Listening: Practices that Foster Inclusion in Organizations**
2:15pm - 4:15pm Boston Hynes Convention Center: 203
The importance of listening in an organization (peer to peer, peer to boss, boss to peer, horizontal, and vertical relationships) is a necessary skill worth developing and honing (Hamilton, Carbone, Gonsalvez, & Jollands 2015). When you and I decide on a course of action together and do that thing, you have no power over me nor I over you, but we have power over ourselves together. (Follett, 1924/2018, p. 156). By engaging in this Transformative Listening gathering, we hope that participants may: "Remark to themselves how much more deeply they listened by using these simple steps (which may be new to them) and consciously incorporate the steps into their listening approaches in the future; "Experience a moment of being more connected with their own listening and hold that act with a curious awareness, noticing any new wrinkles in the quality of the communication or connection due to this added awareness and curiosity; "Experience increased self-awareness around how they listened, and were listened to, prompting reflection on how they usually listen; "Have practiced sensitive listening, paying attention both to the speech of others and to their body expressions, "what the body was talking about," at the same time paying attention to the messages that their own bodies transmitted in this interactive process; "Feel an enhanced connection to self, another, their community, which may provide an opportunity for increased compassion and sense of care for themselves, others, and their communities; "Become aware of distractions and choose to be in the moment; "The listeners may become aware of emotions/feelings/reactions to what they are hearing and can learn to "store" (set aside for later reflection) rather than "ignore" them; "The storytellers will be able and willing to trust the listeners with their stories, and in the telling of the stories, this trust and vulnerability are supported by the listeners, so that after the exercise the storytellers will feel more "known" and safe rather than feeling regret from having shared themselves; "Consider the reciprocal relationship between listening and speaking; "Discuss and consider ways to bring transformative listening into their dialogues to create more inclusive organizations in the future by letting the positive
impact of this experience influence how they listen and show up in conversations going forward.

Facilitators: Teresa Cotter Zakrzewski, Wentworth Institute of Technology; Victoria Marsick, Columbia U.; Anne-Liisa Longmore, Sheridan Institute of Technology and Advanced Learning; Alessandra Romano, U. of Siena; Debbie Kramlich, Thailand; Janette Brunstein, U. Presbytariana Mackenzie

699 (AAT) An Expert Panel Discussion on the Future of Research on Climates for Diversity and Inclusion
2:15pm - 3:45pm Boston Hynes Convention Center: 310
Panelists: Derek R. Avery, Wake Forest U.; David J. G. Dwertmann, Rutgers U.; Patrick F. McKay, Rutgers U.; Michâelle Mor Barak, U. of Southern California
Facilitator: Sandra A. Waddock, U. of Massachusetts, Lowell
Discussant: Nancy J. Adler, McGill U.

700 (AAT) All You Need is Love - Love and the Inclusive Organization
2:15pm - 3:45pm Boston Hynes Convention Center: 313
Organizer: Michael Andreas Pirson, Fordham U.
Distinguished Speakers: James P. Walsh, U. of Michigan, Ann Arbor; Jay B. Barney, U. of Utah, David Eccles School of Business; Sandra A. Waddock, Boston College; David Sloan Wilson, Binghamton U.-State U. of New York
Facilitator: Erica Steckler, U. of Massachusetts, Lowell
Discussant: James P. Walsh, U. of Utah, David Eccles School of Business

701 (AAT) (CAR) Careers and Inclusivity
2:15pm - 3:45pm Sheraton Boston Hotel: Berkeley AB
Chair: Sharon Segrest, U. of South Florida, St. Petersburg

702 (AAT) (CM) Moral and Ethical Dimensions of Conflict in Organizations
2:15pm - 3:45pm Sheraton Boston Hotel: Gardner B
Discussant: Gabrielle Adams, U. of Virginia
Facilitator: Moral Content in Workplace Conflict | Krithiga Sankaran, U. of Utah, David Eccles School of Business; Jesse Graham, U. of Utah, David Eccles School of Business
Chair: Gabrielle Adams, U. of Virginia

703 (DISC Paper Session) - (CMS) Inclusiveness, Care and Dignity
2:15pm - 3:45pm Hilton Boston Back Bay: Washington
Chair: Yvonne Benschop, Radboud U. Nijmegen
Dignity, Sanctity, and Survivability – Inequality and Women’s Work Dignity, Sanctity, and Survivability | Fahreem Alamgir, Monash U.

704 (DISC Paper Session) - (ENT) Policy and Institutions
2:15pm - 3:45pm Boston Marriott Copley Place: Nantucket
Chair: Eric C. Mota, Baylor U.

705 (DISC Paper Session) - (ENT) New Tools, Concepts, and Methods
2:15pm - 3:45pm Boston Marriott Copley Place: Nantucket
Chair: Alejandro Amezquita, Syracuse U.

Thematic orientation: □ Teaching | □ Practice | □ International | □ Program Theme | □ Research | □ Diversity | □ Best Paper

Section D 270
An Intersectional Approach to Understanding Indian Women’s Decision to Quit ICT Careers | Aparna Venkatesan, U. of Sussex
Career Progression Challenges for Women in Senior Management in the Retail Sector | Kathryn Watson, Senior research fellow; Paula Burklinshaw, U. of Leeds
It’s not you, it’s me: An exploration of mentoring for women in STEM | Maria Carolina Saffie Robertson, St John Fisher

706 (DISC Paper Session) - (ENT) New Venture Performance
2:15pm - 3:45pm Boston Marriott Copley Place: Simmons
Chair: Andrea Belz, U. of Southern California Viterbi School of Engineering
SMEs’ Adaptation to Economic Downturns: The Impact of Exploration and Exploitation on Performance | Oleksiy Osiyevskyi, U. of Calgary; Galina Shirokova, Graduate School of Management St.Petersburg State U.; Paavo Ritala, LUT School of Business and Management
Venture-Level Outcomes of Juggling and Struggling | Lauren A. Atkinson, U. of Louisville
The Relative Financial Payoffs to Entrepreneurial Experience | Xian Cao, Ball State U.; Frederic Delmar, EMLYON Business School
The Moderating Effect of Education on the Venture Performance of Serial Entrepreneurs | Congshan Li, Georgia Institute of Technology

707 (DISC Paper Session) - (ENT) Networks, Teams, and Collectives
2:15pm - 3:45pm Boston Marriott Copley Place: Vineyard
Chair: Duygu Phillips, Oklahoma State U.
Role Complementarity in Entrepreneurial Founding Team Compositions and New Venture Strategies | Parisa Haim Faridian, Florida Atlantic U.; Gary J. Castrogiovanni, Florida Atlantic U.; Kevin C. Cox, Florida Atlantic U.
Social Entrepreneurship and Crowdfunding: The Importance of Rewards and Prosocial Motivation | Paulami Mitra, IESEG School of Management; Julie Hermans, Frank Janssen, U. Catholique de Louvain; Jill R. Kickul, USC Marshall School of Business
Public vs. Private Advice Networks and International Opportunity Discovery | Saadat Saeed, Durham U.; Umer Shahid, BA School of Business and Finance, Riga, Latvia; Ali Raza, U. of Padova; Moreno Muffatto, U. of Padua
New Venture Legitimacy Diffusion: The Role of Storytelling and Social Networks | Duygu Phillips, Oklahoma State U.; Matthew W. Rutherford, Oklahoma State U.; Curt Moore, Oklahoma State U.

708 (DISC Paper Session) - (GDO) Discussing Gendered Jobs
2:15pm - 3:45pm Boston Park Plaza: Beacon Hill
Discussant: Leah Sheppard, Washington State U.
Who Says Female Civil Engineers Cannot be happy and Stay in a Gendered Profession? | Erhan Atoy, Monash U., Malaysia; Serkan Bayraktaroglu, Sakarya U., Turkey; Yin Teng Chew, Monash U., Malaysia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
Session Details – Sunday, 2:00 - 4:00 PM

**711**: *(DISC Paper Session) - (IM)* Emerging Topics of International Management (2)
2:15pm - 3:45pm Hilton Boston Back Bay: Maverick A
Chair: Ram Mudambi, Temple U.
Knowledge sourcing and national technological development on the weak internationalization of R&D | Se Ho Cho, North Carolina A&T State U.; John Cantwell, Rutgers U.

> An Oasis in the Desert: How OETCZs Mitigate Institutional Uncertainty? | Yue Yuan, Peking U.; Changqi Wu, Peking U.

> Knowledge Connectivity in Global Value Chains: Lessons from Taiwan’s Electronics and IT Industry (WITHDRAWN) | Chia-Ling ‘Eunice’ Liu, National Taiwan U.; Noemi Sinkovics, Alliance Manchester Business School; Rudolf R. Sinkovics, U. of Manchester; Ram Mudambi, Temple U.

> When Work Comes First and at the Cost of Family: Business, Pace U.; Lifei Liu, Shanghai SUIBE U.; Gutenburg-U. Mainz

**712**: *(DISC Paper Session) - (MC)* Global Discussion Papers in Action Research
2:15pm - 3:45pm Boston Park Plaza: Hancock
Chair: Rita Kowsalki, Work Life Consulting LLC
Discussant: Eric Gautier, U. Pantheon-Assas (Paris II)


> SEAM and Entrepreneurship, Applying SEAM to the Prelaunch Activities of a New Venture | Alan Fata, ISEOR, U. of Lyon

Business Processes, Organizational Transformation and Social Media: An Action Research in China | Emmanuel Monod, Shanghai SUIBE U.; Alan B. Eisner, Lubin School of Business, Pace U.; Uzonna Olumba, Benedictine U.; Madina Rival, LIRSA-Cnam Paris; Elisabeth Joyce, Edinboro U.; Christina Ying, CSC capital management; Flavia Santoro, Rio de Janeiro State U. (UERJ); Lingxu (Caroline) LONG, Shanghai SUIBE U.; Huiting (Gloria) Zhang, Shanghai SUIBE U.; Lifei Liu, Shanghai SUIBE U.

Learning Networks in Organizations: A Consultant’s Eye view | Nobin Thomas, Indian Institute of Management, Indore

**713** | *(DISC Paper Session) - (MOC)* Identity, Identification, and Image
2:15pm - 3:45pm Westin Copley Place Boston: North Star
Discussant: Aimee L. Hamilton, U. of Denver
Multiple Team Membership: Exploring Its Effects on Team and Organizational Identification | Jana Wilhelm, Johannes Gutenberg-U. Mainz

The Determinants of Employee Commitment to CSR: A Qualitative Study in a Temporary Work Company | Olivier Braun, ICN Business School; Coralie Fiori-Khayat, ICN ARTEM

Understanding the Motives and Identity Processes:When Professionals Pursue Managerial Careers | Anne Skipper Bach, Aarhus U., Department of Management; Jesper Rosenberg Hansen, Aarhus BSS, Aarhus U.

> “Riot on the Pitch”: Image Work in the Wake of Professional Stigmatization | Federica Pazzaglia, U. College Dublin; Matthew C. Lyle, U. of Massachusetts, Amherst; Karan Sonpar, -; Ian Walsh, U. of Massachusetts, Amherst

Constructing A Work Identity: The Case Of Academic Entrepreneurs | Marouane Bousfiha, Chalmers U. of Technology; Henrik Berglund, Chalmers U. of Technology

**714**: *(OB)* OB Division Executive Committee Meeting
2:15pm - 4:15pm Sheraton Boston Hotel: Beacon E

**715**: *(DISC Paper Session) - (OCIS)* Knowledge Sharing and Collaboration in Digital Contexts
2:15pm - 3:45pm Boston Marriott Copley Place: Maine
Chair: Ingrid Erickson, Syracuse U. School of Information

The Creation of Digital Innovation: Internal Reorganization, External Networks and Org. Knowledge | Axel Hund, U. of Bamberg; Heinz-Theo Wagner, German Graduate School of Management & Law (GGS); Daniel Beimborn, U. of Bamberg; Tim Weitzel, U. of Bamberg

The Motivations and Constraints behind Employees’ Information Sharing on Enterprise Social Media | Kaisa Laitinen, U. of Jyvaskyla; Anu Sivenun, U. of Jyväskylä


Constructed Disclosure: Mobilizing Online Audience Collaboration through Online Self-Presentation | Kseniya Navazhylava, Grenoble Ecole de Management; Kristine De Valck, HEC Paris

**716**: *(DISC Paper Session) - (ODC)* Readiness, Resilience, and Contextual Metaphors
2:15pm - 3:45pm Boston Park Plaza: Cambridge
Chair: Mercedes McBride-Walker, Case Western Reserve U.

> The Impact of Change Strategies on Employee Readiness for Change: the Mediating Role of Change Inter | Jinhao Deng, Hubei U. of Economics; Ruiqi Deng, westsyde secondary school


> Communicating Organizational Development: Metaphors in Strategic Plans | Maris G Martinsons, City U. of Hong Kong; Robert Davidson, City U. of Hong Kong; Timothy Boswood, U. of York; Richard Mitchell, Conestoga College ITAL, Kitchener, Ontario, Canada

Temporal-Structural Contexts for Managerial Attention to Environmental Change: The Case of the BBC | Bilal Ahmed
717 | SHCS: (ODC, AAT) Research Trajectories in Organizational Change and Development: Conversations with ROCD 27

Authors
2:15pm - 3:45pm Boston Hynes Convention Center: 305
Organizers: A.B. Rami Shani, California Polytechnic State U.; Debra A. Noumair, Teachers College, Columbia U.
Towards of Social Science Philosophy of Organization Development and Change | David Coghlan, Trinity College Dublin; A.B. Rami Shani, California Polytechnic State U.; George W. Hay, Chicago School of Professional Psychology
Positive Organizational Scholarship and the Agent and of Change | Kim Cameron, U. of Michigan; Robert E. Quinn, U. of Michigan

718 | (DISC Paper Session) - (OMT) Capabilities & Strategies
2:15pm - 3:45pm Boston Hynes Convention Center: 201
Discussant: Thomas Keil, U. of Zurich
- Strategic Renewal: Very Hard, Nearly Impossible | Khoa Ngoc Duy Nguyen, U. of Jyväskylä School of Business; Mirva Peltoniemi, U. of Jyväskylä School of Business
Organizational Network Resilience after Unexpected Shocks | Federica Angeli, Tilburg U.; Fausto Di Vincenzo, G. D'Annunzio U. of Chieti-Pescara; Valentina Iacopino, U. Cattolica del Sacro Cuore; Daniele Mascia, U. of Bologna
Reframing Capability Reconfigurations: The Failure of Technology Incumbents Revisited | Joakim Hans Netz, Jönköping U.; Patrick Reinmoeller, Cranfield U.

719 | (DISC Paper Session) - (OMT) The Role of Occupations and Regulatory Bodies
2:15pm - 3:45pm Boston Hynes Convention Center: 202
Discussant: Claudia Gabbioneta, Newcastle U.
- We're Not like Those Crazy Hippies: Navigating Dual Mandates in Occupational Construction | Grace Augustine, Northwestern Kellogg School of Management
- A Myth Materialized: Occupational Projects and the Recoupling of Reform in a Finnish High School | Tomi Koljonen, Aalto U. School of Business
The Don Quixote Effect: The Role of Imprinting in Regulatory Failures in a Central Bank | Pauli Pakarinen, Aalto U.

720 | (DISC Paper Session) - (OMT) Material Artefacts and Boundary Objects
2:15pm - 3:45pm Boston Hynes Convention Center: 206
Discussant: Greetje Frankje Corporaal, U. of Amsterdam
Boundary Objects, Translation Practices and Unstable Entities. Drawing the Boundaries of the Needy | Liv Egholm, Copenhagen Business School
- Material Matters: Objects, Value Orientations, and Network Ties Formation in Artistic Collectives | Nikita Basov, St Petersburg State U.; Frederic Clement Godart, HEC Paris

721 | (DISC Paper Session) - (ONE) Drivers and Barriers to Sustainability Adoption
2:15pm - 3:45pm Westin Copley Place Boston: Independence A
Discussant: Johannes Meuer, ETH Zurich
- Growth and Finance in the Circular Economy: Evidence from European SMEs | Pelin Demirel, Imperial College London; Gamze Ozturk Danisman, Bahcesehir U.
Big Egos Can Cause Natural Disasters: How CEO Overconfidence Leads to Environmental Misconducts | Dayuan Li, Central South U.; Jiaxin He, Central South U.; Jialin Jiang, Central South U.
A contingent model for insurance-like effects of corporate social responsibility | Yung-Ming Shiu, Department of Risk Management and Insurance, National Chengchi U.; Ariana Chang, Fu Jen Catholic U.
Toward an understanding of the enacted role of HRM in supporting environmental initiatives | Josefine Weigt-Rohrbeck, Aarhus BSS, Aarhus U.; Frances Jorgensen, Royal Roads U.

722 | (DISC Paper Session) - (OSCM) Disruptions in Supply Chain
2:15pm - 3:45pm Westin Copley Place Boston: St George B
Chair: Christoph Bode, Mannheim U.
Wrong Incentive: The Effect of CEO Stock Options on Supply Chain Disruptions | Oliver Köttiniz, RWTH Aachen U.; David Bendig, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.
Global Supply Chains, Product Recalls, and Corporate Social Responsibility | Hari Bapuji, U. of Melbourne; Manpreet Hora,
Georgia Institute of Technology; Huashan Li, U. of Melbourne; Aleda V. Roth, Clemson U.

The Effect of Experience on Supply Chain Disruptions and Recovery Time | Sebastian Gehrein, Mannheim U.; Christoph Bode, Mannheim U.; Markus Gerschberger, U. of Applied Sciences Upper Austria

The Effect of a Supplier’s Recovery Actions on Buyers’ Responses During a Supply Chain Disruption | Mehroush Sarafan, U. of Bath

273 : (DISC Paper Session) - (PNP) Diversity and Motivation in Nonprofits and Advocacy Organizations 2:15pm - 3:45pm Hilton Boston Back Bay: Maverick B
Chair: Jeffrey MacCharles, U. of Massachusetts, Amherst

A Dialogue on Preventing Sexual Harassment in Nonprofits | Eyren Elizabeth Beaton, Ohio State U.; Megan LePere-Schloopp, Ohio State U.; Rebecca Smith, Ohio State U.

Filling an Institutional Void: The Case of LGBT Sport Advocacy Organizations | Jeffrey MacCharles, U. of Massachusetts, Amherst; Lauren C. Hindman, U. of Massachusetts, Amherst

Antecedents of Engagement in Nonprofit Organizations: On the Role of Goal Importance Congruence | Benedikt Englert, U. of Mannheim; Alexander Pinz, U. of Mannheim; Bernd Helmig, U. of Mannheim

Climate for Inclusion: Impact on Conflict Resolution & Organizational Silence | Enrico Eduardo Manalo, UMASS, Boston; Eben Weitzman, U. of Massachusetts, Boston

274 : (SHCS) (PNP, AAT) Divergence and Convergence of Public Sector Leadership Across Context and Cultures 2:15pm - 3:45pm Boston Hynes Convention Center: 109
Organizers: Stephen Teo, Edith Cowan U.; Diep Nguyen, Edith Cowan U.; Geoff Plimmer, Victoria Management School

Resilience at Work and Resilience-enabling Leadership Behaviors | Esme Huia Franken, Victoria U. of Wellington; Geoff Plimmer, Victoria Management School

Fostering Public Employee Innovative Behavior in Vietnam’s Public Sector | Nhung Nguyen, Virginia Tech; Nguyen Vo, U. of Economics Ho Chi Minh City

Authentic Leadership, Bangladeshi Nurses’ Wellbeing, and Proactive care | Benjamin Stuart Rodney Farr-Wharton, U. of Technology, Sydney; Yvonne Brunetto, Southern Cross U.; Matthew J. Xerri, Griffith Business School, Griffith U.; Frank Crossan, Grameen Caledonian College of Nursing, Grameen Bank Complex, Dhaka; Ronas Beattie, Glasgow Caledonian U.

The Role of Empowering Leadership on Psychological Empowerment and Engagement | Christine Soo, U. of Western Australia; Shannon Chen, U. of Western Australia; Diep Nguyen, Edith Cowan U.; Stephen Teo, Edith Cowan U.

Public Sector Leadership in Managing the Unexpected | Elisabetta Trincher, CERGAS SDA Bocconi; Silvia Rota, SDA Bocconi; Raffaella Saporto, -

Participants: Christine Soo, U. of Western Australia; Yvonne Brunetto, Southern Cross U.; Matthew J. Xerri, Griffith Business School, Griffith U.; Benjamin Stuart Rodney Farr-Wharton, U. of Technology, Sydney; Shannon Chen, U. of Western Australia; Elisabetta Trincher, CERGAS SDA Bocconi; Silvia Rota, SDA Bocconi; Raffaella Saporto, -; Esme Huia Franken, Victoria U. of Wellington; Ronas Beattie, Glasgow Caledonian U.; Frank Crossan, Grameen Caledonian College of Nursing, Grameen Bank Complex, Dhaka; Nhung Nguyen, Virginia Tech; Nguyen Vo, U. of Economics Ho Chi Minh City

275 : (DISC Paper Session) - (SIM) Leadership in Morally Salient Contexts 2:15pm - 3:45pm Boston Marriot Copley Place: Tremont
Chair: Jason Marshall, Binghamton U.-State U. of New York
Power, Values, Rules, and Leader Decision-Making | Cathryn Robinson, U. of Queensland; Bernard Joseph McKenna, U. of Queensland; David Rooney, Macquarie U.

Leader Ambivalence and Corporate Social Performance | Tobias Hahn, ESADE Business School; Ralf Barkemeyer, Kedge Business School

Managing Tensions through Care and Compassion in Hybrid Social Ventures | Isabella Pozzo, Bocconi U.; Clodia Vurro, U. of Milan

Crisis Responders’ Moral Sensemaking: The Influence of Compartmentalization | Jori Kalkman, Netherlands Defence Academy; Eric Kramer, Netherlands Defence Academy

276 : (DISC Paper Session) - (SIM) Stakeholder Theory, CSR, and Corporate (Ir)Responsibility 2:15pm - 3:45pm Boston Marriott Copley Place: Wellesley
Chair: Charles Roy Fenner, State U. of New York Canton
How to Meet Secondary Stakeholders’ Need: Finding Strategic Approach through Corporate Foundations | Yichen Jiang, Guanghua School of Management, Peking U.; Ruiqian Xu, Guanghua School of Management, Peking U.; Jianbin Chai, Peking U.


The Impact of Internationalization on the CSR Disclosure by Russian Companies | Yulia Aray, Graduate School of Management, St. Petersburg State U.; Anna Veselova, Graduate School of Management, St. Petersburg State U.; Veronika Kosintseva, Graduate School of Management St.Petersburg State U.

An Integrative Perspective on Decoupling: Are Companies Doing CSR to Disguise Corruption | Christian Hauser, Swiss Institute for Entrepreneurship; Stefan Schembera, U. of Zurich

277 : (JS) (SIM, AAT) Inequalities and the Fight for Inclusiveness: Unpacking the Varied Experiences of Migrant Workers 2:15pm - 3:45pm Boston Hynes Convention Center: 303
Organizers: Minh Phuong Cao, U. of California, Irvine; Yuchen Carrie Wang, U. of California, Irvine
Chair: Sheila M. Puffer, Northeastern U.
Discussant: Sheila M. Puffer, Northeastern U.

Institutional Logics and Ascriptive Inequality: The Case of International Migrant Employees | Grace Chun Guo, Sacred Heart U.

Sea Turtles: The Return of Overseas Talent to China | Yuchen Carrie Wang, U. of California, Irvine

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Alike but Not the Same: Differences in Status among Immigrants and Their Implications | Marcus A. Valenzuela, California State U., Bakersfield Temporal and Relational: The Positionality of Embeddedness in Immigrant Rights’ Advocacy Work | Minh Phuong Cao, U. of California, Irvine

Presenters: Grace Chun Guo, Sacred Heart U.; Yuchen Carrie Wang, U. of California, Irvine; Marcus A. Valenzuela, California State U., Bakersfield; Minh Phuong Cao, U. of California, Irvine

728 ▶: (DISC Paper Session) - (STR) Looking Inward and Outward: Cooperative Strategies Linking Firm to Environment
2:15pm - 3:45pm Boston Park Plaza: Arlington
Cooperative Strategy Track
Chair: Melike Sarah Guerler, U. of Kassel

Trustors When Looking Over One’s Shoulder: Accountability Pressures and Governance Choices | Swapnil Garg, Indian Institute of Management, Indore; Kannan Srikanth, The Ohio State U. Fisher College of Business

Lending a (Visible) Hand: Ecosystem Integrators, Interface Capabilities, and Limits to Modularity | Nicolai J. Foss, Bocconi U.; Jens Schmidt, Aalto U.

Transformation from Industries towards Ecosystems: How Behemoths Approach Ecosystem Thinking | Melike Sarah Guerler, U. of Kassel; Sabrina Schneider, U. of Kassel

Can Political Ties Promote CSR Performance? Empirical Evidence from China | Meihui Jin, Yonsei U.; Lifang Zhao, Yonsei U.

729 ▶: (DISC Paper Session) - (STR) Performance Feedback and Value Capture
2:15pm - 3:45pm Boston Park Plaza: Newbury
Behavioral Strategy, Process, and Change Track
Chair: Sam C. MacAulay, U. of Technology Sydney

From Cloaks and Traps to Sabotage: Design Mechanisms for Capturing Value from Knowledge | Dmitry Sharapov, Imperial College Business School; Sam C. MacAulay, U. of Technology Sydney

Ambidexterity Continuity and Shift in EBM: Lessons from Major League Baseball (MLB) Organizations | Nicole C. Jackson, Menlo College; Sean Pradhan, Menlo College


The Use and Strategic Value of Collective Intuition | Codou Samba, U. of Tennessee; David W. Williams, U. of Tennessee; Dusya Vera, U. of Houston; Robert Fuller, U. of Tennessee, Knoxville

730 ▶: (DISC Paper Session) - (STR) Resources and Relationships
2:15pm - 3:45pm Boston Park Plaza: Whittier
Competitive Strategy and Heterogeneity Track
Chair: Maretno Agus Harjoto, Pepperdine Graziaidio Business School


Andreas Hoepner, U. College Dublin, Smurfit; Qian Li, Cardiff Business School


731 ▶: (DISC Paper Session) - (TIM) Digitization
2:15pm - 3:45pm Boston Hynes Convention Center: 103
Chair: Chi-Hyon Lee, George Mason U.

Media Environment, Venture Capital, and Technological Innovation: Evidence from China | Yongyuan Ma, Nanjing U. of Aeronautics and Astronautics; Ao Shen, Xi’an Jiaotong U. & National U. of Singapore; Peng Wang, City U. of Hong Kong

What determines Initial Coin Offerings return for investors? | Francesco Cappa, Luis Guido Carli U.; Michele Pinelli, Free U. of Bozen-Bolzano

Dynamic Capability Building for a Turbulent Digital Future – Prospective and Reflective Activities | Robert Lorenz Törmer, Copenhagen Business School; Stefan Henningsson, Copenhagen Business School

The Resilient Versus The Resistant Approach To Social Media Storms | Pernille Ryderén, Technical U. of Denmark; Effthymia Kottika, U. of Greenwich; Vatroslav Skare, U. of Zagreb; Muhammad Hossain, U. of Dhaka

732 ▶: (DISC Paper Session) - (TIM) Innovation Process
2:15pm - 3:45pm Boston Hynes Convention Center: 104
Chair: Liliana Pérez-Nordvedt, U. of Texas At Arlington

Inbound, outbound and coupled open innovation: established and newly-formed firms in UK bio-pharma | Despoina Filiou, Manchester Metropolitan U. Business School

Irony-as-Practice in Multilateral Innovation Project Cycles | Israel Fortin, Indian Institute of Management, Bangalore

How Can Exploratory and Exploitative Innovation Affect NPD Speed and NPD Quality? | Jing Ji, Innovation Management

The Changing Nature of Digital Tools and Design Work: A Longitudinal Study | Tucker James Marion, Northeastern U.; Sebastian Fixson, Babson College; Greg Brown, PTC

733 ▶: (DISC Paper Session) - (TIM) Perspectives on Innovation
2:15pm - 3:45pm Boston Hynes Convention Center: 204
Chair: Prashant Rajan, Iowa State U.

Moderating effect of cluster relationships on firm performance and innovation balance | Zhendong Li, Tianjin U.; Marina Yue Zhang, Swinburne Business School, Swinburne U. of Technology; Huaying Zhang, Tianjin U.

Relationship and Granger Causality between Competition and Innovation: Banks in the Eurozone | Kienpin Tee, Zayed U.
Sources for heterogeneity – a literature review on exaptation in economics | Päivi Hanna Maria Aaltonen, Lappeenranta U. of Technology

Making when ends don’t meet: Visibility of domestic labor during grassroots DIY innovation | Prashant Rajan, Iowa State U.

**Sunday 2:30PM**

**734**: (IM) International Management Division Executive Committee Meeting with Division Committees
2:30pm - 5:30pm Hilton Boston Back Bay: Mariner
Division Chair: Elizabeth L. Rose, U. of Leeds
Division Chair-Elect: Anupama Phene, George Washington U.
Program Chair: Jaeyong Song, Seoul National U.
Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)
Past Chair: Aya S. Chacar, Florida International U.

**735**: (OCIS) OCIS Executive Committee Meeting
2:30pm - 4:00pm Boston Marriott Copley Place: Vermont
By invitation only.
Organizer: Likoebe Maruping, Georgia State U.

**736**: (PUBS) Meet the AMR Editors
2:30pm - 3:30pm Boston Hynes Convention Center: Exhibition Hall A
Come meet the editor of AMR, Jay Barney, and the team of associate editors to learn their vision for the journal and tips on how to write a successful paper. All are welcome, so find us at the Publications Booth near the Member Resource Center just outside the Main Exhibit Hall.
Organizer: Susan Zaid, Academy of Management
Presenter: Jay B. Barney, U. of Utah, David Eccles School of Business

**737**: (TIM) TIM Best Dissertation Presentations
2:30pm - 3:30pm Boston Hynes Convention Center: 107

**Sunday 2:45PM**

**738**: (AAA) Conference Break
2:45pm - 3:30pm Boston Hynes Convention Center: Exhibition Hall A
Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

**739**: (AAT) Can Responsible Research Contribute to Inclusive Scholarship and Inclusive Organizations?
2:45pm - 4:45pm Boston Hynes Convention Center: 306
Organizers: Michael Lounsbury, U. of Alberta; Anne S. Tsui, U. of Notre Dame; Gerald F. Davis, U. of Michigan

**740**: (STR) STR Teaching Committee Meeting
2:45pm - 3:45pm Boston Park Plaza: St James

**741**: (STR) STR Global Representatives Meeting
2:45pm - 3:45pm Boston Park Plaza: Tremont

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**Sunday 3:00PM**

**742**: (AAT) Fireside Chat
3:00pm - 4:30pm Boston Hynes Convention Center: 309

**743**: (CAR) Careers Executive Committee Meeting
3:00pm - 5:00pm Sheraton Boston Hotel: Beacon H
By Invitation Only

**744**: (CMS) CMS Business Meeting
3:00pm - 5:30pm Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Division Chair: Mark Learmonth, Durham U.
Division Chair-Elect: Stephen Cummings, Victoria U. of Wellington; Ajneesh Prasad, EGADE Business School
Program Chairs: Patrizia Zanoni, U. Hasselt; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management
Professional Development Workshop Chairs: Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro; Amon Barros, FGV CraESP
Past Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. Dublin
Treasurer: Arturo E. Osorio, Rutgers U.
Representatives-at-Large: Eda Ulus, U. of Leicester; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool; Virpi Orvokki Malin, U. of Jyväskylä

**745**: (EXH) Simulations: Navigating Implementation Roadblocks
3:00pm - 4:30pm Boston Hynes Convention Center: 101
What is the biggest challenge with most business simulations? The implementation headache! Despite their proven ability to drive student engagement and improve learning outcomes, business simulations often present an administrative and technical hassle that can either prevent instructors from using newer and better games or steer them away from simulations entirely. This presentation explores common roadblocks and examines how a well-designed user interface, customizable platforms and integrated provider support can help overcome them. We will also look in detail at how HFX’s cloud-based, customizable simulation platform and instructor support services make implementation easy and review some recent case studies that show how our game can be adapted to your specific needs and curricula.
Presenter: Jeremy Charles Lovelace,

**746**: (GDO) GDO Executive Committee Meeting
3:00pm - 5:00pm Boston Park Plaza: White Hill

**747**: (ICW) Network of Leadership Scholars (NLS) Meeting
3:00pm - 4:00pm Sheraton Boston Hotel: Back Bay Ballroom A
This session is a nice opportunity to connect with other leadership scholars from around the globe, and to provide input for strengthening leadership scholarship.
Organizer: Marie Dasborough, U. of Miami

**748**: (ICW) Administrative Science Quarterly Reception
3:00pm - 5:00pm Sheraton Boston Hotel: Republic B
By Invitation Only.
Organizer: Joan Friedman, Administrative Science Quarterly

**749**: (INDAM) The INDAM Executive Committee Meeting
3:00pm - 5:00pm Sheraton Boston Hotel: Beacon D
Organizers: Naresh Khatri, U. of Missouri; Vishal Gupta, Indian Institute of Management Ahmedabad

750 : (OSCM) OSCM Division Business Meeting
3:00pm - 4:30pm Westin Copley Place Boston: Staffordshire Ballroom

Sunday 3:20PM

751 (TLC) Developing the Next Generation of Leaders in the Defense Security Service
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon A
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Presenters: William F. Adams, Center for Creative Leadership; Fred C. Bolton, Defense Security Service

752 (TLC) Open Educational Resources: What, Why, and How
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon B
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

753 (TLC) The Global Classroom: Harnessing Cultural Diversity for Success in Multicultural Student Teams
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon C
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Facilitators: Catherine Wu, Nanyang Technological U.; Kumaran Rajaram, Nanyang Technological U.

754 (TLC) Integration of Global Employability and Professional Development into the Student Experience
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon D
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Organizer: Xuan Feng, Nottingham U. Business School China
Presenters: Martin Lockett, Nottingham U. Business School China; Joon Hyung Park, Nottingham U. Business School China

755 (TLC) Case Teaching: Taking Your Skills to the Next Level
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon G
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

756 (TLC) Exploring Challenging Business Ethics Topics: Role Play, Scenarios and Card Sort Tasks
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon H
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Matthew Christopher Davis, U. of Leeds; Hinrich Voss, U. of Leeds

757 (TLC) Storytelling in The Classroom
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon I
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Participants: Catrina Palmer, Rutgers U., Newark; Francess M. Preston, U. of Memphis; Michelle Amy Montague-Mfumi, PhD student at U. of Memphis; Adam Pervez, West Virginia U.; Udayan Dhar, Weatherhead School of Management, Case Western Reserve U.

758 (TLC) Alleviating the Plunging-In Bias, Improving Students’ Problem Solving Skills
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon J
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Organizers: Alia Crocker, Babson College; Jonathan Sims, Babson College; Richard Wang, Babson College
Presenter: Gaurab Bhardwaj, Babson College

759 (TLC) Leadership Lessons for the 21st Century Leader: Using Leadership Wisdom to Build a Simulation
3:20pm - 4:50pm Boston Marriott Copley Place: Grand Ballroom Salon K
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Speakers: Victoria Culpin, Ashridge Executive Education; Sona Sherratt, Ashridge Executive Education; Lee Waller, Ashridge Executive Education

760 (TLC) The Co-creation Challenge: Bringing Co-creation to the Classroom
3:20pm - 4:50pm Boston Marriott Copley Place: Providence
This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Session Details – Sunday, 4:00 - 6:00 PM

**Sunday 3:30PM**

**761 : (PUBS) Meet the AMLE Editors**
3:30pm - 4:30pm Boston Hynes Convention Center: Exhibition Hall A
Come meet the editor of AMLE, Bill Foster, and the team of associate editors to learn their journal and tips on how to write a successful paper. All are welcome, so find us at the Publications booth near the Member Resource Center just outside the Main Exhibit Hall.
Organizer: Susan Zaid, Academy of Management
Presenter: William Foster, U. of Alberta

**762 : (RM) RM Division Executive Committee Meeting**
3:30pm - 5:30pm Boston Hynes Convention Center: 111
Executive committee members only.
Division Chair: Michael S. Cole, Texas Christian U.
Division Chair-Elect: Marcus Butts, Southern Methodist U.
Program Chair: Zhen Zhang, Arizona State U.
Professional Development Workshop Chair: Daniel Judson Beal, Virginia Tech
Past Chair: John Kammeyer-Mueller, U. of Minnesota
Treasurer: Timothy J. Quigley, U. of Georgia
Representatives-at-Large: Janaki Gooty, U. of North Carolina, Charlotte; Dina Krasikova, U. of Texas At San Antonio; Le Zhou, U. of Minnesota; Rick DeShon, Michigan State U.; Nikolaos E. Dimotakis, Oklahoma State U.; Nitya Chawla, U. of Arizona; Yifan Song, Temple U.; Elizabeth Clayton, Academy of Management; Qi Zhang, Tippie College of Business, U. of Iowa

**763 : (TIM) TIM Executive Committee Meeting**
3:30pm - 5:00pm Boston Hynes Convention Center: 109

**Sunday 4:00PM**

**764 (AAT) Dignity and the Inclusive Organization**
4:00pm - 5:30pm Boston Hynes Convention Center: 109
Participants: Michael Andreas Pirson, Fordham U.; Donna Hicks, Harvard U.; Rajendra Sisodia, -; Robert E. Quinn, U. of Michigan; Devin Guyer, Global Dignity; Michael Brady, Greyston Bakery; Ann Marie Puente, Center for Open Hiring

**765 : (DISC Paper Session) - (ENT) New Venture Funding**
4:00pm - 5:30pm Boston Marriott Copley Place: Columbus I
Chair: Constantin Lichti, Johannes Gutenberg-U. Mainz
Thank You for Being a Friend: A Social Network’s Role in Attracting Backers to Crowdfunded Campaigns | Joshua Foster, U. of Wisconsin, Oshkosh
The Social Network of Business Angels and Their Impact on New Venture Success | Constantin Lichti, Johannes Gutenberg-U. Mainz; Philipp Sandner, Frankfurt School of Finance & Management

Deal Flow Attraction as an Antecedent of VC Fund Performance: Effect of Firm Reputation and Status | Sarri Nykänen, Aalto U., Department of Industrial Engineering and Management; Mikko Jaaskelainen, Aalto U.

**766 : (DISC Paper Session) - (ENT) The Entrepreneurial Mindset**
4:00pm - 5:30pm Boston Marriott Copley Place: Maine
Chair: Adaku Jennifer Agwunobi, Doctoral Student
ADHD and the Entrepreneurial Mindset | Curt Moore, Oklahoma State U.; Nancy H. McIntyre, West Virginia U.; Stephen E. Lanivich, Old Dominion U.; Ludwig Levasseur, Oklahoma State U.
Entrepreneurship and the Fruits of Delusion | Daniel Newark, HEC Paris
Insight as the Gatekeeper of the Entrepreneurial Process | Lincoln Brown, Oklahoma State U.; Joan Brown, Oklahoma State U.

**767 : (ENT) Entrepreneurship Division Executive Committee Meeting**
4:00pm - 5:30pm Boston Marriott Copley Place: Simmons

**768 : (DISC Paper Session) - (GDO) Diverse Perspectives of Work**
4:00pm - 5:30pm Boston Park Plaza: Beacon Hill
Discussant: Stacy Blake-Beard, Simmons College
Opt-Out Stories: A Narrative Analysis of Women’s Decisions to Leave Corporate Leadership | Robin Frkal, Nichols College; Noel Criscione, Stockton U.
Low-threat framing and cognitive-consistency reduce workplace diversity policy opposition | Ryan Perry, Department of management and marketing, The U. of Melbourne
Managing invisible desability : dyslexic workers challenging skills | Damien Aimar, U. of Paris, Dauphine; Chanlat Jean-François, PSL, U. of Paris, Dauphine, DRM, Management & Organisation


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Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D  278
769 🌐 JS: (GDO, AAT) Identities in Context: How Does Where We Are Affect Who We Are?
4:00pm - 5:30pm Boston Hynes Convention Center: 313
Discussant: Kimberly D. Elsbach, U. of California, Davis
Presenters: Katherine Robotham, U. of Michigan; Bryant A. Hudson, IÉSEG School of Management; Jordana Moser, Arizona State U.
Participants: Veronica C. Rabelo, San Francisco State U.; Romain Vacquier, -

770 🌐 DISC Paper Session - (HR) HR Practices and Communication
4:00pm - 5:30pm Westin Copley Place Boston: Parliament
Discussant: Jason R. Lambert, Texas Woman’s U.
→ Employee & Manager Perceptions of T&D: (D)agreement from an uncertainty reduction perspective | Frances Jorgensen, Royal Roads U.; Yvonne Van Rosenberg, Radboud U. Nijmegen
HR Practices, Engagement, POS and Customer Focused Outcomes: HR Practices are not Created | Monica C. Gavino, San Jose State U.; Jason R. Lambert, Texas Woman’s U.; Kate Elgayeva, U. of Minnesota Duluth; Ekundayo Akinlade, Saint Xavier U.
Unpacking HR Systems: How organizational strategy and resource munificence explain HR variations | Myungjune Song, U. of Alberta; Andrew Luchak, U. of Alberta

771 🌐 ICW Business & Society Editorial Board Meeting
4:00pm - 5:30pm Boston Marriott Copley Place: Regis
Organizer: Bryan W. Husted, Tecnologico de Monterrey

772 🌐 ICW Network of Leadership Scholars (NLS) Awards Presentation
4:00pm - 5:00pm Sheraton Boston Hotel: Back Bay Ballroom A
Organizer: Marie Dasborough, U. of Miami

773 🌐 ICW Human Resource Management Review - Editorial Board Meeting
4:00pm - 5:30pm Westin Copley Place Boston: Empire
Organizer: Caroline Moors, Elsevier

774 🌐 DISC Paper Session - (IM) Emerging Topics of International Management (3)
4:00pm - 5:30pm Hilton Boston Back Bay: Maverick A
Chair: Yong-Suhk Pak, Yongse U.
→ Organizational Practice Adoption in the MNC: A Trait Activation Theory Approach | Sven Kunisch, Aarhus U.; Tomi MM Laamanen, U. of St. Gallen; Adrian Schulte Steinberg, U. of St.Gallen; Björn Ambos, U. of St. Gallen
→ Behavioral attributes in IJVs: the role of organizational culture and the impact on knowledge | Chansoo Park, Memorial U. of Newfoundland; Ilan Vertinsky, U. of British Columbia; Andrew Delios, National U. of Singapore

775 🌐 SHCS: (MC, AAT) Emerging Trends and Challenges of Women in Family Businesses: Millennials, Hispanics, and Siblings
4:00pm - 5:30pm Boston Hynes Convention Center: 303
Chair: Marilyn Young, U. of Texas at Tyler
Panelists: John James Cater, U. of Texas at Tyler; Brent D Beal, U. of Texas at Tyler

776 🌐 DISC Paper Session - (MED) Ethical Managerial Decision-Making
4:00pm - 5:30pm Sheraton Boston Hotel: Jamaica Pond
Chair: Jeana Wirtenberg, Rutgers Business School
→ Understanding the Role of Heuristics and Social Institutions in Developing Evidence | Frank Jan De Graaf, Hogeschool van Amsterdam
Exploring the ‘X Factor’ to Excavate the Value of an MBA | Ankit Agarwal, U. of Adelaide; Peter Sandiford, U. of Adelaide; Sam Wells, U. of Adelaide
→ The Spellbinding Power of Reinforcing Safety Myths inside TEPCO: An Analysis of Fukushima Disaster | Nobuyuki Chikudate, Hiroshima U.

777 🌐 JS: (MED, AAT) Fit or Friction: The Role of Sustainability Centres in Integrating Sustainable Business Education
4:00pm - 5:30pm Boston Hynes Convention Center: 310
Organizers: Rieneke Slager, U. of Groningen; Sarah Pouryousef, The U. of Nottingham / ICCSR; Ethan Schoolman, -
Panelists: Jeremy Moon, Copenhagen Business School; Mette Morsing, Stockholm School of Economics and Copenhagen Business School; Andrew J. Hoffman, U. of Michigan; Vasanthi Srinivasan, Indian Institute of Management, Bangalore
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.
**SUNDAY**

**778 : (MH) Management History**

**Division Executive Meeting**

4:00pm - 6:00pm Boston Marriott Copley Place: New Hampshire

**779 : (JS; (MSR, AAT) Managing by the Bhagavad Gita for Organizations to Become Inclusive**

4:00pm - 5:30pm Boston Hynes Convention Center: 305

Organizer: A.D. Amar, Seton Hall U.

Chair: Satinder Dhiman, Woodbury U.

Panelists: Jon Radwan, Seton Hall U.; Dennis P. Heaton, Maharishi U. of Management; Charles Chow, East-West Group, Singapore; Paul Palmarozza, If I Can... Community Interest Company

**MSR Best Symposium Proposal**

**780 : (JS; (OB, AAT) The State of Inclusion Research: The Present and the Future**

4:00pm - 5:30pm Boston Hynes Convention Center: 110

Panelists: Beth G Chung, San Diego State U.; Benjamin Martell Galvin, Brigham Young U.; Marielle Caroline Lisette Van Den Brink, Radboud U. Nijmegen; Julie Nugent, Catalyst; Bernardo M. Ferrdman, Ferdman Consulting

**781 : (DISC Paper Session) - (OMT) Cognition and Coordination in Contemporary Organizations**

4:00pm - 5:30pm Boston Hynes Convention Center: 201

Discussant: Clarissa E. Weber, u. of Goettingen

Cognition and the Regulation of Attention by Incumbent Banks during the Emergence of FinTech | Andrew Sarta, Ivey Business School

Augmented Empathy: Comprehending Other Minds in a Digitized World | Peter Thomas Bryant, IE Business School (Honesty-)Humility and the ABI-Model of Trust – a Theoretical Integration | Carl Richard Hossiep, U. of Muenster; Gerhard Schewe, U. of Muenster


**782 : (DISC Paper Session) - (OMT) Logics & Fields**

4:00pm - 5:30pm Boston Hynes Convention Center: 206

Discussant: Amit Nigam, City U. London

On Discursive Reconciliation of Sustainabiltiy Logics | Luna Ansari, MIT/Aalto School of Business


Everything Must Change so That Everything Can Stay the Same: Open Access in UK Academic Publishing. | Sara Marquez, De Montfort U.

When All Right Enters Our Living Room: Contesting and Shifting Fields at a Field-Configuring Event | Elena Raviola, U. of Gothenburg; Jaan Grünberg, Dept of Business Studies Uppsala U.; Josef Pallas, Uppsala U.; Claes Thorén, Uppsala U.

**783 : (PNP) Public and Nonprofit Division Business Meeting**

4:00pm - 5:30pm Hilton Boston Back Bay: Adams A

This meeting is open to all members.

**784 : (PUBS) AMJ Outgoing Editorial Review Board Reception**

4:00pm - 6:00pm Sheraton Boston Hotel: Back Bay Ballroom C

By Invitation Only

Organizer: Susan Zaid, Academy of Management

Presenter: Jason D. Shaw, Nanyang Technological U.

**785 : (DISC Paper Session) - (RM) Promoting Robust and Rigorous Management Research**

4:00pm - 5:30pm Boston Hynes Convention Center: 308

Chair: George Banks, UNC Charlotte

P-hacking in Top-tier Management Journals | Joel Baum, U. of Toronto; Philip Bromiley, U. of California, Irvine

An Evaluation of the Effectiveness of Study Pre-Registration:

Best Practice Recommendations | Allison Toth, UNC Charlotte; George Banks, UNC Charlotte; David Mellor, Center for Open Science; Ernest O’Boyle, Indiana U.; Ashleigh Dickson, UNC Charlotte; Daniel Jonathan Davis, U. of South Carolina Upstate; Alex DeHaven, Center for Open Science; Jaime Bochantin, U. of North Carolina, Charlotte; Jared Borns, U. of North Carolina, Charlotte


Evolving a Repository for the Behavioral Sciences | Deepa Adiga, Tata Consultancy Services (TCS); Maiyry Bhavsar, Tata Consultancy Services (TCS); Vivek Balaraman, Tata Consultancy Services (TCS); Mayuri Duggirala, Tata Consultancy Services (TCS); Mukul Malik, Tata Consultancy Services (TCS)

**786 : (DISC Paper Session) - (SAP) SAP Discussion Paper Session**

4:00pm - 5:30pm Boston Park Plaza: Cambridge

Chair: Pikka-Maaria Laine, Associate Professor

Stuck in a moment you can’t get out of: When prospective memories complicate strategizing | Mette Vinther Larsen, Associate Professor

The Demand for Disinterestedness: Disciplining Arts Audiences in the Market for Contemporary Art | James W. Riley, Massachusetts Institute of Technology

Site-Based Spontaneous Stratification as a Source of Strife in Inclusive Organizations | Alistair Bowden, Newcastle Business School, Northumbria U.; Malgorzata (Gosia) Ciesielska, Newcastle Business School, Northumbria U.

Structuring strategy emergence through practices within and around meetings | Maria Skov Jensen, Aarhus BSS, Aarhus U.; Jesper Rosenberg Hansen, Aarhus BSS, Aarhus U.

Developing an inclusive research agenda for understanding how learning is accomplished in M&As | Etieno S. Enang, U. of Strathclyde; Harry Sminia, U. of Strathclyde

**787 : (SIM) SIM-Business & Society Board Meeting**

4:00pm - 5:30pm Boston Marriott Copley Place: Massachusetts
788: (DISC Paper Session) - (SIM) Politics and Business Activities
4:00pm - 5:30pm Boston Marriott Copley Place: Tremont
Chair: Wonsuk Cha, Governors State U.

• Business and Governance Structures in Conflict Zones: Interviews of Businesses in Iraq and Syria | John E. Katsos, American U. of Sharjah

• What (Dis)Incentivizes Corporate Lobbying for Private Benefits?: A Case of Antidumping | Young Hoon Jung, California State U., Bakersfield

Playing on a Single Chessboard: Corporate Social Responsibility as a Political Activity | Jongsoo Kim, Royal Holloway, U. of London; Stephanos Anastasiadis, Royal Holloway, U. of London; Anica Zeyen, Royal Holloway, U. of London

The Private Sector and Social Inclusion of Displaced Persons in Colombia: Post-Conflict Debates | Ulf Thoene, U. de La Sabana; Pamela Leyva Townsend, U. de La Sabana

789: (DISC Paper Session) - (STR) A Converging Community or Divergent Enclaves?: The Future of Strategy
4:00pm - 5:30pm Boston Park Plaza: Arlington

Cooperative Strategy Track
Chair: Zheng He, U. of Electronic Science and Technology of China


Towards Holistic Economics as a Basis for Business Network Theory | Simon Norheim Colclough, School of management, Zhejiang U.

Who is Included in What Strategic Management Research: A Topic Analysis by Journals and Years | Ronei Da Silva Leonel, U. of Memphis; Frances H. Fabian, U. of Memphis Language and Echo Chambers | Matthew Yeaton, Columbia Business School

790: (DISC Paper Session) - (STR) Information Asymmetry, Opportunism, Attention, and Knowledge
4:00pm - 5:30pm Boston Park Plaza: Newbury

Behavioral Strategy, Process, and Change Track
Chair: Yaqoub Alduraywish, Griffith Business School, Griffith U.

Auditing Standards, Increased Accounting Disclosure, and Information Asymmetry: Evidence from the U.K | Yaqoub Alduraywish, Griffith Business School, Griffith U.

Employees Behaving Badly: How Opportunism Differs Across Hierarchical Forms (And How to Handle It) | Nicola J. Foss, Bocconi U.; Siegfried M Lindenberg, U. of Groningen; Libby Leann Weber, U. of California, Irvine

Horizontal and Vertical Distance and Knowledge Sharing | Torben Pedersen, Copenhagen Business School; Agnieszka Nowinska, Copenhagen Business School

A Model of Divestiture Decisions with Shifting Focus of Attention | Veronica Roberta Cappelli, HEC Paris; Rahul Anand, HEC Paris

791: (STR) STR Executive Committee Meeting
4:00pm - 5:30pm Boston Park Plaza: Tremont

792: (DISC Paper Session) - (STR) Emerging Themes in Corporate Governance
4:00pm - 5:30pm Boston Park Plaza: Whittier

Strategic Leadership and Governance Track
Chair: Latifa Albader, Arizona State U.

The Dilemma of Staying or Leaving: Senior Executives’ Career Planning Under Knightian Uncertainty | Shuo Yang, Kent State U.; Ilgaz Tahir Arikan, Kent State U.; Asli Musaoglu Arikan, Kent State U.; Ipek Koparan, PhD Candidate, Kent State U.

How a Top Team’s Risk Appetite Impacts Firm Outcomes: Examining an Integrated Model | Sicheng Luo, Department of Business Management, NSYSU; Hao-Chieh Lin, National Sun Yat-Sen U.


The Wisdom of a Kalman Crowd | Ulrik William Nash, U. of Southern Denmark

793: (DISC Paper Session) - (TIM) Government and Innovation
4:00pm - 5:30pm Boston Hynes Convention Center: 103

Chair: Jennifer Kuan, U. of North Carolina, Chapel Hill

How do Government Subsidies and Market-Supporting Institutions Influence SMEs’ Search Strategies? | Bo Zou, Harbin Institute of Technology; Qingwen Bo, Harbin Institute of Technology; Feng Guo, Tianjin U.; Xiaoqian Zhu, Harbin Institute of Technology; David Mathu, Harbin Institute of Technology

Stock liquidity and R&D in China: The moderating role of ownership and financial leverage | Yuxin Shao, Tongji U.; Luning Shao, Tongji U.; Luu Thi Nguyen, Tongji U.

R&D Subsidies, Organizational Life-cycle and the Usage of Novel Knowledge | Yuchen Gao, School of Economics and Management, Tsinghua U.; Si Zhang, assistant professor at U. of Chinese Academy of Sciences; Xielin Liu, Chinese Academy of Sciences

The Effect of Common Facility Centre (CFC) Program on SMEs’ Competitiveness in Pakistan | Khuram Shahzad, RMIT U.; Pia Maria Arenius, RMIT U.; Afreen Huq, RMIT U.; Meg Elkins, RMIT U.

794: (DISC Paper Session) - (TIM) Intellectual Property
4:00pm - 5:30pm Boston Hynes Convention Center: 104

Chair: Martin Ganco, Wisconsin School of Business

How should latecomers deal with crises in the process of catch-up? Evidence from Huawei’s experience | Haoyu Zhang, School of management, Zhejiang U.; Xiaobo Wu, Zhejiang U.; Ziyang Tan, School of management, Zhejiang U.

Intellectual Property Governance in Clusters: The Mediation Role of Legitimacy Pressure | Tuoyu Li, Zhejiang U.; Jiang Wei, Zhejiang U.

Session Details – Sunday, 4:00 - 6:00 PM

**Sunday 4:30PM**

**795 : (ICW) NOCA Debriefing Session 3**
4:30pm - 6:00pm The Fairmont Copley Plaza Hotel: Forum Room
This session is specifically geared towards the group participating in AOM 2019 with NOCA and CBS Executive. Overall the session is a debriefing of the content of the conference.
Organizer: Marie Louise Pedersen, -

**796 : (ICW) IACMR-RRBM Responsible Research in Management Award Ceremony & IACMR Business Meeting**
4:30pm - 6:30pm Sheraton Boston Hotel: Independence West
Organizer: Lerong He, State U. of New York, College at Brockport

**797 : (ICW) Journal of Operations Management Awards Presentation**
4:30pm - 5:30pm Westin Copley Place Boston: St George CD
Organizer: Tyson Browning, Texas Christian U.

**798 : (OB) OB Division Making Connections Committee**
4:30pm - 5:30pm Sheraton Boston Hotel: Beacon E

**799 : (VOL) Ethics Education Committee Meeting**
4:30pm - 6:00pm Boston Marriott Copley Place: Vineyard
By Invitation Only
Organizers: Deborah M. Mullen, U. of Tennessee, Chattanooga; Mark Edward Meaney, U. of Colorado, Boulder

**Sunday 4:45PM**

**800 : (EXH) Teaching with Cases**
4:45pm - 6:15pm Boston Hynes Convention Center: 101
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 practices 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.
Presenter: Frank T. Rothaermel, Georgia Institute of Technology

**Sunday 5:00PM**

**801 : (CM) Conflict Management Division General Members' Meeting**
5:00pm - 6:00pm Sheraton Boston Hotel: Fairfax AB
This general, annual meeting for the full CM membership will update you on events of the year, give awards, and foster community in our membership. Please attend!

**802 : (HR) HR Division Business Meeting**
5:00pm - 6:00pm Westin Copley Place Boston: Essex Center

**803 : (ICW) Indian Institute of Management Ahmedabad (IIMA) Social**
5:00pm - 7:00pm The Fairmont Copley Plaza Hotel: State Suite AB

Organizer: Tathagata Bandyopadhyay, Indian Institute of Management, Ahmedabad

**804 : (ICW) Information & Organization Editorial Board Meeting**
5:00pm - 6:30pm Boston Marriott Copley Place: Yarmouth
By Invitation Only.
Organizer: Laura Mesquita, -

**805 : (ICW) London School of Economics Reception**
5:00pm - 7:00pm Sheraton Boston Hotel: Berkeley AB
By Invitation Only.
Organizer: Hannah Weisman, London School of Economics and Political Science

**806 : (ICW) Network of Leadership Scholars (NLS) Reception**
5:00pm - 6:30pm Sheraton Boston Hotel: Republic A
Organizer: Marie Dasborough, U. of Miami

**807 : (SAP) Strategizing Activities and Practices Executive Committee Meeting**
5:00pm - 7:00pm Boston Park Plaza: Franklin
Strategizing Activities and Practices Interest Group Executive Committee meeting is for the outgoing and incoming members of the Executive Committee.
Program Chair: Virpi Sorsa, Hanken School of Economics
Professional Development Workshop Chair: Katharina Dittrich, Warwick Business School, U. of Warwick
Past Chair: A. Paul Spee, U. of Queensland
Treasurer: Carola Wolf, U. of Liverpool
Chairs: Sotirios Paroutis, Warwick Business School; Rajiv Nag, Drexel U.
Listserv Manager: Matthias Wenzel, European Uni Viadrina, Frankfurt (Oder)
Participants: Christina Angelika Wawarta, Warwick Business School; Katelyn M. Sell, Louisiana State U., Baton Rouge

**808 : (TLC) TLC@AOM FEEDback & Drinks**
5:00pm - 6:00pm Boston Marriott Copley Place: Grand Ballroom Salon EF
TLC attendees are invited to a social hour to share experiences and provide suggestions to the TLC Committee for how TLC can be even better next year. Drinks and snacks will be provided. This is also a great opportunity to network with TLC attendees.

This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.

**Sunday 5:30PM**

**809 : (ICW) To Identity and Beyond in Purchasing and Supply Management**
5:30pm - 8:00pm Boston Marriott Copley Place: Boylston
This workshop in co-sponsored by the International Purchasing Supply Education and Research Association (IPSER A) .
Co-organizers include Wendy Tate (University of Tennessee), Stephan Wagner (Swiss Federal Institute of Technology Zurich) and Craig Carter (Arizona State University)
**Session Details – Sunday, 6:00 - 8:00 PM**

**810 : (ICW) Sigma Iota Epsilon Annual Reception**
5:30pm - 8:00pm Sheraton Boston Hotel: Liberty Ballroom

**Drinks Reception @AOM**

Sigma Iota Epsilon is a professional/honorary organization and is the only student organization sponsored by the Academy of Management. This reception serves to connect faculty advisors from our chapters around the U.S. and internationally with faculty interested in starting a chapter at their institution. We welcome all faculty, graduate students, or staff who would like to learn more about becoming part of the Sigma Iota Epsilon family.

Organizer: **Brenda Ellis Ogden**, Sigma Iota Epsilon

**811 : (TIM) TIM Business Meeting**
5:30pm - 6:30pm Boston Hynes Convention Center: 208

**812 : (AAA) All-Academy Reception**
6:00pm - 8:00pm The Fairmont Copley Plaza Hotel: Grand Ballroom

**813 : (GDO) GDO Executive Committee Dinner**
6:00pm - 9:00pm Offsite: FIRE + ICE Restaurants

This event is for members of the GDO Executive Committee.

This session will be held offsite at Fire & Ice, 205 Berkeley Street, Boston, MA. Please contact Eden King at eden.b.king@rice.edu for more information.

**814 : (HR) HR Division Social**
6:00pm - 7:00pm Westin Copley Place Boston: Essex South

**815 : (ICW) Organization Studies & Organization Theory**
Drinks Reception @AOM
6:00pm - 7:30pm Boston Hynes Convention Center: 202

Organizer: **Sophia Tzagaraki**, Organization Studies

**816 : (ICW) Organization & Environment Editorial Review Board Meeting**
6:00pm - 7:00pm Boston Hynes Convention Center: 301

Invitation only.

Organizer: **Cynthia Nalevanko**, Sage Publications

**817 : (ICW) Reception hosted by BI Norwegian Business School**
6:00pm - 7:30pm Boston Hynes Convention Center: 309

Light refreshments served

Organizer: **Amir Sasson**, BI Norwegian Business School

**818 : (ICW) The Reception of The Hong Kong University of Science and Technology**
6:00pm - 8:30pm Sheraton Boston Hotel: Commonwealth

The Reception of The Hong Kong University of Science and Technology; Host: Prof Yaping Gong, Chair Professor, and Head, Department of Management, The Hong Kong University of Science and Technology

Organizer: **Yaping Gong**, Hong Kong U. of Science and Technology

**819 : (ICW) MMD Debriefing (3)**
6:00pm - 7:00pm Sheraton Boston Hotel: Independence East

MMD is an executive leadership programme from Copenhagen Business School. We look forward to welcoming MMD participants, other members of our MMD Community and Danish speaking reflective practitioners who are interested in investigating new frontiers of your organizational context and leadership practice.

Language: Danish. Facilitator: Jan Molin, professor, CBS. Host: MMD.

Organizer: **Lise Balslev**, CBS/ MMD

**820 : (MSR) MSR Community Business Meeting**
6:00pm - 7:30pm Boston Marriott Copley Place: Regis

Division Chair: **Charles Thomas Tackney**, Copenhagen Business School

**821 : (OSCM) OSCM Division Social**
6:00pm - 8:00pm Westin Copley Place Boston: Staffordshire Ballroom

**822 : (PNP) Public and Nonprofit Division Social Event**
6:00pm - 8:00pm Hilton Boston Back Bay: Washington

The PNP Division welcomes all AOM members to this social event.

**823 : (SIM) SIM-IABS Board Meeting**
6:00pm - 9:00pm Boston Marriott Copley Place: Massachusetts

**824 : (STR) STR Irwin Outstanding Educator Award**
6:30pm - 8:00pm Boston Park Plaza: Statler

This award reception will honor this year’s Irwin Outstanding Educator, David Mowery, the William A. and Betty H. Hasler Professor Emeritus of New Enterprise Development at the University of California, Berkeley. The awards committee is recognizing Professor Mowery’s outstanding accomplishments mentoring PhD students. Come hear tales from former students, memories never before shared, and unforgettable insights and experiences from our award recipient.

**Sunday 6:15PM**

**825 : (TTC) Teaching Theme Committee (TTC) Business Meeting**
6:15pm - 8:45pm Boston Marriott Copley Place: Vineyard

The AOM Teaching Theme Committee meets to review performance in meeting the committee’s goals and objectives for the past year. During this meeting, members of the TTC strategically plan for the upcoming year. We love to teach!

**Sunday 6:30PM**

**826 : (CM) Conflict Management Division and PON Social**
6:30pm - 9:30pm Offsite: Harvard Club of Boston

The CM Division Social this year is a joint event hosted by CM with the Program on Negotiation (PON) at Harvard Law School. It is being held offsite at the Harvard Club. Please join us! The location is the Harvard Club of Boston, 374 Commonwealth Ave. Please contact Jana Raver at jana.raver@queensu.ca for more information.

Chair: **Jana L. Raver**, Queen’s U.
827: (ICW) IIM Calcutta Social Reception
6:30pm - 9:30pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
This is a social networking event hosted by IIM Calcutta (IIMC), the first Indian Institute of Management. The session is an informal event for any scholars interested in India to informally catch up with the recent and future developments of management education in India in general and IIMC in particular. Scholars interested in short and long term teaching and research assignments or to initiate institutional collaboration get an opportunity to interact with the leadership team of IIMC.
Organizer: Prashant Mishra, Indian Institute of Management, Calcutta

828: (ICW) Kauffman Networking Reception for Entrepreneurship Research
6:30pm - 9:00pm Hilton Boston Back Bay: Fenway Ballroom
Informal and interactive networking reception to engage scholars who are studying entrepreneurship.
Organizer: Lara Arnold, Kauffman Foundation

829: (TIM) TIM Social
6:30pm - 8:00pm Boston Hynes Convention Center: 207

Sunday 6:45PM
830: (ICW) IACMR/MOR/Guanghua School of Management Joint Reception
6:45pm - 8:30pm Sheraton Boston Hotel: Back Bay Ballroom B
Organizer: Lerong He, State U. of New York, College at Brockport

Sunday 7:00PM
831: (ICW) Institute for Humane Studies Networking Reception
7:00pm - 9:00pm Sheraton Boston Hotel: Liberty Ballroom B
Organizer: Amanda Ruetz, Institute for Humane Studies, George Mason U.

Sunday 7:30PM
832: (MSR) MSR Social
7:30pm - 10:00pm Boston Marriott Copley Place: Wellesley
Organizer: Chris Laszlo, Weatherhead School of Management, Case Western Reserve U.

Sunday 8:00PM
833: (ICW) Management Faculty of Color Association (MFCA) Business Meeting
8:00pm - 11:00pm Boston Park Plaza: Arlington
Created in 2001, the goal of the Management Faculty of Color Association (MFCA) is to promote and support the professional development of African-American, Hispanic American, and Native American business management faculty. The association seeks to achieve this goal through three major activities: 1. Professional Development Workshops on research, teaching, and career advancement 2. Networking Activities (e.g., Academy of Management Social Reception) 3. Mentoring and Social Support Opportunities More info: http://www.managementfacultyofcolor.com/
Organizer: Paul Prosper, U.S. Air Force Academy
Monday 12:01AM

834 : (SVC) Technology Center (Marriott)
12:01am - 11:59pm Boston Marriott Copley Place: Third Floor Atrium Lounge
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located in the Third Floor Atrium Lounge and is sponsored by Villanova University.

835 : (SVC) Technology Center (Sheraton)
12:01am - 11:59pm Sheraton Boston Hotel: Grand Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located on the second floor in the Grand Ballroom pre-function area and is sponsored by Villanova University.

836 : (SVC) Express Self Check-In Kiosks (Park Plaza)
12:01am - 11:59pm Boston Park Plaza: Exeter Foyer
KIOSKS ONLY: The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The kiosks are located on the Mezzanine Level, in the Pre-Function Space outside of Clarendon & Exeter Rooms.

837 : (SVC) Technology Center (Westin)
12:01am - 11:59pm Westin Copley Place Boston: Essex Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The Technology Center will be on the Third Floor Essex Ballroom foyer.

Monday 6:45AM

838 : (OMT) OMT Yoga
6:45am - 7:45am Boston Hynes Convention Center: 303
Join us for a mindful vinyasa practice led by Emily Block (RYT). In this class, each pose builds onto the next in a smart, sequential and powerful way. Incorporating a strong breath, each asana will unfold within the body revealing new areas of strength and flexibility. Starting with a slow progression and sun salutations, the class builds with standing and balancing poses and it ends in a sweet, cooling, restorative sequence to balance the body. This class is geared to challenge expert yogis while simultaneously being accessible to novice practitioners.

Host: Emily S. Block, U. of Alberta

Monday 7:00AM

839 : (ICW) Christian Management Scholars Network Breakfast
7:00am - 8:30am Boston Hynes Convention Center: 306
The breakfast is open to all but a RSVP is appreciated to plan catering. To RSVP, please contact Andreea.Stamey@baylor.edu preferably at least a week before the event.
Organizer: Mitchell J. Neubert, Baylor U.

840 : (ICW) Family Business Review (FBR) Board Meeting
7:00am - 9:00am Hilton Boston Back Bay: Belvidere Ballroom, Salon B
Organizer: G Tyge Payne, Texas Tech U.

841 : (MSR) MSR Morning Meditation
7:00am - 8:00am Boston Marriott Copley Place: Columbus I

842 : (TIM) TIM Breakfast
7:00am - 8:00am Boston Hynes Convention Center: 107

Monday 7:30AM

843 : (HR) HR Division Breakfast and Awards Presentation
7:30am - 9:30am Westin Copley Place Boston: America South

844 : (SIM) SIM-IABS Morning Jumpstart
7:30am - 8:30am Boston Marriott Copley Place: Provincetown

845 : (SVC) Information Booth
7:30am - 5:30pm Boston Hynes Convention Center: Exhibition Hall A Foyer
The Information Booth, will be available Friday-Tuesday from 7:30am-5:30pm. The booth will be staffed with personnel who can assist you with navigating the Conference Program, finding your sessions and providing basic local information. A lost & found is also located at the Information Booth.

Monday 8:00AM

846 : (AAA) Speaker Ready Room (Hynes Convention Center)
8:00am - 8:00pm Boston Hynes Convention Center: 105
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.

847 : (AAA) Conference Exhibits
8:00am - 2:00pm Boston Hynes Convention Center: Exhibition Hall A
Today is the last day that the Exhibit Hall will be open. Don’t forget to stop by to take advantage of show discounts!

848 : (AAA) Mother’s Nursing Room
8:00am - 8:00pm Boston Hynes Convention Center: First Aid Room & Mamava Pod
There are two options for mothers at the Hynes Convention Center. There is a room available on the Plaza Level in the First Aid room near Exhibition Hall A.

A Mamava Pod, provided by the convention center, can also be used if you download the app to schedule times.

849 : (AAA) Speaker Ready Room (Marriott)
8:00am - 8:00pm Boston Marriott Copley Place: 4th Floor Registration Desk
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.
Session Details – Monday, 8:00 - 10:00 AM

850 : (AAA) Speaker Ready Room (Sheraton)
8:00am - 8:00pm Sheraton Boston Hotel: Boardroom
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.

851 : (AAA) Speaker Ready Room (Park Plaza)
8:00am - 8:00pm Boston Park Plaza: Commonwealth
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.

852 : (Paper Session) - (CAR) Navigating Later
Careers Issues
8:00am - 9:30am Sheraton Boston Hotel: Beacon B
Chair: Ariane Froidevaux, U. of Texas At Arlington
Coping with Age-Related Decline at Work: The Implications for Other Life Domains and Career Sustainability | Tatiana S. Rowson, Henley Business School, U. of Reading; Maria Del Carmen Gonzalez-White, Heriot Watt U.
Do We Act as Old as We Feel? An Examination of Subjective Age and Job Crafting in Late Career (WITHDRAWN) | Noemi Nagy, Kalaidos U. of Applied Sciences
CAREERS Best Student Paper Award Nominee
Selfish Start, Selfless Senior? Shifting Expectations in Academic Career Advancement | Stephanie Rehbock, TUM School of Management, Technische U. München; Claudia Peus, Technical U. of Munich
Linking Mentoring to Emotional Exhaustion through Job Content Plateau: A Moderated Mediation Model | Hui-Ting Lee, National Chiao Tung U.; Hao-Hsin Hsu, Taiwan Institute of Economic Research; Kuo-Yang Kao, National Chiao Tung U.

853 : (Paper Session) - (CAR) Newcomers and Socialization
8:00am - 9:30am Sheraton Boston Hotel: Gardner A
Chair: Christine Deborah Bataille, Ithaca College
You're on Our Team: Newcomer Socialization among Interns, Team Members, and Team Leaders | Linda Louise Bartelt, Northeast Wisconsin Educational Resource Alliance
Qualitative Research on Inter-Organization Transition Satisfaction in China | Jing Zhong, Tongji U.; Jianqing Cheng, School of Economics & Management, Tongji U.; Jilinian Luo, Tongji U.; Yinhong Shao, Tongji U.
The Two Faces of Fearless Dominance and Their Relations to Vocational Success | Hanna Aileen Genau, U. of Bonn; Gerhard Blickle, U. of Bonn

854 : JS: (CAR, HR, SIM) The Impact of Intimate Partner Aggression at Work: Individual and Organizational Perspectives
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom A
Chairs: Catherine Deen, Australian National U.; Simon Lloyd D. Restubog, U. of Illinois at Urbana-Champaign
Discussant: Amit Kramer, U. of Illinois at Urbana-Champaign
Intimate Partner Violence and the Workplace | Laura Anne Kauzlarich-Mizaur, Creighton U.; Regina Michelle Taylor, Creighton U.; Michelle Greenwood, Monash U.
The Adoption of HR Practices for Victims of Intimate Partner Violence: A Gender Perspective | Karin Sanders, UNSW Business School, Australia; Suzanne Chan-Serafin, U. of New South Wales; Lu Wang, Australian National U.
Shrinking in Shame: Linking Intimate Partner Aggression and Work-Related Outcomes | Isabelle Cancio Yujuico, Australian National U.; Catherine Deen, Australian National U.; Yaqing He, U. of Illinois at Urbana-Champaign; Robert Lu Tang, De La Salle U., Manila, Philippines
“To Tell or Not to Tell”: Modelling Intimate Partner Aggression, Fear, Disclosure and Work Outcomes | Catherine Deen, Australian National U.; Simon Lloyd D. Restubog, U. of Illinois at Urbana-Champaign; Anna Carmella Ocampo, Australian National U.; Leah Sheppard, Washington State U.
Presenters: Laura Anne Kauzlarich-Mizaur, Creighton U.; Regina Michelle Taylor, Creighton U.; Michelle Greenwood, Monash U.; Karin Sanders, UNSW Business School, Australia; Suzanne Chan-Serafin, U. of New South Wales; Lu Wang, Australian National U.; Isabelle Cancio Yujuico, Australian National U.; Robert Lu Tang, De La Salle U., Manila, Philippines; Yaqing He, U. of Illinois at Urbana-Champaign; Anna Carmella Ocampo, Australian National U.; Leah Sheppard, Washington State U.

855 : CAU: (CAU) Cobbie Analysis of Inclusivity: The Other Side of Exclusivity
8:00am - 9:30am The Fairmont Copley Plaza Hotel: Back Bay Room
Organizers: Hamid H. Kazerony, Minnesota State U.; Beverly Dawn Metcalfe, American U. of Beirut
Participants: Suzana Adapa, Associate Professor; Natalia Lorinkova, Georgetown U.; Payal Kumar, BML Munjal U.; Pearl Malhotra, Indian Institute of Management, Bangalore; Rana Haq, Laurentian U.; Amanda Zambelli, Federal U. of Espirito Santo (UFES), Brazil; Marie-Theres Claes, U. Catholique de Louvain; Lu Yu, U. of Wisconsin, Milwaukee; Drew Mallory,

856 : CAU: (CAU) LGBTQIA+ in the Academy: Creating Our Own Inclusion
8:00am - 9:30am The Fairmont Copley Plaza Hotel: Commonwealth Room
This caucus allows transgender, queer, lesbian, gay, bisexual, questioning, intersex, and asexual/spectrum (often identified with the acronym LGBTQIA+) members of the Academy of Management the opportunity to meet, network, and discuss experiences and strategies for thriving in management academia.
Coordinator: Hyacinthe Michael Schwartz, Organizational Behavior Case Western Reserve U.
857 ☰ CAU: (CAU) Onto More Inclusive Research: GLOBE 2020 Exploratory Incubator
8:00am - 9:30am The Fairmont Copley Plaza Hotel: Forum Room
Organizers: Richard Cotton, U. of Victoria; Carolyn Egri, Simon Fraser U.
Participant: Peter W. Dorfman, New Mexico State U.
858 ☰ (Paper Session) - (CM) Company Conflicts with Workers and Supervisors
8:00am - 9:30am Sheraton Boston Hotel: Clarendon AB
Chair: Farshad Ghodooosi, Morgan State U.; Monica Sharif, Morgan State U.
I Got 1099 Problems but Finding a Ride Ain’t One: Conflict Resolution in the Ridehail Industry | Michael Maffie, Pennsylvania State U.
Winner of CM Division Best Paper Award - New Directions
The Lagged Effects of Customer Mistreatment on Service Failure and Sabotage | Ian Wang, National Sun Yat-Sen U.
Winner of CM Division Best Student Paper Award
The Other Face of Justice: Examining Consumer Perception in Dispute Resolution with Organizations | Farshad Ghodooosi, Morgan State U.; Monica Sharif, Morgan State U.
A Multi-Level Theoretical Model of CEO Dark Triad Personality on Subordinate And Firm Performance | Joshua C. Palmer, Florida State U.; Robert Michael Holmes, Florida State U.; Pamela Perrewe, Florida State U.
859 ☰ (Paper Session) - (CMS) Contemporary Varieties of Resistance
8:00am - 9:30am Hilton Boston Back Bay: Lincoln
Chair: Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro
The Politics of Informality in Localizing Transnational Activism in the Homeworker Network | Ghazal Zulfiquar, Lahore U. of Management Sciences
Best Critical Paper on International Business
The Brazilian “For the English to See” and Organizational Resistance: a Decolonial Investigation | Ana Christina Celano, IBMEC, Rio de Janeiro; Hélio Arthur Irigaray, FGV; Yuna Fontoura, FGV/EBAPE
Democratic Organizations and Their Monstrous Digital Self: The Use of Facebook by a Labour Union | Vincent Pasquier, HEC Montréal; Thibault Daudigeos, Grenoble Ecole de Management
Feminist Solidarity and Resistance in the #MeToo Era: A Conceptual Exploration | Alison Pullen, Macquarie U.; Sheena Vachhani, Department of Management, U. of Bristol, UK
Cat Union and Other Joke Flags of the South Korean Candlelight Revolution 2016-2017 | Chan-hyo Jeong, U. of Leicester
860 ☰ (CMS) Against or After Leadership? Exploring Possibilities for Radical Change
8:00am - 9:30am Hilton Boston Back Bay: Maverick B
Organizers: Mark Learmonth, Durham U.; Suze Wilson, Massey U.
Panelists: Jackie Margaret Ford, Durham U.; Nancy Helen Harding, School of Management, U. of Bath; David Knights, Lancaster U.; Donna Ladkin, Antioch U.; Mark Learmonth, Durham U.; Kevin Morrell, Durham U. Business School; Sonia M. Ospina, New York U.; Scott Taylor, U. of Birmingham; Suze Wilson, Massey U.
861 ☰ (Paper Session) - (ENT) Entrepreneurial Performance: Impacts and Capabilities
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Paul L. Drnevich, U. of Alabama
Dynamic Bundle of Capabilities and Firm’s International Performance: A Configurational Analysis | Shuijing Jie, U. of Twente; Rainer Harms, U. of Twente
Does International Diversity Increase Innovation Performance of New Ventures from Emerging Markets? | Yueqi Wang, Dalian U. of Technology; Mengyuan Zhu, Harbin Institute of Technology; Wei Liu, U. Of Sydney; Wen Li, U. of Technology Sydney
Frugal Innovation’s Impact on Young Firm Performance in a Developed Economy | Zafрин Rahman, Portland State U.; Wanying Shi, Portland State U.
862 ☰ (Paper Session) - (ENT) Entrepreneurship Education
8:00am - 9:30am Boston Marriott Copley Place: Massachusetts
Chair: Casper Jørgensen, Danish Foundation for Entrepreneurship
Filling in the Blanks? The Impact of Entrepreneurship Education on European High School Students | Magdalena Streicher, Max Planck Institute for Innovation and Competition; Laura Rosendahl Huber, Max Planck Institute for Innovation and Competition; Kåre Moberg, Danish Foundation for Entrepreneurship; Casper Jørgensen, Danish Foundation for Entrepreneurship; Dana Redford, PEEP - Policy Experimentation & Evaluation Platform
Learning Perspective on Sustainable Entrepreneurship: An Exploratory Study | Sylvia Perez, CETYS U.; Martina Musteen, San Diego State U.
Does University Support Encourage Students to Start Their Own Businesses? A Cross Cultural Analysis | Alexander Settles, U. of Florida; Arturo E. Osorio, Rutgers U.
The Distinctiveness and Value of Enterprise Education for Non-Business Disciplines | Inna Kozlinska, U. of Groningen Centre for Entrepreneurship, The Netherlands; Anna Rebmann, King’s College London; Ulla Hytti, U. of Turku, Finland
863 ☰ (Paper Session) - (ENT) Ecosystems: Global and Cross-National Perspectives
8:00am - 9:30am Boston Marriott Copley Place: New Hampshire
Chair: Carlos M. DaSilva, HEG School of Management Fribourg / HES-SO // U. of Applied Sciences Wes
When in Doubt, Act: How Entrepreneurs’ Perceived Uncertainty Promotes Community Engagement | Stella Seyb, U. of Oklahoma; Dean Shepherd, U. of Notre Dame; Trenton A. Williams, Indiana U. - Kelley School of Business
Growing Entrepreneurial High-tech Firms in the MENA Region | Mahdi Tajeddin, John Molson School of Business, Concordia U.; Mehdi Farashahi, Concordia U.; Gwyneth Edwards, HEC Montreal
864  
(Paper Session) - (ENT) New Insights in Effectuation
8:00am - 9:30am Boston Marriott Copley Place: Orleans
Chair: Naveed Akhter, Jonkoping International Business School
Forming and Realizing Strategies in Resource-Constrained Environments | Luc Glasbeek, Vrije U. Amsterdam
What Predicts Effectuation Preferences – Individual or Situational Factors? | Sylvia Hubner, TUM School of Management, Technical U. of Munich
The Social Mechanism on Involving the Dynamics of Transition between Effectuation and Causation | William Lin, WISKEY CAPITAL/ National Taiwan U.
Female and Male Opportunity Effectuation and Bricolage in a Resource-Constrained Environment | Maryna Solesvik, Nord U. Business School

865  
(Paper Session) - (ENT) Entrepreneurial Team Dynamics
8:00am - 9:30am Boston Marriott Copley Place: Regis
Chair: Jiachen Yang, HEC Paris
It Happens even in the Best Families: Information Asymmetries and Internal Business Succession. | Sabrina Schell, U. of Bern; Sven Wolff, U. of Siegen; Petra M. Moog, U. of Siegen
Dual Effects of Family Support on Coping with Entrepreneurial Stressors | Feng Xu, South China Agricultural U.; Linlin Jin, Guangdong U. of Technology; Franz Kellermanns, U. of North Carolina, Charlotte; Yi Ouyang, Guangdong U. of Technology; Jing Xi, Guangdong U. of Technology
Trusting a Team but Not Its Members: A Process Model of Trust Emergence in New Venture Teams | Pamela Nowell, Chalmers U. of Technology; Anna Brattstrom, Lund U.
Psychological Ownership Development in New Venture Teams | Olga Yttermyr, Linköping U.; Karl J. Wennberg, Linköping U.

866  
(Paper Session) - (ENT) Conceptual Issues in Social Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Simmons
Chair: Meena Chavan, Macquarie U.
The Role of Non-Economic Forms of Capital in Green Venture Creation: A Bourdieusian Approach | Malgorzata Anna Wdowia, Alpen-Adria U. Klagenfurt, Austria; Patrick Gregori, Alpen-Adria U. Klagenfurt, Austria; Erich J. Schwarz, Alpen-Adria U. Klagenfurt, Austria; Robert Breiteneccker, Johannes Kepler U. Linz
The Effect of Culturally Endorsed Leadership Ideals on Nascent and Operating Social Entrepreneurship | Byungku Lee, U. of La Verne; Yeri Cho, U. of La Verne
Hybrid Entrepreneurship as the Pursuit of Valued Forms of Work | Joaquin Cestino, joaquin.cestino@ju.se

867  
(Paper Session) - (ENT) Collaboration and Competition in Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Vineyard
Chair: Jorge Guzman, Columbia Business School
A Competitor’s Curse? Entrepreneurship, Luck, and Career Concerns | Jeroen Mahieu, KU Leuven; Francesca Melillo, KU Leuven
Examining the Impact of Generic Strategies on Very Early New Ventures using Topic Modeling | Svea Rath, Technical U. Dortmund
Does Low Cost Import Competition Effect Entrepreneurial Activity? | Ana Venancio, ISEG (Lisbon School of Economics & Management), U. de Lisboa; Farzana Chowdhury, U. of Texas Rio Grande Valley; David Audretsch, Indiana U., Bloomington
Understanding the Discovery and Creation of Entrepreneurial Opportunity through Alliances | Aparna Venugopal, U. of New Brunswick, Fredericton, Canada; Dhireendra Shukla, U. of New Brunswick

868  
(Paper Session) - (ENT) Accelerators and Incubators
8:00am - 9:30am Boston Marriott Copley Place: Wellesley
Chair: Mujtaba Ahsan, San Diego State U.
Early-Stage Venture Incubation Promotes Learning, Scaling, and Profitability among Entrepreneurs | Valentina Assenova, The Wharton School, U. of Pennsylvania
The Value of Perceived and Actual Intra-Incubator Networks and Firm Performance | Joris Ebbens, Amsterdam Business School, U. of Amsterdam; Wouter Stam, VU Amsterdam
Seed Accelerators and Information Asymmetries: Evidence from Corporate Venture Capital Investments | Raveesh Mayya, U. of Maryland R.H. Smith School of Business; Peng Huang, U. of Maryland R.H. Smith School of Business
The Role of Accelerators in Explaining Startups Scaling Up | Ronit Yitshaki, Department of Economics and Business Administration, Ariel U.

869  
JS: (ENT, STR) Entrepreneurial Ecosystems: Theoretical Lenses and Policy Challenges
8:00am - 9:30am Boston Marriott Copley Place: Tremont
Facilitators: Xianwei Shi, Imperial College Business School; Zhe Cao, Imperial College Business School
Panelists: Erkko Autio, Imperial College Business School; Jonathan Levie, Nui Galway, Ireland; Rosemarie Ziedonis, Boston U.

870  
(GDO) GDO Welcome Breakfast
8:00am - 9:00am Boston Park Plaza: Boylston
All are welcome to attend this breakfast social event with the Gender and Diversity in Organizations division.

871  
(Paper Session) - (GDO) Experiences of People with Disabilities in Organizations
8:00am - 9:30am Boston Park Plaza: Brandeis
Chair: David Baldridge, Oregon State U.

Perspective Taking May Hurt Employees with Disabilities | Dan Yang, Chinese U. of Hong Kong; Xijie Zhu, Central U. of Finance and Economics; Cong Sun, The Chinese U. of Hong Kong, Shenzhen; Feng Jiang, Central U. of Finance and Economics

How People with Disabilities Response to Discrimination and the Consequences | Xijie Zhu, Central U. of Finance and Economics; Dan Yang, Chinese U. of Hong Kong; Cong Sun, The Chinese U. of Hong Kong, Shenzhen; Bilian Lin, Chinese U. of Hong Kong

872 🍎: (Paper Session) - (GDO) Ethnicity & Leadership
8:00am - 9:30am Boston Park Plaza: Brookline
Chair: Enrica Nicole Ruggs, U. of Memphis
The Bamboo Ceiling Effect: Differences in Leadership Promotability between Asians and Caucasians | Jessica Yustantio, UNSW Business School, Australia
African American Women Managers’ Experiences in Predominantly Black Work Environments | Ray Sanders Muhammad, New England College; Daphne Halkias, ISM International School of Management

Social Comparison and Contact Theory: Career Development Implications for African American Manager | Gwendolyn Combs, U. of Nebraska, Lincoln; Steven Michael Sommer, Pepperdine U.; Shovna Crystal Tripathy, U. of Memphis


Critical Standpoint: Leaders of Color Advancing Racial Equality in Predominantly White Organizations | Brad Fulton, Indiana U. Bloomington; Michelle Oyakawa, Ohio State U.; Richard Wood, U. of New Mexico

873 🍎: (GDO) How Can Organizations Promote the Inclusion of Individuals on the Autism Spectrum?
8:00am - 9:30am Boston Park Plaza: Cambridge
Organizer: Debra Comer, Hofstra U.
Participants: Robert Austin, Ivey Business School; Susanne Bruyere, Cornell U. Yang-Tan Institute; Adrienne Colella, Tulane U.; Eric Patton, Saint Joseph’s U.; Timothy J. Vogus, Vanderbilt U.

874 🍎: (Paper Session) - (GDO) Women’s Career Progression
8:00am - 9:30am Boston Park Plaza: Clarendon
Chair: Katherine Fear, Southern Methodist U.
Female Managers in Professional Service Firms: Better Networks, Fewer Benefits? | Lara Bertola, ESCP Europe Business School; Claudia D. Jonczyk, U. of Neuchâtel
Gender Spillovers from Supervisory Boards on Management Boards | Katrin Scharfenkamp, U. of Duisburg-Essen; Jasmin Joekcs, Eberhard Karls U. Tübingen; Viktor Bozhinov, Johannes Gutenberg-U. Mainz

Navigating a Hurdles Race: An Integrative & Dynamic Perspective on the Causes of the Glass Ceiling | Frances J. Milliken, New York U.; Madeline King Kneeland, Cornell SC Johnson College of Business

Women and Glass Ceiling Beliefs: The Effects on Hope and Workplace Behavior | Bahareh Javadizadeh, New Mexico State U.; John Ross, Indiana U. Southeast; Marcus A. Valenzuela, California State U., Bakersfield

875 🍎: (GDO) (De)Stigmatization and The Inclusive Organization
8:00am - 9:30am Boston Park Plaza: Newbury
Chairs: John Lynch, U. of Illinois at Chicago; Brent John Lyons, Schulich School of Business
Effects of Disclosure on Evaluations of Nonnative Speakers and Entrepreneurial Investment Decisions | Regina Kim, IESEG School of Management; Rae Yunzi Tan, U. of Baltimore
Heterosexual Employees’ Identity Threat Responses to Gay/Lesbian Disclosure | Brent John Lyons, Schulich School of Business; John Lynch, U. of Illinois at Chicago; Tiffany Dawn Johnson, Georgia Institute of Technology
A Continuum of Workplace Mental Health and Illness and its Relationship with Leader Trust | Amanda J. Hancock, Memorial U. of Newfoundland; Kara Anne Arnold, Memorial U. of Newfoundland
Validation of a Stigma Load Instrument: Implications for Developing an Inclusive Organization | Roxanne Beard, McKendree U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Catherine Daus, Southern Illinois U., Edwardsville
Destigmatization and its Imbalanced Effects in Labor Markets | Giacomo Negro, Emory U.; Melissa J. Williams, Emory U.; Elizabeth Pontikes, U. of Chicago

Presenters: Regina Kim, IESEG School of Management; Rae Yunzi Tan, U. of Baltimore; Brent John Lyons, Schulich School of Business; John Lynch, U. of Illinois at Chicago; Tiffany Dawn Johnson, Georgia Institute of Technology; Amanda J. Hancock, Memorial U. of Newfoundland; Kara Anne Arnold, Memorial U. of Newfoundland; Roxanne Beard, McKendree U.; Robyn A. Berkley, Southern Illinois U., Edwardsville; Catherine Daus, Southern Illinois U., Edwardsville; Giacomo Negro, Emory U.; Melissa J. Williams, Emory U.; Elizabeth Pontikes, U. of Chicago

876 🍎: JS: (GDO, HR) Building Inclusion through Grass-Roots Efforts: The Case for Employee Resource Groups
8:00am - 9:30am Boston Park Plaza: Gloucester
Organizers: Theresa M. Welbourne, U. of Alabama; Jonathan Ashong- Lamptey, London School of Economics
Discussants: Maura Mills, U. of Alabama; Wil Lewis, Bank of America

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
A Social Identity Exploration of the Role of Employee Resource Group in Organizations | Jonathan Ashong-Lamptey, London School of Economics
Why Men Matter? The Admission of Men into Women’s Internal Networks as a Way to Reduce Gender Inequality | Denis Monneuse, UQAM U. du Québec A Montréal
The Influence of State-level Nondiscrimination Laws on LGBT ERG Outcomes | Gregory Robert Beaver, Suffolk U.
Presenters: Denis Monneuse, UQAM U. du Québec A Montréal; Gregory Robert Beaver, Suffolk U.
Participant: Kevin England, Lynn U.

**877**: (Paper Session) - (HCM) Strategies for Enhanced Learning
8:00am - 9:30am Sheraton Boston Hotel: Beacon F
Chair: Ingrid Nembhard, The Wharton School, U. of Pennsylvania

- From Research Evidence to ‘Evidence by Proxy’? Organizational Enactment of Evidence-Based Healthcare | Roman Kislov, U. of Manchester; Greta Cummings, U. of Alberta; Anna Ehrenberg, Dalarna U.; Wendy Gifford, U. of Ottawa; Kelly Janet, U. of Adelaide; Alison Kitson, Flinders U.; Lena Pettersson, Dalarna U.; Lars Wallin, Dalarna U.; Gill Harvey, U. of Adelaide

- Listening and Learning: A Case for Indigenization Conceptualizations of the Learning Health System | Crystal Milligan, U. of Toronto, Institute of Health Policy, Management & Evaluation
The Use of Performance Feedback Information by Primary Care Organizations: Learning Gatekeepers? | Gijs Brouwer, Maastricht U.; Daan Westra, Maastricht U.; Federica Angeli, Tilburg U.; Ruben Roomans, Maastricht U.; Dirk Ruwaard, Maastricht U.

**878**: (Paper Session) - (HCM, OB) Learning from Medical Error: Current Directions in Research and Practice on Medical Error Prevention
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C
Organizer: Joseph E. Mroz, Denison Consulting
Panelists: Stephanie Payne, Texas A&M U.; Nancy Borkowski, U. of Alabama, Birmingham; Victoria Kennel, U. of Nebraska Medical Center; Marissa Shuffler, Clemson U.; Nathanael Keiser, Center for Innovations in Quality, Effectiveness and Safety (iQuEST)

**879**: (Paper Session) - (IM) Douglas Nigh Award Finalist
8:00am - 9:30am Hilton Boston Back Bay: Adams A
Chair: Phillip C. Nell, WU Wien - Vienna U. of Economics and Business


- How Does Global Diversification Strategy Affect Firm Performance? A Modelling and Simulation Study | Thomas Lindner, WU Vienna


**Douglas Nigh Award Finalist**

Firms without Borders? Toward a Theory of Global Social New Ventures | Paula Linna, JYU School of Business; Giuseppe Criaco, Rotterdam School of Management, Erasmus U.

**880**: (IM) International Management Division Thought Leadership Cafe
8:00am - 9:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Please come and join some of the leading researchers in the field for informal discussions - all welcome!
Division Chair: Elizabeth L. Rose, U. of Leeds
Division Chair-Elect: Anupama Phene, George Washington U.
Program Chair: Jaeyong Song, Seoul National U.
Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)
Past Chair: Aya S. Chacar, Florida International U.
Distinguished Speakers: Juan Alcacer, Harvard U.; Tailan Chi, U. of Kansas; Robert Salomon, NYU Stern

**881**: (Paper Session) - (IM) Advanced Topics in International Management
8:00am - 9:30am Hilton Boston Back Bay: Jefferson
Chair: Suparna Chakraborty, U. of San Francisco

- When Context Matters: How Management Research on Russia Contributes to Management Theory | Galina Shirokova, Graduate School of Management St.Petersburg State U.; Tatiana S. Manolova, Bentley U.; Tatiana Beliaeva, U. Paris-Sud; Anastasia Laskovaia, Graduate School of Management St.Petersburg State U.

- Managing Hybridization: Transferring Production Practices within Japanese MNCs | Katsuki Aoki, Meiji U.; George Oclott, Keio U. Japan

- Reputation Effect of Foreign Listing: Spillovers of Parent Reputation | Lilac Nachum, City U. of New York, Baruch College; Suparna Chakraborty, U. of San Francisco

- Whither De-Globalization? The Moderating Effects of Context on MNCs Performance | Hilla Peretz, ORT Braude College; Michael J. Morley, U. of Limerick

**882**: (Paper Session) - (IM) Advances in Non-Market Strategies
8:00am - 9:30am Hilton Boston Back Bay: Mariner
Chair: Trevor Buck, U. of Glasgow

- The Counter-Intuitive Attraction of U.S. Oil and Gas to Conflicted States | Rodion Skvorodova, U. of Nottingham; Shaun Goldfinch, Victoria U. of Wellington; Karl DeRouen Jr., U. of Alabama; Trevor Buck, U. of Glasgow

- Firms’ Political Strategies Abroad: Opening the Black Box of Commercial Diplomacy | Geoffrey Gertz, Brookings Institution; Srijidya Jandhyala, ESSEC Business School; Lauge Poulsen, U. College London

- Emerging Market Multinationals’ Political Affiliations and Overseas Investment Outcomes: A Review | Dongdong Huang, Nanyang Technological U.; Lai Si Tsui-Auch, Nanyang
Technological U.; **Marleen H. Dieleman**, National U. of Singapore

- Exploring the Effects of Terrorism on Business Operations Firms in Pakistan and Firms' Response | **Faisal Saeed Malik**, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research

883 - (Paper Session) - (IM) **Advances in Research on Cultural Distance**

8:00am - 9:30am Hilton Boston Back Bay: Maverick A

Chair: **Anthony Goerzen**, Queen's U.

- There is No National Culture: Nations as Diverse Mixtures of Global Values Archetypes | **David Midgley**, INSEAD; **Sunil Venaiik**, U. of Queensland Business School; **Demetris Christopoulos**, National and Kapodistrian U. of Athens

- Cultural Distance in International Trade: Contributor or Impediment? | **Mariya A. Bobina**, Western Illinois U.; **Mikhail V. Grachev**, Western Illinois U.; **Mary Sully De Luque**, Thunderbird School of Global Management at ASU

884 - (Paper Session) - (IM) **Emerging Issues in International Management**

8:00am - 9:30am Hilton Boston Back Bay: Washington

Chair: **Sungyung Chang**, London Business School


- Network Effects and Latecomers’ Born-GLOBAL Strategy: Social Network Effect vs. Ecosystem Effect | **Sanghyun Park**, INSEAD; **Sungyung Chang**, London Business School

885 - (Paper Session) - (IM) **Advances in Research on FDI**

8:00am - 9:30am Hilton Boston Back Bay: Westminster

Chair: **Silvia Massini**, U. of Manchester

- Reverse Bandwagon Effect and Foreign Direct Investment | **Kiyohiko Ito**, U. of Hawai'i at Manoa; **Charlotte Louise Hildebrand**, U.S. Army-Baylor U.

- Defining Offshoring: Towards an Integrative Understanding | **Michael Gusenbauer**, JHU Linz; **Silvia Massini**, U. of Manchester

- The Effect of Geographic Proximity to the National Capital City at Incarnation on the Speed of Subsequent Investments in Emerging and Advanced Economies | **Thomas Hutzschenreuter**, TUM School of Management, Technical U. of Munich; **Philipp-Luisa Harhoff**, WHU - Otto Beisheim School of Management

- Home Competition Escapism View of Emerging Market Multinationals | **Yuanyuan Li**, Rutgers Business School

886 - (Paper Session) - (MC) **Women in Management Consulting and Leadership**

8:00am - 9:30am Boston Park Plaza: Tremont

Chair: **Eleftheria Egel**, NAVIGATING Leadership Coaching and Management Consulting

Discussant: **David A. Robinson**, Holmes Institute Australia

- Exploring Barriers to Success and Sources of Assistance for U.S. Hispanic Women Entrepreneurs | **John James Cater**, U. of Texas at Tyler; **Marilyn Young**, U. of Texas at Tyler; **Kevin James**, U. of Texas at Tyler

- After Saying I Do For Better Or For Worse: Incoming CEOs’ Encounter With Power | **Rida Elias**, American U. of Beirut; **Bassam Farah**, American U. of Beirut

Winner of the Management Consulting Division Outstanding Field Report Paper Award


887 - (Paper Session) - (MED) **Community, Experiential and Service Learning**

8:00am - 9:30am Sheraton Boston Hotel: Beacon D

Chair: **Tim O. Peterson**, North Dakota State U.

- In and Out of the Learning Shelter: Developing the Free Manager | **Efrosyni Konstantinou**, U. College London


888 - (Paper Session) - (MED) **Managerial Skill Development**

8:00am - 9:30am Sheraton Boston Hotel: Gardner B

Chair: **Charles Roy Fenner**, State U. of New York Canton

An Approach to Continuous Leader Self-Development: Testing Individual and Organizational Factors | **Amber Kea-Edwards**, Claremont Graduate U.
MONDAY

Session Details – Monday, 8:00 - 10:00 AM

**889**: (Paper Session) - (MED) Student Outcomes and Predictors
8:00am - 9:30am Sheraton Boston Hotel: Hampton B
Chair: Cynthia S. Cyyotoc, U.S. Air Force Academy
The Cognitive Base of Educational Background and its Impact on Entrepreneurial Knowledge Structures | Michela Loi, U. of Cagliari; MarcoCogoni, crs4-CENTER FOR ADVANCED STUDIES, RESEARCH AND DEVELOPMENT IN SARDINIA; Maria Chiara Di Guardo, U. of Cagliari; Igor Filatotchev, King's College London
Impact of Academic Motivation, Learning Style, and Locus of Control on Retention in Online Courses | Vonda Armstrong, Pulaski Tech Community College; Tom Tudor, U. of Arkansas, Little Rock
Practice Makes Perfect: Memory Retrieval Strategies to Improve Student Academic Performance | Andres Fortino, NYU School of Professional Studies; Roy Lowrance, Autonomous Professional Development

**890**: (Paper Session) - (MOC) Personalities, Their Foibles and Organizations
8:00am - 9:30am Boston Marriott Copley Place: Yarmouth
Discussant: Jeffrey Muldoon, Emporia State U.
Performing Intersection Identity Work Over Time; Historic Case of Viola Turner | Madison Portie Williamson, Hiscox Insurance; David Ross Marshall, U. of Dayton; Milorad Novicevic, U. of Mississippi; Albert J. Mills, Saint Mary's U., Canada/U. of Eastern Finland; Caleb Lugar, U. of Mississippi
John F. Mee Award for Paper with the Best Management History Division Contribution
Coming Together after a Tragedy - How the S.S. Eastland Disaster of 1915 Helped Shape Hawthorne | Yaron J. Zoller, Lakeland U.; Jeffrey Muldoon, Emporia State U.
The Creation and Decline of an Ethics-Driven Market Category: The Case of Free-Grown Sugar | Andrew D A Smith, U. of Liverpool; Jennifer Johns, U. of Bristol

**891**: (Paper Session) - (MOC) "Something New, Something Useful": Creativity in Organizations
8:00am - 9:30am Westin Copley Place Boston: St George B
Chair: Lynne Catherine Vincent, Syracuse U.
When Good is Not Enough: The Importance of Brokers’ Metaknowledge to Their Creativity (WITHDRAWN) | Sara Lombardi, U. of Florence; LucaGiustiniano, Luiss Guido Carli U.; Vincenzo Francesco Cavaliere, U. of Florence
How Highly Creative People Shape Their Creative Identity | Marc B. Stierand, Ecole hôtelière de Lausanne, HES-SO UAS and Arts Western Switzerland; Charalampos Mainemelis, ALBA Graduate Business School; Viktor Dorfler, U. of Strathclyde Business School
The Story of My Life: Interpretations of Early Experiences and Creativity over the Career | Greg Fetzer, Boston College; Spencer Harrison, INSEAD; Bess Rouse, Boston U. Questrom School of Business; Benjamin Innis, Boston College

**892**: (Paper Session) - (MOC) Mindfulness and Intuition in Organizations
8:00am - 9:30am Westin Copley Place Boston: St George C
Chair: Fong T. Keng, Nanyang Technological U.
Discussant: Sushil Nifadkar, Georgia State U.
Unraveling the Interpersonal Effect of Spouse Mindfulness on Employee Work Engagement | Dan Ni, School of Economics and Management Tsinghua U.; Xiaoming Zheng, Tsinghua U.; Jiwen Song, Renmin U. of China; Xiao-yu Liu, U. of International Business and Economics

**893**: (MOC, OB) Building, Maintaining, and Breaking Attachments in Today’s Organizations
8:00am - 9:30am Westin Copley Place Boston: Essex North-East
Organizers: Eliana Crosina, Babson College; Erin Frey, U. of Virginia Darden School of Business
Discussant: Gianpiero Petriglieri, INSEAD
Participants: Raina A. Brands, London Business School; Blake E. Ashforth, Arizona State U.; Jennifer Petriglieri, INSEAD; Eliana Crosina, Babson College; Erin Frey, U. of Virginia Darden School of Business
894 (Paper Session) - (MSR) MSR: Relationships in the Workplace
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon B
Chair: Orneita Burton, Abilene Christian U.
Discussant: Susan S. Case, Case Western Reserve U.
Disruptions in Guanxi Relationships in Chinese Workplaces | Jae Hyeung Kang, Oakland U.; Yan Ling, Oakland U.; Elizabeth A. Barclay, Oakland U.

895 (Paper Session) - (MSR) MSR: A Christian Perspective
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon J
Chair: Cathy Driscoll, Saint Mary's U.
Discussant: David Greenway, UMass Lowell Manning School of Business
The Study of Christians at Work | Tobias Brügger, U. of Zurich; Markus Huppenbauer, -
An Economy of Abundance: From Scarcity to Human Potential in Organizational and University Life | Helen Chung, Seattle Pacific U.; Paul R Yost, Seattle Pacific U.; John Richard Terrill, -
Implementing Behavioral Integrity: Understanding Ethical and Moral Leadership | Joy A. Jones, Stockton U.
The Values that Unite Benedictines: An Integrated Ethics Code for Family Business | Sheila Hanson, U. of North Dakota; Ksenia Keplinger, U. of Colorado, Boulder

896 (Paper Session) - (OB) Consequences of Unethical Behaviors at Work
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B
Organizers: David Welsh, Arizona State U.; Wei Wang, U. of Minnesota; Elizabeth Margaret Campbell, U. of Minnesota
Discussant: David Mayer, U. of Michigan
Unpacking Unethical Behavior: Intentions, Social Dynamics and Their Consequences | Elizabeth Eve Umphress, U. of Washington; Young Won Rhee, U. of Washington
Effects of Peer Coaches and Goal Orientations on Newcomers' Misconduct | Xiangmin Liu, Rutgers U., New Brunswick; David G. Allen, Texas Christian U.; Rebecca Lee Greenbaum, Rutgers U., New Brunswick; Zhengtang Zhang, Nanjing U.
Correcting Course: Examining How Unethical Leaders Self-Correct Their Future Behaviors | Manuela Priesemuth, Villanova U.; Bailey A. Bigelow, U. of Central Florida
Do Snakes Get Ahead? The Role of Moral Disengagement in Career Advancement | Celia Moore, Bocconi U.; Burak Oc, Melbourne Business School, U. of Melbourne
Above the Law? How Motivated Moral Reasoning Shapes Evaluations of Star Performers | Elizabeth Margaret Campbell, U. of Minnesota; David Welsh, Arizona State U.; Wei Wang, U. of Minnesota

Participants: Elizabeth Eve Umphress, U. of Washington; Young Won Rhee, U. of Washington; Xiangmin Liu, Rutgers U., New Brunswick; David G. Allen, Texas Christian U.; Rebecca Lee Greenbaum, Rutgers U., New Brunswick; Zhengtang Zhang, Nanjing U.; Manuela Priesemuth, Villanova U.; Bailey A. Bigelow, U. of Central Florida; Celia Moore, Bocconi U.; Burak Oc, Melbourne Business School, U. of Melbourne

897 (Paper Session) - (OB) Team Innovation
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom C
Chair: Marta Morais-Storz, U. of South-Eastern Norway
Conceptualizing the Team-Level Innovation Process: Roles for Exploration and Exploitation | Michelle MacMahon, Trinity Business School, Trinity College Dublin - U. of Dublin; Martin R. Fellenz, Trinity College Dublin
How linking with external-team star colleagues sparks team member's innovation journey | Kai Zhao, School of Labor and Human Resources, Renmin U. of China; Ning Li, U. of Iowa; Jia Yu, U. of Nebraska, Lincoln; Quan Li, Tsinghua SEM
Cognitive composition and team innovation: Roles of leader management control and team ambidexterity | Kai Zhao, School of Labor and Human Resources, Renmin U. of China; Yanan Dong, School of Economics and Management Tsinghua U.; Baiyin Yang, Tsinghua U.
Unpacking Strategic Problem Formulation in Top Management Teams | Marta Morais-Storz, U. of South-Eastern Norway; Alf Steinar Sætre, Norwegian U. of Science and Technology; Amy C. Edmondson, Harvard U.

898 (Paper Session) - (OB) Empowering Leadership
8:00am - 9:30am Sheraton Boston Hotel: Beacon H
Chair: Marina Astakhova, U. of Texas at Tyler
Energizing and Exhausting Effects of Empowerment: A Within-Person Study of Empowering Leadership | Dina Krasikova, U. of Texas At San Antonio; Zahra Heydarifar, U. of Texas At San Antonio; Tyler Werland, U. of Texas At San Antonio
The Passion Bug: How and When do Leaders Inspire Work Passion? | Marina Astakhova, U. of Texas at Tyler; Violet Ho, U. of Richmond
A Prosocial Perspective on Work Meaningfulness: Compensatory Mechanisms Leading to Meaningful Work | Pablo Cardona, IESE Business School; Alim J. Beveridge, The U. of Nottingham, China
A Cross-level Influence of Empowering Leadership on Employee Attitude and Behavior via Job Crafting | Kyujin Kim, Korea U. Business School; Kwanghyun Kim, Korea U. Business School

899 (Paper Session) - (OB) New Perspectives on Leadership
8:00am - 9:30am Sheraton Boston Hotel: Dalton AB
Chair: Silu Chen, Central China Normal U.
How does spiritual leadership influence proactive work behavior: Evidence from Chinese firms | Silu Chen, Central China Normal U.; Wanjing Jiang, Shanghai Lixin U. of Accounting and Finance; Fulei Chu, Capital U. of Economics and...
Session Details – Monday, 8:00 - 10:00 AM

900 (Paper Session) - (OB) Work and Working in a Changing World
8:00am - 9:30am Sheraton Boston Hotel: Eitelier A8
Organizers: Julia Richardson, Curtin U.; Clare Kelliher, Cranfield U.

Presenters: Pascale Peters, Nyenrode Business U.; Beatrice Van Der Heijden, Radboud U. Nijmegen; Alexandra Beauregard, Birkbeck, U. of London; Kristine Dery, MIT Sloan School of Management; Esther Canonico, London School of Economics; Nick Van Der Meulen, MIT Sloan School of Management; Ina Sebastian, Massachusetts Institute of Technology

Participant: Kelly Anne Basile, Emmanuel College

901 (Paper Session) - (OB) Diversity Dynamics
8:00am - 9:30am Sheraton Boston Hotel: Fairfax A
Chair: Daphna Motro, Hofstra U.


Convergence, divergence, and contextualization of multigenerational workforce: A multi-stage analysis | Vihbav Singh, Narsee Monjee Institute of Management Studies (NMIMS); Surabhi Verma, Narsee Monjee Institute of Management Studies (NMIMS); Sushil S. Chaurasia, Narsee Monjee Institute of Management Studies (NMIMS)

More than meets the eye: The critical role of migrant status for social identity effects | David J. G. Dwertmann, Rutgers U.; Florian Kunze, U. of Konstanz

OB Division Best Paper with International Implications Award

Perceived Workforce Inclusion: Developing the scale and verifying its effectiveness | Chiyin Chen, Donghua U.; Ningyu Tang Ningyu Tang, Shanghai Jiao Tong U.

902 (Paper Session) - (OB) Job-Specific Dynamics
8:00am - 9:30am Sheraton Boston Hotel: Jamaica Pond
Chair: Taryn Lyn Stanko, Cal Poly San Luis Obispo


Knowledge Workers: How Are They Different? (And Why Does It Matter?) | Abdullah Wumpini Issahaka, NIH Norwegian School of Economics; Rune Lines, NIH Norwegian School of Economics

Navigating an identity playground: An exploration of work identity and routines in a virtual world | Taryn Lyn Stanko, Cal Poly San Luis Obispo; Patricia Caulfield Dahm, California Polytechnic State U.; Brooke A. Lahneman, Montana State U.; Jonathon Richter, Salish Kootenai College

OB Division Best Paper Award

Work and Organizational Psychology Researchers’ Satisfaction with the Publication System | Hans Van Dijk, Tilburg U.; Marino Van Zelst, Tilburg U.

903 (Paper Session) - (OB) Leadership and Self-regulation
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B
Chair: Shenghui Wang, Tongji U.


One Thing Small, All Do Small: The Role of Leader Bottom-line Mentality on Team Performance | Yuying Lin, School of Economics and Management, Tsinghua U.

Leader Failed Humor and Follower Advice Seeking | Xiaode Ji, Guanghua School of Management, Peking U.

Who Gains the Opportunity for Voice? The Role of Leader Empowering Behavior and Promotion Focus | Ming Yi, Tongji U.; Shenghui Wang, Tongji U.; Yuchen Zhang, Yuchen Zhang, Tongji

904 (Paper Session) - (OB) Job Crafting
8:00am - 9:30am Sheraton Boston Hotel: Olmsted
Chair: Dongwon Choi, NEOMA Business School


Job Crafting in the Eyes of Others: Social-relational Implications of Job Crafting | Dongwon Choi, NEOMA Business School

When do employees decide to craft their tasks? A conjoint experiment | Philipp Böhnlein, Technische U. Kaiserslautern

A Model of Newcomer Job Crafting: Implications for Organizational Socialization | Shengqiang Cheng, Antai College of Economics and Management, Shanghai Jiao Tong U.; Arianna Costantini, U. of Verona; Hao Zhou, Sichuan U.

905 JS: (OB, CM, HR) The Giver’s Perspective: Advancing Feedback Research with a New Focus
8:00am - 9:30am Sheraton Boston Hotel: Arnold Arboretum
Discussant: Susan J. Ashford, U. of Michigan

Kind or Candid? A Bias toward Kindness Goals in Feedback to Poorly Performing Women | Lily E. Jampol, London Business School

The Detrimental Effects of High-Status Mentors: Formal Mentors’ Relative Status and Mentee Turnover | Paul Isaac Green, U. of Texas, McCombs; Ting Zhang, Harvard Business School; Bradley R. Staats, U. of North Carolina, Chapel Hill; Francesca Gino, Harvard U.
Session Details – Monday, 8:00 - 10:00 AM

906  ◀SHCS: (OB, CM, MOC) Consequences of Self-Interest and Group-Interest in Organizations: Exploring Ethical Implications
8:00am - 9:30am Sheraton Boston Hotel: Commonwealth
Organizer: Jihyeon Kim, U. of Illinois at Urbana-Champaign
Discussant: Scott Reynolds, U. of Washington
Our Kind of Liar: The Honesty-Loyalty Tradeoff in Ethical Leadership | S Wiley Wakeman, Stockholm School of Economics
Evaluation of Morality in Selection and Hiring Processes | Jihyeon Kim, U. of Illinois at Urbana-Champaign
Does Moral Disengagement Influence Career Success? | Evidence from the Financial Sector | Lily Morse, Boston College; Ann Tenbrunsel, U. of Notre Dame; Jordan Thomas, Labaton Sucharow LLP
Meaning at Work and Ethical Decision-Making | Elizabeth Luckman, U. of Illinois at Urbana-Champaign
Fair-Weather Liberals and Loyal Conservatives | Andrew Soderberg, U. of Wisconsin, Oshkosh; Teng Zhang, Penn State Harrisburg; Brad Lytle, Google Inc
Presenters: S Wiley Wakeman, Stockholm School of Economics; Lily Morse, Boston College; Elizabeth Luckman, U. of Illinois at Urbana-Champaign; Andrew Soderberg, U. of Wisconsin, Oshkosh; Ann Tenbrunsel, U. of Notre Dame; Jordan Thomas, Labaton Sucharow LLP; Teng Zhang, Penn State Harrisburg; Brad Lytle, Google Inc; Jihyeon Kim, U. of Illinois at Urbana-Champaign

907  ◀JS: (OB, HR) Explorations of Team Dynamics: Advances in Theory and Methodology
8:00am - 9:30am Sheraton Boston Hotel: Constitution Ballroom A
Chairs: Catherine Grace Collins, U. of New South Wales; Narda Quigley, Villanova U.
Team Activity toward Deadlines in Multiple Sequential Performance Episodes | Thomas Alexander O'Neill, U. of Calgary; Malika Khakhar, U. of Calgary; Amy Barron, U. of Calgary; Matthew McLarnon, Oakland U.; Nicole Larson, U. of Calgary
An Empirical Exploration of Team Performance Archetypes | Catherine Grace Collins, U. of New South Wales; Narda Quigley, Villanova U.; Man Mandy Fong, U. of New South Wales

908  ◀JS: (OB, MOC) Evaluation and Selection of Creative Ideas in Organizations
8:00am - 9:30am Sheraton Boston Hotel: Beacon E
Discussant: Jing Zhou, Rice U.
Getting on Board of New Ideas: How Inventors Create Commitment for Their Ideas | Dirk Deichmann, Erasmus U. Rotterdam; Thomas Gillier, Grenoble Ecole de Management; Marco Tonellato, LMU Munich
Pitch to Your Audience: How Pitch Concreteness and Judge Experience Affect Evaluations | Patricia Cantwell-Staats, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Jean-Nicolas Rey, McGill U.; Johnathan Cromwell, U. of San Francisco; Jean-François Harvey, HEC Montréal
The Sequence Effect on the Selection of R&D Projects | Paola Criscuolo, Imperial College London; Linus Dahlander, ESMT European School of Management and Technology; Thorsten Grohsjean, Bocconi U.; Ammon Salter, U. of Bath
Increasing Receivers' Willingness to Implement Creative Ideas: The Role of Power and Liking | Jing Zhou, Rice U.; Junfeng Wu, U. of Texas at Dallas; May Xiao Ye Wang, Tsinghua U.
Finalist for MOC Division Best Submission with Practical Implications for Organizations

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
909  JS: (OB, MOC) Growth Mindsets Transform Organizational Cultures: Impact on Collaboration, Burnout, Bias, & Equity
8:00am - 9:30am Sheraton Boston Hotel: Hampton A
Discussant: Herminia Ibarra, London Business School
Growth Mindsets Cultures at Work | Mary Murphy, Indiana U.
Bettering Organizations after Overt Bias: Mindsets & The Confrontation of Biased Statements | Aneta Rattan, London Business School
Foundations of Culture Change to Advance Workplace Equality; Teaching Leaders to Learn How to Learn | Robin Ely, Harvard U.; Heidi Stultz Brooks, Yale School of Management; Lisa Lahey, Harvard Graduate School of Education; Susan Sturm, Columbia U.
Employees' Implicit Theories about Willpower: Implications for Job Burnout | KM Savani, NTU Business School; Sonja Heller, U. of Zurich; Veronika Job, Technical U. of Dresden
Presenters: Mary Murphy, Indiana U.; Aneta Rattan, London Business School; Robin Ely, Harvard U.; KM Savani, NTU Business School

910 JS: (OB, MOC, HR) For Better or for Worse? The Impact of Proactivity on Well-Being
8:00am - 9:30am Sheraton Boston Hotel: Bourse
Chairs: Karoline Strauss, ESSEC Business School; Mouna El Mansouri, ESSEC Business School; Guillaume Soenen, EMLYON Business School
Discussant: Sharon Parker, Curtin Business School
Unfavorable Managerial Responses to Employee Voice: How Employees React Matters for Their Well-Being | Anita Starzyk, NEOMA Business School; Michael Bashshur, Singapore Management U.; Ronald Bledow, Singapore Management U.
Proactive Work Behavior and Meaningfulness of Work in Germany and France | Christopher Schwake, U. of Potsdam; Doris Fay, U. of Potsdam; Tina Urbach, U. of Potsdam
Investigating the Role of Entrepreneurial Proactivity for Living a Good Life | Harry G. Barkema, London School of Economics; Uta K. Bindl, London School of Economics and Political Science; Lamese Tanveer, London School of Economics and Political Science
Proactive but Forgetful? The Impact of Daily Individual Proactive Behavior on Working Memory | Mouna El Mansouri, ESSEC Business School; Karoline Strauss, ESSEC Business School; Doris Fay, U. of Potsdam; Julia Smith, ESSEC Business School
Participants: Anita Starzyk, NEOMA Business School; Michael Bashshur, Singapore Management U.; Ronald Bledow, Singapore Management U.; Christopher Schwake, U. of Potsdam; Doris Fay, U. of Potsdam; Tina Urbach, U. of Potsdam; Harry G. Barkema, London School of Economics; Uta K. Bindl, London School of Economics and Political Science; Lamese Tanveer, London School of Economics and Political Science; Mouna El Mansouri, ESSEC Business School; Karoline Strauss, ESSEC Business School; Julia Smith, ESSEC Business School

8:00am - 9:30am Sheraton Boston Hotel: Constitution Ballroom B
Discussant: Gretchen Marie Spreitzer, U. of Michigan
Coordinators: Therese Sprinkle, Quinnipiac U.; Brenda Ghitulescu, College of New Jersey; Shalini Khazanchi, Rochester Institute of Technology
The Impact of Workspace Design: Developing a Spatial Model of Employee Collaboration | Shalini Khazanchi, Rochester Institute of Technology; Brenda Ghitulescu, College of New Jersey; Therese Sprinkle, Quinnipiac U.
Open Office but Closed Mind?: The Effect of Transparency and Spatial Flexibility on Idea Sharing and Idea Implementation | Julia Schlegelmilch, Vrije U. Amsterdam; Svetlana Knapova, Vrije U. Amsterdam; Evgenia Lysova, Vrije U. Amsterdam
Must a Hot Desk Have a Hot Seat? Social Facilitation in Location Independent Work | Robert Litchfield, Washington and Jefferson College; Rachael Woldoff, West Virginia U.
Workplace Characteristics Model (WCM): The Impact of the PE on Employees in Organizations | Gregory Allen Laurence, U. of Michigan, Flint; Graham Brown, U. of Victoria

912 JS: (OB, OMT) Paradox and Uncertainty
8:00am - 9:30am Sheraton Boston Hotel: Republic A
Chairs: Jennifer Linda Sparr, ETH Zurich; Gudela Grote, ETH Zurich
Discussant: Wendy K. Smith, U. of Delaware
Uncertainty and the Narrated Paradox | Gail T. Fairhurst, U. of Cincinnati; Mathew Laurence Sheep, Florida Gulf Coast U.
Uncertainty Optimization as Backbone to the Feedback Seeking Paradox | Gudela Grote, ETH Zurich; Mark Griffin, Curtin U.
Balancing Tensions in Open Innovation | Jennifer Linda Sparr, ETH Zurich
Navigating the Paradox of Nationalism and Globalism | David A. Waldman, Arizona State U.; Mansour Javidan, Thunderbird School of Global Management at ASU
Presenters: Gail T. Fairhurst, U. of Cincinnati; Nick Oliver, U. of Edinburgh; David A. Waldman, Arizona State U.
913 ⊕: (Paper Session) - (OCIS) Entrepreneurship in the Digital Age
8:00am - 9:30am Boston Marriott Copley Place: Maine
Chair: Bonnie Rohde, Albright College
OCIS Best Paper Award Finalist
The Effect of Crowdfunding Success on Subsequent Financing Outcomes of Start-ups | Sunghan Ryu, Shanghai Jiao Tong U.; Keongtae Kim, Chinese U. of Hong Kong; Jungpil Hahn, National U. of Singapore
Platforms as Incubators? Entrepreneurial Identity in Online Labor Markets (WITHDRAWN) | Francesca Bellesia, Alma Mater Studiorum U. di Bologna; Elisa Mattarelli, U. of Modena and Reggio Emilia; Fabiola Bertolotti, U. of Modena and Reggio Emilia; Maurizio Sobrero, U. of Bologna
Enabling Process and Success Factors of Social Media Entrepreneurship | Xiaohao Zhou, School of Business, Renmin U. of China; Ji-Ye Mao, School of Business, Renmin U. of China

914 ⊕: (Paper Session) - (OCIS) Advances in Digital Innovation
8:00am - 9:30am Boston Marriott Copley Place: Vermont
Chair: Abayomi Baiyere, Copenhagen Business School
Impact of Social Media on Innovation Performance: A Knowledge Management Perspective | Ahsan Ali, School of Economics & Management, Tongji U.; Waseem Bahadur, COMSATS U. Islamabad, Sahiwal Campus
Process deviance and compliance as reactions to digitization-focused process innovation | Mario Schaarschmidt, U. of Koblenz-Landau; Matthias Bertram, Provadis School of International Management & Technology
The Emergence of Digital Innovation Actors in a Triple-Embedded Network Structure | Katharina Drechsler, German Graduate School of Management & Law (GGS); Victoria Reibspiess, German Graduate School of Management & Law (GGS); Andreas Eckhardt, German Graduate School of Management & Law (GGS); Heinz-Theo Wagner, German Graduate School of Management & Law (GGS)
An Ecological Approach to Theorizing Digital Innovation Ecosystems | Ping Wang, U. of Maryland

915 ⊕: (OCIS, OMT, TIM) Algorithms at Work: Tales from the Field of Artificial Intelligence
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon K
Chairs: Anastasia Sergeeva, VU Amsterdam; Marleen Huysman, Vrije U. Amsterdam
Discussant: Wanda J Orlikowski, MIT
Predictive Policing and the Paradox of Objectivity | Lauren Waardenburg, Vrije U. Amsterdam; Anastasia Sergeeva, VU Amsterdam; Marleen Huysman, Vrije U. Amsterdam
Agency and Artificial Intelligence in the Upward Flow of Analysis in Organizations | Joao Cunha, -
Learning through the Algorithm: Algorithmic Technologies and Learning in the Legal Profession | Stella Pachidi, U. of Cambridge; Alex Monaco Tschan, U. of Cambridge

916 ⊕: (Paper Session) - (ODC) Practices and Impacts of Effective Change Leadership
8:00am - 9:30am Boston Park Plaza: Winthrop
Chair: Amber A. Johnson, Center for Values-Driven Leadership, Benedictine U.
The More You Give, the More You Get: Shared Leadership for Leading Global Change | Tina Huesing, New European College, Munich; Amber A. Johnson, Center for Values-Driven Leadership, Benedictine U.; James D. Ludema, Benedictine U.
Exploring Shared Leadership in the South Korea Business Context: A Qualitative Study | Soo Jeoung Han, Boise State U.; Jihye Oh, Texas A&M U.; Jeong-Ha Yim, U. of Georgia; Kibum Kwon, Texas A&M U.; Commerce; Joonghak Lee, Dongguk U.
Leadership, Resilience, and Improvisation in Special Operations Forces Teams | Stefan Meisiek, U. of Sydney Business School; Bjarke Aage, Royal Danish Defence College
Sustainable Long-Term Effects following Team-Building Interventions: A 29-Year Impact | Wayne Boss, U. of Colorado, Boulder; Alan D. Boss, U. of Arkansas, Little Rock; Benjamin B. Dunford, Purdue; David Boss, Ohio U.

917 ⊕: (JS) (ODC, OMT) Organizations of Higher Purpose: Definition and Examples
8:00am - 9:30am Boston Park Plaza: Franklin
This symposium is part of a special series on the research, theory, and practices associated with Higher Purpose in Organizations. The series includes sessions 295, 917, 1010, & 1146.
Moderator: Erin B. Lunday, Wright State U.
Panelists: Russell Eisenstat, ;- Nathaniel Foote, TruePoint Centre for High Commitment and High Performance; Claudine Madras Gartenberg, The Wharton School, U. of Pennsylvania; Charles Hecksher, Rutgers U., New Brunswick; Edward Ludwig, Becton Dickinson; George Serafeim, Harvard U.

918 : (Plenary) - (OMT) OMT Distinguished Scholar Breakfast
8:00am - 9:30am Boston Hynes Convention Center: 208
Host: Renate Elisabeth Meyer, WIU Vienna & Copenhagen Business School
 Moderator: Martin J. Kilduff, UCL School of Management

919 ⊕: (Paper Session) - (ONE) Partnerships and Alliances for Sustainability Innovation and Performance
8:00am - 9:30am Westin Copley Place Boston: Adams
Chair: Sondor Gabor Lukacs De Pereny, AOM
Environmental Alliances: The Performance Drivers of Creating and Internalizing Externalities | Eva Niessen, Alliance Manchester Business School; Albert Jolink, Coventry U.
Reconciling Our Differences: Making Partnerships for Sustainability- Oriented Innovation Work | Rosina Watson, Cranfield School of Management; Hugh Wilson, Warwick Business School; Emma Macdonald, Warwick Business School
Governing Value Creation in a Sustainability Collaboration: A Case Study in the Apparel Industry | Lori Divito De Pauw, Amsterdam U. of Applied Sciences; Jakomijn Van Wijk, Maastricht School of Management; Ingrid Wakkee, Amsterdam U. of Applied Sciences

> Partner Configuration and Eco-Innovation Outcomes: A Fuzzy Set Analysis | Wein-Hong Chen, National Dong Hwa U.

Do Agile Organizations Contribute to Environmental Collaboration? Evidence from MNEs in Turkey | Abderaouf Bouguerra, Copenhagen Business School; Ismail Golgeci, U. of East Anglia; Ekrem Tatogrlu, Ibn Haldun U.; David Gligor, U. of Mississippi

920 ▶️ (Paper Session) - (ONE) Drivers and Impacts of Voluntary Disclosure of Environmental Performance
8:00am - 9:30am Westin Copley Place Boston: Defender
Chair: Ke Cao, U. of Alberta
Appealing to the Wrong Stakeholder? The Uneven Returns of Transparency in Voluntary Disclosure | Joel Andrus, U. of Missouri; Patrick J. Callery, Sprott School of Business, Carleton U.; Jake B. Grandy, CSU, Long Beach

Game of Transparency: The Role of Local Communities in Corporate Environmental Disclosure Strategy | Cathy Xuege Lu, Cornell SC Johnson College of Business; Glen Dowell, Cornell U.

Intermediated Voluntary Disclosure: Stakeholder Sword or Corporate Shield? | Patrick J. Callery, Sprott School of Business, Carleton U.; Jessica Perkins, UC Santa Barbara

Different Yet The Same: The Evolution of Disclosed Strategic Schemas on Sustainability | Guillaume Charles Frederic Pain, McGill U.

921 ▶️ (Paper Session) - (ONE) Drivers and Measures of Sustainability Performance
8:00am - 9:30am Westin Copley Place Boston: North Star
Chair: Norma Schoenherr, WU Vienna U. of Economics and Business
The Role of Formal EMS on the Eco-Innovation-Environmental Performance Relationship | Jesus Valero, U. of Zaragoza; Ivan Montiel, City U. of New York, Baruch College; Sabina Scarpellini, U. of Zaragoza

Where Do Green Workplace Behaviors End? The Extent of Organizational Barriers | Alexander Yuriev, Laval U.; Olivier Boiral, Laval U.; Laurence Guillaumie, Laval U.

Dynamic Corporate Sustainability Performance: What and How We Measure Matters | Timo Busch, U. of Hamburg; Matthew Johnson, U. of Hamburg; Maximilian Schnippering, U. of Hamburg


922 : (OSCM) OSCM Division Breakfast and Meet Journal Editors
8:00am - 9:00am Westin Copley Place Boston: Essex Center

923 : (Paper Session) - (OSCM) Business Platforms and Organizational Performance
8:00am - 9:30am Westin Copley Place Boston: St George D
Chair: John Gray, Ohio State U.


Surge Pricing on A Service Platform under Spatial Spillovers: Evidence from Uber | Kyungmin (Brad) Lee, Boston U.

Questrom School of Business; Marcus A. Bellamy, Boston U.

Questrom School of Business; Nitin Joglekar, Boston U.; Christo Wilson, Northeastern U.; Shan Jiang.

Are Safe Workers Good for Organizational Survival? | Mary Parkinson, U. College Dublin; Mark Pagell, U. College Dublin; John Gray, Ohio State U.

924 ▶️ ◀️ (Paper Session) - (PNP) Social Enterprises
8:00am - 9:30am Hilton Boston Back Bay: Copley
Chair: Katharina Stefanie Spraul, U. of Kaiserslautern, Germany

How Social Enterprises Facilitate Employee Creativity: A Grounded Theory Approach | Jingjing Weng, Yuan Ze U.; Li-Hsiang Yi, National Tsing Hua U.; Fu-Hsuan Li, National Tsing Hua U.; Hua-Wei Hung, National Taipei U.

Embeddedness and Social Entrepreneurship: Mediating Role of The Communities | Rama Krishna Reddy Kummitha, kummitha

Entrepreneurial Experience, Financing and Social Enterprise Performance | Sreevas Sahasranamam, U. of Strathclyde; Saurabh Lall, U. of Oregon; Eleanor Shaw, U. of Strathclyde; Katerina Nicolopoulou, U. of Strathclyde

925 : (PUBS) AMLE Showcase Session: Special Issue on New History AMLE Showcase Session: Special Issue on New History of Business Schools
8:00am - 9:30am Sheraton Boston Hotel: Independence West
All are Invited
Organizer: Susan Zaid, Academy of Management
Presenter: William Foster, U. of Alberta

926 ▶️ ◀️ : (RM, HR, OB) Addressing Challenges and Pitfalls in Internet Data Collection
8:00am - 9:30am Boston Hynes Convention Center: 308

Addressing Challenges and Pitfalls in Internet Data Collection | Herman Aguinis, The George Washington U.; Ravi Ramani, Purdue U. Northwest; Isabel Villamar, George Washington U.

Reining in the Wild West: Ethical Considerations for Online Data Collection | Melissa G. Keith, Bowling Green State U.

Best Practices for Identifying Careless Responding in Online Samples | Justin A. DeSimone, U. of Alabama; Karen Landay, U. of Alabama


Monday, 8:00 - 10:00 AM

Session Details – Monday, 8:00 - 10:00 AM

927 ▷ JS: (RM, OSCM, SAP) Templates in Qualitative Research Methods: How Have We Got Here and How Do We Get Out?
8:00am - 9:30am Boston Hynes Convention Center: 301
Organizers: Tine Koehler, U. of Melbourne; Anne D. Smith, U. of Tennessee, Knoxville; Vikram Bhakoo, U. of Melbourne
Qualitative research methods training - Journey on the beaten path? | Sebnem Cilesiz, U. of Louisiana at Lafayette; Thomas Greckhamer, Louisiana State U.
Agreement without understanding? A critical evaluation of templates in organizational research | Saku Mantere, McGill U.; Mikko Ketokivi, IE Business School
Templates for Coding Qualitative Data | Karen D. Locke, College of William and Mary; Martha S. Feldman, U. of California, Irvine; Karen Golden-Biddle, Boston U.
Rigour without Templates? The Pursuit of Methodological Rigour in Qualitative Research | Bill Harley, U. of Melbourne; Joep Cornelissen, Erasmus U. Rotterdam
Moving Beyond Templates - A Bricolage Approach to Conducting Trustworthy Qualitative Research | Michael G Pratt, Boston College; Scott Sonenshein, Rice U.; Martha S. Feldman, U. of California, Irvine
Presenters: Bill Harley, U. of Melbourne; Joep Cornelissen, Erasmus U. Rotterdam; Mikko Ketokivi, IE Business School; Saku Mantere, McGill U.; Michael G Pratt, Boston College; Martha S. Feldman, U. of California, Irvine; Karen D. Locke, College of William and Mary; Karen Golden-Biddle, Boston U.; Scott Sonenshein, Rice U.; Sebnem Cilesiz, U. of Louisiana at Lafayette; Thomas Greckhamer, Louisiana State U.

928 ▷ (Paper Session) - (SAP) Strategy Tools at Work: Exploring the Enabling and Prohibiting Aspects of Materiality
8:00am - 9:30am Boston Park Plaza: Holmes
Chair: Viviane Sergi, UQAM
Strategy tools in open strategizing: Blessing or curse for making strategy more actionable? | Christina Angelika Wawarta, Warwick Business School; Sotirios Paroutis, Warwick Business School
Supply Chain Adaptability through Scenario Planning: Theoretical Framework and Longitudinal Case | Shardul Phadnis, Malaysia Institute for Supply Chain Innovation; Inga-Lena Darkow, U. of Bremen, Germany

929 ▷ (Paper Session) - (SAP) Space in Strategy Making: From Board Room to Inter-Organizational Collaborations
8:00am - 9:30am Boston Park Plaza: Terrace
Chair: A. Paul Spee, U. of Queensland
Seeing the Unseen Dynamics in the Boardroom: A Case of Board Sensemaking Failure | Feng Liu, Saint Mary’s U., Canada
How Space Shapes Strategy Making | Tania Ulrike Weinfurtner, U. of Zurich; David Nils Seidl, U. of Zurich
How do material discursive practices produce meaning of strategic accounts: Studying temporal work | Robert Giglotti, Saint Anselm College; Maria B. Gondo, U. of Mississippi
Spaces and Strategy Work in Inter-organizational Collaborations | Madalina Stoicovici Pop, Aarhus BSS, Aarhus U.; Ingo Kleindienst, Aarhus BSS, Aarhus U.
SAP Best Practice-Oriented Paper Award

930 ▷ (Paper Session) - (SAP) Emotions in Strategy Work: On Innovations, Decision Making, and Implementation
8:00am - 9:30am Boston Park Plaza: Whitter
Chair: Quy Nguyen Huy, INSEAD
‘Hot’ Strategy in TMTs: Emotions in Strategic Decision Making in Top Management Teams, a Review | Marie-Claire Dassen, VU Amsterdam
An Emotion-Based Perspective on Learning in Client-Facing Work | Suvti-Tuuli Helin, Aalto U.; Timo Olavi Vuori, Aalto U.
Formal Organizational Structures and Emotion Regulation Actions in Organizational Innovation | Natalia Vuori, Aalto U.; Marina Binari, Aalto U.; Timo Olavi Vuori, Aalto U.
How Interferences Between Strategic Change Projects Evoke Emotions that Undermine Implementation | Rouven Kanitz, LMU Munich

931 ▷ (Paper Session) - (SIM) CSR and Corporate Activism
8:00am - 9:30am Boston Marriott Copley Place: Boylston
Chair: Marc S Mentzer, U. of Saskatchewan
Signing to Signal: Examining Factors Behind Progressive Corporate Activism | Anna Eileen McKean, Northwestern U.; Brayden G. King, Northwestern U.
Economic Influence Activities and Strategic Location Investment | Davin Raiha, John M. De Figueiredo, Duke U.
CEO Activism and Stakeholder Opinion Formation: How Does Incongruence Affect Stakeholder Influence? | Maurice Jerel Murphy, U. of Southern California

932 ▷ (Paper Session) - (SIM) Multi-Sector Partnerships: Benefits, Boundaries, and Mechanisms
8:00am - 9:30am Boston Marriott Copley Place: Columbus II
Chair: Sudhir Nair, U. of Victoria
False or Kept Promises: Do Multi-Stakeholder Initiatives Help Firms Rise to the Challenge(s)? | Lilach Trabelsi, Bocconi U.
“They Are Impossible to Talk to”: The Value of Stakeholders’ Civic Capabilities to Companies | Julia Roloff, Rennes School of Business

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Women Labour Agency at the Bottom of Global Production Network through Multi-Stakeholder Initiatives | Ahmad Hassan, Aarhus BSS, Aarhus U.; Mai S. Linneberg, Aarhus BSS, Aarhus U.

933 : (Paper Session) - (SIM) Sustainability Concepts and Measurement
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Randa Salamoun, American U. of Beirut

Improving Societal Outcomes in Communities Affected by Large Resource Projects | Anya Phelan, U. of Queensland; Carol J. Bond, School of Management, RMIT U.; Les Dawes, Queensland U. of Technology; Robert Costanza, Australian National U.; Ida Kubiszewski, Australian National U.

“I Live Sustainably”: Exploring Sustainable Living Narratives Through Identity and Motivation | Irene Garnelo-Gomez, Henley Business School, U. of Reading; Kevin Money, Henley Business School, U. of Reading; David Littlewood, U. of Sheffield Business School

Legitimacy and Environmental Jolts: Reflections from Bottled Water | Jeffrey Gauthier, U. of Maine; Jeffrey Kappen, Drake U.

Configuring Packages of Control Systems to Materialize (and Manage) Latent Sustainability Tensions | Jean-Pascal Gond, Cass Business School, City U. London; Suzana Grubic, Loughborough U.; Christian Herzig; Jeremy Moon, Copenhagen Business School

934 : (Paper Session) - (SIM) The Role of Social Enterprise
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Yulia Aray, Graduate School of Management, St. Petersburg State U.

Social Entrepreneurship and Sustainability in Tourism and Hospitality | Joseph Modest Kimaro, PhD Student in Business Studies and management, U. of Southampton; Mine Karatas-Ozkan, U. of Southampton; Shahnaz Ibrahim, Senior Teaching Fellow in Strategy and Innovation, U. of Southampton; Pelin Demirel, Imperial College London


Shaping the Field of Equal Opportunities: Social Entrepreneurship for Social Inclusion? | Marie Boitier, Toulouse Business School; Wafa Khliif, Toulouse Business School; Anne Riviere, Toulouse Business School

Mobilizing Resources against All Odds: The Case of a Core-Stigmatized Social Enterprise in India | Pradeep Kumar Hota, LM Thapar School of Management Thapar U. Patiala (Punjab) India; Sumit Mitra, Indian Institute of Management, Kozhikode

935 : (Paper Session) - (SIM) Ethical Leadership: Value Systems and Transgressions
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Samuel Gregory Wilson, Swinburne U. of Technology


The Specter of Complicity: A Natural Experiment of Elites’ Response to a Disgraced Peer in Hollywood | Franz Wohlgemutz, Faculty of Business and Economics, U. of Melbourne; Victoria Louise Roberts, U. of Melbourne; Melissa Wheeler, Faculty of Business and Economics, U. of Melbourne

Ethical Leadership and Internal Whistle-Blowing: A Moderated Mediation Model | Kanika Tandon Bhal, Indian Institute of Technology, Delhi; Monica Verma, IMS Engineering College; Bhumi Gupta, Institut Mines-Telecom Business school; Anubha Dadhich, Indian Institute of Management Raipur

Catalysts that Influence Leaders’ Value Systems towards Creating Shared Value | Charlene Bailey, Gordon Institute of Business Science; Caren Brenda Scheepers, Gordon Institute of Business Science

936 : (Paper Session) - (SIM) Managing Claims and Controversies
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Paulina Segarra, U. Anahuac México

Social Activism Through E-Petitions: Predicting Activists’ Targeting Petitions and Firm Responses | Kathleen Rebbein, Marquette U.; Michelle Karen Westermann-Beaylo, U. of Amsterdam; Elise Perrault Crawford, College of Charleston; Ronei Da Silva Leonel, U. of Memphis

Flawed Ideas of Development and Strategic Management and their Implications to Marginalized Groups | Rashedur Chowdhury, Associate Professor


937 : (Paper Session) - (SIM) Social Innovation: Bottom-Up and Top-Down Approaches
8:00am - 9:30am Boston Marriott Copley Place: Hyannis
Chair: Wendy Cukier, Ryerson U.

The Modern Pharmakon: On the Limits of NGOs as Vehicles of Corporate Social Change | Guillaume Delalieux, IAE de Valenciennes; Arno Eerikki Kourula, U. of Amsterdam; Frank G.A. De Bakker, IESG School of Management

Social Enterprises and Societal Change: Mobilizing through Framing | Asma Naimi, ESADE Business School / Ramon Llull U.; Daniel Arenas, ESADE Business School

What We Know and Don’t Know About Social Innovation: A Multi-Level Review and Research Agenda | Nadine Hietschold, U. of Zurich; Christian Voegtlin, Audencia Business School; Andreas Georg Scherer, U. of Zurich; Joel Gehman, U. of Alberta

Social Innovation Associated to Social Bricolage and Brokerage to Face a Disaster | Edmilson Lima, U. Nove de Julho; Reed Nelson, U. of Louisiana Lafayette

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
938: (Paper Session) - (SIM) Business Ethics: Corporate and Academic Worlds
8:00am - 9:30am Boston Marriott Copley Place: Nantucket
Chair: K. Reynolds, U. of the West of Scotland
- Visualizing the Intellectual Structure of Research on Unethical Behaviors in Organizations | Yiwei Yuan, School of Business, Renmin U. of China; Jialiang Zhang, Renmin U. of China
Rivalry and Exit
- Influencing Employees for a “Good Cause”: Mapping the Field of Nudging in Business Ethics | Rebecca Christin Ruehle, Martin-Luther-U. of Halle-Wittenberg

939: (Paper Session) - (STR) Resource Redeployment and Exit
8:00am - 9:30am Boston Park Plaza: Berkeley
Chair: Ilze Kivleniece, INSEAD
- Water for People? The Effect of Institutional Shocks on Divestitures in Latin America’s Water Sector | Caterina Moschieri, IE Business School; Ilze Kivleniece, INSEAD
Diversification Dynamics and Core Business Performance: The Roles of Synergy & Resource Redeployment | Ayesha Malhotra, U. of Calgary; Oleksiy Osiyevskyy, U. of Calgary

940: (Paper Session) - (STR) Competitive Dynamics and Rivalry
8:00am - 9:30am Boston Park Plaza: Cabot
Chair: Carla Jones, Sam Houston State U.
Top Management Team Demographic Faultlines and Firm Competitive Repertoire Complexity | Carla Jones, Sam Houston State U.; Mengge Li, The U. of Texas at El Paso; Albert Cannella, Texas A&M U., College Station
- Consequences of Competitor-Based Thinking: Evidence from Participant Observation of Wargaming | Jukka Luoma, Aalto U.; Mikko Laukkanen, Aalto U.; Pekka Mattila, Aalto U.
- Follow Your Rival?: The Case of Firm Resource Investments in an Emerging Economy | Nycil George, Indian Institute of Management, Ahmedabad; Sunil Sharma, Indian Institute of Management, Ahmedabad; Vishal Gupta, Indian Institute of Management Ahmedabad
Rock the Boat: Competitive Repertoire Rhythm and Interfirm Rivalry | Jianhong Chen, U. of New Hampshire; Tianxu Chen, Portland State U.; Wenpin Tsai, Pennsylvania State U.; Ming-Jer Chen, U. of Virginia

941: (Paper Session) - (STR) Policy, Stakeholders, and Competition
8:00am - 9:30am Boston Park Plaza: Constitution
Competitive Strategy and Heterogeneity Track
Chair: Leandro Nardi, Inper Institute of Education and Research
- Heterogeneous Stakeholder Resources: Effects on Value Creation and Appropriation in Microcredit | Leandro Nardi, Inper Institute of Education and Research; Sergio Giovanetti Lazzarini, Inper Institute of Education and Research; Sandro Cabral, Inper Institute of Education and Research
Enjoy Today, because Nothing is Sure About Tomorrow: Unintended Effects of Temporal Debt Suspension | Riccardo Savio, Luis Guido Carli U.; Francesco Castellaneta, SKEMA Business School; Alessandro Zattoni, Luis Guido Carli U.
- Firm-specific Knowledge Assets and Different Firm Strategies toward External Stakeholders | Kaixian Mao, Hong Kong U. of Science and Technology; Bilian Ni Sullivan, Hong Kong U. of Science and Technology
Learning to Lobby: Drivers of Autonomy in Corporate Political Activity | Amy M. Minto, U. of Montana; Anne Parmigiani, U. of Oregon; Suzanne Gladys Tillemann, U. of Minnesota

942: (Paper Session) - (STR) Corporate Governance Mechanisms and Their Interactions
8:00am - 9:30am Boston Park Plaza: Emerson
Strategic Leadership and Governance Track
Chair: Hanh Pham, Sheffield Hallam U.
Competition, Corporate Governance, & Managerial Slack: Evidence from Trade Liberalization | Farzaneh Noghani, Texas Tech U.; Hamid Noghanibehbarmi, Texas Tech U.
Configuration of Corporate Governance Mechanisms and Foreign IPO Valuation in U.S. Capital Markets | Zhihan Shen, Cass Business School, City U. London
- Principal–Principal Relationships With Powerful Shareholders: A Cross-Country Study | Angelo Maria Solarino, Leeds U. Business School; Culli Qian, UT Dallas; Tao Bai, Xi’an Jiaotong-Liverpool U.
- All Experts ARE NOT Made Equal: Independent Directors’ Financial Expertise and Corporate Strategy | Ziyi Chen, HKUST

943: (Paper Session) - (STR) Make or Buy?: New Perspectives
8:00am - 9:30am Boston Park Plaza: Exeter
Corporate and International Strategy Track
Chair: Catherine Magelssen, London Business School
- Why Do Firms Simultaneously Make and Buy? An Assessment and Research Agenda for Concurrent Sourcing | Sarah Maria Bruhs, Freie U. Berlin; Michael J. Leiblein, Ohio State U.
- Contracting Within Firms: Opening the Black Box of Internalized Transactions | Catherine Magelssen, London Business School; Beverly Rich, U. of Southern California; Kyle J. Mayer, U. of Southern California

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
To Outsource or Not Big Data Analytics: A Question Answered for Internal Audit Function (IAF) | Nusrat Farah, Oregon State U.; Md Shariful Islam, Louisiana Tech U.

Borrowing Trouble? Effects of Consultant-Provided vs. In-House Tools on Integration Performance | Koen Heimeriks, Warwick Business School

944 (Paper Session) - (STR) Behavioral Aspects of Strategic Decision Making
8:00am - 9:30am Boston Park Plaza: White Hill

Strategic Leadership and Governance Track
Chair: Cliff Bowman, Cranfield U.

Configurations of Management Cognition and Action in a Complex World | Cliff Bowman, Cranfield U.
Selfishness and Selflessness – The Importance of CEO Values for Explaining Financial Fraud | Rasmus Pichler, U. of Cambridge; Sucheta Nadkarni, U. of Cambridge

The Aftermath of Corporate Restructurings: A Comparison of Kroger and Safeway 30 years later | Young Un Kim, The U. of Nottingham, China; Casey Watters, The U. of Nottingham, China

The Dark Side of Clawbacks: Clawback Provisions and a Firm’s Strategic Repertoire | Max Holst, U. of Goettingen; Sebastian Firk, U. of Goettingen; Michael Wolff, U. of Goettingen

945 (Paper Session) - (STR) Alliance Portfolios
8:00am - 9:30am Boston Park Plaza: Stuart

Cooperative Strategy Track
Chair: Jingyu Bi, School of Management, Xi’an Jiaotong U.

Entrepreneurial Alliance Innovation and Corporate Headquarters Distance | Jaeho Kim, Harvard Business School; Andy Wu, Harvard Business School

Partner Selection and Alliance Portfolio Performance in Emerging Markets | Jingyu Bi, School of Management, Xi’an Jiaotong U.; Haixiao Wei, School of Management, Xi’an Jiaotong U.

Alliance Portfolio Diversity and Market Performance: The Moderating Role of Strategic Orientation | Werner Helmut Hoffmann, WU Vienna U. of Economics and Business; Tobias Knoll, WU Vienna

Absorbing Dependency, Inter-Organizational Relationships, and Firm Performance | Yi-Ju Lo, Yuan Ze U.; Ming-Je Tang, National Taiwan U.; Tung-Min Hung, Rutgers U.

946 (Paper Session) - (STR) Strategies and Stakeholders in Emerging Markets
8:00am - 9:30am Boston Park Plaza: White Hill

Stakeholder Strategy Track
Chair: Leandro Simões Pongeluppe, Rotman School of Management

The Inclusion Illusion: Firms’ Investment Strategies And Their Commitment To Serve The Poor | Leandro Simões Pongeluppe, Rotman School of Management

Impact of 2010 Indian Microfinance Crisis on For-Profit and Non-Profit Organizations | Arzi Adbi, INSEAD

Partnering with Base-of-the-Pyramid Entrepreneurs: The Dual Role of Managerial Capital Transfer | Thoarz Teodorovicz, Insep Institute of Education and Research

Becoming Part of the Solution: How Exporters from Emerging Markets Shift Toward Socially Responsible | Anita McGahan, U. of Toronto; Gregory Distelhorst, U. of Toronto

947 (STR, OMT, OB) Learning and Reporting after the Replication Crisis
8:00am - 9:30am Boston Park Plaza: Arlington

Organizers: Andrew King, Dartmouth College; Brent Goldfarb, U. of Maryland; Tim Simcoe, Boston U.
Panelists: Richard A Bettis, U. of North Carolina, Chapel Hill; Henrich Greve, INSEAD; Jason D. Shaw, Nanyang Technological U.

948 (STR, OMT, SIM) Political Ideology and Organizations around the World
8:00am - 9:30am Boston Park Plaza: Beacon Hill

Organizers: Abhinav Gupta, U. of Washington, Seattle; M. K. Chin, Indiana U. Bloomington; Danqing Wang, Hong Kong U. of Science and Technology

Discussant: Witold Jerzy Henisz, U. of Pennsylvania


Organizational Political Ideology and Corporate Openness to Social Activism | Abhinav Gupta, U. of Washington, Seattle

Regional Variation: Do Leaders Matter? | Arijit Chatterjee, ESSEC Business School; Anthony Vashkevko, ESSEC Business School

Political Pluralism, Partisan Retaliation, and Their Effect on Firm Entry in the Mexican Maquiladora | Shon R. Hiatt, U. of Southern California

Global Meets Local: Community, Political Ideology and Chinese Cross-border M&As in the U.S. | Danqing Wang, Hong Kong U. of Science and Technology; Yinuo Tang, U. of Hong Kong

Participants: Stephen Xu Zhang, U. Of Sydney; Asghar Jahanshahi, Pontifical Catholic U. of Peru; Shon R. Hiatt, U. of Southern California; Yinuo Tang, U. of Hong Kong; Arijit Chatterjee, ESSEC Business School; Anthony Vashkevko, ESSEC Business School

949 (STR, TIM) Drivers of Governance Modes and Reconfiguration
8:00am - 9:30am Boston Park Plaza: Georgian

Organizers: Razvan Lungeanu, Northeastern U.; Elena Vidal, City U. of New York, Baruch College

Discussant: Emilie Feldman, U. of Pennsylvania

CEO Ideology and Investor Reactions to Alliances | Srikanth Paruchuri, Pennsylvania State U.; Razvan Lungeanu, Northeastern U.

Alliance Performance and Subsequent Make-or-Ally Choices. Evidence from the Aircraft Manufacturing | Charlotte Ren, Fox School of Business, Temple U.; Louis Mulotte, Tilburg U.; Pierre Dussauge, HEC Paris; Jaideep Anand, Ohio State U.

The Influence of Organizational Investors on Unrelated Businesses’ Exits | Xavier Castaner, U. of Lausanne; Nikolaos Kavadias, U. Carlos III de Madrid
Exploring the Inter-Related Use of Acquisitions & Divestitures in Reconfiguration Strategy | Elena Vidal, City U. of New York, Baruch College; William G. Mitchell, U. of Toronto


950 : (SVC) Research Frontier of Platform-Based Ecosystems: Perspectives and Themes
8:00am - 9:30am Boston Park Plaza: Grand Ballroom B
Organizers: Shiva Agarwal, The U. of Texas at Austin; Tobias Kretschmer, LMU Munich; Gurneeta Vasudeva, U. of Minnesota
Discussant: Phanish Puranam, INSEAD
Presenters: Carliss Baldwin, Harvard U.; Rahul Kapoor, U. of Pennsylvania
Participant: Fernando Suarez, Northeastern U.

951 : (SVC) Conference Registration
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Pre-Registration Badge Pick-up, Onsite Registration and Exhibitor/Press Registration

952 : (SVC) Express Self Check-In Kiosks (Hynes Convention Center - Hall A Foyer)
8:00am - 8:00pm Boston Hynes Convention Center: Exhibition Hall A Foyer
KIOSKS ONLY - The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open the following times: Thursday 5PM-8PM, Friday 7:30AM-8PM, Saturday-Monday 8AM-8PM and Tuesday 8AM-3PM. The kiosks are located in Exhibit Hall A foyer.

953 : (SVC) AOM Resource Center
8:00am - 5:00pm Boston Hynes Convention Center: Exhibition Hall A
Your one stop shop for navigating the Annual Meeting. With representation from the membership department, AOM publications and technology and program assistance - all your questions can be answered in one spot! The AOM resource center will be available during the following times: Friday - 7:30am-5:00pm, Saturday-Monday 8:00am-5:00pm and Tuesday 8:00am-3:00pm.

954 : (SVC) Technology Center (Hynes Convention Center - Exhibit Hall A)
8:00am - 2:00pm Boston Hynes Convention Center: Exhibit Hall A
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers in the Exhibit Hall will be open Friday from 6PM-8PM, Saturday and Sunday from 8AM-5PM and Monday from 8AM-2PM.

955 : (SVC) Reflection Room
8:00am - 8:00pm Boston Marriott Copley Place: Connecticut
This space is designated as a non-denominational room for attendees to use for prayer or quiet reflection amidst the busy backdrop of the meeting. Use of this space requires tolerance for all faiths, spiritual beliefs and practices. In order to make this space available to attendees, the following rules apply: Only registered Academy of Management attendees and accompanied guests are permitted. No candles, incense burning or other smoke, fragrance or flame is allowed. The space is open to registrants at all times.

Conversation and music are prohibited and noise is to be kept to the strictest minimum. Use is restricted to purposes of personal reflection, meditation or prayer. No sleeping is permitted.

956 : (Paper Session) - (TIM) Technology Strategy and Competition: External Sources of Innovation
8:00am - 9:30am Boston Hynes Convention Center: 108
Chair: Ralf Wilden, Macquarie Business School
- Competing for Innovation Funding: In Search of Scoring Spillovers within Innovation Contests | Dries Faems, WHU; Paul Elhorst, U. of Groningen
- Performance Impact of Outsourced Component Knowledge in the Face of an Innovation Shock | Faisal Khurshid, The Hong Kong Polytechnic U.; Woo-Yong Park, Hong Kong Polytechnic U.
- Towards a Stable Interfirm Cooperation System under Paradox View | Ruijie Liu, School of Management, Xi’an Jiaotong U.; Jianjun Yang, Xi’an Jiaotong U.; Feng Zhang, South China U. of Technology
- Firms’ Network Profiles and Product Innovation Performance – A Configurational Perspective | Fabian Reck, U. of Bamberg; Alexander Fläister, U. of Bamberg
- Do acquisitions lead to knowledge search renewal? Inventor’s knowledge search after an acquisition | Francisco Javier Morales, U. of Colorado, Boulder
Organizational proximity and geographic distance in acquisition target selection | Orietta Marsili, U. of Bath; Anet Weterings, PBL Netherlands Environmental Assessment Agency
Can’t Buy Me Love… or Capabilities: Acquiring Innovative Capabilities through M&A | Dongwook Kim, U. of Pittsburgh; Sharon Alvarez, U. of Pittsburgh

958 : (Paper Session) - (TIM) Ecosystems & Platforms: Perspectives on Ecosystems
8:00am - 9:30am Boston Hynes Convention Center: 111
Chair: Wesley Wu-Yi Koo, INSEAD
- What is an Ecosystem? Incorporating 25 Years of Ecosystem Research | Marcel Bogers, U. of Copenhagen & U. of California Berkeley; Jonathan Sims, Babson College; Joel West, Keck Graduate Institute
- Emergence Of Innovation Ecosystems: The Demand-side Agency | Sujith Nair, Umeå School of Business and Economics, Umeå U.; Zsuzsanna Vince, Umeå School of Business and Economics, Umeå U.
A Study of the Patterns of Visioning in Business Ecosystems | Ke Rong, Tsinghua U.; Yong Lin, U. of Greenwich
Aligning Multilateral Value Creation and Value Capture in Ecosystem-level Business Models | Ville Eloanta, Aalto U. School of Business; Esko Hakanen, Aalto U.; Pekka Töytäri, Aalto U.; Taïja Tuulia Turunen, Aalto U. School of Business
959 | | (Paper Session) - (TIM) Human Aspects of Innovation: TIM Conversations - AI and Human Interaction
8:00am - 9:30am Boston Hynes Convention Center: 203
Chair: Sam B. Ransbotham, Boston College
- Deadly soul or dear savior? Perspectives on AI and its role in management research | Anke Piepenbrink, Rennes School of Business; Michael Dowling, Rennes School of Business; Jibi Arsenyan, Rennes School of Business
- Are you ready to delegate decisions to AI? Insights into decision delegation behaviors | Sabrina Schneider, U. of Kassel; Michael Leyer, U. of Rostock / Queenslan U. of Technology
- The Effect of Artificial Intelligence on Human Labor: An Ability-Based Approach | Edward Felten, Princeton U.; Manav Raj, New York U.; Robert Channing Seams, NYU Stern
- Exploring the Potential of AI-Assisted Organizational Compassion | Ace Volkmann Simpson, Brunel Business School; Marco Berti, U. of Technology, Sydney

960 | | (Paper Session) - (TIM) Open Innovation:
Community and User Innovation
8:00am - 9:30am Boston Hynes Convention Center: 204
Chair: Elizabeth J. Altman, U. of Massachusetts, Lowell
- Integration of Communities in the Open Innovation Process of French Outdoor Sport Companies | Anne Berthier-Ponchet, LIRSA-Cnam Paris; Luciana Castro Goncalve, ESIEE Paris; Sandra Dubouloz, U. Savoie Mont Blanc; Catherine Thevenard-Puthod, USMB - IREGE; Emilie Ruiz, U. de Strasbourg - CNRS BETA
- When users become innovators: The role of pre-innovation community experience | Jörg Claussen, LMU Munich & Copenhagen Business School; Maria Anna Halbinger, U. of New York, Baruch College
- TOOLKITS FOR INNOVATION: Assessing the Benefits for Average and Expert Users in Idea Competitions | Thomas Schäper, WWU Münster

961 | | (Paper Session) - (TIM) Innovation Processes: TIM Conversations - Modularity and Design
8:00am - 9:30am Boston Hynes Convention Center: 205
Chair: Arnaldo Camuffo, Bocconi U.
- The two mirrors of modularity: Product modularity and innovation in R&D teams | Daniel Martinez Martin, Cass Business School, City U. London; Tim De Leeuw, TIAS/ Tilburg U.; Stefan Haefliger, Cass Business School, City U. London
- The Theory of Mirroring between Products and Organizations | Mehmet Donmez, Tilburg U.
- Knowledge capabilities, product architecture and technology cooperation for environmental innovation | Sanwar A. Sunny, U. of Baltimore; Cheng Shu, U. of Missouri, Kansas City
- Product Modularity, Team Communication, and Team Cohesion in New Product Development | Ryoichi Kubo, Kyoto Sangyo U.; Ezekiel Masao Leo, Rochester Institute of Technology; Zheng Zhao, U. of Kansas; I-Chen Wang, Suffolk U.

962 | | (Paper Session) - (TIM) Technological Change: Digital Transformation
8:00am - 9:30am Boston Hynes Convention Center: 206
Chair: Cheng Gao, U. of Michigan, Ross School of Business
- Dynamic capabilities triggered by cloud sourcing – a stage model | Mirella Muhic, Lund U.; Lars G. Bengtsson, Lund U.
- Re-examining Path Dependency in the Digital Age: A Longitudinal Case Study in the Car Industry | Rene Bohnsack, Catolica Lisbon School of Business and Economics; Andre Hanelt, U. of Kassel; Hannes Kurtz, U. of Goettingen
- Digitally enabled professional service organizations: Institutional entrepreneurship in legal tech | Frida Pemer, Stockholm School of Economics; Tale Skjolsvik, OsloMet - Oslo Metropolitan U.

963 | | (Paper Session) - (TIM) Human Aspects of Innovation: The role of CEOs in Innovation
8:00am - 9:30am Boston Hynes Convention Center: 207
Chair: Jose Mauricio Galli Geleilate, UMass Lowell
- Jack of all trades: cross-functional CEOs and organizational ambidexterity | Florence Karaba Stadler, School of Management, U. of Bath; Christian Stadler, Warwick Business School
- A new direction or lack of direction? The story of innovation with outsider CEOs | Leonardo Mayer Kluppel, Ohio State U.; Trey Cummings, Washington U. in St. Louis
- CEO Cognitive Flexibility, Information Search, and Organizational Ambidexterity | Andrea Noemi Kiss, Lehigh U.; Dirk Libaers, U. of South Florida; Pamela S. Barr, Georgia State U.; Tang Wang, U. of Central Florida
- Entrepreneurially-Oriented CEOs, Pay-for-Performance Schemes and Corporate Innovation | Shavin Malhotra, U. of Waterloo; Horatio M. Morgan, Ryerson U.; Pengcheng Zhu, U. of San Diego

964 JS: (TIM, ENT, STR) Strategic Disclosure of Innovation: What Should I (Not) Tell You?
8:00am - 9:30am Boston Hynes Convention Center: 302
Organizer: Dongil Daniel Keum, Columbia Business School
Panelists: PuayKhoon Toh, The U. of Texas at Austin; Deepak Hegde, New York U.; Hong Luo, HBS; Bennett Stuting Chiles, Columbia Business School
Participant: Oliver T. Alexy, Technical U. of Munich

965 | | (IMBR) New Attendee Welcome Room
8:00am - 5:00pm Boston Hynes Convention Center: Flexible Meeting Space
Membership staff are here to greet all new attendees and help to answer any of your questions, from program and logistical help, to how to make the most of your membership. Enjoy a relaxing atmosphere, the opportunity to meet new friends, and a quiet respite between your sessions!
Organizer: Hamid H. Kazeroony, Minnesota State U.
**Facilitator:** School Oklahoma

**Organizer:** will describe how his recent research on EO has evolved from the EO and personality (Narcissism), IPOs, and international business, his research has impacted the development of EO. In 1996. Dr. Wiklund, also spanning generations, will discuss how current work on Entrepreneurial Orientation helped guide "Between" generations perspective, sharing how their past and current work on Entrepreneurial Orientation helped guide researchers, particularly since Dr. Lumpkin's seminal piece in AMR in 1996. Dr. Wiklund, also spanning generations, will discuss how his research has impacted the development of EO.

The “Now” panelist, Dr. William Wales, who is expanding work on EO and personality (Narcissism), IPOs, and international business, will describe how his recent research on EO has evolved from the original body of work, and where it is likely to go next.

The session concludes with audience discussion.

**Organizer:** Craig D. Crossley, U. of Central Florida

**Chairs:** Christopher M. Stein, U. of Central Florida; Robert C. Ford, UCF & Roy E. Crummer School of Business, Rollins College

**Facilitator:** Julia Teahan, Baker College

**Presidents:** Danny Miller, HEC Montreal; G. T. Lumpkin, U. of Oklahoma; Johan Wiklund, Syracuse U.; William John Wales, U. at Albany/SUNY

**967 : (MBR) Career Center Services**
8:00am - 5:00pm Boston Marriott Copley Place: 3rd Floor

**Monday 9:00AM**

**968 : (OB) OB Spotlight on Inclusion: Coffee and Breakfast**
9:00am - 9:45am Sheraton Boston Hotel: Back Bay Ballroom D  
**Division Chair:** Cristina Gibson, Pepperdine Gaziadino Business School

**Monday 9:45AM**

**969 : (Plenary) - (CAR) Robots and Algorithms and AI, Oh My! Careers in the Age of Automated Work**
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A  
**Organizer:** Gina Dokko, U. of California, Davis

**Moderator:** Melissa Mazmanian, U. of California, Irvine  
**Panelists:** Ethan Scott Bernstein, Harvard Business School; Matthew James Bidwell, U. of Pennsylvania; Raj Echambadi, Northeastern U.; Julia Kirby, Harvard U. Press; Matt Sigelman, CEO, Burning Glass

**970 : (CAU: (CAU) Advancing Public Policy Change through Women and Leadership Scholarship**
9:45am - 11:15am The Fairmont Copley Plaza Hotel: Back Bay Room

**Abstract:** This caucus provides attendees a forum to discuss the needs, challenges, and opportunities in advancing public policy change through women and leadership scholarship. The session goal is to provide Academy members with a space to discuss this topic in a setting where participants can engage with others from across divisions.

**Organizers:** Susan R. Madsen, Utah Valley U.; Wendy Fox Kirk, Weber State U.

**971 : (CAU: (CAU) Military Veterans and Organizational Inclusivity: Research Directions, Networking, and Community**
9:45am - 11:15am The Fairmont Copley Plaza Hotel: Commonwealth Room


**972 : (CAU: (CAU) Understanding the Inclusive Organization for Indigenous People**
9:45am - 11:15am The Fairmont Copley Plaza Hotel: Forum Room

**Participants:** Brian Matthew Murphy, U. of Victoria; Ana Maria Peredo, U. of Victoria; Jason Paul Mika, Massey U., Manawatu Campus; Robert Brent Anderson, U. of Regina; Bobby Banerjee, City U. London; Stephanie L. Black, Texas A&M U., San Antonio; David M. Boje, New Mexico State U.; Rick Colbourne, U. of Northern British Columbia; Mary E. Doucette, Cape Breton U.; Gavin Clarkson, U. of Michigan, Ann Arbor; Leo Dana, Montpellier Business School; Jamie Newth, U. of Auckland Business School; Joseph Scott Gladstone, U. of New Haven; Jarrod Haar, Auckland U. of Technology; Francois Bastien, U. of Alberta; Michelle Marie Evans, U. of Melbourne; Cecile Fonrouge, UQTR; Rana Haq, Laurentian U.; Christopher Michael Hartt, Dalhousie U.; Ella Henry, Auckland U. of Technology; Deanna M. Kennedy, U. of Washington, Bothell; Grace Ann Rosile, New Mexico State U.; Chellie Margaret Spiller, U. of Auckland; Daniel Stewart, Gonzaga U.; Amy K. Verbos, U. of Wisconsin, Whitewater; James C. Spee, U. of Redlands; Emily Salmon, U. of Victoria (PhD Student); Shelley Price, St. Mary’s U.; Diane Rongo Ruwhiu, U. of Otago; Moses Edward George Gordon, First Nations U. of Canada
Session Details – Monday, 8:00 - 10:00 AM

973 ☐: (CM) Words Will Never Hurt Me? Managing Conflict through Communication
9:45am - 11:15am Sheraton Boston Hotel: Clarendon AB
Organizer: Einav Hart, U. of Pennsylvania
Hiding Success | Annabelle Roberts, Emma Levine, U. Chicago; Ovu Sezer, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill
Don't Ask, Don't Tell? Willingness to Ask Sensitive Questions | Einav Hart, U. of Pennsylvania; Eric VanEpps, Carnegie Mellon U.
Should Teams Surface Underlying Interests during Intra-team Conflicts? | Lindred G. Greer, U. of Michigan, Ross School of Business; Alisa Yu, Stanford U.; Preeti Srinavasan, Stanford GSB
Silence is Golden: Silence, Deliberative Mindset, and Value Creation in Negotiation | Jared R. Curhan, MIT Sloan School of Management; Yeri Cho, U. of La Verne; Teng Zhang, Penn State Harrisburg; Yu Yang, ShanghaiTech U.
Responsibility Exchange Theory and the Currency of Communication | Sherreen J. Chaudhry, U. of Chicago, Booth School of business; George Loewenstein, Carnegie Mellon U. - Dietrich College of Humanities and Social Sciences
Presenters: Annabelle Roberts, Einav Hart, U. of Pennsylvania; Lindred G. Greer, U. of Michigan, Ross School of Business; Jared R. Curhan, MIT Sloan School of Management; Sherreen J. Chaudhry, U. of Chicago, Booth School of business
Participants: Emma Levine, U. of Chicago; Ovu Sezer, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Eric VanEpps, Carnegie Mellon U.; Alisa Yu, Stanford U.; Preeti Srinavasan, Stanford GSB; Yeri Cho, U. of La Verne; Teng Zhang, Penn State Harrisburg; Yu Yang, ShanghaiTech U.; George Loewenstein, Carnegie Mellon U. - Dietrich College of Humanities and Social Sciences

974 ☐: (CM, MOC) Looking at the Full Spectrum of Hierarchy
9:45am - 11:15am Sheraton Boston Hotel: Fairfax B
Organizers: Jiei Pai, U. of California, Los Angeles; Eric Anicich, U. of Southern California; Jennifer Ann Whitson, U. of California, Los Angeles
Discussant: Corinne Bendersky, U. of California, Los Angeles
The Interdependence-Efficacy Theory of Status: Understanding the Psychological Experience of Status | Nicholas Hays, Michigan State U.; Alice J. Lee, New York U.; Steven Blader, Columbia U.; Adam Galinsky, Columbia U.
Middle Group Identity: A Curvilinear Relationship between Group Status and Member Identification | Sora Jun, U. of Texas at Dallas; Brian Lowery, Stanford U.
Powerless and Paranoid: The Effects of Powerlessness on Paranoia and Hostile Behaviors | Michael Schaerer, Singapore Management U.; Trevor Fouk, U. of Maryland; Christiene Du Plessis, Singapore Management U.; Min-Hsuan Tu, U. of Florida; Satish Krishnan, Indian Institute of Management, Kozhikode

975 ☐: (Paper Session) - (CMS) Advancing the Frontiers of Critical Diversity Research
9:45am - 11:15am Hilton Boston Back Bay: Lincoln
Chair: Patricia Annoni, U. Hasselt
Organizational Discourses on Equality, Diversity Inclusion in the Turkish Context | Angela Kornau, Helmut Schmidt U.; Lena Knappert, Tilburg U.; Duygu Acar Erdur, Beykent U.
On Looking for Women in IT and Finding Posthumans Instead | Hugh Lee, Kedge Business School; Nancy Helen Harding, School of Management, U. of Bath; Rana Tassebeji, Bradford School of Management
A Deconstructive Inquiry into the Inner Paradoxes of Diversity | Aurélien Feix, HEC Paris
Racialized Neoliberal Philanthropy: Examining Arts for Social Change Grantmaking | Adam Saifer, Queen’s U.

976 ☐: (Paper Session) - (CMS) Power, Identity and Otherness
9:45am - 11:15am Boston Marriott Copley Place: Tremont
Chair: Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management
Precariat and Loving it: Sensemaking and Narratives in Migrants’ Self-Employment and Social Mobility | Tayo Korede, Newcastle U. Business School; Andreas Giazitzoglou, Newcastle U. Business School
Oddity as Commodity: The Narrative Identity Work of Creatives with Dwarfism | Eline Jammaers, UCLouvain; Sierk Bart Ybema, U. of Amsterdam
Images of Otherness: Postcolonial Feminism in Subaltern Silence | Vanessa Iwowo, Birkbeck, U. of London; Alessia Contu, U. of Massachusetts, Boston

977 ☸: (Plenary) - (ENT) New Ideas for Entrepreneurship Scholars
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon G
Moderator: Peter G. Klein, Baylor U.
Participants: Josh Lerner, Harvard Business School; Alfonso Gambardella, Bocconi U.; Maryann P. Feldman, U. of North Carolina, Chapel Hill; Amar Bhide, Tufts U.

978 ☸: (Paper Session) - (ENT) Social Ventures: New Empirical Studies
9:45am - 11:15am Boston Marriott Copley Place: Tremont
Chair: Laura Toschi, U. of Bologna
Institutional Complexity in Social Ventures: Scale Development through Two Studies | Jiawei Sophia Fu, Rutgers U.
Network Effects and Microenterprises: An Empirical Analysis of Microenterprises in China | Na Zou, Goethe U.  
The Impact of Local Social Norms on Access to Finance: The Case of Environmental Entrepreneurship | Federica Massa Saluzzo, EADA Business School; Laura Toschi, U. of Bologna  
Changing Perceived Legitimacy Norms and Behaviors in Contexts of Poverty: A Field Experiment | Angelique Slade Shantz, U. of Alberta School of Management; Geoffrey Kisttruch, Schulich School of Business; Luciano Barin Cruz, HEC Montreal  
979 : (EXH) Pathways to Leadership: The Divergent Paths of Insiders and Outsiders  
9:45am - 10:45am Boston Hynes Convention Center: 101  
DescriptionWho makes it to the top of Corporate America? And what do their experiences mean for the next generation of business leaders? Harvard Business Senior Lecturer and Cengage Author, Tony Mayo, will present findings from various research projects that have examined the career trajectories and satisfaction levels of insiders and outsiders, including recent research about African American graduates of Harvard Business School. “Insiders” possess advantages based on factors like birthplace, race, gender, and family background that facilitate the challenging journey to the top. Meanwhile, “outsiders” on those same dimensions face disadvantages that make their path to leadership positions much more difficult. This session explores the divergent paths of insiders and outsiders and the impact that these paths have had on access to leadership opportunities and the diversity of Corporate America.  
Presenter: Anthony J. Mayo, Harvard U.  
980 : (Paper Session) - (GDO) Female Leader Development & Emergence  
9:45am - 11:15am Boston Park Plaza: Clarendon  
Chair: Nancy E. Day, Member & Ombuds Ethics Committee Chair  
How Connected Are You? The Role of Networking and Gender in Assessments of Leadership Aspirations | Brooke A. Gazdag, LMU Munich; Chia-Yen Chiu, U. of South Australia; Jenny M. Hoobler, U. of Pretoria; Jill Gould, U. of South Australia  
The Glass Pyramid Hypothesis: Sex Differences in Preferences for Organizational Hierarchies | Sofia Schlamp, VU Amsterdam; Richard Ronay, Amsterdam Business School, U. of Amsterdam; Janneke Oostrom, VU Amsterdam; Mark Van Vugt, Vrije U. Amsterdam  
At the Intersection of Gender and Culture: Women’s Leadership Identity Development | Radhika Chugh, U. of Melbourne  
The Risk for Women in Leader Identity Development | Michelle Hammond, Oakland U.; Nuala Frances Ryan, U. of Limerick; Sarah Maccurtain, U. of Limerick  
981 : (Paper Session) - (GDO) Diverse Perspectives of Work and Family  
9:45am - 11:15am Boston Park Plaza: Gloucester  
Chair: Jamie Lee Gloor, U. of Zurich  
Employees with Children with Disabilities: Perceived Organizational Support and Work Engagement | Abraham Stefanidis, St. John’s U.; Vasilis Strogilos, U. of Southampton  
Stigmatized Family Identities And I-DEALS: An Integrative Approach | Arjun Mitra, U. of Illinois at Chicago  
Coping with Work-Family Guilt: A Qualitative Study on Dual Earning Parents in India | Sasmita Dash, XLRI-Xavier School of Management  
Gender, Ethnicity, and Emotional Responses to Daily Family Interference with Work | Seonyoung Hwang, Warwick Business School; Shainaz Fitriray, Warwick Business School; Kim Hoque, Warwick Business School  
Dorothy Harlow/McGraw Hill Best (Conference) Paper Award  
982 : (Paper Session) - (GDO) Race & Ethnicity in Organizations  
9:45am - 11:15am Boston Park Plaza: Hancock  
Chair: Sabrina DeeAnn Volpone, U. of Colorado, Boulder  
The Race Facet of Strategic Alliance Decisions | Cristina Oana Vlas, U. of Massachusetts, Amherst  
“My Kind of Guy”: Social Dominance Orientation Predicts Tolerance of Job Candidate with Racist Past | Lyangela Gutierrez, U. of California, Los Angeles; Miguel Unzueta, U. of California, Los Angeles  
Racial Similarity, LMX and Subordinate Outcomes: Does it Matter if You’re Black or White? | Esther Lamarre Jean, U. of Texas At Arlington; Carliss D. Miller, Sam Houston State U.; Wayne S. Crawford, U. of Texas At Arlington  
The Role of Participation Structure in the Racioethnic Heterogeneity – Performance Linkage | Derek R. Avery, Wake Forest U.; Lauren Rhue, Wake Forest U.; Patrick F. McKay, Rutgers U.  
983 : (SHCS, GDO, MOC, OB) New Frontiers in Diversity and Inclusion Research  
9:45am - 11:15am Boston Park Plaza: Cambridge  
Discussant: Margaret Shih, U. of California, Los Angeles  
Understanding Self-Other Asymmetry in Diversity Beliefs | Ashli Carter, Columbia U.; Claudia Toma, -; Katherine W. Phillips, Columbia U.  
Organizational ‘Lifespan’ and Subjective Other-Age | Anastasia Usova, -; Michael North, New York U.  
What’s Race Got to Do with It? The Interactive Effect of Race and Gender on Negotiation Outcomes | Angelica Leigh, U. of North Carolina, Chapel Hill  
Session Details – Monday, 8:00 - 10:00 AM

984 Sexual Harassment in and around Organizations: A Broader Scope
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B
Organizer: Anjier Chen, Pennsylvania State U.
Discussant: Eden King, Rice U.
Sexual Harassment in Academia: Antecedents and Consequences from a Moral Lens | Ann Tenbrunsel, U. of Notre Dame; McKenzie Rees, Southern Methodist U.; Kristina Diekmann, U. of Utah
Bystander Intervention in Same Sex Sexual Harassment | Stephanie Brown, Texas A&M U.; Ramona L Paetzold, Texas A&M U.; Isaac Emmanuel Sabat, Texas A&M U., College Station
Stranger Harassment: The Spillover of Sexual Harassment from Public Spaces to Work | Beth Ann Livingston, U. of Iowa; Lynn Bowes-Sperry, Western New England U.; Seung Whan Ryu, U. of Iowa

985: (Paper Session) - (HCM) Working Better Together: Coordination, Collaboration, Accountability, and Uncertainty
9:45am - 11:15am Sheraton Boston Hotel: Beacon F
Chair: Victoria Parker, U. of New Hampshire
Joint Problem-Solving in Fluid Health Care Teams | Michaela Kerness, Harvard U.
Organized to Cooperate: Logics and Professional Collaboration in an Italian Medical Home | Marco Bottura, EDC Paris Business School
An Accountability Account? The Diverse Outcomes of Perceived Personal and Team Accountability | Anat Drach-Zahavy, U. of Haifa; Marina Leonenko, Clalit Health Services
Laminated Uncertainties and Teams | Issac Lim, U. of Oxford
Coordinating through Dialogical Presentation Practices | Wadid Renno, McGill U.

986: (Paper Session) - (HCM) Health Information Technology: Current and Potential Role in Health Delivery
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B
Chair: Peter Rivard, Suffolk U.
Dynamics of Inter-Professional Learning Related to "EHR MedRec" within an SKN System | Pavani Rangachari, Augusta U.; Karl Rethemeyer, U. at Albany, State U. of New York

987: (Paper Session) - (HCM) Management Theory for the Scale and Spread of Integrated Care: A Critique of Conventional Approaches
9:45am - 11:15am Hilton Boston Back Bay: Adams A
Chair: Jinh Hyung Kim, George Washington U.
Does FDI Presence Make Domestic Firms Greener in an Emerging Economy? The Effect of Media Attention | Jingyu Yang, U. Of Sydney; Yi Li, U. of Sydney Business School; Wei Liu, U. Of Sydney, Liang Wen, U. Of Sydney
IM Division GWU-CIBER Best Paper on Emerging Markets Finalist
How Does Informal Entrepreneurship Affect Innovation? | Juan Bu, Indiana U.; Alvaro Cuervo-Cazurra, Northeastern U.
IM Division GWU-CIBER Best Paper on Emerging Markets Finalist
Moving beyond Liability of Foreignness: Liability of Outsidership and an Extension of Uppsala Intern (WITHDRAWN) | Hongbin Tan, China Europe International Business School
IM Division GWU-CIBER Best Paper on Emerging Markets Finalist

990: (Paper Session) - (IM) CEO Effects in International Management
9:45am - 11:15am Hilton Boston Back Bay: Jefferson
Chair: Tomasz Marek Mickiewicz, Aston Business School
The Short-Term Impact of CEO Turnover on Growth under Constraints of Complexity | Anna Grosman, Loughborough U.; Tomasz Marek Mickiewicz, Aston Business School; Xiaohui
9:45am - 11:15am Hilton Boston Back Bay: Westminister

How CEO Power within Boards and TMT Moderate Effect of CEO's International Experience on Firms' Earnings Management | Tianyou Gong, School of Economics and Management, Tongji U.; Yijia Tang, School of Economics & Management, Tongji U.

CEO Overconfidence and Divestments | Filadina Zilja, Bi Norwegian Business School

→ CEO Duality in Internationalization Decisions: Agent or Steward? | Yu Li, Xian Jiaotong U., School of Management

991: (Paper Session) - (IM) Clusters and International Agglomeration
9:45am - 11:15am Hilton Boston Back Bay: Mariner
Chair: Dwarka Chakravarty, San Diego State U., Fowler College of Business

Conational Agglomeration and Location Choice of MNEs | Sunghwan Gwon, Korea U.; Yong Li, U. of Nevada Las Vegas; Jing Li, Simon Fraser U.; Peng Zhang.

→ Profitability of Foreign Direct Investment in Global Cities and Co-ethnic Clusters | Dwarka Chakravarty, San Diego State U., Fowler College of Business; Paul Beamish, U. of Western Ontario

→ A Network-Based Theory of International Agglomeration and Foreign Entry Performance | Jing'an Tang, Sacred Heart U.

→ Storming the Beachhead of a Dominant Cluster: Foreign Bio-Pharmaceutical Collocation Patterns | Denise R. Dunlap, UMass Lowell; Roberto Santos, U. of Massachusetts, Lowell

992: (Paper Session) - (IM) Cross-Border M&A
9:45am - 11:15am Hilton Boston Back Bay: Maverick A
Chair: Vikas Kumar, U. of Sydney

→ Culture's Price Tag in Cross-Border Acquisitions: How Tightness-Looseness Affects Performance | Chenguang Li, Ivey Business School; Michele Joy Gelfand, U. of Maryland

→ Multinational Enterprises, Cross-Border M&A Deals, and Their Performance: A Regional Perspective | In Hyoek Ian Lee, Loyola U. Chicago; Eunsuk Hong, SOAS U. of London; Jong Kook Shin, Newcastle U. Business School

→ The Effect of Subsidiary Experience of Target Firm in Cross-Border M&As | Hyejin Cho, Korea U. Business School; Jaiho Chung, Korea U. Business School; Sohee Lim, Korea U. Business School

→ Speed of First Cross-Border Acquisition: Springboard Internationalization by Emerging Market Firms | Vikas Kumar, U. of Sydney; Deeksha Singh, Rutgers U.; Anish Purkayastha, U. of Sydney Business School; Manish Popli, Indian Institute of Management, Indore

993: (Paper Session) - (IM) Cross-Cultural Issues in International Management
9:45am - 11:15am Hilton Boston Back Bay: Westminster
Chair: Ming Li, U. of Liverpool

Reaching Beyond the Stars – The Effect of Emotionality in Online Word-of-Mouth Across Cultures (WITHDRAWN) | Tiffany Yoko Wendler, Technical U. Dortmund

An Examination of Two Constructs of Cross-Cultural Competence | Ming Li, U. of Liverpool

→ Parallel between Global Migration and Cross-Cultural Management: Hybridization and Polarization | Eun Su Lee, U. of Sydney Business School; Duc Cuong Nguyen, U. of Sydney Business School; Betina Agata Szkudlarek, U. of Sydney Business School

→ Innovative Activity of Entrepreneurs across Cultures | John Christian Broberg, Wichita State U.; Masud Chand, Wichita State U.; Sue Abdinour, Wichita State U.

994: (Paper Session) - (MC) Inclusion and Community in Management Consulting Education
9:45am - 11:15am Boston Park Plaza: Tremont
Chair: Raghunathan Rajasekaran, Birla Institute of Technology & Science, Pilani
Discussant: Kathryn H. King-Metters, TAMU, Mays Business School

→ A Community of Inclusion: Values, Culture and Change | Gretel Stock, Benedictine U.; Therese F. Yaeger, Benedictine U.; Peter Sorensen, Benedictine U.; Deborah Colwill, Trinity International U.


Small Steps or a Giant Leap: Two Paths to Engage Management Research with Practice and Education | Yue Cai Hillon, Western Carolina U.; Marc Bonnet, ISEOR, Magellan, iaelyon, U. Jean Moulin; Christine Madonna, Western Carolina U.; William L. Smith, New Mexico State U.; Mark Hillon, Lafayette Institute

Exploring the management consultant’s dual role: A review and research agenda | Jeanette Hartley, The Open U., United Kingdom; Richard Holti, The Open U.; Giacomo Carli, The Open U.

995: (Paper Session) - (MED) Management Education Career Preparation and Support
9:45am - 11:15am Sheraton Boston Hotel: Beacon D
Chair: Maris G Martinsons, City U. of Hong Kong

The Meaning of International Experience (IE) for the Development of Cultural Intelligence (CQ) | Dana L. Ott, U. of Otago, New Zealand; Marina Iskhakova, ANU U. Canberra, Australia

→ Student Perceptions of the Value of Internship and Job Pursuit Intent: A Two-Country Examination | Ravi Ramani, Purdue U. Northwest; Patrick McHugh, George Washington U.

RightJob: Application of Text Data Mining to Curriculum Selection and Development | Andres Fortino, NYU School of Professional Studies; Roy Lowrance, Autonomous Professional Development; Qitong Zhong, NYU School of Professional Studies; WeiChieh Huang, Autonomous Professional Development

→ Alumni Organizations in the Entrepreneurial Universities | Alessandro Barocelli, –; Daniela Bolzani, U. Cattolica del Sacro Cuore; Matteo Landoni, U. Cattolica del Sacro Cuore
996  ▶️  ☑️ (Paper Session) - (MED) Coaching and Mentoring Practices
9:45am - 11:15am Sheraton Boston Hotel: Gardner B
Chair: Deborah Blackman, U. of New South Wales
Coaching Entrepreneurs: Characteristics and Functions of Entrepreneurial Coaching | Isabel Diermann, U. of Kassel; Silja Christina Kotte, U. of Kassel; Kathrin Rosing, U. of Kassel; Heidi Möller, U. of Kassel


MED Junior Faculty Best Paper Award. Sponsored by SAGE/Journal of Leadership and Organizational Studies for the most significant contribution to management education by a Junior Faculty authorship team (all earned doctorates since 2013 or working on it).

Laissez-Faire or Guidance? Effective Supervision of Bachelor Theses | Felix Strebel, Fachhochschule Nordwestschweiz; Johan P. Lindeque, U. of Applied Sciences and Arts Northwestern Switzerland FHNW; Beat Huggler, Fachhochschule Nordwestschweiz; Stefan Gürtler, Fachhochschule Nordwestschweiz

How Does Supervisor Negative Feedback Influence Employee Learning? An Attribution Perspective | Lu Xing, Macquarie U.; Jannin Sun, The U. of Auckland; Denise Mary Jepsen, Macquarie Business School

997  ☑️ (Paper Session) - (MED) Cross-Cultural Comparative Perspectives in Management Education
9:45am - 11:15am Sheraton Boston Hotel: Hampton B
Chair: Steven S. Dionne, Georgia State U.

University’s Shared Vision and Academic Performance: International Evidence | Hong Bui, U. of Bath; Shandana Shaib, Institute of Management Sciences, Peshawar- Pakistan

Transnational Challenges in Learning and Teaching in Management Education | Nattavud Pimpam, College of Management, Mahidol U.; Margaret E. Heffernan, Academic (Int’l)

Social Learning and Academic Dishonesty: A Three-Country Investigation | Nhung T. Hendy, Towson U.; Nathalie Montargot, La Rochelle Business School; Antigoni Papadimitriou, Johns Hopkins U. School of Education

998 ☑️ ☑️ (JS): (MED, GDO) Team-Based Learning for Diversity, Inclusivity, and Leadership: Theory, Practice, and Application
9:45am - 11:15am Sheraton Boston Hotel: Beacon H
Chair: Anjali Chaudhry, Dominican U.
Participants: Judith Ainsworth, Temple U.; Michelle Darnell, Pennsylvania State U.; Carolyn Takeda-Brown, U. of Florida

999 ☑️ ☑️ (Paper Session) - (MH) Leadership Theory and Practice
9:45am - 11:15am Boston Marriott Copley Place: Yarmouth
Chair: Regina Greenwood, Nova Southeastern U.

Moving Emergence of Intersectional Leadership: Maggie Walker and the Independent Order of St. Luke | Caleb Lugar, U. of Mississippi; Shennette Garrett-Scott, U. of Mississippi; Milorad Novicevic, U. of Mississippi; Ifeoluwa Tobi Popoola, McMurry U.; John Humphreys, Texas A&M U., Commerce

Never Forget Where You’re Coming From: Reviving Lewin’s Ideas for Management Education and Practice | Paul Constantin Andrejat, Technische U. Braunschweig; Timo Kortsch, Technische U. Braunschweig; Simone Kauffeld, Technische U. Braunschweig

Leadership on Request: Followers and the Social Construction of Milton Hershey’s Leader Identity | John Humphreys, Texas A&M U., Commerce; Stephanie Pane, Texas A&M U., Commerce

1000  ☑️ (Plenary) - (MED) 2019 MOC Distinguished Speaker Presentation
9:45am - 11:15am Westin Copley Place Boston: Staffordshire Ballroom
Division Chair: Brianna Barker Caza, U. of Manitoba
Program Chair: Abhijeet K. Vadera, Singapore Management U.
Professional Development Workshop Chair: Naomi Beth Rothman, Lehigh U.

1001 ☑️ ☑️ (SHCS: (MSR) Management, Spirituality and Religion in Conversation with the Self and Virtue
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon J
Organizers: Nicholas Burton, Northumbria U.; Irene Chu, Bradford School of Management; Mai Chi Vu, Newcastle Business School, Northumbria U.
Participants: Santiago Mejia, Fordham U.; Joshua Skorburg, Duke U.; Daryl Koehn, DePaul U.; Miguel Angel Alzola, Fordham U.
MSR Best Symposium Proposal

1002 ☑️ ☑️ ☑️ (JS): (MSR, MOC) Meaning Making in the Workplace: A Deep Dive into the Intricacies
9:45am - 11:15am Boston Marriott Copley Place: Vineyard
Organizers: Anirban Kar, Simon Fraser U.; Jing Hu, Rotman School of Management
Discussants: A R Elangovan, U. of Victoria; Petra Kipfelsberger, U. of St. Gallen

Understanding the Meaning Making Process at the State Level | Luke Fletcher, Aston Business School; Evgenia Lysova, Vrije U. Amsterdam; Sabrine El Baroudi, Vrije U. Amsterdam

Meaningfulness as Practice and the Practice of Meaningfulness in Organizations | Phu Nguyen Thien, IESE Business School; Anneloes M. L. Raes, IESE Business School; Yih-teen Lee, IESE Business School

Meaningful Work and out of Work Influencers | Bartlomiej Brach, Warsaw School of Economics
Meaningful in and at Work: The Role of Others in Meaning Creation | Kelly McKenna, U. of Massachusetts, Amherst; Elizabeth Follmer, U. of Massachusetts, Amherst

Fostering Meaningfulness through Competence and Friendship in Dirty Work: The Identity Perspective | Yumei
Wang, Shanghai Jiao Tong U.; Ningyu Tang Ningyu Tang, Shanghai Jiao Tong U.
Presenters: Luke Fletcher, Aston Business School; Phu Nguyen Thien, ISE Business School; Bartlomiej Brach, Warsaw School of Economics; Kelly McKenna, U. of Massachusetts, Amherst; Yumel Wang, Shanghai Jiao Tong U.
Participants: Evgenia Lysova, Vrije U. Amsterdam; Sabrine El Baroudi, Vrije U. Amsterdam; Anneloes M. L. Raes, ISE Business School; Yih-Teen Lee, ISE Business School; Elizabeth Follmer, U. of Massachusetts, Amherst; Ningyu Tang Ningyu Tang, Shanghai Jiao Tong U.

1003 (Plenary) - (OB) OB Division Plenary
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom D

1004: (OB) Current Direction in Understanding the Antecedents and Prevention Of Unethicality at Work
9:45am - 11:15am Boston Marriott Copley Place: Liberty Ballroom A
Organizers: Siyin Chen, Rotman School of Management; Matthew Feinberg, Rotman School of Management
Discussant: Marshall J. Schminke, U. of Central Florida
How Loneliness at Work Leads to Unethical Behavior Via Distress | Wei Jee Ong, U. of Washington; Scott Reynolds, U. of Washington
Signaling Virtuous Victimhood as a Resource Extraction Strategy | Ekin Ok, Sauder School of Business, U. of British Columbia; Brendan Strejcek, Sauder School of Business, U. of British Columbia; Yi Qian, Sauder School of Business, U. of British Columbia; Karl Aquino, U. of British Columbia
Morality Shifting as an Explanation of Unethicality at Work | Siyin Chen, Rotman School of Management; Matthew Feinberg, Rotman School of Management
The Power of Moral Concerns in Predicting Whistleblowing Decisions | James Duncan, U. of Chicago Booth School of business; Liane Young, Boston College; Adam Waytz, Northwestern Kellogg School of Management
Revisiting a Signature Finding | Ariella Kristal, Harvard Business School; Francesca Gino, Harvard U.; Max H. Bazerman, Harvard U.; Dan Ariely, Fuqua School of Business; Nina Mazar, Boston U. Questrom School of Business; Lisa L. Shu, London Business School
Presenters: Wei Jee Ong, U. of Washington; Ekin Ok, Sauder School of Business, U. of British Columbia; James Duncan, U. of Chicago Booth School of business; Ariella Kristal, Harvard Business School
Participants: Scott Reynolds, U. of Washington; Brendan Strejcek, Sauder School of Business, U. of British Columbia; Yi Qian, Sauder School of Business, U. of British Columbia; Karl Aquino, U. of British Columbia; Liane Young, Boston College; Adam Waytz, Northwestern Kellogg School of Management; Francesca Gino, Harvard U.; Max H. Bazerman, Harvard U.; Dan Ariely, Fuqua School of Business; Nina Mazar, Boston U. Questrom School of Business; Lisa L. Shu, London Business School

1005: (Paper Session) - (OCIS) Deriving Value from Digital Data and Platforms
9:45am - 11:15am Boston Marriott Copley Place: Maine
Chair: Elaine Mosconi, U. of Sherbrooke
Unpacking the relationship between IS capabilities and firm performance: Evidence from Turkish firms | Arafat Salih Aydinler, Assistant Professor, Istanbul Medeniyet U.; Ekrem Tatoglu, Ibn Haldun U.; Erkan Bayraktar, American U. of the Middle East
E- Service Quality and Actual Use of E-Banking: Explanation through Technology Acceptance Model | Sheraz Ahmad, Shaheed Zulfiqar Ali Bhutto Institute of Science and Technology, Islamabad; Sabeen Bhatti, Bahria U., Islamabad Pakistan
Value Cocreation and Value Capture in Digital Platforms | Maximilian Schreieck, TUM School of Management, Technical U. of Munich; Manuel Wiesche, TUM School of Management, Technische U. Munchen
The Dilemma of Data’s Future Value: User Perceptions of the Sharing Economy | Christoph Lutz, BI Norwegian Business School; Gemma Nwosu, BI Norwegian Business School; Michael Andreas Etter, King’s College London

1006: (Paper Session) - (OCIS) Organizations, Temporality, and Digital Transformation
9:45am - 11:15am Boston Marriott Copley Place: Vermont
Chair: Oana Brindusa Albu, U. of Southern Denmark
Temporality in Socio-material Relations in Organizations | Graham M. Winch, Alliance Manchester Business School
The Impact of Digitalisation on Organisations— A Review of the Empirical Literature | Yixin Qiu, U. of Bayreuth; Robin Pesch, U. of Bayreuth
From punctuation to equilibrium: A longitudinal assessment of enterprise systems user performance | Darshana Seda, Swinburne Business School; Swinburne U. of Technology; Sachithra Lokuge, Monash U., Australia
The Complexity of Interorganizational Collaboration: The Role of IT as a Source of System Tension | Tammy Elizabeth Beck, U. of Nebraska, Lincoln; Stephanie Thomas Solansky, Texas State U.; Daniel Jonathan Davis, U. of South Carolina Upstate; Karen Ford-Eickhoff, U. of North Carolina, Charlotte

1007: (Paper Session) - (OCIS, TIM, OMT) Digital “x”: In Need of New Theories or Do Prior Theories Suffice?
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon K
Participants: Abayomi Baiyere, Copenhagen Business School; Michel Avital, Copenhagen Business School; Nicholas Berente, U. of Notre Dame; Ola Henfridsson, Warwick Business School; C. R. Hinings, U. of Calgary; Philipp Tuertscher, Vrije U. Amsterdam; Youngjin Yoo, Case Western Reserve U.

1008: (Paper Session) - (ODC) Factors that Influence Reactions to Change
9:45am - 11:15am Boston Park Plaza: Charles River
Reactions to Change
Chair: Ronald Fry, Case Western Reserve U.
Shaping Employee Reactions toward Organizational Value Change through Dialogical Communication | Christina Hagl, LMU Munich; Rouven Kanitz, LMU Munich
Work Engagement and Job Crafting as Conditions of Ambivalent Employees’ Adaptation to Org Change | Maria Vokola, Athens U. of Economics and Business; Paraskevas Petrou, Erasmus U. Rotterdam; Kleanthis Katsaros, Athens U. of Economics and Business

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Bounded Authenticity during Strategic Change
Zahira Jaser, U. of Sussex Business School

Impact of Transformational Leadership on Positive Reactions to Change through Self-Efficacy
Sceil Bayraktar, Toulouse Business School; Alfredo Jimenez, Kedge Business School

1009 (Paper Session) - (ODC) Characteristics of Change Leaders
9:45am - 11:15am Boston Hynes Convention Center: 104
Chair: Donald D. Warrick, U. of Colorado, Colorado Springs
Implications of Mindfulness for Leaders: A Review and Future Research Directions
Laura Iona Urria, U. of Vaasa
Exploring the Micro-Dynamics of Adaptability: A Symbolic-Interpretative Perspective
Ivana Milosevic, College of Charleston; Erin Bass, U. of Nebraska, Omaha; Mary Uhl-Bien, Texas Christian U.
Linking Leaders' Commitment to Change to Employees' Behaviors
Hyun Joo Lee, Sungkyunkwan U.; Kyeong-eun Lee, Sungkyunkwan U.

1010 (SHCS: (ODC, MOC, SIM)) Higher Purpose in Organizational Development and Change
9:45am - 11:15am Boston Park Plaza: Winthrop
This symposium is part of a special series on the research, theory, and practices associated with Higher Purpose in Organizations. The series includes sessions 295, 917, 1010, & 1146.
Chair: Hilary M. Hendricks, U. of Michigan
Facilitator: Marc Hoffman Lavine, U. of Massachusetts, Boston
Panelists: Kim Cameron, U. of Michigan; Michael Beer, Harvard Business School; Robert E. Quinn, U. of Michigan
Gender and Paternalistic Leadership in China, a Critical Perspective
Martin Spasoto, Middlesex U. Dubai

1011 (Paper Session) - (OMT) Gender and Career
9:45am - 11:15am Boston Hynes Convention Center: 103
Chair: Aleksandra Joanna Kacperczyk, okacperczyk@london.edu
Gender and Paternalistic Leadership in China, an Extra-Organizational Determinants of Careers: Gendered Expert Authority and Attainment of Experts
Colleen Stuart, Johns Hopkins U.; Roman V. Galperin, Johns Hopkins Carey Business School
Winner of the OMT Division Best Paper Award

1012 (Paper Session) - (OMT) Status Hierarchies
9:45am - 11:15am Boston Hynes Convention Center: 104
Chair: Jade Lo, Drexel U.
Mist, Fog or Clear? Diminishing Sensitivity to Status Differences Signaled by Rankings and Choice
Francois Herve Collet, ESADE Business School / Ramon Llull U.; Olga Bruyaka, West Virginia U.; Alex Makarevich, ESADE Business School; Lucie Baudoin, ESADE Business School / Ramon Llull U.

Why and when Do Venture Capital Firms Reciprocate Past Syndication Offers?
Margeum Kim, Yale U.
Mist, Fog or Clear? Diminishing Sensitivity to Status Differences Signaled by Rankings and Choice
Francois Herve Collet, ESADE Business School / Ramon Llull U.; Olga Bruyaka, West Virginia U.; Alex Makarevich, ESADE Business School; Lucie Baudoin, ESADE Business School / Ramon Llull U.

Intergroup Relationships and Career Development
Karin Hoisl, Mannheim U.; Alenka Zorzan, Johns Hopkins U.; Xiping Wang, Stanford U.

1013 (OMT) Exploring the Intangible in Process Studies: Ambiguity, Intuition, and Liminality
9:45am - 11:15am Boston Hynes Convention Center: 109
Chair: Hille C. Bruns, Groningen U. (RuG)
Independent Routines and Innovation Processes – An Ethnographic Study of Scrum Teams
Christian Alexander Mahringer, U. of Stuttgart; Katharina Dittrich, Warwick Business School, U. of Warwick; Birgit Elisabeth Renzl, U. of Stuttgart, Germany
Making Sense of the Ineffable: How Film Workers Make Their Intuitions Meaningful
Wooseok Jung, Seoul National U.; Hyun Joo Lee, Sungkyunkwan U.; Sungkyunkwan U.

1014 (OMT) Frontiers of Discourse: Intentionality, Silence and Meaning
9:45am - 11:15am Boston Hynes Convention Center: 201
Chair: Elizabeth Goodrich, Florida Atlantic U.
Silencing Emotions: Survival through Narrating and Narrating for Survival
Madeleine Stefanie Rauch, Copenhagen Business School
Winner of the OMT Division Best Paper on Environmental and Social Practices Award

Ambition in Organizational Life: What the Heck Are We Talking About?
Masoud Shadnam, MacEwan U.; Charles Keim, MacEwan U.

1015 (OMT) Governing the Sharing Economy
9:45am - 11:15am Boston Hynes Convention Center: 202
Chair: Marc-David Seidel, U. of British Columbia
Governance of Sharing Economy Organizations: Exploring Social Bonding and Economic Transaction
Yaoxin Zhang, U. of Manchester; Jonatan Pinkse, U. of Manchester; Andrew McMeekin, U. of Manchester
1016 : (Paper Session) - (OMT) Category Dynamics: Emergence, Expansion, Adaption, Hybridization
9:45am - 11:15am Boston Hynes Convention Center: 207
Chair: Sorah Seong, U. of Washington
Spanning Crisp Categories: Primary Category, Complementary Category, and Their Contrasts | Pengfei Wang, BI Norwegian Business School; Sverre Ubisb, BI Norwegian Business School
From the Margins to the Mainstream: The Expansion of a New Market Category within a Mature Field | Laura Mary Ierfino, Trent U.; Robert J. David, McGill U.
Authentic Adaptation as Response by De Novo Category Pioneers to De Alio Entrants | Eva Maria Kirchberger, Imperial College Business School
Winner of the OMT Division Best Student Paper Award Finalist for the OMT Division Best Student Paper Award
The Duality of Salient Exemplars for Prototype Evolution: The Creation of the Category AIDS | Miyoung Chang, Boston U. Questrom School of Business; Stine Grodal, Boston U.

1017 : (Paper Session) - (OMT) Revisiting Organizational Design
9:45am - 11:15am Boston Hynes Convention Center: 209
Chair: Kamini Gupta, King’s College London
Organization Design for Coordination and Cooperation: Model Analysis and Behavioral Experiment | Daisuke Nakama, U. of Tokyo & Recruit Management Solutions; Yoshio Kamijo, Koki U. of Technology
Transaction Cost Economics & Mutual Uncertainty as a Governance Mechanism | Joseph John McManus, Monmouth U.
Tight or Loose – An Integrative Perspective on Organizational Structures of Renewal | Ann-Kristin Weiser, U. of St. Gallen; Tomi MM Laamanen, U. of St. Gallen

1018 : (Paper Session) - (OMT) Institutions, Violence and Repression
9:45am - 11:15am Boston Hynes Convention Center: 306
Chair: Michael Lounsbury, U. of Alberta
Punishment and Institutions: A Macro-Foundations Perspective | Brett Crawford, Purdue U.; Tina Dacin, Queen’s U.
Civil Responses to Repression and the Emergence of Challengers: Civilian Murders by Sicilian Mafia | Heewon Chae, Arizona State U.; Pino G. Audia, Dartmouth College; Giovanni Battista Dagnino, U. of Rome Lumsa
Breaking News: Media Coverage and the Growth of Terrorist Organizations | Yan Tian, Northwestern Kellogg School of Management; Yang Yang, Northwestern Kellogg School of Management; Adam Pah, Northwestern Kellogg School of Management
Tracing the (Un)holy Trinity of Legitimacy: A Longitudinal Study of the Legitimation of Torture | Moritz Gruban, U. of Lausanne, HEA Lausanne

1019 : (Paper Session) - (OMT) Intricacies of Societal and Institutional Change: Novel Accounts and Explanations
9:45am - 11:15am Boston Hynes Convention Center: 313
Chair: Helen Etchanchu, Montpellier Business School
Politics in the Aftermath of Disaster: A Marginal Community Attempting to Shape Institutional Change | Bruno Verweijen, Radboud U. Nijmegen; Kristina Lauche, Radboud U. Nijmegen
Living on Shaky Ground: Organizing for Resilience under Conditions of Institutional Volatility | Ricardo Gabriel Flores, U. of Victoria; Markus A. Höllerer, UNSW Sydney & WU Vienna
The More Things Change the More They Stay the SameVariability in Discrimination after Salient Events | Andreea Gorbatai, U. of California, Berkeley; Peter Younkin, U. of Oregon; Gordon Burtch, U. of Minnesota

1020 JS: (OMT, MOC, HCM) The Role of Emotions in Sensemaking
9:45am - 11:15am Boston Hynes Convention Center: 319
Organizers: Silke Bucher, INCAE Business School; Mariline Comeau-Vallée, UQAM
Discussant: Sally Maitlis, U. of Oxford
Practices for Infusing, Sustaining, and Replenishing Compassion in Health Care Organizations | Laura McClelland, Virginia Commonwealth U.; Timothy J. Vogus, Vanderbilt U.
How Health Care Teams Cope with Shared Negative Emotions during Collective Sensemaking | Silke Bucher, INCAE Business School; Mariline Comeau-Vallée, UQAM; Trish Reay, U. of Alberta; Samia Chreim, U. of Ottawa; Ann Langley, HEC Montréal
Sources of Sense: How Institutionally-Elicited Emotional Displays Shape Participation in Sensemaking | Vanessa Pouthier, U. of Melbourne; Christopher W. J. Steele, U. of Alberta
Maintaining the Institutional Order: Reconstructing the Field of Israeli Hi-Tech After the Bubble | Tammar B. Zilber, Hebrew U. of Jerusalem
Preseters: Timothy J. Vogus, Vanderbilt U.; Silke Bucher, INCAE Business School; Mariline Comeau-Vallée, UQAM; Vanessa Pouthier, U. of Melbourne; Tammar B. Zilber, Hebrew U. of Jerusalem
Participants: Laura McClelland, Virginia Commonwealth U.; Ann Langley, HEC Montréal; Trish Reay, U. of Alberta; Samia Chreim, U. of Ottawa; Christopher W. J. Steele, U. of Alberta

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1021 JS: (OMT, SAP) A Place for Space: Exploring Space as Constituted and Constituting Organizations
9:45am - 11:15am Boston Hynes Convention Center: 210
Chair: Kathleen Ann Stephenson, U. of Liverpool Management School
Discussants: Linda L. Putnam, U. of California, Santa Barbara; Tim Kuhn, U. of Colorado, Boulder
Spacing and Gendering The Mutual Constitution of Organizational Space and Gender in an Accelerator | Saja Katila, Dr.Sc. (Econ. & Bus. Adm.) Senior Lecturer; Ari Kuismin, Aalto U. School of Business
When Space Speaks for Itself: A Constitutive Approach to Justifying Real Estate Expenditures | Elizabeth Wilhoit-Larson, Auburn U.
Spaces as Machines of Capture: Organizing (in) Art Spaces | Boukie Cnossen, Leuphana U. Lüneburg; Nicolas Benchkerki, U. du Québec, TÉLUQ
Presenters: Ari Kuismin, Aalto U. School of Business; Elizabeth Wilhoit-Larson, Auburn U.; Thomas Davis, U. of Liverpool Management School; Boukie Cnossen, Leuphana U. Lüneburg
Participants: Saja Katila, Dr.Sc. (Econ. & Bus. Adm.) Senior Lecturer; Yihan Liu, U. of Liverpool Management School; Nicolas Benchkerki, U. du Québec, TÉLUQ

1022 JS: (OMT, STR) Reviving a Political Perspective of Organizations and Behavioral Strategy: From Theories to Methods
9:45am - 11:15am Boston Hynes Convention Center: 108
Chair: Scott Cohn Ganz, Georgia Institute of Technology; Cha Li, U. of Michigan
Panelists: Scott Cohn Ganz, Georgia Institute of Technology; Abhinav Gupta, U. of Washington, Seattle; Hart E. Posen, U. of Wisconsin, Madison; Mark J. Zbaracki, Ivy Business School; Todd Zenger, U. of Utah, David Eccles School of Business

1023 (Paper Session) - (ONE) Governance Influences on Environmental Sustainability Outcomes
9:45am - 11:15am Westin Copley Place Boston: Adams
Chair: Larry Clinton Clay, Doctoral student at Case Western Reserve U.
A Global Study of the Link between Board Policies and Greenwashing | Ivan Miroshnychenko, Free U. Bozen, Bolzano; Francesco Testa, Scuola Superiore Sant’Anna; Roberto Barontini, Scuola Superiore Sant’Anna
Corporate Governance and Corporate Social Responsibility Integration: Evidence from New Zealand | Rashid Zaman, Aspire2 International; Jamal Roudaki, Lincoln U. New Zealand
Improving Corporate Governance: Shareholder Activism and the Voluntary Disclosure of Climate Risks | Kira Rachel Fabrizio, Boston U.; Caroline Flammer, Boston U.; Michael Toffel, Harvard U.; Kala Viswanathan, Harvard U.
Controlling Ownership and Environmental Sustainability | Jimi Kim, U. of New South Wales; Jongmoo Jay Choi, Fox School of Business, Temple U.; Hoje Jo, Santa Clara U.

1024 (Paper Session) - (ONE) The Influence of Logics on Environmental Sustainability
9:45am - 11:15am Westin Copley Place Boston: Defender
Reshaping an Ecological Field: Working to Incorporate “Green” Logic and Associated Artifacts | Sudhanshu Shekhar, Indian Institute of Management, Calcutta; Vidyanand Jha, Indian Institute of Management, Calcutta
Strategies of Multilateral Coopetition: Experienced Tensions and Coopetition Capabilities | Lori Divito De Paauw, Amsterdam U. of Applied Sciences; Garima Sharma, U. of New Mexico
Converging Logics: Coopetitive Ties and Innovation in the Early Clean Transportation Industry | Claudia Doblinger, Technical U. of Munich; Birthe Søjpe, U. of Oslo; Stephan Huber, U. of Regensburg
Permeating the Boundaries – Uncovering Entry Mechanisms of the Sustainable Logic | Salome Zimmermann, U. of Hagen

1025 (Paper Session) - (ONE) Lenses and Approaches to Sustainability Challenges
9:45am - 11:15am Westin Copley Place Boston: North Star
Sustainability Lenses
Chair: Romana Rauter, U. of Graz, Austria
Managing Interconnected Global Sustainability Challenges and Nexus Thinking | Frederik Dahlmann, U. of Warwick; Graham Bullock, Davidson College
Entrepreneurial Opportunities as Solutions for Sustainable Development | Margo Enthoven, Groningen U. (RuG); Gjalt de Jong, U. of Groningen; Berfu Ünal, Groningen U. (RuG)
Business Model Innovation for Sustainability: Barriers and Solutions | Nancy Bocken, Lund U.; Thijs Geradts, Rotterdam School of Management, Erasmus U.

1026 (Paper Session) - (OSCM) Best Student Paper Award
9:45am - 11:15am Westin Copley Place Boston: Adams
Chair: Rachna Shah, U. of Minnesota Twin Cities
The Effect of Unstable Schedules on Employee Turnover Productivity | MohammadMahdi Hashemian, MIT Sloan School of Management; Zeynep Ton, Harvard Business School
Differentiating Inter-Hospital Transfer Types: Varied Impacts on LOS and Destination Choices | Raymond Fan, U. of Houston; Ming Zhao, U. of Houston; Xiaosong Peng, U. of Houston
The Impact of Behavioral and Economic Drivers on Gig Economy Workers | Park Sinchaisri, The Wharton School, U. of Pennsylvania; Gad Allon, Northwestern Kellogg School of Management; Maxime Cohen, NYU Stern
The Unintended Consequences of Health Policy: An Empirical Analysis of Opioid Prescribing Behavior | Justin Kistler, U. of South Carolina; Luv Sharma, -

1027 (Paper Session) - (OSCM) Sustainable Operations
9:45am - 11:15am Westin Copley Place Boston: St George D
Chair: Barbara B. Flynn, Indiana U.
Understanding Adaptation to Sustainability Technology Innovation: Longitudinal Outcome Trajectories | Patrick Flynn, North Carolina State U.; Amrou Awaysheh, Indiana U.-Kelley School of Business; Barbara B. Flynn, Indiana U.

Uncertainty, Institutionalisation, and Environmental Performance in the Logistics Sector | Pinja Raitasuo, Aalto U.; Max Finne, Aalto U. School of Business; Markku Kuula, Aalto U. School of Business; Alex Ruiz-Torres, U. of Puerto Rico, Rio Piedras

Is Sharing More Sustainable? New Product Sales During the Transition to High Product Utilization | David R. Keith, MIT Sloan School of Management; Sergey Naumov, MIT Sloan School of Management

Leveraging Volume Flexibility and Buffer Inventory to Combat Uncertain Operating Environments | Willis Mwangola, U. of Central Oklahoma; Alan MacKelprang, Georgia Southern U.; Gerard Burke, Georgia Southern U.

1028 : (Plenary) - (PNP) Workplace Incivility and the Inclusive Organization
9:45am - 11:15am Hilton Boston Back Bay: Adams B
Organizer: Janine O’Flynn, U. of Melbourne

1029 : (PUBS) AMD Showcase: Special Issue MIGRATION ‘MANAGEMENT’ - Tensions, Challenges, Opportunities for Inclusion
9:45am - 11:15am Sheraton Boston Hotel: Independence West
This session provides potential authors with valuable insight regarding AMD’s forthcoming special issue on Migration Management. Guest editors include Dimitria Groutsis, Mustafa Ozbilgin, Junqui Shi, and Joana Vassilopoulou.
Organizer: Susan Zaidi, Academy of Management

1030 SHCS: (RM) Recommendations for Improved Methods and Analysis in Management Research
9:45am - 11:15am Boston Hynes Convention Center: 310
Chair: Larry J. Williams, U. of Nebraska, Lincoln
Best Practices in Data Collection & Preparation:
Best Practices for Construct Development/Validation:
Reviewers, Editors, & Author Recommendations | Lisa Schurer Lambert, Oklahoma State U.; Daniel A. Newman, U. of Illinois at Urbana-Champaign; Brian Boyd, City U. of Hong Kong
Recommendations for Reviewers, Editors, and Authors in Systematic Reviews and Meta Analyses | Ernest O’Boyle, Indiana U.; Justin A. DeSimone, U. of Alabama; Ji Woon Ryu, Indiana U. - Kelley School of Business


1031 JS: (RM, OMT) How to Publish Rigorous and Impactful Literature Reviews
9:45am - 11:15am Boston Hynes Convention Center: 308
Organizer: David Denyer, Cranfield U.
Distinguished Speakers: David G. Allen, Texas Christian U.; Kimberly D. Elsbach, U. of California, Davis; Caroline Jane Gatrell, Liverpool U.; Phillip Phan, Johns Hopkins U.; Daan Van Knippenberg, Drexel U.
Chairs: Sven Kunisch, Aarhus U.; Markus Menz, U. of Geneva
Facilitator: Jean M. Bartunek, Boston College
Discussant: Laura B. Cardinal, Darla Moore School of Business, U. of South Carolina

1032 : (Paper Session) - (SAP) Challenging the Conventional Views in Strategy as Practice Research
9:45am - 11:15am Boston Park Plaza: Holmes
Chair: Sotiris Paroutsis, Warwick Business School
Body and affect in strategizing | Susan Carita Meriläinen, U. of Lapland; Pikka-Maarria Laine, Associate Professor; Janne Tienari, Hanken School of Economics
Exploring best observation mode for capturing emerging strategizing practices | Christine Sund, Grenoble Ecole de Management; Séverine Le Loarne, -
The emergence of strategy narratives — An ‘in time’ view | Jenni Myllykoski, U. of Oulu Business School; Anniina Rantakari, U. of Oulu

1033 SHCS: (SAP, STR) Inclusive Strategy: Opening Strategy to the Middle, Below and Beyond
9:45am - 11:15am Boston Park Plaza: Terrace
Participants: David Nils Seidl, U. of Zurich; Leonhard Dobusch, U. of Innsbruck; Julia Hautz, U. of Innsbruck; Saku Mantere, McGill U.; Krsto Pandza, U. of Leeds; Ann Majchrzak, U. of Southern California

1034 : (Paper Session) - (SIM) Aftermath of Unethical Behavior: Guilt, Shame, and Ostracizing
9:45am - 11:15am Boston Marriott Copley Place: Columbus I
Chair: James Caldwell, Southeast Missouri State U.
Does Being Envied and Ostracized Make Employees Unethical? | Chang Su, U. of hong kong; Wai Hung Thomas Ng, U. of hong kong
From Unethical to Prosocial Behavior: The Role of Guilt, Positive Affect, and System Processing | Denton Hatch, U. of Arizona; Tamar Kugler, U. of Arizona
The Cultural Logics of Shame and Guilt: Emotional Cultures of Social Regulation in Organizations | Giselle Elaine Antoine, U. of Washington, Seattle; Michael Johnson, U. of Washington
1035: (Paper Session) - (SIM) Corruption and Recidivism in Organizations
9:45am - 11:15am Boston Marriott Copley Place: Columbus II
Chair: Jason R. Pierce, U. of North Carolina, Greensboro
Why Normalized Corruption Persists: An Agenda for Research | Renato Chaves, HEC Montréal
Corporate Corruption Recidivism: A Multi-Case Exploration | Leyla Orudzheva, Texas A&M U. Central Texas; Manjula S. Salimath, U. of North Texas
Prior Wrongs, Present Responsibilities? Explaining Nonlinearity in Historic CSR | Wim Van Lent, Montpellier Business School
Repeated Engagement in Misconduct by Executives Involved with Financial Restatements | Poonam Khanna, U. of Texas At San Antonio; Dina Krasikova, U. of Texas At San Antonio; Sarfraz Khan, U. of Louisiana- Lafayette; Stewart R. Miller, U. of Texas At San Antonio

1036: (Paper Session) - (SIM) International CSR and Firm Performance
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Encarnacion Guillamon Saorin, Department of Business Administration, U. Carlos III de Madrid
The Elephant in the Room: Corporate Social Underachievement in Developing Economies | Christian Hauser, Swiss Institute for Entrepreneurship; Erica Steckler, U. of Massachusetts, Lowell; Jose Godinez, U. of Massachusetts, Lowell
How do Business Groups Extract More Value from their CSR Investments in Emerging Markets? | Saptarshi Purkayastha, Indian Institute of Management, Calcutta; Kannan Ramaswamy, Thunderbird School of Global Management at ASU
The Impact of Corporate Social Responsibility on Distribution of Firm Performance | Hao Lu, U. of Calgary; Xiaoyu Liu, Saint Mary’s U.
S-Curve: The Relationship between Corporate Social Responsibility and Financial Performance | Kwen Wang, Qingdao U.

1037: (Paper Session) - (SIM) The Value of CSR
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Shujuan Xiao, U. of hong kong
Determinants of CSR Adoption: An Institutional and Social Network Approach | Arturo Briseno, U. Autónoma de Tamaulipas; Bryan W. Husted, Tecnologico de Monterrey
More than Just Being Nice: How CSR Can Help Mitigate the Agency Problem | Michael Greiner, Oakland U.; Jing Sun, Wayne State U.
Corporate Social Responsibility In Crisis Situations | Caitlin Ray, Darla Moore School of Business, U. of South Carolina
Managing CSR Initiatives to Maximize Business Impact: Inside the Black Box of CSR Strategy | Nicola C. Dragonetti, Sorbonne Business School; Frederic Dalsace, IMD Lausanne

1038: (Paper Session) - (SIM) Leadership Traits and Effects on (Ethical) Performance
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Jay Patrick Kennedy, Michigan State U.
Riding the Crest of Wave: CEO Narcissism and Corporate Social Responsibility Choice | Jing Chen, Xi’an Jiaotong U.; Zhe Zhang, Xi’an Jiaotong U.; Ming Jia, Northwestern Polytechnical U.
Linguistic Markers of CEO Hubris: Implications for Ethical and Social Issues in Management | Vita Akstinaite, Murdoch U.; Eugene Sadler-Smith, U. of Surrey
Do No Evil: CEO Humility, Corporate Social Irresponsibility, and Subsequent Actions | Amy Y. Ou, National U. of Singapore; Qian Lu, Nanjing U.; Guoli Chen, INSEAD; Chi-Nien Chung, National U. of Singapore

1039: (Paper Session) - (SIM) Stakeholder Hypocrisy
9:45am - 11:15am Boston Marriott Copley Place: Hyannis
Chair: Maria Jose Murcia, IAE Business School - Argentina
Integrating Normative, Descriptive, and Instrumental Approaches to CSR: The Role of Attributions | Elise Perrault Crawford, College of Charleston; Kelly G. Shaver, College of Charleston
CSR, Management Forecast Quality, and Financial Return: Function of CSR Fit | Jaehyun Choi, York U.-SSB

1040: (Paper Session) - (SIM) Engagement with Stakeholders
9:45am - 11:15am Boston Marriott Copley Place: Nantucket
Stakeholders’ Relationships as a Microfoundation for Open Innovation | Fernando Rosalina Da Silva Meireles, U. of Sao Paulo (FEA/USP); Joaao Mauricio Gama Boaventura, U. of Sao Paulo (FEA/USP); Jennifer Griffin, Loyola U. Chicago
Unpacking Stakeholder Management as a Practice | Pushpika Vishwanathan, U. of Amsterdam; Siri Nordland Boe-Lillegren, Amsterdam Business School, U. of Amsterdam

1041: (Paper Session) - (SIM) Dark Side of Employee-Employer Relations
9:45am - 11:15am Boston Marriott Copley Place: Orleans
Chair: Georg Kodydek, WU Vienna U. of Economics and Business
Linking Supervisor Bottom Line Mentality to Workplace Cheating Behavior | Mobina Farasat, National U. of Computer and Emerging Sciences; Akbar Azam, National U. of Computer and Emerging Sciences; Zeeshan Ali, National U. of Computer and Emerging Sciences
Families Under Pressure: The Dark Side of Calling, and What Can Be Done About It | Stephanos Anastasiadis, Royal Holloway, U. of London; Anica Zeyen, Royal Holloway, U. of London
Interplay of Exploitative Leadership & Fear of Negative Evaluation on Knowledge Hiding & Outcomes | Fauzia

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Chair: Viktorie Sevcenko, INSEAD

When to Put the Best to Rest: The Trade-off Between Star Human Capital and Firm Adaptation | Viktorie Sevcenko, INSEAD

Who Benefits Most From Making Firm-Specific Investments? The Case of Business School Associate Deans | Jeffrey H. Dyer, Brigham Young U.; David Kryscynski, Brigham Young U.; Shad S. Morris, Brigham Young U.; Christopher Law, U. of North Carolina

Winner Take All or Play it Safe? Effect of Loss Aversion and Prosocial Motivations on Choice of Incentive Structure | Benjamin King, U. of Maryland


Global Strategy and Competition
9:45am - 11:15am Boston Park Plaza: Cabot

Competitive Strategy and Heterogeneity Track
Chair: Guilhem Bascle, Catholic U. of Louvain


Incumbent Responses to a Low-Cost Entry: Empirical Evidence from the German Airline Industry | Marieke Funck, Paderborn U.

Firm Resources and Knowledge
9:45am - 11:15am Boston Park Plaza: Constitution

Competitive Strategy and Heterogeneity Track
Chair: Megan Lynn Lawrence, Vanderbilt U.

Prior Experience and the Emergence of Hierarchy in Young Firms | Megan Lynn Lawrence, Vanderbilt U.; Christopher Poliquin, UCLA Anderson School of Management

The Development of Asymmetric Contracting Capabilities: Exploring the Effect on Contract Design | Niklas Lars Hallberg, Lund U.

Market-Based Drivers of Gender Diversity: The Role of Indirect Client Ties | John Mawdsley, HEC Paris; Lionel Paolella, U. of Cambridge

To What Extent Do CEOs Matter for Firm Abnormal Profits Sustainability? | Jian Guan, Central South U.; Fang Deng, Central South U.; Dao Zhou, Central South U.
Session Details – Monday, 8:00 - 10:00 AM

**1048**: (Paper Session) - (STR) **Network Ties Among Managers**

*9:45am - 11:15am Boston Park Plaza: Emerson*

**Strategic Leadership and Governance Track**

Chair: *Daisuke Uchida*, Kyushu U.


**Purpose**

- Normative Pressure and Corporate Social Performance | *Jianan Li*, U. of Texas at Dallas; *Chunlin Liu*, Nanjing U.; *Yu Liu*, U. of Texas at Dallas

**1049**: (Paper Session) - (STR) **Resources for Change: Scope and Competition**

*9:45am - 11:15am Boston Park Plaza: Exeter*

**Corporate and International Strategy Track**

Chair: *Cameron Miller*, Syracuse U.

- From Litigation to Innovation: A Firm’s Ability to Litigate & Its Expansion Into New Domains | *Martin Ganco*, Wisconsin School of Business; *Cameron Miller*, Syracuse U.; *PuayKhoon Toh*, The U. of Texas at Austin
- How Do Interactions between Interfirm Real Options Affect Companies’ Investment Decisions | *Zhao Chen*, Rice U.

**1050**: (Paper Session) - (STR) **Individuals and Innovation**

*9:45am - 11:15am Boston Park Plaza: Grand Ballroom A*

**Innovation Strategy and Industry Dynamics Track**

Chair: *A-Sung Hong*, IESE Business School

- The Dark Side of Brokerage in Innovation: Quasi-experimental Evidence Using Broker Inventors’ Death | *A-Sung Hong*, IESE Business School
- Jack of All Trades or Master of One? A Typology of Inventors and Breakthroughs | *Anna Fung*, U. of Washington; *Charles Connaughton*, U. of Washington; *H. Kevin Steensma*, U. of Washington
- Jack of All Trades and Master of Knowledge: The Role of Diversity in Distant Knowledge Integration | *Frank Nagle*, Harvard Business School; *Florenta Teodoridis*, California Southern U.

**1051**: (Paper Session) - (STR) **CEO Effects & Corporate Purpose**

*9:45am - 11:15am Boston Park Plaza: St James*

**Strategic Leadership and Governance Track**

Chair: *Maximilian Franz-Josef Göbel*, U. of Salzburg, Austria

- The Role of Socioemotional Wealth in CEO Succession Decisions When Looking Beyond the Family | *Rocio Bonet*, IE Business School; *Cristina Cruz*, IE Business School; *Rob Langan*, IE Business School
- Examining the Effect of CEOs’ Elite Educational Ties and Minority Status on Human Capital Pipelines | *Matthew Josefy*, Indiana U. - Kelley School of Business; *Joseph Harrison*, Texas Christian U.; *Michael Deane Howard*, Texas A&M U., College Station

**1052**: (Paper Session) - (STR) **Strategies for Governing Alliances**

*9:45am - 11:15am Boston Park Plaza: Stuart*

**Cooperative Strategy Track**

Chair: *Tadhg Ryan-Charleton*, U. of Otago, New Zealand

- Flat in Alliances? Authority Delegation and Authority Reversion in Strategic Alliances | *Marvin Hanisch*, U. of Passau; *Carolin Haeussler*, U. of Passau; *Shivaram Devarakonda*, The Chinese U. of Hong Kong
- A Behavioral Perspective on the Co-Evolutionary Dynamics of Trust and Governance in Alliances | *Kerstin Neumann*, U. of Innsbruck; *Edoardo Mollona*, U. of Bologna; *Maurizio Zollo*, Imperial College Business School
- Routine Regulation as a Source for Managing Conflict within Alliances: An Integrative Framework | *Bryan Spencer*, Frankfurt School of Finance & Management; *Claus Rerup*, Frankfurt School of Finance & Management; *Carlo Salvato*, Bocconi U.
- Vertical Collaboration and Performance of Knowledge-Based Products: Evidence from Korean TV Drama | *Yongwook Paik*, KAIST College of Business; *Yujin Kim*, ShanghaiTech U.; *Ewan Rawley*, U. of Minnesota

**1053**: (Paper Session) - (STR) **International Strategy & Emerging Markets**

*9:45am - 11:15am Boston Park Plaza: White Hill*

**Strategic Entrepreneurship Track**

Chair: *Christina Bidmon*, UCP - Católica Lisbon School of Business & Economics

- Does Reputation Take the Train? Augmented and Intermediated Reputation-by-Affiliation | *Andy Wu*, Harvard Business School; *JiaMin Zhang*, Department of management and marketing, The U. of Melbourne
- New Business Model Implementation in Corporate Settings: The Importance of Cognitive Alignment Work | *Kirstin Bosbach*, TU Berlin; *Christina Bidmon*, UCP - Católica Lisbon School of Business & Economics; *Anne-Sophie Brillinger*, Katholische U. Eichstätt-Ingolstadt; *Rene Rohrbeck*, Aarhus U.
- Mastering Business Model Replication in a Digital World: Learning from the Telenor Experience | *Kristin Ringvold*,
Norwegian School of Economics and Business Administration; 
Nicolai J. Foss, Bocconi U.; Frank Elter, BI Norwegian Business School

Parenting Among Business Groups: An Emerging Market’s Perspective | Aniruddh Vishwanathan, Research Associate; Nupur Pavan Bang, Indian School of Business; Ramachandran Kavi, Indian School of Business

1054 JS: (STR, TIM) Managing Multi-Sided Platforms
9:45am - 11:15am Boston Park Plaza: Grand Ballroom B
Organizers: Asda Chintakananda, National Institute of Development Administration (NIDA); David McIntyre, Providence College; Arati Srinivasan, Providence College
Participants: Allan N Afuah, U. of Michigan; Kevin Boudreau, Northeastern & NBER; Tobias Kretschmer, LMU Munich; Aija Elina Leiponen, Cornell U.; Marshall Van Alstyne, Boston U.

1055 JS: (STR, TIM) Paving the Road to M&A Success: Antecedents, Processes, and Outcomes of Post-Merger Integration
9:45am - 11:15am Boston Park Plaza: Arlington
Organizers: Arianna Marchetti, INSEAD; Julia Bodner, INSEAD
Discussant: Melissa Graebner, The U. of Texas at Austin
Why Choose One? Complementarities between Technology Acquisitions and Hiring of Inventors | Arianna Marchetti, INSEAD; Philipp Meyer-Doyle, INSEAD; Ithai Stern, INSEAD
Acquired: Moshe Barach, Carlson School of Management; Weiyi Ng, National U. of Singapore; Toby E Stuart, U. of California, Berkeley
Physician Organization and Incentives in Childbirth | Ambar La Forgia, Columbia U.
The Effect of Employee Mobility on Post-Merger Performance | Julia Bodner, INSEAD; Andrew V. Shipilov, INSEAD; Kaisa E. Snellman, INSEAD
Multi-Pace Integration Approach, Situated Attention, and Firm Performance | Natalia Vuori, Aalto U.
Presenters: Ambar La Forgia, Columbia U.; Natalia Vuori, Aalto U.; Weiyi Ng, National U. of Singapore
Participants: Philipp Meyer-Doyle, INSEAD; Ithai Stern, INSEAD; Moshe Barach, Carlson School of Management; Toby E Stuart, U. of California, Berkeley; Kaisa E. Snellman, INSEAD; Andrew V. Shipilov, INSEAD

1056 JS: (STR, TIM, OMT) Resource Redeployment and Corporate Strategy
9:45am - 11:15am Boston Park Plaza: Georgian
Organizer: Teresa Antonia Dickler, IE Business School
Discussant: Marvin B Lieberman, UCLA Anderson School of Management
Resource Redeployment and Divestiture as Strategic Alternatives | Emilie Feldman, U. of Pennsylvania; Arkadiy V. Sakhartov, U. of I at Urbana-Champaign
Market Frictions, Resource Redeployability, and Establishment Growth | Timo Sohl, Pompeu Fabra U.; Tim Folta, U. of Connecticut
A Resource-Based Theory of Hyperspecialization and Hyperscaling | Gianluigi Giustiziero, Frankfurt School of Finance & Management; Deepak Somaya, U. of Illinois at Urbana-Champaign; Brian Wu, U. of Michigan
Lobby Resources and Economics of Scope | Benjamin Barber IV, IE Business School; Marco S. Giarratana, IE Business School; Juan Santalo, IE Business School
Participants: Nicholas Argyres, Washington U. in St. Louis; Benjamin Barber IV, IE Business School; Emilie Feldman, U. of Pennsylvania; Tim Folta, U. of Connecticut; Gianluigi Giustiziero, Frankfurt School of Finance & Management; Marco S. Giarratana, IE Business School; Luis Rios, The Wharton School, U. of Pennsylvania; Arkadiy V. Sakhartov, U. of I at Urbana-Champaign; Juan Santalo, IE Business School; Brian Silverman, U. of Toronto; Timo Sohl, Pompeu Fabra U.; Deepak Somaya, U. of Illinois at Urbana-Champaign; Brian Wu, U. of Michigan

1057 (Paper Session) - (TIM) Technology Strategy and Competition: Strategic Drivers of Innovation
9:45am - 11:15am Boston Hynes Convention Center: 110
Chair: Lars G. Bengtsson, Lund U.
Software-Based Innovation, Product Market Competition and Value Creation in the IT Hardware Industry | Keongtae Kim, Chinese U. of Hong Kong; Jeongsik Lee, Drexel U.; Anand Gopal, U. of Maryland
Strategic behavior in contests with heterogeneous agents: Evidence from the Field | Christoph Riedl, Northeastern U.; Tom Grad, WU Vienna U. of Economics and Business; Christopher Ulrich Lettl, WU Vienna U. of Economics and Business
The Impact of FAS 123R on Risk-Taking: Founder-CEOs and Innovation | Michael Hickfang, WWU Münster; Ulrike Holder, WWU Münster
Following the Herd? The Role of Information in Entering and Exiting Strategic Factor Markets. | Jason Sigler, Ohio State U.; Thomas M. Kluter, IESE Business School; Jaideep Anand, Ohio State U.

1058 (Paper Session) - (TIM) Ecosystems & Platforms: Platform Business Models
9:45am - 11:15am Boston Hynes Convention Center: 111
Chair: Phillip Calvin Anderson, U. of Illinois at Urbana-Champaign
Decreasing content novelty, business model change, and demand-side strategy | Pontus Huotari, LUT U., School of Business and Management
Managing Business Model Change in a Dynamic Environment | Carlos M. DaSilva, HEG School of Management Fribourg / HES-SO // U. of Applied Sciences Wes
The Great Firewall of China and Marketplace Disintermediation | Grace Gu, Harvard U.
Why to collaborate? Three approaches to innovation behind the transition from firms to ecosystems | Esko Hakanen, Aalto U.
1059  􏐈 (Paper Session) - (TIM) Human Aspects of Innovation: TIM Conversations - Collaboration and Diversity in Teams
9:45am - 11:15am Boston Hynes Convention Center: 203
Chair: Srikant Paruchuri, Pennsylvania State U.
Inventor Mobility, Team Technological Diversity, and Innovation | Melody Chang, Yale School of Management
Overcoming Integration Barriers in Team Innovation: The Role of Gender Composition | Tian Heong Chan, Emory U.; Goizuetza Business School; Steffen Keck, U. of Vienna; Haibo Liu, U. of California, Riverside; Wenjie Tang, National U. of Singapore

1060  􏐈 (Paper Session) - (TIM) Open Innovation:
Knowledge Sourcing and Flows
9:45am - 11:15am Boston Hynes Convention Center: 204
Chair: Wim Vanhaverbeke, Neoma Business School and ESADE Business School
A firm scientific community | Stefano Horst Baruffaldi, Max Planck Institute for Innovation and Competition; Felix Poegel, Max Planck Institute for Innovation and Competition
Knowledge Acquisition Obstacles Application: Qualitative Study on Collaborative R&D Project | Shohei Funatsu, Shohei Funatsu; Yasu Sugiya, Kyoto U.
Learning Dynamics in Vertical Relationships | Jose Mauricio Galli Gelelite, UMass Lowell; Francisco Polidoro, The U. of Texas at Austin; Ronaldo C. Parente, Florida International U.
Open-System Orchestration of Interfirm Knowledge Networks | Charlotte De Kort, LOURIM, Louvain School of Management; Paavo Ritala, LUT School of Business and Management; Benoit Gaillly, LOURIM, Louvain School of Management

1061  􏐈 (Paper Session) - (TIM) Innovation Processes:
Supply and Demand in Knowledge-Intensive Industries
9:45am - 11:15am Boston Hynes Convention Center: 205
Chair: Jiang Wei, Zhejiang U.
Iterative Multilevel Learning: Enabling Business Model Change in the Capital Goods Industries | Georg Windisch, ETH Zurich; Stefano Brusoni, ETH Zurich
Happiness as a Driver of Social Exchanges | Julien Cloarec, Toulouse School of Management; Lars Meyer-Waarden, Toulouse School of Management; Andreas Munzel, Toulouse School of Management
Testing an Addition to the Technology Acceptance Model (TAM) | Rishi Cooshnapea, Aoyama Gakuin U.; Sean Hackett, Aoyama Gakuin U.

1062  􏐈 (Paper Session) - (TIM) Technological Change: TIM Conversations - Incumbent Disruption
9:45am - 11:15am Boston Hynes Convention Center: 206
Chair: Nathan Furr, INSEAD
For Which Incumbents Are Digital Platforms Really a Threat? - The Role of Asset Ownership | Tim Meyer, Bocconi U.; Carmelo Cennamo, Copenhagen Business School
Radical, Disruptive, Discontinuous and Breakthrough Innovation: more of the same? | Adrian Kovacs, KU Leuven; Cristina Marullo, Scuola Superiore Sant’Anna; Dennis Verhoeven, KU Leuven; Bart Van Looy, KU Leuven
"Platformification" of Banking: Strategy and challenges of challenger versus incumbent banks in UK | Pinar Ozcan, Warwick Business School; Markos Zachariadis, Warwick Business School; Dize Dinkoč, Warwick Business School
Incumbent Success in the Era of Ferment: The Selection of the Next Generation of Technology | Susanne Van Der Velden, Tilburg U.; Mohammad Nasir Nasiri, Tilburg U.; Niels G. Noorderhaven, Tilburg U.; Henk Akkermans, Tilburg U.

1063  􏐈 (Paper Session) - (TIM) Organizational Learning & Search: Behavioral Perspectives on Innovation
9:45am - 11:15am Boston Hynes Convention Center: 207
Chair: Yevgen Bogodistov, Frankfurt School of Finance & Management
Novel Pursuits: The Interactive Role of CEO’s Scientific Knowledge and Scientist’s Business Knowledge | Elham Asgari, Virginia Tech; Devi R. Gnyawali, Virginia Tech; Manish Kumar Srivastava, Michigan Tech U.
Technology Advancement and Firm Performance: A Study of Sales Growth in the FPD Industries | Lihong Qian, Portland State U.; I-Chen Wang, Suffolk U.

1064  􏐈 (Paper Session) - (TIM) Organizational Innovation:
Networks and Innovation
9:45am - 11:15am Boston Hynes Convention Center: 208
Chair: Elisa Operti, ESSEC Business School
Loci of Dynamics in Field Networks and Their Impact on Innovation Outcomes of R&D consortia | Remco Stefan Mannak, Tilburg U.; Arjan Markus, Tilburg U.; Marius Meeus, Tilburg U.; Joerg Raab, Tilburg U.; Alexander Smit, assistant professor
Where Your Partner Is Matters: Alliance Centrality, Geographical Distance, and Knowledge Creation | John Dong, U. of Groningen; Killian J. McCarthy, U. of Groningen
Impacts of Strategic Similarities on Knowledge Flow in Inter-Firm Networks in Emerging Industry | Guannan Xu, Beijing U. of Posts and Telecommunications; Weijie Hu, Beijing U. of Posts and Telecommunications; Yuan Zhou, Tsinghua U.
Knowledge base decomposability: the role of alliances in the industry-wide network | Mario Vitale, Department of Business and Management, LUISS Guido Carli U.; Federica Brunetta, Department of Business and Management, LUISS Guido Carli U.

1065  ➔ SHCS: (TIM, SIM) Designing New Digital Divides: Tech Platforms' Myth of Inclusion Drives Exclusion
9:45am - 11:15am Boston Hynes Convention Center: 302
Distinguished Speaker: Ginni Rometty, IBM
Chairs: Amy Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.
Moderator: Jeffrey Sonnenfeld, Yale U.
Panelists: Rakesh Khurana, Harvard U.; Marc Rotenberg, Georgetown U.; Karsten Müller, Princeton U.; Carlos Schwarz, U. of Warwick; Cydney Dupree, Yale School of Management; Steven Brill, NewsGuard

Monday 10:15AM

1066 : (AAA) Conference Break
10:15am - 11:00am Boston Hynes Convention Center: Exhibition Hall A
Come enjoy refreshments and a light snack while you engage with your colleagues and browse the aisles of the Exhibit Hall.

Monday 11:00AM

1067 : (AAC) Southwest Academy of Management Business Meeting
11:00am - 12:30pm Boston Park Plaza: Longfellow

1068 : (PUBS) Meet the AMJ Editors
11:00am - 12:00pm Boston Hynes Convention Center: Exhibition Hall A
Come meet the incoming editor of AMJ, Laszlo Tihanyi, and the team of associate editors to learn their vision for the journal and tips on how to write a successful paper. All are welcome, so find us at the Publications booth in Exhibit Hall A.
Organizers: Michael Malgrande, Academy of Management; Susan Zaid, Academy of Management
Presenter: Laszlo Tihanyi, Texas A&M U.

Monday 11:30AM

1069 : (Paper Session) - (CAR) Mentoring and Career Outcomes
11:30am - 1:00pm Sheraton Boston Hotel: Beacon B
Chair: Victor Chen, U. of North Texas
 • I Will Do and I Can Do: How Spiritual Leadership Behavior Enhances Employee Career Growth Potential | Ting Wang, Southwestern U. of Finance and Economics; Fu Yang, Southwestern U. of Finance and Economics; Xiaoyu Huang, California State U., San Bernardino
The Careers Michael Driver Best Applied Paper Nominee
How Does Mentor Workplace Anxiety Influence Protégé OCB | Wang Linlin, Business School at Nankai U.; Wan Jiang, Tianjin U.; Zhaofang Chu, -
 • Too Good to be Mentored? Testing the Rising Star Hypothesis in Formal Mentoring | Chang-Ya Hu, National Chengchi U.; Sheng Wang, U. of Nevada, Las Vegas; Jui-Chieh Huang, National Taipei U. of Business

1070 : (Paper Session) - (CAR) Mobility and Careers
11:30am - 1:00pm Sheraton Boston Hotel: Gardner A
Chair: Federica De Stefano, The Wharton School, U. of Pennsylvania
High Mobility, a Curse or a Tool: A Multilevel Study of Career Mobility and Performance | Xin Wen, U. of Science and Technology of China; Lan Wang, U. of Science and Technology of China; Richard Cotton, U. of Victoria
Careers Best Student Paper Award Nominee
 • Exclusive Talent Management Practices: Reconciling Organizational and Boundaryless Careers? | Domitille Bonneton, Groupe ESC Clermont
 • Going the Distance in Career Research: Introducing Three Extensions for Optimal Matching Analysis | Torsten Biemann, U. of Mannheim; Katja Dlouhy, U. of Mannheim; Max Mühlenbock, U. of Mannheim / Germany

1071 • JS: (CAR, CMS, OMT) Reimagining Boundaries in Careers: Alternative Theoretical Perspectives
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom A
Emotions as Career Boundary: The Case of Pride | Stefanie Gustafsson, U. of Bath; Dan Karreman, -
Realist Social Theory and Skilled Migrants’ Reflexive Career Projects | Andrew Kozhevnikov, Coventry U.; Wolfgang Mayrhofer, WU Vienna; Steve Vincent, Newcastle U.; Tracy Scurry, Newcastle U.
The Sense and Making of Boundaries in Emergent Careers of Young Workers | Gloria Kutscher, Aalto U., Department of Management Studies; Wolfgang Mayrhofer, WU Vienna
What Happens to Refugee-Origin Entrepreneurs? | Monder Ram, Aston U.; Trevor Jones, Aston Business School; Maria Villares-Varela, Southampton U.; Sabina Doldor, Birmingham Business School
Participants: Andrew Kozhevnikov, Coventry U.; Steve Vincent, Newcastle U.; Hugh P. Gunz, U. of Toronto; Wolfgang Mayrhofer, WU Vienna; Stefanie Gustafsson, U. of Bath; Dan Karreman, -; Gloria Kutscher, Aalto U., Department of Management Studies; Monder Ram, Aston U.; Tracy Scurry, Newcastle U.; Trevor Jones, Aston Business School; Maria Villares-Varela, Southampton U.; Sabina Doldor, Birmingham Business School
The Careers Best Symposium Award Nominee

1072 • CAU: (CAU) The Impact of Technology and AI on Inclusive Organizations: Contributions and Challenges
11:30am - 1:00pm The Fairmont Copley Plaza Hotel: Back Bay Room
Organizer: Benjamin Falls, Claremont Graduate U.

1073 • CAU: (CAU) Organizational Neuroscience: Towards an Interest Group
11:30am - 1:00pm The Fairmont Copley Plaza Hotel: Commonwealth Room
Organizers: Sebastiano Massaro, Surrey Business School; David A. Waldman, Arizona State U.
1074 ☐ JS: (CM, OB) Revisiting Gender Entrepreneurship Research in a Post #MeToo World
11:30am - 1:00pm The Falmouth Copley Plaza Hotel: Forum Room
Over the last two years, the #MeToo Movement that began in the United States rapidly spread to several other countries, exposing instances of sexual assault/harassment of women (and also men) by individuals in positions of power. With the emergence and spread of the #MeToo Movement, activists have called for a re-examination of feminist theory (Calas, Smircich & Bourne, 2009; Fischer, Reuber & Dyke, 1993), suggesting that the trajectories the movement has taken exposed certain rifts within the feminist theory itself. While the impact, if any, of the #MeToo Movement on feminist theory, has not been examined in detail yet, the question arises as to whether gender entrepreneurship research, going forward, should consider the possible impact of the #MeToo Movement?
Organizers: Jun Li, U. of New Hampshire; Dev K. Dutta, U. of New Hampshire

1075 ☐ JS: (CM, OB) Understating the Social Aspects of Social Interaction
11:30am - 1:00pm Sheraton Boston Hotel: Clarendon AB
Organizer: James Dungan, U. of Chicago Booth School of business
You Can’t Handle the Truth! Self-Other Differences in Affective Forecasts During Disagreement | Charles A. Dorison, Harvard U.; Julia Alexandra Minson, Harvard Kennedy School
In High Offers I Trust: The Effect of First Offer Value on Economically Vulnerable Behaviors | Martha Jeong, Harvard Business School; Julia Alexandra Minson, Harvard Kennedy School
The Liking Gap in Conversations: Do People Like Us More than We Think? | Erica Boothby, Cornell U.; Gus Cooney, Harvard U.; Gillian Sandstrom, U. of Essex; Margaret Clark, Yale U.
We Need to Talk: People Overestimate the Negative Consequences of Confrontation | James Dungan, U. of Chicago Booth School of business; Nicholas Epley, U. of Chicago

1076 ☐ JS: (CM, OB, SIM) Theoretical and Empirical Insights into Ethical Decision Making: The Role of the Social Context
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax B
Chairs: Joseph P. Gaspar, Quinnipiac U.; Danielle E. Warren, Rutgers U.
Discussant: Bruce Barry, Vanderbilt U.
Authors: Jessica Alynn Kennedy, Vanderbilt U.; Nicole Stephens, Northwestern U.; Brian Gunia, Johns Hopkins U.; Valerie Suslow, Johns Hopkins Carey Business School; Tobey Scharding, Rutgers Business School; Mahak Nagpal, Rutgers Business School; Oyku Arkan, Rutgers Business School; Danielle E. Warren, Rutgers U.; Samuel Skowronek, The Wharton School, U. of Pennsylvania; Maurice Schweitzer, U. of Pennsylvania; Naomi Beth Rothman, Lehigh U.; Kristin Smith-Crowe, Boston U.; Kristiga Sankaran, U. of Utah; David Eccles School of Business; Joseph P. Gaspar, Quinnipiac U.; Redona Methasani, U. of Connecticut
Do Women Face a Higher Ethical Bar? Exploring Discrimination in the Punishment of Ethical Violations | Jessica Alynn Kennedy, Vanderbilt U.; Nicole Stephens, Northwestern U.
Negotiating the Ethically Questionable | Brian Gunia, Johns Hopkins U.; Valerie Suslow, Johns Hopkins Carey Business School
An Empirical Test of the Intersubjective Reflection Process on Ethical Decision-Making | Tobey Scharding, Rutgers Business School; Mahak Nagpal, Rutgers Business School; Oyku Arkan, Rutgers Business School; Danielle E. Warren, Rutgers U.
Is Emotional Ambivalence a Malleable Moral Compass? | Naom Beth Rothman, Lehigh U.; Kristin Smith-Crowe, Boston U.; Kristiga Sankaran, U. of Utah; David Eccles School of Business
Competitive Arousal and Deception in Negotiations: A Theoretical Model and Propositions | Joseph P. Gaspar, Quinnipiac U.; Redona Methasani, U. of Connecticut

1077 ☐ (Paper Session) - (CMS) Dark Side Case Competition
11:30am - 1:00pm Hilton Boston Back Bay: Lincoln
Chair: Virpi Orvokki Malin, U. of Jyväskylä
DARK SIDE CASE: Amazon.com, Inc. and the Human Cost of Fast Shipping | Debapratim Purkayastha, ICFAI Business School, IFHE, Hyderabad; Vijay Kumar Tangirala, Freelancer, Hyderabad
DARK SIDE CASE: Nestlé and Modern Slavery | Debapratim Purkayastha, ICFAI Business School, IFHE, Hyderabad; Syeda Maseeha Qumer, ICFAI Business School, Hyderabad
DARK SIDE Case: Rogue One: The Canadian Space Agency and “Understanding the [Non] Inclusive Organization” | Stefanie Ruel, John Molson School of Business, Concordia U.

1078 ☐ ☐: (Paper Session) - (CMS) Inclusion: Critical Re-Conceptualizations
11:30am - 1:00pm Hilton Boston Back Bay: Maverick B
Chair: Paulina Segarra, U. Anáhuac México
With the Best of Intentions? Men Attempting to Create Inclusive Organizations (WITHDRAWN) | Elisabeth K. Kelan, U. of Essex Business School
1079: (Paper Session) -(ENT) Entrepreneurial Cognition
11:30am - 1:00pm Boston Marriott Copley Place: Columbus I
Chair: Constant D. Beugre, Delaware State U.
Developing and Validating a New Measure of Opportunity Confidence | Per Davidsson, Queensland U. of Technology; Denis A. Gregoire, HEC Montreal; Maïke Lex, Leuphana U. Lüneburg
Is Opportunity Confidence a Matter of Thinking or Feeling? An Experimental Approach | Silvia Fernandes Costa, U. of Groningen; Arjan Frederiks, U. of Groningen; Joris Veldt, U. of Groningen
Courage to Seek, Habits to Find, Assurance of Reaping the Benefits | Tomasz Marek Mickiewicz, Aston Business School; Anneti Kaasa, U. of Tartu

1080: (Paper Session) -(ENT) Institutions and Entrepreneurship Policy
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Sharam Alijani, NEOMA Business School
Institutional Knowledge Spillovers | David Lucas, Syracuse U.; Caleb Fuller, Grove City College
Regulation, Job Creation, and the Role of Interdependent Hierarchical Institutions | David Lucas, Syracuse U.; Chris Boudreaux, Florida Atlantic U.
Institutional Schisms: The Impact of Intergovernmental Organizations on Entrepreneurship | Elizabeth Marie Moore, Northeastern U.; Luis Alfonso Dau, Northeastern U.; Kristin Brandl, Henley Business School, U. of Reading
Joint Effect of Institutional Profile and National Innovation System on Entrepreneurship Types | Mehdi Sharifi Khodbe, Canisius College; Amir Pezeshkan, U. of Baltimore; Anil Nair, Old Dominion U.

1081: (Paper Session) -(ENT) Entrepreneurial Learning
11:30am - 1:00pm Boston Marriott Copley Place: Massachusetts
Chair: Riccardo Nucci, School of Management, U. of Bath
Light Your Own Fire! Developing Entrepreneurial Orientation through Action Oriented Training | Ahmad Raza Bilal, Sohar U. Oman; Tehreem Fatima, Superior U. Lahore (Pakistan)
Learning from Role Models in Early-Stage Entrepreneurship: A Qualitative Processual Analysis | Riccardo Nucci, School of Management, U. of Bath; Orla Byrne, U. College Dublin; Dimo P. Dimov, U. of Bath
Failing to Learn from Failure: How Optimism Impedes Entrepreneurial Innovation (WITHDRAWN) | Mario Daniele Amore, Bocconi U.; Osrola Garofalo, Copenhagen Business School; Victor Martin-Sanchez, King's College London
Learning, Dynamic Capabilities and Firm Performance: The Case of Entrepreneurial Firms | Kilho Shin, Niagara U.; Nitin Kumar Singh, U. of Texas At Arlington; Liliana Pérez-Nordtvedt, U. of Texas At Arlington

1082: (Paper Session) -(ENT) Family Business
Succession
11:30am - 1:00pm Boston Marriott Copley Place: New Hampshire
Chair: Elena Casprini, U. of Siena
Parental Business Ownership and Their Children’s Miscalibration of Entrepreneurial Returns and Entry | Jason Greenberg, New York U.
Managing the Co-Habitation Process During Intra-Family Succession | Innan Sasaki, Lancaster U. Management School; Masahiro Kotosaka, Keio U. Japan
Ambivalence, Fragile Successions, and Private Benefits of Control in Family Firms | Alex Stewart, Memorial U. of Newfoundland
Family Leadership and CSR Decoupling: Founder-Descendant Differences of Socioemotional Wealth | Sang-Bum Park, Korea U. Business School

1083: (Paper Session) -(ENT) Judgments and Decisions
11:30am - 1:00pm Boston Marriott Copley Place: Orleans
Chair: Manoj Bayon, Pontificia U. Javeriana
Escalation of Commitment in Entrepreneurial Action: Relying on Your Own or Others’ Judgement | Alex Kier, Washington State U. Vancouver; Jeffery S. McMullen, Indiana U.; Bloomington; Donald F. Kuratko, Indiana U.
Project Failure, Error Orientation and Learning from Failure | Xiangming Tao, Royal Holloway, U. of London; Paul John Alexander Robson, Royal Holloway U. of London; Catherine L. Wang, Brunel U.
Opportunity Evaluation through Social Interactions and Entrepreneurial Micro-action | Sachidananda Benegal, Indian Institute of Management, Bangalore
What is Entrepreneurial Judgment, Anyway? | Mark D. Packard, U. of Nevada, Reno; Per L. Bylund, Oklahoma State U.

1084: (Paper Session) -(ENT) Entrepreneurial Team Cognition
11:30am - 1:00pm Boston Marriott Copley Place: Regis
Chair: Violetta Gerasymenko, Oregon State U.
Founding Team Homogeneity and Networking Strategy: Environmental and Organizational Factors | Lei Xu, U. of Wisconsin Whitewater; Juan Ling, Georgia College & State U.; Haemin Dennis Park, U. of Texas at Dallas
Does New Venture Team Power Hierarchy Enhance or Impair Venture Performance? It Depends | Wen Feng, Zhejiang U.; Qiongjing Hu, Zhejiang U.; Hao Ji, Ningbo U.
What Were We Thinking! The Consequences of Collective Appraisal for New Venture Teams | Michael Lerman, Iowa State U.; Melissa S. Cardon, U. of Tennessee; Timothy P. Munyon, U. of Tennessee, Knoxville; David W. Williams, U. of Tennessee

Shared Vision and Founding Team Reconfigurations: The Role of Prior Work Relations | Anne Tryba, Technical U. of Munich; Joern Hendrich Block, U. of Trier

1085 🟢: (Paper Session) - (ENT) Venture Capital: Issues and Challenges
11:30am - 1:00pm Boston Marriott Copley Place: Simmons Chair: Amanda Brickman Elam, Babson College

- A Drop in the Bucket: Venture Capital and Technology Spillovers | Roberto Santos, U. of Massachusetts, Lowell
- Safety Nets? Geographic Proximity, Social Ties and the Funding of Contentious Innovation | Magnus Torfason, U. of Iceland; Pavel Ivanov Zhelezovsky, Hong Kong U. of Science and Technology

Entrepreneurial Failure: A Black Mark or an Asset in Fundraising? | Anna Souakri, Doctoral student at ESCP Europe Business School; Regis Coeurederoy, Escc; Andrew Zacharakis, Babson College

- Partner Selection Strategies of Poorly Embedded VC Firms and Their Syndication Performance | Jigou Qi, The School of Economics and Management, Tsinghua U.; Wei Zhang, Tsinghua U.

1086 🟢: (Paper Session) - (ENT) New Entrepreneurship Research Agendas
11:30am - 1:00pm Boston Marriott Copley Place: Tremont Chair: Jan Reerink, Hamburg U. of Technology

- Developing the Genealogy of Family Business Internationalization Literature: Review & Research Agenda | Vincenzo Pisano, U. of Catania; Marco Galvagno, U. of Catania
- Factors Affecting SME Productivity: A Systematic Review and Research Agenda | Beldina Owilla, U. of Sheffield Management School; Cristian Gherhes, U. of Sheffield Management School; Tim Vorley, U. of Sheffield; Chay Brooks, U. of Sheffield Management School
- The Choices of Communities and Cultural Novelty in Entrepreneurship Science | Hannes W. Lampe, Hamburg U. of Technology; Jan Reerink, Hamburg U. of Technology

1087 🟢: (Paper Session) - (ENT) Insights from Entrepreneurial Practice
11:30am - 1:00pm Boston Marriott Copley Place: Vineyard Chair: Anindya Ghosh, Tilburg U.

- Entrepreneurship as Practice Extended: Emplacement in Entrepreneuring | Elena P. Antonacopoulou, U. of Liverpool; Ted Fuller, Lincoln Business School, Lincoln U., Lincoln, UK
- Imprinted Signal: Founding Team, Change & the 'Living Dead' | Anindya Ghosh, Tilburg U.

We Treat Them like Family: Dimensions of Compassionate Customer Service | Muhibul Haq, U. of Huddersfield; Julie Davies, U. of Huddersfield

- Role of Socialization in Business: Lessons from Dalit Enterprises | Prateek Raj, Indian Institute of Management, Bangalore; Pankaj Anand, Indian Institute of Management, Bangalore

1088 🟢: (EXH) ENGAGE. INSPIRE. CHALLENGE. TRANSFORM BY UTILIZING EXPERIENTIAL LEARNING
11:30am - 1:00pm Boston Park Plaza: Berkeley

Engaging students who want to learn is easy. Engaging students who just want to pass the class is where things get challenging. In this session, you will learn techniques to engage all your students! With simulations, it’s easy to put new business concepts to practice. Utilizing the Entrepreneurial Venture Strategy simulation by Marketplace, you’ll see first-hand how to better engage your students and turn phones and laptops into tools for creating discussion and competition opportunities that your students will love. Join us for a hands-on overview of our favorite entrepreneurial simulations.

1089 🟢: (GDO) International intersectionalities: Challenges and Opportunities for Diversity and Inclusion in IB
11:30am - 1:00pm Boston Park Plaza: Beacon Hill

Chairs: Stacey Fitzsimmons, U. of Victoria; Lee Martin, Deakin U. Speakers: Mustafa Ozbilgin, Brunel U.; Eddy S. Ng, Bucknell U.; Betina Agata Szkudlarek, U. of Sydney Business School; Mukta Kulkarni, Indian Institute of Management, Bangalore

1090 🟢: (Paper Session) - (GDO) Age, Generations, and Lifespan Changes at Work
11:30am - 1:00pm Boston Park Plaza: Berkeley
Chair: Yvonne Benschop, Radboud U. Nijmegen

- Engaging Employees through Intergenerational Contact: The Influence of Age Differences | Anne Burmeister, Rotterdam School of Management, Erasmus U.; Andreas Hirschi, U. of Bern; Hannes Zacher, Leipzig U.
- Linking Age Diversity to Organizational Performance: An Intellectual Capital Perspective | Yixuan Li, Purdue U.; Yaping Gong, Hong Kong U. of Science and Technology; Valeria Alterman, U. of Florida; Alexander Alonso, -; Samuel Robinson, SHRM
- Interactive Effects of Psychological Contracts and POS in Predicting Bridge Employment Intentions | Patrick Raymund Matutina Garcia, Macquarie U.; Prashant Bordia, Australian National U.
- Don’t Call Me a Millennial! Exploring the Impact of Generational Labelling on Younger Workers | Cody Brent Cox, St. Mary's U.; Friederike Buettner, St. Mary's U.; Cinthia Guevara, St. Mary's U. (San Antonio); Fabian Castro, St. Mary's U. (San Antonio); Adrian Guardia, Texas A&M U.; San Antonio; Amy Bohmann, Texas A&M U., San Antonio

1091 LGBTQ Workers 11:30am - 1:00pm Boston Park Plaza: Brandeis
Chair: Kevin England, Lynn U.
The Effect of CEO Political Ideology on Firms’ Support for LGBTQ Employees | David Weng, Vrije U. Amsterdam; You-Ta Chuang, York U.; Chris Zhang, York U.
When Transgender Employees Come Out: Perceived Support and Cultural Change in the Transition Process | Lizabeth A. Kleintop, Moravian College
Boon or Bane? The Business Case for Same-Sex Marriage Legislation | Arjun Mitra, U. of Illinois at Chicago; Smriti Anand, Illinois Institute of Technology Stuart School of Business; Wei Du, West Chester U. of Pennsylvania; Haizhi Wang, Illinois Institute of Technology
Gay and Lesbian Managerial Stereotypes: A Ten Year Comparison across Two Studies | Frank D. Golom, Loyola U. Maryland; Benjamin E. Liberman, Columbia U.; Mateo Cruz, Bentley U. - College of Business - Management Department

1092 New Perspectives on Diversity 11:30am - 1:00pm Boston Park Plaza: Brookline
Chair: Yuka Fujimoto, Sunway U.
Diversity as an Organizing Principle | Laura Dobusch, Radboud U., Netherlands; Waldemar Kremsler, Radboud U. Nijmegen
Relational Intersectionality: Addressing Institutionalized Inequality in Leadership Practice | Celina McEwen, Helena Liu, U. of Technology Sydney; Alison Pullen, Macquarie U.; Carl Rhodes, U. of Technology, Sydney
Theorising projectified selves in social media: Prosumption, postfeminism and class-as-achievement | Karin Berglund, Stockholm Business School; Monica Lindgren, KTH Royal Institute of Technology; Johann Packendorff, KTH Royal Institute of Technology

1093 Views of Inclusion 11:30am - 1:00pm Boston Park Plaza: Cabot
Chair: Alex Lindsey, U. of Memphis
Understanding Diversity Ideologies from the Target’s Perspective: A Review and Future Directions | Seval Gündemir, U. of Amsterdam; Astrid Carlotta Homan, U. of Amsterdam
Embrace Merit and Inclusion: Creative Gains from Linking Identity Conscious to Identity Blind Climate | Yang Yang, Rowan U.; Hao Chen, Tsinghua U.; Alison M. Konrad, Western U.; Orlando C Richard, U. of Texas at Dallas; Abdul Rahman Beydoun, Beirut Arab U.
In Search of Agency? Perceptions of Applicant Fit in Male-Dominated High-Status Contexts | Regina Dutz, Technical U. of Munich; Sylvia Hubner, TUM School of Management, Technical U. of Munich; Claudia Peus, Technical U. of Munich

1094 Perceptions of Female Leaders 11:30am - 1:00pm Boston Park Plaza: Clarendon
Chair: Gary N. Powell, U. of Connecticut
The Double-Bind Dilemma: The Effects of Female Star’s Defensive Helpings on Teammates’ Perceptions | Inhyun Han, U. of Virginia; Melissa C. Thomas-Hunt, Vanderbilt U.
Same Talk, Different Reaction? Emergent Leadership, Task-Oriented Behavior, and the Role of Gender | Sofia Schlamp, VU Amsterdam; Fabiola Heike Gerpott, WHU - Otto Beisheim School of Management; Sven Constantin Voelpel, Jacobs U. Bremen
Who Would You Rather Work For? The Effect of Gender on Employee Perceptions | Marilla Kingsley, Northeastern State U.; Dileen Crockett, Northeastern State U.

1095 Allies’ Motives, Merits and Missteps: How Dominant Group Members Can Promote Inclusive Organizations 11:30am - 1:00pm Boston Park Plaza: Exeter
Organizer: Tamar Admati Kreps, U. of Hawaii
Discussant: Dolly Chugh, New York U.
Allies for Whom? The Selfish and Selfless Values Underlying Allyship Engagement and Persuasiveness | L Taylor Phillips, NYU Stern; Dolly Chugh, New York U.
The Persuasive Strengths and Weaknesses of Ally vs. Self-Advocates | Michelle Katherine Chambers, U. of Utah, David Eccles School of Business; Tamar Admati Kreps, U. of Hawaii; Lauren Cheatham, U. of Hawaii
Self-Presentation in Interracial Settings: The Competence Downshift by White Liberals | Cydney Dupree, Yale School of Management; Susan Fiske, Princeton U.
Using The Amplification Technique to Correct Status Disparities | Tamar Admati Kreps, U. of Hawaii; Kristin Bain, U. of Utah; Nathan Meikle, U. of Utah, David Eccles School of Business; Elizabeth R. Tenney, U. of Utah, David Eccles School of Business

Presenters: L Taylor Phillips, NYU Stern; Michelle Katherine Chambers, U. of Utah, David Eccles School of Business; Cydney Dupree, Yale School of Management
Participants: Lauren Cheatham, U. of Hawaii; Susan Fiske, Princeton U.; Kristin Bain, U. of Utah; Nathan Meikle, U. of Utah, David Eccles School of Business; Elizabeth R. Tenney, U. of Utah, David Eccles School of Business
**1096** (Paper Session) - (GDO) New Findings on the Work-Family Interface
11:30am - 1:00pm Boston Park Plaza: Gloucester
Chair: Diana Bilimoria, Case Western Reserve U.


**1097** (JS: (GDO, CM) Beyond Biological Sex: The Importance of the Psychological Study of Gender in Organizations
11:30am - 1:00pm Boston Park Plaza: Cambridge
Chair: Katherine Kay Bae, U. of Michigan, Ross School of Business; David Mayer, U. of Michigan, Ross School of Business

Panelists: Joao Verona, Christian College, International University of America; Alice H Eagly, U. of Illinois at Chicago; Madeline E Heilman, U. of New Mexico; Min Young Yoon, Western Washington U.

Are Feminine Teams More Creative? | Alaina Segura, -; Katherine Kay Bae, U. of Michigan, Ross School of Business; David Mayer, U. of Michigan, Ross School of Business


Agency and Expressiveness as Dimensions for Male Leader Prototypes | Min Young Yoon, Penn State U.; Aparna Joshi, Penn State Smeal College of Business
Presenters: Katherine Kay Bae, U. of Michigan, Ross School of Business; Yanitsa Toneva, New York U.; Brendan Strejcek, Sauder School of Business, U. of British Columbia; Min Young Yoon, Penn State U.
Participants: Madeline E Heilman, New York U.; Maja Graso, U. of Otago; Karl Aquino, U. of British Columbia; Aparna Joshi, Penn State Smeal College of Business

**1098** (GDO, HR, OB) Relational Inclusion and the Disconnect Between Inclusive Practices and Experiences
11:30am - 1:00pm Boston Park Plaza: Hancock
Organizers: Jason Kanov, Western Washington U.; Holly Slay Ferraro, Seattle U.


**1099** (Paper Session) - (HCM) Role of Patients and Family Caregivers on Care and Outcomes
11:30am - 1:00pm Sheraton Boston Hotel: Beacon F
Chair: Patricia Satterstrom, New York U.

Social Disconnection among Frequent Users of Community Hospital Emergency Departments | Chris Louis, Boston U. School of Public Health; Victoria Parker, U. of New Hampshire

Healthcare Complaints as an Indicator of Hospital Safety Performance | Tom Reader, London School of Economics; Alex Gillespie, London School of Economics and Political Science

Influence of Caregiver Perceived Value of Physician on Adherence in Paediatric Long-term Treatment | Kritika Venkat Raman, Indian Institute of Technology, Madras; Nandan Sudarsanan, Indian Institute of Technology, Madras; Vijayalakshmi, IIT Madras

Exploring the Impact of Perceived Organizational Support in the Context of Patient Violence | Josianne Lamotte, U. de Montréal; Stéphane Guay, U. de Montréal; Richard Boyer, U. de Montréal

**1100** (Paper Session) - (HCM) Workforce Issues in Health Care Management
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom C
Chair: Amber Stephenson, The David D. Reh School of Business, Clarkson U.

Systematic Review: Patient-Nurse Ratio and Nurse Outcomes in Acute Care Hospitals | Herlinde Wynendaele, Ghent U.; Jeroen Trybou, Ghent U.; Ruben Willems, Ghent U.

An Alter-Centric Interpretation of Social Network Centrality in Health Care Organizations | Stefano Tasselli, Rotterdam School of Management, Erasmus U.; Balint Neray, U.’ della Svizzera Italiana; Alessandro Lomi, U. of Lugano

HCM Division Best Global Paper
Identifying Individual and Job-Related Determinants of Rating Distortion in Performance Appraisal | Federica Morandi, Catholic U. of Rome; Daria Angelozzi, G. D’Annunzio U. of Chieti-Pescara; Fausto Di Vincenzo, G. D’Annunzio U. of Chieti-Pescara

Generational Differences in Nursing: A Bridge Too Far? Generational Stereotypes and Self-Stereotypes | Annick Van Rossem, KU Leuven

Doctorpreneurs: Salience of the Professional Logic in Healthcare Entrepreneurship | Richard Scoresby, Ball State U.

**1101** (JS: (HCM, MED) Juggling Roles: Academic Physicians as Scientists, Managers, ... and also Clinicians
11:30am - 1:00pm Sheraton Boston Hotel: Beacon G
Chair: Philip A. Cola, Weatherhead School of Management, Case Western Reserve U.
Panelists: Ali Raja, Massachusetts General Hospital / Harvard Medical School; Joann Farrell Quinn, U. of South Florida

**1102** (Paper Session) - (HR) Perceptions of HR Practices and Systems  
11:30am - 1:00pm Westin Copley Place Boston: Defender  
Chair: Sargam Garg, California State U., Sacramento  
- Human Resources Management Applied by Manager or Perceived by Employee and Job Satisfaction | Laetitia Hauret, LISER Luxembourg Institute of Socio-Economic Research; Ludvine Martin, LISER Luxembourg Institute of Socio-Economic Research; Nessrine Omrani, PSB Paris School of Business; Donald R. Williams, Kent State U.  
- Do You See What I See? Manager-Employee HR Practices | Ying Wang, School of Economics & Management, Tongji U.; Alannah Rafferty, Griffith U.  
- The Influence of Human Resource Management Systems on Employee Job Crafting | Bin Hu, South China Normal U.; Aaron McCune Stein, Central South U.  
- Interplay between HPWS and Innovation: Evidence from Vietnamese Small Businesses | Hoa Do, Musashi U.  
- HRM Practices and Innovative Work Behavior: The Role of Work Engagement and Organizational Norms (Withdrawn) | Vaneeet Kashyap, Indian Institute of Technology Tirupati; Neha Verma, Jaipuria Institute of Management  
- High Performance Work Systems and Innovation Outcomes | Peter Gahan, U. of Melbourne; Max Theilacker, U. of Melbourne; Mladen Adamovic, U. of Melbourne  
- Lean Strategy and Innovation: The Role of Turnover Rate and Layoffs | Duckjung Shin, Chung-Ang U.; Mohammad Alam, U. of Lethbridge  

**1103** (Paper Session) - (HR) HR Systems and Innovation  
11:30am - 1:00pm Westin Copley Place Boston: Empire  
Chair: Ying Zhang, U. of Science and Technology Beijing  
- Interplay between HPWS and Innovation: Evidence from Vietnamese Small Businesses | Hoa Do, Musashi U.  
- HRM Practices and Innovative Work Behavior: The Role of Work Engagement and Organizational Norms (Withdrawn) | Vaneeet Kashyap, Indian Institute of Technology Tirupati; Neha Verma, Jaipuria Institute of Management  
- High Performance Work Systems and Innovation Outcomes | Peter Gahan, U. of Melbourne; Max Theilacker, U. of Melbourne; Mladen Adamovic, U. of Melbourne  
- Lean Strategy and Innovation: The Role of Turnover Rate and Layoffs | Duckjung Shin, Chung-Ang U.; Mohammad Alam, U. of Lethbridge  

**1104** (Paper Session) - (HR) HR and Dynamic Research  
11:30am - 1:00pm Westin Copley Place Boston: Essex North-Center  
Chair: Cinzia Dal Zotto, U. of Neuchatel  
- From Time Compression Diseconomies to Lag Effects: A Temporal Perspective on HRM | Achim Krausert, Warwick Business School  
- The Importance of Temporal Dimension in Workforce Management: Turnover-Hiring Synchronization | Hyesook Chung, Cornell U.  
- Winner of HR Division Best Student Paper Award  

- Commitment and Entrenchment through Life: A Look at the Context and the Trajectory of Workers | Diego Silveira Paim, U. of Sao Paulo (FEA/USP); Ana Carolina De Aguiar  
- Rodrigues, U. of Sao Paulo (FEA/USP); Sonia Maria Guedes Gondim, UFBA - Federal U. of Bahia

**1105** (Paper Session) - (HR) HR Assessments and Employee Responses  
11:30am - 1:00pm Westin Copley Place Boston: Essex North-West  
Chair: Rebecca Hewett, Rotterdam School of Management, Erasmus U.  
- Political Affiliation in Resumes: Loathing, Disidentification, and the Dark Side of Assessment | Philip L. Roth, Clemson U.; Phil Bobko, Gettysburg College; Jason Thatcher, Clemson U.; Wenxi Pu, Clemson U.  
- Multiple Speed Assessments Under Scrutiny: Are Their Ratings Reliable and Valid? | Christoph Nils Herde, Ghent U.; Filip Lievens, Singapore Management U.  
- Exclusive and Inclusive Talent Management: Preferred Fit with Organization Transformation Strategy | Yun Hsiang Chang, -; Ying-Jung Yeh, National Taiwan U. of Science and Technology; Meo Ho, National Taiwan U. of Science and Technology; Han-Yu Lee, NTUST  
- The Secret Afterlife of Feedback Interventions: How Social Sharing of Feedback Affects Performance | Frederik Anseel, King's College London  
- Searching for Competitive Advantage in the HRM/Firm Performance Relationship | Clint Chadwick, U. of Kansas  
- Time for Realignment: The HR Ecosystem | Scott A Snell, U. of Virginia  
- Presenters: Patrick Wright, U. of South Carolina  
- Carrots, Sticks and Performance: Is It Commitment, or Is It Commitment Plus Control? | Patrick Wright, U. of South Carolina

**1106** SHCS: (HR) Revisiting HR Alignment and Strategy  
11:30am - 1:00pm Westin Copley Place Boston: Great Republic  
Organizer: Shad S. Morris, Brigham Young U.  
Chair: Rebecca Rheinhardt Kehoe, Cornell U.  
- Presenters: Patrick Wright, U. of South Carolina; Scott A Snell, U. of Virginia; Clint Chadwick, U. of Kansas  
- Participant: Spencer Essman, Darla Moore School of Business, U. of South Carolina

**1107** (Paper Session) - (HR) HR and Employee Attitudes  
11:30am - 1:00pm Westin Copley Place Boston: Independence A  
Chair: Violetta Khoreva, Hanken School of Economics  
- The Curvilinear Relationship between Empowering Leadership, Work Passion and Job Performance | Lu Chen, U. of Electronic Science and Technology of China; William Ansah Appienti, U. of Electronic Science and Technology of China  
- Job Characteristics Needs-Supplies Fit/Misfit, Humane Orientation, and Organizational Commitment | Si-Hyun Kim, U. of La Verne; Maria Fernanda Wagstaff, The U. of Texas at El Paso; Giacomo Laffranchi, U. of La Verne  
- Transformational Leadership, HRM and Employee Attitudes | Mats Ehrnrooth, Hanken School of Economics; Maria Törnroos, Hanken School of Economics; Wilhelm Barner-Rasmussen, Hanken School of Economics  
- Dualistic Model of Passion and Value Congruence: A Phenomenological Approach | Sandra Lipchik, PhD Student; Vishal Arghode, Indian Institute of Management Nagpur

**Section D**
**1108 JS: (HR, CAR) Employer Branding and Images: Extending the Boundaries of Current Knowledge**
11:30am - 1:00pm Westin Copley Place Boston: Helicon
Organizer: Kang Yang Trevor Yu, Nanyang Technological U.
Discussants: Jerel Slaughter, U. of Arizona; Christopher Collins, Cornell U.
Presenters: Benjamin R. Pratt, Purdue; Kim Hoque, Warwick Business School; Rebecca M. Paluch, Sauder School of Business, U. of British Columbia; David A. Jones, U. of Vermont

**1109 SHCS: (HR, OB, CAR) Employee Overqualification: Advancing Supervisor, Career, and Research Design Perspectives**
11:30am - 1:00pm Westin Copley Place Boston: Staffordshire Ballroom
Chairs: Manuel J. Vaulont, Arizona State U.; Zhen Zhang, Arizona State U.
Discussant: Songqi Liu, Georgia State U.
A Career Opportunities Perspective on Overqualification | Barbara Körner, U. of Zurich; Maik Debus, U. of Zurich; Martin Kleinmann, U. of Zurich
Supervising the Overqualified Right: Leader Humility and a Self-Verification Mechanism toward Voice | Bilian Lin, Chinese U. of Hong Kong; Samuel Aryee, U. of Surrey; Zhen-Xiong Chen, Australian National U.; Haoying Xu, U. of Illinois at Chicago; Xiu Juan Zhang, Sun Yat-Sen U.; Dan Yang, Chinese U. of Hong Kong

**1110 (Paper Session) - (IM) HKUST Best Paper in Global Strategy Finalist**
11:30am - 1:00pm Hilton Boston Back Bay: Adams A
Chair: Kazuhiro Asakawa, Keio U. Japan
Linguistic Distance and Acquisition Completion: Evidence from Cross- Border Acquisition Waves | Mohammad Fuad, Indian Institute of Management Ahmedabad; Aja Singh Gaur, Rutgers U.
IM Division HKUST Best Paper in Global Strategy Finalist Connectivity and the Location of MNEs Across the Value Chain. Evidence from US Metropolitan Areas | Davide Castellani, Henley Business School, U. of Reading; Katuscia Lavoratori, Warwick Business School, U. of Warwick; Alessandra Perri, Ca’ Foscari U., Venice; Vittoria Giada Scaler, Amsterdam Business School, U. of Amsterdam
IM Division HKUST Best Paper in Global Strategy Finalist

**1111 (Paper Session) - (IM) Topics of International Management**
11:30am - 1:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Nandini Lahiri, American U.
Integrating Effort across Institutional Borders: A Case Study of Turkmenistan – China Gas Pipeline | Yongcheng Fu, Alliance Manchester Business School
The Daigou Business Model: Explanation and Implications | Chih-Hsien L. Hughes, De Montfort U.; Gerardus JM Lucas, Nottingham U. Business School; Dana L. Brown, De Montfort U.
Trade Shows and Proactiveness of International SMEs: Networking for Performance | Stephan Gerschewski, Henley Business School, U. of Reading; Natasha Evers, National U. of Ireland Galway; Anh Tuan Nguyen, U. of Goettingen; VNU U. of Economics and Business

**1112 (Paper Session) - (IM) CSR Policies, Practices & Stakeholder Relations**
11:30am - 1:00pm Hilton Boston Back Bay: Jefferson
Chair: Kathleen Park, Boston U.
A Parent-Firm’s CSR and a Subsidiary’s Intra-Firm Trade: The Mediating Role of Intangible Resources | Jae C. Jung, U. of Missouri, Kansas City; Jeoung Yul Lee, Hongik U.
Board of Director Attributes and CSR Adoption in Emerging Economy Firms: Evidence from Asia | Abdul Al Mamun, Charles Sturt U.
Leadership Multiculturalism and Corporate Social Responsibility in International Acquisitions | Kathleen Park, Boston U.; Frederick Wallace, Gulf U. of Science and Technology

**1113 (Paper Session) - (IM) Entry Mode and Location Decisions**
11:30am - 1:00pm Hilton Boston Back Bay: Maverick A
Chair: Jiatao Li, Hong Kong U. of Science and Technology
Beyond Traditional Determinants of FDI: Embeddedness and Location Decisions at Subnational level | Claudia Beatriz Batschauer Cruz, U. do Vale do Itajaí (UNIVALI); Dinorah Eliete Floriani, U. do Vale do Itajaí (UNIVALI); Mohamed Amal, Regional U. of Blumenau- FURB
Pyramids as an Entry Choice Mode: The Case of Sovereign Wealth Funds | Pedro Makhou, UCLA Anderson School of Management
Greenfield or Acquisition? The Role of Subnational Individualism-Collectivism in China | Luqun Xie, Shanghai Jiao Tong U.; Yang Yang, Zhejiang U.; Qingqing Zong, Shanghai U. of Finance and Economics; Qiatao Li, Hong Kong U. of Science and Technology
Microfoundations of Novelty in Foreign Locations—Exaptation in First-Time FDI Modes | Päivi Hanna Maria Aaltone, Lappeenranta U. of Technology; Lasse Torkkeli, Lappeenranta U. of Technology

1114: (Paper Session) - (IM) Expatriates and International Management
11:30am - 1:00pm Hilton Boston Back Bay: Westminster
Chair: Davina E. Vora, State U. of New York at New Paltz
Davina E. Vora, State U. of New York at New Paltz; Astrid Kainzbauser, Mahidol U.
Expatriate's Perceptions of Their Families Experiences of International Assignment | Dhara Shah, Griffith Business School, Griffith U.; Michelle Barker, Griffith U.; Rui Torres De Oliveira, Queensland U. of Technology; Miriam Moeller, U. of Queensland
Challenges of Conducting Experimental Research in IHMR: Review and Recommendations for Expatriation | Daniela Noethen, ESADE Business School / Ramon Llull U.; Rocio Alazar, ESADE Business School / Ramon Llull U.
To Share or Not To Share: How Deep-Level Similarity Impacts Expatriate Knowledge Sharing | Emmy Van Esch, The Open U. of Hong Kong; Flora Chiang, China Europe International Business School; Thomas A. Birch, U. of South Australia

1115: (MC) Taking a Closer Look at Workplace Coaching: The Role of Process and Contextual Factors
11:30am - 1:00pm Boston Park Plaza: Tremont
Organizer: Silja Christina Kotte, U. of Kassel
Chair: Donald D. Warrick, U. of Colorado, Colorado Springs
Discussant: Lucinda Parmer, Southeastern Oklahoma State U.
A Third Generation of Workplace Coaching: Overview, Success and Hard-learnt Lessons | Anthony Grant, U. of Sydney
Effectiveness of Coaching on Well-being, Coping and Cognitive Performance of Insolvent Entrepreneurs | Dominika Wach, Technische U. Dresden; Carsten Christoph Schermuly, SRH U. Berlin; Jürgen Wegge, Technical U. of Dresden; Clemens Kirschbaum, Technical U. of Dresden
Difficult Situations during Workplace Coaching from the Perspective of Coaches | Silja Christina Kotte, U. of Kassel; Jannik Zimmermann, U. of Kassel; Heidi Möller, U. of Kassel
A Theoretical Framework of Culturally- and Context-Sensitive Workplace Coaching | Gil Bozer, Sapir Academic College; Marianna Delegach, Sapir Academic College

1116: (Plenary) - (MED) MED Keynote & Welcome Address
11:30am - 1:00pm Sheraton Boston Hotel Back Bay Ballroom A
Keynote title: Planes, Trains and Automobiles: Getting Where you Want to go in Management Learning and Education (and Having Fun Along the Way) All are welcome!
Division Chair: Paul Hibbert, U. of St Andrews
Program Chair: Sabine Hoidn, U. of St. Gallen
Distinguished Speakers: Jean M. Forray, Western New England U.; Kathy Lund Dean, Gustavus Adolphus College

1117: (Paper Session) - (MH) Debates: Some Old, Some New
11:30am - 1:00pm Boston Marriott Copley Place: Yarmouth
Chair: Foster B. Roberts, Auburn U. At Montgomery
German Idealism and English Romanticism: Roots of Postmodernism and its Opposition to Capitalism | Bradley Gerald Bowden, Griffith U.
Not a History: Anti-History Reflections on the Call for a ‘Historic Turn’ in MOS | Albert J. Mills, Saint Mary's U., Canada/U. of Eastern Finland; Milorad Novicivic, U. of Mississippi
The Rhetorical Historic Turn and the Role of History in Strategy | Michael Rowlinson, U. of Exeter; William Foster, U. of Alberta; John S Hassard, U. of Manchester; Roy R. Sudbury, U. of Victoria

1118: (Paper Session) - (MOC) “Sticks and Stones May Break My Bones:” How Negative Experiences Relate to Creativity
11:30am - 1:00pm Westin Copley Place Boston: St George B
I Believe I Am Creative and Therefore Less Exhausted | Nina Yoon Kim, Cornell U.
Distracting Creativity: Cognitive Load and the Upward Bias of Creativity Evaluations | Goran Calic, McMaster U.; Nour El Shamy, McMaster U.; Kinley Kinley, McMaster U.; Scott Watter, McMaster U.; Khaled Hassanein, McMaster U.
Creative Jolts: Responses to Existantially Threatening Feedback by Early Stage Entrepreneurs | Tuukka Toivonen, UCL - Dept of Science and tech (UK); GLOCOM International U. of Japan; Onyaglanu Idoko, U. of Huddersfield; Harsh Kumar Jha, Newcastle U. Business School
Nonverbal Negative Expressivity, Team Voice Behavior, and Team Creativity | Weiyi Chen, Xi'an Jiaotong U.; Xinmei Liu, Xi'an Jiaotong U.; Neal M. Ashkanasy, U. of Queensland

1119: (JS) - (MOC, OB) Identity and Meaningful Work
11:30am - 1:00pm Westin Copley Place Boston: Essex North-East
Organizers: Gabriel Robert Sala, Boston College; Greg Fetzer, Boston College
Moderator: Michael G Pratt, Boston College
1120 JS: (MOC, OB, SAP) Intuition in Organizations: Making Sense of Intuition
11:30 am - 1:00 pm Westin Copley Place Boston: St George C
Organizers: Cinila Akinci, U. of St Andrews; Marta Sinclair, Griffith U.
Illuminating Leaders’ Intuitive Ways of Knowing with Metaphor
Heather Cairns-Lee, Surrey Business School
Making Sense of the Subjective Experience of Intuition | Cinila Akinci, U. of St Andrews; Wolfgang Garn, U. of Surrey; Eugene Sadler-Smith, U. of Surrey
Intuiting Process as Sensing Plus Sensemaking | Alina Bas, U. of Strathclyde Business School; Viktor Dorfler, U. of Strathclyde Business School; Marta Sinclair, Griffith U.
The Roles of Situation Awareness and Sensemaking in a Unified Model of Decision Making | Bjørn Tallak Bakken, Inland Norway U. of Applied Sciences; Thorvald Haerem, BI Norwegian Business School
Experience-Based “Genbaism” in Japan: Integrating Action, Knowledge, and Intuitive Thinking | Kazuhiro Isomura, CHUO U.; Izumi Mitsu, Nihon U.
Using an Evolutionary Perspective to Make Sense of Intuition
Martin Robson, New Zealand Institute of Education

1121 : (Paper Session) - (MSR) MSR: Leaders, Followers and Dyads
11:30 am - 1:00 pm Boston Marriott Copley Place: Grand Ballroom Salon B
Chair: Anastacia Mamabolo, GIBS / U. of Pretoria
Discussant: Stuart A. Allen, Robert Morris U.
→ Leading Followers to Become Organizational Citizens: A Test of Three-Way Interaction | Nguyen Phan Hanh Thao, Gachon U.; Seung-Wan Kang, Gachon U.
An Analysis of Implicit Leadership Theories and Explicit Behavior Within Religious Organizations | Krystin Zigian, U. of Kent; YingFei Héliot, U. of Surrey; Alan Le Grys, U. of Kent
The Effect of Leader-Follower Congruence in Mindfulness on Relationship Quality | Armin Pircher Verdoller, TUM School of Management, Technische U. München
MSR Best Paper
After All, I Care: The Dual Effect of Leader Humility on Employees Cooperative Behavior | Somayeh Bahmannia, U. of Otago; Darren Bharathanaran Karunanithi, U. of Northern British Columbia; Kevin B. Lowe, U. of Sydney; Michael Daniels, U. of British Columbia

1122 : (MSR) Creating Inclusive Organizations Through Wise Leadership, Servant Leadership & Inclusive Leadership
11:30 am - 1:00 pm Boston Marriott Copley Place: Grand Ballroom Salon J
Chair: Satinder Dhiman, Woodbury U.
Facilitators: Gary Roberts, Regent U.; Joanna Elizabeth Crossman, ICMS
Participants: Mark P. Kriger, BI Norwegian Business School; Eric Schockman, Woodbury U.; Kerri Heath, Pepperdine U.; Dung Tran, Cabrini U.

1123: (OB) A Ha Moment: Insights on the Antecedents and Effects of Humor and Laughter
11:30 am - 1:00 pm Sheraton Boston Hotel: Arnold Arboretum
Organizer: Thomas Bradford Bitterly, U. of Michigan, Ross School of Business
Discussant: Cecily Cooper, U. of Miami
Laughing in the Face of Tragedy: Seeking Humor versus Meaning to Cope with Negative Life Events | Trevor Spelman, Harvard Business School; Katherine Flaschen, Stanford Graduate School of Business; Alison Wood Brooks, Harvard U.; Jennifer Aaker, Stanford Graduate School of Business; Michael Norton, Harvard U.

1124 : (Paper Session) - (OB) Individual Perspectives on Prosocial Behavior
11:30 am - 1:00 pm Sheraton Boston Hotel: Back Bay Ballroom B
Chair: Jessica Siegel Christian, U. of North Carolina, Chapel Hill
Reversing the Pollyanna: Relationships between Core Self-Evaluations and Perceived Social | Xingshan Zheng, Shanghai Jiao Tong U.; Bingqing Wu, U. of Illinois at Chicago; Christina Li, U. of Iowa; Pengcheng Zhang, Huazhong U. of Science and Technology; Ningyu Tang, Shanghai Jiao Tong U.
→ Shedding some Light on the Blind Spots concerning Organizational Citizenship Behavior | Duysal Askun Celik, City U. of New York, Baruch College; Fatih Çetin, Nigde Omer Halisdemir U.
Proactive Personality and Employee Workplace Green Behavior: Applying Theory of Planned Behavior | Ziying Mo, Sun Yat-Sen U.; Matthew Tingchi Liu, U. of Macau

1125 : (OB) Recent Advances in Leader-Member Exchange Research
11:30 am - 1:00 pm Sheraton Boston Hotel: Beacon A
Organizers: Cécile Emery, U. of Exeter Business School; Robin Martin, U. of Manchester; Geoff Thomas, U. of Surrey
A State-Of-Art Review of Affect and Leader-Member Exchange in the New Millennium. | Herman Tse, Monash U.; Jooyeon Son, U. of Melbourne; Daejeong Choi, U. of Melbourne; Eun Kyung Lee, La Trobe U.
Examining the Effects of LMX Social Comparisons across Dyads on Employee Performance and Behaviors | Jungmin
1126 : (Paper Session) - (OB) Innovation at Work
11:30am - 1:00pm Sheraton Boston Hotel: Beacon D
Chair: Valentina Cucino, Sant’Anna School of Advanced Studies
How employee commitment affects innovation: Insights from Yin-Yang harmony cognition | Ta Chia Chin, zhejiang U. of technology; Luying Cao, zhejiang U. of technology; Richard Posthuma, The U. of Texas at El Paso
Work Stressors and Innovation: The Role of Empowerment and Controllability Attributional Style | Leni Chen, Hong Kong Baptist U.; Xinxin Lu, U. of Illinois at Chicago
Foreclosure Crisis or Financial Crisis: Explaining the Content and Conflict in Institutional Change (WITHDRAWN) | Alicia Eads, U. of Toronto

The relevance of the co-presence of engagement and empowerment among technology transfer managers | Valentina Cucino, Sant’Anna School of Advanced Studies; Alberto Di Minin, UC Berkeley; Irene Martelli, Sant’Anna School of Advanced Studies; Andrea Piccaluga, Scuola Superiore Sant’Anna

1127 : (Paper Session) - (OB) Psychology of Positive Behavior
11:30am - 1:00pm Sheraton Boston Hotel: Beacon E
Chair: Kate Marie McCombs, Florida Atlantic U.
Caring for Future, Living in the Present; Linking Future Work Self with Current Workplace Outcomes | Yaxi Shen, Australian National U.; Feng Guo, Tianjin U.; Chao Ma, Australian National U.; Shuojia Zhang, Australian National U.
Affective Organizational Commitment and Proactive Behavior | Wei-Gang Tang, HEC Montreal; Christian Vendenberghe, HEC Montreal
Perceived organizational support and self-leadership: Role of psychological empowerment | Sanjay Kumar Singh, Abu Dhabi U.; Abdul-Nasser El-Kassar, Lebanese American U.; Elissar Abdul Khalek, Adnan Kassar School of Business, Lebanese American U., Beirut, Lebanon

1128 : (Paper Session) - (OB) Drivers of Creativity
11:30am - 1:00pm Sheraton Boston Hotel: Beacon H
Chair: Karoline Evans, U. of Massachusetts, Lowell
Elaborating the Effects of Shared Leadership on Individual and Team Creativity | Yating Wang, National U. of Singapore
Pursuing Nascent Ideas in Circus Groups: The Role of Interaction Dynamics and Shared Emotions | Yingying Hua, U. College London
Paradox Mindset and Innovative Work Behavior: Based on Self-determination Theory | Yanjun Liu, School of Labor and Human Resources, Renmin U. of China; Shiyong Xu, Renmin U. of China

1129 : (Paper Session) - (OB) Leadership and Emotions
11:30am - 1:00pm Sheraton Boston Hotel: Berkeley AB
Chair: Susnil Nifadkar, Georgia State U.
Why do powerful leaders feel less lonely? The mediating role of upward self-disclosure | Hodar Lam, Rotterdam School of Management, Erasmus U.; Meir Shemla, Rotterdam School of Management, Erasmus U.
Supervisors’ Resentment During Organizational Socialization: Effects on Newcomers’ Adjustment | Susnil Nifadkar, Georgia State U.; Wen Wu, Beijing Jiaotong U.
Beyond Emotion Valence: A New Focus on the Target of Leader Emotion Expression | Anthony Silard, California State U. San Bernardino
**1131 (Paper Session) - (OB) Ethical Leadership**
11:30 am - 1:00 pm Sheraton Boston Hotel: Constitution Ballroom A
Chair: Michael Lance Frazier, Creighton U.
- Ethical Leadership and Team-Member Role Performance: Exploring the Role of Leader Machiavellianism | Michael Lance Frazier, Creighton U.; Michael C. Jacezklo, Creighton U.
- The Ethics behind Supervisors’ I-deal Secrecy versus I-deal Transparency Decisions | Emma Ida Elisa Maria Raets, KU Leuven; Sophie Anna De Winne, KU Leuven; Nicky Dries, KU Leuven; Elise Marescaux, IESEG School of Management (LEM-CNRS 9221)

How Senior Leaders Shape the Values of Org. Members: A Trickle-down model of cultural leadership | Qing Qu, Tsinghua U.; Alim J. Beveridge, The U. of Nottingham, China; Ping Ping Fu, The U. of Nottingham, China; Kai Zhao, School of Labor and Human Resources, Renmin U. of China
Exploring Right-vs-Right Ethical Dilemmas: How Firefighters Experience and Manage Loyalty Tensions | Karim Ginena, U. of Virginia Darden School of Business

**OB Division Best Dissertation-Based Paper Award, sponsored by Wiley-Blackwell on behalf of the Journal of Organizational Behavior**

**1132 (Paper Session) - (OB) Abusive Supervision**
11:30 am - 1:00 pm Sheraton Boston Hotel: Constitution Ballroom B
Chair: Shannon G. Taylor, U. of Central Florida
- Examining the Role of Forgiveness in Daily Abusive Supervision | Kan Ouyang, Shanghai U. of Finance and Economics; Wing Lam, Hong Kong Polytechnic U.; Wai Kit Edward Tung, The Hong Kong Polytechnic U.; Ziguang Chen, City U. of Hong Kong; Yifeng Chen, Lingnan U.
- Triggers Boss’s Control-Freak: How Avoiding Feedback Makes a Perfectionist Leader Abuse Employees | Li Guo, Guanghua School of Management, Peking U.; Jack Ting-Ju Chiang, Peking U.; ChungJen Chien, -
- Job Crafting as a Response to Abusive Supervision: Toward A Conceptual Framework | Huda Masood, York U., Toronto; Leonard Karakowsky, York U.

**1133 (Paper Session) - (OB) New Developments in Charismatic-Transformational Leadership**
11:30 am - 1:00 pm Sheraton Boston Hotel: Dalton AB
Chair: Julia Kensing, Maastricht U., School of Business & Economics
- Dual-focused Transformational Leadership and Employee Creativity | Byung-Jik Kim, Korea Advanced Institute of Science and Technology (KAIST); Soojin Oh, Penn State U.; Tae-Yeol Kim, China Europe International Business School; Sungjin Park, Sungkyunkwan U.; Tae-Hyun Kim, Korea Advanced Institute of Science and Technology (KAIST)
- Transformational leadership: A cure for burnout? It depends on follower characteristics and behavior | Julia Kensing, Maastricht U., School of Business & Economics; Christoph Stöckmann, Seeburg Castle U.

Consequences of Dual-Level Transformational Leadership in Teams | Hairong Lu, Institute of Psychology, Chinese Academy of Sciences; Feng Li, Institute of Psychology, Chinese Academy of Sciences
Identification and Sense-making in Organizations | Leila Afshari, La Trobe U.

**1134 (Paper Session) - (OB) Team Leadership Dynamics**
11:30 am - 1:00 pm Sheraton Boston Hotel: Exeter AB
Chair: William D Spangler, Binghamton U.-State U. of New York
- Leaders’ Cognitive Style and Team Adaptive Performance: An Indigenous Chinese Perspective | Wen Pan, Macau U. of Science and Technology; Li-Yun Sun, Macau U. of Science and Technology
- Empowering Leadership and Follower Good and Bad Behaviour: A Dual Mediation Model | Arpana Rai, IMU; Minseo Kim, Hankuk U. of Foreign Studies

Why the Supervisor Abuses Subordinates? Team Performance, Regulatory Focus and Emotional Exhaustion | Xueling Fan, Renmin U. of China; Qiqi Wang, Renmin U. of China; Tao Cai, Renmin U. of China

**1135 (Paper Session) - (OB) Self-regulation in OB**
11:30 am - 1:00 pm Sheraton Boston Hotel: Hampton A
Chair: Tracy Hecht, John Molson School of Business, Concordia U.
Waiting to Advance? A Study of Trait and Situational Predictors of Career Procrastination Behaviors | Lin Zhu, JMSB, Concordia U.; Tracy Hecht, John Molson School of Business, Concordia U.
The Effect of Trait Core Confidence on the Relationship Between Job Characteristics and Engagement | Kathleen Linderman-Hill, St. Ambrose U.; Jessica Marie Greenwald, St. Ambrose U.
- Authentic (Mis)Fit: When Being Oneself Reduces Conflict and Improves Performance | Natalia Karelina, INSEAD; Laura Guillén Ramo, ESMT European School of Management and Technology; Hannes Leroy, Erasmus Research Institute of Management
- Core Self-Evaluation and Group Stressors: A Trait Activation Perspective on Employee Performance | Ashish Mahajan, Odette School of Business, U. of Windsor; Nidhi S. Bish, Management Development Institute Gurgaon, India

**1136 (Paper Session) - (OB) An Interdisciplinary Path for Intersectional Research**
11:30 am - 1:00 pm Sheraton Boston Hotel: Jamaica Pond
Organizer: Aditi Vashist, Washington U. in St. Louis, Olin Business School
Discussants: Patricia Faison Hewlin, McGill U.; Tina Wu, New York U.
Intersectionality - A Review Connecting Experiences of Gender with Race at Work | Rebecca Ponce de Leon, Duke U.; Ashleigh Shelby Rosette, Duke U.; Christy Zhou Koval, Eli
Broad School of Business, Michigan State U.; David A. Harrison, U. of Texas at Austin

Embracing our multiple identities to transform our organizations and societies. [Lakshmi Ramarajan, Harvard U.]

Can Female Leaders Mitigate the Negative Effects of Diversity? [Susan Perkins, U. of Illinois at Chicago; Jae He Cho, HKUST; Katherine W. Phillips, Columbia U.; Negin Toosi, Technion - Israel Institute of Technology]

An intersectional lens on social entrepreneurship: Doing good and doing well for whom or what? [Banan Ozkazanc-Pan, U. of Massachusetts, Boston; Emily Emily, Brown U.]

Presenters: Rebecca Ponce de Leon, Duke U.; Ashleigh Shelby Rosette, Duke U.; Lakshmi Ramarajan, Harvard U.; Emily Emily, Brown U.; Banan Ozkazanc-Pan, U. of Massachusetts, Boston; Susan Perkins, U. of Illinois at Chicago; Christy Zhou Koval, Eli Broad School of Business, Michigan State U.; David A. Harrison, U. of Texas at Austin

1137 📅: (Paper Session) - (OB) Pressures of Work
11:30am - 1:00pm Sheraton Boston Hotel: Republic A
Chair: Lixin Jiang, U. of Auckland
→ A Meta-analytic Investigation of Sources of Job Insecurity | Lixin Jiang, U. of Auckland; Xiaohong Xu, Old Dominion U.; Qiangxiong Weng, U. of Science and Technology of China
Too Tired from Helping: A Dual-Stage Model of OCB’s Implications for Performance | Tenglat Loi, Washington State U.; Kristine Kuhn, Washington State U.
Cognitive Demands and Error Management Climate Affecting Stres and Engagement: A Multilevel Study | Lea Christina Amares, Technical U. of Munich; Tanja Schwarzmuller, Technical U. of Munich; Prisca Borsi, KLU Hamburg
Occupational Injuries Among Burnt-out Workers: Interplay of Physical and Emotional Exhaustion | Bobbie Dirr, U.S. Air Force; Candice L. Thomas, Saint Louis U.; Christiane Spitzmueller, U. of Houston; Maryam Ahmad Kazmi, U. of Houston

1138 📅: (OB, HR, CM) To Be Heard or Not Heard: Effects of (Failed) Voice Behaviors on Managers and Employees
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom B
Organizers: Taeya Howell, Brigham Young U.; Michael Parke, London Business School
Discussant: Nathan Philip Podsakoff, U. of Arizona
Voice and Silence at Work: Unique Relationships with Psychological Safety, Impact, and Burnout | Elad Netanel Sherf, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Michael Parke, London Business School; Sofya Isaakyan, Rotterdam School of Management, Erasmus U.
Don’t Shoot the Messenger: Manager Reactions to Voice from Advocates | Taeya Howell, Brigham Young U.; Ethan Burris, The U. of Texas at Austin
Voice Justice: The Importance of Fair Process when Endorsing Voice (or Not) | Stephen Lee, U. of Washington, Seattle; Crystal I Chien Farh, U. of Washington; Szu-Han Lin, U. of Massachusetts, Amherst; Stephanie Myunghee Lee, Baylor U.

The Benefits of Speaking Up More Versus Less Over Time: Consequences of Voice Trajectories | Chak Fu Lam, City U. of Hong Kong; Laura L. Rees, Queen’s U.; Qiyong Du, City U. of Hong Kong

Presenters: Elad Netanel Sherf, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Taeya Howell, Brigham Young U.; Tomas M. Martinez, U. of Arizona; Stephen Lee, U. of Washington, Seattle; Chak Fu Lam, City U. of Hong Kong
Participants: Michael Parke, London Business School; Sofya Isaakyan, Rotterdam School of Management, Erasmus U.; Ethan Burris, The U. of Texas at Austin; Elizabeth McClean, U. of Arizona; Sijun Kim, U. of Arizona; Crystal I Chien Farh, U. of Washington; Szu-Han Lin, U. of Massachusetts, Amherst; Stephanie Myunghee Lee, Baylor U.; Laura L. Rees, Queen’s U.; Qiyong Du, City U. of Hong Kong

1139 📅: (OB, MOC) Improving Employees’ Well-Being and Performance through Recovery at Work
11:30am - 1:00pm Sheraton Boston Hotel: Olmsted
Organizer: Sooyeol Kim, National U. of Singapore (NUS)
Discussant: John P. Trougakos, U. of Toronto
Predictors of Micro-Breaks: A Self-Regulatory Resource Perspective | Sooyeol Kim, National U. of Singapore (NUS); Seonghee Cho, -; YoungAh Park, U. of Illinois at Urbana-Champaign
Knowledge Workers’ Workday Activities, Micro-Breaks, and Energy: Meetings as Constraints and Opportunities | Chen Zhang, Tsinghua U.; Gretchen Marie Spreitzer, U. of Michigan
Benefits and Drawbacks to Taking Breaks from Work for Well-Being and Job Performance | Jana Kühnel, Ulm U.; Christine Julia Syrek, U. of Trier; Tim Vahle-Hinz, Humboldt-U. zu Berlin; Jessica De Bloom, U. of Groningen
Making Time for Slack Time | Gillian Yeo, U. of Western Australia; Sharon Parker, Curtin Business School; Nicole Amanda Celestine, U. of Western Australia

Presenters: Chen Zhang, Tsinghua U.; Jana Kühnel, Ulm U.; Gillian Yeo, U. of Western Australia
Participants: Seonghee Cho, -; YoungAh Park, U. of Illinois at Urbana-Champaign; Gretchen Marie Spreitzer, U. of Michigan; Christine Julia Syrek, U. of Trier; Tim Vahle-Hinz, Humboldt-U. zu Berlin; Jessica De Bloom, U. of Groningen; Sharon Parker, Curtin Business School; Nicole Amanda Celestine, U. of Western Australia

1140 📅: (OB, OMT, STR) Machines vs Humans: How Can We Adapt Organizations to AI?
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax A
Organizers: Christina Fang, New York U.; Chengwei Liu, ESMT Berlin & U. of Warwick

1141 📅: (Paper Session) - (OCIS) Use of Digital Media for Public Communication with Consumers, Activists, and Other Stakeholders
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon K
Chair: DaJung Woo, U. of Tennessee, Knoxville
Session Details - Monday, 10:00 AM - 12:00 PM

**Worker Concerns, and Social Impacts**

**1144: (Paper Session) - (ODC) The Effects of Change**
11:30am - 1:00pm Boston Park Plaza: Charles River
Chair: Jim "Gus" Gustafson, -
The Impact of Group Change-related Voice on Managers’ Behavioral Support for Organizational Change | Stefanie Faupel, Heinrich-Heine U. of Dusseldorf
Membership Change in Advertising Teams: The Role of Market Knowledge and Task Elaboration | Afra Koulaei, U. of South-Eastern Norway; Fred Selnes, BI Norwegian Business School; Havard Ness, Buskerud U. College
Do CEOs Impact Their Organizations’ Capacity for Change and Firm Performance? An Empirical Analysis | Demian Gaetano Alexis Wilhelm, U. of Erfurt; Til Talaulicar, U. of Erfurt
Radically Self-Organized - Learnings from Transformation Towards Holacracy | Sabrina Schell, U. of Bern; Bischof Nicole, Hochschule für Angewandte Wissenschaften FHS St. Gallen

**1145: (Paper Session) - (ODC) Leading to Encourage Positive Reactions to Change**
11:30am - 1:00pm Boston Park Plaza: Windthrop
Leading to Encourage Positive Reactions to Change | Chair: Stephen Drew, -
The Trajectory of Engaging Transformation Processes: Three Cases and a Framework | Tobias Fredberg, Chalmers U. of Technology; Magnus Finnström, TruePoint Partners
Why Positive Leader Behavior is Good for Job Performance: A Mediation Study | Sehrish Shahid, RMIT U.; Michael Muchiri, RMIT U.; Adela Jana McMurray, RMIT U.; Fred Ochieng Walumbwa, Florida International U.; Harris Mazari, RMIT U.
The Impact of Psychological Capital on the Relationship between LMX and Adaptive Performance | Isuru Ekmini Dharmasiri Kirige, Deakin U.; Ingrid Nielsen, Deakin U.; Alexander Newman, Deakin U.; Andrea North-Samarzic, Deakin U.
Employees’ Appraisals of Organisational Change, Transformational Leadership, Engagement and Burnout | Sandra Catherine Buttigieg, U. of Malta; Pascale Daher, U. of Liverpool; Vincent Cassar, U. of Malta; Yves R.F. Guillaume, U. of Liverpool Management School

**Aspects of Virtual and Digital Work**

**1143: (Paper Session) - (OCIS) Psychological Aspects of Virtual and Digital Work**
11:30am - 1:00pm Boston Marriott Copley Place: Vermont
Chair: Mary Beth Watson-Manheim, U. of Illinois at Chicago
When Feeling Isolated Working in Distributed Teams: Its Antecedents and Consequences | Sut I Wong, BI Norwegian Business School; Steffen R. Giessner, Rotterdam School of Management, Erasmus U.; Marthe Nordengen Bertznen, U. of Oslo; Gillian Warner-Soderholm, BI Norwegian Business School

**Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper**
Panelists: Ken Freeman, Boston U. Questrom School of Business; Rebecca Henderson, Harvard U.; Kate Isaacs, MIT Sloan School of Management; David Langstaff, Aspen Institute Business and Society Program; Anjan Thakor, Washington U. in St. Louis, Olin Business School

1147 (Paper Session) - (OMT) Stepping into Job Seekers’ Shoes: New Advances in Understanding Supply-Side Labor Market Processes
11:30am - 1:00pm Boston Hynes Convention Center: 103
Organizers: Anjali M. Bhatt, Stanford Graduate School of Business; Matthew Corridore, McGill U. - Desautels Faculty of Management
Discussant: Matthew James Bidwell, U. of Pennsylvania
Gender and Job Application Sources in the Technology Sector | Emilio J. Castilla, Massachusetts Institute of Technology; Serge P. Da Motta Veiga, American U.; Francesco Sguera, UCP - Católica Lisbon School of Business & Economics
Outrunning the Past? Prior Employer Status and Job Matching in the MBA Labor Market | Roxana Barbulescu, HEC Paris; Rocio Bonet, IE Business School
Job Description Effects on Decision to Apply: A Within-Individual Analysis of Gender & Construal | Brian Rubineau, McGill U.; Jean-Nicolas Rey, McGill U.; Batia Mishan Wiesenfeld, New York U.
Haphazard Wording or Systematic Bias? The Prevalence of Gendered Language in US Job Postings | Matthew Corridore, McGill U. - Desautels Faculty of Management
Presenters: Emilio J. Castilla, Massachusetts Institute of Technology; Roxana Barbulescu, HEC Paris; Brian Rubineau, McGill U.
Participants: Serge P. Da Motta Veiga, American U.; Francesco Sguera, UCP - Católica Lisbon School of Business & Economics; Rocio Bonet, IE Business School; Jean-Nicolas Rey, McGill U.; Batia Mishan Wiesenfeld, New York U.

1148 (Paper Session) - (OMT) Collaboration and Interorganizational Relations
11:30am - 1:00pm Boston Hynes Convention Center: 108
Chair: Joerg Sydow, Freie U. Berlin
It's not that Obvious! When Do Interorganizational Big Data Technologies Allow Cooperative Dynamics? | Katharina Cepa, Aalto U. School of Business
Orchestrating Inter-Organizational Networks to Deliver Megaprojects | Jas Kaira, U. of Bath; Jens Roehrich, U. of Bath; Brian Squire, U. of Bath; Andrew Colin Davies, U. College London
Strategic Balance of Asymmetric Interdependence and Cross-Border Mergers & Acquisitions | Linqing Liu, Wuhan U.; Ziruo Chen, School of Economics and Management of Wuhan U.; Yi Yang Lu, Vanderbilt U.
The Role of Boundary Organizations in Collaborations between Incumbent Firms and Start-ups | Francesca Bacco, U. Ca’ Foscari of Venice; Anna Comacchio, U. Ca’ Foscari of Venice
Finalist for the OMT Division Best Paper on Entrepreneurship Award

1149 (Paper Session) - (OMT) Unpacking Organizational Routines: Dynamics, Replication, and Interaction
11:30am - 1:00pm Boston Hynes Convention Center: 109
Chair: Linda Rouleau, HEC Montréal
Acting in a Dynamic World: Pragmatism and Routine Dynamics | Dionysios Dionysiou, ALBA Graduate Business School; Kathleen M. Sutcliffe, Johns Hopkins U.
Replicating Routines through ICTs: Enacting Complementary Patterns of Augmentation and Adjustment | Joanna Maria Kho, U. of Queensland; A. Paul Spee, U. of Queensland; Nicole Gillespie, U. of Queensland
Configuring Routines: How Interdependence Is Enacted among Routines in Complex Ecologies | Brian Hilligoss, U. of Arizona
How Core Actors Coordinate Distal Actors in Organizational Routines | Thomas Luebcke, German Maritime Search and Rescue Service; Norbert Steigenberger, Jonkopings International Business School; Hendrik Wilhelm, U. Witten/Herdecke; Indre Maurer, U. of Goettingen
Finalist for the OMT Division Best International Paper Award
The Death of a Bundle of Organizational Routines | Angela Aristidou, Warwick Business School; Nicola Jane Burgess, Warwick Business School

1150 (Paper Session) - (OMT) Bridging Cultural and Strategic Gaps through Analogy
11:30am - 1:00pm Boston Hynes Convention Center: 201
Chair: Yuan Li, Saint Mary’s College of California
Seeking Socially Innovative Solutions to Complex Social Problems | Tomas Farchi, IAE - U. Austral; Danielle Logue, U. of Technology, Sydney; Pablo Daniel Fernandez, IAE Business School Argentina; Roberto Vassolo, IAE Business School, Argentina AND Pontificia U. Católica de Chile, Ingeniería Industrial
Finalist for the OMT Division Best International Paper Award
A Cognitive and Analogical Approach to the Market Competitiveness of Social Enterprises | Romain Boulounge, IESE

1151 (Paper Session) - (OMT) Legitimacy of Entrepreneurial Ventures
11:30am - 1:00pm Boston Hynes Convention Center: 202
Chair: Markus A. Höllever, UNSW Sydney & WU Vienna
The Role of Institutional Fields in Entrepreneurial Emergence and Venture Mortality | Helo Hanummer-Cole, U. of Oxford
Rising from the Ashes: How Ventures use Moralizing Narratives to Reform and Tackle Legitimacy Crises | Christian E. Hampel, Imperial College Business School; Elena Dalpiaz, Imperial College Business School
Decaying State, Crumbling Society: Illicit Violence and Private Business in Rural China | Dali Ma, Drexel U.; Xiaogang He, Shanghai U. of Finance and Economics; Chan Yang, Shanghai U. of Finance and Economics

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
### Session Details – Monday, 10:00 AM - 12:00 PM

#### 1152: (Paper Session) - (OMT) Categories and Performance
11:30 am - 1:00 pm Boston Hynes Convention Center: 207
Chair: Peer Fiss, U. of Southern California
- The Community Ecology of Concepts | Michele Piazzai, Amsterdam Business School, U. of Amsterdam; Min Liu, Durham U.; Martina Montauti, IE Business School
- (In)Congruence in Organizations' Positions in the Product Market and Audience Classification Scheme | Mijeon Kwon, U. of Michigan, Ann Arbor

#### 1153: (Paper Session) - (OMT) Learning from Failure
11:30 am - 1:00 pm Boston Hynes Convention Center: 209
Chair: Peter Micah Madsen, Brigham Young U.
- Attention Disorders in Organizations, Incompetence Traps and Business Failure | Dmitry Mikhail Khanin, Alfaisal U.; Adelina Gnanlet, California State U., Fullerton
- Learning from Failed Innovation Experiments | Ryan Angus, West Virginia U.; Matthew Barlow, U. of Nebraska–Lincoln; William S Schulze, U. of Utah

#### 1154: SHCS: (OMT) Situated Institutions: The Role of Place, Space and Embeddedness in Institutional Dynamics
11:30 am - 1:00 pm Boston Hynes Convention Center: 306
Organizers: Tina Dacin, Queen's U.; Tammar B. Zilber, Hebrew U. of Jerusalem
Discussant: Paul Tracey, U. of Cambridge
- The Role of Place in the Institutionalization of Environmental Conflicts | Barbara Gray, Pennsylvania State U.; Linda L. Putnam, U. of California, Santa Barbara
- The Library as a Place of Social Inclusion: Verbal and Visual Approaches of the NYPL | Silviya Svejenova, Copenhagen Business School; Eva Boxenbaum, Copenhagen Business School
- Situated Memory Making after an Extreme Disruption of the Local Social Order | Ewald Kibler, Aalto U.; Steffen Farny, Aalto U. School of Business; Dean Shepherd, U. of Notre Dame

#### 1155: SHCS: (OMT, MOC, ODC) Translation of Ideas and Practices: Expanding Theoretical and Methodological Approaches
11:30 am - 1:00 pm Boston Hynes Convention Center: 210
Chair: Jean M. Bartunek, Boston College
Panelists: Davide Nicolini, U. of Warwick; Dimitrios Spyridonidis, Warwick Business School; Jean-louis Denis, U. de Montréal; Steven H. Cady, Bowling Green State U.; Yi Ren, Boston College

#### 1156 SHCS: (OMT, OB, MOC) Brokers Behaving Badly
11:30 am - 1:00 pm Boston Hynes Convention Center: 208
Discussant: Marliia King, Yale U.
- Hidden Costs of Brokerage: Brokerage Behavior and Broker Exhaustion | Eric Quintane, U. de los Andes, Colombia
- The Mind of the Network Broker | Tiziana Casciaro, U. of Toronto
- Network Brokers and Bad Behavior | Ronald S. Burt, U. Of Chicago
- Brokers Who Burn Out: How Divide Between Brokerage Leads to Abusive Behavior | Martin J. Kilduff, UCL School of Management

### Thematic orientation: Teaching, Practice, International, Program Theme, Research, Diversity, Best Paper
1157  11:30am - 1:00pm Boston Hynes Convention Center: 309
Organizer: Liyue Yan, Robert H. Smith School of Business, U. of Maryland
Discussants: Giada Di Stefano, Bocconi U.; Anastasiya A. Zavyalova, Rice U.

Michelin is Coming to Town: Examining Organizational Reactions to the Entry of an Expert Evaluator | Saverio Dave Favaron, HEC Paris; Giada Di Stefano, Bocconi U.; Rodolphe Durand, HEC Paris
Motives for Feedback in Entrepreneurial Communities: The Role of Status on an Online Platform | Robert Vesco, Robert H. Smith School of Business, U. of Maryland; Bryan Kaiser Stroube, London Business School

1158  11:30am - 1:00pm Westin Copley Place Boston: America North
Organizers: Hovig Tchialian, Drucker School of Management; Timothy Hannigan, U. of Alberta; Derek Harmon, U. of Michigan
Panelists: Pedro Aceves, Bocconi U.; Jason Kiley, Oklahoma State U.; Lianne Lefsrud, U. of Alberta; Michael Pfarrer, U. of Georgia; Amir Goldberg, Stanford U.

Information Availability and Reevaluation of Status Influenced by Stealing Status: How Labor-Market Status Increase Firm Turnover | Justin Frake, U. of Michigan

1159  11:30am - 1:00pm Westin Copley Place Boston: Essex Center

(Plenary) - (ONE) ONE Plenary - Academic Activism for Sustainability
11:30am - 1:00pm Westin Copley Place Boston: America North
Organizers: Hovig Tchialian, Drucker School of Management; Timothy Hannigan, U. of Alberta; Derek Harmon, U. of Michigan
Panelists: Pedro Aceves, Bocconi U.; Jason Kiley, Oklahoma State U.; Lianne Lefsrud, U. of Alberta; Michael Pfarrer, U. of Georgia; Amir Goldberg, Stanford U.

1160  11:30am - 1:00pm Westin Copley Place Boston: America North

(Plenary) - (OSCM) OSCM Plenary Session
11:30am - 1:00pm Westin Copley Place Boston: America North
Organizers: Hovig Tchialian, Drucker School of Management; Timothy Hannigan, U. of Alberta; Derek Harmon, U. of Michigan
Panelists: Pedro Aceves, Bocconi U.; Jason Kiley, Oklahoma State U.; Lianne Lefsrud, U. of Alberta; Michael Pfarrer, U. of Georgia; Amir Goldberg, Stanford U.

1161  11:30am - 1:00pm Hilton Boston Back Bay: Copley
Chair: Jamie Levine Daniel, Indiana U. / Purdue U., Indianapolis
Structuring Service & Advocacy: Nonprofit Policy Advocacy as a Case of Organizational Hybridity | Erynn Elizabeth Beaton, Ohio State U.; Heather MacIndoe, U. of Massachusetts, Boston; Tian Wang, U. of Massachusetts, Boston

Institutional Logics as Contingent Resources in the Nonprofit Sector: A Logic Dependence Perspective | Hyunseok Hwang, Texas A&M U., College Station; Young-joo Lee, U. of Texas at Dallas

Square Peg Round Hole: Reconciling Divergent Logics in NPO Entrepreneurship | Michelle Quimette, Pace U.; Imran Chowdhury, Pace U.

Focused or Multiple Organizational Identities: Who Performance in Complex Environments? | Nick A. Mmbaga, U. of Tennessee, Knoxville; Jiaju Yan, U. of Tennessee, Knoxville; David Gras, U. of Tennessee

1162  11:30am - 1:00pm Hilton Boston Back Bay: Copley
Chair: Karl Rethemeyer, U. at Albany, State U. of New York
Buyer Power, Conflict & Status and its Influence on Supplier Satisfaction in Public Procurement | Frederik G. S. Vos, U. of Twente; Robbin Van Der Leij, U. of Twente; Holger Schiele, U. of Twente; Nick Praas, U. of Twente
Transformational Leadership and Follower's Energizing Network Centrality in Public Organizations (WITHDRAWN) | Kyoungjoo Choi, Chonnam National U.; Min-Jeong Kim, Chonnam National U.

Intermediate Organizations as Catalysts for Cross-sector Collaboration | Stephanie Antonia Maas, Erasmus U. Rotterdam; Lucas C.P.M. Meijls, Erasmus U. Rotterdam

1163  11:30am - 1:00pm Boston Park Plaza: Holmes
Chair: David Oliver, U. Of Sydney

Reshaping social position with open strategies: How a night market transforms into “super” market | Su Hua Ou, Soochow U.
Micro-foundations of organizational ambidexterity: functional flexibility in dynamic environments | Renee Rotmans, Rotterdam School of Management, Erasmus U.; Rick M.A. Hollen, Erasmus U. Rotterdam
The integration of greater inclusivity in strategy-making through the orchestration activities | Anna Plotnikova, Leeds U. Business School; Saeed Khanagha, Vrije U. Amsterdam; Krsto Pandza, U. of Leeds
(Re)aligning misaligned belonging and performing: how paradox facilitates company emergence | Corinna Galliano, U. of Sydney Business School; Jane Kirsten Le, WHU - Otto Beisheim School of Management

1164  11:30am - 1:00pm Boston Park Plaza: Newbury
Chair: Paula Jarzabkowski, City U. London

Innovating through Experiments: The Epistemic Nature of Experimenting in Practice | Meri Jalonen, Aalto U. School of Business; Kathrin Sele, Aalto U. School of Business
SAP Pushing the Boundary Award
Politics-within-Politics: Dismantling Decision-Making in Public Organizations through a Framing Lens | Eva-Lena Lundgren-Henriksson, Hanken School of Economics; Virpi Sorsa, Hanken School of Economics
Organizational paradoxes as triaileis: Evolving dynamics in paradox theory | Suvi Einola, U. of Vaasa; Marko Kohtamäki, U. of Vaasa; Rajiv Nag, Drexel U.
Session Details – Monday, 10:00 AM - 12:00 PM

1165: (Paper Session) - (SIM) The Commons and Public Goods
11:30am - 1:00pm Boston Marriott Copley Place: Columbus II
Chair: Joseph Scott Gladstone, U. of New Haven
Social Leadership: A Framework for Leadership for Commons | N Mozumder, U. of Cambridge
Comms Paradigm: Embedding Common Good and Collective Action | Laura Albareda, Lappeenranta U. of Technology; Alejandro G. Sison, U. of Navarra
Comms Generating Companies: What Does It Take To Be One? | Coline Serres, ULB - Solvay Brussels School; CERMI

1166: (Paper Session) - (SIM) Corruption in the Global Context
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Sana (Shih-chi) Chiu, U. of Houston
Pressure and Predisposition as Predictors of Wrongdoing | Reha Karadag, U. of Nebraska, Lincoln; Janet P. Near, U. of Nebraska, Lincoln
Corruption & Bank Profitability: Understanding Sustainable Financial Inclusiveness in ECOWAS Region | Cecilia Olukemi Yekini, Nottingham U. Business School; Ismail Adelopo, U. of the West of England; Robert Lloydking, U. of West of England
The Relationship between National Culture and Occupational Fraud Magnitude | Pratyush Nidhi Sharma, assistant professor; Tingting Chung, Chatham U.; Chih-Chen Lee, Northern Illinois U.; Jonathan Pinto, Imperial College London

1167: (Paper Session) - (SIM) Wrongdoing and Recovery
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Stefan Schembera, U. of Zurich
Political Ideology of the Board and CEO Dismissal Following Financial Misconduct | Usung David Park, Syracuse U.; Warren Boeker, U. of Washington, Seattle; David M. Gomulya, Singapore Management U.

1168: (Paper Session) - (SIM) CSR and Hypocrisy
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Georg Wernicke, HEC Paris
Controversies around CSR and SD: The Role of Stakeholders in the Spiral of Hypocrisy | Susana Esper, IESEG School of Management; Luciano Barin Cruz, HEC Montreal
Corporate Social Hypocrisy and Firm Sales | Georgios L. Kassinis, U. of Cyprus; Adam Austen Kay, U. of Queensland; Giorgos Papagiannakis, Athens U. of Economics and Business; Pavlos Vlachos, ALBA Graduate Business School
Pointing to "Bad Apples": Scapegoating as a Parachute Strategy for CSR Hypocrisy Crises | Mauro Fracaroli Nunes, NEOMA Business School; Camila Lee Park, NEOMA Business School

1169: (Paper Session) - (SIM) Corporate Governance: Stakeholders, Values, and Performance
11:30am - 1:00pm Boston Marriott Copley Place: Hyannis
Chair: Kenneth Silver, U. of Southern California
Should I Stay or Should I Go? The Role of Social Identity in Non-Executive Directors’ Tenure | Natalie Elms, Queensland U. of Technology; Johanne Grosvold, U. of Bath; Gavin Nicholson, Queensland U. of Technology
Separation Payments and Corporate Governance: An Ethical Perspective | Cyrine Ben-Hafaiedh, IESEG School of Management; Pierpaolo Pattitoni, U. of Bologna; Barbara Petracci, U. of Bologna
Making Organizations Non-Inclusive: Mandating Gender Diversity On Corporate Boards | Marla White, UT Arlington

1170: (Paper Session) - (SIM) Responses to Corporate Irresponsibility
11:30am - 1:00pm Boston Marriott Copley Place: Nantucket
Chair: Sara Marquez, De Montfort U.
Corporate Social Irresponsibility Attribution: Antecedents and Consequences | Ben Nanfeng Luo, Renmin U. of China; Rongrong Zhang, U. of Alberta; Zhirong Duan, Tsinghua U.; Chen Yang, School of Economics and Management Tsinghua U.; Lu Xing, Macquarie U.; Hong Su, Renmin U. of China; Dan He, Peking U.; Qing Gong, Georgia Institute of Technology; Xueqi Bao, Renmin U. of China
The Limits and Opportunities of CSR Engagement to Address Grand Challenges | Esther Henchken, U. College Dublin; Judith Schrempp-Stirling, GSEM - U. of Geneva
CSIR Karma: The Stock Market Reaction to Multifaceted Firms When a Negative Issue Arises | Soolim Park, George Washington U.
Who's to Blame? Exploring the Reputation Penalties of Corporate Irresponsibility Attributions | Giulio Nardella, U. of Reading; Stephen Branner, Macquarie U.; Irina Minodora Surdu, U. of Reading

1171: (Paper Session) - (SIM) The Role of Ideology and Identity
11:30am - 1:00pm Boston Marriott Copley Place: Provincetown
Chair: Ivana Zilić, DePaul U. Kellstadt Graduate School of Management
The Soft Side of Political Conservatism? The Bounded Effects of Political Conservatism on CSR | Jaehyun Choi, York U.-SSB; Yuval Deutsch, York U.
Business, Society and Subalternity: Revisiting Political CSR from a Creolized Perspective | Nolywé Delannoy, U. Laval; Natalia Aguilar Delgado, HEC Montreal
Corporate Responsibility

Corporate Forms: Innovations in Governance and Multi-National CSR Conduct?
Employees Stand up to, Report, or Stop Unethical Conduct?

1172: (Paper Session) - (SIM) International and Multi-National CSR
11:30am - 1:00pm Boston Marriott Copley Place: Wellesley
Chair: Seung-Hyun Lee, U. of Texas at Dallas
International CSR and the Role of Government: 'Direct' and 'Indirect' Policies | Jette Steen Knudsen, Tufts U.; Jeremy Moon, Copenhagen Business School

Group CSR Reputation and Value of Affiliated Firms: A Strategy Tripod Perspective | Yalan Xu, Chinese U. of Hong Kong; Xufei Ma, City U. of Hong Kong

Responsible Business in Myanmar: Comparing Perceptions from Domestic and Foreign Firms | Ralph Barkemeyer, Kedge Business School; Jason Miklian, U. of Oslo

Business-to-Business Conflicts and Environmental Governance in Global Supply Chains | Vivek Soundararajan, U. of Bath; Michael Bloomfield, U. of Bath

1173: (Conference) - (SIM, OB, MOC) Moral Heroism: What Makes Employees Stand up to, Report, or Stop Unethical Conduct?
11:30am - 1:00pm Boston Marriott Copley Place: Boylston
Organizers: Feng Qiu, U. of Oregon; Ke Michael Mai, National U. of Singapore
Discussant: David Mayer, U. of Michigan

Examining the Effects of Helping on Whistle-Blowing Behavior in Organizations. | Feng Qiu, U. of Oregon; Ke Michael Mai, National U. of Singapore; Aleksander P.J. Ellis, U. of Arizona
When Do Employees Speak Up Against Unethical Conduct? Team Stage and Moral Objection. | Kenneth Tai, Singapore Management U.; Maryam Kouchaki, Northwestern Kellogg School of Management

Presenters: Trevor Spoelma, U. of New Mexico; Kenneth Tai, Singapore Management U.; Anjier Chen, Pennsylvania State U.

1174: (SHCS) - (SIM, STR) The Purpose-Driven Corporate Forms: Innovations in Governance and Corporate Responsibility
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon I
Organizer: Kevin Levillain, Mines ParisTech

Panelists: Dana Brakman Reiser, Brooklyn Law School; Guenter Stahl, WU Vienna U. of Economics and Business; Blanche Segrestin, Mines ParisTech; Christian Voegtlin, Audencia Business School

1175: (Plenary) - (STR) The Next 50 Years of STR Scholarship: Looking Back to See Forward
11:30am - 1:00pm Boston Park Plaza: Grand Ballroom A
Distinguished panelists will reflect on the contributions made by the field of strategic management since STR’s founding was initiated 50 years ago; on current strengths and challenges for the field, and on promising directions to take the field forward for the next 50 years.
Division Chair: Xavier Martin, Tilburg U.

Distinguished Speakers: Jay B. Barney, U. of Utah, David Eccles School of Business; Donald C. Hambrick, Pennsylvania State U.; Anita McGahan, U. of Toronto
Panelist: Exequiel Hernandez, U. of Pennsylvania

1176: (Paper Session) - (TIM) Technology Strategy and Competition: Alliances
11:30am - 1:00pm Boston Hynes Convention Center: 107
Chair: Turanay Caner, North Carolina State U.

Network Failure in the Australian Biotechnology Field | Michael Gilding, Swinburne U. of Technology; Julia Brennecke, U. of Liverpool; Vikki Bunton, Swinburne U. of Technology; Dean Lusher, Swinburne U. of Technology; Peter Molloy, Swinburne U. of Technology

Marrying your best friend, what could go wrong? Investigating alliance-to-acquisition transitions | Holmer Kok, Stockholm School of Economics; Killian J. McCarthy, U. of Groningen

The interplay between trust and contracts in open innovation projects | Raihana Bahemia, Newcastle U. Business School; Paul Cousins, U. of Manchester

Balancing Coopetitive Value Dynamics in New Product Development Alliances with Experts | Ricarda B. Bouncken, U. of Bayreuth; Viktor Fredrich, U. of Bayreuth

Does it Pay to be Novel? The Selectivity Patterns of Scientists Applying for a Grant | Charles Ayoubi, EPFL; Michele Pezzoni, U. of Nice and Bocconi U.; Fabiana Visentin, Maastricht U., School of Business & Economics

Do horses matter less for innovation projects’ public funding? The contingency of experts’ experience | Lun Li, School of Economics and Management Tsinghua U.; Chengcheng Liu, Tsinghua U.

TTO’s Human Capital and Technology Transfer: Examining Staff’s Experience and Educational Background | Thiago J. C. C. Soares, Insper Institute of Education and Research; Ana Lúcia Vitale Torkomian, Federal U. of Sao Carlos; Marcelo S. Nagano, U. of São Paulo

1178: (Paper Session) - (TIM) Ecosystems & Platforms: Platform Competition
11:30am - 1:00pm Boston Hynes Convention Center: 111
Chair: Kyeonggook Park, Tilburg U.
A new way of seeing - combinations of Platform Strategies against Winner-take-all | Soon Goo Ahn, No Affiliation
How legitimacy and competition jointly shape innovation adoption: Evidence from digital platforms | Hye Young Kang, Singapore Management U.
Are On-Demand Platforms Winner-Take-All Markets? | David R. Keith, MIT Sloan School of Management; Hazhir Rahmandad, MIT Sloan School of Management
The impact of competition on Airbnb hosts’ effort to provide quality | Jörg Claussen, LMU Munich & Copenhagen Business School; Laura Krahe-Steinke, LMU Munich
The role of emotions in ‘ongoing’ product design decisions | Mercedes Bleda, U. of Manchester; Adrien Querbes, U. of Manchester; Mark P. Healey, U. of Manchester
Measuring a Design Attitude in Accelerating Social Innovation: Scale Development and Validation | Mariana V. Amatullio, Case Western Reserve U.; Kalle Lytyinen, Case Western Reserve U.; Jing Tang, Case Western Reserve U.
An Agent-Based Model of Miscommunication in Complex System Engineering Organizations | John Meluso, U. of Michigan; Jesse Austin-Breneman, U. of Michigan
Many People Are Saying: Discourse Distance Analysis of Technology Dominance Battles | Jacob Miller, Drexel U.; David Gafen, Drexel U.; Kai R. Larsen, U. of Colorado, Boulder; Vadake Narayanam, Drexel U.

1179: (Paper Session) - (TIM) Human Aspects of Innovation: Individuals and Innovation
11:30am - 1:00pm Boston Hynes Convention Center: 203
Chair: Roshni Ravendran, U. of Virginia Darden School of Business
Enhancing innovation in organizations: the role individual creativity | Noufou Ouedraogo, MacEwan U.; Mohammed Laid Ouakouak, Gulf U. of Science and Technology; Tarek Salem, MacEwan U.
IT Impact on Innovation at the Individual and Group Level – A Literature Review | Stanislav Mamonen, Montclair State U.; Richard Peterson, Montclair State U.
Lone Inventors and Technological Novelty | Daniel Ljungberg, U. of Gothenburg

1180: (Paper Session) - (TIM) Open Innovation: TIM Conversations - Crowd-based funding and evaluation
11:30am - 1:00pm Boston Hynes Convention Center: 204
Chair: Henning Piezunka, INSEAD
From Crowdfunding to Commercializing: New Ventures’ CSR Communication and the Sharing Economy | Ana Cristina O. Siqueira, William Paterson U.; Pedro Tonhozi De Oliveira, Western Kentucky U.
Winners Earn, Losers Learn? The Effect of New Venture Success on Crowd funders’ Investment Decisions | Jan-Niklas Wick, Hamburg U. of Technology; Christoph Ihl, Hamburg U. of Technology
The Crowd for Lemons: Venture Investors’ Perceptions of an Equity Pecking Order | Michael Maximilian Moedl, Max Planck Institute for Innovation and Competition
Revealing Hidden Treasures: The Crowd’s Evaluation in Organizational Idea Selection | Lisa Wimbauer, U. of Passau; Patrick Figge, U. of Passau; Carolin Haeussler, U. of Passau

1181: (Paper Session) - (TIM) Innovation Processes: Multi-level Design Processes
11:30am - 1:00pm Boston Hynes Convention Center: 205
Chair: Margaret Dalziel, U. of Waterloo

Thematic orientation: □Teaching | ◦Practice | ☐International | ◆Program Theme | □Research | ◦Diversity | □Best Paper
Monday 11:45AM

1185 : (ITC) ITC Committee Meeting
11:45am - 12:45pm Hilton Boston Back Bay: Belvedere Ballroom, Salon B
This meeting brings together the members of the International Theme Committee in charge of the various awards, past members but also AOM members interested in contributing to the International Theme Committee in the future.

Monday 12:00PM

1186 : (ICW) JMS Editorial Board Meeting
12:00pm - 2:00pm Westin Copley Place Boston: America Center
JMS Editorial Board Meeting - by invite only
Organizer: Joanne Cheseldine, Journal of Management Studies

1187 : (PUBS) Annals Outgoing Editors Reception
12:00pm - 1:30pm Sheraton Boston Hotel: Republic B
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenters: Kimberly D. Elsbach, U. of California, Davis; Daan Van Knippenberg, Drexel U.

Monday 1:00PM

1188 : (ITC) Carolyn Dexter Award Reception
1:00pm - 2:00pm Hilton Boston Back Bay: Washington
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 (ITC), which sponsors the Dexter Award. The ITC also sponsors two other awards (Emerald Best International Symposium Award and the Emerald Best International Dissertation Award), whose winners will also be announced during the Dexter Award Reception.

1189 : (MED) MED Board and Past Chairs' Luncheon and Meeting
1:00pm - 3:00pm Sheraton Boston Hotel: Back Bay Ballroom D
By invitation only
Division Chair: Paul Hibbert, U. of St Andrews
Division Chair-Elect: Kim Gower, U. of Mary Washington

Monday 1:15PM

1190 : (Paper Session) - (CAR) Gender and Careers
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon B
Chair: Heather J. McGregor, Heriot Watt U.
Gender and Mobility Preferences: The Moderating Effects of Organizational and Occupational Contexts | Jiali Duan, UNSW Business School, Australia
Borrowed Social Capital, Gender and Boundaryless Careers: Evidence from Intra-Profession Marriages | Yasaman Gorji, John Molson School of Business, Concordia U.; Michael Carney, Concordia U.; Rajshree Prakash, Lancaster U.
How Japanese Career Women Experience and Respond to Perceived Status Inconsistency | Markus Reeves, reeves

Pudelko, U. of Tuebingen; Stefan Volk, U. of Sydney; Helene Tenzer, U. of Tuebingen
Fatherhood in Transition: The Impact of Involved Fathering on Women's Careers | Christine Deborah Bataille, Ithaca College; Emma Hyland, Ithaca College

1191 : (Paper Session) - (CAR) Self-Directed Careers and Outcomes
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A
Chair: Michael B. Arthur, Suffolk U.
Self-Initiated Expatriates' Career Success: Milad Jannesari, School of Business, Zhejiang U. City College; Sherry E. Sullivan, Bowling Green State U.
The Careers Best Overall Paper Award Nominee
Self-Initiated Expatriates: Psychological Contracts and Host Country Language Proficiency | Johannes Marcelus Kraak, Toulouse Business School; Renaud Lunardo, Kedge Business School; Yochanan H. Altman, IPAG Business School
The Careers Best International Paper Award Nominee

MONDAY
Session Details – Monday, 12:00 - 2:00 PM

School of Management

Participants: Epstein

Inclusive? Assessment and Planning for More Inclusion

Organizers: Bonnie Cheng, Hong Kong Polytechnic U.; Sue A. Epstein, State U. of New York Empire State College


11:15pm - 2:45pm The Fairmont Copley Plaza Hotel: Back Bay Room

Organizers: Bonnie Cheng, Hong Kong Polytechnic U.; Sue A. Epstein, State U. of New York Empire State College

1194 CAU: (CAU) Prevention is the Best Response: Using Education to Combat Sexual Harassment in the #MeToo Era

11:15pm - 2:45pm The Fairmont Copley Plaza Hotel: Commonwealth Room

Organizers: Lindsay Dhanani, Ohio U.; Andrew Pueschel, Ohio U.

1195 CAU: (CAU) Ethical Issues of Gamification in Organizations: Unifier, Divider, Enhancer or Detractor of Inclusiveness of People and Cultures?

11:15pm - 2:45pm The Fairmont Copley Plaza Hotel: Forum Room

Organizers: Anthony F. Buono, Bentley U.; Joseph W Weiss, Bentley U.

Participants: Aaron J Nurick, Bentley U.; David J. Yates, -

1196 CM: (CM) Fake News and Misinformation: Problems and Solutions

11:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B


A Behavioral Intervention to Reduce the Spread of Misinformation and “Fake News” on Social Media | David Rand, MIT Sloan School of Management; Gordon Pennycook, Hill Levene School of Business; Ziv Epstein, Massachusetts Institute of Technology; Mohsen Mosleh, MIT Sloan School of Management; Antonio Arechar, MIT Sloan School of Management


Seeking Misinformation and Deviance: The Authentic Appeal of Lying Demagogues | Minjae Kim, Northwestern Kellogg School of Management; Ezra Zuckerman, Massachusetts Institute of Technology

Presenter: Daniel A. Effron, London Business School

Participants: David Lazer, Northeastern U.; David Rand, MIT Sloan School of Management; Minjae Kim, Northwestern Kellogg School of Management

1197 JS: (CM, OB, HR) Frontiers of Social Hierarchy Research: Dynamics in Teams and Organizations

11:15pm - 2:45pm Sheraton Boston Hotel: Clarendon AB

Chairs: Hui Si Li, Cornell U.; Ya-ru Chen, Cornell U.

Discussant: Joseph Magee, New York U.

Getting Ahead by Tearing Others Down - When Are Status Challenges Effective | Jieun Pai, U. of California, Los Angeles; Jessica Alynn Kennedy, Vanderbilt U.; Corinne Bendersky, U. of California, Los Angeles

When Does Status Differentiation Benefit Team - The Moderating Role of Power Differentiation | Huisi Li, Cornell U.; Xue Yang, Nanjing U.; Ya-ru Chen, Cornell U.


The Effect of Norm Violation on Power Perception and Power Affordance | Min Zhang, U. of California, San Diego; Pamela K. Smith, U. of California, San Diego


1198 (Paper Session) - (CMS) Critical Investigations of Entrepreneurship

1:15pm - 2:45pm Hilton Boston Back Bay: Lincoln

Chair: Eline Jammaers, UCLouvain

Negotiating Age and Ageing: The Experiences and Response Strategies of Self-Employed Older Women | Elina Meliou, Aston Business School; Oliver Mallett, Newcastle U. Business School

Entrepreneuring after 50: The Liminal Identity Work of Older Emergent Entrepreneurs | Lucia Garcia-Lorenzo, London School of Economics and Political Science; Lucia Sell-Trujillo, U. of Seville; Paul Donnelly, Technological U. Dublin

Praying and Playing as Entrepreneuring: Inter-Corporeal Rituals in a High Security Prison | David Courpasson, EMLYON Business School; Claire Le Breton, EMLYON Business School; Ignasi Marti, EMLYON Business School

Enacting the Entrepreneurial Self: A Dispositional Analysis of Public-Private Innovation | Anne Abildgaard, Aalborg U.; Kenneth Molbjerg Jorgensen, Aalborg U.

Entrepreneur Discourse as a Cultural Tool to Gain Legitimacy: The Case of Uber and Ola in India | Shalini, Indian Institute of Management, Calcutta; Drhma Raju Bathini, Indian Institute of Management, Calcutta

Best Student Paper

1199 JS: (CMS, MH, OMT) The Defense of Corporate Power as a Political and Intellectual Project

1:15pm - 2:45pm Hilton Boston Back Bay: Maverick B

Chair: David Jacobs, Morgan State U.


1200 (Paper Session) - (ENT) Impacts of Effectuation

1:15pm - 2:45pm Boston Marriott Copley Place: Columbus I

Chair: Ona Akem, Nazarbayev U.

Harvesting More from Opportunities: Causation, Effectuation, and Venture Performance | Xiaodan Zeng, U. of Missouri, Kansas City; Cheng Shu, U. of Missouri, Kansas City; Bo Zou, Harbin Institute of Technology
Effectuation: An International Strategy to Prevent Entrepreneurial Emotional Exhaustion? | Patricia Strauß, RWTH Aachen U.; Andrea Greven, RWTH Aachen U.; Denise Fischer, RWTH Aachen U.

Insights into the Framework of Creative Destruction – The Influence of Effectual Orientation | Nicole Maria Deutch, RWTH Aachen U.; Andrea Greven, RWTH Aachen U.

Effectuation, Market Ambidexterity and Entrepreneurial Performance: Evidence from China | Wei Li, Chongqing U. of Technology; Xuecheng Yang, Chongqing U. of Technology; Qing Wang, U. of Warwick; Zhuzhu Feng, Chongqing U. of Technology

1201 (Paper Session) - (ENT) Entrepreneurial Support
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Gry Agneta Alsos, Nord U. Business School
Effects of Network Bricolage on Entrepreneurs’ Resource Creation | Frances Chang, Macquarie U.; Cynthia M. Webster, Macquarie U.


Outcomes of Government Entrepreneurship Support Programs for Innovation Driven Entrepreneurship | Saadat Saeed, Durham U.; Tazeeb Rajwani, U. of Surrey; Tahiru Azaaivile Liedong, School of Management, U. of Bath; Ali Raza, U. of Padova

1202 (Paper Session) - (ENT) Venture Capital: New Key Processes?
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon J
Chair: Maria Carolina Dams, Facultad de Ciencias Empresariales, U. Austral
Path Dependency in Ventures’ Capital Structures | Mikael Samuelsson, U. of Cape Town Graduate School of Business; Anna Söderblom, Stockholm School of Economics; Alexander McKelvie, Syracuse U.
How Does Patent Litigation Affect New Venture Funding? | Mingtao Xu, Purdue U., West Lafayette
1206 : (Paper Session) - (ENT) Processes in Entrepreneurial Teams
1:15pm - 2:45pm Boston Marriott Copley Place: Regis
Chair: Sanjay Goel, U. of Minnesota, Duluth
Team Aspects of Hobby-Based Entrepreneurship | Agnieszka Kwapisz, Montana State U.
Cultivating Dynamic Capabilities from Organizational Citizenship Behaviors in Entrepreneurial Teams | Robert J. Pidduck, U. of Oklahoma; Mark C Bolino, U. of Oklahoma; Thomas Keleman, U. of Oklahoma
Partnersing with Whom and How? Institutional Transition and Entrepreneurial Team Formation in China | Chenjian Zhang, U. of Bath; Guido Moelering, Witten/Herdecke U.; Yipeng Liu, Henley Business School, U. of Reading

1207 : (Paper Session) - (ENT) Social Entrepreneurship
1:15pm - 2:45pm Boston Marriott Copley Place: Simmons
12570 14211 14768 16643
Chair: Sharon Simmons, U. of Missouri, Kansas City
The Impact of Societal Attitudes about CSR on Social Entrepreneurship | Sumita Sarma, California state U. Bakersfield; Sharon Simmons, U. of Missouri, Kansas City
Strategic Orientations, Situational Characteristics, and Social Value Creation in Social Enterprises | Yingzhaon Xiao, Chinese U. of Hong Kong; Kevin Au, Chinese U. of Hong Kong; Zhen Liu, Shandong U.; Marta Katarzyna Dowejko, Hong Kong Baptist U.
Social Entrepreneurs and Institutional Traps | Dmitry Mikhail Khanin, Alfaisal U.; Rene Chester Goduscheit, Aarhus BSS, Aarhus U.
Social Intrapreneurship: Unique Challenges and Opportunities for Future Research | Elisa Alt, Anglia Ruskin U.; Thijis Geradts, Rotterdam School of Management, Erasmus U.

1208 : (Paper Session) - (ENT) Entrepreneurs and the Media
1:15pm - 2:45pm Boston Marriott Copley Place: Tremont
Chair: James Bort, Syracuse U.
The Story Behind the Story: Microfoundations of Hybrid Communication by Microenterprises | Todd W. Moss, Syracuse U.; Maija Renko, U. of Illinois at Chicago; James Bort, Syracuse U.
Listening to the Buzz: Firm Creation and Regional Relational Structures as Reflected by Social Media | Anna Rebmann, King’s College London; Emma Catharina Folmer, Groningen U. (RuG); Carlo Corradini, U. of Birmingham
How does the Media Influence Perceptions of Reputation in Family Businesses? A Text Mining Approach | Gabor Neumann, Bielefeld U.; Frank Grimm, CITEC Bielefeld U.; Philipp Cimiano, CITEC Bielefeld U.
The Impact of Digital Social Media Networks within Communication Management for Start-ups | Stefanie Pakura, U. of Hamburg; Christian Rudeloff, Macromedia U. of Applied Sciences

1209 : (Paper Session) - (ENT) Strategy Process in Entrepreneurship
1:15pm - 2:45pm Boston Marriott Copley Place: Vineyard
Chair: Yang Xu, U.S. Coast Guard Academy
Emergence of Dynamic Capabilities for Entrepreneurship: Insights from Extreme Cases | Olga Belousova, Groningen U. (RuG); Aard J. Groen, U. of Groningen center of entrepreneurship; Aniek Ouendag, U. of Groningen
Timing is Everything: Disentangling the Temporal Element of Entrepreneurial Opportunity | Jason Robert Fitzsimmons, Manipal Academy of Higher Education Dubai; Khyatti Shetty, Curtin U.
Aligning Entrepreneurial Project Characteristics with Financing Sources: A Taxonomy, | Ileana Maldonado-Bautista, Baylor U.; Paul Sanchez-Ruiz, DePaul U. Keller Graduate School of Management; Matthew W. Rutherford, Oklahoma State U.; Gordon Miller, Baylor U.
Acquiring Research-Based Spin Offs: A Process Model of Pre-Acquisition Dynamics | Raj Krishnan Shankar, Nord U. Business School; Marius Tuft Mathisen, Norwegian U. of Science and Technology; Øystein Widding, Norwegian U. of Science and Technology; Einar Rasmussen, Nord U. Business School

1210  : (Paper Session) - (ENT) Venture Capital: New Key Issues?
1:15pm - 2:45pm Boston Hynes Convention Center: 101
Chair: Christopher Courtney, U. of Richmond
Does Distance Still Matter? Spatial Proximity and Multilevel Embeddedness between VCs and Startups | JiaMin Zhang, Department of management and marketing, The U. of Melbourne
Spelling Doom? Shifts in Consensus on Time Horizons on VC-Backed Startup Boards | Ting Yao, U. of North Carolina, Chapel Hill; Hugh O’Neill, U. of North Carolina, Chapel Hill

1211  : (EXH) Can you handle uncertainty? Experience an award-winning entrepreneurship education board game
1:15pm - 2:45pm Boston Hynes Convention Center: 101
This innovative teaching intervention in a board-game format is displayed in the exhibitor hall. However, one can only see the game at the booth. This session is meant to allow you to experience the game in a condensed 1h game-play (usually the game takes 2h) followed by a 30 minute post-game debrief and Q&A. While explicitly designed for Entrepreneurship Education (ENT track), the game can also be used by educators from OB, CAR, TIM, HR and others interested in teaching Risk and Uncertainty. The game is currently in use by over 25 universities from around the world and has won multiple awards for its innovative game-play mechanics as well as entrepreneurial teaching innovation. The game will be played in collaborative groups of 3-5 players who will compete against each other to be the team with the lowest uncertainty score.
1212  📅  🍰  (Paper Session) - (GDO) Gender Equality Strategies
1:15pm - 2:45pm Boston Park Plaza: Brandeis
Chair: Ksenia Keplinger, U. of Colorado, Boulder
- Can Gendered Wording in Job Advertisements Affect the Proportion of Female Managers? | Constantin Schoen, U. of Zurich; Ann-Sophie Gnehm, U. of Zurich
- The Disappearing Act of Gender Equality: GE Legislation Traveling from Draft to Implementation | Isabella Scheimbayr, U. of Salzburg, Austria
- What Works for Gender Equality? An Integrative Review Based on a Problem-Solution Model | Wei Zheng, U. of Wisconsin, River Falls; Yang Yang, Rowan U.; Jasmien Khattab, U. of Virginia Darden School of Business
Gender Targeted Policies: A Story of Reluctant Support For Closing the Gender-Leadership Gap | Alyson Byrne, Memorial U. of Newfoundland; Ingrid Chadwick, Concordia U.; Amanda J. Hancock, Memorial U. of Newfoundland

1213  📅  🍰  (Paper Session) - (GDO) Women at the Top
1:15pm - 2:45pm Boston Park Plaza: Clarendon
Chair: Anna Katherine Ward, Virginia Tech
- Ask Me Anything: The Influence of Gender Bias on Journalist Questions of CEOs and CEO Responses | Margaret Ormiston, George Washington U.; Elaine M. Wong, U. of California, Riverside
- Women Don’t Run? Gender and Experience Interact to Predict Political Candidate Emergence | Brian Pike, Columbus Business School; Kristina Wald, U. of Chicago Booth School of business; Mabel Abraham, Columbus Business School; Adam Galinsky, Columbia U.
- Implicit Motives in the Upper Echelons: An Application of the Role Congruity Account to Motivation | Julie Brueckner, Dublin City U.; Jonas W. B. Lang, Ghent U.; Janine Bosak, Dublin City U.
- A Deceptive Double Bind for Women CEOs | Steven James Hyde, U. of Texas At San Antonio; Kristen Thomas, U. of Texas At San Antonio; Robert Lee Bonner, San Francisco State U.

1214  📅  🎨  (GDO) Coaching Across the Career:
Recognizing the Importance of Context in Coaching
1:15pm - 2:45pm Boston Park Plaza: Gloucester
Organizers: Melvin L. Smith, Case Western Reserve U.; Ellen B. Van Oosten, Case Western Reserve U.
Coaching Millennials | John Shaffner, Ohio State U.
Coaching Women Leaders across the Lifespan | Deborah A. O’Neil, Bowling Green State U.; Margaret M. Hopkins, U. of Toledo
Coaching for Career Decisions during Impending Motherhood | Spela Trefalt, Simmons U.; Angela Passarelli, College of Charleston
Coaching Senior Leaders in Transition | Scott Taylor, Babson College
Presenters: John Shaffner, Ohio State U.; Deborah A. O’Neil, Bowling Green State U.; Spela Trefalt, Simmons U.; Scott Taylor, Babson College
Participants: Margaret M. Hopkins, U. of Toledo; Angela Passarelli, College of Charleston

1215  📅  🎨  (Paper Session) - (GDO) Types of Inclusion
1:15pm - 2:45pm Boston Park Plaza: Hancock
Chair: Yuka Fujimoto, Sunway U.
- Social Entrepreneurial Inclusion | Yuka Fujimoto, Sunway U.; Mohammad Jasim Uddin, Department of Management, Sunway U. Business School
- Becoming an Includer: Attaining Identity Holism from Manifesting Inclusion | Keimei Sugiyama, Northeastern U.
- Towards Fragmented Inclusion: Learning from the Case of Diverse Organizing in the Greenlandic Police | Laura Dobusch, Radboud U., Netherlands; Lotte Holck, Copenhagen Business School; Sara Louise Muhr, Copenhagen Business School
Making Room for Low-Wage Labor Organizations in the Organizational Inclusion Turn | Dide Van Eck, Radboud U.

1216  📅  🎨  (Paper Session) - (GDO) Perceptions of Women at Work
1:15pm - 2:45pm Boston Park Plaza: Newbury
Chair: Yan Chen, Idaho State U.
- Gender Effects on Perceived Professional Mastery: Evidence from STEM Teachers | Brandon Ofem, U. of Missouri, St. Louis; Samuel J. Polizzi, Kennesaw State U.; Gregory T. Rushton, Middle Tennessee State U.; Michael Beeth, U. of Wisconsin; Brock Couch, Middle Tennessee State U.; Gillian Roehrig, U. of Minnesota; Margaret Schroeder, U. of Kentucky; Keith Sheppard, Stony Brook U.-State U. of New York
Effects of Empowering Leadership on Voice: Do Cultural Dispositions and Gender Make a Difference | Arpana Rai, IIMU; Vijayta Doshi, Indian Institute of Management, Udaipur
- The Role of Positive Emotion Expression on Perceived Warmth and Competence of Women and Men at Work | Suzanne Chan-Serain, U. of New South Wales; Lu Wang, Australian National U.; Lu Wang, UNSW Business School, Australia
- Can Funny Women Get Ahead? Managing the Warmth-Competence Paradox through Humor | Emuna Eliav, Technion - Israel Institute of Technology; Ella Miron-Spektor, INSEAD; Julia Bear, Stony Brook U.-State U. of New York

1217  📅  🎨  🍀  (GDO, HR) Autism in the Inclusive Organization: Implications for Research and Practice
1:15pm - 2:45pm Boston Park Plaza: Cambridge
Chairs: Amy Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.
Discussants: Susanne Bruyere, Cornell U. Yang-Tan Institute; Jeffrey Sonnenfeld, Yale U.
Understanding the Neurodiverse Inclusive Organization | Tara Cunningham, Specialistene USA
The New Normal: Neurodiversity in Today’s Workplace | Kari Kelly, Atypical Workplace LLC
Improving Job Experiences of Individuals with ASD | Maria Riaz Hamdani, U. of Akron; Najma Hamdani, Griffiths Hospital

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Employer Perspectives on Hiring Individuals with Autism | Amy Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Amy Jane Griffiths, Chapman U. 

Presenters: Tara Cunningham, Specialisterne USA; Brett Neely, Pennsylvania State U.; Samuel T. Hunter, Pennsylvania State U.; Kari Kelly, Atypical Workplace LLC; Maria Romani, U. of Akron; Amy Hurley-Hanson, Chapman U.; Cristina Marie Giannantonio, Chapman U.; Amy Jane Griffiths, Chapman U.; Najma Hamdani, Griffiths Hospital

1218 (Paper Session) - (HCM) Exploring Changes in Organizational Form
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon F
Chair: Gary J. Young, Northeastern U.


Innovativeness and Efficiency in Hospital Restructuring: The Role of Organizational Arrangements | Anu Maaria Kajamaa, U. of Helsinki, Pia Hurmelinna-Laukkanen, U. of Oulu

Hospital Reorganization and its Effects on Physicians’ Network Churn: The Role of Past Ties | Luca Giorgio, U. Cattolica del Sacro Cuore; Daniele Mascia, U. of Bologna; Americo Cicchetti, U. Cattolica Sacro Cuore


1219 (Paper Session) - (HCM) Impact of innovations in financing and insurences on health systems, organizations, and individuals
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon G
Chair: Cathleen O. Erwin, Auburn U.

The Impact of Supplemental Private Health Insurance on Health-Related Behaviours | Ekaterina Aleksandrova, National Research U. Higher School of Economics; Christopher Gerry, U. of Oxford; Andrey Aistov, National Research U. Higher School of Economics

Decisive impulses: The effects of incentives on the adoption of personal health records | Marie Gabel, WWU Münster; Stephan Nüesch, Westfälische Wilhelms-Universität, Münster

Hospital Performance in the First Six Years of Medicare’s Value Based Purchasing Program | Nathan Carroll, U. of Alabama, Birmingham; Jan Clement, Virginia Commonwealth U.

Personal Budget Schemes and
Deinstitutionalization:Systematic Review on Changes in Care Organization | Eva Lille Josephine Patty, U. of Ghent; Amber Werbrouck, U. of Ghent; Paul Gemmel, Ghent U.; Jeroen Trybou, Ghent U.

1220 (Paper Session) - (HCM) Giving and Getting from Patients: Highlights in Patient-Centered Care
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C
Chair: Laura McClelland, Virginia Commonwealth U.

"This is MY Health Care Program": Enhancing Patient Adherence Through Psychological Ownership (WITHDRAWN) | Matthieu Mifsud, Audencia Business School; Mathieu Molines, ESCE International Business School; Anne-Sophie Cases, U. of Montpellier; Gilles N’Goala, U. of Montpellier

A Mixed Methods Investigation of Factors Influencing Patient Perceptions of Integrated Care | Jonathan Clark, U. of Texas At San Antonio; Sara Singer, Stanford U.; Maïke Vanessa Tietschert, Stanford U.; Michaela Kerrissey, Harvard U.; Mark Friedberg, RAND Corporation

HCM Division Best Paper

Sustainable Human Healthcare: The Centrality of Intrapreneurial Nurses | Angelique Ortiz-Hunt, Apex Center for Entrepreneurs; Daniel Lerner, IE Business School

HCM Division Best Theory to Practice

Bringing Patient Values into Clinical Decision Making | Ila Bharatan, Warwick Business School; Rachel Manning, Warwick Business School, U. of Warwick; Jacky Swan, U. of Warwick

1221 (Paper Session) - (HR) HR and Employee Well-being
1:15pm - 2:45pm Westin Copley Place Boston: Empire
Chair: Chidibere Ogbonnaya, U. of Sussex Business School

Development or Maintenance? The Distinct Effect of Dual-Oriented HR Practices on Employee Well-being | Congcong Lin, School of Business, Renmin U. of China; Xiufeng Li, Shandong Normal U.; Long Wai Lam, U. of Macau

High Commitment Work Systems and Employee Subjective Well-being: A Moderated Mediation Model | Yejun Zhang, U. of Oklahoma; Jianmin Sun, The U. of Auckland; Margaret A. Shaffer, U. of Oklahoma; Caihui Lin, the U. of Queensland

Well-Being-Oriented HRM Configuration: Diffusion, Contingencies, and Outcomes | Sven Hauff, Helmut Schmidt U.; Marco Guerci, U. of Milan; Silvia Gilardi, U. degli Studi di Milano

Perceived HRM Systems, Well-Being, and Organizational Performance: A Two-Wave Longitudinal Study | Chidibere Ogbonnaya, U. of Sussex Business School; Kevin Daniels, Norwich Business School, U. of East Anglia; Jake Messersmith, U. of Nebraska, Lincoln

1222 (Paper Session) - (HR) HR Climate and Culture
1:15pm - 2:45pm Westin Copley Place Boston: Essex North-Center
Chair: Riki Takeuchi, U. of Texas at Dallas

Does Culture Pay? Evidence from Crowdsourced Employee Engagement Data | Christos Makridis, MIT Sloan School of Management

The People Make The Place: A Dynamic Strategic Human Resource Typology | Yingying Zhang, International U. of Japan; Sylvia Rohlf, CUNEF; Ying Hong, Fordham U.

Justice Climates on High-Investment Human Resource System and Unit/Individual Performance | Riki Takeuchi, U. of Texas at Dallas; Sean Alexander Way, Monash Business School; Nan Guo, U. of Texas at Dallas - Jindal School of Management

"It’s the Work Climate that Keeps Me Here": The Perceived HRM Process and Emergent Factors | Maarit Laiho, U. of Turku; Essi Saru, U. of Turku, Finland; Hannele M J Seek, U. of Turku, School of Economics
1223 (Paper Session) - (HR) Global HR
1:15pm - 2:45pm Westin Copley Place Boston: Essex North-West
Chair: Hamid H. Kazerouny, Minnesota State U.

1224 (Paper Session) - (HR) Pay and Rewards
1:15pm - 2:45pm Westin Copley Place Boston: Great Republic
Chair: Ormonde Cragan, U. of Minnesota, Duluth
Do Financial Incentives Help or Harm Performance in Interesting Tasks? | Ji Hyun Kim, U. of Wisconsin, Madison; Barry Gerhart, U. of Wisconsin, Madison; Meiyu Fang, National Central U.
The Incentive and Sorting Effects of Pay-for-Performance and Punishment-for-Underperformance | Byron Y. Lee, China Europe International Business School (CEIBS); Yao Yao, U. Of Toronto-Ind Rel Lbr; Flora Chiang, China Europe International Business School; Zhiqiang Liu, Huazhong U. of Science and Technology
The Influence of Total Rewards Satisfaction on Creativity among R&D Employees | Shenjuan Wang, East China Normal U.; Jihongch Du, East China Normal U.; Xi Chen, Shanghai Normal U.; Qiuwen Zhao, East China Normal U.

1225 (Paper Session) - (HR) Digitalization and Automation of HR
1:15pm - 2:45pm Westin Copley Place Boston: Helicon
Chair: Jordi Trullen, ESADE Business School
→ Exploring the Influence of Digitalization on Global Talent Management | Violetta Khoreva, Hanken School of Economics; Vlad Vaiman, California Lutheran U.; Tanya Bondarouk, U. of Twente; Sari Salojärvi, Hanken School of Economics
→ Selection and Internal Training Practices on Firm Performance: The Role of Work Process Automation | Youngsang Kim, Sungkyunkwan U.; Eun-Ji Oh, HR
→ How Do ApplicantsReact to Digital Selection Methods? An Investigation of Three Signaling Mechanisms | Nicholas Folger, TUM School of Management, Technical U. of Munich;

Jutta Stumpf-Wollersheim, Technische U. Bergakademie Freiberg; Isabell Melanie Welpe, Technical U. of Munich

1226 (Paper Session) - (HR) HR and Facets of Performance
1:15pm - 2:45pm Westin Copley Place Boston: Independence A
Chair: Adelle Bish, North Carolina A&T State U.
→ Enhancing the Role of HRM in Corporate Sustainability and Social Responsibility | Guenter Stahl, WU Vienna U. of Economics and Business; Chris Brewster, Henley Business School, U. of Reading; David Collins, Dublin City U.; Aida Hajo, WU Vienna U. of Economics and Business
→ Does HR Investment Work as Organizational Resilience? A Longitudinal Investigation | Mijung Kim, Korea U.; Johnseok Bae, Korea U.
DANGER CLOSE: A Conceptualization of Near Miss and Safety Incident Reporting | Jacob Whitmore, U. of South Alabama; Mickey B. Smith, U. of South Alabama

1227 (Paper Session) - (HR) Leadership Development: New Insights on Antecedents, Boundary Conditions, Processes, and Outcomes
1:15pm - 2:45pm Westin Copley Place Boston: Staffordshire Ballroom
Organizer: Sheldon Carvalho, ESSEC Business School
Discussant: Leisa Deborah Sargent, UNSW Australia
Beliefs about the Malleability of One’s Own Leadership | Sibel Ozgen, Florida International U.; Nathan J. Hiller, Florida International U.
You Can Go Your Own Way: Examining the Pathways of College Student Leaders | Margaret Toich, Montclair State U.; Valerie I. Sessa, Montclair State U.; Jennifer Bragger, Montclair State U.; Nishi Patel, Montclair State U.
The Impact of Developmental Job Experiences on Job Performance: The Importance of Context | Jie Cao, Shanghai U. of Finance and Economics; Monika D. Hamori, IE Business School
Is It What Leaders Do or How They Signify What They Do? The Role of Leader Identity Self-Concordance Within the Goal Hierarchy | Elisa Adriasola, U. Adolfo Ibanez; Kerrie Unsworth, U. of Leeds; Tamara Hernandez, U. Adolfo Ibanez
Challenging Job Experiences: A Self-Presentation Perspective | Sheldon Carvalho, ESSEC Business School
Presenters: Sibel Ozgen, Florida International U.; Margaret Toich, Montclair State U.; Jie Cao, Shanghai U. of Finance and Economics; Elisa Adriasola, U. Adolfo Ibanez; Sheldon Carvalho, ESSEC Business School
Session Details – Monday, 12:00 - 2:00 PM

1228 (JS (HR, OB)) Examining the Instigation and Receipt of Antisocial Work Behaviors
1:15pm - 2:45pm Westin Copley Place Boston: Essex Center

Chair: Crystal M. Harold, Temple U.; Biyun Hu, Fox School of Business, Temple U.

Discussant: Mo Wang, U. of Florida

Examining the Indirect Effect of Non-Leadership on Employee Time Theft | Crystal M. Harold, Temple U.; Biyun Hu, Fox School of Business, Temple U.; Vaani Pardal, -
Examining the Interplay between Counterproductive Work Behavior and Negative Affect | Bennett J. Tepper, Ohio State U.; James M. Conway, -; Steven Rogelberg, U. of North Carolina, Charlotte; Virginia Pitts, Shippensburg U.; Nikolaos E. Dimotakis, Oklahoma State U.; Joel Koopman, Texas A&M U.; Young Eun Lee, Texas A&M U., College Station; Robert B. Lount, Ohio State U.

Reducing Incivility through Grateful Contemplation: A Multiple Mediation Model | Lauren Rachel Locklear, U. of Central Florida; Shannon G. Taylor, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida

Presenters: Biyun Hu, Fox School of Business, Temple U.; Young Eun Lee, Texas A&M U., College Station; Nitya Chawla, U. of Arizona; Lauren Rachel Locklear, U. of Central Florida; Trevor Spoelma, U. of New Mexico; Allison S. Gabriel, U. of Arizona; Aleksandar P.J. Ellis, U. of Arizona

Participants: Crystal M. Harold, Temple U.; Vaani Pardal, -; Bennett J. Tepper, Ohio State U.; James M. Conway, -; Steven Rogelberg, U. of North Carolina, Charlotte; Virginia Pitts, Shippensburg U.; Nikolaos E. Dimotakis, Oklahoma State U.; Joel Koopman, Texas A&M U.; Robert B. Lount, Ohio State U.; Trevor Spoelma, U. of New Mexico; Allison S. Gabriel, U. of Arizona; Aleksandar P.J. Ellis, U. of Arizona; Shannon G. Taylor, U. of Central Florida; Maureen L. Ambrose, U. of Central Florida

1229 : (Paper Session) - (IM) Expatriates and Repatriates
1:15pm - 2:45pm Hilton Boston Back Bay: Adams A

Chair: Tassilo Schuster, LMU Munich

Demands and Coping Strategies of Host-Country Nationals When Hosting Expatriates | Anthony Fee, U. of Technology Sydney

Who’s to Blame? When Feelings of Psychological Contract Violations Spill Over | Tassilo Schuster, LMU Munich; Anna Katharina Bader, Northumbria U.; Benjamin Bader, Newcastle U. Business School

The Performance Implications of Regional Diversification: The Mediating Effect of Expatriation | Jongmin Lee, Henley Business School, U. of Reading

The Inclusive MNC: Repatriating the Expatriate | Brenda Shore, U. of Phoenix; Camelia Fawzy, U. of Maryland U. College

1230 : (Paper Session) - (IM) Foreign Direct Investment and Emerging Economies
1:15pm - 2:45pm Hilton Boston Back Bay: Jefferson

Chair: Grazia D. Santangelo, Copenhagen Business School

The Environmental Impact of Inward Foreign Direct Investment in an Emerging Country | Lucy Zheng, Sheffield Hallam U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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The Performance Effect of Inter-Firm Trust in Corrupt Environments: A Signaling Theory Perspective | Wenjin Hu, Zhejiang U.; Yongyi Shou, Zhejiang U.


1234  📣  JS: (IM, MSR, MOC) The Inner Voice of Strategic Leadership: How the Mind Can Influence an Organization's Capability
1:15pm - 2:45pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Host: Art Kleiner, PwC
Panelists: Jeffrey Schwartz, U. of California, Los Angeles; D Eleanor Westney, MIT Sloan School of Management; George Roth, Massachusetts Institute of Technology; William O'Rourke, Brigham Young U.

1235  📣  (Paper Session) - (MC) Emerging Issues in Organizational Change Consulting
1:15pm - 2:45pm Boston Park Plaza: Tremont
Chair: Frances Louise Tuer, McMaster U.
Discussant: Anthony F. Buono, Bentley U.

Enterprise Risk and Corporate Turnaround: An Empirical Investigation | William W. Lawrence, U. of the West Indies, Mona; Howard Haughton, Holistic Risk Solutions Limited

Transorganizational Change Consulting | Kurt Motamedi, Pepperdine U.

Construction of a professional sub-field: A case study of the emergence of design consultancy | Harsh Kumar Jha, Newcastle U. Business School; Aylar Charyyarova, Accenture

1236  📣  (MC) MC Distinguished Scholar-Practitioners Session
1:15pm - 2:45pm Boston Park Plaza: Whitier
Program Chair: Eric Sanders, Elmhurst College
Presenters: Judith H Katz, Fred Miller, Kalee Jamison Consulting Group

1237  📣  📣  (Paper Session) - (MED) Research on Entrepreneurship Education
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B
Chair: Nada Endrissat, Bern U. of Applied Sciences
The Emergence of an Entrepreneurship Profession: Entrepreneurship Education Expectations vs Outcomes | Benson Honig, McMaster U.; Amr Kebbi, McMaster U.; Rasmik Kokash, McMaster U.
Enchanting Space: Atmosphere and Affect in Entrepreneurship Education | Nada Endrissat, Bern U. of Applied Sciences

Entrepreneurship Education in Developing Student Entrepreneurs: A Practice Theory Perspective | Jane Y.C. Chang, Coventry U., London Campus; Aminurul Alizah Rosli, Brunel Business School; Ashleigh Jackson, U. of Sussex


1238  📣  📣  (Paper Session) - (MED) Innovative Teaching Approaches
1:15pm - 2:45pm Sheraton Boston Hotel: Hampton B
Chair: Thomas Schumacher, U. of St. Gallen
The Stakeholder's Journey: Employing the Hero's Journey to Analyze and Generate Organizational Myths | Daniel Andrews, Aston Business School; Ahmad Beltagui, Aston Business School; Ali Ziaee Bigdeli, Aston Business School; Tim Baines, Aston Business School

Professionalization Pedagogy: The Use of Managerial Virtues to Facilitate Student Identity Work | Matthew Lee Metzger, U. of Colorado, Colorado Springs; Thomas Duening, U. of Colorado, Colorado Springs

Craft Goal Infrastructure – Resources That Enable Goal Attainment | Peter Heslin, UNSW Sydney

1239  📣  📣  (Paper Session) - (MH) Entrepreneurship, What Else Needs to be Said?
1:15pm - 2:45pm Boston Marriott Copley Place: Yarmouth
Chair: Daniel Wadhwani, U. of the Pacific
Producer Co-Operatives of the Knights of Labor | Richard C. Hoffman, Salisbury U.
Entrepreneurial Strategies in a Family Business: Growth and Capital Theory in Historical Perspective | Nicholas Wong, Northumbria U.; Tom Mcgovern, Newcastle U.; John Wilson, Northumbria U.
Entrepreneurial Agency and Institutional Change in the Co-Creation of the Global Hotel Industry | Mairi Maclean, U. of Bath; Charles Edward Harvey, Newcastle U.; Roy R. Suddaby, U. of Victoria

Technological Discontinuities and Dominant Designs: The Case of Ford, 1896-1914 | Alberto Di Minin, UC Berkeley; Giulio Ferrigno, Scuola Superiore Sant'Anna; Alberto Zordan, Scuola Superiore Sant'Anna

Ronald B. Shuman Award for MH Division Best Student Paper

1240  📣  📣  📣  (Paper Session) - (MOC) "Pictures of Our Lost Morality": Moral Judgments and Moral Behaviors
1:15pm - 2:45pm Westin Copley Place Boston: St George C
Chair: Mary Parkinson, U. College Dublin
Discussant: Frances H. Fabian, U. of Memphis
Abusive Supervision Dispersion: An Affective Events Theory Perspective | Hieu Nguyen, U. of Queensland; Neal M. Ashkanasy, U. of Queensland; Stacey L. Parker, U. of Queensland; Yiqiong Li, U. of Queensland
How Does CSR Reconcile Employees’ Paradoxical Responses to Unethical Pro-Organizational Behavior | Zhenyu Liao, Washington U. in St. Louis, Olin Business School; Kai Chi Yam, National U. of Singapore; Russell Eric Johnson, Eli Broad School of Business, Michigan State U.
Finalist for MOC Division Best Paper Award
The Sunk Cost Excuse: Sunk Costs Mitigate Moral Condemnation for Harmful Side Effects | Gary Sherman, Stony Brook U.; State U. of New York

The Retrospective Imputation of Nefarious Intent | Peter H. Kim, U. of Southern California; Jurie Han, -; Alexandra A. Mislin, American U.; Ece Tuncel, Webster U.

**1241 -> JS: (MOC, OB) In-Between: The Role of Identity Processes in Undertaking and Navigating Transitions**

1:15pm - 2:45pm Westin Copley Place Boston: St George B
Organizer: Mailyss George, ESSEC Business School
Discussant: Kevin W. Rockmann, George Mason U.
 Does Foreign Cultural Exposure Necessarily Lead to Future Global Work? A Longitudinal Study | Eren Akkan, IESE Business School; Yi-h-teen Lee, IESE Business School; Sebastian Reiche, IESE Business School
The Role of the “Self Left Behind” in Cross-Cultural Transitions | Mailyss George, ESSEC Business School; Karoline Strauss, ESSEC Business School
Future Work Selves as Dynamic Networks of Future-Oriented Self-Representations | Karoline Strauss, ESSEC Business School; Annemijn Loermans, ESSEC Business School; Julija Mella, Rotterdam School of Management, Erasmus U.; Frederik Anseel, King’s College London
Betwixt and Between: Identity-Related Mechanisms in Work Role Transitions | Achira Sedari Mudiyanseluge, U. of Cincinnati; Elaine Calahan Hollensbe, U. of Cincinnati
Participants: Eren Akkan, IESE Business School; Yi-h-teen Lee, IESE Business School; Sebastian Reiche, IESE Business School; Mailyss George, ESSEC Business School; Karoline Strauss, ESSEC Business School; Annemijn Loermans, ESSEC Business School; Julija Mella, Rotterdam School of Management, Erasmus U.; Frederik Anseel, King’s College London; Achira Sedari Mudiyanseluge, U. of Cincinnati; Elaine Calahan Hollensbe, U. of Cincinnati
Finalist for MOC Division Best Symposium Award

**1242 -> JS: (MOC, OB, GDO) Positive Work Identities in the 21st Century**

1:15pm - 2:45pm Westin Copley Place Boston: Essex North-East
Chairs: Courtney Lynn McCluney, U. of Virginia Darden School of Business; Jeffrey Bednar, Brigham Young U.
Discussants: Brianna Barker Caza, U. of Manitoba; Heather Ciara Vough, U. of Cincinnati
Identity Partners: Facilitating Positive Construction of Counternormative Work Identities | Elise Bair Jones, Boston College
Embodying the Female in Men’s Work: Positive Identity Construction of Female Police Officers | Kimberly Ramsdell, Boston College
Dilemmas Around Embracing the Cultural Expert Identity at Work | Sandra Cha, Brandeis U.; Laura Morgan Roberts, U. of Virginia Darden School of Business; Stephanie J. Creary, The Wharton School, U. of Pennsylvania; Andrew Molinsky, Brandeis U.
Participants: Elise Bair Jones, Boston College; Kimberly Ramsdell, Boston College; Courtney Lynn McCluney, U. of Virginia Darden School of Business; Sandra Cha, Brandeis U.

**1243 - (MSP) Yoga and Subjective Well-Being at Work**

1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon B
Organizers: Kathryn Pavlovich, Waikato Management School, U. of Waikato, Hamilton, New Zealand; Patricia Corner, U. of British Columbia
Yoga and Subjective Well-Being: Introduction | Kathryn Pavlovich, Waikato Management School, U. of Waikato, Hamilton, New Zealand; Patricia Corner, U. of British Columbia
Enterprising Femininities and Yoga | Amanda Petica-Harris, Grenoble Ecole de Management; Sara R. S. T. A. Elias, U. of Victoria
Part-Time Yoga Teachers: Meaningfulness and Identity | Julia Anna-Maria Hufnagel, U. of Kaiserslautern, Germany; Katharina Stefanie Spraul, U. of Kaiserslautern, Germany
Communities of Practice and Yoga | Arvind Gudi, Nova Southeastern U.; Ravi Chinta, BPP
Yoga and Workplace Wellbeing | Patricia Corner, U. of British Columbia
Participants: Ravi Chinta, BPP; Patricia Corner, U. of British Columbia; Arvind Gudi, Nova Southeastern U.; Julia Anna-Maria Hufnagel, U. of Kaiserslautern, Germany; Kathryn Pavlovich, Waikato Management School, U. of Waikato, Hamilton, New Zealand; Amanda Petica-Harris, Grenoble Ecole de Management; Katharina Stefanie Spraul, U. of Kaiserslautern, Germany; Sara R. S. T. A. Elias, U. of Victoria

**1244 SHCS: (OB) Upper Echelons Work-Family Interface**

1:15pm - 2:45pm Sheraton Boston Hotel: Arnold Arboretum
Organizers: Arjun Mitra, U. of Illinois at Chicago; Corinne A. Post, Lehigh U.
Chair: Suzanne J. Peterson, Thunderbird School of Global Management at ASU
Discussant: Livia Markoczky, U. of Texas at Dallas
A theory of the WF interface at upper echelons | Arjun Mitra, U. of Illinois at Chicago; Corinne A. Post, Lehigh U.
From pigtails to power suits: The impact of child gender on a CEO’s top management team composition | Gabriela Flores, The U. of Texas at El Paso; Maria Fernanda Wagstaff, The U. of Texas at El Paso; Hazel Nguyen, Southwestern U.; Christine Choirot, Harvard U.
Do female CEOs become more successful after a divorce? | Ipek Kocoglu, Stevens Institute of Technology
Kocoglu, Stevens Institute of Technology; Maria Fernanda
Wagstaff, The U. of Texas at El Paso

1245 ☐: (Paper Session) - (OB) Creativity Dynamics
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom C
Chair: Patrick Tinguely, ETH Zurich

Creativity under Time Pressure? When Resources Buffer Energy Depletion | Patrick Tinguely, ETH Zurich; Shiko M. Ben-Menahem, ETH Zurich; Fang He, ETH Zurich; Georg von Krogh, ETH Zurich

The Relationship between Time Pressure and Radical Creativity and Incremental Creativity | Yong Zhang, Chongqing U.; Yanru Ma, Huazhong Agricultural U.; Mingxuan Wang, Huazhong Agricultural U.

Ideas in the Space Between Selection and Rejection: Towards a Theory of Stockpiling Creative Ideas | Poomika Anantha Ramakrishnan, U. College London

CEO learning goal orientation and firm innovation: Examining the CEO-TMT interface | Cuiillian Zhang, Chongqing U.; Shangyun Chen, School of Economics and Business Administration, Chongqing U.

1246 ☐: (Paper Session) - (OB) Creativity and Innovation
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon D
Chair: Devon Proudfoot, Cornell U.

The “lone genius” myth: Signaling an independent social orientation communicates creative potential | Devon Proudfoot, Cornell U.; Sean Barrett Fath, Duke U.

To Violate Instructions or Not to? Effect of Job Control on Creative Deviance | Yana Du, Zhengzhou U.; Long Chen, School of Management, Harbin Institute of Technology

Curse or Blessing? Understanding When Employee Experienced Crisis Hinder or Help Creativity | Inseong Jeong, Hong Kong U. of Science and Technology; Yaping Gong, Hong Kong U. of Science and Technology; Bi-Juan Zhong, City U. of New York, Baruch College

Creative Process Engagement as an Affective Event: The Role of Convergent and Divergent Thinking | Tamara Montag-Smit, UMass Lowell Manning School of Business; Melissa G. Keith, Bowling Green State U.

1247 ☐: (Paper Session) - (OB) Leader-Member Exchange
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon E
Chair: Martijn Jungst, EDHEC Business School

How Leader-Member Exchange (LMX) Differentiation Reduces the Benefit of LMX on Work Stress in Teams | Yijue Liang, U. of Illinois at Urbana-Champaign; Yihao Liu, U. of Illinois at Urbana-Champaign; YoungAh Park, U. of Illinois at Urbana-Champaign; Lei Wang, Peking U.

Leadership during the digital age: the moderating role of the degree of digital communication | Martijn Jungst, EDHEC Business School; Julia Milner, EDHEC Business School; Trenton Milner, U. of Wollongong


Initial development of leader-follower relationships: Role, exchange and coordination | Andrew Miller, Eastern Mennonite U.

1248 ☐: (Paper Session) - (OB) Shared Leadership
1:15pm - 2:45pm Sheraton Boston Hotel: Berkeley AB
Chair: Charlotte Croft, Warwick Business School

From feuding families to networked neighbours | Charlotte Croft, Warwick Business School; Dimitrios Spyridonidis, Warwick Business School; Gerry McGivern, Warwick Business School; Graeme Currie, U. of Warwick; Andy Lockett, U. of Warwick

IT Innovation Adoption: Transformational Leadership, Shared Leadership, and Management Innovation | Aldijana Bunjak, U. of St. Gallen; Heike Bruch, U. of St. Gallen

A Multi-Level Investigation of Collective Leadership, A Relational Process Approach | Tamara Lynn Friedrich, -: David R. Peterson, James Madison U.; Sebastiania Van Doorn, U. of Western Australia, UWA Business School

Co-leaders’ Minimum Positive Relational Affect Alters Subordinate’s Teamwork Climate | Ludwig Kuntz, U. of Cologne; Hendrik Hillen, U. of Cologne; Hendrik Wilhelum, U. Witten/Herdecke; Michael Wittland, U. of Cologne

1249 ☐: (Paper Session) - (OB) Expanding Our Understanding of Leadership Influences
1:15pm - 2:45pm Sheraton Boston Hotel: Commonwealth
Chair: Hussain Tariq, National U. of Sciences and Technology (NUST)

Another Sleepless Night: Does Leader’s Poor Sleep Lead to Subordinate’s Poor Sleep? | Hussain Tariq, National U. of Sciences and Technology (NUST); Qingxiong Weng, U. of Science and Technology of China

Close but Overlooked: The Role of Geographical Distance in Cross-Cultural Leadership Research | Andreas Dominic Koch, U. of Mannheim; Katja Dlouhy, U. of Mannheim; Irmela Koch-Bayram, U. of Mannheim; Torsten Biemann, U. of Mannheim

Roots Run Deep: How Parental Styles Influence Employees’ Acceptance of Different Leadership Styles | Leni Chen, Hong Kong Baptist U.; Xu Huang, Hong Kong Baptist U.; Xiaoyan Chen, Hong Kong Baptist U.

Do good children make good employees? Employee filial piety and their workplace performance | Sunghoon Kim, U. of Sydney Business School; Ying Wang, School of Economics & Management, Tongji U.

1250 ☐ ☐: (Paper Session) - (OB) Servant and Humble Leadership
1:15pm - 2:45pm Sheraton Boston Hotel: Constitution Ballroom A
Chair: Natalia Karelaia, INSEAD

Do You Get What You Desire? Consequences of (In)Congruence of Desired and Actual Servant Leadership | Yasin Rofcanin, School of Management, U. of Bath; Mireya Las Heras, IESE Business School; Maria Jose Bosch, ESE Business School; Elise Marescaux, ISEG School of Management (LEM-CNRS 9221); Farooq Mughal, U. of Bath; Berrin Erdogan, Portland State U.
When leaders ask questions: The effect of competence penalties and humility premiums | **Irina Cojoharenco**, Surrey Business School; **Natalia Karelia**, INSEAD


Leader Humility and Employee Well-Being: the Role of Employee Humility and Leader Effectiveness | **Jie Zhong**, Harbin Institute of Technology; **Li Zhang**, Harbin Institute of Technology; **Ping Li**, Harbin Institute of Technology

**1251** 📚 (Paper Session) - (OB) Dynamics of Leader-Member Exchange
1:15pm - 2:45pm Sheraton Boston Hotel: Dalton AB

**Chair:** **Robert Eisenberger**, U. of Houston-Main Campus

Embeddness Perceptions and Job Performance: A Regulatory Focus Perspective | **Ying Zhang**, U. of hong kong; **Wai Hung Thomas Ng**, U. of hong kong; **Lorenzo Lucianetti**, U. di chieti e pescara

How Leader Envy Mediates the Relationship Between Subordinate Power and Leader-Member Exchange | **Daniel James Quintal-Curcio**, Ted Rogers School of Management, Ryerson U.; **Kristyn A. Scott**, Ryerson U.

The Relationship Between Leader-Follower Value Congruence, Leader-Member Exchanges and Work Outcomes | **Anders Friis Marstand**, Birkbeck, U. of London; **Robin Martin**, U. of Manchester

Leader’s Immorality-Encouragement (LIE): Facilitation by Leader’s Upward and Downward LMX | **Salar Mesdaghinia**, Eastern Michigan U.; **Blaine Austin Lewis**, U. of Houston; **Robert Eisenberger**, U. of Houston-Main Campus

**1252** 📚 (Paper Session) - (OB) Leadership Emergence
1:15pm - 2:45pm Sheraton Boston Hotel: Exeter AB

**Chair:** **Blaine Landis**, U. College London

Revisiting Extraversion and Leadership Emergence: A Dynamic Network Perspective | **Blaine Landis**, U. College London

A Multilevel Fit Model of Leadership Emergence | **Shuxia Zhang**, Ohio State U.; **Jia Hu**, Ohio State U.


Emergent Leader Behavior and the Development of Team Efficacy | **Anthony Pescosolido**, U. of New Hampshire

**1253** 📚 (OB) Still Difficult to Stand Up as Women Leaders: When Especially and What Can Organizations Do about it?
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A

**Organizer:** **Yun-Kyoung Kim**, U. of Illinois at Urbana-Champaign

**Discussants:** **Beth Kroner Humberd**, U. of Massachusetts, Lowell; **Denise Lewin Loyd**, U. of Illinois at Urbana-Champaign

Gender, Dominant Personality, and Perceptions of Leadership: The Role of Normality Evaluations | **Ning Hsu**, U. of Illinois at Urbana-Champaign

INTERSECTIONAL PENALTIES FOR WOMEN LEADERS: CONSIDERING RACE IN BACKLASH EFFECTS | **Elizabeth Johnson**, Harvard Business School

Women’s Responses to Gender-Aware and Gender-Blind Organizational Approaches: The Importance of Caree | **Ashley E. Martin**, Stanford Graduate School of Business

Ameliorating Stereotype Threat to Increase Women’s Work Satisfaction: The Importance of Role Models | **Clarissa Cortland**, INSEAD

**Presenters:** **Ning Hsu**, U. of Illinois at Urbana-Champaign; **Elizabeth Johnson**, Harvard Business School; **Ashley E. Martin**, Stanford Graduate School of Business; **Clarissa Cortland**, INSEAD

1256 (Paper Session) - (OB) Emerging Perspectives on Leadership
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom B
Chair: Merce Mach, U. of Barcelona
Safe Haven and Secure Base? Attachment Dynamics in the Multilevel Effects of Authoritarian Leaders | Timea David, PhD Student; Hsi-An Shih, National Cheng Kung U.
CEO’s Problem-Solving and Psychological Determinants of Success: Evidence from Iran | Matin Mohaghegh, U. of Padova
Revisiting and Reconstructing New Genre Leadership: An Enhanced Meta-analysis and Field Study | Bryan Fuller, Louisiana Tech U.; Abdullah M. Bajaba, Louisiana Tech U.; Saleh Bajaba, King Abdulaziz U.
The Leadership Contextual Model: The Role of Past Performance and Team Consensus | Merce Mach, U. of Barcelona

1257 (OB) Expanding the Conceptualization of Job Insecurity: Evidence from Four Continents
1:15pm - 2:45pm Sheraton Boston Hotel: Olmsted
Chair: Lixin Jiang, U. of Auckland
Job Crafting as a Buffer of Job Insecurity in Higher Education: Results from South Africa & Belgium | Lara Christina Roll, North-West U.; Sebastiaan Rothmann, -; Hans DeWitte, KU Leuven
Job Insecurity and its Outcomes: The Joint Roles of Justice and Social Identity | Danyang Du, School of Economics and Management, Tongji U.; Xiaomi Xu, U. of Edinburgh
Mediators and Moderators in the Linkage between Job Insecurity and Goal Orientation | Yan Tu, Huazhong U. of Science and Technology; Lirong Long, Huazhong U. of Science and Technology; Lixin Jiang, U. of Auckland; Ziyi Li, Huazhong U. of Science and Technology
Job at Risk versus Person at Risk: A Distinction that Makes a Difference | Nicole Carusone, U. of Central Florida
Presenters: Lara Christina Roll, North-West U.; Danyang Du, School of Economics and Management, Tongji U.; Yan Tu, Huazhong U. of Science and Technology; Lixin Jiang, U. of Auckland; Ziyi Li, Huazhong U. of Science and Technology

1258 (Paper Session) - (OB) Careers and Incentives
1:15pm - 2:45pm Sheraton Boston Hotel: Republic A
Chair: Julia D. Hur, New York U.
Ideals and Managerial Reward Decisions: Evidence from a Policy Capturing and a Survey Study | Maria Simosi, Department of Management, Royal Holloway; Maria Tomprou, Carnegie Mellon U.; Denise M. Rousseau, Carnegie Mellon U.

MONDAY
How Music Teachers' Emotional Expressions Shape Students' Musical Performance | Gerben Alexander Van Kleef, U. of Amsterdam; Eftychia Stamkou, U. of Amsterdam

Emotion as Performance Feedback: (Mis)inerring Work Quality from Evaluators' Expressions | Elizabeth Baily Wolf, INSEAD


Presenters: Joyce He, U. of Toronto; Matthew LaPalme, The Wharton School, U. of Pennsylvania; Gerben Alexander Van Kleef, U. of Amsterdam; Elizabeth Baily Wolf, INSEAD; Alisa Yu, Stanford U.

Participants: Stephane Côté, U. of Toronto; Felipe Rojas, Pontificia U. Católica de Chile; Julio A. Pertuze, Pontificia U. Católica de Chile; Pilar Espinosa, U. San Sebastian, Chile; Eftychia Stamkou, U. of Amsterdam; Julian Jake Zlatev, Harvard Business School; Justin M. Berg, Stanford GSB

1262 JS: (OB, MOC, SIM) New Directions in Unethical Prosocial Behavior: Its Antecedents and Consequences
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon H
Organizers: Taidi Yan, U. of Maryland R.H. Smith School of Business; Elizabeth Eve Umphress, U. of Washington; John Byron Bingham, Brigham Young U.
The Moral Boundedness of Prosociality | Chao Chen, Rutgers U.
Real Estate Agent Social Ties and Ethics in the Mortgage Market | Timothy Gubler, U. of California, Riverside; Lamar Pierce, Washington U. in St. Louis
Robin Hood Wanted (or Unwanted): Recipient Reactions to Unethical Help | Stephen Lee, U. of Washington, Seattle
Unethical Pro-Organizational Behavior Contagion: How and Why it Occurs | Taiyi Yan, U. of Maryland R.H. Smith School of Business; Subrahmaniam Tangirala, U. of Maryland; E. S. Srinivas, Indian Institute of Management, Bangalore
Benefits, Costs, or Both? The Implications of Pro-Group Unethical Behavior | Marie S. Mitchell, U. of Georgia; Elizabeth Eve Umphress, U. of Washington; Floor Rink, U. of Groningen; Philip Yang, U. of Tuebingen

Participants: Chao Chen, Rutgers U.; Timothy Gubler, U. of California, Riverside; Lamar Pierce, Washington U. in St. Louis;
Stephen Lee, U. of Washington, Seattle; Subrahmaniam Tangirala, U. of Maryland; E. S. Srinivas, Indian Institute of Management, Bangalore; Marie S. Mitchell, U. of Georgia; Floor Rink, U. of Groningen; Philip Yang, U. of Tuebingen

1263 JS: (Paper Session) - (OCIS) Leveraging Crowdfunding and Data Analytics for Firm Performance
1:15pm - 2:45pm Boston Marriott Copley Place: Maine
Chair: Jon W. Beard, Iowa State U.
Small Business, Big Data: An Assessment Tool for (Big) Data Analytics Capabilities in SMEs | Naomi Moonen, JADS, Joint Graduate School of Tilburg U. and Eindhoven U. of Tech; Jeroen Bajens, The Open U., Netherlands; Mahdi Ebrahim, Maastricht U., School of Business & Economics; Remko Helms, Open U., The Netherlands

Senior Managers and Data Analytics: Exploring Expectations of Organizations | Wendy Günther, VU Amsterdam; Mohammad Hosein Rezaazadeh Mehrizi, KIN Research, VU Amsterdam; Joey Van Angeren, VU Amsterdam

Innovation or Imitation? An Examination of Program Similarity on Crowdfunding Success | Yan Lin, Shenzhen U.; Wai Fong Boh, Nanyang Technological U.
The Impact of Blockbusters in Crowdfunding | Lusi Yang, U. of Arizona; Zhiyi Wang, National U. of Singapore; Jungpil Hahn, National U. of Singapore

OCIS Best Paper Award Finalist
OCIS Best Student Paper Award Finalist

1264 JS: (Paper Session) - (OCIS) Privacy Issues in Digital Contexts
1:15pm - 2:45pm Boston Marriott Copley Place: Vermont

Underestimating the Difficulty of Denying Someone Access to Sensitive Data | Vanessa Bohns, Cornell U.; Roseanna Sommers, U. of Chicago Law School

Data Donations for Advancing Medical Research: Mitigating the Negative Effect of Privacy Concerns | Tawfiq Alashoor, Georgia State U.; Mark Keil, Georgia State U.; Zhenhui (Jack) Jiang, National U. of Singapore

Privacy Risk Perceptions and the Role of Evaluability, Framing and Privacy Literacy | Ekaterina Korneeva, RWTH Aachen U.; Patrick Cichy, RWTH Aachen U.; Torsten Oliver Salge, RWTH Aachen U.

Under the Watching Eyes: Performance Implications of Digital Visibility in Online Contests | Swand Janardan Deodhar, Indian Institute of Management, Ahmedabad; Samrat Gupta, Indian Institute of Management, Ahmedabad

1265 JS: (OCIS, TIM) The Future of Work: How People Respond to Digital Actors and Algorithms
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon K
Chair: Poruz Khambatta, Stanford Graduate School of Business
Digital First Impressions | Poruz Khambatta, Stanford Graduate School of Business; Michal Kosinski, Stanford U.

The Spillover Effects of Employee-Customer Interactions: Field Evidence from an Online Ed. Platform | Hengchen Dai, U. of California, Los Angeles; Dennis Zhang, Washington U. in St. Louis


HR Algorithms, Reductionism, and Employee Perceptions of Procedural Justice | David T. Newman, U. of Southern California; Nathanael Fast, U. of Southern California


Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1266 : (Paper Session) - (ODC) Developing Leaders of Change
1:15pm - 2:45pm Boston Park Plaza: Charles River
Chair: Tina Huesing, New European College, Munich
How Teams Can Foster Resilience Capabilities: A Play-Oriented Approach to Foster Resilience Capabilities | Stephanie Duchek, Technical U. of Dresden; Silke Geithner, EHS Dresden; Tatjana Kalwa, Technical U. of Dresden
Turning a Negative into a Positive: Developing Transformational Leaders Using Negative Feedback | Alex Bareka, Illinois State U.; Susan Dustin, Illinois State U.; Mark Richey, U. S. Air Force
Leading Innovation in a Boundaryless Team Together | Robin Edelbroek, Nyenrode Business U.; Pascale Peters, Nyenrode Business U.; Robert Blomme, Blomme
The Positive Effect of 360-Feedback and SOAR on Team Performance in Students Working in Teams | Stephen M. Pavlik, | Matthew Lawrence Cole, Lawrence Technological U.; Jacqueline M. Stavros, Lawrence Technological U.; John D. Cox, Walsh College

1267 : (Paper Session) - (ODC) Dialogic Mechanisms of Change
1:15pm - 2:45pm Boston Park Plaza: Franklin
Dialogic Mechanisms of Change
Chair: David Lee Schreiner, Center for Values-Driven Leadership, Benedictine U.
Metaleptic Moments in Organizational Life | Helen Chung, Seattle Pacific U.; Kristen Voetmann, Scontrino-Powell, Inc; Michael Philip Yoder, Asbury U.
ODC Division Best Paper Finalist
Diagnostic and Dialogic Organization Development: Competitive or Collaborative Focuses of Inquiry? | Bradley J. Hastings, UNSW Sydney; Gavin M. Schwarz, UNSW Sydney Narratives of Change Implementation: The Making and Breaking of Boundaries | Silje Rydland Skaar, NH Norwegian School of Economics; Inger G. Stensaker, NH Norwegian School of Economics
Global Integration in the MNE: Sensemaking and Stakeholder Management During Change Implementation | Inger G. Stensaker, NH Norwegian School of Economics; Helene Loe Colman, BI Norwegian Business School; Frank Elter, BI Norwegian Business School

1268 : (Paper Session) - (OMT) Connecting across Status Distance
1:15pm - 2:45pm Boston Hynes Convention Center: 104
Chair: Laura D’Oria, Iowa State U.
Marriage of Unequals? Investment Quality Heterogeneity and the Formation of Status-Asymmetric Ties | Pavel Ivanov Zhelyazkov, Hong Kong U. of Science and Technology; Adam Tatarynowicz, Singapore Management U.
Navigating Status-Authority Asymmetry between Professions: The Case of 911 Emergency Management | Arvind Karunakaran, McGill U.
Winner of the OMT Louis R. Pondy Best Paper Based on a Dissertation Award
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award
Crossing Double-edged Swords: Categorical Distance, Status Distance, and Tie Formation | Dali Ma, Drexel U.; Jade Lo, Drexel U.; ChunRan Liu, Drexel U.

1269 : (Paper Session) - (OMT) Practice Dynamics
1:15pm - 2:45pm Boston Hynes Convention Center: 109
Chair: Kari Jalonen, Stanford U.
Managing Risk as a Duality of Harm and Benefit | Konstantinos Chalkias, Birkbeck, U. of London; Rebecca Bednarek, Victoria Business School
The Emergence of Collective Reflection as a Dynamic Practice | Simone Gutzan, U. of St. Gallen; Harald Tuckermann, U. of St. Gallen
No Place to Go? Unfolding the Reflexivity Paradox in Practice Theory | Julie Wolfram Cox, Monash U.; Andreas Pekarek, U. of Melbourne
Becoming Upbeat: Learning the Affecto-Rhythmic Order of Organizational Practices | Saaja Katiya, Dr.Sc. (Econ. & Bus. Adm.) Senior Lecturer; Ari Kuismin, Aalto U. School of Business; Anu Valtonen, U. of Lapland
Practice Change in Communities of Practice | Hille C. Bruns, Groningen U. (RUG)

1270 : (Paper Session) - (OMT) The Visual and Aesthetic Construction of Social Reality
1:15pm - 2:45pm Boston Hynes Convention Center: 201
Chair: Dennis Clemens Jancsary, WU Vienna
A Rising Tide Lifts All Boats: The Origins of Institutionalized Aesthetic Innovation | Micki Eisenman, Hebrew U. of Jerusalem; Tal Simons, Tilburg U.
The Joke's on Us: The Effect of Organizational Memes on Social Approval of Organizations | Rhonda K. Reger, U. of Missouri; Chaoqun Deng, U. of Missouri; Brandy Mmbaga, U. of Tennessee, Knoxville; Nick A. Mmbaga, U. of Tennessee, Knoxville; Duyi Li, U. of Missouri
From Catch-and-Harvest to Catch-and-Release: Multimodality and Deinstitutionalization | Brett Crawford, Purdue U.; Erica Coslor, U. of Melbourne; Madeline Toubiana, U. of Alberta
Constituting Institutions in Visual Communication: A Barthesian Perspective | Simona Spedale, Nottingham U. Business School; Susan Tempest, U. of Nottingham

1271 : (Paper Session) - (OMT) Making Sense of Digitalization
1:15pm - 2:45pm Boston Hynes Convention Center: 202
Chair: Thomas Karl Gegenhuber, Leuphana U. Lüneburg
Digital Technology Investments in the Face of Non-Knowledge | Robin Pesch, U. of Bayreuth; Roman Barwinski, U. of Bayreuth; Karl Täuscher, U. of Manchester; Sven M. Laudien, Macromedia U. of Applied Sciences
**Session Details – Monday, 12:00 - 2:00 PM**

- **1272**: (Paper Session) - (OMT) Beyond the Categorical Imperative: Discrepancy and Atypicality
  
  **Chair:** Eva Maria Kirchberger, Imperial College Business School
  
  Categorization and Boundary Objects at a Science-Based Start-up | Tetsu Hirase, CHUO U.
  
  "Some Like It Odd"; Organizational Atypicality, Audience Expertise and Valuation in Venture Capital | Arnaud Cudennec, HEC Paris
  
  
  The Categorical Conundrum: Legitimacy in Flux and Interpretive Uncertainty during Category Emergence | Chetan Chawla, North Central College
  
  **1273**: (Paper Session) - (OMT) Organizational Learning: Design and Outcomes
  
  **Chair:** Christina Fang, New York U.
  
  
  The Truth Will Set You Free: Performance Perception Accuracy and Organizational Learning | Peter Micah Madsen, Brigham Young U.; Lisa Mali Jones Christensen, Brigham Young U.; James Oldroyd, Brigham Young U.
  
  Interfirm Adaptation: An Integrative Perspective | Pei-Li Yu, National Chiao Tung U.
  
  Evaluation Heterogeneity and Loss of Good Ideas in Organizational Learning | Sangyoon Yi, Korea Advanced Institute of Science and Technology (KAIST); Jeho Lee, Seoul National U.
  
  **1274**: (Paper Session) - (OMT) Hybrid Organizing
  
  **Chair:** Robert Bauer, Johannes Kepler U. Linz
  
  Hybrid Organizing in Complex and Turbulent Fields: Liberté, Égalité ... Ambition? | Anne Riviére, Toulouse Business School; Marie Boitier, Toulouse Business School; Wafa Khelif, Toulouse Business School
  
  Building Blocks of Social Organization: Audience Perceptions of Hybrid Organizations as Assemblies | Christof Brandtner, Stanford U.
  
  The Theater of Innovation: Developing Transferable Skills to Perform Hybridity | James W. Riley, Massachusetts Institute of Technology
  
  Categories as Impact Drivers: A unique approach to scaling and change | Ashley Metz, Tilburg U.
  
  **1275**: SHCS: (OMT, CAR) The Ecology of Signals and Strategies in Labor Markets
  
  Organizers: Roman V. Galperin, Johns Hopkins Carey Business School; Lisa Ellen Cohen, McGill U.
  
  Discussant: Damon J. Phillips, Columbia Business School
  
  When Industry Boundaries Cross Status Boundaries:
  
  Organizational Status and Mobility across Industry | Shinjae Won, U. of Illinois at Urbana-Champaign; Deepak Somaya, U. of Illinois at Urbana-Champaign; Michelle Rogan, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill
  
  Quality Inference or Preference Coordination? Market-Level Convergence in Individual-Level Status Beliefs | David Tan, U. of Washington; Christopher I. Rider, U. of Michigan, Ross School of Business
  
  
  Occupational Licensure, Collective Legitimacy, and Entrepreneurial Entry | Roman V. Galperin, Johns Hopkins Carey Business School; John-Paul Ferguson, McGill U.
  
  Presenters: Shinjae Won, U. of Illinois at Urbana-Champaign; David Tan, U. of Washington; Marc-David Seidel, U. of British Columbia
  
  Participants: Deepak Somaya, U. of Illinois at Urbana-Champaign; Michelle Rogan, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Christopher I. Rider, U. of Michigan, Ross School of Business; John-Paul Ferguson, McGill U.
  
  **1276**: SHCS: (OMT, MOC, OB) The Role of Memory and Cognition (vs. Activity and Behavior) in Social Networks
  
  Organizers: Daniel Z. Levin, Rutgers U.; Jorge Walter, George Washington U.
  
  Discussant: Ronald S. Burt, U. of Chicago
  
  Why Do High-Status People Have Bigger Networks?
  
  Status-Quality Coupling Drives Networking and Size | Jiyan Cao, Stony Brook U.-State U. of New York; Edward Bishop Smith, Northwestern Kellogg School of Management
  
  Hiding Knowledge Sharing Relationships from Rivals | You-Ta Chuang, York U.; Fu-Sheng Tsai, Cheng Shiu U.; Wenpin Tsai, Pennsylvania State U.; Martin J. Kilduff, UCL School of Management
  
  Toward a Theory of Gestalt vs. Elemental Network Perception | Tiziana Casciaro, U. of Toronto
  
  
  
  OB Division Best Symposium Award, sponsored by Cambridge University Press
  
  **1277**: SHCS: (OMT, ODC, SIM) The Marginalized, the Marginalizing and the Quest for Legitimacy
  
  Organizers: Christopher Klinghardt, U. of Edinburgh business school; John Matthew Amis, U. of Edinburgh
1278 \( \text{GS: (OMT, ONE, SIM)} \): From Collective Experiments to Institutional Change
1:15pm - 2:45pm Boston Hynes Convention Center: 309

**Organizers:** Philip Gyffe, Aalto U. School of Business; Derin Kent, Aalto U. School of Business

**Panelists:** Melissa Graebner, The U. of Texas at Austin; Saku Mantere, McGill U.; Spencer Harrison, INSEAD; Davide Ravasi, UCL School of Management

1279 \( \text{SHCS: (OMT, STR, ENT)} \): Entrepreneurship: Human Capital and Knowledge
1:15pm - 2:45pm Boston Hynes Convention Center: 310

**Presenters:** Rajshree Agarwal, U. of Maryland; Howard Aldrich, U. of North Carolina; Teppo Felin, U. of Oxford; Elise Jungin Lee, U. of Oxford; Balagopal Vissa, INSEAD

1280 \( \text{JS: (OMT, STR, MOC)} \): Fireside Chat: Conversations around Qualitative Theory Building
1:15pm - 2:45pm Boston Hynes Convention Center: 310

**Organizers:** Yuliya Snihur, Toulouse Business School; Llewellyn D W Thomas, LaSalle U. Ramon Lull

**Discussant:** Joep Cornelissen, Erasmus U. Rotterdam

1281 \( \text{JS: (OMT, TIM, STR)} \): Framing and Innovation:
1:15pm - 2:45pm Boston Hynes Convention Center: 210

**Organizers:** Yuliya Snihur, Toulouse Business School; Llewellyn D W Thomas, LaSalle U. Ramon Lull

**Discussant:** Joep Cornelissen, Erasmus U. Rotterdam

Ecosystem Creation through Business Model Innovation: Framing and Adaptation in the Case of Amazon | Yuliya Snihur, Toulouse Business School; Llewellyn D W Thomas, LaSalle U. Ramon Lull

Taxis against Uber: The effectiveness of public versus private tactics and issue framing in incumbers | Bilgehan Uzunca, U. Utrecht School of Economics; Irene Beccarini, IESE Business School; Pinar Ozcan, Warwick Business School

Generous spirits: Sacred economies, category consecration and the upscaling of Canadian whisky | Maxim Voronov, Schulich School of Business; Hovig Tchalian, Drucker School of Management

Harm Reduction or Precaution? Different Frames for E-Cigarettes across the Atlantic | Raghu Garud, Pennsylvania State U.; Thimley Tharchen, EMLYON Business School

**Presenters:** Llewellyn D W Thomas, LaSalle U. Ramon Lull; Pinar Ozcan, Warwick Business School; Maxim Voronov, Schulich School of Business; Raghu Garud, Pennsylvania State U.

1282 \( \text{JS: (Paper Session)} \): (ONE) Stakeholder Influence on Environmental Performance
1:15pm - 2:45pm Westin Copley Place Boston: Adams

**Chair:** Melissa Edwards, U. of Technology, Sydney

Good Neighbor or Good Employer? A Stakeholder View on CSR Dimensions in Reputation Improvement | Carol-Ann Tetrault Sirsly, Carleton U.; Elena Livina, Saint Joseph’s U.; Catalin Ratiu, California State U., San Marcos

Improving Environmental Performance: Competitor and Stakeholder Influences | Joel Malen, Waseda U.

Stakeholder Activism and Corporate Environmental Performance: The Role of Social Media | Puck Groot, Amsterdam Business School, U. of Amsterdam; Michelle Karen Westermann-Behaylo, U. of Amsterdam; Kathleen Rehein, Marquette U.; Elise Perrault Crawford, College of Charleston


1283 \( \text{JS: (Paper Session)} \): (ONE) Strategic Responses to Environmental Sustainability
1:15pm - 2:45pm Westin Copley Place Boston: Defender

**Chair:** Erin Bass, U. of Nebraska, Omaha


Strategic Responses to Global Climate Change: Empirical Evidence from Canadian Oil & Gas Companies | FRANCISCO SAVIO Mauricio Araujo, Federal U. of Ceará; Mónica Cavalcanti Sá De Abreu, Federal U. of Ceará; Silvia Rebouças, Federal U. of Ceará; Kernaghan Robert Webb, Ryerson U.

Unveiling the Macro- and Macrofoundations of the Development of Firms’ Environmental Capabilities: A | Remy Balarezo, U. de Piura; Gregorio Martin De Castro, U. Complutense de Madrid; Javier Amores Salvadó, U. Complutense de Madrid

When Incumbents Change Their Mind: Framing Strategic Reorientation in Emerging Fields | Christina Bidmon, UCP - Católica Lisbon School of Business & Economics; Rene Bohnsack, Católica Lisbon School of Business and Economics

1284 \( \text{(Paper Session)} \): (ONE) Local Influences on Sustainability Adoption and Performance
1:15pm - 2:45pm Westin Copley Place Boston: North Star

**Chair:** Ajith Venugopal, U. of Texas At Arlington

Local Values and the Emergence of Clusters of Hybrid Companies: A Process Model | Michael V. Russo, U. of Oregon; Mohamed Hassan Awad, U. of Oregon

The Impact of Proximity on Consumer Fair Trade Engagement and Buying Behavior | Alvina Gillani, Surrey Business School; Smriti Kutaula, Kingston Business School; Leonidas C, Leonidou, U. of Cyprus; Paul Christodoulides, Cyprus U. of Technology

Different Sources, Different Responses? How Local Sociopolitical Pressures Affect Risk Assessment | Joon Woo Sohn, Indiana U. - Kelley School of Business; Arkangel...
**Session Details – Monday, 12:00 - 2:00 PM**

**1285 : (Paper Session) - (OSCM) Buyer-Supplier Relationship**
Chair: Nitin Joglekar, Boston U.
Reexamining the impact of TSIs on supplier performance: A multi-level model of value creation view | Ming-Chang Huang, National Yulin U. of Science and Technology; Min-ping Kang, National Taiwan Normal U.
Supply Chain Triads: Supplier-Supplier Co-operation, Resilience and Buyer Implications (WITHDRAWN) | Christian Felix Durach, ESCP Europe Business School; Frank Wiengarten, ESADE Business School; Thomas Y Choi, Arizona State U.
Processing Information through Contracts in Inter-organizational Relationships | Florence Karaba Stadler, School of Management, U. of Bath; Jens Roehrich, U. of Bath; Steve Conway, U. of Leicester; Jack Turner, Janssen pharmaceuticals.

**Development of a Perceptual Distance Monitor (PDM) for client-contractor collaborations | Christian Van Der Krift, Eindhoven U. of Technology; Josette Gevers, Technical U. Eindhoven; Arjan Van Weele, Eindhoven U. of Technology**

**1286 : (Paper Session) - (OSCM) Chan Hahn Paper Session**
Chair: John Gray, Ohio State U.
Patent Grant Delays and Future Innovative Activities | Param Pal Singh Chhabra, Georgia Institute of Technology; Manpreet Hora, Georgia Institute of Technology; Karthik Ramachandran, Georgia Institute of Technology.
Effect of Capacity and Flexibility Constraints on Bullwhip Effect in Supply Chains | Arunachalam Narayanan, U. of Houston; Alan Mackelprang, Georgia Southern U.; Manoj Malhotra, Weatherhead School of Management, Case Western Reserve U.
Scalability of Follower Bases on Social Media Platforms for Humanitarian Operations | Eunae Yoo, U. of Tennessee; Elliot Rabinovich, Arizona State U.; Bin Gu, Arizona State U.
Hailing Rides Using On-Demand Mobility Platforms: What Motivates Consumers to Choose Pooling? | Sergey Naumov, MIT Sloan School of Management; David R. Keith, MIT Sloan School of Management.

**1287 : (Paper Session) - (PNP) Volunteering, Motivation, and Engagement**
Chair: Eric C. Martin, Bucknell U.
Congruence Matters: Volunteer Motivation, Value Internalization and Retention | ByeongJo Kim, California State U. Chico; Min Han Kim, U. of Pittsburgh

**1288 : (Paper Session) - (PNP) Diversity, Inclusion, and Leadership**
Chair: Justin Michael Stritch, Arizona State U.
The Impact of Leadership Diversity Among Nonprofit Organizations | Ruth Bernstein, U. of Washington, Tacoma; Christopher A. Fredette, U. of Windsor
Supportive Leadership Behavior in the Public Sector: Gender and the Manager-Employee Relationship | Shahidul Hassan, Ohio State U.; Deneen Hatmaker, U. of Connecticut
Managing Resources and Legitimacy: The Impact of Leadership Diversity on Nonprofit Survival | Ruodan Zhang, Indiana U. Bloomington; Brad Fulton, Indiana U. Bloomington

**1289 : (Paper Session) - (RM) Improving Qualitative Research Methods**
Chair: Michel Antebay, Boston U.
Problematizing Categories in Qualitative Analysis: Implications for Theory Building | Stine Grodal, Boston U.; Michel Antebay, Boston U.; Audrey Holm, Boston U.
Inside-Out Interviews: Cross-Cultural Research in China | Martin Sposato, Middlesex U. Dubai
Rongomatau: An Indigenous Philosophy and Methodology for Improving Research Process and Outcomes | Kiri Dell, U. of Auckland
Unboxing the Black Box: Towards a Typology of Theorizing from Qualitative Single Case Studies | Bareerah Hafeez Hoorani, U. of Lugano/U. Della Svizzera Italiana; Emmanuella Plakoyiannaki, Leeds U. Business School

**1290 : (Plenary) - (SAP) Strategizing Activities and Practices Interest Group Distinguished Keynote**
Chair: A. Paul Spee, U. of Queensland
Distinguished Speaker: John Van Maanen, Massachusetts Institute of Technology
Moderator: Anne D. Smith, U. of Tennessee, Knoxville

**Constituting a Reasonable Corporation | Sandrine Blanc, KU Leuven, Faculty of Economics and Business & Institute of**

**Expanding Socialization Theory: Volunteering for Refugees in France and Australia | Charlotte Trager, Doctoral student at ESCP Europe Business School; Debbie Haski-Leventhal, Macquarie U.; Kerstin Alles, ESCP Europe**

**Linking Organizational Integrity and Employee Whistleblowing Intentions: A Multilevel Mediation | Wisanupong Potipiroon, Prince of Songkla U.**

**Strengthening the Ties that Bind: Fostering Group Cohesiveness in Volunteer Fire Services | Alexander Henderson, Marist College; Jessica Elizabeth Sowa, U. of Baltimore**
Philosophy, Anne-Laure Boncori, Insec School of Business & Economics

The Political Imperative to Do The Good There Is No Business Reason Not to Do | Gaston De Los Reyes, George Washington U.


From Donor Motivation To Recipient’s Welfare: A New Agenda For Corporate Philanthropy Research | Marian Ebrassu, South Champagne Business School; Arthur Gautier, ESSEC Business School

1292 : (Paper Session) - (SIM) Corporate Ethics and Technology
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Wafa Ben Khaled, U. of Birmingham

Corporate Ethics, Technological Readiness, and Social Progress | Daniel Alonso-Martinez, U. of Leon; Nuria Gonzalez-Alvarez, U. of Leon; Mariano Nieto, CUNEF
Recognize Everyone’s Interests: Corporate Ethics, Driverless Cars, and the New Trolley Problem | Tobey Scharding, Rutgers Business School
The Governance of Digital Platforms: A Citizenship Perspective | Hussein Fadilallah, Schullich School of Business
Smart Home Courtship | Lara Anne Hale, Copenhagen Business School

1293 : (Paper Session) - (SIM) Unethical Work Climate: Abuse, Bullying, and Disengagement
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Mollie Painter-Morland, Nottingham Trent U.

Recasting Bullying as Negotiation's Evil Twin | Jason R. Pierce, U. of North Carolina, Greensboro; Linda M. Dunn-Jensen, California State U.; Stanislaus; Nancy Pierce, U. of North Carolina, Greensboro

Development and Validation of a Multidimensional Measure of Responsible Business Leadership | Swati Agarwal, Indian Institute of Technology Delhi; Kanika Tandon Bhal, Indian Institute of Technology, Delhi

Man Up and Take It: Gender Bias in Moral Typecasting | Tania Reynolds, Indiana U., Bloomington;
Chuck Howard, U. of British Columbia; Hallgeir Sjästad, NHH Norwegian School of Economics; Lei Zhu, U. of Manitoba; Tyler Gene Okimoto, U. of Queensland; Roy Baumeister, U. of Queensland; Karl Aquino, U. of British Columbia; JongHan Kim, Coastal Carolina U.

How and When Abusive Supervision Could Not Translate into Unethical Behavior | Muhammad Arshad, U. of Lahore; Neelam Qasim, U. of Lahore; Naheed Sultana, Department of Economics, U. of Lahore Pakistan; Mariam Farooq, UCP Business School, U. of Central Punjab, Lahore, Pakistan

1294 : (Paper Session) - (SIM) Facing Challenges and the Importance of Work
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Michael Greiner, Oakland U.
Conceptualizing Responsible Return to Work: CSR in Relation to Employee Return to Work After Cancer | Layla Jayne Brannick, Macquarie U.; Senia Kalfa, Macquarie U.; Stephen Brammer, Macquarie U.

Understanding Organizational Challenges of Immigration: Local Immigrant Partnerships in Canada | Sudhir Nair, U. of Victoria; Belaid Moa, U. of Victoria

Work Matters: Formerly Incarcerated Men’s Resiliency in Reentry | Catrina Palmer, Rutgers U., Newark; Johanna Christian, Rutgers U.

Exceptions for Exceptional People: Job Performance and Employment Termination Following Arrest | Randall Croom, Stetson U.; Carliss D. Miller, Sam Houston State U.; Reginald Lewis Tucker, Louisiana State U.

1295 : (SIM) The Role of Deliberative Democracy within the Multi-Objective Corporation
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Maximilian Schormair, U. of Hamburg

Reconciling Analytics with Holistic Thinking in Business Sustainability Decision-Making | Julia Benkert, Swinburne Business School, Swinburne U. of Technology
Logics of Sustainability-oriented Alliances: A Process View on Food Waste Reduction Partnerships | Andra Riandita, KTH Royal Institute of Technology; Anders Brostroem, KTH Royal Institute of Technology, Dept of Industrial Economics and Management; Raffaella Cagliano, Politecnico di Milano
The Rhetorical Genres within Sustainability Reporting: An Illustrative Case | Peter Hamilton, Durham U.

1297 : (Paper Session) - (SIM) Socio-Politics and Corporate Responsibility
1:15pm - 2:45pm Boston Marriott Copley Place: Nantucket
Chair: Barry M. Mitnick, U. of Pittsburgh

Inclusive Governance: Varieties of Spaces and Practices in Intergovernmental Regulation | Natalia Aguilar Delgado, HEC Montreal; Paola Perez-Aleman, McGill U.

Corporate Activism: Exploring Corporate Social Responsibility (CSR) Communication | Laura Olkkonen, LUT U., School of Business and Management; Jännica Jääskeläinen, U. of Helsinki
The Effect of Civilian Oversight on Police Organizational Outcome: A Quasi-Experimental Study | Jisang Kim, U. At Albany-SUNY

How Governments orchestrate Corporate Social Responsibility Interventions through Financial Markets | Stephanie Giamporcaro, Nottingham Trent U.; Jean-Pascal Gond, Cass Business School, City U. London; Niamh O'Sullivan, Nottingham U. Business School

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 12:00 - 2:00 PM

1298 📚JS: (SIM, OB) Corporate Social Responsibility (CSR) and Employees
1:15pm - 2:45pm Boston Marriott Copley Place: Boylston
Organizers: Akwasi Opoku-Dakwa, Duquesne U.; PJ Dillon, Duquesne U.
Discussant: Bruce A. Rayton, U. of Bath
The Causal Effects of Employee Participation in CSR Initiatives | Florencio F. Portocarrero, U. of California Irvine; Vanessa Burbano, Columbia Business School
The Influence of Employee CSR Programs on Employee Societal Citizenship Behavior Outside of Work | Lisa Lewin, Rutgers Business School; Daniella E. Warren, Rutgers U.; Mohammed Al Suwaidi, United Arab Emirates U.
When Stakeholders Respond Negatively to CSR | Chelsea Williness, U. of Saskatchewan
Mean Girls: How Social Creativity in CSR Enhances Organizational Identification | PJ Dillon, Duquesne U.; Ian Walsh, U. of Massachusetts, Amherst; Charles C. Manz, U. of Massachusetts, Amherst
Corporate Social Responsibility and Work: Frameworks for Employee Agency | Akwasi Opoku-Dakwa, Duquesne U.
Participants: Florencio F. Portocarrero, U. of California Irvine; Vanessa Burbano, Columbia Business School; Lisa Lewin, Rutgers Business School; Daniella E. Warren, Rutgers U.; Mohammed Al Suwaidi, United Arab Emirates U.; Chelsea Williness, U. of Saskatchewan

1299 📚: (Paper Session) - (STR) Industry Changes and Dynamic Capabilities
1:15pm - 2:45pm Boston Park Plaza: Cabot
Competitive Strategy and Heterogeneity Track
Chair: Samira Askarova, Weatherhead School of Management, Case Western Reserve U.
Does Location Matter? Taking Stock and Conceptualizing the Role of Location in Dynamic Capabilities | Oliver Silbernagel, EBS U. für Wirtschaft und Recht; Christian Landau, EBS Business School
Dynamic Capabilities and Systemic Friction: When System Interdependencies Cause Product Errors | Jose Mauricio Galli Geleilate, UMass Lowell; Stav Fainshmidt, Florida International U.

1300 📚: (Paper Session) - (STR) Product Diversification: Sources and Challenges
1:15pm - 2:45pm Boston Park Plaza: Constitution
Corporate and International Strategy Track
Chair: Junichi Yamanoi, Waseda U.
Interplay between Product and Geographic Diversification and its Effect on Firm Performance | Abu Rehan Abbasi, Indian Institute of Management, Bangalore; Rejie George Pallathitta, Indian Institute of Management, Bangalore
The Gap between What Firms Do and What Firms Know: Product & Knowledge Similarity and Performance | Li Wang, School of Management, Harbin Institute of Technology; Jiyao Chen, Oregon State U.; Mohanbir S. Sawhney, Northwestern U.; Qingpu Zhang, School of Management, Harbin Institute of Technology
Rare Knowledge Combinations in Professional Services: Competitive Advantage or Not Worth the Hassle | Andrew von Nordenflycht, Simon Fraser U.; Heidi K. Gardner, Harvard U.

1301 📚: (Paper Session) - (STR) Top Management Teams: Antecedents and Effects
1:15pm - 2:45pm Boston Park Plaza: Emerson
Strategic Leadership and Governance Track
Chair: John W. Medcof, McMaster U.
Cultural Sensitivity in the Boardroom | Manfred Woelfe, Ludwig Maximilian U. of Munich (LMU); Simone Maria Eulitz, Ludwig Maximilian U. of Munich (LMU)
The Top Compensation Group: The Most Influential Executives in the Top Management Team | John W. Medcof, McMaster U.
Top Management Team Turnover Following Interim-CEO Successions | Rob Langan, IE Business School
Top Management Team Composition and New Ventures’ IPO Performance: A Fuzzy Set Approach | Petteri Leppänen, TUM School of Management, Technische U. München

1302 📚: (Paper Session) - (STR) Contextualizing Divestiture
1:15pm - 2:45pm Boston Park Plaza: Exeter
Corporate and International Strategy Track
Chair: Emanuele Luca Maria Bettinazzi, U. della Svizzera Italiana
Acquiring Divested Units: How Former and New Parents Jointly Shape Post-Acquisition Integration | Dries Faems, WHU; Taco Reus, Erasmus U. Rotterdam
 Stakeholder Orientation and Divestiture Activity | Emanuele Luca Maria Bettinazzi, U. della Svizzera Italiana; Emilie Feldman, U. of Pennsylvania
Divestiture Performance and the Role of Private Equity Acquirers | Paul Nary, U. of Pennsylvania
Why Do Firms Divest their Legacy Business? A Reconfiguration Perspective | Yang Ding, Tilburg U.; Geert Duysters, Tilburg U.; Louis Mulotte, Tilburg U.

1303 📚: (Paper Session) - (STR) Firm Governance and Innovation
1:15pm - 2:45pm Boston Park Plaza: Grand Ballroom A
Innovation Strategy and Industry Dynamics Track
Chair: Giulia Solinas, Ludwig Maximilian U. of Munich (LMU)
Configurations of Coordination Mechanisms to Sustain Value Appropriation from Innovation | Giulia Solinas, Ludwig Maximilian U. of Munich (LMU); Dennis Verhoeven, KU Leuven

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Access to Debt Financing in Emerging Markets: The Role of R&D, Patents, and State Ownership | Haixiao Wei, School of Management, Xi’an Jiaotong U.; En Xie, Tongji U.; Jingyu Bi, School of Management, Xi’an Jiaotong U.

Mind the Gaps: How Organization Design Shapes the Sourcing of Inventions | John Eklund, U. of Southern California

The Heterogeneity of Ownership Structure and the Involvement of Independent Directors in Innovation | Lin-Hua Lu, National Taipei U. of Technology; Poh Kam Wong, National U. of Singapore

1304: (Paper Session) - (STR) Corporate Social Responsibility
1:15pm - 2:45pm Boston Park Plaza: St James

Chair: Sofia Angelidou, U. of Liverpool Management School

Performance Relative to Aspirations and CSR: The Paradoxical Effect of Consistent Feedback | Sofia Angelidou, U. of Liverpool Management School; Charalampos Saridakis, Leeds U. Business School

The Insurance-like Effect of Corporate Social Responsibility on Acquisition Performance | Tingting Zhang, China U. of Political Science and Law; Zhengyi Zhang, Capital U. of Economics and Business

Corporate Philanthropy as a Strategic Tool for Advocacy | Hram Seo, U. of Minnesota

Exploring the Internal Dynamics of Corporate Social Responsibility Implementation | David Risi, U. of St. Gallen; Christopher Wickert, Vrije U. Amsterdam

1305: (STR) Dynamics of Governance
1:15pm - 2:45pm Boston Park Plaza: Stater

Governance Inertia in Dynamic Institutional Environments | Nan Jia, U. of Southern California; Florian Klein, WU Vienna U. of Economics and Business; Jonas F. Puck, WU Vienna U. of Economics and Business

The Evolution of Contracting | Jeff Macher, Georgetown U.; John Mayo, Georgetown U., McDonough School of Business

Are Governance Mode and Location Choices Interdependent? | Michael J. Leiblein, Ohio State U.; Marcus Müller Larsen, Copenhagen Business School; Torben Pedersen, Copenhagen Business School

Leadership Vacillation as a Pattern of CEO Succession | Jack A. Nickerson, Washington U.; Chieh-Chung James Yen, Peking U.; Todd Zenger, U. of Utah, David Eccles School of Business

Speakers: Kyle J. Mayer, U. of Southern California; Todd Zenger, U. of Utah, David Eccles School of Business

Presenters: Nan Jia, U. of Southern California; Michael J. Leiblein, Ohio State U.; Jeff Macher, Georgetown U.; Jack A. Nickerson, Washington U.

Participants: Florian Klein, WU Vienna U. of Economics and Business; Marcus Müller Larsen, Copenhagen Business School; John Mayo, Georgetown U., McDonough School of Business; Torben Pedersen, Copenhagen Business School; Jonas F. Puck, WU Vienna U. of Economics and Business; Chieh-Chung James Yen, Peking U.

1306: (Paper Session) - (STR) Joint Ventures
1:15pm - 2:45pm Boston Park Plaza: Stuart

Cooperative Strategy Track

Chair: Sarah Maria Bruhs, Freie U. Berlin

Joint Steering Committees and R&D Performance of Strategic Alliances (WITHDRAWN) | Marvin Hanisch, U. of Passau; Bastian Rake, Maynooth U.; Fabrice Lumineau, Purdue U.

Whoa, Partner! Veto Rights in Joint Ventures | Jeffrey J. Reuer, U. of Colorado, Boulder; Elko Klijn, Old Dominion U.

Joint Venture or Minority Alliance? A Policy Capturing Study on Different Equity Governance Modes | Johann Fritz Voigtberger, Free U. Berlin; Sarah Maria Bruhs, Freie U. Berlin; Thomas Mellewigt, Freie U. Berlin; Ann-Kathrin Herfeld, WU Vienna

Share Misallocation and Termination of Equity Joint Ventures | Liang Wang, Nottingham U. Business School China

1307: (Paper Session) - (STR) CEO Compensation: Antecedents and Effects
1:15pm - 2:45pm Boston Park Plaza: White Hill

Strategic Leadership and Governance Track

Chair: Anand Ramaswamy Vijayasankaran, U. of Illinois at Urbana-Champaign


Stakeholder Management and CEO Compensation: Main Effects and Interactions | Anand Ramaswamy Vijayasankaran, U. of Illinois at Urbana-Champaign; Michael Kay Bednar, U. of Illinois


Dominant Choices? How CEO/Board Power Predicts Compensation Consulting Firm Relationships | Shelby Gai, Northwestern Kellogg School of Management; Edward Zajac, Northwestern U.; Danielle Zhang, BI Norwegian Business School

1308: (Paper Session) - (STR) Organizational Learning, Capabilities, and Heuristics
1:15pm - 2:45pm Boston Park Plaza: Winthrop

Behavioral Strategy, Process, and Change Track

Chair: Renate Krachtovil, BI Norwegian Business School


Learning by Doing and Corporate Development Activities | Wonsang Ryu, Korea Advanced Institute of Science and Technology (KAIST), College of Business; Brian T. McCann, Vanderbilt U.
Building and Deploying Speed Capability: How and When Do Different Learning Experiences Matter? | Toby Li, Texas A&M U.; Ashton Lewis Hawk, U. of Colorado, Boulder; Jan-Michael Ross, Imperial College London
Heuristics to Survive Firm Collapse | Russell C. Manfield, U. of Queensland; Lance Newey, U. of Queensland

**MONDAY 1:45PM**

1309 SHCS: (STR, ENT, SIM) Developing Inclusive Innovations to Address Institutional Failures
1:15pm - 2:45pm Boston Park Plaza: Beacon Hill
Moderator: Leandro Simões Pongeluppe, Rotman School of Management
Speakers: Nilanjana Dutt, Bocconi U.; Gerard George, Singapore Management U.; Sergio Giovanetti Lazzarini, Insep Institute of Education and Research; Johanna Mair, Hertie School of Governance; Anita McGahan, U. of Toronto

1310 SHCS: (STR, OMT, TIM) Artificial Intelligence and the Next Frontier of Organizational Modeling
1:15pm - 2:45pm Boston Park Plaza: Arlington
Organizers: Saerom Lee, U. of Michigan; Sungyong Chang, London Business School
Panelists: Daniel Levintal, U. of Pennsylvania; Hart E. Posen, U. of Wisconsin, Madison; Phanish Puranam, INSEAD; Hyejin Youn, Northwestern Kellogg School of Management

1311 JS: (STR, RM, OMT) How to Identify and Test Causal Mechanisms of the Decision-Making Process in Corporate Governance
1:15pm - 2:45pm Boston Park Plaza: Berkeley
Organizers: Radina R. Blagoeva, RSM, Erasmus U.; Ilaria Orlandi, Erasmus U. Rotterdam
Panelists: Ryan Adam Krause, Texas Christian U.; Vilmos F. Misangyi, Pennsylvania State U.; Ann Mooney Murphy, Stevens Institute of Technology; Christine Shropshire, Arizona State U.; Michael C. Withers, Texas A&M U.

1312: (Plenary) - (TIM) Plenary on Emerging Technologies
1:15pm - 2:45pm Boston Hynes Convention Center: 204
Please join us for the TIM Plenary Session on Emerging Technologies: Emerging Research Opportunities! All conference registrants are welcome.
Organizer: Rahul Kapoor, U. of Pennsylvania
Panelists: Cheryl Martin, Former-World Economic Forum/ARPA-E; Alan Cabello, Adjoint, Inc; Alfonso Gambardella, Bocconi U.; Mary Tripsas, Boston College; Philip C. Anderson, INSEAD

**MONDAY 2:00PM**

1314: (PUBS) Meet the ANNALS Editors
2:00pm - 3:00pm Boston Hynes Convention Center: Exhibition Hall A
Come meet the incoming editors of ANNALS, Carrie Leana and Stuart Bunderson, and the team of associate editors to learn their vision for the journal and tips on how to write a successful paper. All are welcome, so find us at the Publications booth near the Member Resource Center just outside the Main Exhibit Hall.
Organizer: Susan Zaid, Academy of Management
Presenters: Carrie R. Leana, U. of Pittsburgh; Stuart Bunderson, Washington U. in St. Louis

**Monday 3:00PM**

1315: (Paper Session) - (CAR) Supervisor Effects on Careers
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon B
Chair: Chang-Ya Hu, National Chengchi U.
Can I Take Charge of My Career Progression? It Depends on Your Supervisor’s Status Perception | Angela Jie Xu, Jinan U.; Raymond C.H. Loi, U. of Macau; Chiris W. C. Chow, U. of Macau
How to Maintain Career Adaptability under Abusive Supervisor? The Role of Coworker Support | Muhammad Imran Rasheed, The Islamia U. of Bahawalpur Pakistan and Uni of Science and Tech China; Qingxiong Weng, U. of Science and Technology of China
Spillover Effect of LMX on Customer Satisfaction: The Mediating Role of Professional Commitment | Mei Dong, Shanghai Jiao Tong U.; Jia Lin Xie, U. of Toronto; Runtian Jing, Shanghai Jiao Tong U.
Careers Best Student Paper Award Nominee
The Role of Leader-Member Exchange (LMX) Agreement for Employability and Objective Career Outcomes | Olga Epitropaki, Durham U.; Anders Friis Marstrand, Birbeck, U. of London; Nikos Bozionelos, EMLYON Business School; Claudia Van Der Heiden, U. of Amsterdam; Dora Scholarios, U. of Strathclyde, Scotland, UK; Izabela Marzec, Katowice School of Economics (GWSH), Poland; Nikolaos Mylonopoulos, ALBA Graduate Business School; Aslaug Mikkelsen, U. of Stavanger; Piotr Jedrzejowicz, Gdynia Maritime U., Poland

1316: (Paper Session) - (CAR) The Meaning of Work in Careers
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A
Chair: Shoshana Dobrow Riza, London School of Economics
Linking Perceived Overqualification and Work Meaningfulness: A Moderated Mediation Model | Yejun Zhang, U. of Oklahoma; Mark C Bolino, U. of Oklahoma; Kui Yin, U. of Science and Technology Beijing
Calling Attention to 20 Years of Research: A Comprehensive Meta-Analysis of Calling | Shoshana Dobrow Riza, London School of Economics; Hannah Weisman, London School of Economics and Political Science; Daniel Heller, Tel Aviv U.; Jennifer Tosti-Kharas, Babson College
The Careers Best Overall Paper Award Nominee

Two Time-Waved Relationships between Calling Living-Perceived Conflict and Outcomes | Yiheng Xi, School
of Labor and Human Resources, Renmin U. of China; Yanyuan Cheng, Renmin U. of China; Zhen Li, China Renmin U.

1317 ☐☐☐ JS: (CAR, GDO) Stereotypes, Biases, and Obstacles: Implications for Women's Careers
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom A
Organizers: Waverly W. Ding, U. of Maryland; Hyeun Lee, U. of Maryland, College Park
Discussant: Tian Tian Yang, Duke U.
Gender Gaps in Equity Crowdfunding: Evidence from a Randomized Field Experiment | Sofia Bapna, U. of Minnesota; Martin Ganco, Wisconsin School of Business
Gender Differences in Communication and Investor Perceptions of Entrepreneurial Potential | Laura Huang, Harvard Business School; Priyanka D. Joshi, San Francisco State U.; Cheryl Waks Skinner, U. of Southern California Does Entrepreneurship Experience Help or Hurt Men and Women's Search for a Managerial Job? | Waverly W. Ding, U. of Maryland; Hyeun Lee, U. of Maryland, College Park; Debra L. Shapiro, U. of Maryland

In, Out or Up? Drivers of the Glass Ceiling Pattern in Organizations | Roberto M. Fernandez, Massachusetts Institute of Technology; Brittany Bond, Massachusetts Institute of Technology

1318 ☐☐☐ CAU: (CAU) Reimagining Business Education
3:00pm - 4:30pm The Fairmont Copley Plaza Hotel: Back Bay Room
Organizers: William H. Glick, Rice U.; Stefanie Lenway, U. of St. Thomas

1319 CAU: (CAU) Futures of CMS: Setting an Agenda for Action and Activism
3:00pm - 4:30pm The Fairmont Copley Plaza Hotel: Commonwealth Room
Please do not schedule after 4:30pm on Monday (so as not to conflict with the CMS Plenary and CMS Main Social).
Organizers: Alexandre Bristow, The Open U. Business School; Paul Donnelly, Technological U. Dublin; Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Sarah Katrina Robinson, U. of Leicester

1320 ☐ (Paper Session) - (CM) Conflict Within Groups and Teams
3:00pm - 4:30pm Sheraton Boston Hotel: Clarendon AB
Chair: Kyong Yong Kim, City U. of Hong Kong
 Things Are Not Always What They Seem: The Origins and Evolution of Intragroup Conflict | Stephen Jones, U. of Washington, Bothell; Pri Pradhan Shah, U. of Minnesota; Amanda Ferguson, Northern Illinois U.; Randall S Peterson, London Business School
 A Longitudinal Study of Power Dispersion and Upper Management Conflict on Intragroup Conflict | Michel Tremblay, HEC Montreal; Kevin Hill, HEC Montreal
 Winner of CM Division Best Paper Award - Conflict in Context How TMT Conflicts Affect Exploratory Innovation? The Moderating Effects of Team Task Reflexivity | Jing Ji, Innovation Management
 Open-Minded Discussion for Leader Support and Reduced Relationship Conflict | Alfred Wong, Lingnan U.; Xiaohui Wang, Lingnan U. / Sun Yat-sen U.; Jie Yang, RCISHRM, Jiangxi U. of Finance and Economics; Dean Tjosvold, Lingnan U.

When Does Task Conflict Benefit the Bottom Line? A Contingency Perspective | Kyong Yong Kim, City U. of Hong Kong; Leanne Atwater, U. of Houston; Kibok Baik, Kookmin U.

1321 ☐☐☐ SHCS: (CM, OB) Seeing Social Hierarchy in a New Light: The Bright Side of Power and the Dark Side of Status
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B
Chairs: Huisi Li, Cornell U.; Ya-ru Chen, Cornell U.
Shock and Ha! How Power Influences the Use of Humor | Thomas Bradford Bitterly, U. of Michigan, Ross School of Business
Powerlessness also Corrupts: Lacking Power Increases Self-Promotional Lying | Huisi Li, Cornell U.; Ya-ru Chen, Cornell U.; John Angus Hildreth, Cornell SC Johnson College of Business
Status and Social Class Increases Status Motive | Cameron Anderson, U. of California, Berkeley; Daron Sharps, U. of California, Berkeley; John Angus Hildreth, Cornell SC Johnson College of Business
Model Behavior?: The Effect of Status on the Imitation of Self-Interested Behavior | Michelle Duguid, Cornell U.
Presenters: Thomas Bradford Bitterly, U. of Michigan, Ross School of Business; Michelle Duguid, Cornell U.; John Angus Hildreth, Cornell SC Johnson College of Business
Participants: Cameron Anderson, U. of California, Berkeley; Daron Sharps, U. of California, Berkeley

1322 ☐ (Paper Session) - (CMS) Finance, Market and Valuation
3:00pm - 4:30pm Hilton Boston Back Bay: Lincoln
Chair: Thomas Clarke, U. of Technology, Sydney
(UN)due Credit: Evaluating the Microfinance Craze | Emily Einhorn, Skidmore College

Why Didn’t the Watchdogs Bark? Internal Auditing and the Wells Fargo Scandal | Elena P. Antonacopoulou, U. of Liverpool; Regina F. Bento, U. of Baltimore; Lourdes White, U. of Baltimore


A Critical Approach to ‘Financialization’ through the Castoriadian Lens of the ‘Social Imaginary’ | Steve Michael Loren, U. of Massachusetts, Boston

1323 ☐ (Paper Session) - (CMS) Truth, Ideology and Political Imaginaries
3:00pm - 4:30pm Hilton Boston Back Bay: Maverick B
Chair: Sarah Stookey, Central Connecticut State U.
 Making Climate Change Fit for Capitalism: The Corporate Translation of Climate Adaptation | Daniel
MONDAY 2:00 - 4:00 PM

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

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**1324**: (Paper Session) - (ENT) Entrepreneurship and Philosophy
3:00pm - 4:30pm Boston Marriott Copley Place: Columbus I
Chair: Pekka Stenholm, U. of Turku, Finland
A Dynamic Perspective on Slack Resources and Innovation in Challenging Institutional Contexts | Yunzhou Du, Southeast U.; Phillip H. Kim, Babson College; Sebastian Fournie, Willfrid Laurier U.
Buddha's Wheel of Time: Chinese Buddhist Entrepreneurs and New Ventures' Access to External Resources | Zuhui Xu, Nanjing; Yi Tang, Hong Kong Baptist U.; Zhiyang Liu, Shanghai U. of Finance and Economics
Entrepreneurial Behavior as the Key to Success in Venture and Private Life | Tobias Kollmann, U. of Duisburg-Essen; Simon Henselk, U. of Duisburg-Essen; Karl Lucas Kleine-Steigmann, U. of Duisburg-Essen; Philipp Benedikt Jung, U. of Duisburg-Essen
Luck in Action – Creating Luck Momentum in an Entrepreneurial Context | Pekka Stenholm, U. of Turku, Finland; Yi Jiang, ESCP Europe

1325**: (Paper Session) - (ENT) Entrepreneurial Orientation
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Vishal K. Gupta, U. of Alabama
Exploring Antecedents of Entrepreneurial Orientation: An International Perspective | Karina Bogatyreva, Graduate School of Management at St.Petersburg State U.; Galina Shirokova, Graduate School of Management of St.Petersburg State U.; William John Wales, U. at Albany/SUNY; Richard Germain, U. of Louisville

CEO Humility, Entrepreneurial Orientation, and the Moderating Influence of Environmental Factors | Sanjay Chaudhary, sanjay.efpm1508; Vishal K. Gupta, U. of Alabama; Safal Batra, Indian Institute of Management, Kashipur; Louis Marino, U. of Alabama; Shruti Batra, Birla Institute of Management Technology, Greater Noida, Uttar Pradesh India
Audacious Entrepreneurship: How CEO Overconfidence Influences Entrepreneurial Orientation | Connor Lubojacky, U. of Houston; Curtis Wesley, U. of Houston
Captain at the Helm: How CEO Narcissism Steers Firm Entrepreneurial Orientation | Connor Lubojacky, U. of Houston; Curtis Wesley, U. of Houston

1326**: (Paper Session) - (ENT) Topics in Entrepreneurship Policy
3:00pm - 4:30pm Boston Marriott Copley Place: Massachusetts
Chair: François Gravié-Plandé, U. of Limoges
Entrepreneurs Embrace Competition: Evidence from a Lab-in-the-Field Study | Diemo Urbig, U. of Wuppertal; Werner Boente, U. of Wuppertal / Jackstädt Center of Entrepreneurship and Innovation Research; Vivien Procher, U. of Wuppertal; Sandro Lombardo, U. of Wuppertal
Policy for Sustainable Entrepreneurship: A Crowdsourced Framework | Rosina Watson, Cranfield School of Management; Kristian Roed Nielsen, -; Christine Mera, Cranfield School of Management; Hugh Wilson, Warwick Business School; Emma Macdonald, Warwick Business School; Lucia Reisch, Copenhagen Business School; Stefan Hemel, Cranfield School of Management
Imprinting Economic Conditions on Firm Formalization: An Institutional Perspective | Katia De Melo Galdino, Georgia Southern U.; Gonzalo Molina Sieiro, Florida State U.; Bruce Lamont, Florida State U.; Robert Michael Holmes, Florida State U.

1327**: (Paper Session) - (ENT) Regional Differences Among Family Firms
3:00pm - 4:30pm Boston Marriott Copley Place: New Hampshire
Chair: Frank Lattuch, Münster U. of Applied Sciences
Heterogeneity among Single Family Offices: An Exploratory Study | Antonia J. Schickinger, Candidate - WHU Otto Beisheim School of Management; Max Peter Letiterstorf, WHU - Otto Beisheim School of Management
Hakuna Matata! Cross-Regional Differences in the Entrepreneurial Capital of Family Firms | Nonyelum Lina Eze, ESADE Business School-Ramon Llull U.; Georges Samara, American U. of Beirut; Maria Jose Parada, ESADE/JIBS
Family Offices and Institutional Change in Europe: A Comparative Analysis | Carolin Decker-Lange, The Open U. Business School; Knut Lange, Department of Management, Royal Holloway
Keeping Family Firms in a Region: Family Firm Density, Job Security and Firm Performance | Jeroen Neckebrouck, IESE Business School; Daniel Pittino, Jonkoping International Business School; Francesco Chirico, Jonkoping International Business School

1328**: (Paper Session) - (ENT) Entrepreneurship Policy Effects
3:00pm - 4:30pm Boston Marriott Copley Place: Orleans
Chair: Caleb Fuller, Grove City College
Investigating the Link between Technological Entrepreneurship and National Innovativeness | Doohoe Chung, Handong Global U.; Seung-In Yang, Handong Global U.; Wonkyeong Kim, Handong Global U.; Klaus Marhold, WU Vienna U. of Economics and Business
Entrepreneurship, Wage Inequality and Creative People in Labor Markets | António sérgio Ribeiro, CEG-IST, U. of...
Entrepreneurial Entry

The Ambivalent Image of Social Enterprises
Failure in Social Entrepreneurship: Responses of
Chair:
3:00pm - 4:30pm Boston Marriott Copley Place: Simmons

Entrepreneurship 1

3:00pm - 4:30pm Boston Marriott Copley Place: Vineyard
Chair: Julia Kensbock, Maastricht U., School of Business & Economics
Entrepreneurs’ Cognitive Interpretations as Drivers of Small Firm Growth Intentions | David A. Alvarado, U. of Texas Rio Grande Valley; Sarah Kimakwa, U. of Texas Rio Grande Valley
What Do You Fear? Refining the Role of Fear of Failure as an Antecedent of Entrepreneurial Intention | Laura Aline Bechthold, Max Planck Institute for Innovation and Competition; Laura Rosendahl Huber, Max Planck Institute for Innovation and Competition
Too Dangerous to be an Entrepreneur -Warzone Entrepreneurs’ Exit Intention | Asghar Afshar Jahanshahi, CENTRUM Catolica, Pontificia U. Catolica del Peru; Andreas Rauch, U. of Sydney Business School; Hussain Gholami, Herat U.
Temporal Preferences and Entrepreneurial Intentions | Cedric Gutierrez, Bocconi U.; Randolph Sloor, U. of Amsterdam

1329
(Paper Session) - (ENT) Predictors of Entrepreneurial Entry
Chair: Mujtaba Ahsan, San Diego State U.
Losing Personal Initiatives on Satisfaction? The Moderating Role of Institutional Trust and Industry | Lihong Song, Shantou U.; Ying Chen, Shantou U.

1330
(Paper Session) - (ENT) Entrepreneurship: Underrepresented Groups
Chair: Maria Figueroa-Armijos, American U.
Fostering Disabled Entrepreneurship: Challenges, Alternatives and Results | Ying-Che Ali Hsieh, National Tsing Hua U.; Victoria Maria Josse Molina, Institute of Technology Management, National Tsing Hua U.
Achieving Upward Socioeconomic Mobility Using Entrepreneurship: Toward an Imprisonment Model | Hamid Vahidinia, Tulane U.
Helping and Hindering Factors for Inmates Meeting the Challenges for Successful Community Reentry | Joseph Harford, Pennsylvania State U.; Chunjil Chae, Pennsylvania State U.
Vulnerable Populations and Entrepreneurship in Prosocial Crowdfunding: Do Gender & Location Matter? | Maria Figueroa-Armijos, American U.; John Berns, U. of Mississippi

1331
(Paper Session) - (ENT) Social Venturing: Failure and Redemption
Chair: Hans Hansen, Texas Tech U.
Failure in Social Entrepreneurship: Responses of Entrepreneurs | Roy K. Smollan, Auckland U. of Technology; Smita Singh, Auckland U. of Technology
The Ambivalent Image of Social Enterprises – Human Values as a Source of Explanation | Yasmine Yahyaoui, U. of Paderborn; Eva Alexandra Jakob, U. of Paderborn; Holger Steinmetz, U. of Paderborn; Rodrigo Isidoro, U. of Passau; Marius Wehner, Heinrich-Heine U. of Dusseldorf
A Status Perspective on Entrepreneurial Decision-Making Autonomy | Maggie Qiuzhu Mei, Grenoble Ecole de Management; Jojo Jacob, Grenoble Ecole de Management
Toward a Theory of Redemptive Entrepreneurship: Growing Both Businesses and People | Muhammad A. Muhammad, Texas Tech U.; Hans Hansen, Texas Tech U.; Ronald K. Mitchell, Texas Tech U.

1332
(Paper Session) - (ENT) Gender and Entrepreneurship 1
Chair: Svenja Jarchow, TUM School of Management, Technische U. München
Encouragement among Women Entrepreneurs and the Effect of Community Empowerment | Juanita Kimiyoe Forrester, Mercer U.; Francois Neville, McMaster U.
He Says, She Says: The Impact of Gender-Specific Linguistic Style on Crowdfunding Outcomes | Annalena Parhankangas, South Dakota State U.; Maija Renko, U. of Illinois at Chicago; Abigail McWilliams, U. of Illinois at Chicago
Crowdfunding and Societal Change: A Critical Feminist Perspective on Entrepreneurial Discourse | Theresia Harrer, Leibniz U. Hannover; Othmar Manfred Lehner, U. of A.S. Upper Austria
All about My Mother: Factors Influencing Women’s Entrepreneurship | Lucia Naldi, Jonkoping International Business School; Massimo Bau, Jonkoping International Business School; Helene Ahl, Jonkoping U.; Magdalena Markowska, Jönköping U.

1333
(Paper Session) - (ENT) Entrepreneurial Intent 1
Chair: Julia Kensbock, Maastricht U., School of Business & Economics
Entrepreneurs’ Cognitive Interpretations as Drivers of Small Firm Growth Intentions | David A. Alvarado, U. of Texas Rio Grande Valley; Sarah Kimakwa, U. of Texas Rio Grande Valley
What Do You Fear? Refining the Role of Fear of Failure as an Antecedent of Entrepreneurial Intention | Laura Aline Bechthold, Max Planck Institute for Innovation and Competition; Laura Rosendahl Huber, Max Planck Institute for Innovation and Competition
Too Dangerous to be an Entrepreneur -Warzone Entrepreneurs’ Exit Intention | Asghar Afshar Jahanshahi, CENTRUM Catolica, Pontificia U. Catolica del Peru; Andreas Rauch, U. of Sydney Business School; Hussain Gholami, Herat U.
Temporal Preferences and Entrepreneurial Intentions | Cedric Gutierrez, Bocconi U.; Randolph Sloor, U. of Amsterdam

We’re Hiring! Entrepreneur Characteristics and Talent Sorting in Innovative Startups | Emanuele Giraudo, Politecnico di Milano School of Management; Vera Rocha, Copenhagen Business School; Luca Grilli, Politecnico di Milano School of Management

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Do Not Forget the Employees: Towards a Holistic Understanding of Human Capital and Venture Success | Marian Bodenstedt, TU Dortmund U.
Pathways to Career Sustainability Among the Self-Employed and Wage Workers: A Longitudinal Study | Maral Darouei, Leiden U., The Netherlands; Peter Van Der Zwan, Leiden U., The Netherlands; Helen Pluut, Tilburg U.; Jean-Pierre Van Der Rest, Leiden U., The Netherlands

**1335** (Paper Session) - (ENT) IPOs and ICOs
3:00pm - 4:30pm Boston Marriott Copley Place: Yarmouth
Chair: Aleksandar Giga, U. of Southern California
The Evolution of Formal Institutions Related to Initial Coin Offerings: Preliminary Findings | Nir Kshetri, U. of North Carolina, Greensboro
Investment Bankers and IPO Pricing: Do the Personal Attributes of CEOs Matter? | Jeffrey Chandler, Texas Tech U.; Nathan Hayes, Texas Tech U.; Oleg V. Petrenko, Texas Tech U.; Vitaliy Skorodziejevsky, Mississippi State University
The Impersario Hypothesis and the Marketing of Initial Public Offerings | Brigham Brau, Brigham Young U.; James C. Brau, Brigham Young U.; Spencer David Evans, Brigham Young U.

**1336** (EXH) How to ensure individual accountability & avoid the use of cheat-sheets in simulation-based teamwork
3:00pm - 4:30pm Boston Hynes Convention Center: 101
Simulations are an integral part of business programs, yet there are often questions about the impact of the exercise in terms of assurance of learning. In this workshop we will review how the Cesim simulation platform helps instructors eradicate cheat-sheets and avoid student non-involvement in a teamwork environment. In addition, we will demonstrate the use of simulations with mobile devices.

**1337** (Paper Session) - (GDO) Diversity Interventions
3:00pm - 4:30pm Boston Park Plaza: Brandeis
Chair: Stacey Fitzsimmons, U. of Victoria
The Influence of Close Cross-Race Friendships on Diversity Training and Education | Belle Rose Ragins, U. of Wisconsin, Milwaukee; Kyle Ehhardt, U. of Colorado, Denver
Limitations of the Female Role Modeling Approach: Including Gender and Career Success | Typhaine Lebegue, IAE-Tours; Franck Gavoille, ESSCA School of Management; Annabelle Hulin, IAE-Tours; Elise Bonneveux, IAE-Tours; Lindsay Georges, IAE-Tours

**1338** (Paper Session) - (GDO) Inclusive Leadership
3:00pm - 4:30pm Boston Park Plaza: Charles River
Chair: Erica Gabrielle Foldy, New York U.
Using Mixed-Methods to Uncover Inclusive Leader Behaviors | Kim Brimhall, Binghamton U.; State of New York; Lawrence Palinkas, U. of Southern California
An International Examination of Inclusion Behaviors, Engagement and Turnover | Miguel Quinones, U. of Richmond
Minding the Gap: Gender Dynamics in a Longitudinal Study of Male Business Leaders Mentoring Women | Clare Laurent, Birbeck, U. of London; Andreas D Liefhooghe, Birbeck, U. of London
Why CEOs Take Action on Diversity and How They Do It | Stefanie Johnson, U. of Colorado, Boulder; Ksenia Keplinger, U. of Colorado, Boulder

**1339** (Paper Session) - (GDO) When Women Rise to the Top
3:00pm - 4:30pm Boston Park Plaza: Clarendon
Chair: Heather J. McGregor, Heriot Watt U.
How Does Female Presence on the Management and Supervisory Boards Impact the Performance in CEE? | Henriett Primecz, Corvinus U. of Budapest; Daniel Havran, Corvinus U. of Budapest; Zsolt Lakatos, Corvinus U. of Budapest
Where the Glass Ceiling Cracks: Features of U.S. Organizations Where Women Rise to the Top | Dawn A. Harris, Loyola U. Chicago; Peter Norlander, Loyola U. Chicago
Women on Top and Firm IPO Performance: Is Women Representation on Boards and TMTs Valuable? | Nitin Kumar Singh, U. of Texas At Arlington; Susanna Khaval, UT/LSE
The Paradox of Diversity At The Top | Priyanka Dwivedi, Texas A&M U., Mays Business School; Sucheta Nadkarni, U. of Cambridge; Lionel Paolella, U. of Cambridge
Gender Diversity and Firm Performance: What Organizational Layer Matter? | Michel Ferrary, GSEM - U. of Geneva & Skema Business School; Stephane Deo, LBP AM

**1340** (Paper Session) - (GDO) #MeToo: Understanding Gender Harassment in Organizations
3:00pm - 4:30pm Boston Park Plaza: Hancock
Chair: Dana Kabat-Farr, Rowe School of Business, Dalhousie U.
#MeToo: The Role of Organizational Ethics in Employee Silence Reactions to Sex Discrimination | Pamela Gu, U. of Wisconsin, Madison; Mary Triana, U. of Wisconsin, Madison; Tanja Rabl, Technische U. Kaiserslautern; Seo-Young Byun, Ball State U.
Protecting Whom? The Impact of Gender and Benevolent Sexism on Receiving Negative Feedback | Leah Sheppard,

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Weech-Maldonado, Patricia Meglich, B, Designing Onboarding for Diverse Talent Segments: The Chair: 3:00pm - 4:30pm Westin Copley Place Boston: Empire

Participants: Chair: Organizer:

B: Understanding Sexual Harassment and Assault Climate: A Latent Profile Investigation | Henry Robyn Young, Eli Broad School of Business, Michigan State U.; Xin Peng, U. of Central Florida; Mallory McCord, U. of Minnesota Duluth; Benjamin Farmer, Defense Equal Opportunity Management Institute

1341 (Paper Session) - (HCM) Factors Influencing Quality of Health Care
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F
Chair: Zo Ramamonjiarivelolo, Texas State U.
The Relationship between Mindfulness, Triage Accuracy, and Patient Satisfaction in the ED | Mor Saban, U. of Haifa; Efrat Dagan, U. of Haifa; Anat Drach-Zahavy, U. of Haifa
Assembling Homo Qualitus: Medical Professionalism in the Age of Quality | Dane Paul Pflueger, HEC Paris; Kirstine Zinck Pedersen, Copenhagen Business School

Determinants of Sustained Superior Hospital Performance | Mona Al-Amin, Suffolk U.; Jennifer Hefer, Ohio State U.; Carolyn Tony Harper Hogan, Ohio State U.; Kate Li, Suffolk U.
The Quality Impact of Home Health Agency Work Practices in a Changing Employment Landscape | Rebecca Ranucci, U. of Hartford; Daphne Berry, U. of Hartford

Quality Matters: Exploring the Influence of Relationship Quality on Type 2 Diabetes Outcomes | Yolonda Freeman-Hildreth, Case Western Reserve U.; Yunmei Wang, Case Western Reserve U.; Philip A. Cola, Weatherhead School of Management, Case Western Reserve U.; David Aron, Weatherhead School of Management, Case Western Reserve U.; Richard J. Boland, Case Western Reserve U.

1342 (JS) (HCM, GDO, HR) Pulling Back the Curtain: Four Lenses for Viewing Organizational Inclusion
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom C
Organizer: Cheryl Rathert, Virginia Commonwealth U.
Chair: Tracy Hopkins Porter, Cleveland State U.
Participants: Mary Gentile, U. of Virginia Darden School of Business; Christy Harris Lemak, U. of Alabama, Birmingham; Patricia Meglich, U. of Nebraska, Omaha; Robert J. Weech-Maldonado, U. of Alabama, Birmingham

1343 (Paper Session) - (HR) HR and Diversity
3:00pm - 4:30pm Westin Copley Place Boston: Empire
Chair: Jesse E. Olsen, U. of Melbourne
Designing Onboarding for Diverse Talent Segments: The Importance of Unlearning | Karen Becker, U. of the Sunshine Coast; Adelle Bish, North Carolina A&T State U.

Who Self-Enhances on Applications the Most? Demographics, Self-Enhancement, and Sales Performance | Desmond W. Leung, Baruch College & The Graduate Center, CUNY; Logan Lee Watts, City U. of New York, Baruch College; Irina Kuzmich, Baruch College & The Graduate Center, CUNY; Carter Gibson, Shaker Consulting Group; Andrew Barsa, Shaker Consulting Group

An Inductive Approach to Autism at Work: A Neurodiverse Perspective | Christopher Whelepy, College of Charleston; Jaime Bochantin, U. of North Carolina, Charlotte; George Banks, UNC Charlotte; Rosalyn Grace Sandoval, U. of N.C. At Charlotte

1344 (HR) Novel Advances on the Impact of Diversity Climate on Employee Behavior
3:00pm - 4:30pm Westin Copley Place Boston: Essex Center
Organizers: Devalina Nag, PhD student at U. of Memphis; Kristen Price Jones, U. of Memphis
Facilitator: Whitney Botsford Morgan, U. of Houston, Downtown Employee Diversity Climate and Customer Intent to Stay | Jennica R. Webster, Marquette U.; Gary A Adams, Marquette U.; Cheryl L. Maranto, Marquette U.
Diversity Goals Initiatives: Reaction to Promotion Loss | Devalina Nag, PhD student at U. of Memphis; Kristen Price Jones, U. of Memphis; David F. Arena, U. of Memphis
Effects of Social Exclusion on Justice Perceptions and Work Engagement | Jooanh Lee, U. of Texas At Arlington; Wendy J. Casper, U. of Texas At Arlington

It's Cold Outside: The Effects of Workplace Ostracism and Diversity Climate | Kelly Dray, Texas A&M U.; Robert Martin, Texas A&M U.; Sin-Ning Cindy Liu, Texas A&M U.; Yimin He, Texas A&M U.; Isaac Emmanuel Sabat, Texas A&M U., College Station; Adrienne R. Carter-Sowell, -

Presenters: Jennica R. Webster, Marquette U.; Jooanh Lee, U. of Texas At Arlington; Kelly Dray, Texas A&M U.
Participants: Gary A Adams, Marquette U.; Cheryl L. Maranto, Marquette U.; David F. Arena, U. of Memphis; Wendy J. Casper, U. of Texas At Arlington; Robert Martin, Texas A&M U.; Sin-Ning Cindy Liu, Texas A&M U.; Yimin He, Texas A&M U.; Isaac Emmanuel Sabat, Texas A&M U., College Station; Adrienne R. Carter-Sowell, -

1345 (Paper Session) - (HR) HR Research Past, Present, and Future
3:00pm - 4:30pm Westin Copley Place Boston: Essex North-Center
Chair: Frederick Scott Bentley, Binghamton U.-State U. of New York
Formalization of the HRM and Firm Performance Link: The S-Curve Hypothesis | Iro Lee, U. of New South Wales; Julie Ann Cogin, U. of Queensland


Session Details – Monday, 2:00 - 4:00 PM

1346: (Paper Session) - (HR) HR Star Employees
3:00pm - 4:30pm Westin Copley Place Boston: Essex North-West
Chair: Harry Joo, U. of Dayton
» Stellar Evolution: Firm Value Creation and Capture across Star Employees’ Careers | Matt Call, Texas A&M U., College Station; Rebecca Rheinhardt Kehoe, Cornell U.
» The Effectiveness of Managerial Techniques in the Recovery from the Unexpected Loss of Employees | Jongsoo Kim, Hong Kong Baptist U.; Richard Makadok, Purdue U., West Lafayette
» Star Bias, Situational Awareness, and Relational Dominance: Evidence from MLB Umpiring | Yeongsu Kim, U. of Massachusetts, Amherst
» Starcrafting: How Does Cultivating Stars from Within an Organization Impact Firm Performance? | Eugene See, U. of Massachusetts, Amherst

Chair: Corine Boon, IE Business School
The Learning Behaviors Measure: A Behavioral Measure of Self-Directed Learning | Michele Rigolizzo, Montclair State U.
How to Make an Expert: The Social Network Drivers of Expert Development | Ayenda Kemp, Virginia Tech

1347: (Paper Session) - (HR) HR Training and Evaluation
3:00pm - 4:30pm Westin Copley Place Boston: Helicon
Chair: Monika D. Hamori, IE Business School
The Learning Behaviors Measure: A Behavioral Measure of Self-Directed Learning | Michele Rigolizzo, Montclair State U.
How to Make an Expert: The Social Network Drivers of Expert Development | Ayenda Kemp, Virginia Tech

1348: (Paper Session) - (HR) HR and High Performance Work Systems
3:00pm - 4:30pm Westin Copley Place Boston: Independence A
Chair: Corine Boon, U. of Amsterdam
HPWS, Job Satisfaction and Productivity: A Longitudinal Study of a Spanish Retail Company | Alaine Garmedina, Mondragon Unibertsitatea; Unai Etorza, Mondragon Unibertsitatea; Aitor Aritzeta, U. of the Basque Country AMO, High-Performance Work Systems and Employee Performance | Fiona Edgar, U. of Otago; Jing A. Zhang, U. of Otago; Nancy Margaret Blaker, U. of Otago
» The Trickle-Down Effect of High-Performance Work Systems | Jeonghun Kim, Korea U. Business School

1349: (HR) Changing Organizations for a Changing Workforce: Improving Work-Life Implementation and Adaptation
3:00pm - 4:30pm Westin Copley Place Boston: Staffordshire Ballroom
Chair: Lindsay Mechem Rosokha, Purdue U.
Discussant: Jamie Jocelyn Ladge, Northeastern U.
What’s in a Norm? Violation of the Ideal Worker Norm as an Explanation for Backlash | Michael Montanye, U. of Iowa
Work-Life Intervention Crafting and Sustaining Implementation | Ellen Ernst Kossek, Purdue U.; Patricia Gettings, Indiana U., Southeast; Lindsay Mechem Rosokha, Purdue U.; Rebecca Thompson, -
Work-Family Policy Usage as a Form of Image Management and the Influence of Allies | Laura McAndrews Little, U. of Georgia; Jamie Jocelyn Ladge, Northeastern U.; Shubha Sharma, U. of Georgia
Types of Family Status Change: What Difference Do They Make for Work-Family Conflict? | Matthew B. Perrigino, Elon U.; Ellen Ernst Kossek, Purdue U.; Rebecca Thompson, -; Todd Bodner, Portland State U.
After the Break-Up: A Model of the Consequences of Divorce within the Workplace | Connie Wanberg, U. of Minnesota; Bori Borbala Csilag, U. of Minnesota; Michelle K Duffy, U. of Minnesota

Presenters: Ellen Ernst Kossek, Purdue U.; Matthew B. Perrigino, Elon U.; Laura McAndrews Little, U. of Georgia; Connie Wanberg, U. of Minnesota; Michael Montanye, U. of Iowa
Participants: Rebecca Thompson, -; Patricia Gettings, Indiana U., Southeast; Todd Bodner, Portland State U.; Shubha Sharma, U. of Georgia; Michelle K Duffy, U. of Minnesota; Bori Borbala Csilag, U. of Minnesota; Beth Ann Livingston, U. of Iowa

1350: SHCS: (HR, STR) Executive Compensation: A Cross-Disciplinary Symposium and Discussion
3:00pm - 4:30pm Westin Copley Place Boston: Great Republic Organizers: Spenser Essman, Darla Moore School of Business, U. of South Carolina; Steffen Burkert, LMU Munich Discussants: John E. Delery, U. of Arkansas; Adam Wowak, U. of Notre Dame
The Hidden Dangers of CEO Pay: Exploring the Effects of CEO and Employee Compensation on Safety | Adam Steinbach, U. of South Carolina; Spenser Essman, Darla Moore School of Business, U. of South Carolina
Compensation Peer Groups and CEO Mobility | Steffen Burkert, LMU Munich; Marco Tonellato, LMU Munich; Robert Kase, U. of Ljubljana; Ingo Weller, LMU Munich
Signaling a Successor: Examining the Executive Compensation-CEO Succession Relationship | Spenser Essman, Darla Moore School of Business, U. of South Carolina; Donald Joseph Schepker, U. of South Carolina Participants: Steven Boivie, Texas A&M U.; Kevin G. Corley, Arizona State U.; Scott Graffin, U. of Georgia; Adam Steinbach, U. of South Carolina; Spenser Essman, Darla Moore School of Business, U. of South Carolina; Robert Kase, U. of Ljubljana; Marco Tonellato, LMU Munich; Ingo Weller, LMU Munich; Steffen Burkert, LMU Munich; Donald Joseph Schepker, U. of South Carolina

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Monday, 2:00 - 4:00 PM

1351 : (Paper Session) - (IM) Innovation Strategies of Emerging Market Firms
3:00pm - 4:30pm Hilton Boston Back Bay: Adams A
Chair: Paola Perez-Aleman, McGill U.
- The Technological Competence Creation of EMNCs: Key Mechanisms and Innovative Performance | Feng Zhang, Pennsylvania State U. Abington; Guohua Jiang, West Chester U.
- Strategic Asset Seeking and Innovation Performance: The Role of Capabilities and Institutions (WITHDRAWN) | Lili Mi, Griffith U., Brisbane, Australia; Yuanfei Kang, Massey U. Albany; Yulong Liu, Massey U. New Zealand
- New Lead Firms from Emerging Markets: Shifting Dynamics in Global Value Chains | Paola Perez-Aleman, McGill U.; Yuanyuan Wu, Lakehead U.

1352 : (IM) IM Division Award for the Best Dissertation in International Management
3:00pm - 4:30pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Come and hear presentations by the finalists for the IM Division D'Amore-McKim School of Business Northeastern University Award for the Best Dissertation in International Management
Chair: William Newbury, Florida International U.
Presenters: Dwarka Chakravarty, San Diego State U., Fowler College of Business; Georg Guttmann, U. of St. Gallen; iris Saiittakari, Aalto U. School of Business; Caroline Witte, Copenhagen Business School

1353 : (Paper Session) - (IM) Institutional Environments & Firm Strategies
3:00pm - 4:30pm Hilton Boston Back Bay: Jefferson
Chair: Yingqi Wei, U. of Leeds
Mind the Gap: Institutions and Strategic Choices in Internationalization | Xiaoging Li, Brunel U.; Catherine L. Wang, Brunel U.; Yingqi Wei, U. of Leeds
- Nationalism and the Local Political Engagement of Foreign Firms | Murad A. Mithani, Stevens Institute of Technology
- Institutional Arbitrages, Institutional Change, and Reverse Merger Firms’ Performance | HoWook Shin, Bowling Green State U.
- The Asymmetrical Interaction Among Organization Forms during the Institutional Logic Change | Andy Kyung Hwan Yun, Hong Kong U. of Science and Technology; Chenguang Hu, Hong Kong U. of Science and Technology

1354 : (Paper Session) - (IM) Institutional Voids and Distances in the International Context
3:00pm - 4:30pm Hilton Boston Back Bay: Mariner
Chair: Ting Ren, Peking U.
- Filling Institutional Voids in Developing Countries through Business Model Imitation and Innovation | Augustine Awuah Peprah, U. of Professional Studies, Accra; Claudio Giachetti, U. Ca’ Foscari of Venice; Marcus Møller Larsen, Copenhagen Business School; Tazeeb Rajwani, U. of Surrey
- Exploration & Exploitation through Subsidiary Mandates: An Institutional Distance Perspective | Indu Ramachandran, Texas State U.; Kim Clark, Saint Mary’s College of California; Vishag Badrinarayanan, Texas State U.
- Institutional Distance and Performance | Vincent Kunst, U. of Liverpool Management School
- Formal and Informal Institutional Constraints on Firm Innovative Performance | Cuiwen Meng, Peking U. HSBC Business School; Xuanye Li, Rutgers Business School; Hongyan Yang, Lingnan U.; Ting Ren, Peking U.

1355 : (Paper Session) - (IM) International Entrepreneurship, Ventures, and Born-Globals
3:00pm - 4:30pm Hilton Boston Back Bay: Maverick A
Chair: Stanislav Vavilov, U. of Massachusetts, Boston
The Role of Microfoundations of Routines and Capabilities in International Entrepreneurship | Yeda Swirski De Souza, UNISINOS U.; Antoni Olive-Tomas, IQS School of Management - U. Ramon Llull
How International Social Ventures Overcome Liability of Outsidership: The Role of Intermediaries | Stanislav Vavilov, U. of Massachusetts, Boston; Stephan Davys Manning, U. of Massachusetts, Boston
Navigating Institutional Barriers: A Study of Born Global Firms from an Emerging Economy (WITHDRAWN) | Sudip Kranti Tiwari, Nord U. Business School
Entrepreneurial Orientation and Internationalization Performance of Service Firms in Emerging market | Cheng Li, Nanjing U.; school of business; Xiao Zhang, Nanjing U.

1356 : (Paper Session) - (IM) International Alliances & JVs
3:00pm - 4:30pm Hilton Boston Back Bay: Westminster
Chair: Jon Jungbien Moon, Korea U.
- From Formal Contracts to Relational Governance Function: Aggravated Conflicts in IJVs | Oded Shenkar, Ohio State U.; Ilgaz Tahir Arıkan, Kent State U.; Aslı Musaoğlu Arıkan, Kent State U.; Shuo Yang, Kent State U.; Zivit Inbar, Beakín U.
- Equity Acquisition by MNE Partners of IJVs in China | Xuelian Piao, Korean U. business school; Myeong Hyeon Cho, Korea U. Business School

1357 : (Paper Session) - (MC) Consulting and Coaching to Build Engagement and Performance
3:00pm - 4:30pm Boston Park Plaza: Tremont
Chair: Kurt Motamedi, Pepperdine U.
Discussant: Chris J. Sablynski, U. of the Pacific
- The state-of-play of coaching: A synthesis of the extant meta-analyses | Silja Christina Kotte, U. of Kassel
The Relationship among Employee Performance, Customers’ Positive Affect, and Customer Satisfaction | Si-Hyun Kim, U. of La Verne; Giacomo Lafranchini, U. of La Verne

An Empirical Examination Of Best Practices That Moderate The Planning - Performance Relationship | Devaki Rau, Northern Illinois U.; Luis Flores, Northern Illinois U.; Aditya Simha, U. of Wisconsin, Whitewater

Do rewards and recognition drive engagement? A quantitative study at a Fortune 500 organization | Elizabeth Belgio, organization development, research, organization behavior, management

Winner of the Information Age Publishing Outstanding Doctoral Student Paper Award

1358 : (MED) MED Executive Committee Meeting
3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom D
By invitation only.
Division Chair: Kim Gower, U. of Mary Washington
Division Chair-Elect: Sabine Hoidn, U. of St. Gallen
Program Chair: Alan B. Eisner, Lubin School of Business, Pace U.
Past Chair: Paul Hibbert, U. of St Andrews
Treasurer: Volker M. Rundhagen, U. of Applied Sciences Stalslund
Secretary: Mairead Brady, Trinity Business School, Trinity College Dublin - U. of Dublin
Newsletter Editor: Drusilla Haskell, U. of St Andrews
Representatives-at-Large: Brett Paul Matherne, Georgia State U.; Emmanuel Monod, Shanghai SUIBE U.
Presenter: Tine Koehler, U. of Melbourne

1359 : (Paper Session) - (MED) Responsible Management Education
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon E
Chair: Luc K. Audebrand, FSA ULaaval (Laval U.)

Responsible Management, Learning, and Education: A Research Agenda Through a Social Practices Lens | Oliver Laasch, The U. of Nottingham, China; Silvia Gherardi, -

Exploring the Hidden Curriculum in Responsible Management Education | Catharina Hegdal, Copenhagen Business School; Andreas Rasche, Copenhagen Business School; Dennis Schoeneborn, Copenhagen Business School; Levinia Scotti, Copenhagen Business School

Perceived Institutional Logics of Responsible Management Education | Anne-Karen Hueses, Technische U. Dresden; Kai N. Hockerts, Copenhagen Business School; Edeltraud M. Guenther, Technical U. of Dresden

Principles for Responsible Management Education: A Value-Driven Approach | Luc K. Audebrand, FSA ULaaval (Laval U.); Matthias Pepin, FSA ULaaval (Laval U.)

1360 : (Paper Session) - (MED) Student-Centered Management Education
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner B
Chair: Alan Belasen, SUNY Empire State College and Clarkson U.

Incompetence Traps, Learner Types, Dialectical Techniques, and Ambidextrous Organizations | Dmitry Mikhail Khani, Alfaisal U.; Adelina Gnanlet, California State U., Fullerton

Realigning the MBA: Competency-Based Management Education and Assurance of Learning Goals | Alan Belasen, SUNY Empire State College and Clarkson U.

Drawing the Premises for Personalized Learning: Illustrations of Management and Accounting | Pasi Aaltola, U. of Jyväskylä; Ari Manninen, U. of Jyväskylä

Strategy Teaching With Hybrid Problem Based Learning Method | Saouré Kouamé, Telfer School of Management, U. of Ottawa; Gokhan Turgut, Louisiana State U.; Serge Poisson De Haro, HEC Montreal

1361 : (Paper Session) - (MED) Simulation and Gamification Research
3:00pm - 4:30pm Sheraton Boston Hotel: Hampton B
Chair: Samia Siha, Kennesaw State U.

Simulation Games: Learning Goal Orientations and Norms for Knowledge Sharing | Jan Super, Murray State U.; Roy Heath Keller, Murray State U.; Teresa Kay Betts, - Joy Roach Humphreys, Murray State U.

Creating Authenticity in Online Learning and Assessment: The Use of Emotion in Mimetic Simulation | Kirsten A. Way, U. of Queensland; Lisa Burrell, Australian Catholic U.; Louise D’Allura, Australian Catholic U.; Kevin Ashford-Rowe, Queensland U. of Technology

Gamification Through Flow: Exploring the Mechanism in Gamification of Learning | Nibu John Thomas, IIT Madras; Rupashree Baral, IIT Madras; Chitra Dey, MOP Vaishnav College for Women


1362 : (Paper Session) - (MOC) "My Jekyll Doesn’t Hide": Hidden Costs and Hidden Benefits
3:00pm - 4:30pm Westin Copley Place Boston: St George B
Chair: Robert Harrison, Western Michigan U.

The Hidden Cost of Conspicuous Consumption for Job Applicants (WITHDRAWN) | Andy Jie Xiong Yap, INSEAD; Charlene Chen, Nanyang Business School; Stefan Thau, INSEAD

Useful Chaos: Illuminating the Hidden Benefits of Black Friday to Retailers | Robert Harrison, Western Michigan U.; Douglas Lepisto, Western Michigan U.; David Wooten, Cornell SC Johnson College of Business

It’s Not Always Sunny in Relationally Rich Jobs: The Influence of Negative Beneficiary Contact | Jordan Nielsen, U. of Iowa; Amy E. Colbert, U. of Iowa

What Am I Worth?: Wage Security and the (In)secure Self | Lumumba Seegars, Harvard Business School; Erin Marie Reid, McMaster U.; Lakshmi Ramarajan, Harvard U.
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon B

**Chair:** Kathryn Pavlovich, Waikato Management School, U. of Waikato, Hamilton, New Zealand

**Discussant:** Ivana Igic, U. of Bern

**Mindful Reflexivity: Unpacking the Process of**
Self-Transformation in Mindfulness & Quaker Practice | Mai Chi Vu, Newcastle Business School, Northumbria U.; Nicholas Burton, Northumbria U.

**A Roadmap for State Mindfulness Research** | Samantha Su-Hsien Sim, NOVA School of Business and Economics; Francesco Sguera, UCP - Católica Lisbon School of Business & Economics; Andrew Hafbrack, U. of Washington

**MSR Best Paper**

Effect of Mindfulness Practice on Self-Efficacy Among Employees in an Organization | Naama Katan, U. of Haifa; Shay Tzafir, U. of Haifa; Enosh Guy, U. of Haifa

**Role of Flourishing and Goal Orientation in the Link between Mindfulness and Engagement** | Pushpendra Priyadarshi, Indian Institute of Management, Lucknow; Rajesh Premchandran, Indian Institute of Management, Lucknow

Does Leader Perfectionism Foster or Kill Creativity? It Depends on Followers’ Locus of Control | Linna Xu, Peking U.; Ming Ji, Guanghua School of Management, Peking U.; Zhi Liu, Peking U.; Yuntao Dong, U. of Connecticut


Creativity is Allowing for Failures: Leader Failure Tolerance and Employee Creativity | Shengjiang Mo, Zhejiang U.; Siu Yin Cheung, Hong Kong Baptist U.; Yaping Gong, Hong Kong U. of Science and Technology

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**Session Details – Monday, 2:00 - 4:00 PM**

**3:00pm - 4:30pm** Westin Copley Place Boston: Essex North-East

**Organizer:** Christina Hymer, Darla Moore School of Business, U. of South Carolina

**Discussants:** Brianna Barker Caza, U. of Manitoba; Beth Schinoff, Boston College; Glen E. Kreiner, Pennsylvania State U.

Permeable Boundaries: Pre-Retirement Work Identities that Linger and Adapt Post-Retirement | Bethany Cockburn, Northern Illinois U.

Identity-Shaping Systems and Emergent Worker Identities | Glen E. Kreiner, Pennsylvania State U.; Christine Anna Mihelcic, Penn State Smeal College of Business; Tiffany Dawn Johnson, Georgia Institute of Technology

Who Will I Become? | Gabby Cunningham, U. of Oxford; Jeffrey Bednar, Brigham Young U.

Longitudinal Leadership Transitions: Seeing Myself as a Leader (Or Not) | Christina Hymer, Darla Moore School of Business, U. of South Carolina; M Audrey Korsgaard, U. of South Carolina; Paul Bliese, Darla Moore School of Business, U. of South Carolina

**Presenters:** Bethany Cockburn, Northern Illinois U.; Glen E. Kreiner, Pennsylvania State U.; Jeffrey Bednar, Brigham Young U.; Christina Hymer, Darla Moore School of Business, U. of South Carolina

**Participants:** Christine Anna Mihelcic, Penn State Smeal College of Business; Tiffany Dawn Johnson, Georgia Institute of Technology; M Audrey Korsgaard, U. of South Carolina; Paul Bliese, Darla Moore School of Business, U. of South Carolina

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**SHCS: (MOC, OB, OMT)**

**New Perspectives on Processes and Practices in Creative Work**

3:00pm - 4:30pm Westin Copley Place Boston: St George C

**Organizers:** Poornika Anantha Ramakrishnan, U. College London; Wenxin Xie, U. College London

**Discussant:** Colin Muneo Fisher, UCL School of Management

Embodyed Creativity | Philip Gyufe, Aalto U. School of Business; Spencer Harrison, INSEAD

You Win Some, You Lose More: Gaming Creative Work | Bess Rouse, Boston U. Questrom School of Business; William A. Kahn, Boston U.

Materiality and Collective Cognition in Organizations: The Properties of Material Artifacts | Ileana Stiglani, Imperial College Business School

The Effects of Social Media on Creativity at Work: Creative Process Engagement and Time on Task | Michael Parke, London Business School; Pier Vittorio Mannucci, London Business School

Bridging, Balancing, and Blending: The Role of Liminal Practices in Creative Work | Colin Muneo Fisher, UCL School of Management; Sarah Harvey, UCL School of Management; Poornika Anantha Ramakrishnan, U. College London; Wenxin Xie, U. College London

**Presenters:** Poornika Anantha Ramakrishnan, U. College London; Wenxin Xie, U. College London

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**SHCS: (MOC, OB, OMT)**

**MSR Plenary**

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon B

**Chair:** Roni Reiter-Palmon, U. of Nebraska, Omaha

Paradox and problem construction: Improving creativity through paradoxical thinking | Roni Reiter-Palmon, U. of Nebraska, Omaha; Salvatore Leone, U. of Nebraska, Omaha; Emanuel Schreiner, TUM School of Management, Technische U. München

The Influence of Negative Feedback on Skill Development and Creativity | Vienne Wing-yan Lau, Claremont Graduate U.

The impact of monetary incentives on creativity: An fMRI study | Yasheng Chen, School of Management, Xiamen U.; Xin Xu, Xiamen U.; Xiao-xia Du, East China Normal U.; Hui Zhang, East China Normal U.
Mental Model Mayhem: Conceptualizing the Work Environment for Creativity and Innovation | Scott G. Isaksen, BI Norwegian Business School; Christian Hoßbach, Martin-Luther-U. Halle-Wittenberg; Anne-Katrin Neyer, U. of Halle-Wittenberg

3169 (OB) Positive Organizational Behavior
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon D
Chair: Sargam Garg, California State U., Sacramento
Two Faces of Work Passion: The Psychological Processes of Employees' Positive Behaviors | Wan-Jing April Chang, National Tsing Hua U.
Fairly Meaningful: Linking Organizational Fairness with Perceived Meaningfulness via Four Mediators | Wei Si, School of Economics and Management, Tongji U.; Jialing Xiao, Hong Kong Baptist U.; Leni Chen, Hong Kong Baptist U.
Employee Civey-Citizen Identity Relationships and Positive Change Behavior in the Workplace | Jeong-won Lee, Yonsei U.
Do Ethical Leadership and Psychological Capital enhance Fairly Meaningful: Linking Organizational Fairness with Perceived Meaningfulness via Four Mediators | Rakesh K. Agrawal, U. Business School; Burgundy U. of Technology; Chunqi Song, Hong Kong Baptist U.; An-Chang Lin, National Taiwan Normal U.

3170 (OB) Dual Responses to Abusive Supervision
3:00pm - 4:30pm Sheraton Boston Hotel: Berkeley AB
Chair: Shawn T. McClean, Texas A&M U.
Group- and Organizational-level contextual factors of abusive supervision | Shahid Khan, Central Queensland U.; Sen Sendjaya, Swinburne U.
With an open hand and a clenched fist: Supervisors' two-faced response to past abusive behavior | Shawn T. McClean, Texas A&M U.; Jinho Yim, Texas A&M U.; Troy Smith, U. of Nebraska, Lincoln

3171 (OB) Wild at Heart & Sound of Mind: The Philosophy & Science of Love and Inclusive Exchange
3:00pm - 4:30pm Sheraton Boston Hotel: Commonwealth
Moderator: Jim "Gus" Gustafson, -
Participants: Joanna Beth Tweedy, Western Governors U.; Jacquelyn Woodard, Benedictine U.; Kimberly Sebastian, Western Governors U.; Joe Ricciardi, Center for Values-Driven Leadership, Benedictine U.; Kevin Hall, Western Governors U.

3172 (OB) Darker Touches in Leadership
3:00pm - 4:30pm Sheraton Boston Hotel: Constitution Ballroom A
Chair: Ruolian Fang, U. of Western Australia

A fit approach to understanding leader authoritarianism and its favorable effects | An-Chih Wang, China Europe International Business School; Chou-Yu Tsai, Binghamton U.-State U. of New York; Sheng-Bin Wang, National Sun Yat-Sen U.; Hong-Quan Dai, National Sun Yat-Sen U.; Chang-Hung Chieh, National Sun Yat-Sen U.
CEO Narcissism and Strategic Decision-Making Quality: Examining a Moderated Mediation Model | Zhuolin She, Tsinghua SEM; Quan Li, Tsinghua SEM; Manuel London, Stony Brook U.-State U. of New York; Baiyin Yang, Tsinghua U.; Yicun Liu, Yanshan U.; First Hospital of Qinhuangdao
Nonlinearity in the relationship between authoritarian leadership and employee service performance | Weipeng Lin, Nankai U.; Jiaxi Huang, Nankai U.; Di Cai, Shandong U.; Qi Lei, Shandong U.; Bing Liu, Shandong U.

3173 (OB) Trust in Leadership
3:00pm - 4:30pm Sheraton Boston Hotel: Constitution Ballroom B
Chair: Maartje E. Schouten, Iowa State U.
Feel Good, Behave Better? The Effect of Leader Feeling Trusted by Employees on Leadership Behaviors | Xingwen Chen, The U. of Hong Kong, Zheng Zhu, Renmin U. of China

3174 (OB) New Developments in Leadership
3:00pm - 4:30pm Sheraton Boston Hotel: Exeter AB
Chair: Nils Langner, ESCP Europe
How paradoxical leaders foster work engagement: The roles of work autonomy and goal clarity | Nils Langner, ESCP Europe; Kerstin Alles, ESCP Europe
The Role of Leader Humor in Stimulating Newcomer Proactive Socialization Behaviors | Han Liu, Huazhong U. of Science and Technology; Changhong Lu, Shanghai U. of Finance and Economics; Wei Zhang, Huazhong U. of Science and Technology
A Mediation Model of Paradoxical Leader Behavior and Employee Performance | Shuisheng Shi, Hong Kong Polytechnic U.; Jason D. Shaw, Nanyang Technological U.
I Do What is Best for Us: Can Self-Leadership-Culture Impact Organizational Success? | Eva Maria Bracht, PhD student at Goethe U. Frankfurt

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1375 (Paper Session) - (OB) Status and Social Capital
3:00pm - 4:30pm Sheraton Boston Hotel: Jamaica Pond
Chair: Irene E. De Pater, National U. of Singapore
The Upwardly Mobile: Merging Social Capital with Social Class | Emily Sue Corwin, U. of Arkansas

Based on the Theory of Territoriality: How Employees Respond to Status Distance | Xi Ouyang, Huazhong U. of Science and Technology; Zhiquiang Liu, Huazhong U. of Science and Technology; Ying Chen, U. of Rhode Island; Rong Zhou, Elva

Effects of Family Social Capital on Career Advancement: Exploring the Mechanisms | Chang Su, U. of hong kong; Yu Wei Hsu, U. of hong kong; Mingjian Zhou, Harbin Institute of Technology at Shenzhen

Challenging Internships: Consequences for Learning, Performance, Health, and Well-being | Irene E. De Pater, National U. of Singapore; Madelon Van Hooff, -; Krishna Savani, Nanyang Technological U.; Doris Fay, U. of Potsdam; Anna Van Vianen, U. of Amsterdam

1376 (Paper Session) - (OB) Undesirable Behavior at Work
3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom B
Chair: Geir Thompson, BI Norwegian Business School
A Theory of Ethical Accounting and Its Implications for Hypocrisy in Organizations | Peter H. Kim, U. of Southern California; Scott Wiltermuth, U. of Southern California; David T. Newman, U. of Southern California

Abusive retaliation of low performance in low-quality LMX relationships | Geir Thompson, BI Norwegian Business School; Robert Buch, OsloMet - Oslo Metropolitan U.; Lars Glase, BI Norwegian Business School

Learning from Supervisor Negative Gossip: The Reflective Learning Process | Yun Bai, Xi’an Jiaotong U.; Jie Wang, The U. of Nottingham, China; Tingting Chen, Lingnan U.; Fuli Li, Xi’an Jiaotong U.

Ethical Rebels: Developing Scales for Leaders’ Ethical Pro-Organizational Misbehavior | Louisa Antonia Bloedorn, WHU – Otto Beisheim School of Management; Miriam Muethel, WHU – Otto Beisheim School of Management

1377 (Paper Session) - (OB) Job Fit and Job Crafting
3:00pm - 4:30pm Sheraton Boston Hotel: Olmsted
Chair: Charlotte L. Hoopes, U. of Virginia Darden School of Business

The Role of Political Skill in Employee Avoidance Job Crafting: A Supervisor’s Perspective | Christine Yin Man Fong, VU Amsterdam; Susanne Beijer, VU Amsterdam

Linking Extending and Reducing Job Crafting to Meaningful Work: The Moderating Role of Personality | Xiaojun Li, Tokyo Metropolitan U.; Yoshiaki Takao, Tokyo Metropolitan U.

Fit Disrupted: Person-Environment Fit, Events, and the Zone Of Indifference | Charlotte L. Hoopes, U. of Virginia Darden School of Business

Perceived Overqualification and In-Role Job Performance: Mediating and Moderating Mechanisms | Sara Willis, U. of Manchester; Allan Lee, U. of Manchester

1378 (Paper Session) - (OB) Stress on the Job
3:00pm - 4:30pm Sheraton Boston Hotel: Republic A
Chair: John G. Vongas, Ithaca College

Cognitive Appraisal and The (De)Motivating and Strain Effects of Challenge and Hindrance Stressors | Jie Ma, Lanzhou U.; Cong Liu, Hofstra U.

Narrative means to engagement ends: Dispositional creativity’s role in moderating employee burnout | John Jamison, Hong Kong U. of Science and Technology

A Meta-analytic Test of Additive and Multiplicative Models of Stress | Erik Gonzalez-Mule, Indiana U.; Minji Kim, Indiana U. - Kelley School of Business

It’s All in Your Head: Stress Mindset Explains the Effect of Stress Appraisals on Work Engagement | Raghid Al Hajj, Concordia U.; John G. Vongas, Ithaca College

1379 (JS) (OB, CAR) Rookie Time: Temporal Issues in Newcomer Socialization and Identity Construction
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon A
Organizer: Johnna Capitano, West Chester U. of Pennsylvania
Discussant: Elana Feldman, U. of Massachusetts, Lowell


Temporality in Institutionalized Professional Training & Identity Construction of New Professionals | Judith A Clair, Boston College; Stephanie J. Creary, The Wharton School, U. of Pennsylvania; Beth Kroner Humbard, U. of Massachusetts, Lowell

Newcomer Socialization under Multiple Team Membership: The Pivotal Role of Polychonicity | Patrick Tinguely, ETH Zurich; Fang He, ETH Zurich; Shiko M. Ben-Menahem, ETH Zurich; Georg von Krogh, ETH Zurich

Presenters: Johnna Capitano, West Chester U. of Pennsylvania; Judith A Clair, Boston College; Patrick Tinguely, ETH Zurich

1380 (SHCS: (OB, CM, HR) The Farce of Consent: Psychological Factors that Challenge the Notion of Voluntary Consent
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H
Chairs: Vanessa Bohns, Cornell U.; Lauren DeVincent, Cornell U.
Discussant: David Dunning, U. of Michigan

The Behavioral Paradox of Boilerplate | Tess Wilkinson-Ryan, The U. of Pennsylvania

Acquiescing to Romantic Advances at Work: It’s Harder to Say “No” than Suitors Realize | Vanessa Bohns, Cornell U.; Lauren DeVincent, Cornell U.

Displaying Distrust in Organizations: The Role of Insinuation Anxiety | Sunita Sah, Cornell SC Johnson College of Business

Commonsense Consent | Roseanna Sommers, U. of Chicago Law School

1381 (OB, HR) Citizenship Behavior: Different Theoretical Perspectives to Understand the Predictors and Outcomes
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax A
Chairs: Yifan Song, Temple U.; Min-Hsuan Tu, U. of Florida;
Jaclyn Koopmann, Auburn U.
Discussant: Peter Bamberger, Tel Aviv U.
The Top of the Top: Psychological Entitlement as a Mediator in Explaining High Performers’ Social Behavioral Outcomes | I-Heng Wu, U. of Iowa; Min-Hsuan Tu, U. of Florida
The Dark and Bright Sides of Empathic Concern: A Conservation of Resources Perspective | Szu-Han Lin, U. of Massachusetts, Amherst; Emily Poulton, U. of Massachusetts, Amherst; Mengjie Xu, U. of Massachusetts, Amherst; Min-Hsuan Tu, U. of Florida
The Effects of Authentic Leadership on Sustainability | Tara S. Wernsing, IE Business School; Amrou Awaysheh, Indiana U. - Kelley School of Business; Patrick Flynn, North Carolina State U.; Bruce Avolio, U. of Washington
Presenters: Yiduo Shao, U. of Florida; I-Heng Wu, U. of Iowa; Szu-Han Lin, U. of Massachusetts, Amherst; Russell Eric Johnson, Eli Broad School of Business, Michigan State U.; Patrick Flynn, North Carolina State U.
Participants: Aaron Hill, U. of Florida; Junqi Shi, Lingnan U./Sun Yat-sen U.; Emily Poulton, U. of Massachusetts, Amherst; Mengjie Xu, U. of Massachusetts, Amherst; Hun Whee Lee, Michigan State U.; Chu-Hsiang Chang, Michigan State U.; Tara S. Wernsing, IE Business School; Amrou Awaysheh, Indiana U. - Kelley School of Business; Bruce Avolio, U. of Washington

1382 (OB, HR, GDO) Interpersonal Processes as Pathways to Inclusion
3:00pm - 4:30pm Sheraton Boston Hotel: Republic B
Organizers: Terence Chia, U. of Western Australia; Cristina Gibson, Pepperdine Graziadio Business School
Discussant: Darren Jason Good, Pepperdine U.
How Experiences with Diversity and Mindfulness Contribute To Inclusive Diversity Climates at Work | Terence Chia, U. of Western Australia; Cristina Gibson, Pepperdine Graziadio Business School
Cross-Cultural Competence Development: A Pathway to (and from) Team Inclusion | Valerie Alexandra, San Diego State U.; Karen Holcombe Ehrhart, U. of Central Florida; Amy Randel, San Diego State U.
Integrating Simulation Based Team Training For Effective Communication and Inclusion in Diverse Teams | Sonia Raghav, Curtin Business School
Diversity Mindsets, Gender Dissimilarity, and Individual Performance | Daan Van Knippenberg, Drexel U.; Wendy Van Ginkel, Drexel U.; Daan Alexander Stam, Erasmus U.
Rotterdam; Steffen R. Giessner, Rotterdam School of Management, Erasmus U.; Timo Hans Van Balen, Rotterdam School of Management, Erasmus U.
Presenters: Valerie Alexandra, San Diego State U.; Sonia Raghav, Curtin Business School; Daan Van Knippenberg, Drexel U.
Participants: Amy Randel, San Diego State U.; Karen Holcombe Ehrhart, U. of Central Florida; Wendy Van Ginkel, Drexel U.; Daan Alexander Stam, Erasmus U. Rotterdam; Steffen R. Giessner, Rotterdam School of Management, Erasmus U.; Timo Hans Van Balen, Rotterdam School of Management, Erasmus U.

1383 (SHCS: OB, MOC) Alone in a Crowded Office: Antecedents and Consequences of Loneliness in the Workplace
3:00pm - 4:30pm Sheraton Boston Hotel: Dalton AB
Organizers: Wei Jee Ong, U. of Washington; Kira Franziska Schabram, U. of Washington
Discussant: Sigal Barsade, The Wharton School, U. of Pennsylvania
The Effects of Network Brokerage on Workplace Loneliness | Jessica Rae Methot, Rutgers U.; Daniel Z. Levin, Rutgers U.; Hanbo Shim, Rutgers U.
It’s Lonely Out There: How Loneliness Outside Work Might Impact Life At Work | Kevin W. Rockman, George Mason U.; Marie-Rachel Jacob, EMLYON Business School
Affective Responses in Leader-Member Exchange Relationship: Exploring Workplace Loneliness as a Key Mediating Factor | Hakan Ozcelik, California State U. Sacramento
Loneliness Spirals at Work: Functional and Dysfunctional Effects on Social Anxiety and Helping | Deirdre Gobeille Snyder, Providence College; William J. Becker, Virginia Tech; Michael Christian, U. of North Carolina, Chapel Hill
Presenters: Jessica Rae Methot, Rutgers U.; Kevin W. Rockman, George Mason U.; Hakan Ozcelik, California State U. Sacramento; Deirdre Gobeille Snyder, Providence College
Participants: Daniel Z. Levin, Rutgers U.; Hanbo Shim, Rutgers U.; Marie-Rachel Jacob, EMLYON Business School; William J. Becker, Virginia Tech; Michael Christian, U. of North Carolina, Chapel Hill

1384 (SHCS: OB, MOC, HR) The Unintended Consequences of Financial Incentives
3:00pm - 4:30pm Sheraton Boston Hotel: Hampton A
Chairs: Julia D. Hur, New York U.; Ashley Whillans, Harvard Business School
Money Cannot be Green: The Impact of Performance Incentives on Financial Concerns and Sustainability | Julia D. Hur, New York U.; Yuan Tian, Northwestern Kellogg School of Management
Experiencing Income Volatility Leads to Impatience | Colin West, UCLA Anderson School of Management; Sanford Ely DeVoe, UCLA
The Incentive Stain: The Mechanisms and Conditions of Incentive Effects on Unethical Behavior | Tae-Youn Park, Vanderbilt U.; Sanghee Park, Rutgers U.; Bruce Barry, Vanderbilt U.
Placing a Monetary Value on Non-Cash Compensation Encourages Employees to Value Time over Money | Ashley
**Social Innovation for the Win: How an “AirBnB for Refugees” Can Shape Refugee Integration**

**(Discussion Session)**

**Chair:** Steven Lawrence Johnson, U. of Virginia

**Discussants:**
- Joesph Harkins, Penn State; Christian Fichter, Georgia Tech
- Ali Osman, HIASC; Yoonhee Kang, New York U.

**Presenters:**
- Randa Salamoun, American U. of Beirut; Fida Afiooni, American U. of Beirut
- John E. Katsos, American U. of Sharjah
- Charlotte M. Karam, American U. of Beirut

**Abstract:**

Refugee resettlement organizations face the challenge of integrating refugees into new communities. This paper explores the potential of an innovative housing solution, an “AirBnB for Refugees,” to support this process. By providing temporary housing, the solution not only offers refuge to displaced individuals but also facilitates the integration of refugees into new communities. The paper discusses the potential benefits of this approach, including increased social networks, reduced isolation, and enhanced economic opportunities. It also addresses the logistical and regulatory challenges that need to be overcome to successfully implement such a program.

**Keywords:** Refugee resettlement, housing solutions, community integration, temporary housing.
Harnessing Work Passion for Advantage in Fine Wineries | Wesley Helms, Brock U.; Liang Wang, U. of San Francisco; Felipe Gorenstein Massa, Loyola U. New Orleans; Maxim Voronov, Schulich School of Business

Analytical Tools and the Practices of Validation in the Production of Strategic Analysis | Callen Anthony, New York U.

Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

Making Use of Complexity: Crafting a City Strategy in Institutional Dialogue | Kari Jalonen, Stanford U.

Formulating Open Strategies in a University Setting: A Response to Increased Stakeholder Demands | Gergana Romanova, U. of Copenhagen

1391: (Paper Session) - (OMT) Material Artefacts and Status Symbols
3:00pm - 4:30pm Boston Hynes Convention Center: 201
Chair: Micki Eisenman, Hebrew U. of Jerusalem


The Role of Status Symbols in Preserving Inter-Professional Boundaries (WITHDRAWN) | Sabina Siebert, U. of Glasgow

Deviant by Design: A Theory of Stigmatized Artifacts | Anders Dahl Krabbe


1392: (Paper Session) - (OMT) Dealing with Stigma
3:00pm - 4:30pm Boston Hynes Convention Center: 207
Chair: Brett Crawford, Purdue U.

When It Is Good to Be Bad: Rewarding Deviance in Stigmatized Markets | Cyrus Dioun, U. of Colorado, Denver

How Scandals Contaminate Professions: Stigma by Association, Status, and Informal Social Control | Marco Clemente, Sungkyunkwan U.; Alessandro Piazza, Rice U.

All the Right Junk in All the Wrong Places: The Incidence of Stigma in the Food Retail Market | Helena Pinto De Sousa, IE Business School; Martina Montauti, IE Business School; Luis Diestre, IE Business School

Beyond Best Intentions: Stigma-resilient Leadership and the Emergence of Value for the Marginalised | Jan Stephen Lodge, Cambridge Judge Business School

1393: (Paper Session) - (OMT) Theorizing the Effects of Network Embeddedness on Form and Formality of Collaboration
3:00pm - 4:30pm Boston Hynes Convention Center: 209
Chair: Sonja Opper, Lund U.

Network Neighborhood & Partnerships: From Handshakes to Formal Contracts among US Fire Departments | Jay Horwitz, Rotman School of Management; Bill McEvily, U. of Toronto; Anita McGahan, U. of Toronto

A Structural Model of Firm Collaborations with Unobserved Heterogeneity | Shweta Gaonkar, Johns Hopkins U.; Angelo Mele, Johns Hopkins Carey Business School

Close to Me: Studying the Interplay between Physical and Social Space on Dyadic Collaboration | Manuel Sosa, INSEAD; Massimo Maoret, IESE Business School

Formal Governance by Meta-Organizations and the Challenge of Relational Network Alternatives | Corentin Curchod, U. of Edinburgh

1394: (Paper Session) - (OMT) Hybridization and Customization of Practices in Pluralistic Institutional Environment
3:00pm - 4:30pm Boston Hynes Convention Center: 313
Chair: Patricia H. Thornton, Texas A&M U., College Station

Institutional Customization: Geography, Meanings, and Investing Practices in the Slow Money Field | Esther Leibl, Boston U.

Competition under Institutional Complexity: The Emergence of Competitive Microcosm | Joana Pereira, Leeds U. Business School

Hybridization in Public Discourse: the case of the Practices of Servitization | Olivier Cristofini, Sorbonne Business School

From Compartmentalizers to Hybridizers: How Individuals Respond to Multiple Institutional Logics | Arthur Gautier, ESSEC Business School; Filipe Manuel Simoes Dos Santos, Catolica Lisbon School of Business and Economics

1395: (OMT, ENT) Against the Grain: Managing and Defying Expectations in Nascent Craft Food Markets
3:00pm - 4:30pm Boston Hynes Convention Center: 202
Organizers: Jo-Ellen Pozner, Santa Clara U.; Jennifer Woolley, Santa Clara U.

Moderator: Davide Ravasi, UCL School of Management

I’m a Chef! Negotiating Identity Conflict in Craft-Based Entrepreneurship | Daphne Ann Demetry, McGill U.; Rachel Doern, U. of London, Goldsmiths College


Exposition and Essentialism: Testing Theories of Authenticity in the Microdistillery Context | Cameron Verhaal, Tulane U.; Glenn R Carroll, Stanford U.

Competition and Cooperation in the Craft Chocolate Industry | Manuela Hoehn-Weiss, Oregon State U.; Emily Cox-Pahnke, U. of Washington

Participants: Glenn R Carroll, Stanford U.; Emily Cox-Pahnke, U. of Washington; Daphne Ann Demetry, McGill U.; Rachel Doern, U. of London, Goldsmiths College; Manuela Hoehn-Weiss, Oregon State U.; Cameron Verhaal, Tulane U.

1396: (OMT, GDO) Gender Gaps and Signals in Markets for Labor and Entrepreneurship
3:00pm - 4:30pm Boston Hynes Convention Center: 103
Chairs: Elizabeth Campbell, Carnegie Mellon U. - Tepper School of Business; Oliver Hahl, Carnegie Mellon U. - Tepper School of Business

Discussant: Emilio J. Castilla, Massachusetts Institute of Technology

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Overqualified or Highly Committed? Gender, Capability, and Perceived Commitment in the Labor Market | Elizabeth Campbell, Carnegie Mellon U.; Tepper School of Business; Oliver Hahl, Carnegie Mellon U.; Tepper School of Business
Detours or Dead Ends: The Effect of Entrepreneurship on the Future Employment of Women | Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Peter Younkin, U. of Oregon
Linguistic Advantage: Gender and the Language of Crowdfunding | Andreaa Gorbatai, U. of California, Berkeley; Laura Nelson, Northwestern Kellogg School of Management
Blend In or Break Out? Cultural Cues, Gender, and Race in Labor Markets | Adina D. Sterling, Stanford GSB; Natasha Overmeyer, Stanford Graduate School of Business

3:00pm - 4:30pm Westin Copley Place Boston: Adams

To Catch a Predator | Mark de Rond, U. of Cambridge
When Research and Personal Lifeworlds Collide | April L. Wright, U. of Queensland
To Catch a Predator | Mark de Rond, U. of Cambridge
When Research and Personal Lifeworlds Collide | April L. Wright, U. of Queensland
Presenters: Daniel Beunza Ibanez, Cass Business School, City U. London; Derin Kent, Aalto U. School of Business; Natasha Overmeyer, Stanford Graduate School of Business

SHCS: (OMT, MOC) Searching for Social Order in Extreme Contexts
3:00pm - 4:30pm Boston Hynes Convention Center: 306
Organizers: Daniel Beunza Ibanez, Cass Business School, City U. London; Derin Kent, Aalto U. School of Business; Mark de Rond, U. of Cambridge
Discussant: Kathleen M. Sutcliffe, Johns Hopkins U.
Low-Tech Recovery: Resilience, Meaning, and Organizational Response to Disaster | Daniel Beunza Ibanez, Cass Business School, City U. London
Regulating Group Emotion in Extreme Contexts: On the Road with Storm Chasers | Derin Kent, Aalto U. School of Business; Nina Granqvist, Aalto U.

1397 | SHCS: (OMT, MOC) Searching for Social Order in Extreme Contexts
3:00pm - 4:30pm Boston Hynes Convention Center: 306
Organizers: Daniel Beunza Ibanez, Cass Business School, City U. London; Derin Kent, Aalto U. School of Business; Mark de Rond, U. of Cambridge
Discussant: Kathleen M. Sutcliffe, Johns Hopkins U.
Low-Tech Recovery: Resilience, Meaning, and Organizational Response to Disaster | Daniel Beunza Ibanez, Cass Business School, City U. London
Regulating Group Emotion in Extreme Contexts: On the Road with Storm Chasers | Derin Kent, Aalto U. School of Business; Nina Granqvist, Aalto U.

1398 | FIGJS: (OMT, MOC, STR) The Surprises and Perils of Organizational Learning from Successes and Failures
3:00pm - 4:30pm Boston Hynes Convention Center: 210
Organizers: Christina Fang, New York U.; Chengwei Liu, ESMT Berlin & U. of Warwick
Discussant: Daniel Levinthal, U. of Pennsylvania
Can Learning and Markets Solve Challenges to Dynamic Decision Making? | Hazhir Rahmandad, MIT Sloan School of Management; Jerker C. Denrell, U. of Warwick; Drazen Prelec, MIT
A Generalized Model of When the Matthew Effect Reverses Inferences about Successes and Failures | Jerker C. Denrell, U. of Warwick; Chengwei Liu, ESMT Berlin & U. of Warwick; David Maslach, Florida State U.
Learning from Unique Successes | Carolyn Fu, MIT
The Entourage Effect: Incidental Academic Citation Spillovers from ‘Star’ Papers to Their Neighbors | Christopher Olivola, Carnegie Mellon U.; Chengwei Liu, ESMT Berlin & U. of Warwick
Who Gets ‘to Guru’? Career Age and Heterogeneity in Cross-Audience Spillover Effects | Brian Philip Reschke, Brigham Young U.; Taeya Howell, Brigham Young U.
Presenters: Hazhir Rahmandad, MIT Sloan School of Management; Jerker C. Denrell, U. of Warwick; Carolyn Fu, MIT; Christopher Olivola, Carnegie Mellon U.; Brian Philip Reschke, Brigham Young U.

1400 | SHCS: (OMT, ODC, MH) Historical-Evolutionary Organization Studies: Understanding the Past to Create an Inclusive Future
3:00pm - 4:30pm Boston Hynes Convention Center: 208
Participants: Thomas G. Cummings, U. of Southern California; Paul S. Adler, U. of Southern California; Zlatko Bodrozic, U. of Leeds; Chailin Cummings, California State U., Long Beach; Mauro F Guilen, U. of Pennsylvania; Andrew H. Van de Ven, U. of Minnesota

1401 | (Paper Session) - (ONE) Corporate Social Responsibility and Environmental Sustainability
3:00pm - 4:30pm Westin Copley Place Boston: Adams
Chair: Claudia Doblinger, Technical U. of Munich
Shareholder Reaction to Corporate Water Actions and the Reputational Effects of CSR | Rafia Afrin, Queen Mary U. of London; Ni Peng, Queen Mary U. of London; Frances Bowen, U. of East Anglia
Knowledge as a Moderator of the Relationship between Environmental CSR and Financial Performance | Anna-Lena Hoffmann, U. of Augsburg; Hüseyin Doluca, U. of Augsburg; Till Talaulicar, U. of Erfurt; Marcus Wagner, U. of Augsburg
How Activist Investors Influence Corporate Social Responsibility | Mark R. DesJardine, Penn State Smeal College of Business

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1402: (Paper Session) - (ONE) Framing Environmental Sustainability Practices and Beliefs
3:00pm - 4:30pm Westin Copley Place Boston: Defender
Chair: Frederik Dahlmann, U. of Warwick
- Harmonizing Frames: Aligning Individual and Organizational Values in Mission-Driven Organizations | Jodi York, U. of Melbourne; Krzysztof Dembek, U. of Melbourne; Erica Coslor, U. of Melbourne; Precious Peolwane Rametsana, Department of management and marketing, The U. of Melbourne
- The Evolution of Thought in the Era of Embedded Sustainability | Tracy Van Holt, NYU Stern; Tensie Whelan, New York U.

1403: (Paper Session) - (OSCM) Project Management
3:00pm - 4:30pm Westin Copley Place Boston: Courier
Chair: Ofer Zwickel, Australian National U.
- Constructing Algorithms for Forecasting High (Low) Project Management Performance | Olajumoke Ave, Coastal Carolina U.; Arch Woodside, Coastal Carolina U.; Sridhar Neru, U. of Texas At Arlington; Edmund Prater, U. of Texas At Arlington
- PMO Longevity & Implementation Phase Variables | Taiwo Abraham, U. of Texas Rio Grande Valley; Joo Jung, U. of Texas Rio Grande Valley; Steven R Lovett, U. of Texas Rio Grande Valley

1404: (Paper Session) - (OSCM) Process Improvement
3:00pm - 4:30pm Westin Copley Place Boston: Parliament
Chair: Arnaldo Camuffo, Bocconi U.
- The Duality of Lean: Organizational Learning for Sustained Development | Wilfred Herman Knol, U. of Applied Sciences; Kristina Lauche, Radboud U. Nijmegen; Roel Schouteten, -; Johannes Trakker, HAN U. of Applied Sciences
- Operational Practice Effectiveness and Organization Culture: Paradox vs. Contingency Perspective | Thomas Bortolotti, U. of Groningen; Stefania Boscari, U. of Groningen; Pamela Danese, U. of Padova; Barbara B. Flynn, Indiana U.
- Antecedents and Consequences of Supply Network Enabled Innovation: Evidence from Toyota | Antony Potter, -; Miriam Michiko Wilhelm, U. of Groningen, Faculty of Economics and Business

1405: (Paper Session) - (OSCM) Sourcing, Customer, and Performance
3:00pm - 4:30pm Westin Copley Place Boston: St George D
Chair: Akhil Bhardwaj, Tilburg U.
- Relationship Between Customer Concentration and Profitability and the Role of Insider Ownership | Kim Kwak, Pukyong National U.; Namil Kim, Korea Advanced Institute of Science and Technology (KAIST), College of Business
- A Double-Edged Sword Role of Cooperation on Process Innovation Efficiency | Linlin Chai, North Dakota State U.; Jin Li, North Dakota State U.; Thomas Clauß, Philipps-U. Marburg; Chanchai Tangpong, North Dakota State U.
- The Impact of Industry 4.0 on the Nexus Between Supply Chain Risks and Firm Performance | Imran Ali, Central Queensland U.
- Sourcing from the Base of the Pyramid markets: An integrative perspective | Maryam Zomorrodi, RMIT U.; Kwok Hung Lau, RMIT U.; Adela Jana McMurray, RMIT U.; Sajad Fayez, Monash U.

1406: (Paper Session) - (PNP) Charitable Organizations and Foundations
3:00pm - 4:30pm Hilton Boston Back Bay: Adams B
Chair: Heather MacIndoe, U. of Massachusetts, Boston
- Enhancing the Effectiveness of Nonprofit Development Interventions Through Knowledge Integration | Bercisa Berri, Birmingham Business School; Rory Donnelly, U. of Liverpool
- The Diversity Imperative: Changing Effectiveness of Social Capital on Community Philanthropy | Hyunseok Hwang, Texas A&M U., College Station
- Is Transparency Good for Fundraising? An Examination of Voluntary Disclosure by Chinese Foundations | Zhongsheng Wu, U. of Maryland, College Park; Angela L. Bies, U. of Maryland

1407: (Paper Session) - (PNP) Politics, Policy, and Accountability
3:00pm - 4:30pm Hilton Boston Back Bay: Copley
Chair: Bradley E Wright, U. of Georgia
- Citizen Oversight Agencies and the “Ferguson Effect:” Exploring the Impact of Police Accountability | Mir Usman Ali, Indiana U. Bloomington; Sean Nicholson-Crotty, -
- Antecedent and Outcome of Public Employee Accountability: Two Empirical Studies | Yousueng Han, U. of Southern California
- The Diffusion of Erin’s Law: Examining the Role of the Policy Entrepreneur | Joel David Vallett, Southern Utah U.

1408 : (PUBS) AMP Showcase Session: The Future of International Business and Management
3:00pm - 4:30pm Sheraton Boston Hotel: Independence West
The key theoretical and applied concerns of international business and management have shifted in recent years. Relatedly, and as in management studies more broadly, IB/IM has also undergone some self-reflection and criticism as to its relevance and impact. This symposium would focus on new and emerging research agendas in international business and future directions for the field.
Organizers: Jonathan P Doh, Villanova U.; Martyna Sliwa, U. of Essex; Geoffrey T. Wood, U. of Western Ontario
Presenters: Peter J. Buckley, U. of Leeds; Alvaro Cuervo-Cazurra, Northeastern U.; Andrew Delios, National U. of Singapore; Tatiana Kostova, U. of South Carolina; Dana B. Minbaeva, Copenhagen Business School; Alain C. Verbeke, U. of Calgary; Simon Evenett, Johns Hopkins U.

1409 : (JS: (RM, STR, OB) Why and How to Replace Statistical Significance Tests with Better Methods
3:00pm - 4:30pm Boston Hynes Convention Center: 303
Presenters: William H. Starbuck, U. of Oregon; Andreas Schwab, Iowa State U.; Sam Holloway, U. of Portland

1410 : (SHCS: (SAP, OMT) Expanding Social Theory: Implications for Management, Strategy, and Organization Studies
3:00pm - 4:30pm Boston Park Plaza: Boylston
Organizer: Michael Zandul, U. of Liverpool Management School
Panelists: A. Paul Spee, U. of Queensland; Philippe Lorino, ESSEC Business School; Theodore Schatzki, teds; Robin Holt, Copenhagen Business School

1411 : (Paper Session) - (SIM) Corporate Governance and Fostering Responsibility
3:00pm - 4:30pm Boston Marriott Copley Place: Boylston
Chair: Scott Reynolds, U. of Washington
Is High-Frequency Trading Fulflling Equity Market's Purpose? | Andrea Roncella, U. of Navarra; Ignacio Ferrero, School of Economics and Business, U. of Navarra
Board Leadership and the Chairperson of the Board: A Review and Suggestions for Future Research | Anup Banerjee, Jönköping International Business School; Mattias Nordqvist, Jönköping U.; Karin Maria Kristina Hellerstedt, Jönköping International Business School
Executive Equity Incentives, Corporate Social Responsibility, and Stock Liquidity | Shifang Zhao, Xi'an Jiaotong U. & City U. of Hong Kong; Da Huo, City U. of Hong Kong; Wen Mu, Xi'an Jiaotong U. & City U. of Hong Kong

1412 : (Paper Session) - (SIM) Moral Foundations: Reasoning in the Workplace
3:00pm - 4:30pm Boston Marriott Copley Place: Columbus II
Chair: Paul Dunn, Brock U.
1415: (Paper Session) - (SIM) Philosophy, Ethics, and Responsibility
3:00pm - 4:30pm Boston Marriott Copley Place: Nantucket
Chair: Harry J. Van Buren, U. of New Mexico
An Empirical Model for Islamic Corporate Social Responsibility Grounded in Theory and Practice | Petya Koleva, Coventry U.
Variability in Corporate Responsibility as Culturally and Structurally Embedded Agency | Natalya Turkina, U. of Melbourne; Peter Gahan, U. of Melbourne; Benjamin A. Neville, U. of Melbourne; Sara Bice, Australian National U.
The Deliberative Coase Theorem: An Externality-Based View on CSR | Robin Schneider, U. of Zurich
A Philosophical Approach to CSR in East Asia: The Integration of Confucianism, Legalism, and Taoism | Shujuan Xiao, U. of hong kong; Lorne Cummings, Macquarie U.; Chris Baumann, Macquarie U.

1416: (Paper Session) - (STR) Intra-Industry Competitive Dynamics
3:00pm - 4:30pm Boston Park Plaza: Cabot
Competitive Strategy and Heterogeneity Track
Chair: Phebo Derk Wibbens, INSEAD
Resource Competition, Amplification, and the Evolution of Performance Differences | Phebo Derk Wibbens, INSEAD
Delayed Forbearance: Multipoint Contact and Mutual Forbearance in Inaugural and Subsequent Actions | Tuofu Jin, Australian National U.; Alexander Eapen, Australian National U.
MMR, Market Structure, and Hedging Decisions: An Investigation of the U.S. PC Insurance Industry | Jifeng Yu, U. of Nebraska, Lincoln; Yijia Lin, U. of Nebraska, Lincoln
Multi-Partner Alliance Diversity and Performance: The Dilemma of Value Creation and Appropriation | Mohammad Nasir Nasiri, Tilburg U.; Geert Duysters, Tilburg U.; Zi-Lin He, Tilburg U.

1417: (Paper Session) - (STR) How Heuristics and Attention Influence Sense-making
3:00pm - 4:30pm Boston Park Plaza: Constitution
Behavioral Strategy, Process, and Change Track
Chair: Anna Tilba, Durham U. Business School
UK Pension Fund Governance and Effectiveness of Strategic Decision-Making: A Behavioral Perspective | Anna Tilba, Durham U. Business School; Michelle Baddeley, U. of South Australia
Do the Score: How Subsidiaries Respond to Multiple Social Comparisons | Meitong Dong, Shandong U.; Pengcheng Ma, Shandong U.; Xilu Liu, Shandong U.; Zhijun Chen, Shandong U.
Do Exogenous Shocks Help or Hurt Innovation Performance of Alliances? Evidence from Ebola Outbreak | Birgul Arslan, Koc U.; Murat Tarakci, Erasmus U.

Keeping Up with the Joneses: The Social Comparison Trap | Thorsten Wahle, U. della Svizzeria Italiana; João Duarte, U. della Svizzeria Italiana; Dirk Martignoni, U. of Lugano

1418: (Paper Session) - (STR) Political Attributes of CEOs
3:00pm - 4:30pm Boston Park Plaza: Emerson
Strategic Leadership and Governance Track
Chair: David Weng, Vrije U. Amsterdam
Is Red or Blue More Likely to Make a Fat King and Lean Beggar? The Effect of CEO Political Ideology | David Weng, Vrije U. Amsterdam; Hailin Yang, City U. of Hong Kong
MODERATING THE MESSAGE: Politically Connected Boards of Directors and Media Coverage | Jeffrey L. Reuer, U. of Colorado, Boulder; Arkadiy V. Sakhartov, U. of I at Urbana-Champaign
When Experiences Clash: Exploring Acquirer and Target’s Role in M&A Deal Completion | Manjot Singh Bhussar, Iowa State U.; Michelle Zorn, Auburn U.; Garry L. Adams, Auburn U.; Geoffre Silvera, Auburn U.
The Role of Tacitness and Complexity in Mergers and Acquisitions | Tiberiu Sergiu Ungureanu, Ohio State U.
Do Managers Know What they Are Buying? Understanding Acquisition Premiums and Post Acquisition ROA | Sergio Grove, Uconn Business School

1419: (Paper Session) - (STR) Before the Deal: Knowledge, Experience, and Due Diligence
3:00pm - 4:30pm Boston Park Plaza: Exeter
Corporate and International Strategy Track
Chair: Manjot Singh Bhussar, Iowa State U.
Economies of Scope and Optimal Due Diligence in Corporate Acquisitions | Jeffrey J. Reuer, U. of Colorado, Boulder; Arkadiy V. Sakhartov, U. of I at Urbana-Champaign
When Experiences Clash: Exploring Acquirer and Target’s Role in M&A Deal Completion | Manjot Singh Bhussar, Iowa State U.; Michelle Zorn, Auburn U.; Garry L. Adams, Auburn U.; Geoffre Silvera, Auburn U.
The Role of Tacitness and Complexity in Mergers and Acquisitions | Tiberiu Sergiu Ungureanu, Ohio State U.

1420: (STR) STR Best Dissertation Finalists’ Presentations
3:00pm - 4:30pm Boston Park Plaza: Grand Ballroom B
Come hear the outstanding dissertation research presentations of this year’s STR Wiley Blackwell Best Dissertation Award finalists.

1421: (Paper Session) - (STR) External Pressures on Managerial Decision-Making
3:00pm - 4:30pm Boston Park Plaza: St James
Strategic Leadership and Governance Track
Chair: Ajit Kumar, National Institute of Industrial Engineering (NITIE), Mumbai, India
Xiaoping Zhao, Shanghai Jiao Tong U.; Yu Chen, Shanghai Jiao Tong U.


An Empirical Study on Strategic Technological Decisions in Dynamic Environment | Ajit Kumar, National Institute of Industrial Engineering (NITIE), Mumbai, India; Anil Kumar, Tata Institute of Social Sciences; Gautam Prakash, Tata Consultancy Services (TCS)


1422: (Paper Session) - (STR) Managing External Stakeholders: Partners, Funders, and Society
3:00pm - 4:30pm Boston Park Plaza: Stuart
Corporate and International Strategy Track
Chair: Jakob Müller, WU Vienna U. of Economics and Business
The Effect of Diversification Strategies on CSR Disclosures in a Global Context | Rakesh B Sambharya, Rutgers U., Camden; Irene Goll, U. of Scranton
Stay Dependent: Relational Strategies to Reduce Current and Future Uncertainty | Gloria Urrea, U. of Colorado at Boulder; Sebastian Villa, U. de los Andes, Colombia; Eric Quintane, U. de los Andes, Colombia
Acquisition’s Impact on Alliance Network and Market’s Revaluations on Alliance Partners | Rui Yang, U. of California, Riverside; Jeray M. Haleblian, U. of California, Riverside

1423: (Paper Session) - (STR) Understanding Platforms
3:00pm - 4:30pm Boston Park Plaza: White Hill
Innovation Strategy and Industry Dynamics Track
Chair: Senem Aydin, Cass Business School
The (Internet) Information Inequality Machine? | Jason Greenberg, New York U.
Mix and Match? Exploring the Strategy Mix and Subsequent Performance of Transaction Platforms | Gary Dushnitsky, London School Business; Evila Piva, Politecnico di Milano; Cristina Rossi Lamatra, Politecnico di Milano School of Management
Responses of Traditional Incumbents to the Entry of a Sharing Economy Platform | Rosario Silva Froján, IE Business School; Oksana Gerwe, Brunel Business School

1424: (Paper Session) - (STR) Learning in Partnerships
3:00pm - 4:30pm Boston Park Plaza: Winthrop
Cooperative Strategy Track
Chair: Steffen Runge, U. of Cologne
Sleeping with the Enemy: Coopetition, Innovation Performance, and the Role of Interpartner Symmetry | Steffen Runge, U. of Cologne; Christian Schwens, U. of Cologne; Matthias Schulz, U. of Cologne
Problem-Formulation in Inter-Firm Collaborations | Nuno Rafael Barros De Oliveira, Tilburg U.
Stand to Lose? Asymmetrical Learning Partners and Learning Outcomes | Ya Lin, Hong Kong Baptist U.; Ruchunyi Fu, City U. of Hong Kong; Akbar Zadeh, U. of Minnesota

1425: (Paper Session) - (STR, OMT, TIM) The Drone Industry: A Novel Phenomenon for Rethinking Market Formation, Evolution, & Regulation
3:00pm - 4:30pm Boston Park Plaza: Berkeley
Organizers: Daniel Erian Armanios, Engineering & Public Policy (EPP), Carnegie Mellon U.; Mahka Moeen, U. of North Carolina, Chapel Hill
Discussants: Maryann P. Feldman, U. of North Carolina, Chapel Hill; Travis Mason, Airbus
Entrants’ Technology Choices Under Demand Heterogeneity | Anavir Shermon, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Mahka Moeen, U. of North Carolina, Chapel Hill
Parrot SA - A Case Study | Rory Morgan McDonald, Harvard U.
Help from Incumbents - Development of Legislation in the UAV Industry from 2013 to 2018 | Jue Wang, U. of Southern California


1426: (Paper Session) - (STR, TIM) Moving from Data to Managerial Decisions
3:00pm - 4:30pm Boston Park Plaza: Beacon Hill
Discussant: Mike Luca, -
A/B Testing and Firm Performance | Rembrand Michael Koning, Harvard Business School
Putting Prediction into Practice | Hyunjin Kim, Harvard Business School
Biased Programmers? Or Biased Training Data? A Field Experiment about Algorithmic Bias | Bo Cowgill, Columbia Business School

Session Details – Monday, 2:00 - 4:00 PM

**1427 ▶️ SHCS: (STR, TIM, ODC) Advances in Corporate Scope and the Theory of the Firm**
3:00pm - 4:30pm Boston Park Plaza: Arlington
Organizer: **Jordan Nikolai Boslego**, Boston U. Questrom School of Business
Discussants: Joanne E. Oxley, U. of Toronto; Samina Karim, Northeastern U.; Claudine Madras Gartenberg, The Wharton School, U. of Pennsylvania

Paper 1: The Role of Relationship Scope in Sustaining Relational Contracts in Interfirm Networks | Nicholas Argyres, Washington U. in St. Louis
Paper 2: Make-and-Allly and Performance | Samina Karim, Northeastern U.

**Presenter: Nicholas Argyres**, Washington U. in St. Louis

**1428 ▶️ SHCS: (STR, TIM, OMT) Bridging the Gap between Market and Nonmarket Strategy: Technology/Innovation and Nonmarket Strategy**
3:00pm - 4:30pm Boston Park Plaza: Statler

**Moderator:** Julian Kolev, Southern Methodist U.

**Panelists:** Gautam Ahuja, Cornell U.; Constance E. Helfat, Tuck School of Business at Dartmouth; Brian Silverman, U. of Toronto; Jasjit Singh, INSEAD; Dennis A. Yao, Harvard U.

**1429 ▶️ (Paper Session) - (TIM) Technology, Policy & Society: Patents, Regulation and Litigation**
3:00pm - 4:30pm Boston Hynes Convention Center: 110
Chair: **Julian Kolev**, Southern Methodist U.

Does Antitrust Regulation of Patent Monopoly Promote Innovation? | Seokbeom Kwon, Georgia Institute of Technology

Real Options in Preemptive Patenting: Evidence from the America Invents Act (AIA) | **Jiyoun Chung**, CUHK Business School


**1430 ▶️ (Paper Session) - (TIM) Ecosystems & Platforms: Platform Firms**
3:00pm - 4:30pm Boston Hynes Convention Center: 111
Chair: **Jörg Claussen**, LMU Munich & Copenhagen Business School

The U.S. Local Newspapers in the Digital Age: How Do Platforms Adapt to Technological Change? | Kyeongook Park, Tilburg U.

Towards A Theory of Platform Firms: Platform Firms As An Organizational Innovation | Kenan Guler, Rutgers Business School


Amsterdam; Franco Malerba, Bocconi U.; J.P. Eggers, New York U.

**Peer Recommendations, Consumption Variety, and Product Performance: Evidence from a Digital Platform** | **Johannes Loh**, Ludwig Maximilian U. of Munich (LMU)

**1431 ▶️ (Paper Session) - (TIM) Human Aspects of Innovation: Innovation Careers**
3:00pm - 4:30pm Boston Hynes Convention Center: 203
Chair: Jenell Lynn-Senter Wittmer, U. of Toledo

From Crafting What You Do to Building Resilience for Crowdfunding Career | **Sut I Wong**, BI Norwegian Business School; Dominique Kost, Oslo Metropolitan U.; **Christian Fieseler**, BI Norwegian Business School

Job design, Human Capital Resources and NPD performance: Evidence from High-Technology MNCs | Sujinda Popa traces, Maharashtra Business School

Early Work Experience and Engineering: Evidence from Random Assignment to Experiential Education | **Kevin Boudreau**, Northeastern & NBER; **Matt Marx**, Boston U. Questrom School of Business

What hampers employee creativity? The role of resistance to change and knowledge hiding | **Jing Jing Zhang**, Chinese Academy of Sciences; Guan Jiancheng, School of Economics and Management, U. of Chinese Academy of Sciences; **Yan Yan**, School of Business, Renmin U. of China

**1432 ▶️ (Paper Session) - (TIM) Open Innovation: TIM Conversations - Modes of IP Rights Protection**
3:00pm - 4:30pm Boston Hynes Convention Center: 204
Chair: Deepak Hegde, New York U.

→ ◀️ Competition, Licensing-in and Innovation: The Case of the Bio-Pharmaceutical Industry | Solon Moreira, IESE Business School; Thomas M. Kluter, IESE Business School; Stefano Tasselli, Rotterdam School of Management, Erasmus U.

The Propensity to Trademark Innovation | **Pablo Morales**, Vrije U. Amsterdam; Meindert Flikkema, Vrije U. Amsterdam; **Carolina Castaldi**, Eindhoven U. of Technology

Patents and Secrecy: Combining and Comparing their Effectiveness for Innovation Protection | Giovanna Capponi, Utrecht U.


**1433 ▶️ (Paper Session) - (TIM) Innovation Processes: The Process of Innovation**
3:00pm - 4:30pm Boston Hynes Convention Center: 205
Chair: A.D. Amar, Seton Hall U.


From idea to prototype: Documenting innovation in corporate hackathons | **Marta Caccamo**, Jonkoping International Business School; **Thomas Kohler**, Hawaii Pacific U.
TIM Conversations - Organization Design

1434  (Paper Session) - (TIM) Technological Change: Innovation Adoption, Diffusion
3:00pm - 4:30pm Boston Hynes Convention Center: 306
Chair: David R. Clough, Sauder School of Business, U. of British Columbia

How is the Innovation-Performance link affected during Adoption of Complementary Technologies? | Siddharth Natarajan, The Chinese U. of Hong Kong; Ishtiaq Pasha Mahmood, National U. of Singapore
An Exploration of Innovation, Adoption, and Diffusion in Business Ecosystems: Elearning in Brazil | Marco Rodrigues, Coppead/UFRJ - Federal U. of Rio de Janeiro; Paula Chimenti, Coppead/UFRJ - Federal U. of Rio de Janeiro; Roberto Nogueira, -

Where the revolution gets stuck: Barriers to intra-firm diffusion of digital technologies | Roland Van De Kerkhof, -; Niels G. Noorderhaven, Tilburg U.

No Longer Riding Dirty: The Effect of Electronic Vehicle Subsidies on Automobile Markets | Xi Wu, Fox School of Business, Temple U.; Jing Gong, Fox School of Business, Temple U.; Brad Greenwood, U. of Minnesota; Yiping Song, Fudan U. School of Management

1435  (Paper Session) - (TIM) Technological Change: Managing Technology Trajectories
3:00pm - 4:30pm Boston Hynes Convention Center: 301
Chair: Vilma Chila, Tilburg U.

Assessing path dependence in multi-technological organizations using patent data | Silvan Berg, U. of Bonn; Michael Wustmans, U. of Bonn; Stefanie Bröning, U. of Bonn
Bridging Old and New Technologies: The Role of Hybrid Vehicle Development in the U.S. Market | Sung Kil Moon, Korea Advanced Institute of Science and Technology (KAIST), College of Business; Sea Jin Chang, National U. of Singapore and KAIST

How spin-outs relate with parents’ innovation in existing and new technological areas | Vilma Chila, Tilburg U.; Xavier Martin, Tilburg U.; Shivaram Devarakonda, The Chinese U. of Hong Kong

Attitude towards Low-end and High-end Innovation | Ariane Segelitz-Karsten, Friedrich Schiller U. Jena; Ronny Reinhartd, Friedrich Schiller U. Jena; Nadine Hietschold, U. of Zurich; Sebastian Gurtner, Bern U. of Applied Sciences; Gianfranco Walsh, Friedrich Schiller U. Jena

1436  (Paper Session) - (TIM) Organizational Innovation:
TIM Conversations - Organization Design
3:00pm - 4:30pm Boston Hynes Convention Center: 305
Chair: John Joseph, U. of California, Irvine

Boundary Spanning for Economies of Scope in Innovation of Diversified Firms | Yang Liu, Queen’s U. Belfast

Portfolio Renewal: The Impact of Organization Design and Supporting Resources on New Product Sales | John Eklund, U. of Southern California

Hybrid Organizations: The Influence of a Behavioral Dichotomy on Organizational Inclusiveness | Cihat Cengiz, U. of Cambridge Department of Engineering; Martha Caroline Amanda Geiger, U. of Cambridge Department of Engineering


1437  (TIM, STR) Technology Acquisitions: Classic Strategic Management Questions in a New Light
3:00pm - 4:30pm Boston Hynes Convention Center: 107
Organizers: Joachim Henkel, Technical U. of Munich; Ariel Dora Stern, Harvard Business School
Discussants: Ashish Arora, Duke U.; Christoph Grimpe, Copenhagen Business School
Pioneer (Dis-)advantages in Markets for Technology | Joachim Henkel, Technical U. of Munich; Moritz Fischer, Technical U. of Munich; Ariel Dora Stern, Harvard Business School
Information Disclosure and Technology Acquisitions | George Chondrakis, EDAE Business School; Rosemarie Ziedonis, Boston U.; Carlos Javier Serrano, U. Pompeu Fabra and Barcelona GSE
Penalized or Prized? Stock Market Reaction to Relational Complexity of Acquisitions | Panos Desyllas, U. of Bath; Martin C. Goossen, Tilburg U.; Corey Phelps, McGill U.
Stability of PMI Configurations in MNE’s Cross-Border Technology Acquisitions | Nir N. Brueller, U. of Haifa; Gil Brosh, U. of Haifa; Shay Tzafrir, U. of Haifa
Presenters: George Chondrakis, EDAE Business School; Nir N. Brueller, U. of Haifa; Panos Desyllas, U. of Bath

1438  (TIM, STR, OCIS) Microfoundations of Open Innovation
3:00pm - 4:30pm Boston Hynes Convention Center: 302
Organizers: Marcel Bogers, U. of Copenhagen & U. of California Berkeley; Ann-Kristin Zobel, ETH Zurich
Discussant: Marcel Bogers, U. of Copenhagen & U. of California Berkeley
Panelists: Teppo Felin, U. of Oxford; Natalia Levina, New York U.; Arvind Malhotra, U. of North Carolina, Chapel Hill; Valentina Tartari, Copenhagen Business School; Anne L.J. Ter Wal, Imperial College Business School & ETH Zurich; Ann-Kristin Zobel, ETH Zurich

1439  (TLC) TLC Debrief Meeting (Invite Only)
3:00pm - 4:00pm Boston Hynes Convention Center: Flexible Meeting Space (Meetings)
By Invitation Only.

This session is part of the Teaching and Learning Conference. A registration fee of USD$130 is required at https://aom.link/RegisterForAOM2019. Space is limited and registration is on a first-come, first-served basis. The deadline to register is August 11, unless sold out.
Session Details – Monday, 4:00 - 6:00 PM

**Monday 4:30PM**

**1440 : (CAR) Careers Division Business Meeting**
4:30pm - 6:30pm Sheraton Boston Hotel: Back Bay Ballroom A
All current, past, and future members of the Careers Division are welcome to attend. We will share updates about the Division and present awards. Come and participate, and stay for the Division Social immediately following!

**1441 : (HCM) Health Care Management Division Business Meeting**
4:30pm - 6:30pm Sheraton Boston Hotel: Independence East
All members of the health care management division and those interested in the division are encouraged to attend. This meeting features reports on the state of the division and presentation of division awards.

**1442 : (SIM) SIM Business Meeting**
4:30pm - 6:00pm Boston Marriott Copley Place: Grand Ballroom Salon HI
This is our annual meeting to discuss the state of the SIM Division, share reports from SIM Officers, and conduct new business.

**Monday 4:45PM**

**1443 ☐ (Paper Session) - (CAR) Affect and Emotion in Careers**
4:45pm - 6:15pm Sheraton Boston Hotel: Beacon B
Chair: Christine Yin Man Fong, VU Amsterdam

"It's the Glittering Prize": Emotions Careers, Pride and Aspirational Control in Professional Work | Stefanie Gustafsson, U. of Bath; Dan Karreman, -

How Job Dissatisfaction Spirally Gears up Careers: Two Crossagged Longitudinal Studies | Jinyi Zhou, Tsinghua U.; Weichun Zhu, Guangzhou U.; Yawen Li, Beijing U. of Posts and Telecommunications; Weiqi Chen, Guangzhou U.; Yanchun Zou, School of Management, Guangzhou U.

Joint influence of Workplace Toxicity & Organizational Identification on Negative Gossip & Careerism | Muhammad Waheed Akhtar, COMSATS U. Islamabad, Sahiwal Campus; Mudassir Husnain, International Islamic U., Islamabad, Pakistan; Badar Iqbal, COMSATS U. Islamabad, Sahiwal Campus

Co-rumination in the Relationship Between Negative Affect and Job Search Intentions | Ariistes Isidoro Ferreira, ISCTE - Instituto U. de Lisboa; Rosa Rodrigues, INP - Instituto de Novas Profissões; Helena Carvalho, ISCTE - Instituto U. de Lisboa; Donald M. Truxillo, Portland State U.

**1444 ☐S: (CAR, ENT, OB) Passion: The Key Ingredient for Success? Perspectives on Passion and Work in Management Research**
4:45pm - 6:15pm Sheraton Boston Hotel: Gardner A
Moderator: Karen Landay, U. of Alabama

**1445 ☐ ☐ (CAU) The Strategy and Change Interface: Using 'Enabling' Processes and Cognitions to Foster Inclusiveness**
4:45pm - 6:15pm The Fairmont Copley Plaza Hotel: Back Bay Room
Light refreshments served. If possible, please advise of your plans to attend. All welcome.
Organizers: Angelina Zubac, Australian Institute of Management; Ofer Zwikael, Australian National U.

**Distinguished Speakers:** Maris G Martinsons, City U. of Hong Kong; Neal M. Ashkanasy, U. of Queensland; Elizabeth More, Australian Institute of Management
Discussant: Kate Hughes, Stamford International U.
Participants: Linda Duxbury, Sprott School of Business, Carleton U.; Philip Bromiley, U. of California, Irvine; Danielle Tucker, U. of Essex; Shelley A. Kirkpatrick, MITRE Corporation; Oguz N Baburoglu, Sabanci U.; Zhou Jiang, Deakin U.; Awais Sheikh, MITRE Corporation; Jane Hendy, Brunel Business School; Rubal Vinaik, Strategy Link; David Rosenbaum, Macquarie U.; Deborah R. Ismond, US Government; Czeslaw Mesjasz, Cracow U. of Economics; Miguel Mejicano Quinta, Sprott School of Business, Carleton U.; Huang Le, Deakin U.; Connie Shao-mei Zheng, Deakin U.; Steven R. Cofrancesco, Grand Canyon U.

**1446 ☐ (CAU) The Aftermath of Psychological Contract Violation: Current Trends and Future Directions**
4:45pm - 6:15pm The Fairmont Copley Plaza Hotel: Commonwealth Room
Organizers: Sandra Pereira Costa, U. of Liverpool Management School; Maria Tomprou, Carnegie Mellon U.

Participants: Omar Solinger, VU Amsterdam; Ans De Vos, U. of Antwerp/ Antwerp Management School; Thomas Joseph Zagenczky, Clemson U.; Maria Simosi, Department of Management, Royal Holloway; Maryam Aldossari, U. of Edinburgh; Chiachi Chang, Xi’an Jiaotong-Liverpool U.; Yannick Griep, U. of Calgary

**1447 ☐ (Paper Session) - (CM) Negotiations: Advances in Theory and Practice**
4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax B
Chair: Rachel Lea Campagna, U. of New Hampshire

Distributive/Integrative Negotiation Strategies in International Contexts: A Comparative Study | Sara Benetti, INCAE Business School; Enrique Ogliastri, IE and INCAE

How Immersive Experience and the Ripple Effect Lead to Sustainable Agreements | Ellen Knebel, U. of Oxford; Gabby Cunningham, U. of Oxford; Grace Young, U. of Oxford; Erik Woolsey, The Hydrous

The Dark Side of Negotiation: When Negotiation Undermines Organizational Commitment | Einav Hart, U. of Pennsylvania; Rachel Lea Campagna, U. of New Hampshire; Jared R. Curhan, MIT Sloan School of Management

Prosocial Distortions in Influence Strategies | David P. Daniels, Hong Kong U. of Science and Technology; Margaret A. Neale, Stanford U.

Negotiation Training: Balancing Technical and Moral Duality | Boniface Michael, California State U. Sacramento
1448 JS: (CM, OB, MOC) Antecedents and Consequences of Dominance and Prestige Paths to Social Rank
4:45pm - 6:15pm Sheraton Boston Copley Place: Clarendon AB
Organizers: Yidan Yin, U. of California, San Diego; Pamela K. Smith, U. of California, San Diego
Discussant: Charleen R. Case, U. of Michigan, Ross School of Business
Two Ways to the Top, One Way Down: Dominance-Based Leaders Inspire Reverse Dominance Hierarchies | Richard Ronay, Amsterdam Business School, U. of Amsterdam; Janneke Oostrom, VU Amsterdam; Simon Asbach, VU Amsterdam; Jon Maner, Florida State U.
Perceived Leader Prestige and Dominance Predict Truthfulness in Subordinate's Feedback | Katherine Kay Bae, U. of Michigan, Ross School of Business; Charleen R. Case, U. of Michigan, Ross School of Business; Susan J. Ashford, U. of Michigan
When and How Agreeing to Help Increases One's Influence | Yidan Yin, U. of California, San Diego; Pamela K. Smith, U. of California, San Diego
Presenters: Richard Ronay, Amsterdam Business School, U. of Amsterdam; Garrett L. Brady, London Business School; Katherine Kay Bae, U. of Michigan, Ross School of Business; Yidan Yin, U. of California, San Diego

1449 : (Plenary) - (CMS) CMS Plenary
4:45pm - 6:15pm Hilton Boston Back Bay: Faneway Ballroom
Speaker: Professor Cynthia Enloe is a world-renowned feminist and critical writer. Her work explores the interplay of gendered politics, with special attention to how women's labor is made cheap in globalized factories and the effects of this. Her best-known book, Bananas, Beaches and Bases, explores how companies' and governments' dependence on women's skills and labor - both unpaid and low paid - have been crucial to such globalized industries as garments, food, tourism and domestic work. Her ideas will inspire CMS scholars and critical thinkers from all parts of The Academ

1450 : (Paper Session) - (ENT) Immigrant Entrepreneurs
4:45pm - 6:15pm Boston Marriott Copley Place: Boylston
Chair: Kaveh Moghaddam, U. of Houston, Victoria
Crowdfunding to Overcome Liability of Outsidership: Drivers of Immigrants' Fundraising Performance | Vincenzo Buttice, Politecnico di Milano; Diego Useche, CREM-CNRS, U. of Rennes 1.
Preference vs Constraints: Generational Transmission of Immigrant Entrepreneurship | Yoonha Kim, Georgetown U.
Is Foreignness an Asset or Liability? The Case of Immigrant Entrepreneurship | Kaveh Moghaddam, U. of Houston, Victoria; William Q. Judge, Old Dominion U.; Jing Zhang, Old Dominion U.
From Ethnic Enclaves to Transnational Landscapes: A Review of Immigrant Entrepreneurship Research | Sarika Pruthi, San Jose State U.; Anuradha Basu, San Jose State U.

1451 : (Paper Session) - (ENT) Entrepreneurial Affect and Behavior
4:45pm - 6:15pm Boston Marriott Copley Place: Columbus I
Chair: Ines Alegre, IESE Business School
The Impact of Anger on Entrepreneurial Persistence after a Business Failure | Guifeng Ding, Hanen U.; Ning Chen, Clarion U. of Pennsylvania; Li Zhang, Hanen U.; Xixi Gu, Hofstra U.
Wise Folks Rush in: Affective Bases of Legitimacy Judgments and the Expectation of Thriving | Sean R. White, U. of Groningen; Erno Torniokski, Grenoble Ecole de Management
Does Shame Help Serial Entrepreneurs Rebound from Failure? | Song Lin, Central U. of Finance and Economics; Jingyu Yang, U. of Sydney; Siran Zhan, U. of New South Wales
The Affective Revolution in Entrepreneurship: A Systematic Review and Guidelines for Further Revolt | Florencio F. Portocarrero, U. of California Irvine; Scott L. Newbert, City U. of New York, Baruch College; Maia Young, U. of California Irvine; Yuxuan Lily Zhu, U. of California, Irvine

1452 : (Paper Session) - (ENT) Performance Effects of Entrepreneurial Orientation
4:45pm - 6:15pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Imran Ali, Department of Business Administration, King Abdulaziz U. Jeddah, KSA
Inspired by the Soul of Savannah: Spotlight on Entrepreneurship Orientation in Family Firms | Cinzia Dessi, U. of Cagliari; Michela Floris, U. of Cagliari
The Multi-Level Effects of Corporate Entrepreneurial Orientation on Business Unit Radical Innovation | Mathew Hughes, Loughborough U.; Yi-Ying Chang, National Taiwan U. of Science and Technology; Ian Hodgkinson, Loughborough U.; Paul Hughes, De Montfort U.; Che-Yuan Chang, National Taiwan U. of Science and Technology
The Effect of EO on Family Firms' Performance: The Moderating Role of Leverage and Ownership | Josanco Floreani, U. of Udine; Michela C. Mason, U. of Udine; Mario Minoja, U. of Udine

1453 : (Paper Session) - (ENT) Growing Informal Entrepreneurship
4:45pm - 6:15pm Boston Marriott Copley Place: Boylston
Chair: Garry D. Bruton, Texas Christian U.
Barriers to SME Access to Credit and Growth in Laos: An Emerging Economy Perspective | Malakymah Philaphone, Flinders U.; Ashokkumar Manoharan, Flinders U.; Janice Jones, Flinders U.; Wee Ching Pok, Flinders U.
Informal Entrepreneurship in Windhoek Namibia: A Configurational Perspective | David Littlewood, U. of Sheffield Management School
Child Labor and Entrepreneurs' Push to Formality in Developing Economies | Christopher G. Pryor, U. of Florida; Garry D. Bruton, Texas Christian U.
Session Details – Monday, 4:00 - 6:00 PM

4:45pm - 6:15pm Boston Marriott Copley Place: Simmons
Chair: Georgios Afentiou, CTL Eurocollege

Academic Entrepreneurship
4:45pm - 6:15pm Boston Marriott Copley Place: Simmons
Chair: Richard John Gentry, U. of Mississippi

Goals in Balance: Linking Commitment, Goal Alignment and Innovative Behavior in Family Firms | Sabrina Schell, U. of Bern; Julia Katharina de Groote, U. of Bern; Laura June Stanley, UNC Charlotte; Joseph T. Cooper, U. of Toledo

The Intraorganizational Power of the Founding Family and Managerial Entrenchment | Zhonghui Wang, California State U. San Bernardino; Esra Memili, U. of North Carolina, Greensboro


Intermittent Exporting and Family Ownership | Andrea Kuiken, Jonkoping International Business School

4:45pm - 6:15pm Boston Marriott Copley Place: Vermont
Chair: Sylvia Hubner, TUM School of Management, Technical U. of Munich

When does Gender Diversity Matter in Entrepreneurial Teams? The Case of Colombia | Isabel C. Botero, Stetson U.; Luz Elena Orozco, U. de los Andes

Migrant Women Entrepreneurs: a Structurationist Analysis of Intersectionality in Entrepreneurship | Paul Lassalle, U. of Strathclyde, Scotland, UK

Making Do by Doing without: The Funding Sources of Female Entrepreneurs in Developing Countries | Bede Akorige Atarah, U. C. Foscari of Venice; Augustine Awuah Peprah, U. of Professional Studies, Accra; Abednego Feehi Okoe Amartey, U. of Professional Studies, Accra; Bylon Abeeke Bamfo, KWame Nkrumah U. of Science and Technology, Kumasi Ghana

Gender and Performance: Preliminary Evidences from Italian Innovative SMEs | Michela Mari, U. of Rome Tor Vergata; Sara Poggesi, U. of Rome Tor Vergata; Federico Giannetti, U. of Rome Tor Vergata

4:45pm - 6:15pm Boston Marriott Copley Place: Oregon
Chair: Joel Bothello, John Molson School of Business, Concordia U.

Frugal Entrepreneurship for and from the Grassroots Level: An Emerging Phenomenon | Mokter Hossain, Alliance Manchester Business School

Far from Void: Institutional Richness and Growth in the Informal Economy | Robert Nason, Concordia U.; Joel Bothello, John Molson School of Business, Concordia U.

Stuck in the Middle Theorizing on the Permanence of the Semi-Formal Economy | Arielle Newman, U. of Utah

What it Takes to Be a Successful Home-Based Business? A Configurational Approach | Marcus Alexandre Yshikawa Salusse, EAESP - FGV/SP; Tales Andreassi, EAESP - FGV

4:45pm - 6:15pm Boston Marriott Copley Place: Regis
Chair: Martin Murmann, U. of Zurich

Moving Level of Collaboration on Entrepreneurial Idea Generation toward an Optimum | Soheil Hooshangi, U. of North Carolina, Greensboro

The Impact of Project and Team Composition on the University Spin-off Early Performance | Igors Skute, U. of Twente; Kasia Zalewska-kurek, U. of Twente; Petra C. De Weerd-Nederhof, U. of Twente

Hiring for Innovation - Skill Complementarities between Founders and Early Employees | Bettina Müller, U. of Mannheim; Martin Murmann, U. of Zurich

Dealing with Angels: The Anchoring Effect | Aydin Selim Oksoy, Old Dominion U.; Andrew A. Bennett, Old Dominion U.; Anil Nair, Old Dominion U.; Ryan Lee Klinger, Old Dominion U.

4:45pm - 6:15pm Boston Marriott Copley Place: New Hampshire
Chair: Pushan Dutt, INSEAD

Academic Hybrid Entrepreneurs and the Choice of Funding Sources | Wonsang Ryu, Korea Advanced Institute of Science and Technology (KAIST), College of Business; Joonyung Bae, UNIST, Korea

The Impact of Stereotypes about Academic Entrepreneurs on Counterparts’ Negotiation Strategies | Lu Zhang, Ulsan National Institute of Science and Technology; Young Rok Choi, UNIST, Korea; Hao Zhao, Rensselaer Polytechnic Institute

Academics’ Identity Transition and its Impact on Spin-Off’s R&D Input | Jizhen Li, Tsinghua U.; Xiaohua Li, Tsinghua U.; Xudong Gao, Tsinghua U.

Technology Start-Up Success at Private and University Business Incubators and Accelerators | Jennifer Woolley, Santa Clara U.; Nydia MacGregor, Santa Clara U.

4:45pm - 6:15pm Boston Marriott Copley Place: Tremont
Chair: Andrew A. Bennett, Dublin City U.; Eric Clinton, Dublin City U.; Jordan Gamble, Shanghai Jiao Tong U.; William B. Gartner, Babson College

Microfinance and Entrepreneurship at the Base of the Pyramid | Jasjit Singh, INSEAD; Pushan Dutt, INSEAD

Impact of Family Ownership
4:45pm - 6:15pm Boston Marriott Copley Place: New Hampshire
Chair: Richard John Gentry, U. of Mississippi

Conceptual Issues in Informal Entrepreneurship
4:45pm - 6:15pm Boston Marriott Copley Place: Oregon
Chair: Joel Bothello, John Molson School of Business, Concordia U.

Getting Started on the Right Foot
4:45pm - 6:15pm Boston Marriott Copley Place: Regis
Chair: Martin Murmann, U. of Zurich

Process and Performance in Family Firms
4:45pm - 6:15pm Boston Marriott Copley Place: Vermont
Chair: Maura McAdam, Dublin City U.


All We Need is Love. Do We? How and Why a Family Firm Background Affects Consumer’s Perception | Natalie Rauschendorfer, FIF@Zeppelin U.; Dinah Isabel Spitzley, FIF@Zeppelin U.; Maximilian Joachim Lude, TUM School of Management, Technical U. of Munich

The Family Business as a Community of Practice | Maura McAdam, Dublin City U.; Eric Clinton, Dublin City U.; Jordan Gamble, Shanghai Jiao Tong U.; William B. Gartner, Babson College

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Portfolio Entrepreneurship as Pathway for Positive Identity Development in Family Businesses | Sarah Fitz-Koch, Swedish U. of Agricultural Sciences; Mattias Nordqvist, Jonkoping U.; Naveed Akhter, Jonkoping International Business School

1460 🌟: (Paper Session) - (ENT) Entrepreneurial Intent
2
4:45pm - 6:15pm Boston Marriott Copley Place: Vineyard
Chair: Norris F. Krueger, School of Advanced Studies, U. of Phoenix / Entrepreneurship Northwest
Perceptions of Transgenerational Intentions and Nonfamily Employees’ Commitment in Family Firms | Judith Behrens, ULB - Solvay Brussels School of Economics and Management; Lidia Tsetlin, TUM School of Management, Technische U. München
How Do Resource Assessments Matter for Entrepreneurial Intentions among Women? | Leena Kinger Hans, INSEAD; Juan Ma, INSEAD
Gender and Succession Intentions in Family Firms: The Mediating Role of Affective Commitment | Daniela Alejandra Gimenez Jimenez, TUM School of Management, Technische U. München; Linda F. Edelman, Bentley U.; Andrea Calabró, IPAG Business School; Tommaso Minola, U. of Bergamo; Lucio Cassia, U. of Bergamo

1461 🌟: (Paper Session) - (ENT) New Logics in Entrepreneurship Research
4:45pm - 6:15pm Boston Marriott Copley Place: Wellesley
Chair: Massimo Garbuio, U. of Sydney Business School
Intra-Logic Plurality as a Source of Heterogeneity among Family Businesses | Zografia Bika, U. of East Anglia (UEA); Simy Joy, U. of East Anglia & Center for Social Innovation, Michigan Tech
Abductive Reasoning in New Venture Ideas | Massimo Garbuio, U. of Sydney Business School; Nidhitha Lin, Macquarie U.
Interacting Institutional Logics that Shape Academic Entrepreneurship in the UK | Melike Nur Tunaloglu, Southampton Business School, U. of Southampton; Mine Karatas-Ozkcan, U. of Southampton; Laura Costanzo, U. of Southampton
Challenging Institutional Logics and Consumption Practices through a Symbol | Shalini, Indian Institute of Management, Calcutta; Bhupesh Manoharan, Indian Institute of Management, Calcutta; Rishikesan Parthiban, -

1462 : (EXH) Meet the Editors of Project Management and Operations Management Journals
4:45pm - 5:15pm Boston Hynes Convention Center: 101
Editors from the Project Management Journal, the International Journal of Project Management, and the Journal of Operations Management will share insights into the vision behind each of their journals, and suggestions for submitting manuscripts. The session will feature a panel discussion followed by an informal networking opportunity to meet the editors as well as other academic colleagues in project management and related fields.

1463 : (Plenary) - (GDO) GDO Plenary: Insights on Inclusion
4:45pm - 6:15pm Boston Park Plaza: Terrace
Program Chair: Eden King, Rice U.
Presenters: Modupe Akinola, Columbia U.; Derek R. Avery, Wake Forest U.; M. Gloria Gonzalez-Morales, U. of Guelph; Danielle D. King, Rice U.; Lisa H. Nishii, Cornell U.; Stella M. Nkomo, U. of Pretoria; Veronica C. Rabelo, San Francisco State U.; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Quinetta M. Roberson, Villanova U.; Isaac Emmanuel Sabat, Texas A&M U., College Station

1464 : (Paper Session) - (HR) HR and Collective Turnover
4:45pm - 6:15pm Westin Copley Place Boston: Essex North-Center
Chair: Rakoon Piyanontalee, U. of Wisconsin, Madison
Revisiting Turnover-Firm Performance Relations: The Roles of HCRs and Leavers’ Tenure Diversity | Jiali Duan, UNSW Business School, Australia; Sunghoon Kim, U. of Sydney Business School
Complementarities Between Human Capital Resource Flows and Psychological Resources | Robert E Ployhart, U. of South Carolina; Jonathan Hendricks, U. of South Carolina; William Shepherd, Ohio State U.
Consequences of Collective Turnover: A Matter of Time and Quality | Rakoon Piyanontalee, U. of Wisconsin, Madison; Bekhzod Khoshimov, Wisconsin School of Business
Lead Me Away: The Influence of Managerial Turnover on Subordinate Departures and Unit Performance | Julie Irene Hancock, U. of North Texas; Miguel Caldas, U. of Texas at Tyler; Kathryn Ostermeier, Bryant U.; Danielle Cooper, U. of North Texas

1465 : (Paper Session) - (HR) HR Pay Differentiation
4:45pm - 6:15pm Westin Copley Place Boston: Essex North-West
Chair: Samantha A. Conroy, Colorado State U.
The Road to Inequity is Paved with Good Intentions: Examining the Gender Pay Gap in Equity Awards | Felice Klein, Boise State U.; Ryan Hammond, SKK Graduate School of Business; Aaron Hill, U. of Florida; Ryan Stice-Lusvardi, Stanford
Winner of HR Division Best Conference Paper Award
Same, Same, but Different - Inclusion Through Differentiation | Ilka Verena Ohlmer, BI Norwegian Business School; Anders Dysvik, BI Norwegian Business School
Differentiation in Pay for Performance Within Organizations: An Occupational Perspective | Mark Williams, Queen Mary U. of London; Ying Zhou, U. of Surrey; Min Zou, Henley Business School, U. of Reading
Is There Folly When Worker A Is Better Than Worker B? Heterogeneous responses to Incentives | Alex Kowalski, Massachusetts Institute of Technology
1466 : (Paper Session) - (HR) HR and Talent Analytics
4:45pm - 6:15pm Westin Copley Place Boston: Helicon
Chair: Maggie Minghui Cheng, McMaster U.
Exploring Crowdworker Participation on Digital Work Platforms | Markus Ellmer, U. of Salzburg; Thomas Karl Gegenhuber, Leuphana U. Lüneburg; Elke Sybille Schuessler, JKI Linz
An Affordance Approach to EHRM-Based Employee Voice Outcomes | Markus Ellmer, U. of Salzburg; Astrid Reichel, U. of Salzburg
The Relationship Between Applicant Experience and Hiring: Human Capital vs Red Flag Predictions | Heidi Wechtler, U. of Newcastle, Australia; Will Felps, U. of New South Wales; Colin Izdert Sarkies Lee, Amsterdam Business School, U. of Amsterdam
Applicant Perceptions of Hiring Algorithms - Uniqueness and Discrimination Experiences as Moderators | Chris Kaibel, U. of Mannheim; Irmel Koch-Bayram, U. of Mannheim; Torsten Biemann, U. of Mannheim; Max Mühlenbock, U. of Mannheim / Germany

1467 : (Paper Session) - (HR) HR Systems and Externalities
4:45pm - 6:15pm Westin Copley Place Boston: Independence A
Chair: Marc S Mentzer, U. of Saskatchewan
It Takes Two to Tango: A Dyadic Perspective on the Reputation-Collective Turnover Relationship | David Antons, RWTH Aachen U.; Erik Peter Pie ning, Johannes Gutenberg U. Mainz; Torsten Oliver Saige, RWTH Aachen U.
The Interaction of HPWS, Perceived Organizational Politics, and Political Skill on Task Performance | Jongwook Pak, Trinity College Dublin; Huikun Chang, Seoul National U.

1468 : (HR) Exploring New Frontiers in Dynamic Teams: Managing Boundaries, Attention, and Connections
4:45pm - 6:15pm Westin Copley Place Boston: Staffordshire Ballroom
Organizers: Pranav Gupta, Carnegie Mellon U.; Raquel Asencio, Purdue U., West Lafayette
Discussant: Martine Haas, The Wharton School, U. of Pennsylvania
Coordinated Attention, Boundary Management, and Collective Intelligence. | Anna Mayo, Johns Hopkins Carey Business School; Matthew A. Diabes, Carnegie Mellon U. - Tepper School of Business
Boundary Transitions in Collaborative Workplaces | Raquel Asencio, Purdue U., West Lafayette; Jessica R. Mesmer-Magnus, U. of North Carolina, Wilmington; Leslie A. DeChurch, Northwestern U.; Noshir Contractor, Northwestern U.

The Bottom-Up Emergence of Transactive Attentional Coordination (TAC) | Pranav Gupta, Carnegie Mellon U.
Connection: A Casualty of Dynamic Teaming | Mark Mortensen, INSEAD
Presentationers: Anna Mayo, Johns Hopkins Carey Business School; Mark Mortensen, INSEAD
School; Jochen Matthias Reb, Singapore Management U.; Theodore Charles Masters-Waage, Singapore Management U.

Participants: Tao Yang, Purdue U. Fort Wayne; Elizabeth E. Stillwell, U. of Minnesota; Christopher James Lyddy, Providence College; Ute Regina Hulsheger, Maastricht U.; Theodore Charles Masters-Waage, Singapore Management U.

Presenters: Colm Bednall, Technology

Participants: Colin Bednall

Technology from an Organization Theory Perspective

Discussant: Karin Sanders

Organizers:

1471 (Paper Session) - (IM) HRM Strength: Bowen & Ostroff's Model and Beyond

4:45pm - 6:15pm Hilton Boston Back Bay: Adams A

Organizers: Huadong Yang, U. of Liverpool; Timothy Colin Bednall, Swinburne Business School, Swinburne U. of Technology; Karin Sanders, UNSW Business School, Australia

Discussions: David E. Guest, King's College London

Configurations of HRM System Strength for Affective Commitment. Do All Meta-Features Matter? | Anna C. Bos-Nehles, U. of Twente; Edel Conway, Dublin City U.; Grace Fox, Dublin City U.


Transformational Leadership, High Performance Work System Consensus, and Customer Satisfaction | Ingo Weller, LMU Munich; Julian Sub, FunctionHHR GmbH, Germany; Heiner Evanschitzky, Aston Business School; Florian Von Wangenheim, ETH Zurich

A Revision of HR System Strength | Timothy Colin Bednall, Swinburne Business School, Swinburne U. of Technology; Huadong Yang, U. of Liverpool; Karin Sanders, UNSW Business School, Australia

Presenters: Anna C. Bos-Nehles, U. of Twente; Elaine Farndale, Penn State U./U. Tilburg U.; Ingo Weller, LMU Munich; Timothy Colin Bednall, Swinburne Business School, Swinburne U. of Technology

Participants: Edel Conway, Dublin City U.; Grace Fox, Dublin City U.; Zipporah Metto, "Moi U., Kenya"; Samer Nakhle, AZM U., Lebanon; Julian Sub, FunctionHHR GmbH, Germany; Heiner Evanschitzky, Aston Business School; Florian Von Wangenheim, ETH Zurich; Huadong Yang, U. of Liverpool; Karin Sanders, UNSW Business School, Australia

1472: (Paper Session) - (IM) International Management from an Organization Theory Perspective

4:45pm - 6:15pm Hilton Boston Back Bay: Adams A

Chair: Rekha Rao-Nicholson, Newcastle U. London

How Identity Reconfiguration Influences the Occurrence and Timing of Practice Transfer | Johann Fortwengel, King's College London

⇒ Status-Based Rivals, Client Ties, and Non-Conformity in Emerging Market Entry | Brian Kim, Emory U., Gozueta Bus Sch; Eunjunghyung, Hongik U. College of Business


⇒ Institutional Theory in International Business: A Review of 40 Years of Empirical Research | Ashar Saleem, Institute of Business Administration, Karachi; Irfan Butt, Lakehead U.

1473: (IM) IM Division Strategy & Eminent Scholar Award Presentation

4:45pm - 6:15pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A

Chair: Alvaro Cuervo-Cazurra, Northeastern U.

1474: (Paper Session) - (IM) Managing the Social Dimensions of International Management

4:45pm - 6:15pm Hilton Boston Back Bay: Jefferson

Chair: Jennifer Spencer, George Washington U.

⇒ Improving Social Justice and Economic Stewardship along the Global Value Chain | Anthony Goerzen, Queen's U.; Gerard Van Der Berg, Impact Transform

Corporate Anti-Corruption Policy and MNE Location Strategy; The Contingent Role of Investment Motive | Guo-Liang Jiang, Sprot School of Business, Carleton U.; Michael A. Sartor, Smith School of Business, Queen's U.


⇒ The Implementation of Business-Related Human Rights Practices in Global Apparel Supply Chains | Sarah Castaldi, Copenhagen Business School; Miriam Michiko Wilhelm, U. of Groningen, Faculty of Economics and Business; Sjoerd Beugelsdijk, Groningen U. (RuG); Taco Van Der Vaart, Groningen U. (RuG)

1475: (Paper Session) - (IM) Internationalization Issues

4:45pm - 6:15pm Hilton Boston Back Bay: Mariner

Chair: Diego Finchelstein, U. de San Andrés

⇒ The Role of Managerial Autonomy and Subnational Governments on the Internationalization of SOEs | Diego Finchelstein, U. de San Andrés; Maria Alejandra Gonzalez-Perez, U. EAFIT; Erica Helena Salavaj, U. del Desarrollo

⇒ The Fear of Failure in the SME’s Internationalisation | Kechen Dong, U. of Adelaide

⇒ Steps to Multinationality- Foreign Influences before Becoming an MNC | Roisin Donnelly, Tilburg U.

A Meta-Analysis of Internationalization-Innovation Relationship | Jian Du, Zhejiang U.; Sasa Ding, Zhejiang U.

1476: (Paper Session) - (IM) Internationalization Process

4:45pm - 6:15pm Hilton Boston Back Bay: Maverick A

Chair: Olof Lindahl, Upsalla U.

⇒ Balancing of Risk between Markets: Tolerable Risk and the Internationalization Process of the Firm | Lipeng Ge, U. of Groningen; Olof Lindahl, Upsalla U.

⇒ Don't Let a Lucky Streak Define Your International Business | Jan Hendrik Fisch, WU Vienna; Kathrin Schwaiger, WU Vienna
Theorizing Re-Internationalization Processes from Cases (WITHDRAWN) | Salman Ali, Indian Institute of Management Raipur; Payal Anand, Indian Institute of Management Raipur

Internationalisation as Business Model Design Process | Marine Mograbyan, Imperial College Business School

1477 (Paper Session) - (IM) Internationalization Process, Speed, and Performance 4:45pm - 6:15pm Westin Copley Place Boston: Essex North-East Chair: Jingoo Kang, Nanyang Technological U.

The Joint Effects of Internationalization Time, Speed, and Geographic Scope on SME Survival | Joan Freixanet, Graduate School of Management, Saint Peters burg U.; Gemma Renart, Research Group on Statistics, Econometrics and Health (GRECS) U. de Girona

Internationalization Speed and Performance of SMEs: Interactive Effects of Firm Capabilities | Yuanfeng Kang, Massey U. Albany; Chao Zhao, Massey U. Albany


The Relationship between Performance and Internationalization | Alice Schmuck, Dept of Business Studies Uppsala U.; Katarina Lagerstrom, James Sallis, Dept of Business Studies Uppsala U.

1478 (MC) Coaching as a Catalyst for Leadership Development In Academic & Corporation Education 4:45pm - 6:15pm Boston Park Plaza: Tremont

Moderator: Jude G. Olson, U. of Dallas

Panelists: Matthew Eriksen, Providence College, School of Business; Robin Frkal, Nichols College; Erek Ostrowski, Assumption College

1479 (Paper Session) - (MED) Management Theory and Impact 4:45pm - 6:15pm Sheraton Boston Hotel: Hampton B

Chair: Melanie P. Cohen, Institute for Creative Management.org

A Compass for the Theory Jungle: The Institutional and Intellectual Structure of Management Theories | Fabian Hattke, U. of Hamburg; Rick Vogel, U. of Hamburg


Global Forum Best Paper Award for the paper that best creates the opportunity to address global issues of significance to management education and/or development.

The Leadership Knowing-Doing Gap: A Phenomenological Exploration | Amal Ahmad, U. of Reading; Bernd Vogel, Henley Business School, U. of Reading

1480 (Paper Session) - (MOC) "With Many a Conflict, Many a Doubt:" Conflicts and Inconsistencies 4:45pm - 6:15pm Westin Copley Place Boston: Essex North-East

Chair: Jordan Nielsen, U. of Iowa

Discussant: Andrea Casey, George Washington U.

Truce Structures: Addressing Protracted Jurisdictional Conflict between Professional Groups | Arvind Karunakaran, McGill U.

Finalist for MOC Division Best Submission with Practical Implications for Organizations

US AND THEM: How Intergroup Bias Hampers Knowledge Transfer | Julian Hannen, RWTH Aachen U.; Tomas Farchi, IAE - U. Austral

Consequences of an Inconsistent Formal Leader: A Shared Leadership Perspective | Peter Anzollitto, U. of North Texas; Elisabeth M. Struckell, U. of North Texas

The Dynamics of Team Implementation of New Organizational Schemata During Strategic Change | Aida Hairo, WU Vienna U. of Economics and Business; Cristina Gibson, Pepperdine Grazierio Business School; Jean M. Bartunek, Boston College

1481 (MOC) Employee Reactions to Uncertainty: An Exploration of Individual, Role-Based, & Situational Factors 4:45pm - 6:15pm Westin Copley Place Boston: St George C

Organizer: Juanita Kimiyo Forrester, Mercer U.

Discussant: Anat Rafaeili, Technion Israel Institute of Technology

Effects of Unexpected and As-Expected Workload | Nikolaos E. Dimotakis, Oklahoma State U.; Qiang Fu, U. of Nebraska, Lincoln; Young Eun Lee, Texas A&M U., College Station; Bennett J. Tepper, Ohio State U.


Beyond Uncertainty: A Theoretical Perspective on Surface Acting of Inconsistent Leaders | Katrina A. Graham, Suffolk U.

The Double-Edged Sword of Reducing Uncertainty in Emergency Departments | Alina Shaulov, Technion - Israel Institute of Technology; Monika Westphal, Technion - Israel Institute of Technology; Anat Rafaeili, Technion Israel Institute of Technology, Avi Parush, Technion - Israel Institute of Technology

Presenters: Nikolaos E. Dimotakis, Oklahoma State U.; Agnieszka Karolina Shepard, Mercer U.; Katrina A. Graham, Suffolk U.; Alina Shaulov, Technion - Israel Institute of Technology; Monika Westphal, Technion - Israel Institute of Technology; Participants: Qiang Fu, U. of Nebraska, Lincoln; Young Eun Lee, Texas A&M U., College Station; Bennett J. Tepper, Ohio State U.; Shan Ran, Mercer U.

1482 (MC, HR, CAR) New Theoretical Developments in Implicit Theories and Its Applications in Management Research 4:45pm - 6:15pm Westin Copley Place Boston: Adams

Organizer: Krishna Savani, Nanyang Technological U.

Chairs: Peter Heslin, UNSW Sydney; Krishna Savani, Nanyang Technological U.


Managers’ Implicit Theories about Leadership Potential Predict Workplace Gender Bias | Zhi Liu, Peking U.; Aneeta Rattan, London Business School; Zhen Wang, Central U. of Finance and Economics
Why and When Employees’ Implicit Morality Theories Influence Ethical Behavior | Zhiyu Feng, Nanyang Technological U.; Krishna Savani, Nanyang Technological U.; Hu Li, Nanjing U.

Resilience and Motivational Climates at Work: The Role of Fixed versus Growth Mindsets | Marjolein C.J. Caniels, The Open U., Netherlands; Ellen Peeters, The Open U., Netherlands; Randy De Leeuw, The Open U., Netherlands

Seeing Colorblindness Clearly: Aligning Theory and Measurement for Implicit Theories of Diversity | Kevin Andrew Nanakdeewa, -; Manchi Chao, Hong Kong U. of Science and Technology; Krishna Savani, Nanyang Technological U.

Participants: Lauren A. Keating, EMLYON Business School; Zhi Liu, Peking U.; Zhiyu Feng, Nanyang Technological U.; Marjolein C.J. Caniels, The Open U., Netherlands; Kevin Andrew Nanakdeewa, -

Presenters: Aneeta Rattan, London Business School; Zhen Wang, Central U. of Finance and Economics; Krishna Savani, Nanyang Technological U.; Hu Li, Nanjing U.; Ellen Peeters, The Open U., Netherlands; Randy De Leeuw, The Open U., Netherlands; Manchi Chao, Hong Kong U. of Science and Technology

1483 (SHCS): (MOC, OB, ODC) Pathways to Inclusion: Relationships and Community in the New World of Work

Organizers: Hilary M. Hendricks, U. of Michigan; Gretchen Marie Spreitzer, U. of Michigan

Discussant: Emily Dunham Heaphy, U. of Massachusetts, Amherst

The Roles of “All-Stars” and “Attendees” in the Drive for Inclusion in Enterprise Coworking Spaces | Hilary M. Hendricks, U. of Michigan; Gretchen Marie Spreitzer, U. of Michigan; Peter Bacevice, U. of Michigan, Ross School of Business

Rooting Mobility: How Nomadic Professionals Craft Sensible Leader Identities | Gianpiero Petriglieri, INSEAD


1484 (Paper Session) - (MSR) MSR: Exploring Family Businesses

Organizers: Denise Daniels, Seattle Pacific U.; Ali Ihsan, Inhui University; Joseph G. Wilson, UKM University

Discussant: Louis W. Fry, Texas A&M U. Central Texas

Religion in Family Businesses: A Plurality of Logics | Ramzi Fathallah, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Sandra Khalil, Notre Dame U.-Louaiize

Buddhist Founders and Acquisition Intention in Family Firms | Jieyu Zhou, Technical U. of Denmark; Qian Lu, Nanjing U.

The Influence of Confucianism and Buddhism on Family Business in Taiwan and Vietnam | Irene Chu, Bradford School of Management

MSR Best Paper

Family Religiosity and Socioemotional Wealth Stock Accumulation in the Family Firm | Victoria Antin Yates, Mississippi State U.

1485 (OB) Inclusive Organizations Start with a Leader’s Commitment to Lead

Organizer: Lucas Monzani, Ivey Business School

Discussant: Thomas E Becker, U. of South Florida, Sarasota-Manatee

Towards a model of Commitment to Lead. | Lucas Monzani, Ivey Business School; Mary M. Crossan, Western U.

Commitment to lead: Initial validity evidence of a theory-driven measure | Lucas Monzani, Ivey Business School; Mary M. Crossan, Western U.

Further validity evidence of the Commitment to Lead scale: A replication in Pakistan | Hina Kalyal, U. of Western Ontario; Zunaira Saqib, NUST Business School

The leaders of tomorrow: Business students’ aspirations and its link to leadership styles | Mirikt K. Grabarski, U. of Western Ontario; Hina Kalyal, U. of Western Ontario

Presenters: Mary M. Crossan, Western U.; Hina Kalyal, U. of Western Ontario; Mirikt K. Grabarski, U. of Western Ontario

Participan: Zunaira Saqib, NUST Business School

1486 (Paper Session) - (OB) Team Creative Dynamics

Organizers: Li-Yun Sun, Macau U. of Science and Technology; Mirit K. Grabarski, U. of Western Ontario

Discussant: Peter Bacevice, U. of Michigan, Ross School of Business

Linking to the Right Teammates: How Alters’ Network Structures Affect the Focal Employee Creativity | Ning Li, U. of Iowa; Jingzhou Guo, Shanghai Jiao Tong U.; Yuan Li, Shanghai Jiao Tong U.

Openness to Diversity and Team Creativity: The Role of Leader Intellectual Stimulation | Wen Pan, Macau U. of Science and Technology; Li-Yun Sun, Macau U. of Science and Technology

Intelligent Assistants in Teams: Exploring Decision-Making, Verbal Interactions, and Decision-Making | Sonia Jawaid Shaikh, ORGANIZATIONAL BEHAVIOR; Ignacio Cruz, U. of Southern California

Leader “Ha-Ha” Ignites Team “A-Ha”: The Influence of Leader Humor on Team Creativity | Rui Zhong, Sauder School of Business, U. of British Columbia; Jinlione Zhu, Renmin U. of China

1487 (Paper Session) - (OB) Team Leadership

Organizers: Mary M. Crossan, Western U.; Chia-Yen Chiu, U. of South Australia

Discussant: Denise Daniels, Seattle Pacific U.; Ali Ihsan, Inhui University; Joseph G. Wilson, UKM University

Religion in Family Businesses: A Plurality of Logics | Ramzi Fathallah, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Sandra Khalil, Notre Dame U.-Louaiize

Buddhist Founders and Acquisition Intention in Family Firms | Jieyu Zhou, Technical U. of Denmark; Qian Lu, Nanjing U.

The Influence of Confucianism and Buddhism on Family Business in Taiwan and Vietnam | Irene Chu, Bradford School of Management

MSR Best Paper

Family Religiosity and Socioemotional Wealth Stock Accumulation in the Family Firm | Victoria Antin Yates, Mississippi State U.

1485 (OB) Inclusive Organizations Start with a Leader’s Commitment to Lead

Organizer: Lucas Monzani, Ivey Business School

Discussant: Thomas E Becker, U. of South Florida, Sarasota-Manatee

Towards a model of Commitment to Lead. | Lucas Monzani, Ivey Business School; Mary M. Crossan, Western U.

Commitment to lead: Initial validity evidence of a theory-driven measure | Lucas Monzani, Ivey Business School; Mary M. Crossan, Western U.

Further validity evidence of the Commitment to Lead scale: A replication in Pakistan | Hina Kalyal, U. of Western Ontario; Zunaira Saqib, NUST Business School

The leaders of tomorrow: Business students’ aspirations and its link to leadership styles | Mirikt K. Grabarski, U. of Western Ontario; Hina Kalyal, U. of Western Ontario

Presenters: Mary M. Crossan, Western U.; Hina Kalyal, U. of Western Ontario; Mirikt K. Grabarski, U. of Western Ontario

Participan: Zunaira Saqib, NUST Business School

1486 (OB) Team Creative Dynamics

Organizers: Li-Yun Sun, Macau U. of Science and Technology; Mirit K. Grabarski, U. of Western Ontario

Discussant: Peter Bacevice, U. of Michigan, Ross School of Business

Linking to the Right Teammates: How Alters’ Network Structures Affect the Focal Employee Creativity | Ning Li, U. of Iowa; Jingzhou Guo, Shanghai Jiao Tong U.; Yuan Li, Shanghai Jiao Tong U.

Openness to Diversity and Team Creativity: The Role of Leader Intellectual Stimulation | Wen Pan, Macau U. of Science and Technology; Li-Yun Sun, Macau U. of Science and Technology

Intelligent Assistants in Teams: Exploring Decision-Making, Verbal Interactions, and Decision-Making | Sonia Jawaid Shaikh, ORGANIZATIONAL BEHAVIOR; Ignacio Cruz, U. of Southern California

Leader “Ha-Ha” Ignites Team “A-Ha”: The Influence of Leader Humor on Team Creativity | Rui Zhong, Sauder School of Business, U. of British Columbia; Jinlione Zhu, Renmin U. of China

1487 (OB) Team Leadership

Organizers: Mary M. Crossan, Western U.; Chia-Yen Chiu, U. of South Australia

Discussant: Denise Daniels, Seattle Pacific U.; Ali Ihsan, Inhui University; Joseph G. Wilson, UKM University

Religion in Family Businesses: A Plurality of Logics | Ramzi Fathallah, American U. of Beirut; Yusuf M. Sidani, American U. of Beirut; Sandra Khalil, Notre Dame U.-Louaiize

Buddhist Founders and Acquisition Intention in Family Firms | Jieyu Zhou, Technical U. of Denmark; Qian Lu, Nanjing U.

The Influence of Confucianism and Buddhism on Family Business in Taiwan and Vietnam | Irene Chu, Bradford School of Management

MSR Best Paper

Family Religiosity and Socioemotional Wealth Stock Accumulation in the Family Firm | Victoria Antin Yates, Mississippi State U.
1488 нец: (Paper Session) - (OB)
**Charismatic-Transformational Leadership**
4:45pm - 6:15pm Sheraton Boston Hotel: Berkeley AB
Chair: **Charlotte Fritz**, Portland State U.
- To inclusive? How Likert-scale Surveys may overlook cross-cultural differences in leadership | Jan Kjetil Arnulf, BI Norwegian Business School; **Kai R. Larsen**, U. of Colorado, Boulder
- Gender and Leadership: Do Characteristics of Women's Social Networks Shape Leadership at Work? | Taryn Lyn Stanko, Cal Poly San Luis Obispo; **Alaka N. Rao**, San Jose State U.; **Tracy Dumas**, Ohio State U.; **Patricia Caulfield Dahm**, California Polytechnic State U.
The Impact of Leadership on Workplace Mistreatment: Climate as a Mediator | **Mallory McCord**, U. of Minnesota Duluth; **Xin Peng**, U. of Central Florida; **Henry Robin Young**, Eli Broad School of Business, Michigan State U.

1489 нец: (Paper Session) - (OB)
**Trait Perspectives on Leadership**
4:45pm - 6:15pm Sheraton Boston Hotel: Commonwealth
Chair: **Susanne Helena Braun**, Durham U.
- Personality as a Micro-Foundation of Dynamic Managerial Capabilities | **Shelley Harrington**, U. of Huddersfield; **Alex Kevill**, Leeds U. Business School
- Longitudinal Effects of Non-Calculative & Affective Motivation to Lead on Informal Leader Emergence | **Gouri Mohan**, ISE Business School; **Dorothy R. Carter**, U. of Georgia

1490 нец ropy: (OB)
**Sex and Power in the Workplace: Understanding Barriers to Gender Inclusion in the #MeToo Era**
4:45pm - 6:15pm Sheraton Boston Hotel: Constitution Ballroom A
Organizer: **Amelia Stillwell**, Stanford GSB
Discussant: **Laura Kray**, U. of California, Berkeley
She said “Me, Too,” He said “Not Me:” Attributional Gaps in Sexual Harassment | **Rachel Lise Ruttan**, Rotman School of Management; **Katrina M. Fincher**, Columbia Business School
Flirting with Fire: Disentangling the Effects of Gender and Power on Sexual Harassment | **Laura Kray**, U. of California, Berkeley; **Michael Rosenblum**, Haas School of Business, UC Berkeley
“I thought he would help me”: Protective Framing Buffers Female Accusers from Backlash | **Amelia Stillwell**, Stanford GSB; **Ashley E. Martin**, Stanford Graduate School of Business
Presenter: **Rachel Lise Ruttan**, Rotman School of Management

1491 ropy: (OB)
**Combine and Conquer: Social Networks and Psychological Process for Understanding Behavior**
4:45pm - 6:15pm Sheraton Boston Hotel: Dalton AB
Organizer: **Jae Kwon Jo**, The U. of Texas at Austin
Discussant: **Ajay Mehra**, U. of Kentucky
The Effect of Network Density on Social Identity Threat and Performance among Women Entrepreneurs | **Raina A. Brands**, London Business School
Getting Connected: Identity Group Membership and Portfolios of Social Capital | **Jae Kwon Jo**, The U. of Texas at Austin; **David A. Harrison**, U. of Texas at Austin

1492 нец: (OB)
**The Functions of Workplace Gossip**
4:45pm - 6:15pm Sheraton Boston Hotel: Exeter AB
Chairs: **Jie Li**, Hong Kong U. of Science and Technology; **Huwen Lian**, U. of Kentucky
Discussant: **Sandra Robinson**, U. of British Columbia
Does Gossip Accentuate or Attenuate Gossipers’ Status in the Workplace? | **Jie Li**, Hong Kong U. of Science and Technology; **Huwen Lian**, U. of Kentucky; **Jingzhou Pan**, Tianjin U.
Dishing the Dirt: An Affective Perspective of Gossip in Dyads and Teams | **Shimul Melwani**, U. of North Carolina, Chapel Hill

Thematic orientation: 🔴Teaching | 🌵Practice | 🌏International | 💡Program Theme | ❀Research | 🌰Diversity | 🌟Best Paper
1493 (Paper Session) - (OB) Team Process and Performance
4:45pm - 6:15pm Sheraton Boston Hotel: Fairfax A
Chair: Fabiola Heike Gerpott, WHU - Otto Beisheim School of Management

Leader International Experiences Influence the Success of Multinational Teams | Jackson Lu, MIT Sloan School of Management; Roderick Ingmar Swaab, INSEAD; William Maddux, U. of North Carolina, Chapel Hill; Adam Galinsky, Columbia U.


The Role of Cultural Transactive Memory Systems in Team Performance | Dennis Wajda, U. of Miami; Seul Ki Chin, U. of Miami; Soo Yoon Sung, Rutgers U.

1494 (Paper Session) - (OB) Dark Edges in OB
4:45pm - 6:15pm Sheraton Boston Hotel: Hampton A
Chair: Jinyu Hu, U. of Nevada, Reno

Customer Mistreatment and Employee Well-Being: A Daily Diary Study of Recover Mechanisms | Fu Yang, Northwestern U. of Finance and Economics; Xiaoyun Huang, California State U. San Bernardino; Lihua Zhang, Renmin U. of China

Stronger Together: Understanding How to Prevent, Reduce, or Eliminate Abusive Supervision at Work | Mayowa Babalola, *United Arab Emirates U.; Patrick Raymund Matutina Garcia, Macquarie U.; Shuang Ren, Deakin U.; Kobilay Gok, Winona State U.; Liang Guo, Shandong U.

OB Division Outstanding Practical Implications for Management Award, sponsored by Mercer Workforce Sciences Institute

When the Whole is Less than the Sum of its Parts: The Case of Psychopathy at Work | Iris Kranefeld, U. of Bonn; Gerhard Bickle, U. of Bonn

It's All about "Who-I-Am": A Self-Concept Regulatory Model of Narcissism | Jinyu Hu, U. of Nevada, Reno

1495 (Paper Session) - (OB) Gender and Diversity Processes
4:45pm - 6:15pm Sheraton Boston Hotel: Jamaica Pond
Chair: Heather J. Anderson, U. of Tulsa

Leader gender and construal elicitation: Is he seen as more visionary than she? | Samantha Dodson, U. of Utah, David Eccles School of Business; Rachael Goodwin, U. of Utah; Cheryl Waksleak, U. of Southern California; Kristina Diekmann, U. of Utah

The Art's Boardroom? Glass Cliff as a Phenomenon in the Art System | Alberto Monti, Bocconi U.; Marta Equi Pierazzini, IMT Institute for Advanced Studies Lucca; Paola Dubini, Department of Management and Technology, Bocconi U.

Only One Life and So Many Options: A Dynamic Model of Work-Life Balancing | Denis Monneuse, UQAM U. du Québec

A Montréal; Ariane Ollier-Malaterre, UQAM U. of Quebec in Montreal, Canada

Seeking Feedback while Female: The Image Risks of Proactive Feedback Seeking | Heather J. Anderson, U. of Tulsa

1496 (Paper Session) - (OB) Negative Behavior at Work
4:45pm - 6:15pm Sheraton Boston Hotel: Liberty Ballroom B
Chair: Kristin Lee Sotak, SUNY Oswego


OB Division Most Innovative Student Paper Award, sponsored by Sage Publications.

Abusive Supervision as Narcissistic Supervisors’ Ego Defense against Voice | Andreas Wihler, Frankfurt School of Finance & Management; Rachel Elizabeth Frieder, U. of North Florida


Does Unethical Pro-organizational Behavior Really Benefit the Organization? | Bingqian Liang, Shanghai Jiao Tong U.; Wan Jiang, Tianjin U.; Qinxuan Gu, Antai College of Economics and Management, Shanghai Jiao Tong U.

1497 (Paper Session) - (OB) Fit and Self-regulation
4:45pm - 6:15pm Sheraton Boston Hotel: Republic A
Chair: Brian Waterfall, East Carolina U.

Dual Fit: The simultaneous Effects of Intrapersonal and Interpersonal Regulatory Fit on Motivation | Brian Waterfall, East Carolina U.

Adding Mindfulness to Psychological Capital: A Two Study Investigation into why Mindfulness Matters | Maree Roche, U. of Waikato; Jarrod Haar, Auckland U. of Technology

Toward an Integrative Nomological Network of Congruence: Time to Break New Ground? | Yonhong Yao, U. of Windsor; Zhenzhong Ma, U. of Windsor

Conspicuously Imperceptible: The Moderating Role of Mindfulness in the Experience of Paradoxical Priorities | Xiaoxi Chang, Smith School of Business, Queen's U.; Susan E. Brodt, Smith School of Business, Queen's U.
MONDAY

Session Details – Monday, 4:00 - 6:00 PM

1499 👉 JS: (OB, MOC, GDO) The Psychology of Employee Financial Vulnerability and Its Effects on Organizational Behavior
4:45pm - 6:15pm Sheraton Boston Hotel: Olmsted
Organizers: Tianyu He, INSEAD; Peter Belmi, U. of Virginia
Discussant: Stephane Côté, U. of Toronto
Financial Vulnerability Impairs Voluntary Work Skill Acquisition | Tianyu He, INSEAD; Stefan Thau, INSEAD; Marko Pitesa, Singapore Management U.
Psychological Resources Buffer against the Performance Costs of Financial Precarity | Joe Gladstone, U. College London; Jirs Meuris, U. of Wisconsin, Madison
Role of Family-Work Interface in Explaining the Class Ceiling | Pooja Mishra, Singapore Management U.; Marko Pitesa, Singapore Management U.
Interdependent Organizations Promote Fit and Retention in Employees from Working-Class Contexts | Andrea Dittmann, Northwestern Kellogg School of Management; Nicole Stephens, Northwestern U.; Sarah S M Townsend, U. of Southern California
Trading Places: How Socioeconomic Mobility Relates to Cultural Intelligence and Employee Outcomes | Sean Martin, U. of Virginia
Participants: Marko Pitesa, Singapore Management U.; Stefan Thau, INSEAD; Joe Gladstone, U. College London; Jirs Meuris, U. of Wisconsin, Madison; Pooja Mishra, Singapore Management U.; Andrea Dittmann, Northwestern Kellogg School of Management; Sarah S M Townsend, U. of Southern California; Nicole Stephens, Northwestern U.; Sean Martin, U. of Virginia

1500 👉 JS: (OB, OMT, STR) Scandals as Strategic Opportunities
4:45pm - 6:15pm Sheraton Boston Hotel: Beacon A
Organizers: Minjae Kim, Northwestern Kellogg School of Management; Elena Obukhova, McGill U.
Discussant: Michael Jensen, U. of Michigan
What Does Scandal Do? Scandal and the Persistence of (In)group Subconscious Bias | Oliver Hahl, Carnegie Mellon U. - Tepper School of Business; Sae-Seul Park, Carnegie Mellon U. - Tepper School of Business
Staying out of Scandal’s Shadow: Categorical Ambiguity as a Competitive Advantage | Minjae Kim, Northwestern Kellogg School of Management; Elena Obukhova, McGill U.
Find and Replace: R&D Investment Following the Erosion of Existing Products | Joshua Lev Krieger, Massachusetts Institute of Technology; Xuelin Li, U. of Minnesota; Takor Thakor, U. of Minnesota
Signals of Shade? How Lobbyists Benefit When Their Political Connections Become Tainted in Scandal | Joseph Raffiee, U. of Southern California; Hyejung Byun, Purdue U.
Presenters: Oliver Hahl, Carnegie Mellon U. - Tepper School of Business; Joshua Lev Krieger, Massachusetts Institute of Technology; Joseph Raffiee, U. of Southern California

1501: (Plenary) - (OCIS) OCIS Plenary Session
4:45pm - 6:15pm Boston Marriott Copley Place: Grand Ballroom Salon F
Organizer: Jennifer Gibbs, U. of California, Santa Barbara

1502: (Paper Session) - (ODC) Elements of Informal Change
4:45pm - 6:15pm Boston Park Plaza: Charles River
Chair: James "Gus" Gustafson, benedictine
Change Models in Need of Renewal | Johanna E. Pregmark, Chalmers U. of Technology
Pulled Apart but Held Together: Job System Change as a Contestation Process | Matthias Waldkirch, EBS Business School
Driving Change from Within the Team: The Multiplier Concept | Franz Strich, U. of Passau; Rieke Bröhl, U. of Passau; Marina Fiedler, U. of Passau
The Freezing Effect of Sustainability Paradoxes and Conflicting Identities in Hybrid Organisations. | Angela Greco, Groningen U. (RuG); Thomas Long, U. of Groningen; Gjalt De Jong, U. of Groningen

1503: (Paper Session) - (ODC) Forces that Shape Organizational Identity
4:45pm - 6:15pm Boston Park Plaza: Franklin
Chair: Nancy Sayer, Benedictine U.
Sudden Death Syndrome among High-Growth Organizations: Case Studies on Real Estate Firms in China | Runtian Jing, Shanghai Jiao Tong U.; Yunan Zhao, Antai College of Economics and Management, Shanghai Jiao Tong U.
Towards a Theory of Organizational Identity Work Evolution | Matthew C. Lyle, U. of Massachusetts, Amherst; Ian Walsh, U. of Massachusetts, Amherst
External Stigmatization and Identity Strategies in the World of Banking. | Johanne Grant, Aalborg U., Department of Communication and Psychology; Claus Westergaard Elmholt, Aalborg U.
Failure and Blame in Organisational Change: An Identity Lens | Georgia Hay, U. of Western Australia; Sharon Parker, Curtin Business School; Aleksandra Luksyte, U. of Western Australia

1504: (ODC) ODC Division Business Meeting
4:45pm - 6:45pm Boston Park Plaza: Georgian
Division Chair: Danielle Zande, Nyenrode Business U.

1505: (Paper Session) - (OMT) Managing Evaluative Judgment: Impression Management and the Media
4:45pm - 6:15pm Boston Hynes Convention Center: 104
Chair: Michael Pfarrer, U. of Georgia
Competing Effects of Information Availability and Visibility Enhancement on Post-IPO Media Coverage | Jung-Hoon Minjae Kim, Northwestern Kellogg School of Management; Elena Obukhova, McGill U.

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
Han, Pennsylvania State U.; Tim G. Pollock, U. of Tennessee, Knoxville

Do You See What I See: How the Top Managers’ Frames Influence Shareholder Reactions | Lingling Pan, U. of Pittsburgh; Gerry M. McNamara, Michigan State U.; Joanna Tochman Campbell, U. of Cincinnati

Managing Failure: The Effects of Anticipatory and Reactive Strategies | Cole Evan Short, Pepperdine Graziaio Business School

Firm Media Coverage and Multiple Signals: The Role of Signals’ Relative Strength and (In)congruence | Anne Jacqueminet, Bocconi U.; Kerstin Neumann, U. of Innsbruck; Peter Maria Snoeren, Amsterdam Business School, U. of Amsterdam

Complements or Substitutes? How Social Approval Assets Drive Product Sales in Peer-to-Peer Platforms | Karl Täuscher, U. of Manchester

1506: (Paper Session) - (OMT) Identity Work
4:45pm - 6:15pm Boston Hynes Convention Center: 109
Chair: Tao Wang, Grenoble Ecole de Management


Idle Hands Are the Devil’s Tools: Organizational Identity Work as Situated Interaction | Fernando Fachin, Royal Military College of Canada

Battle of Identities: How Location Choice is Influenced by Competing Craft Ontologies | Laura E. Dupin, EMLYON Business School; Filippo Carlo Wezel, USI Lugano

To Change or Not to Change? The Effects of Change in Identity Claims on Cognitive Legitimacy | Majid Majzoubi, U. of Washington; Suresh B Kotha, U. of Washington, Seattle

Organizational Identity Work in Response to a Category-Wide Issue | Lærke Højgaard Christiansen, Copenhagen Business School; Eva Boxenbaum, Copenhagen Business School

1507: (Paper Session) - (OMT) Space, Materiality, Power, and Control
4:45pm - 6:15pm Boston Hynes Convention Center: 201
Chair: Silviya Stojanova, Copenhagen Business School

Appropriating the Refugee Camp. Exploring Volunteers’ Spatial Organization | Mona Florian, European Uni Udine, Frankfurt (Oder)

Control in Interactive Space Production. The Role of Lived Space | Jeanne Mengis, U. of Lugano; Federica De Molli, U.; Alessandra Zamparini, U. della Svizzera Italiana

Recontextualizing Entrepreneurship: Embracing Paradoxes in Liminality | Amadou Lô, Toulouse Business School; Pauline Fatien, SKEMA BS - U. Côte d’Azur

Crafting Space: The Role of Spatial Practices in Managing Refugee Camps | Philipp Darkow, U. of Hamburg; Daniel Geiger, U. of Hamburg

1508: (Paper Session) - (OMT) Building Communities and Overcoming Inequality through Entrepreneurial Activities
4:45pm - 6:15pm Boston Hynes Convention Center: 202
Chair: Jo-Ellen Pozner, Santa Clara U.

No Bandwidth, no Problem: Informational Mechanisms for Variation and Selection in Open Networks | Ayenda Kemp, Virginia Tech

Beyond Brokerage Position: Deployment of Multiple Brokering Behaviors and Impacts on Performance | Hongzhi Chen, School of Business, Nanjing U.; Brian R. Dineen, Purdue U.

1512 (OMT) Towards a Theory of Organizational Network Effectiveness: Challenges and Opportunities
4:45pm - 6:15pm Boston Hynes Convention Center: 310
Coordinators: James Coutinho, Swinburne Business School, Swinburne U. of Technology; Julia Brennecke, U. of Liverpool
Panelists: Stephen P. Borgatti, U. of Kentucky; Travis Grosser, U. of Connecticut; Adam M. Kleinbaum, Dartmouth College; Giuseppe Labianca, U. of Kentucky; Andrew Parker, U. of Exeter Business School

1513 (Paper Session) - (OMT) Navigating the Challenges of Social Enterprises
4:45pm - 6:15pm Boston Hynes Convention Center: 313
Chair: Claudio Biscaro, WU Vienna
How Social Enterprises Navigate Institutional Complexity in an Authoritarian State | Jiawei Sophia Fu, Rutgers U.; Shiping Yan, City U. of Hong Kong
Navigating Identity Tensions with Oppositive Collective Identity: A Case of B Corp Organizations | Brooke A. Lahneman, Montana State U.; Jennifer Grace Irwin, Lycoming College; Emily Joyce Plews, U. of Oregon
The Emotionality of Social Enterprises: Mechanisms and Challenges for Generating Emotional Energy | Diego Moreira Soares, Smith School of Business, Queen’s U.

1514 (OMT, ENT, STR) Future Directions and New Perspectives on the Research on Interfirm Collaborations
4:45pm - 6:15pm Boston Hynes Convention Center: 301
Facilitator: Umit Ozmel, Purdue U., West Lafayette
Panelists: Ranjay Gulati, Harvard U.; Todd Zenger, U. of Utah; David Eccles School of Business; David Hsu, The Wharton School, U. of Pennsylvania; Akbar Zaheer, U. of Minnesota; Gautam Ahuja, Cornell U.; Dovey Lavie, Bocconi U.

1515 (OMT, MOC, OB) Occupational Dynamics across Organizational, Technological, and Client Boundaries
4:45pm - 6:15pm Boston Hynes Convention Center: 103
Organizers: Julia DiBenigno, Yale School of Management; Jillian Chown, Northwestern Kellogg School of Management
Discussants: Beth Bechky, New York U.; Trish Reay, U. of Alberta
Organizational Influence over Professional Work | Jillian Chown, Northwestern Kellogg School of Management
Reassessing the Relationship between Technological and Occupational Change | Andrew Nelson, U. of Oregon; Callen Anthony, New York U.; Mary Tripsas, Boston College

Stand-In Workers and the Rising Economy of Self: When Calls for Authenticity Breed Adulteration | Michel Anteby, Boston U.; Nicholas Occhiuto, Yale U.
The Ideal Client: The Client Role in Affirming or Denying Professional Identity Claims | Julia DiBenigno, Yale School of Management
Presenters: Jillian Chown, Northwestern Kellogg School of Management; Andrew Nelson, U. of Oregon; Nicholas Occhiuto, Yale U.; Julia DiBenigno, Yale School of Management
Participants: Callen Anthony, New York U.; Mary Tripsas, Boston College; Michel Anteby, Boston U.

1516 (SHCS, SAP) Towards A Practice-Driven Institutionalism: Exploring Institutional Change In Praxis
4:45pm - 6:15pm Boston Hynes Convention Center: 306
Organizer: Milo Shaoqing Wang, U. of Alberta
Chair: Michael Lounsbury, U. of Alberta
Discussant: Michael Smets, U. of Oxford
Inscribing Ambiguity into Procedural Logics: The Diffusion of the Jesuit Spiritual Exercises | Jose Alexandre Bento Da Silva, Warwick Business School; Paolo Quattrone, U. of Edinburgh
From Scandal to Stigma: Institutional Side Effects of Impression Management Strategies | Milo Shaoqing Wang, U. of Alberta; Rongrong Zhang, U. of Alberta; Royston Greenwood, U. of Alberta & Edinburgh U.
Styles of Practice: Exploring the Symbolic Technology of Power | Santi Furnari, Cass Business School, City U. London
Can a Practice Rule a Field? Social Impact Bond and Field Change | Henri Schiltz, Aalto U. School of Business; Farah Kodeih, Aalto U. School of Business; Tarabichi Tarabichi, Aalto U., Department of Industrial Engineering and Management
Participants: Paolo Quattrone, U. of Edinburgh; Jose Alexandre Bento Da Silva, Warwick Business School; Royston Greenwood, U. of Alberta & Edinburgh U.; Rongrong Zhang, U. of Alberta; Santi Furnari, Cass Business School, City U. London; Henri Schiltz, Aalto U. School of Business; Farah Kodeih, Aalto U. School of Business; Tarabichi Tarabichi, Aalto U., Department of Industrial Engineering and Management

1517 (OMT, SIM) Beyond Networks: Inter- and Intra-Organizational Brokerage as a Key Process for Joint Action
4:45pm - 6:15pm Boston Hynes Convention Center: 108
Organizers: Gorgi Krle, U. of Heidelberg; Christine Moser, VU Amsterdam
Discussants: David Obstfeld, California State U., Fullerton; Frank G.A. De Bakker, IESEG School of Management
Brokerage in the Process of Social Innovation | Gorgi Krle, U. of Heidelberg
Bridging Organizational Knowledge Online: How Bridging Members in Online Groups Increase Knowledge | Bas Reus, VU Amsterdam; Christine Moser, VU Amsterdam; Peter Groenewegen, Vrije U. Amsterdam
Uniformity versus Plurality in Collaborative Strategies: The Sustainable Coffee Program | Itke Van Hille, VU Amsterdam; Frank G.A. De Bakker, IESEG School of Management; Peter Groenewegen, Vrije U. Amsterdam; Julie E. Ferguson, U. of Amsterdam

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
The Distribution of City Climate Action: How Civic Capacity Enables Green Building Certification | Christof Brandtner, Stanford U.  
**Presenter:** Christof Brandtner, Stanford U.  
**Participants:** Peter Groenewegen, Vrije U. Amsterdam; Julie E. Ferguson, U. of Amsterdam; Bas Reus, VU Amsterdam; Iteke Van Hille, VU Amsterdam

**1518 → JS: (OMT, SIM, STR) Can Wall Street Save the World? Organizations, Investors, and the Sustainable Development Goals**  
4:45pm - 6:15pm Boston Hynes Convention Center: 309  
**Organizers:** Kevin Chua, London Business School; Daniel Beunza Ibanez, Cass Business School, City U. London  
**Developing Collective Action through the Accord on Fire and Building Safety in Bangladesh | Juliane Reinecke, King’s College London; Jimmy Donaghey, Monash U.**  
**Is Managerial Entrenchment Always Bad? The Cross-National Case of CSR | Ruth V. Aguiler, Northeastern U.**  
**Corporate Responsiveness to Shareholder Engagement on Sustainability Issues | Jean-Pascal Gond, Cass Business School, City U. London; Rieneke Slager, U. of Groningen; Emilio Marti, Rotterdam School of Management, Erasmus U.**  
**Focused on the Goals? Examining Investors’ Attention to the Sustainable Development Goals | Kevin Chua, London Business School**  
**Presenters:** Juliane Reinecke, King’s College London; Ruth V. Aguiler, Northeastern U.; Jean-Pascal Gond, Cass Business School, City U. London; Tyler Wry, The Wharton School, U. of Pennsylvania  
**Participants:** Emilio Marti, Rotterdam School of Management, Erasmus U.; Rieneke Slager, U. of Groningen; Eric Y.-F. Zhao, Indiana U., Bloomington

**1519 → SHCS: (OMT, STR) New Frontiers in Organizational Learning**  
4:45pm - 6:15pm Boston Hynes Convention Center: 210  
**Organizers:** Cheon Mok Kim, U. of California, Irvine; John Joseph, U. of California, Irvine; Ronald Klingebiel, Frankfurt School of Finance & Management  
**Finalist for the OMT Division Best Symposium Award**  

**1520 → (Paper Session) - (ONE) Sources of Financing and Environmental Sustainability**  
4:45pm - 6:15pm Westin Copley Place Boston: Defender  
**Chair:** Haitao Yu, Ivey Business School  
**Does Bank Financing Enhance Clean Technology Innovation? Evidence from Banking Deregulation | Youngbin Joo, U. of Leeds**  
**Corporate Green Bonds | Caroline Flammer, Boston U.**  

**1521 → (Paper Session) - (ONE) Process and Multi-Level Drivers of Corporate Environmental Sustainability**  
4:45pm - 6:15pm Westin Copley Place Boston: North Star  
**Chair:** Julia Benkert, Swinburne Business School, Swinburne U. of Technology  
**Sustaining Industry Environmental Self-Regulation: A Process Model | Sean Buchanan, U. of Manitoba; Michael L. Barnett, Rutgers U.**  
**Multi-Level Analysis of Sustainability Transitions: A Practice Perspective | Kirti Mishra, Indian Institute of Management, Udaipur**  
**The Ecological Sensegiving of Human-Natural Organization in an Alaskan Commercial Fishery | Jason Good, EGADE Business School**  
**The Journey of Sustainability Startups through Establishing Major Alliance Partners | Andra Riandita, KTH Royal Institute of Technology; Anders Brostrom, KTH Royal Institute of Technology, Dept of Industrial Economics and Management; Raffaella Cagliano, Politecnico di Milano; Andreas Feldmann, KTH Royal Institute of Technology, Dept of Industrial Economics and Management**  

**1522 → (Paper Session) - (OSCM) Capabilities and Performance**  
4:45pm - 6:15pm Westin Copley Place Boston: Courier  
**Chair:** Pietro G. Micheli, U. of Warwick  
**The Role of Theory in Supply Chain Management: A Comprehensive Review | Dane Paul Pflueger, HEC Paris; Andreas Wieland, Copenhagen Business School; Chris Chapman.**  
**The Effects of Performance Measurement Uses on Organizational Ambidexterity and Company Performance | Matteo Mura, U. of Bologna; Pietro G. Micheli, U. of Warwick; Mariolina Longo, Alma Mater Studionum U. di Bologna**  
**Developing Dynamic Capabilities through Production Improvement Programs | Sven Januszek, Swiss Federal Institute of Technology Zurich, ETH; Torbjorn H. Netland, Swiss Federal Institute of Technology Zurich, ETH**  
**Interplaying Internal and External Mechanisms for the Operational Capabilities Development | Alexandre L. Prim, Fundação Getúlio Vargas/EAESP; Ely Laureano Paiva, Fundacao Getulio Vargas; Maneesh Kumar, Cardiff U.**  

**1523 → (Paper Session) - (OSCM) Finalists for Best SCM Paper in OSCM**  
4:45pm - 6:15pm Westin Copley Place Boston: St George D  
**Chair:** Wendy Tate, U. of Tennessee  
**Bounded Rationality, Complexity, and Operational Failure: Lessons from the Lac-Mégantic Disaster | Akhil Bhardwaj, Tilburg U.**  
**Managing a portfolio of green projects: Drivers of efficiency and the role of complementary projects | Xun Tong, U. of Groningen; Kevin Linderman, U. of Minnesota**
The Effect of Individual-Level Cultural Values on Responses to Supply Chain Disruption | Mehrnoush Sarafan, U. of Bath; Brian Squire, U. of Bath; Emma Brandon-Jones, School of Management, U. of Bath
Supply Chain Network Structure and Environmental Information Disclosure | Marcus A. Bellamy, Boston U. Questrom School of Business; Suworth Dhanorkar, Ravi Subramanian, Georgia Institute of Technology

**1524** ⬤ : (Paper Session) - (PNP) Organizational Behavior and Human Resources Management in Health Care Settings
4:45pm - 6:15pm Hilton Boston Back Bay: Copley
Chair: Jose Manuel Alonso, U. of Cantabria
Individual and Organizational Support, Innovative Behaviour, Australian and US healthcare employees | Yvonne Brunetto, Southern Cross U.; Matthew J. Xerri, Griffith Business School; Benjamin Stuart Rodney Farr-Wharton, U. of Technology, Sydney
Compromises in a Hybrid Organization: The Case of the French Public Hospitals | Agathe Moriniere, Irene Georgescu, U. of Montpellier
Community as a Critical Component: People Management Model in Not-for-Profit Organizations | Vijayalakshmi C. Balasubramaniam, IFMR
Configuring Multi-Level Steering in Pilot-Projects: A Study of a Program for Frail Elderly in France | Sébastien Gand, CERAG - U. Grenoble Alpes; Elvira Periac, Audencia Business School

**1525** ⬤ : (Paper Session) - (PNP) Bureaucratic Politics and Accountability
4:45pm - 6:15pm Hilton Boston Back Bay: Copley
Chair: Sean E. Rogers, U. of Rhode Island
Public Employee Accountability: Development of a Five-Dimensional Scale | Yousseng Han, U. of Southern California; James L Perry, Indiana U.
Interest Group Access Across the Political/Administrative Divide in Government | Adria Albareda, Leiden U., The Netherlands; Michiel Van Acoleyen, Central Bank of Belgium; Angel Saz-Carranza, ESADE Business School
Organisational Inertia and Public Policy Outcomes | Shaheen Naseer, Lahore School Of Economics; Klaus Heine, Erasmus U. Rotterdam
Organizational Ownership as a Performative: The Case of Corporate Foundations | Stephanie Antonia Maas, Erasmus U. Rotterdam

**1526** : (Paper Session) - (RM) Developments in Meta-Analysis and Literature Reviews
4:45pm - 6:15pm Boston Hynes Convention Center: 303
Chair: John A. Wagner, Michigan State U.
Choice of FFM Intercorrelations in Meta-Analytic Regression and Path Analysis | Hye S. Park, Fox School of Business, Temple U.; Erik Gonzalez-Mule, Indiana U.

Suitable for Systematic Reviews and Meta-Analyses? The Capacity of 23 Academic Search Engines | Michael Gunsebauer, JKU Linz
Recommendations for Producers Evaluators and Users of Methodological Literature Reviews | Herman Aguinis, The George Washington U.; Ravi Ramani, Purdue U. Northwest; Nawaf Alabduljader, Kuwait U.

**1527** : : (Paper Session) - (SAP) Exploring World’s Problems from the Strategy as Practice Perspective
4:45pm - 6:15pm Boston Park Plaza: Newbury
Chair: Chahehrazad Abdallah, Singapore U. of Social Sciences
CEO’s Temporal Strategies to Pacify Warring Coalitions | Saoué Kouamé, Telfer School of Management, U. of Ottawa
Commensurating Grand Challenges: The Case of Multi-Sector Strategizing For River Health | Fannie Couture, U. of Sydney Business School; Jane Kirsten Le, WHU - Otto Beisheim School of Management
Humanitarian Management Performativity ‘in the Wild’: The Role of Performative Bundles of Practices | Oliver Laach, The U. of Nottingham, China; Ping Ping Fu, The U. of Nottingham, China; Reut Livne-Tarandach, U. of Oregon; Claus Dierksmeier, U. of Tuebingen; Qing Qu, Tsinghua U.; Michael Andreas Pirson, Fordham U.

**1528** : : (STR) The Interplay between Institutions and Corporate Nonmarket Strategy
4:45pm - 6:15pm Boston Park Plaza: Arlington
Organizers: Jordan Siegel, U. of Michigan, Ross School of Business; Jin Hyung Kim, George Washington U.
Discussants: Jeff Macher, Georgetown U.; Laszlo Tihanyi, Texas A&M U.
Are You Free From Your Home? Cross-National Cultural Distance and Strategic Lobbying Behavior | Jin Hyung Kim, George Washington U.; Jordan Siegel, U. of Michigan, Ross School of Business
Going Dark: The Liability of Transparency and Drivers of Secrecy in Corporate Political Strategy | Nan Jia, U. of Southern California; Stanislav Markus, Darla Moore School of Business, U. of South Carolina; Timothy Werner, The U. of Texas at Austin
The Friday Effect: FDA Drug Safety Alert (In)Effectiveness and Firm Lobbying | Benjamin Barber, IE Business School; Luis Diestre, IE Business School; Juan Santalo, IE Business School
Participants: Hye Joon Park, Pennsylvania State U.; Razvan Lungeanu, Northeastern U.; Jin Hyung Kim, George Washington U.; Jordan Siegel, U. of Michigan, Ross School of Business; Nan Jia, U. of Southern California; Stanislav Markus, Darla Moore School of Business, U. of South Carolina; Timothy Werner, The U. of Texas at Austin; Benjamin Barber, IE Business School; Luis Diestre, IE Business School; Juan Santalo, IE Business School
1529  ❘ (Paper Session) - (STR) Strategy Development Under Uncertainty
4:45pm - 6:15pm Boston Park Plaza: Berkeley
Strategic Entrepreneurship Track
Chair: Anna Scedrova, Copenhagen Business School
To Shoot or Not Shoot for the Stars: Exploitative and Exploratory Tacit Knowledge and Performance | Renfei Gao, Xi'an Jiaotong U.; Beverly B. Tyler, North Carolina State U.; Nachiket Bhawe, Xi'an Jiaotong U.; Dan Li, U. of Central Florida
Organizational vs. Crowd Selection: Implications for the Variety of Ideas | Berk Can Deniz, Stanford GSB

1530  ❘ (Paper Session) - (STR) Human Capital Resources
4:45pm - 6:15pm Boston Park Plaza: Cabot
Competitive Strategy and Heterogeneity Track
Chair: Diptiprakash Pradhan, Indian Institute of Mgmt Indore
Pre-Deal Phase Human Dynamics in Private Equity Buyouts - A Closer Look | Satu Päivi Teerikangas, U. of Turku, School of Economics; Pauliina Junni, Aalto U.
Evidence on Family Firm Performance and Relevance of Context in an Emerging Economy | Nupur Pavan Bang, Indian School of Business; Ramachandran Kaval, Indian Institute of Science Business; Anirudh Vishwanathan, Research Associate
To Shoot or Not Shoot for the Stars: Exploitative and Exploratory Tacit Knowledge and Performance | Philippe Henderson, IMD; James Henderson, IMD
Knowledge Portfolios as Intermediaries Between Human Capital Experiences and Performance | Nachiket Bhawe, North Carolina State U.; Beverly B. Tyler, North Carolina State U.

1531  ❘ (Paper Session) - (STR) Performance Feedback, Aspirations, and Risk Taking
4:45pm - 6:15pm Boston Park Plaza: Constitution
Behavioral Strategy, Process, and Change Track
Chair: Renfei Gao, U. of Melbourne
Inspiration or Aspiration? Mission Specification and Firm Strategic Risk-Taking | Renfei Gao, U. of Melbourne; Xiaogang He, Shanghai U. of Finance and Economics; Zhengyu Li, Shanghai U. of International Business and Economics
Distance to Technology Aspiration and Entry into the Merger Wave | Christoph Grimpke, Copenhagen Business School; Katrin Hussinger, U. of Luxembourg; Abdul-Basit Issah, U. of Luxembourg
Adaptive Aspirations: A Comparison of Alternative Models | Anshuman Sinha, UC Irvine

1532  ❘ (Paper Session) - (STR) Family Firm Dynamics
4:45pm - 6:15pm Boston Park Plaza: Emerson
Strategic Leadership and Governance Track
Chair: Elisabeth Mueller, U. of Passau
Status or Identity: How Family Firm CEOs’ Board Network Embeddedness Affects Their Compensation | Miriam Nicole Flickinger, Aarhus U.; Elisabeth Mueller, U. of Passau; Jana Oehmichen, U. of Groningen

1533  ❘ (Paper Session) - (STR) External Ties and Innovation Outcomes
4:45pm - 6:15pm Boston Park Plaza: Exeter
Innovation Strategy and Industry Dynamics Track
Chair: Berk Can Deniz, Stanford GSB
Organizational vs. Crowd Selection: Implications for the Variety of Ideas | Berk Can Deniz, Stanford GSB; Jesper B Sorensen, Stanford U.
Firm’s Dominant Logic, Business Model Innovation, and Performance: Moderating Role of Political Ties | Yaqun Yi, Xi’an Jiaotong U.; Hermann Noldor, Indiana U., Indianapolis
Intra- and Extra-Industry Stakeholder Ties, Organizational Learning, and Business Model Innovation | Yaqun Yi, Xi’an Jiaotong U.; Dan Li, Indiana U.; Yu Chen, School of Management, Xi’an Jiaotong U.
Providing Contract Research Services and Firms’ Own Product Innovation Performance | Philip J. Steinberg, U. of Groningen, Faculty of Economics and Business; Wolfgang Sofka, Copenhagen Business School; Thijs Peeters, Océ-Technologies B.V; Vivien Procher, Grenoble Ecole de Management; Diemo Urbig, U. of Wuppertal

1534  ❘ (Paper Session) - (STR) Understanding CFOs in the Management Literature
4:45pm - 6:15pm Boston Park Plaza: St James
Strategic Leadership and Governance Track
Chair: Andreas Sebastian Konig, U. of Passau
Towards a Social Role Theory of CEOs’ and CFOs’ Communication and Infomediaries’ Evaluations | Heribert Erwin De Oliveira Kuhn, U. of Passau; Verena Komander, U. of Passau; Lorenz Graf-Vlachy, U. of Passau; Andreas Sebastian Konig, U. of Passau
When More is Better: Determinants of CFO Compensation and its Consequences for Firm Performance | Cameron Jay

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Borgholthaus, U. of Nebraska, Lincoln; Jonathan O'Brien, U. of Nebraska
The Influence of Generalist/Specialist CFOs on Finance and Accounting Policies | David Enzenhofer, WHU - Otto Beisheim School of Management; Marko Reimer, WHU - Otto Beisheim School of Management; Utz Alexander Schaeffer, WHU - Otto Beisheim School of Management

The Rise of the CFO from Humble Origins to a CEO | Partner and Foe | Aya S. Chacar, Florida International U.; Angela Langevin Heavey, James Madison U.; Danielle Renee Jones, Florida International U.; Sibel Ozgen, Florida International U.; Dosal Sim, Florida International U.

1535 (Paper Session) - (STR) The Role of Language and Framing in Strategy

4:45pm - 6:15pm Boston Park Plaza: Stuart
Cooperative Strategy Track
Chair: Jing Jin, Renmin U. of China
Impression Management When You Have a Negative Outlook: Evidence from Financial Restatements | Jing Jin, Renmin U. of China; Haiyang Li, Rice U.; Robert E. Hoskisson, Rice U.

Alliance Announcement “Surprise” and the Impact on Firm Valuation | James Rawlins, Doctoral Student
The Resilience of Inherited Alliances: Navigating the Challenges of Alliance Partner Acquisition | Aneta Oleksiak, U. of Groningen; Dries Faems, WHU; Pedro Faria, U. of Groningen

The Effect of Cross-Border Language Use on Financial Performance of Microfinance Banks | Sougand Goleksori, Manchester Metropolitan U. Business School; Roy Mersland, full professor; Rebecca Piekka, Aalto U. School of Business; Trond Randoy, U. of Ander; Grigory Pishchulov, Alliance Manchester Business School

1536 (Paper Session) - (STR) CEO Turnover and Succession

4:45pm - 6:15pm Boston Park Plaza: White Hill
Strategic Leadership and Governance Track
Chair: Jiyeon Kang, Pennsylvania State U.
A Generativity Perspective on the Dynamics of CEO Succession | Aparna Joshi, Penn State Smeal College of Business; Donald C. Hambrick, Pennsylvania State U.; Jiyeon Kang, Pennsylvania State U.
Boomerang CEOs: What Happens When the CEO Comes Back? | Chris B. Bingham, U. of North Carolina, Chapel Hill; Bradley Hendricks, U. of North Carolina, Chapel Hill; Travis Howell, U. of North Carolina, Chapel Hill; Kalin D. Kolev, Marquette U.

The Effects of Board Faultlines on CEO Dismissal | Taekjin Shin, San Diego State U.; Jihae You, Louisiana State U.
Small but Not Meaningful: Shareholder Dissent and CEO Dismissals in German Firms | Alina Georgiana Andrei, RSM Erasmus U.; Hans Van Oosterhout, Erasmus U.; Rotterdam; Steve Sauerwald, U. of Illinois at Chicago

1537 (Paper Session) - (STR) Partner Formation & Selection

4:45pm - 6:15pm Boston Park Plaza: Winthrop
Cooperative Strategy Track
Chair: Anne-Sophie Fernandez, U. of Montpellier
Foreign Ownership Share and Strategic Alliance Formation: The Larger the Better? | Yunok Cho, Southern Methodist U.; Jungho Kim, Swinburne U. of Technology
Impact of Learning from Experience on the Selection of a Competitor as a Partner for Innovation | Paul Chiambaretto, Montpellier Business School and Ecole Polytechnique; Anne-Sophie Fernandez, U. of Montpellier; Malin Nåsholm, Umea U.
Looking Up the Ladder: Organizational Uncertainty and the Formation of Advice Ties (WITHDRAWN) | Hendrik Leendert Aalbers, Radboud U. Nijmegen; Alexander Smit, assistant professor
Selecting Partners for Success: Collaborations between Entrants and Incumbents | Erik Aadland, BI Norwegian Business School; Jamal Shamisie, Michigan State U.; Yuri Mishina, Imperial College London

1538 (JS: (STR, TIM) Managing Uncertainty: Tensions and Opportunities

4:45pm - 6:15pm Boston Park Plaza: Beacon Hill
Organizers: Asda Chintakananda, National Institute of Development Administration (NIDA); David McIntyre, Providence College
Participants: Allan N Afuah, U. of Michigan; Richard A Bettis, U. of North Carolina, Chapel Hill; Hugh Courtney, Northeastern U.; Tony Tong, U. of Colorado, Boulder

1539 (JS: (STR, TIM, ENT) Firm and Industry Evolution: Creation and Redeployment of Capabilities

4:45pm - 6:15pm Boston Park Plaza: Clarendon
Organizers: Rajshree Agarwal, U. of Maryland; Seojin Kim, U. of Maryland; Audra Wormald, Robert H. Smith School of Business, U. of Maryland
Unbundling and Managing Uncertainty Surrounding Emerging Technologies | Rahul Kapoor, U. of Pennsylvania; Thomas M. Kluter, IESE Business School
Synergies and Redeployment in Related Diversification - Organizational Structure and Incentives | Arkady V. Sakhartov, U. of I at Urbana-Champaign; Constance E. Helfat, Tuck School of Business at Dartmouth
Mapping Technology Evolution to Firm Capabilities: A Study of the Bionic Prosthetic Industry | Seojin Kim, U. of Maryland; Rajshree Agarwal, U. of Maryland; Brent Goldfarb, U. of Maryland
Pioneering Firm Capabilities, Entry Strategies, and Survival: A Study of the Mobile Money Industry | Rajshree Agarwal, U. of Maryland; Serguey Braquinsky, U. of Maryland; Sonali Shah, U. of Illinois at Urbana-Champaign; Audra Wormald, Robert H. Smith School of Business, U. of Maryland
Presenters: Rajshree Agarwal, U. of Maryland; Serguey Braquinsky, U. of Maryland; Brent Goldfarb, U. of Maryland; Constance E. Helfat, Tuck School of Business at Dartmouth; Rahul Kapoor, U. of Pennsylvania; Seojin Kim, U. of Maryland; Thomas M. Kluter, IESE Business School; Arkady V. Sakhartov, U. of I at Urbana-Champaign; Sonali Shah, U. of Illinois at Urbana-Champaign; Audra Wormald, Robert H. Smith School of Business, U. of Maryland
1540  (Paper Session) - (TIM) Technology Strategy and Competition: Firm-level Competitiveness  
4:45pm - 6:15pm Boston Hynes Convention Center: 107  
Chair: Ann-Kristin Zobel, ETH Zurich  
More than money: the effect of public sponsorship on non-sponsors’ innovation performance | Yuandi Wang, Sichuan U.; Yu Li, U. of International Business and Economics  
Rethinking Competitive Advantage in Today’s Strategic Management | Jingshu Du, Vrije U. Amsterdam  
The Impact of Three Types of Innovations to Firm Competitiveness | Chen Han, School of Management Xi’an Jiaotong U.  

1541  (Paper Session) - (TIM) Technology, Policy & Society: Publication and Science  
4:45pm - 6:15pm Boston Hynes Convention Center: 110  
Chair: Michael A. Bikard, INSEAD  
The path to fame: The structure and trajectory of seminal work | Anke Piepenbrink, Rennes School of Business; Pallavi Shukla, Rutgers Business School  
Explaining and Predicting the Impact of Authors within a community | Sen Chai, ESSEC Business School  
Do firms publish? A multi-sectoral analysis | Roberto Camerani, SPRU, U. of Sussex; Daniele Rotolo, SPRU U. of Sussex UK; Nicole Grassano, European Commission - JRC - Institute for Prospective Technological Studies  
Discussants | Co-Pierre Georg, Deutsche Bundesbank; Daniel Opolot, U. of Cape Town; Michael Ernst Rose, Max Planck Institute for Innovation and Competition  

1542  (Paper Session) - (TIM) Ecosystems & Platforms: TIM Conversations - Platform Complementors  
4:45pm - 6:15pm Boston Hynes Convention Center: 111  
Chair: Feng Zhu, Harvard U.  
Platform Ecosystem Evolution: Implications for Complementors | Joost Rietved, UCL School of Management; David Nieborg, U. of Toronto; Joe N. Ploog, U. College London School of Management  
Renewal Through Platformization: A Complementor Strategy Perspective | Phillip Calvin Anderson, U. of Illinois at Urbana-Champaign  
Venture Growth and Multi-homing Expansion: Evidence from Open Source Platform Complementors | Francisco Polidoro, The U. of Texas at Austin; Wei Yang, The U. of Texas at Austin  
Resource Allocation to Market Knowledge in Platform Complementor Firms | Aldona Kapacinskaite, London Business School  

1543  (Paper Session) - (TIM) Human Aspects of Innovation: Inventor Collaboration  
4:45pm - 6:15pm Boston Hynes Convention Center: 203  
Chair: Eunkwang Seo, U. of Illinois at Urbana-Champaign  
Collaboration and R&D spending in the new era: Does geographic distance between co-inventors matter? | Igam Moaniba, National Chung Hsing U.; Hsin-Ning Su, National Chiao Tung U.; Pei-Chun Lee, National Chengchi U.  
Network Resource Munificence, Geographical Dispersion and Inventor Performance | Arjan Markus, Tilburg U.; Juan Antonio CANDIANI, U. of Antwerp/ Antwerp Management School  
The Interplay of Founder-Inventors with Individual- and Team-Experience to Create Novelty | Patrick Figge, U. of Passau; Carolin Haeussler, U. of Passau; Elisabeth Mueller, German Graduate School of Management & Law (GGS)  
Employee Mobility Barriers and Inventor Collaborativeness in Firms | Eunkwang Seo, U. of Illinois at Urbana-Champaign; Deepak Somaya, U. of Illinois at Urbana-Champaign  

1544  (Paper Session) - (TIM) Open Innovation: TIM Conversations - Open Innovation Studies  
4:45pm - 6:15pm Boston Hynes Convention Center: 204  
Chair: Joel West, Keck Graduate Institute  
Value capture in open innovation systems: a longitudinal analysis of radical circles | Claudio Dell’Era, Politecnico di Milano School of Management; Giulio Ferrigno, Scuola Superiore Sant’Anna; Federico Frattini, Politecnico di Milano School of Management; Roberto Verganti, Politecnico di Milano; Paolo Landoni, Politecnico di Torino  
Horizontal Open Innovation: Opportunities from “Operational” Inputs | Jennifer Kuan, U. of North Carolina, Chapel Hill  
Open innovation processes and innovativeness: the moderating role of family influence | Elena Casprini, U. of Siena; Tommaso Pucci, U. of Siena; Matteo Devigili, U. of Siena; Hans Rüdiger Kaufmann, U. of Applied Management Studies Mannheim; Lorenzo Zanni, U. of Siena  

1545  (Paper Session) - (TIM) Innovation Processes: Social Process Underlying Innovation  
4:45pm - 6:15pm Boston Hynes Convention Center: 205  
Chair: Amol M. Joshi, Oregon State U.  
Social integration mechanisms and their impact on absorptive capacity | Veronika Sagmeister, PhD Student; Ellen Enkel, Chair of Innovation Management, Zeppelin U.; Annika Groemming, ZF Friedrichshafen  
How Does Social Capital Affect New Product Development? | Lu Xin, Beijing U. of Chemical Technology; Fangcheng Tang, Beijing U. of Chemical Technology; Shuwei Zhang, Beijing Jiaotong U.  
Storm Crowds: Evidence from Zooniverse on Crowd Contribution Design | Sandra Barbosu, Alfred P. Sloan Foundation; Joshua Gans, U. of Toronto  
Family Influence, Capabilities Dilemma and Innovation Output | Malgorzata Kurak, IMD Business School; Miguel Garcia-Cestona, U. Autonoma De Barcelona; Teresa Garcia-Marco, U. Publica de Navarra; Peter Michael Vogel, IMD Business School  

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**Monday 5:00PM**

**1549 : (ENT) Entrepreneurship Division Business Meeting**
5:00pm - 6:00pm Boston Marriott Copley Place: Grand Ballroom Salon E

**1550 : (ICW) IIM Bangalore Reception**
5:00pm - 9:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon B

The session will be hosted by faculty members from IIM Bangalore who will be able to provide the guests / attendees ideas and information about the management and business environment in India and the impact that IIM Bangalore creates through its education, research and other academic activities

Organizer: Rashmi Mahadev Lad, Manager - Research Management

**1551 : (MSR) MSR and Friends**
5:00pm - 7:00pm Boston Marriott Copley Place: Grand Ballroom Salon B

**1552 : (OB) Making Connections with OB Experts: A Networking Social**
5:00pm - 6:30pm Sheraton Boston Hotel: Back Bay Ballroom C

**1553 : (ONE) ONE Business Meeting**
5:00pm - 6:30pm Westin Copley Place Boston: America North

**Monday 6:00PM**

**1554 : (ICW) MMD Debriefing (4)**
6:00pm - 7:00pm Sheraton Boston Hotel: Liberty Ballroom A

MMD is an executive leadership programme from Copenhagen Business School. We look forward to welcoming MMD participants, other members of our MMD Community and Danish speaking reflective practitioners who are interested in investigating new frontiers of your organizational context and leadership practice.

Language: Danish. Facilitator: Jan Molin, professor, CBS. Host: MMD.

Organizer: Lise Balslev, CBS/ MMD

**1555 : (MED) MED Annual Members Meeting and Awards**
6:00pm - 7:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Join us to celebrate award winning papers, symposia, PDWs, and reviewers and all the best of MED! Be part of our business meeting - learn about MED and shape our shared future.

Division Chair: Paul Hibbert, U. of St Andrews
Division Chair-Elect: Kim Gower, U. of Mary Washington
Program Chair: Sabine Hoidn, U. of St. Gallen
Professional Development Workshop Chair: Alan B. Eisner, Lubin School of Business, Pace U.

Past Chair: Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania
Treasure: Volker M. Rundshagen, U. of Applied Sciences
Stralsund

Secretary: Mairead Brady, Trinity Business School, Trinity College Dublin - U. of Dublin

Coordinators: Olvia Hernandez-Pozas, Tecnologico de Monterrey;

Newsletter Editor: Drusilla Haskell, U. of St. Andrews
Representatives-at-Large: Tine Koehler, U. of Melbourne; Brett Paul Matherne, Georgia State U.; Emmanuel Monod, Shanghai SUIBE.
1556 : (OSCM) OSCM Best SCM Paper Award and ISM Reception
6:00pm - 8:00pm Westin Copley Place Boston: Essex South

1557 : (SIM) Social Issues in Management Annual Social Gathering
6:00pm - 7:30pm Boston Marriott Copley Place: Grand Ballroom Salon G
This Event is our Annual Social Gathering as a Division. We look forward to welcoming new members and fostering connections among members.

Monday 6:30PM

1558 : (CAR) Careers Division Social
6:30pm - 8:30pm Sheraton Boston Hotel: Back Bay Ballroom A
The Careers Division social event is a perfect opportunity to meet, reconnect, and network with Careers Division members and Academy members. Welcome! For questions, please contact Gina Dokko at gddokko@ucdavis.edu

1559 : (CMS) CMS Main Program Social
6:30pm - 8:30pm Hilton Boston Back Bay: Fenway Ballroom
Division Chair: Mark Lemarchant, Durham U.
Division Chair-Elects: Stephen Cummings, Victoria U. of Wellington; Ajnesh Prasad, EAGE Business School
Program Chairs: Patrizia Zanon, U. Hasselt; Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management
Professional Development Workshop Chairs: Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro; Amon Barros, FGVEAESP
Past Chairs: Banu Ozkazanc-Pan, U. of Massachusetts, Boston; Paul Donnelly, Technological U. of Dublin
Treasurer: Arturo E. Osorio, Rutgers U.
Representatives-at-Large: Eda Ulus, U. of Leicester; Virpi Orvokki Malin, U. of Jyväskylä; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool

1560 : (ENT) Entrepreneurship Division - Business Meeting Social
6:30pm - 9:30pm Boston Marriott Copley Place: Grand Ballroom Salon E

1561 : (GDO) GDO Celebration of Success
6:30pm - 7:30pm Boston Park Plaza: Terrace
In this event we honor GDO volunteers, update members on GDO topics, and celebrate the achievements of GDO members.

1562 : (HCM) HCM Division Reception/Bowling!
6:30pm - 8:30pm Offsite: Lucky Strike Boston
This event will be held Monday, 6:30-8:30pm (immediately following the HCM Division Meeting), at Lucky Strike, 145 Ipswich Street, Boston. Please contact Nicholas Edwardson at nedwardson@unm.edu for more information.

1563 : (IM) International Management Division Business Meeting
6:30pm - 8:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Come and hear what is happening in the IM Division, and how you can get involved. The winners of the Division’s many awards will be announced here!
Division Chair: Elizabeth L. Rose, U. of Leeds
Division Chair-Elect: Anupama Phene, George Washington U.
Program Chair: Jaeyong Song, Seoul National U.

Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)
Past Chair: Aya S. Chacar, Florida International U.

1564 : (MC) MC Division Members and Friends Dinner
6:30pm - 10:00pm The Fairmont Copley Plaza Hotel: State Suite AB
As you all know, the MCD Members & Friends Dinner is an important part of the conference. It is a wonderful opportunity to talk to old friends and to meet new ones, all while enjoying good food and drinks in good company. What better way to spend a Sunday evening? The dinner will take place on Sunday August 11 from 6:30PM - 10:00PM at The Fairmont Copley Plaza Hotel: State Suite AB, and we strongly encourage you to sign up for it! The cost is $60 US.
Division Chair: Tonya L. Henderson, Software Engineering Services
Program Chair: Eric Sanders, Elmhurst College

1565 : (MH) Management History Division Business Meeting
6:30pm - 7:30pm Boston Marriott Copley Place: Grand Ballroom Salon Hl

1566 : (OCIS) OCIS Business Meeting
6:30pm - 7:30pm Boston Marriott Copley Place: Grand Ballroom Salon F
Open to all division members
Organizer: Likoebe Maruping, Georgia State U.

1567 : (OMT) OMT Business Meeting
6:30pm - 7:30pm Boston Hynes Convention Center: 313
Come join us 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: Davide Ravasi, UCL School of Management Division Chair-Elect: Peer Fiss, U. of Southern California
Program Chair: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School
Professional Development Workshop Chair: Martin J. Kilduff, UCL School of Management
Past Chair: Marc-David Seidel, U. of British Columbia
Treasurer: Konstantinos Andriopoulos, Cass Business School, City U. London
Chairs: Lori Qingyuan Yue, U. of Southern California; Hovig Tchalian, Drucker School of Management; Emily S. Block, U. of Alberta; Deborah Anderson, U. of Oxford
Representatives-at-Large: Tal Simons, Tilburg U.; Jo-Ellen Pozner, Santa Clara U.; Joel Gehman, U. of Alberta; Michael Smets, U. of Oxford; Lisa Ellen Cohen, McGill U.; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Dalhia Mani, Indian Institute of Management, Bangalore; Sun Hyun Park, Seoul National U.

1568 : (ONE) ONE Social
6:30pm - 9:30pm Westin Copley Place Boston: America North

1569 : (RM) RM Division Business Meeting
6:30pm - 7:30pm Boston Hynes Convention Center: 310
Annual business meeting and awards ceremony for the Research Methods Division. Social to follow.

1570 : (SAP) Strategizing Activities and Practices Business Meeting
6:30pm - 7:00pm Boston Park Plaza: Boylston
Program Chair: Virpi Sorsa, Hanken School of Economics
Monday 7:00PM

1571: (STR) STR Division Business Meeting
6:30pm - 7:30pm Boston Park Plaza: Grand Ballroom AB
Join us for the STR Division business meeting! It is a great place to learn all about the workings of the division, acknowledge the hard word of the many dedicated committee members who help put the program together, and congratulate paper award winners, best reviewers, and our newly elected officers! The business meeting will be immediately followed by the STR Social. We hope you will join us! Division Chair: Xavier Martin, Tilburg U.; Division Chair-Elect: Samina Karim, Northeastern U.; Program Chair: Tim Folta, U. of Connecticut; Assistant Program Chair: Heather Berry

1574: (ODC) ODC Division Members Reception
7:00pm - 9:00pm Boston Park Plaza: Georgian
Division Chair: Danielle Zandee, Nyenrode Business U.

1575: (SAP) Strategizing Activities and Practices Social
7:00pm - 9:00pm Boston Park Plaza: Boylston
Organizer: Sotiros Paroutis, Warwick Business School
Division Chair-Elect: Rajiv Nag, Drexel U.
Program Chair: Virpi Sorsa, Hanken School of Economics
Professional Development Workshop Chair: Katharina Dittrich, Warwick Business School, U. of Warwick
Past Chair: A. Paul Spee, U. of Queensland
Treasurer: Carola Wolf, U. of Liverpool
Chair: Sotiros Paroutis, Warwick Business School
Newsletter Editor: Violetta Splitter, U. of Zurich
Representatives-at-Large: Lisa Day, U. of Liverpool; Paula Jarzabkowski, City U. London

Monday 7:30PM

1576: (GDO) GDO Social Extravaganza
7:30pm - 9:00pm Boston Park Plaza: Staten
The GDO social event is a perfect opportunity to meet, reconnect, and network with GDO Division members and Academy members. Welcome!
1577: (ICW) Michigan Ross, Management & Organizations and Strategy Reception
7:30pm - 9:30pm Westin Copley Place Boston: Staffordshire Ballroom
Organizer: Shelly Whitemer, U. of Michigan
1578: (MH) Management History Social
7:30pm - 10:30pm Boston Marriott Copley Place: Grand Ballroom Salon C
1579: (OCIS) OCIS Social Reception
7:30pm - 9:30pm Boston Marriott Copley Place: Grand Ballroom Salon F
Open to all members
Organizer: Jennifer Gibbs, U. of California, Santa Barbara
1580: (OMT) OMT Social Hour
7:30pm - 9:30pm Boston Hynes Convention Center: 311
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: Davide Ravasi, UCL School of Management
Division Chair-Elect: Peer Fiss, U. of Southern California
Program Chair: Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School
Professional Development Workshop Chair: Martin J. Kilduff, UCL School of Management
Past Chair: Marc-David Seidel, U. of British Columbia
Treasurer: Konstantinos Andriopoulos, Cass Business School, City U. London
Chairs: Lori Qinyuan Yue, U. of Southern California; Hoving Tchalans, Drucker School of Management; Emily S. Block, U. of Alberta; Deborah Anderson, U. of Oxford
Representatives-at-Large: Tal Simons, Tilburg U.; Jo-Ellen Pozner, Santa Clara U.; Joel Gehman, U. of Alberta; Michael Smets, U. of Oxford; Lisa Ellen Cohen, McGill U.; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Dalhia Mani, Indian Institute of Management, Bangalore; Sun Hyun Park, Seoul National U.
**1581 : (STR) STR Division Social**
7:30pm - 9:00pm Boston Park Plaza: Grand Ballroom AB
Come join us for the Strategic Management Division’s Social! This reception is a great place to network with STR members and reunite with friends and colleagues in a casual environment. The STR Social will immediately follow the STR Business Meeting. We hope to see you there!

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**Monday 7:45PM**

**1582 : (RM) RM Division Reception**
7:45pm - 9:45pm Boston Hynes Convention Center: 310

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**Monday 8:00PM**

**1583 : (ICW) Annual BYU Ice Cream Social**
8:00pm - 10:00pm Boston Marriott Copley Place: Grand Ballroom Salon G
Organizer: Nancy Empey, BYU Management Department

**1584 : (IM) International Management Division Reception**
8:00pm - 11:00pm Offsite: University of Massachusetts Club
All welcome! If you have questions about this event, please contact Denise Dunlap at deniserdunlap@gmail.com. This session will be held at The University of Massachusetts Club 32nd Floor, 1 Beacon St., Boston, MA 02018 (https://www.umassclub.com).
Organizer: Denise R. Dunlap, UMass Lowell
Division Chair: Elizabeth L. Rose, U. of Leeds
Division Chair-Elect: Anupama Phene, George Washington U.
Program Chair: Jaeyong Song, Seoul National U.
Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)
Past Chair: Aya S. Chacar, Florida International U.

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**Monday 8:30PM**

**1585 : (ICW) Case Western Reserve, Weatherhead School of Mgt, Organizational Behavior & Doctor of Mgt Reception**
8:30pm - 10:30pm Boston Park Plaza: Terrace
Organizer: Lila E. Robinson, Weatherhead School of Management, Case Western Reserve U.
Tuesday 12:01 AM

1586 : (SVC) Technology Center (Marriott)
12:01am - 3:00pm Boston Marriott Copley Place: Third Floor Atrium Lounge
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located in the Third Floor Atrium Lounge and is sponsored by Villanova University.

1587 : (SVC) Technology Center (Sheraton)
12:01am - 3:00pm Sheraton Boston Hotel: Grand Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. This Technology Center will be located on the second floor in the Grand Ballroom pre-function area and is sponsored by Villanova University.

1588 : (SVC) Express Self Check-In Kiosks (Park Plaza)
12:01am - 3:00pm Boston Park Plaza: Exeter Foyer
KIOSKS ONLY- The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The kiosks are located on the Mezzanine Level, in the Pre-Function Space outside of Clarendon & Exeter Rooms.

1589 : (SVC) Technology Center (Westin)
12:01am - 3:00pm Westin Copley Place Boston: Essex Ballroom Foyer
Sit and relax in one of our Technology Centers or visit 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. The Technology Centers will be open 24/7 starting Thursday at 5pm and ending Tuesday at 3pm. The Technology Center will be on the Third Floor Essex Ballroom foyer.

Tuesday 7:00 AM

1590 : (MSR) MSR Morning Meditation
7:00am - 8:00am Boston Marriott Copley Place: Columbus I

Tuesday 7:30 AM

1591 : (SVC) Information Booth
7:30am - 5:30pm Boston Hynes Convention Center: Exhibition Hall A Foyer
The Information Booth, will be available Friday-Tuesday from 7:30am-5:30pm. The booth will be staffed with personnel who can assist you with navigating the Conference Program, finding your sessions and providing basic local information. A lost & found is also located at the Information Booth.

Tuesday 8:00 AM

1592 : (AAA) Speaker Ready Room (Hynes Convention Center)
8:00am - 5:00pm Boston Hynes Convention Center: 105
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.

1593 : (AAA) Mother’s Nursing Room
8:00am - 5:00pm Boston Hynes Convention Center: First Aid Room & Mamava Pod
There are two options for mothers at the Hynes Convention Center. There is a room available on the Plaza Level in the First Aid room near Exhibition Hall A.

A Mamava Pod, provided by the convention center, can also be used if you download the app to schedule times.

1594 : (AAA) Speaker Ready Room (Marriott)
8:00am - 5:00pm Boston Marriott Copley Place: 4th Floor Registration Desk
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.

1595 : (AAA) Speaker Ready Room (Sheraton)
8:00am - 5:00pm Sheraton Boston Hotel: Boardroom
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.

1596 : (AAA) Speaker Ready Room (Park Plaza)
8:00am - 5:00pm Boston Park Plaza: Commonwealth
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.

1597 : (Paper Session) - (CAR) Early Careers
8:00am - 9:30am Sheraton Boston Hotel: Arnold Arboretum
Chair: Belgin Okay-Somerville, U. of Glasgow
The Conceptualization, Measurement, And Influence of a Millennial Career Mindset | Vanessa Shum, Simon Fraser U.; Christopher D. Satzick, Simon Fraser U.; Bin Zhao, Simon Fraser U.
Reversing the Genius Effect in Elite Organizational Talent Programs: Is Exclusive and Secret Better? | Anand Prema Aschwin Van Zelder, KU Leuven; Nicky Dries, KU Leuven; Elise Marescaux, IESEG School of Management (LEM-CNRS 9221)
Exploring Project Management as a Career Path for Contemporary Emerging Adults | Ruben Burga, U. of Guelph; Joshua Ervin LeBlanc, U. of Guelph; Davar Rezania, U. of Guelph
Is a Degree Enough? Reviewing the Role of Social Capital in Career Entry | Heather J. McGregor, Heriot Watt U.; Kane

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**1598 ShCS: (CAR, OB) Stressors in the Work-Family Interface: An Exploration through Multiple Levels**

8:00am - 9:30am Sheraton Boston Hotel: Fairfax B

Organizer: Zheng Chen, U. of south florida st peterburg

Discussants: Jeffrey Greenhaus, Drexel U.; Gary N. Powell, U. of Connecticut


Managerial Interpersonal Skills: Exacerbating or Buffering the Effects of Abusive Supervision | Beth Ann Livingston, U. of Iowa; Shaun Michael Pichler, California State U., Fullerton; Gerard Beenen, Cal State U. Fullerton; Ronald E. Riggio, Claremont McKenna College

You Get Me: Examining the Implications of Couples' Depersonalization Agreement for Employee Recovery | Kelly Schwind Wilson, Purdue U., West Lafayette; Catherine Kleshinski, Purdue U., West Lafayette

A Spillover-Crossover Model of Challenge and Hindrance Stressors and Spousal Recovery | Zheng Chen, U. of south florida st peterburg; Charlotte Fritz, Portland State U.; Allison Ellis, California Polytechnic State U., San Luis Obispo

Presenters: Heather Odle-Dusseau, Gettysburg College; Beth Ann Livingston, U. of Iowa; Kelly Schwind Wilson, Purdue U., West Lafayette; Catherine Kleshinski, Purdue U., West Lafayette

Participants: Charlotte Fritz, Portland State U.; Allison Ellis, California Polytechnic State U., San Luis Obispo; Russell A. Matthews, U. of Alabama; Shaun Michael Pichler, California State U., Fullerton; Gerard Beenen, Cal State U. Fullerton; Ronald E. Riggio, Claremont McKenna College; Julie Holliday Wayne, Wake Forest U.

**1600 JS: (CAR, OB) Academic Careers in Management: How do We Get to Where the Grass Is Greener?**

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom B

Organizers: Tine Koehler, U. of Melbourne; Jon Billsberry, Deakin U.

The Impact of Language Barriers on Academic Careers in International Business Schools | Markus Pudelko, U. of Tuebingen; Helene Tenzer, U. of Tuebingen

Isolation in Globalizing Academic Fields-A Collaborative Autoethnography of Early Career Researchers | Meriam Belkhir, U. of Sfax; Myriam Brouard, HEC Montreal; Katja Brunk, European Uni Viadrina, Frankfurt (Oder); Marlon Dalmore, Univesites U.; Marcia Christina Ferreira, Brunel U.; Bernardo Figueiredo, RMIT U.; Aimee Dinnin Huff, Oregon State U.; Daiane Scaraboto, Pontificia U. Católica de Chile; Olivier Sibai, Birkbeck, U. of London; Andrew N. Smith, Suffolk U.

Academic Arrhythmia - Disruption, Dissonance & Conflict in the Early-Career Rhythms of CMS Academics | Alexandra Bristow, The Open U. Business School; Sarah Robinson, U. of Glasgow; Olivier Ratie, U. of the West of England

An Investigation of Academic Career Success: The New Tempo of Academic Life | Maria Kraimer, Rutgers U., School of Management and Labor Relations; Lindsey Greco, Oklahoma State U.; Scott Seibert, Rutgers U., School of Management and Labor Relations; Leisa Deborah Sargent, UNSW Australia

A More Feminine Scholarship - Relational Practice for Setting a Good Example | M. Gloria Gonzalez-Morales, U. of Guelph

Presenters: Maria Kraimer, Rutgers U., School of Management and Labor Relations; Markus Pudelko, U. of Tuebingen; Aimee Dinnin Huff, Oregon State U.; Andrew N. Smith, Suffolk U.; Alexandra Bristow, The Open U. Business School; M. Gloria Gonzalez-Morales, U. of Guelph

Participants: Lindsey Greco, Oklahoma State U.; Scott Seibert, Rutgers U., School of Management and Labor Relations; Leisa Deborah Sargent, UNSW Australia; Helene Tenzer, U. of Tuebingen; Meriam Belkhir, U. of Sfax; Myriam Brouard, HEC Montreal; Marlon Dalmore, Univesites U.; Katja Brunk, European Uni Viadrina, Frankfurt (Oder); Marcia Christina Ferreira, Brunel U.; Bernardo Figueiredo, RMIT U.; Daiane Scaraboto, Pontificia U. Católica de Chile; Olivier Sibai, Birkbeck, U. of London; Sarah Robinson, U. of Glasgow; Olivier Ratie, U. of the West of England

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**Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper**

Section D
Session Details – Tuesday, 8:00 - 10:00 AM

1602 CAU; (CAU) Research Translation and Knowledge Exchange in Practice through University-Industry Cooperation
8:00am - 9:30am The Fairmont Copley Plaza Hotel: Commonwealth Room
Organizers: Justyna Dawrowska, School of Management, RMIT U.; Anne-Laure Mention, RMIT U.
Participants: Bruno K. Woeran, OBS - Oulu Business School Finland; Marcel Bogers, U. of California Berkeley; Tor Helge Aas, U. of Agder; Gergana Romanova, U. of Copenhagen; Sunny Mosangzi Xu, U. of Copenhagen

1603 CAU; (CAU) Leadership and Health: Driving Theory and Empirical Research
8:00am - 9:30am The Fairmont Copley Plaza Hotel: Forum Room
Chairs: Ilke Inceoglu, U. of Exeter; Geoff Thomas, U. of Surrey; Ute Stephan, King’s College London

1604 SHCS: (CM, OB) Beyond the Dyad: Studying the Complex Dynamics of Multiparty Negotiations
8:00am - 9:30am Sheraton Boston Hotel: Clarendon AB
Discussant: Barbara Gray, Pennsylvania State U.
Multiparty Negotiation as a Cornerstone of the Bartering Mindset | Brian Gunia, Johns Hopkins U.
Multicommunication in Negotiation: A Serial Mediation Model | Matthew Wayne McCarter, U. of Texas At San Antonio; Abel Winn, Chapman U.; Rachel Croson, U. of Texas at Dallas
A Person-Situation Interaction Perspective to Multiparty Negotiations | Jonathan Lee, Washington U. in St. Louis; Elizabeth Luckman, U. of Illinois at Urbana-Champaign; Daisung Jang, U. of Queensland; William Bottom, Washington U. in St. Louis
Cross-Level Dynamics in Multiparty Negotiations | Jill M. Purdy, U. of Washington, Tacoma

1605 JS: (CM, OB, MOC) Disclosure Dilemmas: How to Engage In, Avoid, and Combat Disclosure
8:00am - 9:30am Sheraton Boston Hotel: Beacon G
Discussant: Maurice Schweitzer, U. of Pennsylvania
I Feel so Guilty! Disclosing High Levels of Guilt Increases the Extent to Which One is Trusted | Rebecca Schaumberg, The Wharton School, U. of Pennsylvania; Frank Flynn, Stanford U.
Fibbing about Your Feelings: The Relationship between Emotional Misrepresentation and Trust | Emma Levine, U. of Chicago; Kristina Wald, U. of Chicago Booth School of business
The Economic and Interpersonal Consequences of Deflecting Direct Questions | Thomas Bradford Bitterly, U. of Michigan, Ross School of Business; Maurice Schweitzer, U. of Pennsylvania

1606 (Paper Session) - (CMS) Technology, Materiality and Control
8:00am - 9:30am Hilton Boston Back Bay: Lincoln
Keeping the Queen’s Peace: A Sociomaterial Study of Police and Guns in a ‘Mangle of Risk’ | Amy L. Fraher, Southampton Business School, U.K; Layla Jaye Branicki, Macquarie U.
Mind Your Sleep: On Digital Self-Tracking in the Workplace | Kasper Elmholdt, Aalborg U.; Claus Westergaard Elmholdt, Aalborg U.; Lars Haahr, Aarhus BSS, Aarhus U.
The Future of Organizational Surveillance and the Very Future of Organizations | Graham Sewell, U. of Melbourne; Joeri Mol, U. of Melbourne; Laurent Taskin, -
The Era of Digital Colonial(tour)ism | Vanessa Sa, UCP - Católica Lisboa School of Business & Economics; Andrew Hafenbrack, U. of Washington
Translations in Biobanking: Socio-Material Networks in Health Data Business | Ilpo Helén, U. of Eastern Finland; Hanna P. Lehtimäki, U. of Eastern Finland

1607 (Paper Session) - (CMS) Body, Mind and Time
8:00am - 9:30am Hilton Boston Back Bay: Maverick B
Chair: Donna Ladkin, Antioch U.
What if I Don’t Fit? How Fat Employees Become the Organizational Other through Clothing and Seating. | Noortje Van Amsterdam, Utrecht U.; Katrine Meldgaard Kjær, Aarhus U.; Dide Van Eck, Radboud U.
Against Time Management | Brad Eon, John Molson School of Business, Concordia U.; Alexandra Joelle Panaccio, Concordia U.
Performatve Power Flows through Overflows: Hearing to Be Seen, Speak, and Act | Neva Bojovic, Grenoble Ecole de Management; Raghuram Garud, Pennsylvania State U.; Dejan Zec, Grenoble Ecole de Management
Mindfulness in Practice: Alternative Mindsets in the French Financial Sector | Gazi Islam Islam, Grenoble Ecole de Management; Marie Holm, La Rochelle Business School - Excella Group
Care for the Self, Overcompensation and Bodily Crafting: The Work-Life Balance of Disabled People | Eline Jammars, UCLouvain; Jannine Williams, Queensland U.

1608 (Paper Session) - (ENT) Entrepreneurial Cognition
3:00pm - 4:30pm Boston Marriott Copley Place: Columbus II
Chair: Jane Y.C. Chang, Coventry U., London Campus
Decision Making Within the Individual-Opportunity Nexus: The Drivers of Venture Attractiveness | Daniel Richard Clark, IE Business School; Matthias Alfred Tietz, IE Business School, IE U.; Maya Kumar, IE Business School
Imitate or Deviate? How Cognitive Safety Impacts Entrepreneurial Business Modelling | Tassilo Henike, U. of Potsdam, Chair for Innovation Management and Entrepreneurship

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Focus! A Theory of Entrepreneurial Attention in Emerging Economies. | Anna-Katharina Lenz, FGV-EBAPE; Christopher Sutter, Miami U. Ohio; Rafael Burstein Goldszmidt, Fundacao Getulio Vargas; Cesar Zucco, FGV-EBAPE

1609 (Paper Session) - (ENT) IP and Litigation
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon A


Cheap Talk? Entrepreneurially-Oriented Shareholder Letters and Firm Value in Regulated Contexts | Taiyuan Wang, China Europe International Business School (CEIBS); Sumeet Malik, IE Business School; William John Wales, U. at Albany/SUNY


1610 (Paper Session) - (ENT) Entrepreneurial Opportunities
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Chien-Sheng Richard Chan, Stony Brook U.-State U. of New York

How does Entrepreneurs’ Interpretation Shape Networking Behaviors During Institutional Transition | Chenjian Zhang, U. of Bath; Tao Wang, Grenoble Ecole de Management; David Ahlstrom, Chinese U. of Hong Kong

Opportunity Discovery, Mind-Wandering and Off-Task Breaks | Dermot Breslin, U. of Sheffield

Dynamics of Entrepreneurial Opportunity Exploitation: A Sensemaking Perspective | Ling Linqing, school of management,USTC; Shijian Fang, USTC

Entrepreneurial Process Orientation and Today’s Entrepreneur: A “Choice” of Three Theories | David Jorgensen, U. of Memphis; Frances H. Fabian, U. of Memphis

1611 (Paper Session) - (ENT) New Quantitative Tools
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon G
Chair: Giovanna Campopiano, Lancaster U. Management School


Analyzing Big Data in Management: Re-Visiting the Entrepreneurial Entry Problem | Xian Cao, Ball State U.; Frederic Delmar, EMLYON Business School; Ruqing Zhu, U. of Illinois at Urbana-Champaign

How INVs Make Decisions: A Fuzzy-Set Analysis of Entrepreneur Gender, Experiences and Opportunities | Shunjun Luo, Guangzhou U.; Wenwen An, Guangdong U. of Technology; Weiwen Li, Sun Yat-Sen U.

Ethnostatistics as a Method for Establishing the Importance of Replicating Entrepreneurial Findings | Jacob Klopp, Washington State U. Vancouver; Rohny G. Sablys, Washington State U.

1612 (Paper Session) - (ENT) Mentors and Coworking
8:00am - 9:30am Boston Marriott Copley Place: Massachusetts
Chair: Yuval Engel, U. of Amsterdam

Love at First Sight or Arranged Marriage? Efficient Relation Persistence in New Venture Mentoring | Marta Katarzyna Doweiko, Hong Kong Baptist U.; Elsa Chan, City U. of Hong Kong; Kevin Au, Chinese U. of Hong Kong

Supporting the Supporters: The Work Engagement of Leading Employees in SMEs | Nicole Gottschalk, WHU - Otto Beisheim School of Management; Christina Guenther, WHU - Otto Beisheim School of Management

Community Managers of Coworking Space and Psychological Health of Entrepreneurs | Nam Kyoon Kim, Ivey Business School; Dominic Sun Kyu Lim, Ivey Business School

Startup Mentoring: Past Insights, Current Directions, and an Exchange-Based Conceptualization | Kai Becker, Amsterdam Business School, U. of Amsterdam; Joris Ebbers, Amsterdam Business School, U. of Amsterdam; Yuval Engel, U. of Amsterdam

1613 (Paper Session) - (ENT) Self-Regulation and Judgement
8:00am - 9:30am Boston Marriott Copley Place: Orleans
Chair: Jon C. Carr, North Carolina State U.

Reaching the Goal or Battling the Odds? Metaphors, Regulatory Focus, and Resource-Acquisition | Sayan Sarkar, London Business School; Donal Crilly, London Business School

Time, Timing and the Reception of Multiple Organizational Signals: A Neurobiological Approach | Will Drover, U. of Oklahoma


What's in the Secret Sauce? The Importance of Self-Regulation in Building Entrepreneurial Expertise | Brandon Mueller, Iowa State U.; Marcus Wolfe, U. of Oklahoma; Carlos David Valladares, Iowa State U.

1614 (Paper Session) - (ENT) Corporate Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Simmons
Chair: Franziska Günzel-Jensen, Aarhus BSS, Aarhus U.

Internal Corporate Venture Planning Autonomy, Strategic Evolution, and Venture Performance | Jeff Covin, Indiana U.; Robert P. Garrett, U. of Louisville; Donald F. Kuratko, Indiana U.; Mark Bolinger, Indiana U. - Kelley School of Business
Session Details – Tuesday, 8:00 - 10:00 AM

1615 : (Paper Session) - (ENT) The Dark Side of Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Vineyard
Chair: Bo Peng, Birkbeck College School of Management
What Will Happen to Me if You Leave Me Now? | Bo Peng, Birkbeck College School of Management
Anxiety and Entrepreneurship | Ahmed Maged Nofal, Babson College
An Effectual Model for Solving Collective Action Problems | Erik Stam, Utrecht U.
A Novel(s) Perspective on Identity in the Entrepreneurial Family | Mattias Nordqvist, Jonkoping U.
Participants: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.
Presenters: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.

1616 : (Paper Session) - (ENT) Corporate Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Wellesley
The Contingent Value of Entrepreneurial Orientation in Venturing through Corporate Acquisitions | Richard Hunt, Virginia Tech; David Matthew Townsend, Virginia Polytechnic Institute and State U.; Ju Hyeong Jin, Virginia Tech
Lost In Translation: Studying the Antecedents of Corporate Venture Capital in China | Gary Dushnitsky, London Business School; Lei Yu, Peking U.
How Family Owners’ Social and Individual Identities Shape Corporate Entrepreneurship in Family Firms | Magali Canovi, ESCP Europe; Francesco Rattalino, ESCP Europe; Luciano Ciravegna, King’s College London
Intrapreneurship and Trust | Erik Stam, Utrecht U.

1617 : (ENT, MOC) Identity In and Around Entrepreneurial Families
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon I
Organizer: Eliana Crosina, Babson College
Discussant: William B. Gartner, Babson College
From a Family to a Family Business? On Identity Anchors in the Construction of a Family Business | Eliana Crosina, Babson College
How Psychological Needs Motivate Family Firm Identifications and Identifiers | Kimberly D. Elsbach, U. of California, Davis; Torsten Michael Pieper, U. of North Carolina, Charlotte
The Hitching Post: How Can Amish Entrepreneurs Achieve Optimal Distinctiveness? | Blake D. Mathias, Indiana U.; Trenton A. Williams, Indiana U. - Kelley School of Business
Entrepreneurship Legacy: Images of Facilitating or Inhibiting Successor Entrepreneurial Identity | Miruna Radu-Lefebvre, Audencia; Vincent Lefebvre, Audencia Business School; Jean Siobhan Clarke, EMLYON Business School; William B. Gartner, Babson College
A Novel(s) Perspective on Identity in the Entrepreneurial Family | Mattias Nordqvist, Jonkoping U.
Participants: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.
Presenters: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.
Participants: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.
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Presenters: Eliana Crosina, Babson College; Kimberly D. Elsbach, U. of California, Davis; Blake D. Mathias, Indiana U.; Miruna Radu-Lefebvre, Audencia; Mattias Nordqvist, Jonkoping U.

1618 : (ENT, SIM) Impact, Sustainable, Social and Environmental Entrepreneurship
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon E
Organizer: Gideon D Markman, Colorado State U.
Discussants: Peter T. Gianiodis, Duquesne U.; Theodore Waldron, Texas Tech U.; Caren Weinberg, Ruppin Academic Center
Lost Battles, Trojan Horses, Open Gates, and Wars Won | Yolanda A Sarason, Colorado State U.; Thomas J Dean, Colorado State U.
An Effectual Model for Solving Collective Action Problems | Anusha Ramesh, U. of Virginia Darden School of Business; Saras Sarasvathy, U. of Virginia
Civic Wealth Creation: A New View of Stakeholder Engagement and Societal Impact | Sophie Catherine Bacq, Babson College; G. T. Lumpkin, U. of Oklahoma
Adapting to Grand Environmental Challenges Through Collective Entrepreneurship | Jonathan P Doh, Villanova U.; Pete Tashman, UMass Lowell; Mirko Benischke, Rotterdam School of Management, Erasmus U.
Participants: Thomas J Dean, Colorado State U.; Saras Sarasvathy, U. of Virginia; Sophie Catherine Bacq, Babson College; Pete Tashman, UMass Lowell; Mirko Benischke, Rotterdam School of Management, Erasmus U.; Jeff
1619 ☑️ (GDO) The Impact of Gender on Teaching, Research, and Career Trajectories for Business School Faculty
8:00am - 9:30am Boston Park Plaza: Brandeis

**Chair:** Maria Teresa Farkas, Imperial College Business School; Sara B. Soderstrom, U. of Michigan

**Discussant:** Aneeta Rattan, London Business School

Do Paper Reviews Have Gender? Gender Differences in Academic Peer Reviewing | Michael A. Bikard, INSEAD
Nothing to Gain and Everything to Lose: The Risks of Co-Authorship for Female Academics | Agnes Andor, Bocconi U.

Gender Differences in Efficiency of Teaching Loads at Business Schools: A Case Study | Clarissa Cortland, INSEAD; Zoe Kinias, INSEAD; Lucie Tepla, INSEAD
Gender Impacts on the Experience of Organizational Justice and Respect for Business School Faculty | Maria Teresa Farkas, Imperial College Business School; Sara B. Soderstrom, U. of Michigan

**Presenters:** Clarissa Cortland, INSEAD; Michael A. Bikard, INSEAD; Agnes Andor, Bocconi U.

**Participants:** Lucie Tepla, INSEAD; Zoe Kinias, INSEAD

1620 ☑️ (Paper Session) - (GDO) Discrimination in Organizations
8:00am - 9:30am Boston Park Plaza: Brookline

**Chair:** Nastaran Simarash, California State Polytechnic U., Pomona

Gender Discrimination and HR Managers in Saudi Arabia | Hayfaa A. Aлаiss, Alfaisal U.; Mohammed Al Waqqi, *United Arab Emirates U.*

Why and When is Implicit Racial Bias Linked to Abusive Supervision? | Carin Bergh, U. of Pretoria, South Africa; Jenny M. Hoobler, U. of Pretoria


Stereotypical Impressions and Job Discrimination Against the Female Southern California Accent | Saera Khan, U. of San Francisco; Tziporah Dang, U. of Delaware; Lauren Christine Howe, U. of Zurich; James Nielssen, B.A. graduate of U. of San Francisco

1621 ☑️ (Paper Session) - (GDO) Exploring Gender Dynamics in Organizations
8:00am - 9:30am Boston Park Plaza: Clarendon

**Chair:** Robyn A. Berkley, Southern Illinois U., Edwardsville

**Best Paper**

Gendering Resilience – The Oak and Willow Against the Wind | Hope Witter, Malmö U.

**Best Paper**

Tokenism Revisited: Revealing and Challenging the Masculine Norm Changes the Experience of Tokens | Charlotte Holgersson, KTH Royal Institute of Technology; Laurence Romani, Stockholm School of Economics

Gendered Reactions to Organizational Justice: A Meta-Analysis | Nicole Schulz, Purdue U.; Deborah Elizabeth Rupp, Purdue U.; Ruodan Shao, York U.-SSB; Daniel Skarlicki, U. of British Columbia

1622 ☑️ (Paper Session) - (GDO) D&I Insights from Around the Globe
8:00am - 9:30am Boston Park Plaza: Exeter

**Chair:** Gayle M. Baugh, U. of West Florida

Gender Faultline Strength on Chinese Boards of Directors and Strategic Change: Moderating Conditions | Jie Wu, U. of Macau; Mary Triana, U. of Wisconsin, Madison; Orlando C. Richard, U. of Texas at Dallas; Xinhe Zhang, U. of Macau

The Single Female Worker: An Intersectional Study of Professional Women in Nigeria | Maryam Raji, PhD Student at U. of Melbourne; Isabel Metz, Melbourne Business School, U. of Melbourne; Victor Sojo Monzon, Centre for Workplace Leadership, The U. of Melbourne

Astrological Stereotypes and Discrimination in China | Jackson Lu, MIT Sloan School of Management; Xin Liu, Guanghua School of Management, Peking U.; Hui Liao, U. of Maryland; Adam Galinsky, Columbia Business School; Lei Wang, Peking U.

Participation of Migrant Workers in the Stress Intervention Process | Haoyue Le, Deakin U.; Karina Nielsen, U. of Sheffield; Andrew James Noblet, Deakin U.; Ingrid Nielsen, Deakin U.

1623 ☑️ (Paper Session) - (GDO) New Evidence on the Gender Pay Gap
8:00am - 9:30am Boston Park Plaza: Gloucester

**Chair:** Maura Mills, U. of Alabama

We Keep an Eye on You: Analysts’ Coverage and Executive Gender Pay Gap | Solon Moreira, IESE Business School; Stefano Tasselli, Rotterdam School of Management, Erasmus U.

Hidden Costs of Prayer? How and Why Religiosity Influences the Gender Wage Gap | Traci Sitzmann, U. of Colorado, Denver; Elizabeth Margaret Campbell, U. of Minnesota

Advocating the Use of Threshold Effects Estimation: A New Way to Examine the Gender Wage Gap | Amber Stephenson, The David D. Reh School of Business, Clarkson U.; David Yerger, Indiana U. of Pennsylvania

Women Are Paid Less or Men Are Paid More? Effect of Inequity Frames on Gender Pay Adjustments | Sol Jee Susie Lee, Hong Kong U. of Science and Technology

How Do Co-Workers React When a Woman Receives the Highest Pay?: A Theoretical Model of Pay Status | Yan Chen, Idaho State U.; Ingrid Fulmer, Rutgers U.

1624 ☑️ (SHCS: (GDO, OB, CMS)) Intersectional Identities: The Impact of Multiple Marginalization on Workplace Experiences
8:00am - 9:30am Boston Park Plaza: Terrace

**Organizers:** Barnini Bhattacharyya, Sauder School of Business, U. of British Columbia; Brent John Lyons, Schulich School of Business
Black Boxes and Glass Ceilings. The Effects of Race and Gender on Black Women in Leadership | Enrica Nicole Ruggs, U. of Memphis; Jimmy Davis, U. of Georgia; Karoline Summerville, -

Emotional Labor and People of Color’s Management of Stigmatized Attributes | Barnini Bhattacharyya, Sauder School of Business, U. of British Columbia; Camellia Bryan, Schulich School of Business; Brent John Lyons, Schulich School of Business

Conceptualizing Code-Switching at Work for Minority Employees | Courtney Bryant, Michigan State U.

Exploring Perceptions of Disadvantage and Success as Antecedents to White Privilege Acknowledgement | Sean Barrett Fath, Duke U.; Anyi Ma, Duke U.; Ashleigh Shelby Rosette, Duke U.


Participants: Camellia Bryan, Schulich School of Business; Enrica Nicole Ruggs, U. of Memphis; Jimmy Davis, U. of Georgia; Courtney Bryant, Michigan State U.; Sean Barrett Fath, Duke U.; Anyi Ma, Duke U.; Ashleigh Shelby Rosette, Duke U.; Katina Sawyer, George Washington U.; Kisha Shannon Jones, Pennsylvania State U.; Karoline Summerville, -

1625 : (GDO, OB, MCC) Gender and Workplace Decision-Making: Women’s Strategic Choices throughout the Pipeline

8:00am - 9:30am Boston Park Plaza: Cambridge
Organizers: Joyce He, U. of Toronto; Erika Krigjos, The Wharton School, U. of Pennsylvania


Leaning in or Not Leaning out? Gender, Choice Architecture, and Competition | Joyce He, U. of Toronto; Sonia Kang, U. of Toronto; Nicola Lacetera, U. of Toronto


Team Synchrony and Collective Intelligence: The Role of Hierarchy and Group Composition | Anita Williams Woolley, Carnegie Mellon U.; Rosalind M. Chow, Carnegie Mellon U.; Anna Mayo, Johns Hopkins Carey Business School; Christoph Riedl, Northeastern U.; Jin Wook Chang, HEC Paris

Speakers: Manuela Collis, Harvard Business School; Raina A. Brands, London Business School; Anna Mayo, Johns Hopkins Carey Business School

1626 : (Plenary) - (HCM) Health Care Management Division

Plenary Session: Presentation by the Keith G. Provan Distinguished Scholar Award Recipient

8:00am - 9:30am Sheraton Boston Hotel: Commonwealth

1627 : (Paper Session) - (HR) HR and Organizational Diversity

8:00am - 9:30am Westin Copley Place Boston: Courier
Chair: Dianhan Zheng, U. of Alabama, Huntsville

Tracing Power and Influence in Institutional Diversity: Competing HR Models in Japanese and Indonesia | Joy L. Soehardjojo, IDE-JETRO, Japan and Warwick Business School, UK

Organizational HR Practice Responses to Workforce Aging | Matthew Piszczek, Wayne State U.; Peter B. Berg, Michigan State U.; Daniella Hochfellner, New York U.; Christopher Ruhm, U. of Virginia


Racial Sorting in Executive Recruitment in Higher Education | Jeraul Mackey, Harvard U.

1628 : (Paper Session) - (HR) A Matter of Time: Advancing the Study of Team Processes in Extreme Environments

8:00am - 9:30am Westin Copley Place Boston: Empire
Chairs: Jeffrey Olenick, Michigan State U.; Steve W J Kozlowski, Michigan State U.

Leading Teams Over Time Through Space | Alina Lungeanu, Northwestern U.; Leslie A. DeChurch, Northwestern U.; Noshir Contractor, Northwestern U.

Where Work, Life, and Teams Intersect | Jensine Paolletti, Rice U.; Natalie Croitoru, Rice U.; Eduardo Salas, U. of Central Florida

Human - AI-Agent Teams and Process Changes Over Time in the Example of Acute Care Teams | Nadine Bienefeld, ETH Zurich; Gudela Grote, ETH Zurich


Presenters: Alina Lungeanu, Northwestern U.; Jensine Paolletti, Rice U.; Nadine Bienefeld, ETH Zurich; Rosemarie Fernandez, U. of Florida; Anthony Misisco, Michigan State U.

Participants: Leslie A. DeChurch, Northwestern U.; Noshir Contractor, Northwestern U.; Natalie Croitoru, Rice U.; Eduardo Salas, U. of Central Florida; Gudela Grote, ETH Zurich; Elizabeth Rosenman, U. of Washington; Georgia T. Chao, Michigan State U.; Christopher Dishop, Michigan State U.; Chu-Hsiang Chang, Michigan State U.; Sarah Brolliar, U. of Washington
1629 (HR) Job Insecurity, Job Insecurity Change, and Job Insecurity Climate: Exploring Moderators & Mediators
8:00am - 9:30am Westin Copley Place Boston: Essex North-Center
Chair: Lixin Jiang, U. of Auckland
Job Insecurity and Work-Family Interface as Predictors of Mental and Physical Health | Laura Petitta, Sapienza U. of Rome; Tahira M. Probst, Washington State U., Vancouver;
Erica Bettac, Washington State U. Vancouver; Lindsey Lavaysse, Washington State U., Vancouver; Claudio Barbaranelli, Sapienza U. of Rome; Valerio Ghezzi, Sapienza U. of Rome
Leader Humor in the Relationship Between Job Insecurity and Proactive Behavior: The Role of LMX | Pan Jin, -; Changhong Lyu, Shanghai U. of Finance and Economics; Lixin Jiang, U. of Auckland; Han Liu, Huazhong U. of Science and Technology
The Impacts of Job Insecurity Change on Employees' Work Behaviors | Changuin Lu, Peking U., School of Psychological and Cognitive Science; Yan Duan, Peking U.; Jichang Ma, Peking U., School of Psychological and Cognitive Science
The Role of LMX in Shaping Trajectories of Affective Job Insecurity | Tiffany Kriz, MacEwan U.; Phillip M. Jolly, Pennsylvania State U.; Mindy Krischer Shoss, U. of Central Florida
Job Insecurity, Knowledge Hiding, and Team Outcomes | Guohua Huang, Hong Kong Baptist U.; Cynthia Lee, Northeastern U.; Katleen De Stobbeleir, Vlerick Business School; Li Wang, School of Economics and Management, Tongji U.
Presenters: Laura Petitta, Sapienza U. of Rome; Changhong Lyu, Shanghai U. of Finance and Economics; Changuin Lu, Peking U., School of Psychological and Cognitive Science; Tiffany Kriz, MacEwan U.; Guohua Huang, Hong Kong Baptist U.

1630 (Paper Session) - (HR) HR and Talent Aquisition
8:00am - 9:30am Westin Copley Place Boston: Essex North-West
Chair: Nhung T. Hendy, Towson U.
Talent Sourcing Concentration: Source Abundance, Recruiter Power, and Organizational Performance | Rhett Andrew Brymer, U. of Cincinnati; John-Patrick Parasekvas, Robert H. Smith School of Business, U. of Maryland; Lisa Ellram, Miami U.; Matthew Josefy, Indiana U. - Kelley School of Business
Naturally Occurring Selection: Using Applicant Pool Data to Estimate Job Relevant Range Restriction | Colin Izdert Sarkies Lee, Amsterdam Business School, U. of Amsterdam; Piers Steel, U. of Calgary
Transforming Talent Acquisition Through Predictive Analytics: Twin Case Studies From India | Debolina Dutta, Indian Institute of Management, Udaipur; Bishakha Majumdar, FORE School of Management

1631 (HR) Examining the Role of Affective States and Expectation in Job Search Processes and Socialization
8:00am - 9:30am Westin Copley Place Boston: Great Republic
Chairs: Abdifatah Ahmed Ali, U. of Minnesota; Jee Young Seo, U. of Minnesota; Junseok Song, U. of Minnesota
Discussant: Daniel Turban, U. of Missouri
Amped Up or Tuned Down: Interviewee Affective States and Interview Strategies | Yihao Liu, U. of Illinois at Urbana-Champaign; Jee Young Seo, U. of Minnesota; John Kammeyer-Mueller, U. of Minnesota; Le Zhou, U. of Minnesota
Supervisors' Affective and Cognitive Communication with Newcomers during Socialization | Sushil Nifadkar, Georgia State U.
The Effect of Prior Socialization Experience on Subsequent Socialization Experience | Junseok Song, U. of Minnesota; John Kammeyer-Mueller, U. of Minnesota; Sunhee Lee, Chungnam National U.

1632 (Paper Session) - (HR) HR and Employee Communication
8:00am - 9:30am Westin Copley Place Boston: Helicon
Chair: Mahbubul Alam, York U., Toronto
Pay Communication Revisited: Disentangling Pay Secrecy, Pay Openness, and Pay Transparency | Esther Lamarre Jean, U. of Texas at Arlington; Shelia Hyde, U. of Texas at Arlington; Myrtle P. Bell, U. of Texas at Arlington
The Impact of Organizational Scandals on Employee Voice Behaviors | Christina Hoon, Bielefeld U.; Kai Christian Bornmann, Bielefeld U.; Michael Graffius, Berlin School of Economics and Law; Christopher Hansen, U. of Trier
Situation Awareness in Management: Making the Implicit Explicit | Scott L Martin, Zayed U.; Richard J. Klimoski, George Mason U.; Vias Nicolaides, George Mason U.

1633 (Paper Session) - (HR) HR and Careers
8:00am - 9:30am Westin Copley Place Boston: Independence A
Chair: Lakshmi Bose, UNSW Business School, Australia
Scenario Archetypes of the Futures of Work: A Quantitative Text Analysis | Alessandro Fergnani, National U. of Singapore
Session Details – Tuesday, 8:00 - 10:00 AM

**Chair:**
8:00am - 9:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon A

**Network Resources and Persistence of an Innovation**
Mariya A. Bobina, Western Illinois U.

**Parente**
Ronaldo C. Parente, Florida International U.

**The Relationship of SIE’s Language Confidence to Self-Efficacy, Motivational CQ and Job Performance**
Yi Zhang, Zayed U.

**What you Speak is Not Chinese: The Case of MNC-Tone as a Functional Language in Chinese MNCs**
Yaxi Shen, Australian National U.

**Playing Fast and Loose: Cross-Cultural Perceived Acceptability on Questionable Negotiation Tactics**
Lucy Sojung Lee, Seoul National U.

**Cross-Cultural Distance in the EU: The Case of Bulgaria**
Marilya A. Bobina, Western Illinois U.

**Clarifying Competencies: A Qualitative Synthesis of Cross-Cultural Training Objectives**
Julie Dinhy, Rice U.

**The Effects of CQ, Cross-Cultural Psychological Capital, and Job Autonomy on Expatriate’s Adjustment**
Angela Shin-yih Chen, National Taipei U.; Wei-Tung Chen, National Taipei U.

**HR Practitioners’ Evaluations for Practicing Managers**
Jorge Alexis Arevalo, William Paterson U.; Robert Laud, ORGANIZATIONAL BEHAVIOR

**Cross-Cultural Management**
8:00am - 9:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Mariya A. Bobina, Western Illinois U.

**HR and Individual Turnover**
8:00am - 9:30am Westin Copley Place Boston: St George D
Chair: Hyesook Chung, Cornell U.

**Role Context Change and Actionable Career Knowledge for Practicing Managers**
Jorge Alexis Arevalo, William Paterson U.; Robert Laud, ORGANIZATIONAL BEHAVIOR

**Positive and Negative Work/Personal Life Interface and Intention to Stay in the Profession**
Farimah Hakem Zadeh, Thompson Rivers U.; Jennifer Plender, McMaster U.; James Chowhan, York U., Canada; Elena Neterman, U. of Waterloo; Johanna Geraci, College of Midwivies of Ontario; Isik Zyteinoglu, McMaster U.; Derek Lobb, McMaster U.

**HR Practitioners’ Evaluations for Practicing Managers**
Jorge Alexis Arevalo, William Paterson U.; Robert Laud, ORGANIZATIONAL BEHAVIOR

**Employee Retention and Turnover: Approaching Leaving and Staying as Separate Constructs**
Robert L. Cardy, U. of Texas At San Antonio; Will Phillips, U. of Texas At San Antonio; Lulu Siang-Ru Huang, U. of Texas At San Antonio

**The Effects of Seasonal Staff’s Perceptions of Care for Employees and Turnover Intention**
Laura Walker, U. of North Texas; Joseph Walker, U. of North Texas

**Knowledge, Networks, and Innovation in International Management**
Chair: Ronald C. Parente, Florida International U.

**Knowledge Sharing in MNCs: A Human-Centered Approach to Language Strategies**
Guro Refsum Sanden, Aalborg U.; Almasa Sarabi, U. of Erlangen-Nuremberg

**Competence Creating Subsidiaries and Knowledge Transfer: Embeddedness and Absorptive Capacity**
Medhi Rasoul Ghahroodi, Institute for management and planning studies (IMPS); Mazar Chabok, Institute for management and planning studies (IMPS); Saeed Najafi Tavani, Senior lecturer at Manchester Metropolitan U.

**Learning from Exporting: Roles of Local Knowledge Pool and Absorptive Capacity**
Yuchen Zhang, Tulane U.; Nianchen Han, U. of Colorado, Boulder

**Network Resources and Persistence of an Innovation Advantage**
Yue Zhao, U. of Arkansas, Little Rock; Ronald C. Parente, Florida International U.; Steven Carnevale, Rochester Institute of Technology

**The Interaction between HR Practices and Age for Sustainable Careers across the Lifespan**
Nuria Tordera, U. of Valencia; José M. Pérez, U. of Valencia; Yarid Ayala, Pontificia U. Javeriana Bogotá; Esther Villajos, U. of Valencia; Donald M. Truxillo, Portland State U.

**Competence Creating Subsidiaries and Knowledge Transfer:**
Mariya A. Bobina, Western Illinois U.

**Parente**
Ronaldo C. Parente, Florida International U.

**What you Speak is Not Chinese: The Case of MNC-Tone as a Functional Language in Chinese MNCs**
Yaxi Shen, Australian National U.

**Managing Legitimacy in Cross-Border Post Merger Integration: The Role of Language Strategies**
Ashish Malik, Newcastle U.; Paresha N. Sinha, U. of Waikato; Vijay Edward Pereira, Khalifa U., Abu Dhabi, UAE; Shlomo Yedidia, Tarba, U. of Birmingham

**The Pluralingual Advantage: Practices in Intercultural Communication**
Stephanie Jo Kent, Learning Lab for Resiliency; Jeffrey Kappen, Drake U.

**Firm Internationalization and International Standardization: From a Common to a Babel of Languages**
Joseph Clougherty, U. of Illinois at Urbana-Champaign; Netanel Drori, The Center for Academic Studies; Niron Hashai, Arison School of Business, The Interdisciplinary Center (IDC), Israel

**The Relationship of SIE’s Language Confidence to Self-Efficacy, Motivational CQ and Job Performance**
Yi Zhang, Zayed U.

**The Link between English Language Proficiency and Knowledge Sharing: A Mediated Moderation Model**
Xue Han, School of Management, ShangHai U.; Hanwei Wang, Jiangnan U.; Furong Zhang, Shanghai U.

**Justice Perceptions, Cognitive Trust, and Work Outcomes of Host Country National Employees**
Vesa Peltokorpi, Hiroshima U.; Sachiko Yamao, Keio U. Japan

**HR and Individual Turnover**
8:00am - 9:30am Westin Copley Place Boston: St George D
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Medhi Rasoul Ghahroodi, Institute for management and planning studies (IMPS); Mazar Chabok, Institute for management and planning studies (IMPS); Saeed Najafi Tavani, Senior lecturer at Manchester Metropolitan U.

**Cross-Cultural Management**
8:00am - 9:30am Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Mariya A. Bobina, Western Illinois U.

**Playing Fast and Loose: Cross-Cultural Perceived Acceptability on Questionable Negotiation Tactics**
Lucy Sojung Lee, Seoul National U.
Neutrality in Internationalized R&D-Portfolios: An NKC-Application | Sokol Celo, Suffolk U.

Ambidextrous FDI of Emerging Multinationals: A Set-Theoretical Analysis | Xiuli Huang, U. of Western Australia; Di Fan, U. of Western Australia; Xiaoming He, Beijing Jiaotong U.; Yiyi Su, Tongji U.

Learning from Inbound Foreign Acquirers to Reach Global | Juan Bu, Indiana U.; Yadong Luo, U. of Miami; Yinuo Tang, U. of Hong Kong

1640: (MBR) New Attendee Welcome Room
8:00am - 3:00pm Boston Hyenas Convention Center: Flexible Meeting Space
Membership staff are here to greet all new attendees and help to answer any of your questions, from program and logistical help, to how to make the most of your membership. Enjoy a relaxing atmosphere, the opportunity to meet new friends, and a quiet respite between your sessions!
Organizer: Hamid H. Kazerouny, Minnesota State U.

1641: (MBR) Career Center Services
8:00am - 12:00pm Boston Marriott Copley Place: 3rd Floor

1642: (Paper Session) - (MC) Strategy in Consulting-Client Relationships
8:00am - 9:30am Boston Park Plaza: Tremont
Chair: Daniel Degravel, California State U., Northridge
Discussant: Gardenia Burks, organization development, research, organization behavior, management
From purchase to recruitment? | Frida Pemer, Stockholm School of Economics
Winner of the Thomson South-Western Outstanding Research-Based Paper on Management Consulting

1643: (Paper Session) - (MED) Student Cognitive Factors and Educational Outcomes
8:00am - 9:30am Sheraton Boston Hotel: Gardner A
Chair: Vance Johnson Lewis, U. of Central Arkansas
Role of Personality Traits and Psychological Capital in Academic Achievement: A Longitudinal Study | Ranjeet Nambudiri, Indian Institute of Management, Indore; Rihana Shaik, Indian Institute of Management, Indore; Santosh Tiwari, Indian Institute of Management Amritsar; Swati Ghulyani, Indian Institute of Management, Indore
Contextualizing the Psychological Antecedents of Engagement in Business Education | Anuradha M V, Great Lakes Institute of Management; Angelina Vilma, Great Lakes Institute of Management
“We Will, Then We Can?” An APIM Approach for Motivating Creativity | Junwei Zheng, Kunming U. of Science and Technology; Guangdong Wu, Jiangxi U. of Finance & Economics; Hongyang Li, South China U. of Technology; Hongtuo Xie, Kunming U. of Science and Technology

1644: (M) Integrating Women into Management History
8:00am - 9:30am Boston Marriott Copley Place: Yarmouth
Organizers: Allison Elias, Vanderbilt U.; Rolv Petter Amdam, BI Norwegian Business School

The Pervasive Influence of Informal Institutions on Female Board Integration | Erica Helena Salvaj, U. del Desarrollo; Andrea Lluch, U. de los Andes, Colombia
The Week of the Wives | Rolv Petter Amdam, BI Norwegian Business School
Constructing a Business Case to Move Women into Management | Allison Elias, Vanderbilt U.
Participants: Erica Helena Salvaj, U. del Desarrollo; Andrea Lluch, U. de los Andes, Colombia

1645: (MOC) More Than a Feeling? Understudied Emotions in Organizational Scholarship
8:00am - 9:30am Westin Copley Place Boston: Essex North-East
Chairs: Nitya Chawla, U. of Arizona; Allison S. Gabriel, U. of Arizona

Guilt as Charged: Spillover Effects of Employees’ Post-Work Maladaptive Interactions | Nitya Chawla, U. of Arizona

Breaking Boredom: The Role of State Boredom and Task Significance on Future Productivity | Shimul Melwani, U. of North Carolina, Chapel Hill; Casher Belinda, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Chaitali Kapadia, Hong Kong U. of Science and Technology; Noah Eisenkraft, U. of North Carolina, Chapel Hill
Mindful or Paranoid? Indirect Effects of Envy on Anxiety and Incivility | Elizabeth A. Adair, U. of Minnesota; Kristin L. Scott, College of Business, Clemson U.; Thomas Joseph Zagenczyk, Clemson U.; Michelle K Duffy, U. of Minnesota

Feeling Lonely at the Top: An Examination of Leader Loneliness | Allison S. Gabriel, U. of Arizona; Klodiana Lanaj, U. of Florida

Presenters: Katelyn Zipay, U. of Oregon; Shimul Melwani, U. of North Carolina, Chapel Hill; Elizabeth A. Adair, U. of Minnesota
Participants: Marie S. Mitchell, U. of Georgia; Michael Baer, Arizona State U.; Hudson Sessions, U. of Oregon; Robert Bies, Georgetown U.; Casher Belinda, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Chaitali Kapadia, Hong Kong U. of Science and Technology; Noah Eisenkraft, U. of North Carolina, Chapel Hill; Kristin L. Scott, College of Business, Clemson U.; Thomas Joseph Zagenczyk, Clemson U.; Michelle K Duffy, U. of Minnesota; Klodiana Lanaj, U. of Florida
Finalist for MOC Division Best Symposium Award
Session Details – Tuesday, 8:00 - 10:00 AM

1646 (Paper Session) - (MOC) Organizational Identity and Identification
8:00am - 9:30am Westin Copley Place Boston: St George B
Chair: Benjamin Webster Walker, Victoria U. of Wellington
Organization Alumni Endorsement of Their Former Employer:
“I Like You. Do You (Still) Like Me?” | David Greenway, UMass Lowell Manning School of Business
The Dynamics of Collective Identity: Legitimacy, Identification and Commitment in Collectives | Peter Foreman, Illinois State U.; Randall E. Westgren, U. of Missouri
Organizational Identity and Affective Commitment to Dyad (WITHDRAWN) | Na Yoon Kim, Cornell U.

1647 (Paper Session) - (MOC) Paradoxes, Ambivalence, and Conflicts
8:00am - 9:30am Westin Copley Place Boston: St George C
Chair: Jia Hui Lim, Singapore Management U.
From Vicious to Virtuous Cycles: The Social Symbolic Work of Supporting Actors | Camille Pradies, EDHEC Business School; Andrea Tunarosa, Boston College; Marianne W. Lewis, U. of Cincinnati; Julie Couto, Independent Researcher
Pushing through the Tensions: Paradox Mindset and Escalation of Commitment | Dustin J. Sleesman, U. of Delaware
The Role of Breadth and Depth Factors in Understanding Executive Interpretive Ambivalence | Scott D Julian, Wayne State U.; Tamme Quinn Grzebyk, Wayne State U.; Ayse Karaca, Kutahya Dumlupinar U.
Changing You: A Theoretical Model of Identity Challenges and Identity Restructuring | Alexander Dennis, U. of Maryland, College Park; Jennifer Carson Marr, U. of Maryland; Kathryn M. Bartol, U. of Maryland

1648 (Paper Session) - (MOC) Beyond Taking and Accuracy: Advancing Advice Research with New Perspectives
8:00am - 9:30am Westin Copley Place Boston: Adams
Chair: Hayley Blunden, Harvard Business School
Discussant: Richard Paul Larrick, Duke U.
Not Shooting the Advisor: People Blame Themselves After Soliciting and Following Meaningless Advice | Kaitlin Woolley, Cornell SC Johnson College of Business; Sunita Sah, Cornell SC Johnson College of Business
Prospecting for Gold: How Ventures use Advice When Taking Strategic Action | Amisha Miller, Boston U. Questrom School of Business; Siobhan O’Mahony, Boston U.
Seeking Advice from High Status Contacts Benefits Women Less than Men | Siyu Yu, New York U.; Catherine Shea, Carnegie Mellon U. - Tepper School of Business
Presenters: Kaitlin Woolley, Cornell SC Johnson College of Business; Sunita Sah, Cornell SC Johnson College of Business; Mary Steffel, - Ting Zhang, Harvard Business School; Michael North, New York U.; Amisha Miller, Boston U. Questrom School of Business; Siobhan O’Mahony, Boston U.; Siyu Yu, New York U.; Catherine Shea, Carnegie Mellon U. - Tepper School of Business

1649 (MOC, OMT, ENT) Maintaining, Altering, and Deconstructing Categories: How Do Practices Matter?
8:00am - 9:30am Westin Copley Place Boston: Essex Center
Organizer: Benjamin Innis, Boston College
Discussant: Mary Ann Glynn, Boston College
Panelists: Andrew Nelson, U. of Oregon; Maxim Voronov, Schulich School of Business; Lee Watkiss, Ivey Business School; Tyler Wry, The Wharton School, U. of Pennsylvania

1650 (Paper Session) - (MSR) MSR: Contemporary Issues at the Organizational Level
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon B
Chair: Charles Thomas Tackney, Copenhagen Business School
Discussant: Duysal Askun Celik, City U. of New York, Baruch College
Religion, Spirituality and CSR: A Systematic Literature Review | Florian Leo Buchner, U. of Salzburg, Austria
Deconstructing Legitimacy Management in Catholic Church Response to Its Clergy Sexual Abuse Crisis | Cathy Driscoll, Saint Mary’s U.
In Search of Spiritual Organizations | Sebastien Point, U. of Strasbourg; Yochanan H. Altman, IPAG Business School; Judith A. Neal, Edgewalkers International

1651 (OB) Personality at Work: Exploring the Relationship with an Eye on the Situation
8:00am - 9:30am Sheraton Boston Hotel: Beacon D
Organizers: Thomas Kelemen, U. of Oklahoma; Samuel Matthews, U. of Northern Iowa
Discussant: Murray R. Barrick, Texas A&M U.
Pathways by which Personality and Job Characteristics Jointly Impact Meaningfulness and Performance | Gary R. Thurgood, Utah State U.; Murray R. Barrick, Texas A&M U.
Machiavellianism and Enhanced Task Performance: The Moderating Roles of Task Conflict and Affect | Thomas Kelemen, U. of Oklahoma; Bret Bradley, U. of Oklahoma; Samuel Matthews, U. of Northern Iowa; Chendo Du, U. of Oklahoma
Proactive Self-monitors and Interpersonal Deviance in a Health Care Profession | Daejong Choi, U. of Melbourne; Sangsuk Oh, National Cancer Center Korea; Owwon Park, The Catholic U. of Korea
Individual Differences’ Impact on Psychological Contract Breach, Violation, and Counterproductivity | Younghuk Lee, Indiana U.; Rebecca Rosen, Indiana U. - Kelley School of Business; Christopher M. Berry, Indiana U.
1652: (Paper Session) - (OB) Trait Perspectives on Dark OB
8:00am - 9:30am Sheraton Boston Hotel: Beacon H
Chair: Steven Mueller, U. of Nevada, Reno
- The dark side of psychological ownership: When pro-organization becomes pro-self. | Koustou Ghosh, Indian Institute of Management, Rohtak; David Zweig, U. of Toronto; Oliver Sheldon, Rutgers U.
- Personality and Situational Influences on Inappropriate Trade Secret Disclosure | Steven Mueller, U. of Nevada, Reno; Jessica Carre, Mind Research Network; Daniel Nelson Jones, U. of Nevada Reno

1653: (Paper Session) - (OB) Trust in Interpersonal Relationships
8:00am - 9:30am Sheraton Boston Hotel: Exeter AB
Chair: Alexandra Arnold, U. of Lucerne
Effects of Trust on Employees’ Attitudes and Intentions: A Multiple-foci and Dynamic Trust Approach | Alexandra Arnold, U. of Lucerne; Anja Feierabend, U. of Zurich; Cecile Tschopp, -
- A Meta-Analysis of Correlates of Trust Across East Asia, North America, and Europe | Biyun Hu, Fox School of Business, Temple U.; Brian C. Holtz, Temple U.; Joseph Kim, Fox School of Business, Temple U.
- Do Not Fake It Till You Make It: Cooperative Motives Do Not Help Proself Trustees | Sinem Acar-Burkay, U. of South-Eastern Norway; Vidar Schei, NHH Norwegian School of Economics; Luk Warlop, KU Leuven & BI Norwegian Business School; Bianca Beersma, U. of Amsterdam

1654: (Paper Session) - (OB) Power, Politics, and Control
8:00am - 9:30am Sheraton Boston Hotel: Gardner B
Chair: James Rooney, UNSW, Canberra, Australia
Management Controls as a Representation of Credit Risk Knowledge | James Rooney, UNSW, Canberra, Australia; Beverly Colaco, UNSW Australia
Cognitive Prioritization of Power in Organizations: Toward an Integrative and Dynamic Framework | Yuge Lou, Peking U., School of Psychological and Cognitive Science
- The Cross-Level Effect of Team Politics: A Paradigm of Need Satisfaction | Yuanyi, Amy Chen, Hong Kong Baptist U.; Ming Nick Yan, Jinan U.; Huishan Zhang, school of management, Jinan U.

TUESDAY

1655: (Paper Session) - (OB) New Directions in Leadership Vision Research at Multiple Levels of Organizations
8:00am - 9:30am Sheraton Boston Hotel: Hampton A
Organizer: David A. Waldman, Arizona State U.
Discussant: Bruce Avolio, U. of Washington
Strategic Vision and New CEO Legitimacy: An Integrative and Social Perspective | He Gao, Michigan State U.; Danni Wang, Rutgers Business School; Albert Cannella, Texas A&M U., College Station
Too Tired to Be Inspired? How Emotional Exhaustion Affects the Link Between Visionary Leadership and Follower Performance | Eric Kearney, U. of Potsdam; Florian Scholz, U. of Potsdam
Participants: Michelle Bligh, Claremont Graduate U.; He Gao, Michigan State U.; Danni Wang, Rutgers Business School; Albert Cannella, Texas A&M U., College Station; Eric Kearney, U. of Potsdam; Florian Scholz, U. of Potsdam; Daan Alexander Stam, Erasmus U. Rotterdam; Timo Hans Van Balen, Rotterdam School of Management, Erasmus U.; Joohyung Kim, Arizona State U.; Raseana Williams, Arizona State U.; David A. Waldman, Arizona State U.; Pierre Balthazard, California State U. Sacramento; Justin Ames, Case Western Reserve U.

1656: (Paper Session) - (OB) Emotion Regulation
8:00am - 9:30am Sheraton Boston Hotel: Independence West
Chair: Randy Xue Ren Lee, National U. of Singapore
- Reappraising Emotional Events Facilitates Creativity | Yuxuan Lily Zhu, U. of California, Irvine; Christopher Bauman, U. of California, Irvine
- How emotions move us: An integrative framework for emotions and decision making | Maia Young, U. of California; Yuxuan Lily Zhu, U. of California, Irvine
- When and why emotional contrasts make customer mistreatment look worse for service professionals | Randy Xue Ren Lee, National U. of Singapore; Remus Ilies, National U. of Singapore
- "She Was My Nan at Work": Communal Relationships as an Explanation of Emotion Regulation | Bichen Guan, Macquarie U.; Denise Mary Jepsen, Macquarie Business School

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**1657**: (Paper Session) - (OB) Cognition at Work
8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C
Chair: Stephanie Payne, Texas A&M U.
Problem Formulation: A Review and Future Directions | Marta Morais-Storz, U. of South-Eastern Norway
Not Learning from Failure -- The Greatest Failure of All | Lauren Eskreis-Winkler, postdoctoral; Ayelet Fishbach, professor
Extending conceptualizations of identity threat: The effect of identity threat(s) on the self | Christina Hymer, Darla Moore School of Business, U. of South Carolina

**1658**: (Paper Session) - (OB) Self-regulation on the Job
8:00am - 9:30am Sheraton Boston Hotel: Olimsted
Chair: Alexandra Henderson, Zayed U.
Customer-Initiated Support and Employees’ PCSP: An Examination of Proactive Motivation as Mediator | Hui Zhang, School of Sociology, Huazhong U. of Science and Technology; Zhiqing Zhou, City U. of New York, Baruch College; Hongyu Ma, Central China Normal U.
A meta-analysis of sleep and work performance | Alexandra Henderson, Zayed U.; Kristin Horan, U. of Central Florida
Organization-Employee Goal Integration: Conceptualization, Measurement Development and validation | Changze Tong, School of Business, Renmin U. of China; Kai Zhang, Renmin U. of China; Feng Gao, School of Business, Renmin U. of China; Jiaojiao Zhang, School of Business, Renmin U. of China

8:00am - 9:30am Sheraton Boston Hotel: Fairfax A
Chairs: Daniel Stein, U. of California, Berkeley; Jennifer Chatman, U. of California, Berkeley
Discussant: Michele Duguid, Cornell U.
Do We Decide That Others Have Changed? Tipping Points in Prospect Versus Practice | Nadav Klein, INSEAD; Ed O’Brien, U. of Chicago
Interpersonal Penalties for People Who Overclaim—and Underclaim—Credit | Derek Schatz, U. of California, Berkeley; Daniel Stein, U. of California, Berkeley; Juliana Schroeder, U. of California, Berkeley; Jennifer Chatman, U. of California, Berkeley
The Ambiguity of the Merit of Political Maneuvering Enables Self-Serving Judgments | Peter Belmi, U. of Virginia; L Taylor Phillips, NYU Stern; Kristin Laurin, U. of British Columbia; Holly Engstrom, U. of British Columbia
Enhanced Task Performance in Teams with More Similar Levels of Narcissism | Daniel Stein, U. of California, Berkeley; Jennifer Abel, U. of California, Berkeley; Jennifer Chatman, U. of California, Berkeley; Juliana Schroeder, U. of California, Berkeley
Presenters: Nadav Klein, INSEAD; Juliana Schroeder, U. of California, Berkeley; Peter Belmi, U. of Virginia

**1660**: (JS): (OB, HR) Gratitude in the Workplace: Fostering Inclusive Organizations
8:00am - 9:30am Sheraton Boston Hotel: Berkeley AB
Organizers: Lauren Rachel Locklear, U. of Central Florida; Sharon Sheridan, U. of North Dakota
Chairs: Lauren Rachel Locklear, U. of Central Florida; Sharon Sheridan, U. of North Dakota
Discussant: Ryan Fehr, U. of Washington, Seattle
The Employee-Organization Relationship: Contributions of Gratitude and Indebtedness | Xueqi Wen, U. of Houston; Robert Eisenberger, U. of Houston-Main Campus; Tae-Yeol Kim, China Europe International Business School; Deog Ro Lee, Seowon U.
How Subordinates’ Attributions Influence Feelings of Pride, Felt Gratitude, and Expressed Gratitude | Sharon Sheridan, U. of North Dakota
Examining Antecedents of Gratitude Expressions in the Workplace | Lauren Rachel Locklear, U. of Central Florida; Mark G. Ehrhart, U. of Central Florida; Steven Whiting, U. of Central Florida
Presenters: Lauren Rachel Locklear, U. of Central Florida; Sharon Sheridan, U. of North Dakota; Xueqi Wen, U. of Houston; Olivia Amanda O’Neill, George Mason U.
Participants: Robert Eisenberger, U. of Houston-Main Campus; Tae-Yeol Kim, China Europe International Business School; Deog Ro Lee, Seowon U.; Mark G. Ehrhart, U. of Central Florida; Steven Whiting, U. of Central Florida; Horia Jazaieri, Northwestern Kellogg School of Management

**1661**: (JS): (OB, HR) Laugh It Up? Theoretical and Contextual Insights on Workplace Humor within and across Hierarchies
8:00am - 9:30am Sheraton Boston Hotel: Jamaica Pond
Chairs: Rashpal Dhensa-Kahlon, U. of Surrey; Jamie Lee Gloor, U. of Zurich
Discussant: Cecily Cooper, U. of Miami
Participants: Yuanjuan Huo, U. of Surrey; Tara Reich, Surrey Business School; Smadar Cohen-Chen, Surrey Business School; Karen Rochelle Niven, U. of Manchester; Kai Chi Yam, National U. of Singapore

**1662**: (JS): (OB, HR, ODC) Multi-Method and Multi-Level Perspectives on Multiple Team Memberships
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom C
Organizers: Oziar Moore, Lehigh U.; Tammy L. Rapp, Ohio U.; Sal Mistry, Southern Methodist U.
Discussant: Bradley L. Kirkman, North Carolina State U.
Multiple Team Membership and Organizational Context Variety | Valerio Incerti, INSEAD; Francesca Bellesia, Alma Mater Studiorum U. di Bologna; Fabiola Bertolotti, U. of Modena and Reggio Emilia; Katherine Chudoba, Utah State U.; Kelly
Fadel, Utah State U.; Elisa Mattarelli, U. of Modena and Reggio Emilia; Paula Ungureanu, U. of Modena and Reggio Emilia
A Longitudinal Examination of Multiple Team Membership and Unit Performance | Eean Crawford, U. of Iowa; Bradley R. Mecham, U. of Iowa; Greg L. Stewart, U. of Iowa
The Effects of MTM, Interteam Communication, and Role Ambiguity on Sub-Team Performance | Ozias Moore, Lehigh U.; Sal Mistry, Southern Methodist U.; Bradford S. Bell, Cornell U.
Attention That Lasts: Sustained Attention in Multiple Team Membership | Heejin Kim, U. of California, Irvine
Flows of Knowledge in an MTM Environment: An Exploratory Simulation Study | Valerio Incerti, INSEAD; Julija Mell, Rotterdam School of Management, Erasmus U.; Sujin Jang, INSEAD; Enver Yücesan, INSEAD; Mark Mortensen, INSEAD
Presenters: Valerio Incerti, INSEAD; Francesca Bellesia, Alma Mater Studiorum U. di Bologna; Fabiola Bertolotti, U. of Modena and Reggio Emilia; Katherine Chudoba, Utah State U.; Kelly Fadel, Utah State U.; Elisa Mattarelli, U. of Modena and Reggio Emilia; Paula Ungureanu, U. of Modena and Reggio Emilia; Eean Crawford, U. of Iowa; Bradley R. Mecham, U. of Iowa; Greg L. Stewart, U. of Iowa; Ozias Moore, Lehigh U.; Sal Mistry, Southern Methodist U.; Bradford S. Bell, Cornell U.; Stefan Berger, U. of St. Gallen; Hendrik Johan Van De Brake, U. of Groningen; Heike Bruch, U. of St. Gallen; Heejin Kim, U. of California, Irvine; Julija Mell, Rotterdam School of Management, Erasmus U.; Sujin Jang, INSEAD; Enver Yücesan, INSEAD; Mark Mortensen, INSEAD

**1664 JS: (OB, MOC) The Social Nature of Moral Judgment and Behavior**
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom B
Chair: Jeffrey Martin Lees, Harvard Business School
Discussant: Scott Wiltermuth, U. of Southern California
Cheater’s Hide and Seek: Strategic Cognitive Network Activation During Ethical Decision Making | Julia Lee, U. of Michigan; Tanya Menon, Ohio State U.; Dong-Kyu Im, Seoul National U.
Evaluating Moral Character Traits Using Behavioral Interview Questions | Yeonjeong Kim, Massachusetts Institute of Technology; Taya R. Cohen, Carnegie Mellon U. - Tepper School of Business; A.T. Panter, U. of North Carolina, Chapel Hill
Corporate Insechthood | Nina Strohmingher, The Wharton School, U. of Pennsylvania; Matthew Jordan, Yale U.
The Attribution of Immoral Actors’ Motives: Observer Accuracy and Actor Meta-Accuracy | Jeffrey Martin Lees, Harvard Business School; Liane Young, Boston College; Adam Waytz, Northwestern Kellogg School of Management
Presenters: Julia Lee, U. of Michigan; Nina Strohmingher, The Wharton School, U. of Pennsylvania; Yeonjeong Kim, Massachusetts Institute of Technology

**1665 JS: (OB, MOC) Everyday Courage in Organizations: Responding to Threats and Opportunities**
8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom D
Organizers: Moran Anisman Razin, Duke U.; Sim B. Sitkin, Duke U.; Ronit Kark, Bar Ilan U.
Dispositional Courage Positively Predicts Leadership Perceptions | Pauline Schilpzand, Oregon State U.; Amir Erez, U. of Florida

**1666 JS: (OB, MOC) Self-Enhancement in Organizations: Origins and Consequences for Individuals and Organizations**
8:00am - 9:30am Sheraton Boston Hotel: Republic A
Organizers: Sebastien Brion, IESE Business School; Pino G. Audia, Dartmouth College

1668 JS: (OB, MOC, OMT) Exploring Relationality in Organizational Scholarship: Past and Future, Convergences and Tensions 8:00am - 9:30am Sheraton Boston Hotel: Beacon A Organizers: Hongguo Wei, U. of Central Oklahoma; Njoke Thomas, The Wharton School, U. of Pennsylvania Discussant: Mustafa Ozbuga, Brunel U. Panelists: Joyce K Fletcher, Simmons College; Jody Hoffer Gittell, Brandeis U.; Jessica Rae Methot, Rutgers U.; David Sluss, Georgia Institute of Technology

1669 SHCS: (OB, MOC, STR) Strategy and Leadership in Managing Errors in Organizations: What We Know, What We Should Know 8:00am - 9:30am Sheraton Boston Hotel: Dalton AB Chairs: Peter F. Martelli, Suffolk U.; Paul Verdin, ULB - Solvay Brussels School of Economics and Management Panelists: John S Carroll, Massachusetts Institute of Technology; Michael Frese, National U. of Singapore; Amy C. Edmondson, Harvard U.; Vincent Giotto, ULB - Solvay Brussels School of Economics and Management; Jan Hagen, ESMT European School of Management and Technology; Michael A. Hitt, Texas A&M U.; Texas Christian U.; Karlene A. Roberts, U. of California, Berkeley


1671 : (Paper Session) - (OCIS) Understanding Participation in Online Communities 8:00am - 9:30am Boston Marriott Copley Place: Regis Chair: Maha Shihika, King's College London Coordinating openness to diversity and contesting contributions in online communities | Aljona Zorina, Leees U. Business School; Joana Pereira, Leeds U. Business School OCIS Best Paper Award Finalist OCIS Best Student Paper Award Finalist

Reaching for the Top: A Practice Approach to Understanding Power Dynamics in Online Communities | Assia Lasfer, McGill U.; Emmanuelle Vaast, McGill U. Individual factors that influence effort and contributions on Wikipedia | LUIZ FERNANDO Silva PINTO, U. de Brasilia; Carlos Denner Dos Santos, U. de Brasilia; Silvia Satiko Onoyoma Mori, UnB, Embrapa Influence of Trolling on Social Media Participation: An Empirical Investigation | Pratyush Bharati, U. of Massachusetts, Boston; Carol Lee, U. of Massachusetts, Boston; Romilla Syed, U. of Massachusetts, Boston


1673 : (Paper Session) - (ODC) Generative Processes in Groups 8:00am - 9:30am Boston Park Plaza: Franklin Chair: Marie E. Di Virgilio, Benedictine U. Organizational Transformation through Radical Circles: A Path to Retaining Critical Human Capital | Bruce Greenbaum, California Polytechnic State U., San Luis Obispo;
A.B. Rami Shani, California Polytechnic State U.; Roberto Verganti, Politecnico di Milano


Board Faultlines and Firm Innovativeness: The bridging role of women directors | Jasmin Joecks, Eberhard Karls U. Tübingen; Kerstin Pull, Eberhard Karls U. Tübingen; Katrin Scharfenkamp, U. of Duisburg-Essen

Do They Pay Back My Knowledge? Generalized Reciprocity | Alec Levenson, Harvard Business School; Lynne Camp, TruePoint Partners; Alexis Fink, Facebook; Michael L. Tushman, Harvard U.

Optimizing Organizational Systems: Contrasting Viewpoints or Two Parts of One Systemic Approach? | Kunyuany Qiao, Cornell U.; Christopher Marquis, Cornell U.

Advancing New Understandings of History in the Management Field | Kunyuany Qiao, Cornell U.; Christopher Marquis, Cornell U.

Breaking a Path by Creating a New One—Insights from a Healthcare Setting | Joerg Sydow, Freie U. Berlin; Florian Stach, Freie U. Berlin

The Logics of History, and the Historicity of Logics | Christopher W. J. Steele, U. of Alberta; Milo Shaoqing Wang, U. of Alberta

Friends in the Right Places: The Influence of Slave-Trading Quakers on Network Partners (1750-1807) | Paul Ingram, Columbia U.; Brian Silverman, U. of Toronto

Reset: Stock-Taking and Rethinking Organizational Adaptation as Congruence | Rodolphe Durand, HEC Paris; Andrew Sarta, Ivey Business School; Jean-philippe Vergne, Ivey Business School

How History Matters | Christopher Marquis, Cornell U.; Kunyuany Qiao, Cornell U.

Participants: Joerg Sydow, Freie U. Berlin; Florian Stache, Freie U. Berlin; Christopher W. J. Steele, U. of Alberta; Milo Shaoqing Wang, U. of Alberta; Paul Ingram, Columbia U.; Brian Silverman, U. of Toronto; Rodolphe Durand, HEC Paris; Andrew Sarta, Ivey Business School; Jean-philippe Vergne, Ivey Business School

Inequality and Diversity | Mabel Abraham, Columbia Business School

Corporate Demography and Income Inequality: Revisited | Niklas Bomark, Uppsala U.; Karl J. Wennberg, Linköping U.


The Paradox of Minority Conformity: Same-gender Referencing among Female Financial Analysts | Susie Choe, Seoul National U.; Sun Hyun Park, Seoul National U.

North-South Relations and Inclusivity in Management Scholarship: A Call for Reflexive Hybridity | Ralph Hamann, U. of Cape Town; John Luiz, U. of Sussex; Kutlwano Ramabo, U. of Cape Town

New Forms of Work and Control | Elena Raviola, U. of Gothenburg

Timing Is Money: The Flexibility and Precariousness of Login Employment | Valery Yakubovich, ESSEC Business School; Roman V. Galperin, Johns Hopkins Carey Business School; Mouna El Mansouri, ESSEC Business School

Exploring Team Overlap and Knowledge Diversity in Fluid Teams: An Empirical Study in Robotic Surgery | Marco Tonellato, LMU Munich; Valentina Iacopino, U. Cattolica del Sacro Cuore; Daniele Mascia, U. of Bologna; Alessandro Lomi, U. of Lugano


How Control-Trust Dynamics Influence Trust and Control Perceptions | Chris Long, Saint John's U.; Sven Horak, St. John's U.


Performance Feedback and Information Processing: How Do Organizations Regulate Risk-Taking? | Xavier Sobrepere, U. of Zurich; Thomas Keil, U. of Zurich


Mobilizing Indirect and Informal Ties for Knowledge Acquisition and Transfer | Agnieszka Nowinska, Copenhagen Business School

How Structurally Embedded Indirect Ties Stimulate the Acquisition of Difficult-to-Transfer Resources | Han Ming Daniel Chng, China Europe International Business School (CEIBS); Jingyuan Li, Hong Kong U. of Science and Technology; Peter Moran, China Europe International Business School

Exploring the Causal Effect of Network Brokerage on Newcomers’ Adjustment: Evidence from a RCT | Massimo
Session Details – Tuesday, 8:00 - 10:00 AM

1679  (Paper Session) - (OMT) Emotions and (De-)Institutionalization
8:00am - 9:30am Boston Hynes Convention Center: 309
Chair: Hovig Tchalian, Drucker School of Management
Heated Atmosphere: Organizational Emotions and Field Structuring in Online Climate Change Debates | Lianne Lefsrud, U. of Alberta; Achim Oberg, WU Vienna U. of Economics and Business
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award
Emotional Competence and Post-Crisis Behavior within Organizations | Kartikeya Bajpai, Northwestern Kellogg School of Management; Brian Uzzi, Northwestern U.
To Hate or to Love? Changing the Emotion Rules of Institutions | Mia Raynard, WU Vienna U. of Economics and Business; Madelene Toubiana, U. of Alberta; Giuseppe Delmestrì, WU Vienna U. of Economics and Business; Thomas B. Lawrence, -

1680  (OMT, ENT, STR) Cultural Entrepreneurship Beyond "Entrepreneurship": Four Domains of Inquiry
8:00am - 9:30am Boston Hynes Convention Center: 202
Organizers: Christi Lockwood, U. of Virginia - McIntire School of Commerce; Jean-François Souliére, U. of Alberta
Distinguished Speakers: Marya Besharov, Cornell U.; Tina Dacin, Queen's U.; Brandon H. Lee, Melbourne Business School; Elizabeth Pontikes, U. Of Chicago; Violina Rindova, U. of Southern California
Discussant: Greg Fisher, Indiana U.

1681  (OMT, ODC, OB) Microfoundations of Institutional Change: New Frontiers
8:00am - 9:30am Boston Hynes Convention Center: 210
Organizers: Katherine C. Kellogg, Massachusetts Institute of Technology; Vanessa Conzon, Massachusetts Institute of Technology
Discussants: Pamela S. Tolbert, Cornell U.; Klaus Weber, Northwestern U.
Swift Socialization in Startup Teams: Results from a Field Experiment | Hayagreer Rao, Stanford U.; Andrea Freund, Stanford Graduate School of Business
Seeing Where You Stand: The Implications of Disintermediating Managers with Transparent Performance | Ethan Scott Bernstein, Harvard Business School; Shelley Li, USC Marshall School of Business
Scaling Down Inequality: Rating Scales, Gender Bias, and the Architecture of Evaluation | Andras Tílsik, U. of Toronto; Lauren A. Rivera, Northwestern Kellogg School of Management
Experts at Work: Institutional Change among STEM Workers | Vanessa Conzon, Massachusetts Institute of Technology
Speaker: Katherine C. Kellogg, Massachusetts Institute of Technology
Presenters: Hayagreer Rao, Stanford U.; Andrea Freund, Stanford Graduate School of Business; Ethan Scott Bernstein, Harvard Business School; Andras Tílsik, U. of Toronto; Vanessa Conzon, Massachusetts Institute of Technology

1682  (SHCS: (OMT, ONE, STR) Addressing Grand Challenges in Water: A Management Perspective
8:00am - 9:30am Boston Hynes Convention Center: 313
Organizers: Joel Andrus, U. of Missouri; Shon R. Hiatt, U. of Southern California; A. Wren Montgomery, Ivey Business School
Discussant: Pratima Bansal, U. of Western Ontario
Exploring the Behavioural and Psychosocial Determinants of Household Water Demand | Sally V. Russell, U. of Leeds; Christof Knoeri, ETH Zurich
Elections and Organizations: A Dynamic Political View of Firm Behavior and Performance | Carlos Inoue, U. of Toronto
Water Wars? Institutional Shocks, Private and Public Divestures in Latin America | Ilze Kivleniece, INSEAD
Trickling Up and Down: Multilevel Field Interactions and the Global Water Crisis | A. Wren Montgomery, Ivey Business School
Business Challenges at the Nexus of Water: Examples from the Renewable Energy Sector | Shon R. Hiatt, U. of Southern California
Presenters: Sally V. Russell, U. of Leeds; Christof Knoeri, ETH Zurich; Thomas Peyton Lyon, U. of Michigan; Dan Zhao, U. of Michigan, Ann Arbor; Carlos Inoue, U. of Toronto; Ilze Kivleniece, INSEAD

1683  (OMT, SIM, SAP) Finance in Organization Theory: State of the Art and Future Research Agenda
8:00am - 9:30am Boston Hynes Convention Center: 306
Exploring the Interplay between Global Financial Systems, Development Goals, and Local Economies | Paula Jarzabkowski, City U. London
The Role of Territoriality Beliefs in Organizational Responses to Institutional Complexity | Emmanuelle Reuter, U. of St. Gallen; Florian Ueberbacher, U. of Zurich; Andreas Georg Scherer, U. of Zurich
The Maintenance of Myth in Public Controversies: The Case of High-Frequency Trading | Emilio Marti, Rotterdam School of Management, Erasmus U.; Tom Lawrence, U. of Victoria
Constructing New Valuation Metrics: Entrepreneurial Arguments and Stock Market Reactions | Derek Harmon, U. of Michigan; Eunice Yunjin Rhee, Seattle U.
Bringing Finance in Organizational Theory | Daniel Beunza Ibanez, Cass Business School, City U. London
Presenters: Paula Jarzabkowski, City U. London; Andreas Georg Scherer, U. of Zurich; Emilio Marti, Rotterdam School of Management...
Managing, Erasmus U.; Derek Harmon, U. of Michigan; Daniel Beunza Ibanez, Cass Business School, City U. London

1684 (OMT, STR) Authenticity and Strategy: Opportunities for Integration
8:00am - 9:30am Boston Hynes Convention Center: 201
Organizers: Steve Kofford, U. of Utah; Adam Clark, U. of Utah, David Eccles School of Business; Lyda S. Bigelow, U. of Utah
Moderator: Cameron Verhaal, Tulane U.
Panelists: Jay B. Barney, U. of Utah, David Eccles School of Business; Glenn R Carroll, Stanford U.; Oliver Hahl, Carnegie Mellon U. - Tepper School of Business; Justin Frake, U. of Michigan

1685 (OMT, TIM) Producing Technological Futures: Reflecting on Workplace Automation, Inequality, and Ethics
8:00am - 9:30am Boston Hynes Convention Center: 208
Discussants: Wanda J Orlikowski, MIT; Paul Leonardi, UC Santa Barbara
Knowing Art, Knowing Technology: Algorithmic Expertise and the Reconfiguration of Work? | Sarah Sachs, Columbia U.
Augmenting or Automating? Hesitantly Breathing Life into the Promise of Artificial Intelligence | Kevin Wojoon Lee, New York U.
The Darker Side of Shadow Learning: The Fate of the Cohort and the Consumer | Matthew Beane, U. of California, Santa Barbara
Authenticity and Materiality: Tackling Gendered Activities in Hobbyist Collectives | Rohini Jalan, U. of Oxford
Presenters: Sarah Sachs, Columbia U.; Kevin Wojoon Lee, New York U.; Matthew Beane, U. of California, Santa Barbara; Rohini Jalan, U. of Oxford

1686 (ONE, TIM) Open Innovation and Climate Change
8:00am - 9:30am Westin Copley Place Boston: Defender
Organizers: Arijit Paul, U. of Graz; Rupert J. Baumgartner, U. of Graz
Moderator: Romana Rauter, U. of Graz, Austria

1687 (Paper Session) - (OSCM) Sustainability and Performance
8:00am - 9:30am Westin Copley Place Boston: North Star
Chair: Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH
Managing Sustainability Risks: An Industry-Level Study | Sara Hajmohammad, U. of Manitoba; Anton Shevchenko, Concordia U.
Stakeholder Management and Aligning Business and Societal Goals: A Case Study Analysis | Shirley-Ann Hazlett, Queen’s U. Belfast; Rodney McAdam, U. of Ulster; Lyndsey McKeel, Queen’s U. Belfast
Towards Supply Chain Transparency: Linking Supply Chain Structure to Collective ESG Disclosure | Jury Gualandris, Ivey Business School; Annachiara Longoni, ESADE Business School; Davide Luzzini, EADA Business School
Who Gets More Media Coverage for Supply Chain Sustainability Risks: Larger or More Visible Firms? | Ivana Mateska, Swiss Federal Institute of Technology Zurich, ETH; Laura Stienen, U. of Zurich; Christian Busse, Carl von Ossietzky U. Oldenburg; Stephan M. Wagner, Swiss Federal Institute of Technology Zurich, ETH

1688 (Paper Session) - (OSCM) Supply Chain Coordination
8:00am - 9:30am Westin Copley Place Boston: Parliament
Chair: Sebastian Garcia-Dastugue, U. of Arkansas
How Can SMEs Acquire Supply Chain Financing: The Capabilities and Information Perspective | Qiang Lu, Beijing Technology and Business U.; Beini Liu, Beijing Technology and Business U.; Hua Song, Renmin U. of China; Rong Wang, Beijing Union U.
Supply Chain Awareness and NGO Effectiveness: An Attention-based View | Sebastian Garcia-Dastugue, U. of Arkansas; Horacio Enrique Rousseau, Florida State U.
Startup Meets Corporate: The Multiple Facets of the Engagement between Corporates and Startups | Alexander Kinski, Christoph Bode, Mannheim U.

1689 (Paper Session) - (PNP) Organizational Structure, Change, and Innovation
8:00am - 9:30am Hilton Boston Back Bay: Adams B
Chair: Jo Crotty, Edge Hill U.
Cross-National Institutional Pressures, Governance Structures and Inclusive Practice Adoption | Johannes Cornelis Kuijpers, U. of Twente; Michel Ehrenhard, U. of Twente
Does Structure Limit or Enable Empowerment? | Jaeeheong Jong, Northern Illinois U.
Effects of Familiarity with the Status Quo, Power, and For-Profit Experience on Openness to Change | Andreas Reinhardt, Otto-von-Guericke U. Magdeburg; Susanne Enke, Otto-von-Guericke U. Magdeburg
Hero or Villain? How Millennials’ Attitudes towards Unions Compare to Those of Previous Generations | Rachel Aleks, U. of Windsor; Tina Saksida, U. of Prince Edward Island

1690 (Paper Session) - (PNP) Citizen State Interactions
8:00am - 9:30am Hilton Boston Back Bay: Copley
Chair: Adam Eckerd, Indiana U. / Purdue U., Indianapolis
Emotional Responses to Bureaucratic Red Tape | Fabian Hattke, U. of Hamburg; David Hensel, Helmut Schmidt U.; Janne Kalucza, U. of Hamburg
Carlo Masini Award for Innovative Scholarship in the Fields of Public and Nonprofit Management
Digital Communication of Public Service Information and its Effect on Citizen Trust and Satisfaction | Sarah Kretel, Aarhus U.
Managerial Communication and Role Ambiguity in Coproduction: An Experimental Test (WITHDRAWN) | Ulrich Jensen, Arizona State U.; Mette Thomsen, U. of Southern Denmark

SHCS: (RM) Current Research on Structural Equation Modeling in Management Research
8:00am - 9:30am Boston Hynes Convention Center: 303
Chair: Larry J. Williams, U. of Nebraska, Lincoln
Discussant: Christopher D. Nye, Bowling Green State U.
To Change or Not to Change: That is the Question | Robert J. Vandenberg, U. of Georgia
The RMSEA-P: More Results Show It Works Well with Multiple Indicator Models | Larry J. Williams, U. of Nebraska, Lincoln; Aaron Williams, Urban Institute
Homogenous vs. Heterogenous Parcels with Multidimensional Constructs | Larry J. Williams, U. of Nebraska, Lincoln; Andrew A. Hanna, U. of Nebraska, Lincoln; Troy Smith, U. of Nebraska, Lincoln
Presenters: Robert J. Vandenberg, U. of Georgia; Andrew A. Hanna, U. of Nebraska, Lincoln; Troy Smith, U. of Nebraska, Lincoln
Participant: Aaron Williams, Urban Institute

(RM) New Perspectives on Endogeneity Issues
8:00am - 9:30am Boston Hynes Convention Center: 308
Chair: John R. Busenbark, U. of Notre Dame
A Consolidation of Instrumental Variable Approaches to Endogeneity in Fractional Regression Models | Jesper Wulff, Aarhus U.
How Much of a Problem is Omitted Variable Bias Really? Examining Strategy Research with the ITCV | John R. Busenbark, U. of Notre Dame; Daniel Gamache, U. of Georgia; Elle Hyun Jung Yoon, U. of Georgia; S. Trevis Certo, Arizona State U.; Michael C. Withers, Texas A&M U.
Sage Publications/RM Division Best Paper Award
The Endogeneity Problem in Random Intercept Models: Are Most Published Results Likely False? | John Antonakis, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne; Nicolas Bastardoz, U. of Zurich; Mikko Rönkkö, U. of Jyväskylä
Causal Claims from Observational Data: An Endogenous Treatment Effects Approach on a Matched Sample | Danielle Elaine Bovenberg, UC Santa Barbara; Renee Maria Rotter, U. of California, Santa Barbara; Robert Neal Eberhart, Santa Clara U.

(Paper Session) - (RM) When Things Go Wrong... Understanding Hiding and Revealing in Organizations
8:00am - 9:30am Boston Park Plaza: Holmes
Chair: Kathrin Sele, Aalto U. School of Business
Protecting 'Monsters': How Complicity Eco-Systems Facilitate Wrongdoing in Organizations | Jane Kirsten Le, WHU - Otto Beisheim School of Management; Fannie Couture, U. of Sydney Business School
Best Student Paper Award
Showing What You Don't Know: The Effect of Visualization on Managers' Illusion of Explanatory Depth | Christian Muntwiler, U. of St. Gallen; Martin Eppler, U. of St. Gallen

(Paper Session) - (AP) Understanding Participation and Inclusion in Strategy Making
8:00am - 9:30am Boston Park Plaza: Newbury
Chair: Rajiv Nag, Drexel U.
Non)Participation in strategy making: A multimodal analysis | Eric Knight, U. of Sydney; Matthias Wenzel, European Uni Viadrina, Frankfurt (Oder)
Employee participation in strategy making over time: Discursive competence and influence | Violetta Splitter, U. of Zurich; Richard Whittington, U. of Oxford
Dynamics of Inclusive Strategizing: exploring the shifts between different degrees of openness | Elena Tavella, Roskilde U.
Participation in Strategy Formulation: A Review and Framework from a Sensemaking Perspective (WITHDRAWN) | Theresa Gebauer, U. of Zurich; David Nils Seidl, U. of Zurich

(Paper Session) - (SIM) Corporate (Ir)Responsibility: Risk and Reward
8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Anne Antoni, Grenoble Ecole de Management
Predicting Corporate Social Performance from a CEO Self-Regulation Perspective | Dejun Kong, U. of Houston; Sana (Shih-chi) Chiu, U. of Houston; Hongcai Li, West Texas A&M U.; Ping Shao, California State U. Sacramento
Is Bribery-corruption Relationship a Substitute or Complement for Corporate Social Responsibility? | Ningyu Qian, School of Management, Huazhong U. of Science and Technology; Shadi Yang, School of Management, Huazhong U. of Science and Technology
Does Corporate Social Responsibility Reduce Directors’ and Officers’ Liability Risk? | Hao Lu, U. of Calgary; Anne Kleffner, U. of Calgary

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
424
1696: (Paper Session) - (SIM) Moral Disengagement and Hypocrisy
8:00am - 9:30am Boston Marriott Copley Place: Hyannis
Chair: Mauro Fracarolli Nunes, NEOMA Business School
Doubling Down When You Should Fold: Immoral Entrenchment in the Face of Crisis | Miranda Welbourne Eleazar, UT Dallas
Organizational Responsibility Devolution: What It Is and Why It Happens | Jingnan Li, U. of Manitoba; Jijun Gao, U. of Manitoba
Judging Hypocrisy: To Condemn is Not to Punish | Johanna Jauernig, Leibniz Institute of Agricultural Development in Transition Economies; Matthias Uhl, Technical U. of Munich; Michael Von Grundherr, U. of Munich

1697: (Paper Session) - (SIM) Family Firms
8:00am - 9:30am Boston Marriott Copley Place: Nantucket
Chair: Paula Linna, JYU School of Business
Generational Variation of the Antecedents of Corporate Sustainability Strategies in Family Firms | Bikramjit Ray Chaudhuri, S P Jain Institute of Management and Research
Board Political Connections and Financial Fraud: The Case of Business Groups in South Korea | Dong Shin Kim, U. of Texas at Dallas; Seung-Hyun Lee, U. of Texas at Dallas

1698: (Paper Session) - (STR) Stability and Change in Value Creation
8:00am - 9:30am Boston Park Plaza: Berkeley
Behavioral Strategy, Process, and Change Track
Chair: Vivien E. Jancenelle, Texas A&M U. Central Texas
Relative Exploration and Tobin's Q: Exploring Curvilinear Relationships and Environmental Moderators | Vivien E. Jancenelle, Texas A&M U. Central Texas
How Leading Incumbents React To Digitization In The Music Business | Paola Zanella, IE Business School, IE U.; Paola Cillo, Bocconi U.; Gianmario Verona, Bocconi U.
An Exploration of the Micro-Level Impacts of Shanzhai Products on the Originals in China | Liangyan Wang, Antai College of Economics and Management, Shanghai Jiao Tong U.; Brian Wu, U. of Michigan; Connie Pechmann, UC Irvine; Yitong Wang, U. of Technology Sydney

1699: (Paper Session) - (STR) Crisis, Misconduct, and Performance
8:00am - 9:30am Boston Park Plaza: Cabot
Stakeholder Strategy Track
Chair: Zhiyan Wu, Rotterdam School of Management, Erasmus U.
Better to Be Loved By Some? Flaunting as a Buffering Tactic Ahead of Negative Events | Erin Bass, U. of Nebraska, Omaha; Ivana Milosevic, College of Charleston; Varkey Titus, U. of Nebraska, Lincoln
Opportunity-Driven Expropriation: Performance Outlook and Tunneling Vulnerability | Zhiyan Wu, Rotterdam School of Management, Erasmus U.; Ronald Klingebiel, Frankfurt School of Finance & Management
The Effects of CEO Celebrity and Charisma on Firm Response Strategy at the Onset of Corporate Crises | Ao Wang, School of Management, U. of Science and Technology of China; Jiuang Wei, U. of Science and Technology of China
When an Industry Peer is Accused of Misconduct: Contagion vs. Competition Effects on Blameless Firms | Ivana Naumovska, INSEAD; Dovey Lavie, Bocconi U.

1700: (Paper Session) - (STR) The Effect of Overconfidence and Biases on Decision Making
8:00am - 9:30am Boston Park Plaza: Constellation
Behavioral Strategy, Process, and Change Track
Chair: Simone Maria Eulitz, Ludwig Maximilian U. of Munich (LMU)
Fueling the Rise - How the Social Environment Biases Compensation Setting at the Top of the Firm | Simone Maria Eulitz, Ludwig Maximilian U. of Munich (LMU); Anja Christine Tuschke, LMU Munich
Biased Interpretation of Performance Feedback: The Role of CEO Overconfidence | Christian Schumacher, WU Vienna U. of Economics and Business
The Effect of CEOs’ Overconfidence on Firm Performance Along the Business Cycle | Tomas Reyes, Pontificia U. Católica de Chile; Roberto Vassolo, IAE Business School, Argentina; Pontificia U. Católica de Chile; Ingeniería Industrial; Diamel Torres Peña, Pontificia U. Católica de Chile
Making Biased but Better Inferences: The Tradeoffs Strategists Face When They Use Heuristics | Timo Ehrig, Max Planck Institute for Mathematics in the Sciences; Jens Schmidt, Aalto U.

1701: (Paper Session) - (STR) Business Groups: Strategy and Governance
8:00am - 9:30am Boston Park Plaza: Emerson
Corporate and International Strategy Track
Chair: Chien-Nan Chen, National Dong Hwa U.
Governance Reforms and Corporate Transparency in Business Groups: Evidence from India | Mueen Ahmed, Indian Institute of Management, Trichirappalli; Manikandan Karayambadi Srinivasan, Indian Institute of Management, Trichirappalli
Whole Versus Part: Pro-Market Reforms and Unrelated Diversification of Business Groups | Shaleen Gopal, Indian Institute of Management, Udaipur; Manikandan Karayambadi Srinivasan, Indian Institute of Management, Trichirappalli
Session Details – Tuesday, 8:00 - 10:00 AM

1702: (Paper Session) - (STR) Corporate Governance in Family Firms
8:00am - 9:30am Boston Park Plaza: Hancock
Strategic Entrepreneurship Track
Chair: Virginia Bodolica, American U. of Sharjah
Unfamiliar Family Firms | Mario Daniele Amore, Bocconi U.; Mircea Epure, U. Pompeu Fabra and Barcelona GSE; Orsola Garofalo, Copenhagen Business School
Socioemotional Bond between Professional Managers and Controlling Shareholders | Qian Gu, Georgia State U.; Lin-Hua Lu, National Taipei U. of Technology; Wei Shen, Arizona State U.
Financial Fraud by Family Firms: The Role of Commitment to Self-interest and Family Wealth | Danyang Chen, National U. of Singapore; Chi-Nien Chung, National U. of Singapore
The Effects of Ownership Complexity and Family Involvement on Strategic Shareholder Dissent | Maura Leusder, Rotterdam School of Management, Erasmus U.; Hans Van Oosterhout, Erasmus U. Rotterdam; Abe De Jong, Rotterdam School of Management, Erasmus U.

1703: (Paper Session) - (STR) Digital Orientations in Upper Echelons
8:00am - 9:30am Boston Park Plaza: St James
Strategic Leadership and Governance Track
Chair: Gonzalo Garcia De Lomana, RWTH Aachen U.
Structuring and Compensating Top Management Teams to Influence Digital Orientation | Gonzalo Garcia De Lomana, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.
How Advising and Monitoring Drive Older CEOs Towards Digital Innovation | Yannik Gehrke, U. of Goettingen; Sebastian Firk, U. of Goettingen

1704: (Paper Session) - (STR) Corporate Strategy and Capital Markets: Perceptions and Limits
8:00am - 9:30am Boston Park Plaza: Stuart
Corporate and International Strategy Track
Chair: Phillip C. Nell, WU Wien - Vienna U. of Economics and Business
Reexamining the Use of Strategic Noise: Positive News, Negative News, and Timing | JIng Jin, Renmin U. of China; Haiyang Li, Rice U.; Robert E. Hoskisson, Rice U.
Insights into Internal Capital Market Debate: Why Headquarters Deviate from Winner-Picking Approach | Gahhhar Zavosh, SKEMA Business School; Samira Fallah, Louisiana State U.; Olivier Bertrand, Fundação Getúlio Vargas/EBAPE

The Value of Unrelated Diversification: The Role of Industry- and Firm-Level Financial Contingencies | Daniele Cerrato, U. Cattolica del Sacro Cuore; Maurizio La Rocca, U. of Calabria; Todd Alessandri, Northeastern U.
Shaping Investors’ Views of Cross-Border M&A Via Corporate Governance and Formal Institutions | Jiachen Yang, HEC Paris

1705: (Paper Session) - (STR) Governance: Regulators, Investors, and Political Orientation
8:00am - 9:30am Boston Park Plaza: White Hill
Corporate and International Strategy Track
Chair: Latifa Albader, Arizona State U.
Do Shareholders Drive Changes in Board Composition?: Boards’ Gender Ratios in Restructuring Firms | Caterina Moschieri, IE Business School; Enzo Peruffo, Luiss Guido Carli U.; Marta M Elvira, IESE Business School
Red or Blue, What’s the Difference? CEO Political Orientation and Acquisition Actions and Outcomes | Kadin D. Kolev, Marquette U.; Stefan Wuorinen, Michigan State U.; Gerry M. McNamara, Michigan State U.
The Bank Branch Exit Game | Alfredo Martin-Oliver, U. de les Illes Balears; Vicente Salas-Fumás, U. of Zaragoza
Control-Ownership Wedge, Related Party Loans and Institutional Ownership: Evidence from India | Narendra Nath Kushwaha, Indian Institute of Management, Tiruchirappalli; Bipin Kumar Dixit, Indian Institute of Management, Tiruchirappalli

1706: (Paper Session) - (STR) Team Production, Decision Making, and Dominant Logic
8:00am - 9:30am Boston Park Plaza: Winthrop
Behavioral Strategy, Process, and Change Track
Chair: Raphael Boemelburg, HSG U. of St. Gallen
Specialists, Generalists and Team Performance: Evidence from Random Assignment in e-Sports | Kenny Ching, U. College London; Enrico Forti, U. College London; Evan Rawley, U. of Minnesota
Influence, Interests and Information in Organizational Decision Making | Helge JD Klapper, Rotterdam School of Management, Erasmus U.; Boris Maciejovsky, U. of California, Riverside; Markus Reitzig, U. of Vienna
Opening Up the Black Box: A Contingent Dual-Process Model of Ambidexterity Emergence | Raphael Boemelburg, HSG U. of St. Gallen; Justin J.P. Jansen, Erasmus U. Rotterdam; Maximilam Palme, U. of St. Gallen; Oliver Gassmann, HSG U. of St. Gallen

1707: (STR, HR) Peers and Social Influence in Organizations
8:00am - 9:30am Boston Park Plaza: Beacon Hill
Organizers: Christine Beckman, U. of Southern California; Hyeun Lee, U. of Maryland, College Park
Discussant: Adam M. Kleinbaum, Dartmouth College
Social Comparisons and Job Search in Entrepreneurial Firms | Santiago Campero Molina, U. of Toronto; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu

Individual and Dyadic Effects on Social Influence | Brandy Aven, Carnegie Mellon U.

Gender-Homophilous Reference Groups and Performance among Equity Analysts | Hyun Lee, U. of Maryland, College Park

The Diffusion of Strategic Human Capital Benefits of Corporate Social Engagement | Christiane Bode, Bocconi U.; Vontrese Deeds Pamphile, George Washington U.; Michelle Rogan, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill

1708 JS: (STR, OMT) What’s in the Black Box? A Dialogue Between Micro and Macro on Psychological Processes of Leaders
8:00am - 9:30am Boston Park Plaza: Statler
Organizers: Priyanka Dwivedi, Texas A&M U., Mays Business School; Jeffrey Lovelace, U. of Virginia - McIntire School of Commerce; Inn Hee Gee, Texas A&M U.
Discussant: Donald C. Hambrick, Pennsylvania State U.

1709 JS: (STR, TIM) Perspectives on Ecosystem Research: Big Questions and Future Directions
8:00am - 9:30am Boston Park Plaza: Arlington
Organizers: Cameron Miller, Syracuse U.; Shiva Agarwal, The U. of Texas at Austin
Panelists: Ron Adner, Dartmouth College; Ram Ranganathan, U. of Texas, McCombs; Feng Zhu, Harvard U.

1710 JS: (STR, TIM) New Development in Innovation and Entrepreneurship among Chinese Firms
8:00am - 9:30am Boston Park Plaza: Grand Ballroom B
Organizer: Kun Yao, U. of Illinois at Urbana-Champaign
Leveraging Institutional Intermediaries: Entrepreneurial Strategies to Contact Investors | You Wu, Stanford U.; Song Wang, Zhejiang U.; Charles Eric Eesley, Stanford U.
Do Academic Scientists on Corporate Boards Influence Innovations? | Waverly W. Ding, U. of Maryland; Fenmian Wang, U. of International Business and Economics; Hong Zhang, Peking U.
How Do Government Affiliations Affect Innovation Inputs and Outputs? A Stakeholder Perspective | Kun Yao, U. of Illinois at Urbana-Champaign; Chunlin Liu, Nanjing U.; Jianan Li, U. of Texas at Dallas; Jun Xia, U. of Texas at Dallas; Wenlong He, U. of International Business and Economics
Presidents: You Wu, Stanford U.; Kun Yao, U. of Illinois at Urbana-Champaign; Tony Tong, U. of Colorado, Boulder; Wenlong He, U. of International Business and Economics
Participants: Song Wang, Zhejiang U.; Charles Eric Eesley, Stanford U.; Waverly W. Ding, U. of Maryland; Fenmian Wang, U. of International Business and Economics; Hong Zhang, Peking U.; Chunlin Liu, Nanjing U.; Jianan Li, U. of Texas at Dallas; Jun Xia, U. of Texas at Dallas; Wenlong He, U. of International Business and Economics

1711 JS: (STR, TIM, OMT) Understanding John Sutton's Influence on Strategy/Management Literature
8:00am - 9:30am Boston Park Plaza: Boylston
Chair: Bilgehan Uzunca, U. Utrecht School of Economics
Participants: Javier Gimeno, INSEAD; Marvin B Lieberman, UCLA Anderson School of Management; John Sutton, London School of Economics

1712 : (SVC) Conference Registration
8:00am - 3:00pm Boston Hynes Convention Center: Exhibition Hall A
Pre-Registration Badge Pick-up, Onsite Registration and Exhibitor/Press Registration

1713 : (SVC) Express Self-Check-In Kiosks (Hynes Convention Center - Hall A Foyer)
8:00am - 3:00pm Boston Hynes Convention Center: Exhibition Hall A
KIOSKS ONLY- The express self-check-in kiosks will be available for pre-registered attendees to print your badge and pick up other registration materials. The kiosks will be open the following times: Thursday 5PM-8PM, Friday 7:30AM-8PM, Saturday-Monday 8AM-8PM and Tuesday 8AM-3PM. The kiosks are located in Exhibit Hall A foyer.

1714 : (SVC) AOM Resource Center
8:00am - 3:00pm Boston Hynes Convention Center: Exhibition Hall A
Your one stop shop for navigating the Annual Meeting. With representation from the membership department, AOM publications and technology and program assistance - all your questions can be answered in one spot! The AOM resource center will be available during the following times: Friday - 7:30am-5:00pm, Saturday-Monday - 8:00am-5:00pm and Tuesday 8:00am-3:00pm.

1715 : (SVC) Reflection Room
8:00am - 5:00pm Boston Marriott Copley Place: Connecticut
This space is designated as a non-denominational room for attendees to use for prayer or quiet reflection amidst the busy backdrop of the meeting. Use of this space requires tolerance for all faiths, spiritual beliefs and practices. In order to make this space available to attendees, the following rules apply: Only registered Academy of Management attendees and accompanied guests are permitted. No candles, incense burning or other smoke, fragrance or flame is allowed. The space is open to registrants at all times. Conversation and music are prohibited and noise is to be kept to the strictest minimum. Use is restricted to purposes of personal reflection, meditation or prayer. No sleeping is permitted.

1716 : (Paper Session) - (TIM) Technology, Strategy and Competition: Industry Dynamics
8:00am - 9:30am Boston Hynes Convention Center: 107
Chair: Pertti Aallon, Aalto U., Department of Industrial Engineering and Management
Capability Upgrading and Systemic Catch-Up: A Multiple-Case Study of Chinese Home Appliance Industry | Yanting Guo, School of management, Zhejiang U.; Gang Zheng, Associate Professor
The Role of Collective Actors in Emerging Industries: The Development of Smart Grids in the UK | Maria Gradillas, U. College London
Blockchain as an External Enabler of New Ventures: Emerging industry Value Architectures | Dominic Michael
1717: (Paper Session) - (TIM) Ecosystems & Platforms: Building Ecosystems
8:00am - 9:30am Boston Hynes Convention Center: 110
Chair: Joost Rietveld, UCL School of Management
- From ‘EGO’ to Inclusive ‘ECO-systems’: Theorizing the Process of Openness in Innovation | Muhammad Aftab Alam, Macquarie U.; David Rooney, Macquarie U.; Murray Taylor, Macquarie U.
- Mobilizing Complementors by Creating Social Foci | Tommy Pan Fang, Harvard U.; David R. Clough, Sauder School of Business, U. of British Columbia; Andy Wu, Harvard Business School
- Building emerging ecosystems by focal novelties: Evidence from the bike-sharing industry in China | Jin Han, U. of Twente; Haibo Zhou, The U. of Nottingham, China; Sandor Lowik, U. of Twente; Petra C. De Weerd-Nederhof, U. of Twente
- Implementing Open Innovation in collaboration with competitors: mode to attract startups | Sea Matilda Bez, UC Berkeley; Henry Chesbrough, U. of California, Berkeley

1718: (Paper Session) - (TIM) Open Innovation: TIM Conversations - Protecting and Disclosing IP
8:00am - 9:30am Boston Hynes Convention Center: 111
Chair: Giovanni Valentinii, IESE Business School
- Control Mechanism of OI Projects in Large Firms: An Empirical Test of a Moderated Mediation Model | Changfeng Wang, Shandong Jiaotong U.; Sabine Brunswicker, Purdue U., West Lafayette; Ann Majchrzak, U. of Southern California
- Selective Open Disclosure of Innovations and Reabsorption of Follow-on Innovations | Ajay Bhaskarabhatla, Erasmus U. Rotterdam; Yongdong Liu, U. College London; Yiting Deng, U. College London
- Sharing is Caring: Outbound Open Innovation and the Subsequent Innovation Process | Arakasy Ayvazyan, Department of Business Administration. U. Carlos III de Madrid; Said Matr, Department of Business Administration. U. Carlos III de Madrid
- Intellectual Property Management in Co-creation | Anja Tekic, Skolkovo Institute of Science and Technology; Kelvin Willoughby, Skolkovo Institute of Science and Technology

1719: (Paper Session) - (TIM) Technology, Policy & Society: Government Incentives and Regulation
8:00am - 9:30am Boston Hynes Convention Center: 203
Chair: Maribel Guerrero, Newcastle Business School
- The Way to Grow: Corporate Response Behavior to Innovation Policies in China | Zhilong Tian, Huazhong U. of Science and Technology; Liling Chen, Huazhong U. Sci & Technol; Taieb Hafsi, HEC Montreal; Jialin Gu, Huazhong U. of Science and Technology
- An Institutional Perspective on Platform Rules and Government Regulation | Wesley Wu-Yi Koo, INSEAD
- Different Green/General Innovation Strategies Among Subsidized Enterprises with Different Ownerships | Zi-Meng Liu, Fudan U. School of Management; Xu Li, Fudan U. School of Management; Xuerong Peng, Fudan U. School of Management; Seoklee Lee, Penn State U.

1720: (Paper Session) - (TIM) Organizational Learning & Search: Regimes and Institutions
8:00am - 9:30am Boston Hynes Convention Center: 204
Chair: Angelo Romasanta, Vrije U. Amsterdam
- Technological regimes in knowledge-intensive industries: The effects on firm innovation behaviour | Chia-hung Wu, Yuan Ze U.; Min-Nan Chen, National Chiayi U.
- Institutional categories & emergent frames: invention impact of category-spanning & conforming firms | Yimin Lin, Singapore Management U.; Simon JD Schillebeeckx, Singapore Management U.; Gerard George, Singapore Management U.
- Firm Innovation in the Transition to Market Economy: An Integrated Approach | Hien Tran, Telfer School of Management, U. of Ottawa; Mark Frei, Telfer School of Management, U. of Ottawa
- Conforming to Differentiate: The Process of Optimal Distinctiveness in R&D | Angelo Romasanta, Vrije U. Amsterdam; Peter Van Der Sijde, U. of Amsterdam; Iwan De Schrijver, Vrije U. Amsterdam

1721: (Paper Session) - (TIM) Technology, Policy & Society: Regional Dynamics and Knowledge Flows
8:00am - 9:30am Boston Hynes Convention Center: 205
Chair: Ke Rong, Tsinghua U.
- The primordial soup of cluster genesis: A historical case study of the British Motorsport Valley | Paolo Aversa, Cass Business School, City U. London; Mark Jenkins, Cranfield U.
- Ecological Groups in the UK Academic Entrepreneurship Industry: The Survival of Spinoff Firms (WITHDRAWN) | Konstantinos Pitsakis, Kingston U.; Aleksios Gotsopoulos, SKK Graduate School of Business
- This cloud has a silver lining: Economic crises and technological exploration | Amit Kumar, Warwick Business School, U. of Warwick; Elisa Operti, ESSEC Business School

1722: (Paper Session) - (TIM) Technological Change: TIM Conversations - Perspectives on Emerging technologies
8:00am - 9:30am Boston Hynes Convention Center: 301
Chair: Christopher L. Tucci, Imperial College Business School & EPFL
Making Sense of Disruptive Technologies in Established Firms: The Case of Additive Manufacturing | Ruth van Bracht, RWTH Aachen U.
The Blockchain-trust nexus: A new era for inter-organizational trust meaning and formation | Maksym Koglut, Kent Business School, U. of Kent; Omar Al-Tabbaa, U. of Kent; Martin Meyer, Kent Business School, U. of Kent
An empirical analysis of the determinants of continuance intention of disruptive technology | Wenyaoy Zhao, Qilu U. of Technology; Chenxiao Wang, Harbin Institute of Technology; Wei Zhang, Central China Normal U.; Ruzhi Xu, Qilu U. of Technology
General Purpose Technology: The Blockchain Domain | Maksym Koglut, RWTH Aachen U.; Hussain Yousafzai, HU Berlin; Wei Zhang, Central China Normal U.; Yujun Liu, Qimai U.

1723  (Paper Session) - (TIM) Human Aspects of Innovation: Inventors and Innovators
8:00am - 9:30am Boston Hynes Convention Center: 305
Chair: Susanne Beck, Ludwig Boltzmann Gesellschaft
Who Exits an Organization? The Impact of Experience in Core Technologies on chances of Inventor Exit | Mayank Varshney, National U. of Singapore; Amit Jain, National U. of Singapore
Does Evening Cyber Leisure “Eat Up” Your Sleep and Work? A Dual-Path Model of Evening Cyber Leisure | Haiyang Liu, London School of Economics and Political Science; Yueting Ji, Renmin U. of China; Qianyao Huang, Guanghua School of Management, Peking U.; Siwei Liu, Sun Yat-Sen U.; Zhili Dong, Peking U.

1724  (Paper Session) - (TIM, ENT, OCIS) Makerspaces and Entrepreneurship: Colocation and Collaboration in the Digital Era
8:00am - 9:30am Boston Hynes Convention Center: 206
Organizers: Joel West, Keck Graduate Institute; Russell E. Browder, Baylor U.
Discussants: Marc B. Gruber, Ecole Polytechnique Fédérale de Lausanne; Jeffery McMullen, Indiana U. - Kelley School of Business
Tinkers in Community: Collaboration, Cumulative Innovation and Entrepreneurship | Joel West, Keck Graduate Institute
Emerging New Contexts for Entrepreneurial Innovation: The Case of Makerspaces | Valeria Dammico, U. of Cambridge Department of Engineering; Letizia Mortara, U. of Cambridge
Skills for the 21st Century Entrepreneur: The Role of Makerspaces | Ludmila Striukova, SKEMA Business School; Thierry Rayna, Ecole Polytechnique

The Emergence of the Maker Movement: Implications for Entrepreneurship Research | Russell E. Browder, Baylor U.; Steven Walter Bradley, Baylor U.
Presenters: Joel West, Keck Graduate Institute; Letizia Mortara, U. of Cambridge; Ludmila Striukova, SKEMA Business School; Russell E. Browder, Baylor U.

Tuesday 9:30AM
1725  (OB) OB Division Lifetime Achievement Award
9:30am - 10:30am Sheraton Boston Hotel: Constitution Ballroom A
Distinguished Professor Max Bazerman will address: Toward Prescription in Organizational Behavior: From Description to Advice (in negotiation, decision making and ethics)
Distinguished Speaker: Max H. Bazerman, Harvard U.

Tuesday 9:45AM
1726  (Paper Session) - (CAR) Career Paths
9:45am - 11:15am Sheraton Boston Hotel: Arnold Arboretum
Chair: Noemi Nagy, Kalaidos U. of Applied Sciences
Heroically Reactive Small Family Business Patriarchs: Two Career Journeys | Terry McGovern, U. of South Florida; Danielle Clark, U. of South Florida; Janis Gogan, Bentley U.
The Careers Michael Driver Best Applied Paper Nominee
In Search of Pearls: How Strategic Backgrounds Help CFOs to Achieve Managerial Labor Market Outcomes | Daniel Spogat, U. of Gottingen
How Cultural and Economic Differences Influence Career Orientations: A Comparative Study in Europe | Julian Pfrombeck, ETH Zurich
The Careers Best International Paper Award Nominee

1727  SHCS: (CAR, GDO, OB) Building Inclusive Career Paths around Caregiving: Constraints and Strategies
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom A
Organizers: Alyson Goudon Rock, McGill U. - Desautels Faculty of Management; Julie Wellmann, U. of Minnesota; Sarah Wittman, George Mason U.
Moderator: Lotte Bailyn, Massachusetts Institute of Technology Panelists: Claudia Goldin, Harvard U.; Tim Hall, Boston U.; Herminia Ibarra, London Business School; Phyllis Moen, U. of Minnesota; Pamela Stone, Hunter College - CUNY

1728  SHCS: (CAR, HR) Exposing the Dark Side: Troubling Aspects of Careers and Career Management
Hiding in Plain Sight
9:45am - 11:15am Sheraton Boston Hotel: Fairfax B
Distinguished Speakers: Michael B. Arthur, Suffolk U.; Fang Lee Cooke, Monash U., Australia; Douglas T. Hall, Boston U.; Denise M. Rousseau, Carnegie Mellon U.; Beatrice Van Der Heijden, Radboud U. Nijmegen
**Session Details – Tuesday, 8:00 - 10:00 AM**

**Discussant:** Itai Vardi, U. of Massachusetts - Boston

**Chair:** The Careers Best Symposium Award Nominee

**Organizers:**
- Cynthia S. Halliday, The U. of Texas at El Paso;
- Alexandra Bristow, The Open U. Business School

**1729 CAU (CAU) Innovative, Interesting, and Inclusive Research on Expatriates**

9:45am - 11:15am The Fairmont Copley Plaza Hotel: Back Bay Room

**1730 CAU (CAU) Knitting Through the Academy and Knitting Together our Lives**

9:45am - 11:15am The Fairmont Copley Plaza Hotel: Commonwealth Room
Caucus participants will contribute to a conceptual fiber arts project based on Lea Redmond’s Sky Scarf, https://www.leafcutterdesigns.com/projects/knit-the-sky/. Bring a project to work on during this session (and others).

Organizers: Elizabeth Siler, Worcester State U.; Alexandra Bristow, The Open U. Business School

**1731 CAU (CAU) Advancing EO: A Deep Dive into the Future at the 30th Anniversary of Covin and Slevin (1989)**

9:45am - 11:15am The Fairmont Copley Plaza Hotel: Forum Room
Organizers: Joshua Victor White, U. of Alabama, Tuscaloosa; Sandhya Balasubramanian, U. of Massachusetts, Lowell
Participants: William John Wales, U. at Albany/SUNY; Brian S. Anderson, U. of Missouri Kansas City; Erik Monsen, U. of Vermont; Patrick Kreiser, U. of Wyoming; Safal Batra, Indian Institute of Management, Kashipur

**1732 (Paper Session) - (CM) Intersections of Conflict and Decision-Making Research**

9:45am - 11:15am Sheraton Boston Hotel: Clarendon AB
Chair: Samantha Kassirer, Northwestern Kellogg School of Management

- Vigilante Justice: A Study of Makeup Calls in Organizations, Meghan Ann Thornton-Lugo, U. of Texas At San Antonio; Matthew Wayne McCarter, U. of Texas At San Antonio; Jonathan Clark, U. of Texas At San Antonio; William Luse, U. of La Verne; Zahra Heydarifard, U. of Texas At San Antonio; Lulu Siang-Ru Huang, U. of Texas At San Antonio
- Open-Minded Discussion: A Meta-Analytic Evaluation of Cooperation and Competition Theory, Dean Tjosvold, Lingnan U.; Xin Zhang, Department of Management, The Chinese U. of Hong Kong; Wendong Li, Chinese U. of Hong Kong; Yifeng Chen, Lingnan U.; Hong Zhang, Chinese U. of Hong Kong
- Preference Reversals in Equivalent Choices between Individuals and Policies That Affect Individuals, David Mauricio Mungua Gomez, U. of Chicago Booth School of business; Emma Levine, U. Of Chicago
- Winner of CM Division Best Paper Award - Empirical or Theoretical

**1733 SHCS: (CM, OB) Forgiveness, Reintegration, and Redemption: Towards an Inclusive Organization**

9:45am - 11:15am Sheraton Boston Hotel: Beacon G
Chair: Maria Francisca Saldanha, UCP - Católica Lisbon School of Business & Economics; Laurie Barclay, Wilfrid Laurier U.
Discussant: Ramona Bobocel, U. of Waterloo

Forgiveness as an Emotion Regulation Process, Daniel Brady, Wilfrid Laurier U.; Maria Francisca Saldanha, UCP - Católica Lisbon School of Business & Economics; Laurie Barclay, Wilfrid Laurier U.
The Right to Reconcile: Victim-Group Member Agency Following Workplace Injustice, Tyler Gene Okimoto, U. of Queensland; Wei En Rachel Leong, U. of Queensland
Incidental Appearance Change Affords Redemption, Maura Austin, U. of Virginia; Gabrielle Adams, U. of Virginia; Benjamin Converse, U. of Virginia

Presenters: Daniel Brady, Wilfrid Laurier U.; Tyler Gene Okimoto, U. of Queensland; Maura Austin, U. of Virginia; Robert Bies, Georgetown U.
Participants: Maria Francisca Saldanha, UCP - Católica Lisbon School of Business & Economics; Laurie Barclay, Wilfrid Laurier U.; Wei En Rachel Leong, U. of Queensland; Gabrielle Adams, U. of Virginia; Benjamin Converse, U. of Virginia; Thomas M. Tripp, Washington State U.

**1734 (Paper Session) - (CMS) Alternative Spaces and Organizations**

9:45am - 11:15am Hilton Boston Back Bay: Lincoln
Chair: Mona Florian, European Uni Viadrina, Frankfurt (Oder)
Indigenous Forms of Organization: Transforming Economies and Economics, Diane Rongo Ruwhiu, U. of Otago; Lynette Carter, U. of Otago; Maria Amoamo, U. of Otago, New Zealand; Maria Bargh, Victoria U. of Wellington; Katharina Ruckstuhl, U. of Otago, New Zealand; Anna Carr, U. of Otago; Shaun Awatere, Landcare Research
Organising Non-Capitalist Value Creation from Surplus Food, Ozan Nadir Alakavuklar, Utrecht U., School of Governance

Boal’s Theatre-Intervention, Counter-Narratives and Social Changes: The Case of Mise au Jeu, Fabio Prado Saldanha, HEC Montréal; David Le Puil, HEC Montréal; Chantale Mailhot, HEC Montréal; Marfel Pozzebon, HEC Montreal & FGV/EAESP

**1735 JS: (CMS, OMT) The Essay as an Alternative Form of Knowledge Creation**

9:45am - 11:15am Hilton Boston Back Bay: Maverick B
Chair: Bill Harley, U. of Melbourne; Penny Dick, U. of Sheffield; Rick Delbridge, Cardiff U.
Panelists: Thomas J. Roulet, U. of Cambridge; Roy R. Suddaby, U. of Victoria; Gail Whiteman, Lancaster U. Management School; Nicole Woolsey Biggart, U. of California, Davis

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Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
1736 ☐ ☐: (Paper Session) - (ENT) Entrepreneurial Social Identity
9:45am - 11:15am Boston Marriott Copley Place: Columbus I
Chair: Saskia De Klerk, U. of the Sunshine Coast
Friend or Foe? Local Community, Social Identity, and Interfirm Cooperation | Lei Xu, U. of Wisconsin Whitewater; Jun Xia, U. of Texas at Dallas; Zhi Huang, U. of Kentucky
Going the Whole Nine Yards: Founder Social Identities and the Nascent-Active Gap | Ilija Braun, U. of Bern
Adapt or Die? The Effects of Venture Identity Experimentation on Funding and Survival | Alisa Boguslavskaya Jno-Charles, Babson College

1737 ☐ ☐: (Paper Session) - (ENT) Identities and Entrepreneurial Outcomes
9:45am - 11:15am Boston Marriott Copley Place: Columbus II
Chair: Daniel L. Bennett, Baylor U.
Pragmatic Learning in Family SMEs: A Qualitative Study of Role Rigidity | Stephanie Querbach, WHU – Otto Beisheim School of Management; Nadine Kammerlander, WHU – Otto Beisheim School of Management; Jagdip Singh, Case Western Reserve U.
Benefits of Entrepreneurs’ Behavioral Role Integration on Creativity and Venture Creation Success | Siran Zhan, U. of New South Wales; Marilyn Ang Uy, Nanyang Technological U.; Ying-yi Hong, Nanyang Technological U.
Corruption and Entrepreneurial Firm Performance: The Moderating Role of Mindset and Social Capital | Yifan Wei, Asper School of business, U. of Manitoba; Milo Shaoqing Wang, U. of Alberta
From Happy and Satisfied Entrepreneur to Firm Growth: The Role of Flow at Work and Work-Life Balance | Alenka Slavec Gomezel, U. of Ljubljana, Faculty of Economics; Darija Aleksic, U. of Ljubljana, School of Economics and Business

1738 ☐ ☐: (Paper Session) - (ENT) Entrepreneurial Cognition 4
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Alexandra Bertschi-Michel, U. of Bern
I Gotta Feeling: How Twitter Sentiment Predicts Venture Capital Valuations of Technology Startups | Andranik Tumasjan, Johannes Gutenberg-U. Mainz; Reiner Braun, Technical U. of Munich; Barbara Stolz, TUM School of Management, Technische U. München
Escaping from the Embedded Agency Paradox: The Role of Entrepreneurial Self-Efficacy | Matthias Staassens, KU Leuven; Johan Bruneel, IESEG School of Management (LEM-CNRS 9221); Noni E. Symeonidou, Warwick Business School
The Psychology of Entrepreneurial Exit: Proposing a Diagnostic and Prescriptive Process Typology | Ann-Louise Holten, U. of Copenhagen; Ellen Korsager, Copenhagen Business School

What Am I Worth? Connections to Peers, Piercing Entrepreneurial Overconfidence, and Venture Quitting | Laura Gasiorowski, U. of Delaware; Sheryl Winston Smith, BI Norwegian Business School; Susan Feinberg, Fox School of Business, Temple U.

1739 ☐ ☐: (Paper Session) - (ENT) New Definitions and Typologies
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon E
Chair: Sondos Gamal Abdelgawad, IE Business School
A Conceptual Model of the Entrepreneur’s Decision to License University Technology | Austin R. Brown, Baylor U.; Matthew Steven Wood, Baylor U.
Toward a Conceptual Framework for Responsible Entrepreneurship: A Deweyan Perspective | Matthias Pepin, FSA ULaval (Laval U.); Maripier Tremblay, FSA ULaval (Laval U.); Luc K. Audebrand, FSA ULaval (Laval U.)
Entrepreneurship as Teamwork: A Definition and Research Agenda | Anna Brattstrom, Lund U.; Frederic Delmar, EMLYON Business School
Advancing the Critical Trajectory of Entrepreneurship Research: A Conceptual Typology | Denise Fletcher, U. of Luxembourg; Pascal Dey, Grenoble Ecole de Management; Karen Verduyn, U. of Amsterdam

1740 ☐ ☐: (ENT) Entrepreneurial Ecosystems for Students (EES): Organizing Framework and Evidence Across Countries
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon G
Organizers: Fei Qin, School of Management, U. of Bath; Mike Wright, Imperial College London
Panelists: Shiri Breznitz, University of Toronto; Donald Siegel, Arizona State U.; Vangelis Souitaris, Cass Business School, City U. London

1741 ☐ ☐: (Paper Session) - (ENT) Personal Predictors of Entrepreneurial Activity
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Jonathan Thomas Eckhardt, U. of Wisconsin, Madison
The Differential Impact of Perceived Traits and Institutions on Entrepreneurial Decisions | Amirmahmood Amini Sedehe, Shippensburg U.; Mahdi Forghani Bajestani, Old Dominion U.; Joseph B. Beck, Shippensburg U.
Birth Order, Family Size, and Sibling Sex Composition Effects in Entrepreneurship | Theodor Lucian Vladasel, Copenhagen Business School
Abandonment of the Applicants Signal: Grades and Entrepreneurship | Bekhzod Khoshimov, Wisconsin School of Business; Jonathan Thomas Eckhardt, U. of Wisconsin, Madison; Brent Goldfarb, U. of Maryland
Student Employment and Entrepreneurship | Adrian Luis Merida, Copenhagen Business School; Raquel Justo, U. OF HUELVA
1742 (Paper Session) - (ENT) Process and Entrepreneurial Performance
9:45am - 11:15am Boston Marriott Copley Place: Massachusetts
Chair: Broto Rauth Bhardwaj, Vidyaapeeth U.
Achieving Employee Performance through CEO Altruism in Small and Medium Enterprises | Dedi Muhammad Siddiq, Macquarie U.; Suhail Faruq, Macquarie U.
Entrepreneurial Team Embeddedness: Construct, Measurement, and Its Effects on Venture Performance | Yuntao Bai, Xiamen U.; Li Lin, Wageningen U. & Research Center; Jinyan Lin, College of Innovation and Entrepreneurship, Yangzhou U.
Integrated Framework of Strategic Orientation, Value Offerings and New Venture Performance | Sushil Kumar, Indian Institute of Management Raipur; Satyasiba Das, Indian Institute of Management Raipur
Born Into Chaos: The Performance Impact of the Founding Environment and Founding Team Composition | Carrington Motley, Engineering Dept., Stanford U.; Wesley Wu-Yi Koo, INSEAD; Charles Eric Eesley, Stanford U.

1743 (Paper Session) - (ENT) Meta-Analysis in Entrepreneurship
9:45am - 11:15am Boston Marriott Copley Place: Orleans
Chair: Dagmar Hattenberg, Groningen U. (RUG)
Synergistic Impacts of Entrepreneurial and Learning Orientations on Performance: A Meta-Analysis | Kanhaiya Kumar Sinha, Haskayne School of Business, U. of Calgary; Piers Steel, U. of Calgary; Chad Saunders, Haskayne School of Business, U. of Calgary; James R. Dewald, U. of Calgary
Ancecdents of Entrepreneurs’ Well-being: A Meta-Analytic Review | Hao Zhao, Rensselaer Polytechnic Institute; Dongge Zhou, Rensselaer Polytechnic Institute; Qinglin Liu, Rensselaer Polytechnic Institute
Unveiling Entrepreneurial Action: A Meta-Synthesis on Effectuation and Bricolage | Vanessa Scacciotta, Fundacao Getulio Vargas; Tales Andreassi, EAESP - FGV; Fernando A.R. Serra, Uninove; Jose Esperanca, -; Luiz Guerazzi, U. Nove de Julho - UNINOVE - Sao Paulo
What Do We Know about Entrepreneurial Overconfidence and Overoptimism? A Meta-Analytic Review | Barbara Burkhard, U. of St.Gallen

1744 (Paper Session) - (ENT) Family Dynamics in Family Firms
9:45am - 11:15am Boston Marriott Copley Place: Simmons
Chair: Li Ji, Hong Kong Baptist U.
Work-Family Conflicts: An Integrative Model Based on Italian Women Entrepreneurs | Sara Poggesi, U. of Rome Tor Vergata; Michela Mari, U. of Rome Tor Vergata; Luisa De Vita, U. of Rome La Sapienza
Sustainable Superior Performance in Family Firms | Hangqing Chey Fang, U. of Missouri / Rolla; Josip Kotlar, Politecnico di Milano School of Management; James J Chrisman, Mississippi State U.
Is German Family Firm Performance Affected by CEO and TMT Behavior and Emotional Intelligence? | Carolin Neffe, Münster U. of Applied Sciences; Celeste P.M. Wilderom, U. of Twente; Frank Lattuch, Münster U. of Applied Sciences

1745 (Paper Session) - (ENT) Corporate Entrepreneurship 3
9:45am - 11:15am Boston Marriott Copley Place: Vineyard
Chair: Curba Morris Lampert, Florida International U.
Parental Network Imprinting in Spinoffs: Understanding the Underlying Mechanisms | Forough Zarea Faziehali, postdoctoral Research Fellow; Martin Obschonka, Queensland U. of Technology; Per Davidsson, Queensland U. of Technology; Henri Burgers, U. of Queensland Business School
Corporate Accelerators and Start-up Performance – Evidence from Germany | Nikolaus Seitz, U. of Augsburg; Erik Lehmann, U. of Augsburg; Patrick Haslanger, U. of Augsburg
Swimming in a Shark Tank: Effect of Multiple Corporate Venture Capitalists on a Venture’s Performance | Christine Choi, U. of Michigan

1746 (Paper, OMT) Career Opportunities and Female Entrepreneurship
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon C
Discussant: Michelle Rogan, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill
Participants: Tiantian Yang, Duke U.; Xiaowei Luo, INSEAD; Yeonsin Ahn, INSEAD; Vartuhi Tonoyan, No Affiliation; Robert Strohmeyer, U. of Mannheim; Jennifer E Jennings, U. of Alberta; Lucia Naldi, Jonkoping International Business School; Jason Greenberg, New York U.; Matt Marx, Boston U. Questrom School of Business

1747 (Paper, STR) Economics of Entrepreneurship
9:45am - 11:15am Boston Marriott Copley Place: Wellesley
Participants: April Franco, U. of Toronto; Laura Rosendahl Huber, Max Planck Institute for Innovation and Competition; Astrid Marinoni, Rotman School of Management; Shannon Liu, Rotman School of Management; Sandy Yu, U. of Minnesota

1748 (GDO) Different Approaches to Foster the Emergence of More Diverse Leaders
9:45am - 11:15am Boston Park Plaza, Brandeis
Organizers: Tamara Hernandez, U. Adolfo Ibanez; Elisa Adriasoia, U. Adolfo Ibanez
Discussant: David V. Day, Kravis Leadership Institute, Claremont McKenna College
‘I Want to Lead’: The Role of Clarity of Leader Self and Leader Identity | Richard Morgan, Durham U. Business School; Susanne Helena Braun, Durham U.
The Role of Inclusive Followers in Fostering More Diverse Leaders | Tamara Hernandez, U. Adolfo Ibáñez; Elisa Adriásola, U. Adolfo Ibáñez

‘Let’s Share the Lead’ - A Qualitative Study of Relational Leadership Processes in Teams | Karolina Wenefrieda Nieberle, Ludwig Maximilian U. of Munich (LMU); Dieter Frey, Ludwig Maximilian U. of Munich (LMU)


1749 ☑️: (Paper Session) - (GDO) Team Diversity
9:45am - 11:15am Boston Park Plaza: Brookline
Chair: Karin Sanders, UNSW Business School, Australia

Moral Dividends from Member Differences? Diversity Can Foster Ethical Decision-Making in Teams | David A. Harrison, U. of Texas at Austin; Corinne A. Post, Lehigh U.; Kris Byron, Georgia State U.

The Interaction Effects of Faultline on Group Perception and Group Viability | Grace M. Y. Poon, Department of Management, The Chinese U. of Hong Kong; J. Keith Murmighan, Northwestern U.

When and How Activated Informational Faultlines Affect Group Voice Behavior | Hui Chen, School of Management Xi’an Jiaotong U.; Kawon Kim, Hong Kong Polytechnic U.; Qiaozhua Liang, Xi’an Jiaotong U.

When is Chronotype Diversity Related to Team Creativity? Team Temporal Leadership as a Moderator | Yan Pan, School of Management Xi’an Jiaotong U.; Yufan Wang, Xi’an Jiaotong U.; Jun Xu, Xi’an Jiaotong U.

1750 ☑️: (Paper Session) - (GDO) Transnational Perspectives on D&I
9:45am - 11:15am Boston Park Plaza: Exeter
Chair: Sanjeeva Samanmali Perera, U. of South Australia

Gender Diversity and Firm Innovation in Developing Countries: The Role of Institutions | Yulia Muratova, Aarhus BSS, Aarhus U.; Michela Beretta, Aarhus U.

Nationality Diversity, Nationality Dissimilarity and Individual Performance | Burcu Subasi, Faculty of Economics and Business, U. of Groningen; Wendy Van Ginkel, Drexel U.

Examining National Variation in Segregation through the Lens of a Gendered Theory of Legal Origins | Steve Michael Loren, U. of Massachusetts, Boston

Long-term Effect of Education on Economic, Psychological, and Physical Well-Being in Korea and U.S | Xueqing Fan, Rutgers U.; New Brunswick; Jooyeon Son, U. of Melbourne; Majid Ghorbani, Renmin U. of China

1751 ☑️: (GDO) Dissecting Dominant Diversity Narratives: Challenging Assumptions and Paving New Paths
9:45am - 11:15am Boston Park Plaza: Gloucester
Organizers: Rebecca Ponce de Leon, Duke U.; Gabrielle Rose Lopiano, Emory U.

Discussant: Sabrina DeeAnn Volpone, U. of Colorado, Boulder

Tolerance for Bias: The Ironic Effects of Motivations to Promote Diversity | Rebecca Ponce de Leon, Duke U.; Aaron Kay, Duke U.

Now You See Them, Now You Don’t: How Salient Absent Groups Shape Whites’ Diversity Attitudes | Linda Nguyen, UCLA; Miguel Unzueta, U. of California, Los Angeles; Serena Does, UCLA Anderson School of Management

Unexplored Benefits of Workplace Diversity: The Relationship between Stigma and Citizenship Behavior | Gabrielle Rose Lopiano, Emory U.; Melissa J. Williams, Emory U.


Participants: Rebecca Ponce de Leon, Duke U.; Linda Nguyen, UCLA; Gabrielle Rose Lopiano, Emory U.; Vic Marsh, -

1752 ☑️: (GDO, CAR, STR) Women on Boards: New Insights from Global Research
9:45am - 11:15am Boston Park Plaza: Cambridge
Organizer: Siri Ann Terjesen, American U.

Participants: Laufe Axeldottir, U. of Iceland; Jill Ann Brown, Bentley U.; Cynthia E. Clark, Bentley U.; Elena Doldor, Queen Mary U. of London; Torgerdur Einarssdottir, U. of Iceland; Patricia Gabaldon, IE Business School; Ricardo Gimeno, Banco de España; Pilar Grau, U. Rey Juan Carlos; Aleksandra Gregoric, Copenhagen Business School; Ruth Mateos De Cabo, U. CEU San Pablo; Heike Mensi-Klarbach, WU Vienna; Marie Louise Mors, Copenhagen Business School; Jan Riepe, U. of Tuebingen; Cathrine Seiersd, Queen Mary U. of London; Joanne Tyrowicz, IAIEU, FAME / GRAPE, U. of Warsaw and IZA; Philip Yang, U. of Tuebingen

1753 ☑️: (GDO, HR, SIM) The Black Experience: A Multi-Perspective View of Black Employee Experiences in the Workplace
9:45am - 11:15am Boston Park Plaza: Clarendon
Chairs: Courtney Bryant, Michigan State U.; Abdifatah Ahmed Ali, U. of Minnesota

Discussant: Patrick F. McKay, Rutgers U.

Centering Black Leadership in Management Research | Laura Morgan Roberts, U. of Virginia Darden School of Business

Quantitative Assessment of Race Based Trauma Resourcing Effectiveness for Black Employees’ Recovery | Danielle D. King, Rice U.; Courtney Lynn McClune, U. of Virginia Darden School of Business; Abdifatah Ahmed Ali, U. of Minnesota; Courtney Bryant, Michigan State U.

Supervisor Attitudes Toward Black Americans: Age, Period, and Cohort Effects | Aspen Robinson, U. of Georgia; Jorge Lumbereras, U. of Georgia; Brian James Hoffman, U. of Georgia

Mentoring so that Black Lives Matter: Cascading Commitment to Diversity in Higher Education | Courtney Cole, Regis College; Sarah Assante, Regis College

Thematic orientation: ☑️Teaching | ☑️Practice | ☑️International | ☑️Program Theme | ☑️Research | ☑️Diversity | ☑️Best Paper
1754  GDO, OB) Refugees in the Workforce: Obtaining Employment and Career Success after Resettlement
9:45am - 11:15am Boston Park Plaza: Terrace
Chairs: Courtney Williams, U. of North Carolina, Charlotte; Janaki Gooty, U. of North Carolina, Charlotte
Discussant: Alexander Newman, Deakin U.
Social Purpose Organizations in Refugee Workforce
Searching for Work as a Syrian Refugee: The Role of Attitudes Towards Women | Lisa E. Baranik, U. at Albany (SUNY)
Relationship-Based Leadership and Refugee Followers: Developing High-Quality Relationships | Courtney Williams, U. of North Carolina, Charlotte; Jessy Guler, U. of Kansas; Janaki Gooty, U. of North Carolina, Charlotte
Digital Literacy and Economic Adaptation among North Korean Escapees | Byeong Jo Kim, California State U. Chico; Caihui Lin, the U. of Queensland; Haeran Song, U. of Pittsburgh
A Holistic View of Refugee Employment Attitudes: Employer, Refugee, and Service-Worker Perspectives | Vickie Coleman Gallagher, Cleveland State U.; Ahna Mullins, Cleveland State U.; Benjamin E. Baran, Cleveland State U.; Sorin Valcea, Cleveland State U.

Presenters: Eun Su Lee, U. of Sydney Business School; Lisa E. Baranik, U. at Albany (SUNY); Courtney Williams, U. of North Carolina, Charlotte; Byeong Jo Kim, California State U. Chico; Vickie Coleman Gallagher, Cleveland State U. Participants: Betina Agata Szkdularek, U. of Sydney Business School; Luciara Nardon, Carleton U.; Jessy Guler, U. of Kansas; Janaki Gooty, U. of North Carolina, Charlotte; Caihui Lin, the U. of Queensland; Haeran Song, U. of Pittsburgh; Ahna Mullins, Cleveland State U.; Benjamin E. Baran, Cleveland State U.; Sorin Valcea, Cleveland State U.

1755  : (Paper Session) - (HCM) Integration and Differentiation in Hospital and Healthcare Networks
9:45am - 11:15am Sheraton Boston Hotel: Beacon F
Chair: Lingrui Liu, yale school of public health
Who Joins The New Franchise Model Of Hospital Networks? Identifying Predictors Of Network Membership | Bonnie Jin, Yale U.
Strategic Management in Local Hospital Markets: Service Duplication or Service Differentiation | Hanh Q. Trinh, U. of Wisconsin, Milwaukee
An Integrative Perspective on Multilevel Healthcare Networks | Galina Van Der Weert, Radboud U. Nijmegen; Katarzyna Burzynska, Radboud U. Nijmegen; Mark Van Houdenhoven, Radboud U. Nijmegen; Joris Knoben, Radboud U. Nijmegen
Effects of Affiliation Network Membership on Financial and Quality Performance | Bonnie Jin, Yale U.

1756: (Paper Session) - (HR) HR Analytics
9:45am - 11:15am Westin Copley Place Boston: Courier
Chair: Andrew Charlwood, U. of Leeds
Linking HR Analytics to Organizational Performance through Evidence-Based Management | Steven McCartney, Trinity College Dublin; Na Fu, Trinity College Dublin

1757: (Paper Session) - (HR) HR and Executives
9:45am - 11:15am Westin Copley Place Boston: Essex North-Center
Chair: Robert J. Greene, DePaul U.
Relative Performance Evaluation in Executive Contracts | Steffen Burkart, LMU Munich
When Employee Gender Diversity Benefits Firm Performance: The Importance of TMT Gender Diversity | Hun Whee Lee, Michigan State U.; Jooyoung Kim, Michigan State U.
How Narcissistic CEOs Affect CEO Succession Planning | Ormonde Cragun, U. of Minnesota, Duluth; Donald Joseph Schepker, U. of South Carolina; Patrick Wright, U. of South Carolina

1758: (Paper Session) - (HR) HR and Leadership Behaviors
9:45am - 11:15am Westin Copley Place Boston: Essex North-West
Chair: Stephanie Anne Van Dellen, U. of San Diego
Examining Curvilinear Effects of the Leader Perspective of LMX (SLMX) on Safety Enforcement | Natalia Lorinkova, Georgetown U.; Sara Jansen Perry, Baylor U.
When Will High Performance Work Systems Increase Managers’ Abusive Supervisory Behaviors? | Wei He, Nanjing U.; Meng Xi, Nanjing U.
How Managers Gain Their Employees’ Trust Through Control and Trust-Building | Chris Long, Saint John’s U.; Timothy N. Carroll, U. of the Pacific; Brooks C Holtom, Georgetown U.
A&M U., Corpus Christi; Andrew Franklin Johnson, Texas A&M U., Corpus Christi
Presenters: Sara Murphy, Wilfrid Laurier U.; Katherine Roberto, Texas A&M U., Corpus Christi; Liwen Zhang, U. of new south wales, Sydney; Gordon Bruce Schmidt, IPFW; Andrew Franklin Johnson, Texas A&M U., Corpus Christi
Participants: Peter Fisher, Wilfrid Laurier U.; Lisa M. Keeping, Wilfrid Laurier U.; Andrew Franklin Johnson, Texas A&M U., Corpus Christi; Kimberly Lukaszewski, Wright State U.; Chad Van Iddekinge, Florida State U.; Filip Lievens, Singapore Management U.; John D. Arnold, Florida State U.; Kimberly W. O’Connor, Indiana U./ Purdue U., Fort Wayne; Katherine Roberto, Texas A&M U., Corpus Christi

1763: (HR, CM) Innovative Research Directions in Organizational Trust
9:45am - 11:15am Westin Copley Place Boston: Empire
Organizers: Mark Hiatt, Kennesaw State U.; Lisa Schurer
Lambert, Oklahoma State U.
Facilitator: Nicole Gillespie, U. of Queensland
Supervisor’s Control as Driver for Trust and Distrust – the Influence of Control and Communication | Ann-Marie Nienaber, Centre for Trust, Peace and Social Relations, Coventry U.; Martina Hartner-Tiefenthaler, TU Wien
Beyond the Fraud Triangle: The Role of Trust in Predicting Employee Theft | Edward C. Tomlinson, West Virginia U.; Nancy H. McIntyre, West Virginia U.; Huaizhong Chen, West Virginia U.
Spiraling Up, and Slowing Down? The Dynamics of Trust Development in Teams | Kai Frank Uhlemann, TUM School of Management, Technische U. München; Marcus Armin Drescher, Technical U. of Munich; Maria Strobel, TUM School of Management, Technische U. München; Isabella Melanie Welpe, Technical U. of Munich
Trust Tests: An Active Approach to Evaluating Trustworthiness | Mark Hiatt, Kennesaw State U.; Lisa Schurer Lambert, Oklahoma State U.
The Timing of Accelerating Events in Trust Growth | M Audrey Korsgaard, U. of South Carolina; Paul Bliese, Darla Moore School of Business, U. of South Carolina; Jason Kautz, U. of South Carolina

1764: (Paper Session) - (IM) Liability of Foreignness
9:45am - 11:15am Hilton Boston Back Bay: Adams A
Chair: David R. King, Florida State U.
Liability of Foreignness, Discrimination, and Unfamiliarity in the Political Market | Jinsil Kim, College of New Jersey
When the Hot Tea Becomes Cold: MNCs’ Foreignness, Identity Management and Legitimacy Judgment | Xiaoxiao Liu, Xiamen U.; Lai Si Tsui-Auch, Nanyang Technological U.; Jun Jie Yang, Xiamen U. Malaysia; Xuei Wang, Tsinghua U.
Liability of Foreign-Associatedness: Evidence in the U.S. Automobile Industry | Sangbom Ro, U. of Tampa; Daekwan Kim, Florida State U.; Bruce Lamont, Florida State U.

1765: (Paper Session) - (IM) Access to Finance in IM
9:45am - 11:15am Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Michael Cummings, U. of Arkansas
Has Media Pressure and Austerity Reduced the Use of Tax Havens by British Multinationals? | Charish Michaels Jones, Aston U.; Yana Temouri, U. of Wollongong in Dubai; Johan Rewilak, Aston U.
Gender, Equity, and the Venture Funding Impact of Migrant Remittances in Developing Countries | Michael Cummings, U. of Arkansas; Paul M Vaaler, U. of Minnesota
Experience, Distance, and the Proximity of Cross-Border Investments: The Case of Private Equity | Santiago Mingo, U. Adolfo Ibanez; Luciano Ciravegna, Kings College London; Igor Filatotchev, King’s College London
Financial Hedging to Neutralize or Operational Flexibility to Exploit Exchange Rate Fluctuations | Jan Hendrik Fisch, WU Vienna; Harald Puhm, WU Vienna

1766: (Paper Session) - (IM) Managing Environmental Issues in the IM Context
9:45am - 11:15am Hilton Boston Back Bay: Jefferson
Chair: Nobuyuki Chikudate, Hiroshima U.
Differential Performance of Firms in Natural Resources Environments | David B. Zoogah, Xavier U.; Benedicta S. Quao, U. of Professional Studies, Accra, Ghana
Dynamic Green Capabilities in MNEs (WITHDRAWN) | Vladislav Maksimov, U. of North Carolina, Greensboro; Stephanie L. Wang, Indiana U., Bloomington; Shipeng Yan, City U. of Hong Kong
Global Linkage and Firms’ Response to Climate Change in Emerging Economies | Santanu Bhadra, Indian Institute of Management, Calcutta; Sougata Ray, Indian Institute of Management, Calcutta
Towards Universalizing Lessons from a Man-Made Disaster: Theory, Praxis, and Empathy | Nobuyuki Chikudate, Hiroshima U.

1767: (Paper Session) - (IM) Managing Multicultural Individuals
9:45am - 11:15am Hilton Boston Back Bay: Mariner
Chair: Hae-jung Hong, NEOMA Business School
Session Details – Tuesday, 8:00 - 10:00 AM

1768 : (Paper Session) - (IM) International Marketing & Digitization
9:45am - 11:15am Westin Copley Place Boston: Adams
Chair: Francesca Cabiddu, U. of Cagliari

“Home-Based” Resources for Manufacturers and Their Export Boundary Control over Branding and Channel | Hsiang-Lin Cheng, National Chung Cheng U.; Ming-Chang Huang, National Yunlin U. of Science and Technology

Riding Digital Transformation in International Context: The Agile Marketing Capability | Ludovica Moi, U. of Cagliari; Francesca Cabiddu, U. of Cagliari


A Comparative Study of Social Comparison, Materialism, and Wellbeing in Four Countries | Jie Guo McCardle, Georgia Southern U.; Sandra Speck, Idaho State U.

1769 : (Paper Session) - (MC) Management Consulting in Challenging Environments
9:45am - 11:15am Westin Copley Place Boston: Essex Center
Chair: Jeremy Salmeron, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

How Can Lean Six Sigma Foster Organizational and Professional Identity Construction? | Onno Bouwmeester, Vrije U. Amsterdam; Barbara Versteeg, Vrije U. Amsterdam; Koen Van Bommel, Vrije U. Amsterdam; Andrew Sturdy, U. of Bristol

Challenges of Difficult Clients: Case Study in Executive Psychopathology & Organization Dysfunction | Alan Goldman, Arizona State U.

Winner of the Benedictine University Award for Outstanding Paper on Ethical Issues in Consulting

1770 : (MED, ONE) Reported Impacts of Sustainability in Management Education and Engagement
9:45am - 11:15am Sheraton Boston Hotel: Gardner A

Chairs: Jorge Alexis Arevalo, William Paterson U.; Shelley F. Mitchell, Hult International Business School
Moderator: Diego Alfonso Vazquez, Portsmouth Business School
Discussant: Natalia Yakovleva, Newcastle U.

Presenters: Ulla Anneli Saari, Tampere U.; Janette Brunstein, U. Presbiteriana MacKenzie; Claudine Brunquell, U. Presbiteriana MacKenzie; Victoria Marsick, Columbia U.; Roland Bardy, Lugert College of Business Executive Professor; Anne-Karen Hueske, Technische U. Dresden; Caroline Pontoppidan Aggestam, U. of Victoria; Jen Bags, U. of Victoria; Mary Yoko Brannen, U. of Victoria

Presbiteriana MacKenzie

Presenters: College of Business Executive Professor

Moderator: Mitchell

Chairs:
9:45am - 11:15am Sheraton Boston Hotel: Gardner A

1771 : (Paper Session) - (MH) Corporations across the World
9:45am - 11:15am Boston Marriott Copley Place: Yarmouth

Chair: Jay J. Janney, U. of Dayton

Are Corporate Governance Theories Relevant to the History and Long-Term Survival of Catholic Orders? | Peter Wirtz, U. Jean Moulin Lyon III

Corporations, History-as-Sensemaking: Evidence from Banking | Andrew D A Smith, U. of Liverpool; Wim Van Lent, Montpellier Business School; Ian Jones, U. of Liverpool


Journal of Management History Award for Best International Paper

Following the Old Road: Organizational Imprinting and Regional Development of Russia | Nooa Nykänen, U. of Jyväskylä

Fairness and Power Dynamics of the CEO and Board: Change in Response to Compensation Reference Point | Elizeth Lim, Georgia State U.

Finalist for MOC Division Best Paper Award

Identity Reflexivity: A Framework of Heuristics for Strategy Change in Hybrid Organisations | Angela Greco, Groningen U. (RuG)


Betwixt and Between Competition and Cooperation: Manager Interpretations of Identifying Coopetitors | Furkan Amil Gur, Northern Illinois U.; Thomas Greckhamer, Louisiana State U.

1772 : (Paper Session) - (MOC) "Waiting on the World to Change": Organizational Decision-Making and Change
9:45am - 11:15am Westin Copley Place Boston: Adams
Chair: David Jarrett, George Washington U.

Fairness and Power Dynamics of the CEO and Board: Change in Response to Compensation Reference Point | Elizeth Lim, Georgia State U.

Finalist for MOC Division Best Paper Award

Identity Reflexivity: A Framework of Heuristics for Strategy Change in Hybrid Organisations | Angela Greco, Groningen U. (RuG)


Betwixt and Between Competition and Cooperation: Manager Interpretations of Identifying Coopetitors | Furkan Amil Gur, Northern Illinois U.; Thomas Greckhamer, Louisiana State U.

1773 : (Paper Session) - (MOC) The Tuesday Coolness I: Fun, Engaging, and Inclusive Research Presentations
9:45am - 11:15am Sheraton Boston Hotel: Gardener A
Chairs: Abhijeet K. Vadera, Singapore Management U.; Naomi Beth Rothman, Lehigh U.

Discussants: Brianna Barker Caza, U. of Manitoba; Kevin W. Rockmann, George Mason U.; Spencer Harrison, INSEAD; Andrew Carton, The Wharton School, U. of Pennsylvania

Becoming a Minority Scientist: (De)Racialized Professional Identity Construction | Keimei Sugiyama, Northeastern U.; Queen Jaks, Weatherhead School of Management, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.
Knowledge Translation Strategies Across the Academic-Practitioner Boundary: A Balancing Act | Yi Ren, Boston College
Finalist for MOC Division Best Student-Led Paper Award

How Anticipated Temporal Landmarks Undermine Motivation for Continued Goal Pursuit | Minjung Koo, SKK Graduate School of Business; Hengchen Dai, U. of California, Los Angeles; Camilla Eunyoung Song, U. of Florida
Finalist for MOC Division Best Paper Award

Care to Share? The Interpersonal Risks and Rewards of Sharing Personal Information with Colleagues | Natalie Longmire, Tulane U.

What Does That Mean for Me? Identity Threats in Employee Responses to Observed Supervisor Incivility | Achira Sedari Mudiyanselage, U. of Cincinnati; Heather Ciara Vough, U. of Cincinnati

How Bad is it to Steal Ideas? Costs for a Thief and Implications for Workplace Dynamics | Lillien M. Ellis, Cornell U.

Participants: Emilia Bunea, Vrije U. Amsterdam; Arthur S. Jago, U. of Washington - Tacoma; Martin Spraggan, Mohammed Bin Rashid School of Government; PedroAceves, Bocconi U.; Alexander Hoppe, U. of Pennsylvania; Steven R. Cofrancesco, Grand Canyon U.; Barry K. Spiker, Professor and Dissertation Chair; Ronit Kark, Bar Ilan U.; Virginia Bodolica, American U. of Sharjah

1774 | (Paper Session) - (MOC) "Follow the Leader": Antecedents and Consequences of Leadership 9:45am - 11:15am Westin Copley Place Boston: St George B Chair: Amit K. Nandkeolyar, Indian Institute of Management, Ahmedabad

Serving Followers and Family? A Trickle-Down Model of How Servant Leadership Shapes Work Performance | Jakob Stolberger, Aston Business School; Mireya Las Heras, IESE Business School; Maria Jose Bosch, ESE Business School

Integrating LMX Components: How LMX Components Interactively Influence Justice and Deviance | Yuchuan Liu, Singapore Management U.; Gary Greguras, Singapore Management U.; Kravin Chintakananda, Singapore Management U.

Becoming Leaders, Doing Learning: A Theory of Leaders’ Conception of Learning in Organizations | Gianpiero Petriglieri, INSEAD; Annie Peshkam, INSEAD

Leadership Attributions: The Role of Environmental Uncertainty and Communal Leadership Schemas | Wenxin Xie, U. College London

1775 | (Paper Session) - (MOC) Standing at the Cross-Roads of Team Cognition 9:45am - 11:15am Westin Copley Place Boston: St George C Chair: Luis L Martins, The U. of Texas at Austin

Team Climates: More to Consider Than Just Shared Context | Matthew B. Perrigino, Elion U.; Hongzhi Chen, School of Business, Nanjing U.; Benjamin R. Pratt, Purdue

Team Cognitive Versatility: Managing Cognitive Diversity in Teams | Ishani Aggarwal, Brazilian School of Public and Business Administration; Marieke Catharine Schilpzand, Georgia Gwinnett College; Luis L Martins, The U. of Texas at Austin; Marco Molinaro, PUC-Rio, Rio de Janeiro, Brazil


Team Cognition at the Cross-Roads: State of the Integration | Sebastian Tillmann, U. of Konstanz; Andra Toader, Alliance Manchester Business School

1776 | (Paper Session) - (MSR) MSR: Spirituality, Leadership, and Coaches 9:45am - 11:15am Sheraton Boston Hotel: Grand Ballroom Salon B Chair: Diana Rajendran, Swinburne Business School, Swinburne U. of Technology

Exploring Faith as Antecedent to Servant Leadership in a Sub-Saharan African Context | Anastacia Mamabolo, GIBS / U. of Pretoria; Caren Brenda Scheepers, Gordon Institute of Business Science

A Spiritual Aspect to Executive Coaching | Stuart A. Allen, Robert Morris U.; Louis W. Fry, Texas A&M U. Central Texas

Developing Leaders to Serve, Developing Servants to Lead | Nicole Alonso, U. of Houston; Jennifer Bragger, Montclair State U.; Kayla D’Ambrosio, Ernst & Young; John Morgan, Lee Hecht Harrison; Valerie I. Sessa, Montclair State U.


1777 | (Paper Session) - (OB) Different Voices 9:45am - 11:15am Sheraton Boston Hotel: Beacon D Chair: Huiyao Liao, U. of Iowa

An Exploration of Social Cognitive Consequences of Challenging and Supportive Voices | Jinyun Duan, Soochow U.; Xiaoshuang Lin, Australian National U.; Wang Xiaotian, Soochow U.

Leader-Member Exchange and Local/Expat Promotive and Prohibitive Voice Behaviors | Ghulam Ali Arain, American U. of Ras Al Khaimah; Zeeshan Bhatti, Portsmouth Business School; Jonathan Crawshaw, Aston U.


Play It Safe for My Family: How Does Employees’ Family Motivation Affect Deviance and Voice Behavior | Zhaopeng Liu, Antai College of Economics and Management, Shanghai Jiao Tong U.; Thomas Ptashnik, U. of Iowa; L-Heng Wu, U. of Iowa; Huiyao Liao, U. of Iowa


Exchanging Through Emoting: An Emotional Model of Leader-Member Episodic Exchanges | Zhenyu Liao, Washington U. in St. Louis, Olin Business School; Lusi Wu, U. of...


Electronic Science and Technology of China; Yating Wang, National U. of Singapore; Haoyue Zhang, Washington U. in St. Louis, Olin Business School

1779 (Paper Session) - (OB) OB You Don't Talk About at Parties
9:45am - 11:15am Sheraton Boston Hotel: Beacon H
Chair: James J Lavelle, U. of Texas At Arlington

Helping the Organization but Harming Yourself: The Consequences of Unethical Organizational Behavior | Xin Liu, Guanghua School of Management, Peking U.; Jackson Lu, MIT Sloan School of Management; Hongyu Zhang, Central U. of Finance and Economics; Yahua Cai, Shanghai U. of Finance and Economics

Customer Injustice and Employee CWB toward Customers: Mediating and Moderating Mechanisms | James J Lavelle, U. of Texas At Arlington; Deborah Elizabeth Rupp, Purdue U.; David Herda, Louisiana Tech U.; Alankrita Pandey, Eastern Michigan U.; John Lauck, Louisiana Tech U.

Workplace Drinking and Aggression: The Role of Job-Focused Relationship Perceptions | Michelle Inness, U. of Alberta; Emma (Lei) Jing, U. of Alberta

Concern for the Transgressor and the Self: Two Explanations for Why Transgressions Remain Unreported | Saera Khan, U. of San Francisco; Lauren Christine Howe, U. of Zurich; Robert Rawson, B.A. graduate of U. of San Francisco

1780 (Paper Session) - (OB) Trait Perspectives on Creativity
9:45am - 11:15am Sheraton Boston Hotel: Berkeley AB
Chair: Yuntao Dong, U. of Connecticut


Improving Creativity Over Time: Goal Orientation and Procedural Justice Impact Creative Endurance | Ella Miron-Spektor, INSEAD; Dana Rachel Vashdi, U. of Haifa; Hadas Gopher, Technion - Israel Institute of Technology

Reflected Self-efficacy and Creativity: The Power of Being Recognized by Others | Hyunjee Hannah Kim, Seoul National U.

A Social Sampling Account Explaining How and Why Coming From a Family of Low SES Impairs Creativity | Hye Jung Eun, Singapore Management U.; Marko Pitesa, Singapore Management U.; Roy Yong Joo Chua, Singapore Management U.

1781 (Paper Session) - (OB) Social Networks at Work
9:45am - 11:15am Sheraton Boston Hotel: Dalton AB
Chair: Tal G. Zarankin, Radford U.


Effect of Relationship Closeness on Group-Induced Shifts: A Chinese Guanxi Cultural Perspective | Junsu Park, Barnard College (Columbia U.); Do-Yeong Kim, Ajou U.; Cheng Cheng, China Energy Engineering Group; Dongju Lee, Washington U. in St. Louis, Olin Business School

Multiple Team Membership and Individual Job Performance: A Social Network Perspective | Hendrik Johan Van De Brake, U. of Groningen; Frank H. Walter, Justus-Liebig U. Giessen; Peter Essens, U. of Groningen, Faculty of Economics and Business; Gerben S. Van Der Vegt, U. of Groningen


1782 (Paper Session) - (OB) Age in Relationships
9:45am - 11:15am Sheraton Boston Hotel: Fairfax A
Chair: Anne Burmeister, Rotterdam School of Management, Erasmus U.

My Boss Is Younger, Less Educated, and Shorter-Tenured: Status Incongruence and Fairness Perceptions | Hui Li, Cornell U.; Xiaoyu Wang, Nanjing U.; Michele Williams, U. of Iowa; Ya-ru Chen, Cornell U.; Joel Brockner, Columbia U.

Differences in the Motivational Outcomes of Knowledge Transfer between Older and Younger Coworkers | Anne Burmeister, Rotterdam School of Management, Erasmus U.

The Moderating Role of Employees' Age Distance on the Performance Effects of Workforce Age Diversity | Kim De Meulenaere, KU Leuven; Florian Kunze, U. of Konstanz

To Ask or Not to Ask: Effect of Age on Advice Seeking | Jia Hui Lim, Singapore Management U.; Gokhan Ertug, Singapore Management U.; Tengjian Zou, Singapore Management U.; Charles Drago Galunic, INSEAD

1783 (Paper Session) - (OB) Self and Identity in Teams and Interpersonal Relationships
9:45am - 11:15am Sheraton Boston Hotel: Gardner B
Chair: Sonia Raghav, Curtin Business School

The Influx of Overseas Trained Health Care Professionals: Identity Dynamics In Health Care Teams | Sonia Raghav, Curtin Business School; Cristina Gibson, Pepperdine Graziadio Business School

From knowing to doing in workplace relationships: Introducing workplace relational self-efficacy | Kylie Rochford, U. of Utah, David Eccles School of Business; Diane Bergeron, Case Western Reserve U.; Cathleen Clerkin, Center for Creative Leadership

Enacting Incivility Restores the Implicit but Not Explicit Self-Esteem of Highly Dominant Employees | SinHui Chong, Nanyang Technological U.
Social Identification, Minority Dissent and Team Innovation | Rebecca Mitchell, Macquarie U.; Brendan Phillip Boyle, Newcastle U.

1784: (Paper Session) - (OB) Negativity in Teams
9:45am - 11:15am Sheraton Boston Hotel: Hampton A
Chair: Rachel S. Carpenter, Pace U.
Divergent: The Value of Negative Affective Outliers in Teams | Rachel S. Carpenter, Pace U.; Melissa S. Cardon, U. of Tennessee
Moral but Dominant: When Do-gooders Get Derogated | Feng Bai, Department of Management &Marketing, Faculty of Business, Hong Kong Polytechnic; Wei Wu, The Hong Kong Polytechnic U.; Shiyao Bao, The Hong Kong Polytechnic U.
The Role of Leader Interpersonal Management in Team Pessimism Regulation | Fenghao Wang, Hong Kong Polytechnic U.; Chu-Ding Ling, School of management, Zhejiang U.; Wu Liu, Hong Kong Polytechnic U.
Manipulating your colleagues? The moderating role of Machiavellianism | Martijn Jungst, EDHEC Business School; Nicolae Serban, -

1785: (Paper Session) - (OB) Trust at Work
9:45am - 11:15am Sheraton Boston Hotel: Hampton B
Chair: Matt Lupoli, Deakin U.
Exploring the cognitive foundation for presuming trust in a different judgment domain | Xuchang Zheng, Imperial College London
Do Nice Guys Really Finish Last? How Trust and Compassionate Helping Affect Employee Performance | Jeeyoung Kim, Ewha Womans U.; Myung-Ho Chung, Ewha Womans U.
A Conflict of Values: When Perceived Compassion Decreases Trust | Matt Lupoli, Deakin U.; Min Zhang, U. of California, San Diego; Yidan Yin, U. of California, San Diego; Christopher Oveis, -
Competitive Goals and Knowledge Hiding: Roles of Psychological Ownership and Coworker Territoriality | Bei Xu, School of Business, Renmin U. of China; Chao Liu, National School of Development at Peking U.; Chunhua Chen, National School of Development at Peking U.

1786: (Paper Session) - (OB) Emotional Intelligence
9:45am - 11:15am Sheraton Boston Hotel: Jamaica Pond
Chair: Joo Hun Han, Rutgers U.
Emotional Intelligence, OCB, and CWB: A Meta-Analysis of Mediators and Cross-Cultural Moderators | Chao Miao, Salisbury U.; Ronald H. Humphrey, Lancaster U.; Shanshan Qian, Towson U.
Feel Your Pain: Trait Empathy And Leader Reactions to Providing Subordinates Negative Feedback | Christopher C. Rosen, U. of Arkansas; Lauren Simon, U. of Arkansas; Ravi Shanker Gajendran, Florida International U.; Sibel Ozgen, Florida International U.; Emily Sue Corwin, U. of Arkansas
Introducing A New Component Of Emotional Intelligence: Emotion Information Processing | Marina Fiori, Ecole Hoteliere de Lausanne; Shaqini Udayar, Swiss National Centre of Competence in Research LIVES U. of Lausanne, CH; Ashley Vesely-Maillefer, U. of Lausanne

The Link Between Emotional Intelligence and Job Performance Across Male and Female Managers | Joo Hun Han, Rutgers U.; Myeong-gu Seo, U. of Maryland; Hanbo Shim, Rutgers U.; Sirkwoo Jin, Merrimack College

1787: (Paper Session) - (OB) Positive Behavior at Work
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom B
Chair: Heidi Marie Baumann, Bradley U.
Not All Recovery Experiences are Equal: A Meta-Analysis of Recovery | Lucille Headrick, U. of Illinois at Urbana-Champaign; YoungAh Park, U. of Illinois at Urbana-Champaign; Daniel A. Newman, U. of Illinois at Urbana-Champaign; Yijue Liang, U. of Illinois at Urbana-Champaign
Why the Theory-Practice Gap Persists: A Comparison of Three Types of Theory | Yongheng Yao, U. of Windsor
Correlating workplace compassion, psychological safety and bullying in the healthcare context | Ace Volkman Simpson, Brunel Business School; Benjamin Stuart Rodney Farr-Wharton, U. of Technology, Sydney; Prasuna Reddy, Swinburne U. of Technology
Self-determination at Work and at Home: A Moderated Mediation Model of Work-Family Enrichment | Heidi Marie Baumann, Bradley U.; Kelly Schwind Wilson, Purdue U., West Lafayette

1788: (OB) Expanding Accountability in the Workplace
9:45am - 11:15am Sheraton Boston Hotel: Republic A
Organizers: Jacob Albert McCartney, Michigan State U.; Angela Hall, Michigan State U.
Discussant: Angela Hall, Michigan State U.
An Initial Accounting of the Accountability Environment | Jacob Albert McCartney, Michigan State U.; Angela Hall, Michigan State U.
Individual Reputation as Normative Control Among Professionals | Carlos Martin-Rios, Ecole hôtelière de Lausanne
A Multilevel Model of How Leader Accountability Influences Follower Performance. | Dannf Wang, Rutgers Business School; Oliver Sheldon, Rutgers U.; Wu Wei, Wuhan U.
Collective Team Accountability | Virginia Ruth Stewart, U. College Dublin; Deirdre Gobelle Snyder, Providence College; Chia-yu Kou, U. College Dublin
Participants: Jacob Albert McCartney, Michigan State U.; Angela Hall, Michigan State U.; Carlos Martin-Rios, Ecole hôtelière de Lausanne; Dannf Wang, Rutgers Business School; Oliver Sheldon, Rutgers U.; Wu Wei, Wuhan U.; Jeremy Ray Brees, Northern Arizona U.; B. Parker Ellen, Northeastern U.; Virginia Ruth Stewart, U. College Dublin; Deirdre Gobelle Snyder, Providence College; Chia-yu Kou, U. College Dublin; Jennifer Franczak, Pepperdine U.

1789: (OB, HR, RM) Building a Field of Organizational Neuroscience:Challenges and Prospects
9:45am - 11:15am Sheraton Boston Hotel: Independence West
Organizers: James Dulebohn, Michigan State U.; Constant D. Beugre, Delaware State U.; David A. Waldman, Arizona State U.
Panelists: Michael Butler, Aston U.; Richard E. Boyatzis, Case Western Reserve U.; Sebastiano Massaro, Surrey Business School

1790 ▶️ (OB, MC) Non-Traditional Approaches to Leadership Research: A Research Incubator
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom D
Distinguished Speaker: John Antonakis, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne
Chair: Jeremy D. Meuser, U. of Mississippi
Panelists: Janka Ireen Stoker, U. of Groningen, Faculty of Economics and Business; Zachary Garfield, Washington State U. Vancouver; Christopher Von Rueden, U. of Richmond

1791 ▶️ (JS: (OB, MOC, HR) Uncovering New Perspectives on Compassion Towards Others and the Self
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom A
Organizers: Yu Tse Heng, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle
Discussant: Hillary Anger Elfenbein, Washington U. in St. Louis
The Emergence and Influence of Prosocial Emotions in the Employee Voice Process | Emily Dunham Heaphy, U. of Massachusetts, Amherst; Jacoba Marja Lilius, Queen’s U.; Elana Feldman, U. of Massachusetts, Lowell
The Role of Self-Separation in Empathic Concern Towards Others | Kyle Dobson, Northwestern Kellogg School of Management; Rachel Lise Ruttan, Rotman School of Management; Ashley Elizabeth Hardin, Washington U. in St. Louis; Andrew Todd, U. of California, Davis
Shall We Dance?: Toward A Relational Model of Compassion | Reut Livne-Tarandach, U. of Oregon
Self-Compassion and Self-Criticism Tradeoffs After a Failed Workplace Helping Attempt | Yu Tse Heng, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle
Presenters: Emily Dunham Heaphy, U. of Massachusetts, Amherst; Jacoba Marja Lilius, Queen’s U.; Elana Feldman, U. of Massachusetts, Lowell; Kyle Dobson, Northwestern Kellogg School of Management; Rachel Lise Ruttan, Rotman School of Management; Ashley Elizabeth Hardin, Washington U. in St. Louis; Andrew Todd, U. of California, Davis; Reut Livne-Tarandach, U. of Oregon; Yu Tse Heng, U. of Washington, Seattle; Ryan Fehr, U. of Washington, Seattle; Remy E. Jennings, U. of Florida; Klodianana Lanaj, U. of Florida; You Jin Kim, Fox School of Business, Temple U.

1792 ▶️ ▶️ (JS: (OB, ODC, SAP) Leadership-as-Practice - Where Do We Go From Here?
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom C
Coordinator: Joseph A. Raelin, Northeastern U.
Overview: Leadership-as-Practice: Where Do We Go From Here? | Joseph A. Raelin, Northeastern U.
The Role of Materiality in Leadership-as-Practice | Perttu Juhana Salovaara, Tampere U.
Insider Action Research as Leadership-as-Practice | David Coglihan, Trinity College Dublin
Authorship and the Communicative Constitution of Leadership | Tim Kuhn, U. of Colorado, Boulder
Practicing and Consulting on Leadership-as-Practice | Sebastian Salicru, PTS Consultants
Presenters: Faith Wambura Njoguji, Concordia College; Perttu Juhana Salovaara, Tampere U.; David Coglihan, Trinity College Dublin; Tim Kuhn, U. of Colorado, Boulder; Sebastian Salicru, PTS Consultants

1793 ▶️ ▶️ (JS: (OB, RM) Application of Agent-Based Modeling (ABM) in Organizational Research on Teams and Groups
9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C
Organizers: Estelle Archibold, Case Western Reserve U.; Lili Bao, Case Western Reserve U.
Discussant: Corinne A Coen, Case Western Reserve U.
Application of Agent-Based Modeling (ABM) in Organizational Research on Teams | Estelle Archibold, Case Western Reserve U.; Lili Bao, Case Western Reserve U.; Corinne A Coen, Case Western Reserve U.; Pranav Gupta, Carnegie Mellon U.; James Andrew Grand, U. of Maryland; Mai P. Trinh, Arizona State U.

1794 ▶️ ▶️ (JS: (OB, SIM, CM) Ethics at the Fringe: Using Novel Methods & Data to Answer Imperative Questions in Behavioral Ethics
9:45am - 11:15am Sheraton Boston Hotel: Back Bay Ballroom B
Organizer: Agnes Andor, Bocconi U.
Discussant: Celia Moore, Bocconi U.
Author: Trevor Watkins, U. of Washington
Workplace Violence: A Schema Perspective | Katherine Ann DeCelless, U. of Toronto; Nir Haley, Stanford U.
Crossing the Line or Creating the Line: Media Effects in the 2009 British MP Expense Scandal | Jonathan Nicholas Bundy, Arizona State U.
Social Influence and the Initiation and Cessation of Inappropriate Prescribing | Shu Zhang, Yale School of Management
Forbidden Yet Functional: A Self Categorization Model of Illicit Workplace Romance | Keith Norman Leavitt, Oregon State U.; Christopher Barnes, U. of Washington
Presenters: Katherine Ann DeCelless, U. of Toronto; Lamar Pierce, Washington U. in St. Louis; Jonathan Nicholas Bundy, Arizona State U.; Shu Zhang, Yale School of Management; Keith Norman Leavitt, Oregon State U.
Participants: Nir Haley, Stanford U.; Daniel Snow, Oxford U., Said Business School; Dennis Zhang, Washington U. in St. Louis; Christopher Barnes, U. of Washington

1795 ▶️ (Paper Session) - (OCIS) Organizational Communication and Leadership
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon D
Session Details – Tuesday, 8:00 - 10:00 AM

TUESDAY

Chair: Julia Eisenberg, Pace U.
The Relationship Between Motivating Language and Servant Leadership | Sandra Gutierrez-Wirsching, Texas A&M International U.
CEO Rhetorical Communication Strategies Following Large-Scale Data Breaches | Tanzeer Ahmed, U. of Texas Rio Grande Valley

Participants: Faraj, Change
Discussant: Michael A. Abebe, U. of Texas Rio Grande Valley

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

1798 (Paper Session) - (ODC) Paradoxes in Managing Change
9:45am - 11:15am Boston Park Plaza: Franklin
Chair: Jaclyn Ann Margolis, Pepperdine U.
Discussant: Michael R. Manning, Benedictine U.
A Temporal View of the Interplay between Continuous and Episodic Change | Tor Hernes, Copenhagen Business School; Kåtilin Pulk, Estonian Business School

Temporal Tensions: Reconciling the Short and the Long Term | Maximilian Weis, WU Vienna; Patricia Klarner, WU Vienna U. of Economics and Business

On Connectivity, Temporality, and Organizational Change Processes | Lena Elisabeth Bygballe, BI Norwegian Business School; Anna Swärd, BI Norwegian Business School; Anne-Live Vaagaasar, BI Norwegian Business School

1799 (OMT) Organizational Ghosts: How Historic Leaders Live on Beyond the Grave
9:45am - 11:15am Boston Hynes Convention Center: Regis
Organizers: Joelle Basque, TELUQ U.; Ann Langley, HEC Montréal; Nora Meziani, HEC Montréal; Viviane Sergi, UQAM
Discussant: Daniel Wadhwani, U. of the Pacific
Organizational Ghosts and Their Enduring Influence in Organizations | Jeffrey Bednar, Brigham Young U.; Jacob Brown, Boston College
Living Off the Past? The Role of Organizational Ghosts in Organizational Transition | Mairi Maclean, U. of Bath; Charles Edward Harvey, Newcastle U.
Organizational Ghosts and Memory Forms | Innan Sasaki, Lancaster U. Management School; Davide Ravasi, UCL School of Management
Organizational Ghosts as Discursive Devices | Joelle Basque, TELUQ U.; Ann Langley, HEC Montréal; Nora Meziani, HEC Montréal; Viviane Sergi, UQAM
Presenters: Jeffrey Bednar, Brigham Young U.; Jacob Brown, Boston College; Mairi Maclean, U. of Bath; Charles Edward Harvey, Newcastle U.; Innan Sasaki, Lancaster U. Management School; Davide Ravasi, UCL School of Management

1800 (Paper Session) - (OMT) Diversity and the Workforce
9:45am - 11:15am Boston Hynes Convention Center: 103
Chair: Anjali M. Bhatt, Stanford Graduate School of Business
Inside Jobs: The Employment of Internal and Domestic Hires in High-skill and High-pay Positions | Ben Rissing, Cornell U.; Kwan Seung Lee, U. of Houston-Victoria
Finalist for the OMT Division Best Paper Award
Bridging Cultural Distance in Elite Occupations: The Case of a Media Company | Celine Filpo, HEC Paris; Thierry Amselem, FUNDACION INSTITUTO EMPRESAS G81711459; Joelle Evans, HEC Paris
Who’s the Boss? The Effect of Gender, Race, and Class on Workplace Authority | Joohyun Oh, Columbia Business School; Paul Ingram, Columbia U.
1801: (Paper Session) - (OMT) Towards a More Nuanced Understanding of Ambiguity as Both Challenge and Opportunity
9:45am - 11:15am Boston Hynes Convention Center: 109
Chair: E. Geoffrey Love, U. of Illinois at Urbana-Champaign
- Momentum and Inferential Strategies: How Rational are R&D Investment Decisions? | Ambra Mazzei, MIT Sloan School of Management
To be Vague, or Not to Be: Firms’ Avoidance of Vague Language and Performance below Aspirations | Aneesh Datar, Bocconi U.; Hitoshi Mitsuhashi, Waseda U.; Azusa Nakamura, Bocconi U.

1802: (Paper Session) - (OMT) Strategy, Firm Competitiveness and Performance
9:45am - 11:15am Boston Hynes Convention Center: 201
Chair: Birgit Elisabeth Renzl, U. of Stuttgart, Germany
Theorizing on Operational Excellence: A Capability-Based Approach | Yevgen Bogodistov, Frankfurt School of Finance & Management; Jürgen Moormann, Frankfurt School of Finance & Management
We Act Therefore We Are: A Theory of Action Driven Strategy | Ana Camara, Iona College; Federico Aime, Oklahoma State U.; Oleg V. Petrenko, Texas Tech U.

1803: (Paper Session) - (OMT) Networks and Social Capital
9:45am - 11:15am Boston Hynes Convention Center: 209
Chair: Dalhia Mani, Indian Institute of Management, Bangalore
A Motivational Theory of Network Formation, Change, and Structuring | Hansin Bilgili, Kansas State U.; Tsvetomira Bilgili, Kansas State U.; Alan E Ellstrand, U. of Arkansas
Brokers in Disguise: The Interplay of Actual and Socially Perceived Brokerage on Performance | Alessandro Iorio, Carnegie Mellon U. - Tepper School of Business
If Brokers Could Choose Their Utility Function, Would They Choose to Minimize Constraint? | Charles Kirschbaum, Insper Institute of Education and Research; Marcelo Hashimoto, Insper Institute of Education and Research

1804: (Paper Session) - (OMT) Fields: Configuration, Interlinkage and Settlement
9:45am - 11:15am Boston Hynes Convention Center: 309
Chair: Melodie Cartel, UNSW Business School, Australia
From Field Identity Formation to Fragmentation: Cycles of Identity Drift and Expansions | Sudhanshu Shekhar, Indian Institute of Management, Calcutta; Vidyanand Jha, Indian Institute of Management, Calcutta
Cross Field Linkages and Agency in Organizational Fields | Benedetto Lepori, U. della Svizzera Italiana; Rajani Naidoo, School of Management, U. of Bath
Field-Configuring Projects? How Projects Shape the Framing of Electric Mobility in Germany | Stephan Bohn, Free U. Berlin; Timo Braun, Freie U. Berlin

1805: (JS: (OMT, MOC) Micro-Industrial Processes
9:45am - 11:15am Boston Hynes Convention Center: 210
Organizers: Oliver S. Schilke, U. of Arizona; William Ocasio, Northwestern U.
Panelists: Patrick Haack, U. of Lausanne, HEC Lausanne; Derek Harmon, U. of Michigan; Patricia H. Thornton, Texas A&M U., College Station; Tyler Wry, The Wharton School, U. of Pennsylvania; Lynne G. Zucker, U. of California, Los Angeles

1806: (JS: (OM, OB, OCIS) Is the Future of Work Already Here? The Changing Nature of Professionals’ Work and Professionalism
9:45am - 11:15am Boston Hynes Convention Center: 208
Chairs: Hila Lifshitz-Assaf, New York U.; Katherine C. Kellogg, Massachusetts Institute of Technology
The Use of Bioinformatics & Genomics into Health Care: An Opportune Context to Study Professional Adaptation Processes | Forrest Briscoe, Pennsylvania State U.
Implementation of Learning Algorithms in a Professional Organization | Katherine C. Kellogg, Massachusetts Institute of Technology
Emerging Audit Cultures: Data, Analytics, and Rising Quantification in Professors’ Work | Diane E Bailey, The U. of Texas at Austin
Professional Authority and Knowledge in the Age of Intelligent Technologies | Paul Leonardi, UC Santa Barbara
Using Technology to Augment Professionals, Instead of Replace Them, for Innovative Problem Solving | Hila Lifshitz-Assaf, New York U.
Presenters: Ari Galper, Massachusetts Institute of Technology; Katherine C. Kellogg, Massachusetts Institute of Technology; Paul Leonardi, UC Santa Barbara; Forrest Briscoe, Pennsylvania State U.; Diane E Bailey, The U. of Texas at Austin; Hila Lifshitz-Assaf, New York U.

1807: (SHCS: (OMT, ONE, SIM) Putting B Corporations Under the Microscope: Exemplars and Future Directions
9:45am - 11:15am Boston Hynes Convention Center: 306
Organizers: Garima Sharma, U. of New Mexico; Joel Gehman, U. of Alberta; Emily Medley, Doctoral Student, U. of Tennessee, Knoxville; Jessica Thomas, North Carolina State U.
Discussant: Christopher Marquis, Cornell U.
Legislating a Stakeholder Value Paradigm: A Study of the Passage of Benefit Corporation Law | Kunyuan Qiao, Cornell U.; Shiyang Fan, U. of Electronic Science and Technology of China
Renewing Vows: Explaining Bolstering Commitment to Doing Good | Garima Sharma, U. of New Mexico; Alim J. Beveridge, The U. of Nottingham, China; Joel Gehman, U. of Alberta
Impact Investment, Nascent B Corps, and B Analytics | Liz Tracy, North Carolina State U.; Jessica Thomas, North Carolina State U.; Ryan Honeyman, LIFT Economy; Jeffrey M. Pollack, NC State U.
Cultural Making through the B Corp Label: Marketing the "Force for Good" | Emily Medley, Doctoral Student, U. of Tennessee, Knoxville; Rosanna Garcia, U. of Denver

Participants: Garima Sharma, U. of New Mexico; Joel Gehman, U. of Alberta; Emily Medley, Doctoral Student, U. of Tennessee, Knoxville; Jessica Thomas, North Carolina State U.; Kunyuan Qiao, Cornell U.; Shiyang Fan, U. of Electronic Science and Technology of China; Alim J. Beveridge, The U. of Nottingham, China; Liz Tracy, North Carolina State U.; Ryan Honeyman, LIFT Economy; Jeffrey M. Pollack, NC State U.; Matthew Grimes, Cambridge Judge Business School; Rosanna Garcia, U. of Denver

1808 ☔ JS: (OMT, SIM, ENT) Developing Communities, Organizations, and Institutions to Create Social Value
9:45am - 11:15am Boston Hynes Convention Center: 313
Discussant: Marya Besharov, Cornell U.
Leveraging Social Impact Investing for Community Development | Tiffany Darabi, Cornell U.
Crafting and Appropriating Social Value in a Nascent Non-Profit Organization | Henri Schilt, Aalto U. School of Business; Farah Kodeih, Aalto U. School of Business
Multi-Layered Hybridity in Multistakeholder Cooperatives for the Public Interest: Creating Social, Economic and Democratic Value | Nevena Radoynovska, EMLYON Business School
Participants: Nevena Radoynovska, EMLYON Business School; Tiffany Darabi, Cornell U.; Jukka-Pekka Heikkilä, Aalto U. School of Business; Emma Sandström, Aalto U. School of Business

1809 ☔ JS: (OMT, STR) Innovation and Adaptation Within Corporate Hierarchies: Mechanisms and New Questions
9:45am - 11:15am Boston Hynes Convention Center: 106
Organizer: Luke Rhee, U. of California, Irvine

1810 ☔ ☔ JS: (OMT, STR, ENT) The Role of Communities in Organizational Emergence and Proliferation
9:45am - 11:15am Boston Hynes Convention Center: 202
Organizers: Olga Khessina, U. of Illinois at Urbana-Champaign; Ozgecan Kocak, Emory U., Goizueta Business School; Ying Li, U. of Illinois at Urbana-Champaign
Discussant: Glenn R Carroll, Stanford U.
Before the Birth of an Organizational Form: The Role of Proto-Forms | Ying Li, U. of Illinois at Urbana-Champaign; Olga Khessina, U. of Illinois at Urbana-Champaign
The Impact of Deviance on the Knowledge Hypothesis of Entrepreneurship | Ryan Scott Coles, Cornell U.
The Organizational Ecology of Hate Groups | Greta Hsu, U. of California, Davis; Ozgecan Kocak, Emory U., Goizueta Business School; Giacomo Negro, Emory U.
To Be, or to Appear to Be? Regional Violent Identity and Foreign Firm Market Entry | Arkangel Miguel Cordero, U. of Texas At San Antonio; Wesley Sine, Cornell U.; Olga Khessina, U. of Illinois at Urbana-Champaign; W Chad Carlos, Brigham Young U.

Presenters: Ying Li, U. of Illinois at Urbana-Champaign; Ryan Scott Coles, Cornell U.; Ozgecan Kocak, Emory U., Goizueta Business School; Arkangel Miguel Cordero, U. of Texas At San Antonio
Participants: Greta Hsu, U. of California, Davis; Giacomo Negro, Emory U.; Wesley Sine, Cornell U.; W Chad Carlos, Brigham Young U.

Finalist for the OMT Division Best Symposium Award

1811 ☔ ☔ JS: (ONE, SIM, OMT) Circular Economy and Management Theory: Developing Theoretical Underpinnings for an Emergent Concept
9:45am - 11:15am Westin Copley Place Boston: Defender
Organizer: Hadi Chapardar, Ivey Business School
Discussants: Pratima Bansal, U. of Western Ontario; Jennifer Howard-Grenville, Cambridge Judge Business School
Authors: Andre Martins Nogueira, Illinois Institute of Technology; Suzanne Gladys Tilleman, U. of Montana; Jennifer Howard-Grenville, Cambridge Judge Business School; Aglaia Fischer, Wageningen U.; Stefano Pascucci, U. of Exeter; Samuli Patala, Aalto U. School of Business
The Circular Economy: Rethinking the Boundary of the Firm | Weslyyne S. Ashton, Illinois Institute of Technology; Andre Martins Nogueira, Illinois Institute of Technology
Building a Circular Business Model: Learnings from the Fairphone-as- a-Service Community of Practice | Aglaia Fischer, Wageningen U.; Steven Kennedy, Rotterdam School of Management, Erasmus U.; Stefano Pascucci, U. of Exeter
The Interwoven Tensions of Circular Economy | Hadi Chapardar, Ivey Business School; Pratima Bansal, U. of Western Ontario
Circular Economy: Shift in Resource Use and Ownership | Laura Albareda, Lappeenranta U. of Technology; Samuli Patala, Aalto U. School of Business

Presenters: Weslyyne S. Ashton, Illinois Institute of Technology; Raymond L. Paquin, Concordia U.; Steven Kennedy, Rotterdam School of Management, Erasmus U.; Hadi Chapardar, Ivey Business School; Pratima Bansal, U. of Western Ontario; Laura Albareda, Lappeenranta U. of Technology

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**1812** *(Paper Session) - (OSCM)* Digitization and SCs
9:45am - 11:15am Westin Copley Place Boston: North Star

*Chair: Fabian J. Sting, U. of Cologne*

- Supply Chain Innovation: a Literature Review and Bibliometric Analysis | Iryna Malatsina, Lappeenranta-Lahti U. of Technology LUT; Roman Teplov, Lappeenranta U. of Technology; Ekaterina Albats, LUT U.; Daria Podmetina, Lappeenranta U. of Technology
- Employees' Perspectives on Digitalization-Induced Change: Exploring Frames of Industry 4.0 | Paul Schneider, U. of Cologne; Fabian J. Sting, U. of Cologne
- Facilitating Digital Supply Chain Transformations: The influence of Dynamic Capabilities | Christoph Lennartz, WHU - Otto Beisheim School of Management; Maria Jesus Saenz, Massachusetts Institute of Technology; Carl Marcus Wallenburg, WHU - Otto Beisheim School of Management

**1813** *(Paper Session) - (OSCM)* Dispersed Supply Base
9:45am - 11:15am Westin Copley Place Boston: Parliament

*Chair: Paul Skilton, Washington State U.*

- Diversity in Supply Base: A Literature Review and Future Research Agenda | Cristiana Biazin, EAESP - FGV; Priscila Lacznynski De Souza Miguel, Fundacao Getulio Vargas; Maria Jose Tonelli, Fundacao Getulio Vargas; Danilo Soares, Fundacao Getulio Vargas - EAESP
- The (Complex) Relationship between Experience and Decisions to Source from Offshore Providers | Sean M. Handle, Darla Moore School of Business, U. of South Carolina; John Gray, Ohio State U.; Brett Massimino, Virginia Commonwealth U.
- Collocation: The Secret to Supply Chain Collaboration | Siqi Ma, U. of Akron; John Aloysius, U. of Arkansas Sam M. Walton College of Business; Li Hao, U. of Arkansas
- Product Market Proximity, Multimarket Competition and Herding: How do Supplier Populations Evolve | Paul Skilton, Washington State U.

**1814** *(Paper Session) - (PNP)* Social, Ethical, and Performance Dimensions of Nonprofits
9:45am - 11:15am Westin Copley Place Boston: Adams B

*Chair: Erynn Elizabeth Beaton, Ohio State U.*

- Organizational Sensegiving: Indicators and Nonprofit Signaling | Jamie Levine Daniel, Indiana U. / Purdue U.; Indiana: Adam Eckerd, Indiana U. / Purdue U., Indianapolis
- Mission-Aligned Revenue Streams and Financial Health: The Case of Arts and Cultural Nonprofits | Qiaozhen Liu, Georgia State U.; Miraek Kim, Georgia State U.
- From Crisis to Creativity – Exploring the Power of Art Projects to Integrate Refugees in Germany | Hellen Petra Gross, U. of applied sciences Saarbruecken; Nicole Schwarz, U. of applied sciences Saarbruecken; Stefanie Cramer Von Clausbruch, U. of applied sciences Saarbruecken; Katharina Hary, U. of applied sciences Saarbruecken
- The Nonprofit Starvation Cycle: Impact of Underfunded Overhead on Program Outcomes | Hala Altamimi, Georgia State U.; Qiaozhen Liu, Georgia State U.

*Best Conference Paper by a Public and Nonprofit Division Doctoral Student*

**1815** *(Paper Session) - (PNP)* Inclusion and Citizen State Interactions
9:45am - 11:15am Hilton Boston Back Bay: Copley

*Chair: Tina Saksida, U. of Prince Edward Island*

- Understanding Inclusive Government in China: Responses to Internet Political Participation | Shihong Weng, Tongji U.; Gary Schwarz, SOAS U. of London; Susan Schwarz, Aston Business School
- The Impact of Vertical Complexity on Inclusive Practice Adoption to Institutional Pressures | Johannes Cornelis Kuijpers, U. of Twente; Michel Ehrenhard, U. of Twente

**1816** *(Paper Session) - (PNP)* Contracting and Privatization
9:45am - 11:15am Hilton Boston Back Bay: Maverick A

*Chair: Jaclyn Piatak, U. of North Carolina, Charlotte*

- Barriers to Efficiency and Knowledge Sharing: Analyzing Private Suppliers in Mixed Service Delivery | Stine Munk Poulsen, Aarhus BSS, Aarhus U.
- The Price of Regulatory Risk: Evidence From Private Solar Power Generation in India | Obina Chinwewuze, ESSEC Business School; Srividya Jandhyala, ESSEC Business School
- Understanding the Interaction of Human, Social and Organizational Capacities in the Non-Profit Sector | Denise Currie, Queen’s U. Belfast; Martin McCracken, U. of Ulster; Katharine Venter, U. of Leicester

**1817** *(Paper Session) - (RM)* New Developments in Text Analysis
9:45am - 11:15am Boston Hynes Convention Center: 303

*Chair: Dane Patrick Blevins, U. of Central Florida*

- The Accuracy of Computer-Assisted Text Analysis Based on Standardized Sentiment Dictionaries | Irene Pollach, Iowa State U.; Lea Hansen, Aarhus BSS, Aarhus U.
- Identifying Meaningful Dimensions in Textual Data: From Theory-Driven to Data-Driven Approaches | Laura D’Oria, Iowa State U.; Benjamin Nathan Alexander, California Polytechnic State U.; Wenjun Zhou, U. of Tennessee; Jaewoo Jung, U. of Tennessee, Knoxville; Anne D. Smith, U. of Tennessee, Knoxville
- From Big Data to Rich Theory: Combining Structural Topic Modeling and Critical Discourse Analysis | Eero Vaara, Aalto University
Session Details – Tuesday, 8:00 - 10:00 AM

1818 📅: (Paper Session) - (RM) Challenges and Applications of Survey-Based Research
9:45am - 11:15am Boston Park Plaza: Newbury
Chair: Tianjun Sun, U. of Illinois at Urbana-Champaign
Survey Mode and Data Quality: A Cross-Cultural Comparison of Careless Responding Across Three Modes | Zoe Magraw-Mickelson, Department of Psychology, Ludwig Maximilians U. Munich; Huan Wang, Rutgers Business School; Mario Gollwitzer, Department of Psychology, Ludwig Maximilians U. Munich

“Meh!”: Examining Midpoint Endorsement Habitude (MEH) in Survey Research | Tianjun Sun, U. of Illinois at Urbana-Champaign; Bo Zhang, U. of Illinois at Urbana-Champaign; Wei Ming Jonathan Phan, California State U.; Long Beach; Fritz Drasgow, U. of Illinois; Brent Roberts, U. of Illinois at Urbana-Champaign

Sage Publications/RM Division Best Student Paper Award

Are You Tired of Hearing about Fatigue? The Effects of Survey Response Fatigue on Data Quality | Justin A. DeSimone, U. of Alabama

And the Credit Goes to... - Ghost and Honorary Authorship Among Social Scientists | Gernot Pruschak, U. of Vienna; Christian Hopp, RWTH Aachen U.

1819 📅: (Paper Session) - (SAP) Middle Managers in Strategy Work: Projects, Practices, and Identities
9:45am - 11:15am Boston Park Plaza: Holmes
Chair: Sakur Mantere, McGill U.

- Exploring the link between managerial identities and strategy – how individual life stories matter | Carola Wolf, U. of Liverpool; Linda Rouleau, HEC Montréal
- Narrative and narrator credibility during identity change: A comparative study of two subsidiaries | Julia Balogun, U. of Liverpool; Krista Pettit, Richard Ivey School of Business; Lisa Day, U. of Liverpool; Mandy Bennett, Signature Lifestyle Homes
- Middle Managers Strategizing Practices and its Effects on Implementation | Samir Lofti Vaz, FDC - Fundacao Dom Cabral
- Integration Projects as Relational Spaces Catalyzing Acquired Middle Managers’ Strategic Action | Gustavo Birollo, Laval U.; Satu Päivi Teerikangas, U. of Turku, School of Economics

1820 📅: (Paper Session) - (SAP) Strategy as Practice in Birth, Growth, and Stabilisation of Business
9:45am - 11:15am Boston Park Plaza: Newbury
Chair: Paresha N. Sinha, U. of Waikato

Unpacking business incubators: Sensemaking, resource enacting practices, and emerging ventures | Qian Li, Cass Business School, City U. London; Paula Jarzabkowski, City U. London

Strategic Planning and Firm Performance in SMEs: The Moderating Effects of Bricolage and Structure | Dennis Walheiser, U. of Cologne; Christian Schwenks, U. of Cologne; Andreas Engelen, U. of Dortmund

How do Headquarters Source Technical Information? A Practice Lens to Subsidiary Role | Roberto M. Gamarra, Gallaudet U.

1821 📅: (Paper Session) - (SIM) Governance Mechanisms and Access to Credit
9:45am - 11:15am Boston Marriott Copley Place: Hyannis
Chair: Hans Nikolaw Rawhouser, U. of Nevada, Las Vegas
“Pay it Forward” in a Small World: Interpersonal Lending and Small Business Social Responsibility | Luqun Xie, Shanghai Jiao Tong U.; Yang Yang, Zhejiang U.; Qinqing Zong, Shanghai U. of Finance and Economics

Corporate Governance Regulation, Legal Origin, and Access to Credit: A Cross-European Comparison | Daniela Maresch, U. of Southern Denmark; Andrea Moro, Cranfield U.; Matthias Fink, Johannes Kepler U. Linz

Social Capital and Bank Lending: The Moderating Role of CEO Duality | Tahiri Azaaviele Liedong, School of Management, U. of Bath

Limits to Credit-Induced Growth at the Base of the Pyramid: Lessons from Global Microfinance | Andrew Spicer, U. of South Carolina; Joshua Ault, Thunderbird School of Global Management at ASU

1822 📅: (Paper Session) - (SIM) Ethical Culture and Organizational Effects
9:45am - 11:15am Boston Marriott Copley Place: Nantucket
Chair: Tobey Scharding, Rutgers Business School
Matching Ethics and Sports Organizations: Mixed Methods Study of Ethical Organizational Culture | Elina Riivari, U. of Jyväskylä; Suvi Heikkinen, U. of Jyväskylä

From Self-Interest to Inclusive Interests Management: Mapping Ethical-Economic Trade-Off Approaches | Andrew Paul Lynn, U. of Virginia

An Ethical Climate Might Not Work: A Moderated Mediation Study of Ethical Climate | Faith Fox, U. of South Alabama; Mickey B. Smith, U. of South Alabama


1823 JS: (SIM, OMT, STR) Social Media and Social Evaluations
9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon H
Moderator: Michael Pfarrer, U. of Georgia
Panelists: Michael Andreas Etter, King’s College London; Michael L. Barnett, Rutgers U.; Rhonda K. Reger, U. of Missouri; Timothy Hannigan, U. of Alberta; Anastasia A. Zavyalova, Rice U.
1824 (Paper Session) - (STR) Corporate Venture Capital and VC Behavior
9:45am - 11:15am Boston Park Plaza: Berkeley
Strategic Entrepreneurship Track
Chair: Diego Zunino, SKEMA BS - U. Côte d’Azur
Failure is Not Fatal: Investors’ Evaluation of Past Entrepreneurial Failure | Diego Zunino, SKEMA BS - U. Côte d'Azur; Gary Dushnitsky, London Business School; Mirjam Van Praag, CBS
Managerial Attention and CVC Portfolio Diversification: Investigating Organizational Determinants | Simon U. Lee, LG Household & Health Care; Gunno Park, SK Telecom; Jina Kang, Seoul National U.; Klaus Marhold, WU Vienna U. of Economics and Business
Value Creation and Manifestation in Corporate Venture Capital: A Meta-analysis of Multiple Performance Facets | Peiyuan Huang, U. of Pittsburgh; Ravindranath Madhavan, U. of Pittsburgh
Beyond Financing Exploratory Innovation: The Role of VC Experience | Supradeep Dutta, U. at Buffalo, The State U. of New York; Siva Ramakrishna Devarakonda, Chinese U. of Hong Kong
1825 (Paper Session) - (STR) Shareholder Influence in Governance: The Role of Institutional Investors and Shareholder Activism
9:45am - 11:15am Boston Park Plaza: Boylston
Organizers: Eric Y. Lee, U. of Georgia; Krishnan Nair, Northwestern U.
Moderator: John R. Busenbark, U. of Notre Dame
Discussant: Edward Zajac, Northwestern U.
1826 (Paper Session) - (STR) Intellectual Property Resources
9:45am - 11:15am Boston Park Plaza: Cabot
Competitive Strategy and Heterogeneity Track
Chair: Grid Thoma, U. of Camerino
Composite Value Index of Trademark Indicators — An Analysis Using Trademark- and Firm-Level Datasets | Grid Thoma, U. of Camerino
Pricing Power and New Prescription Drugs | Guneet Kaur Nagpal, U. of North Carolina, Chapel Hill; Deepak Jena, Indian School of Business; Atul Nerkar, U. of North Carolina, Chapel Hill; Rajdeep Grewal, U. of North Carolina, Chapel Hill
1827 (Paper Session) - (STR) Boards of Directors and Firm Performance
9:45am - 11:15am Boston Park Plaza: Constitution
Strategic Leadership and Governance Track
Chair: Sze Sze Wong, Nanyang Technological U.
Session Details – Tuesday, 8:00 - 10:00 AM

9:45am - 11:15am Boston Park Plaza: Winthrop

The Dynamic Impact of Institutional Logic on New Venture

9:45am - 11:15am Boston Park Plaza: White Hill

Political Connections and Firm Innovation

9:45am - 11:15am Boston Hynes Convention Center: 107

Contracting Beyond the Market: Contractual Agreements between Firms and Nonmarket Stakeholders

9:45am - 11:15am Boston Park Plaza: Beacon Hill

Do Political Connections Offer Sustainable Performance Benefits: An Institutions Based Approach

9:45am - 11:15am Boston Park Plaza: Arlington

The (Un)intended Consequences of Lowering Entry Barriers: Evidence from an Entry Deregulation Reform

The (Un)intended Consequences of Lowering Entry Barriers: Evidence from an Entry Deregulation Reform


Organizational Learning from Near Misses

1831 (Paper Session) - (STR) Cooperation with Non-market Stakeholders

1832 (Paper Session) - (STR) Strategic Entrepreneurship

1833 (Paper Session) - (STR) Learning From Failure

1834 (Paper Session) - (STR, OMT, TIM) Power and Inequality in a World of Platforms and Ecosystems

1835 (Paper Session) - (STR, ONE) Short-Term vs Long-Term Investments of Public Corporations: Past and Frontiers for the Future

1836 (Paper Session) - (TIM) Technology Strategy and Competition: Innovation Performance

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Organizational Learning from Near Misses | Helge JD Klapper, Rotterdam School of Management, Erasmus U.; Juan Pablo Madiedo Montanez, Rotterdam School of Management, Erasmus U.

Failing to Fail: The Effect of Cognitive Biases on Investment in Innovation | Kira Stearns, UCLA Anderson School of Management

Can They Save the Firm From Itself? Learning From Failure and the Role of Stars in Organizations | Amrita Lahiri, Washington State U.; Warren Boeker, U. of Washington, Seattle; Donghwi Seo, Drexel U.

How Does the Degree of Failure Affect Learning? Evidence from Crowdfunding by Serial Entrepreneurs | Luca Berchicci, Rotterdam School of Management, Erasmus U.; Mark Boons, Vrije U. Amsterdam

Short Selling and Performance on Corporate Social Responsibility: Evidence from a Natural Experiment | Vanya Rusinova, Copenhagen Business School; Georg Wernicke, HEC Paris

The Impact of Corporate Social (Ir)responsibility on Institutional Ownership | Binqi Tang, School of Business, Nanjing U.; Alan Muller, U. of Groningen; Robert Kleinnecht, U. of Amsterdam

The Effect of Litigation Risk on Managerial Risk-Taking | Erasmus U.

Etymology: The relationship between terms"
1837  
(Paper Session) - (TIM) Innovation processes: Customers and Technology
9:45am - 11:15am Boston Hynes Convention Center: 110
Chair: Johnathan Cromwell, U. of San Francisco
The Effect of Automated Service Interactions on Customer Value – A Review and Research Agenda | Daniela Castillo, Brunel U.; Ana Domingos Canhoto, ; Emanuel Said, U. of Malta
It Takes Two to Tango – How Customer Knowledge Boosts New Product Performance | Oliver Burger, TU Dortmund U.; Tessa Christina Flatten, TU Dortmund U.
How Users’ Friendships Support Their Transactions in Online Second-hand Marketplaces | Yong Wang, Tsinghua U.; Weiyi Zhang, Tsinghua U.; Ke Rong, Tsinghua U.; Zhen Sun, Tsinghua U.; Jiaqi Yan, Tsinghua U.

1838  
(Paper Session) - (TIM) Open Innovation: Technology Sourcing
9:45am - 11:15am Boston Hynes Convention Center: 111
Chair: Yang Liu, Queen’s U. Belfast
Sharing Revenues vs. Bonus in Technology Licensing Contracts | Giulia Solinas, Ludwig Maximilian U. of Munich (LMU); Dominique Demoogin, U. of Liverpool
Invest for the future? Examine the antecedents of Corporate Venture Capital (CVC) | Yu Liu, U. of Texas at Dallas; Jianan Li, U. of Texas at Dallas; Yun Dong Yeo, UT Dallas
Technology Sourcing From Start-ups: Corporate Venturing Modes Under Dueling Types of Uncertainty | Christopher David Kallhoff, RWTH Aachen U.; Steffen Stresse, TU Dortmund U.
Raising Capital in Biopharma Alliances; Unraveling the Roles of Technological Depth and Breadth | Mohammad Saleh Farazi, Department of Business Administration. U. Carlos III de Madrid; Shanthi Gopalakrishnan, New Jersey Institute of Technology; Michael D. Santoro, IESE Business School

1839  
(Paper Session) - (TIM) Technology, Policy & Society: Innovation Management
9:45am - 11:15am Boston Hynes Convention Center: 203
Chair: Hans Berends, Vrije U. Amsterdam
Let’s Make the Future Happen! The Performative Turn in Transformative Innovations | Sujith Nair, Uméå School of Business and Economics, Uméå U.
Making Real Options More Inclusive: Implications for Innovation Management | Asda Chintakananda, National Institute of Development Administration (NIDA); David McIntyre, Providence College
R&D Portfolios and Technology Roadmaps: Dilemmas Encountered in Advancing Service Innovation | Jawwad Z. Raja, Copenhagen Business School; Thomas Frandsen, Copenhagen Business School

1840  
(Paper Session) - (TIM) Organizational Learning & Search: TIM Conversations - Search and Innovation
9:45am - 11:15am Boston Hynes Convention Center: 204
Chair: J.P. Eggers, New York U.
Knowledge Search and Firm Innovation: The Moderating Role of Organizational Aspirations | Feng Guo, Tianjin U.; Lin Cui, Australian National U.; Bo Zou, Harbin Institute of Technology; Jinyu Guo, Harbin Institute of Technology
Product Performance in Nascent Technological Fields: The Role of Entry Status and Knowledge Search | Holmer Kok, Stockholm School of Economics; Amber Geurts, Aalto U.
Carving Innovation: Effects of Different Search Modes on Quality of New Products. | Alessio Delpero, Bocconi U.; Paola Cillo, Bocconi U.
The role of time in learning from failures | Arusyak Zakaryan, SKEMA BS - U. Côte d’Azur; Bruno Cirillo, SKEMA Business School

1841  
(Paper Session) - (TIM) Technology, Policy & Society: TIM Conversations - University and Industry Connections
9:45am - 11:15am Boston Hynes Convention Center: 205
Chair: Janet E.L. Bercovitz, U. of Colorado, Boulder
The Impact of Contract Research on the Research Output: Evidence from China | Xuanjin Chen, School of Economics and Management Tsinghua U.; Xibao Li, Tsinghua U.
Do Universities Support Innovative Activity of Local Low-Tech Firms? | Tindara Abbate, U. of Messina; Fabrizio Cesaroni, U. of Messina; Angelo Presenza, U. of Molise
Tapping into Science; university collaborations, technological breadth, and new product development | Kremena Slavova, CUNEF; Simcha Jong, Leiden U., The Netherlands
Enabling and Enacting Boundary Crossing in University-Industry Collaboration | Sunny Mosangzi Xu, U. of Copenhagen

1842  
SHCS: (TIM) New Ways of Funding Science and Innovation
9:45am - 11:15am Boston Hynes Convention Center: 206
Organizers: Valentina Tartari, Copenhagen Business School; Maryann P. Feldman, U. of North Carolina, Chapel Hill
Discussant: Jeannette Anastasia Colyvas, Northwestern U.
The Demand for Science Funding | Maryann P. Feldman, U. of North Carolina, Chapel Hill; Valentina Tartari, Copenhagen Business School; Hans Christian Kongsted, Copenhagen Business School
Major Donors Acting as Angel Investors | Emily Nwakpuda, U. of North Carolina, Chapel Hill
Crowdfunding scientific research | Henry Sauermann, ESMT European School of Management and Technology; Chiara Franzoni, Politecnico di Milano
Multi-Disciplinary Scientists: Field Experimental Evidence from a Call for Grant Proposals | Kevin Boudreau, Northeastern & NBER; Ina Ganguli, Harvard U. 

Presenters: Emily Nwakpuda, U. of North Carolina, Chapel Hill; Henry Sauer mann, ESMT European School of Management and Technology; Kevin Boudreau, Northeastern & NBER

1843 🧵: (Paper Session) - (TIM) Technological Change: Technology driven Change
9:45am - 11:15am Boston Hynes Convention Center: 301
Chair: Maggie Quizu Me, Grenoble Ecole de Management

The Cognitive Base of CTO and the Technological Radicalness of Inventions | Junghyun Park, Sungkyunkwan U.; Doohée Chung, Handong Global U.; Jiseon Shin, Sungkyunkwan U.; Sang Kyun Kim, Sungkyunkwan U.

From Creative Destruction to Convoluted Construction: Socio-technical change in the music industry | Sanjay Jain, California State U. Northridge

Sensing Transformational Technological Change: Why companies differ in attention to new technologies | Erik Fernandes, Fundacao Getulio Vargas; Ana Luiza Lara De Araujo Burchard, FDC - Fundacao Dom Cabral

1844 🧵: (Paper Session) - (TIM) Human Aspects of Innovation: Team Dynamics, Incentives and Innovation
9:45am - 11:15am Boston Hynes Convention Center: 305
Chair: Arjan Markus, Tilburg U.

Responsible Innovation: The development and validation of a scale | Stephen Xu Zhang, U. Of Sydney; Afreen Choudhury, The U. of Sydney; Liangxing He, Business School at Nankai U.

Revisiting the Impact of USPTO Examiner Incentives: Learning and Patent Office Outcomes | Charles DeGrazia, U. of London, Royal Holloway College; Nicholas Paoloro, USPTO; Mike Horia Teodorescu, Boston College

How Do R&D Project Teams Perform? Examining Psychological Safety, Initiative, and Uncertainty | Yuwen Liu, National Tsing Hua U.; Robert T Keller, U. of Houston


Tuesday 10:00AM

1845 🧵: (ICW) Pass the Torch -- A Conversation with Chinese Scholars
10:00am - 12:00pm Boston Park Plaza: Whittier
Led by MingJer Chen and joined by other mentorship-minded senior scholars, the gathering is designed to provide a friendly, supportive environment so all attendees can openly and honestly exchange ideas and share experiences.
Organizer: Jianhong Chen, U. of New Hampshire

Tuesday 10:30AM

1846 🦜: (OB) OB Division Lifetime Achievement Award
10:30am - 11:30am Sheraton Boston Hotel: Constitution Ballroom B

Coffee

Tuesday 11:30AM

1847 🧵: (Paper Session) - (CAR) New Directions in Career Success
11:30am - 1:00pm Sheraton Boston Hotel: Arnold Arboretum
Chair: Milad Jannesari, School of Business, Zhejiang U. City College

Still Relevant? An Updated Meta-Analysis of Classic Career Success Predictors | Peter Haslin, UNSW Sydney; Wolfgang Mayrhofer, WU Vienna; Michael Schifflinger, WU Vienna; Petra Eggenhofer-Rehart, WU Vienna; Markus Latzke, IMC Krems; Astrid Reichel, U. of Salzburg; Johannes Steyer, WU Vienna U. of Economics and Business; Dominik Zellhofer, WU Vienna

Career Success and Subjective Well-Being: Moderated Mediation Model of Goal Orientation | Eun Young Nae, U. of Houston; Byong Kwon Choi, College of Business, Sangmyung U.


1848 🦜: (JS, CAR, HR) With a Little Help from My Friends: Relational Aspects of Careers
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom A
Organizers: Jennifer Sharon Jones-Morales, International Labour Organisation; Mirit K. Grabarski, U. of Western Ontario
Facilitator: Audrey Murrell, U. of Pittsburgh
The Role of High-Quality Mentoring Relationships in the Formation of Authentic Leadership | Jennifer Sharon Jones-Morales, International Labour Organisation


A Multilevel Investigation of Antecedent Mechanisms for Organizational Embeddedness | Julia Muelhhausen, U. of Bern; Daniel Spurk, U. of Bern

Participants: Charlice Hurst, U. of Notre Dame; Claudia D. Jonczyk, U. of Neuchâtel; Charles Drago Galunic, INSEAD; Ben M. Bensaou, INSEAD; Julia Muelhhausen, U. of Bern; Daniel Spurk, U. of Bern

1849 🧵: SHCS: (CAR, OB, OMT) New Insights on Antecedents and Outcomes of Specialization
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax B
Knowledge Dimensions and Promotions: Rewards to Generalists | Shinjinee Chattopadhayay, U. of Illinois; Shinjae Won, U. of Illinois at Urbana-Champaign

Rare Disciplinary Combination in Professional Service Firms | Hye Joon Park, Pennsylvania State U.; Forrest Briscoe, Pennsylvania State U.


Inside Out and Outside In: The Coevolution of Organizations’ Knowledge Base and Network Position | Gianluca Carnabuci, ESMT European School of Management and Technology

Participants: Shinjinee Chattopadhayay, U. of Illinois; Shinjae Won, U. of Illinois at Urbana-Champaign

The Careers Best Symposium Award Nominee

1850 CAU: (CAU) Building Entrepreneurial Strategies: Setting a Future Agenda for Strategic Entrepreneurship Research
11:30am - 1:00pm The Fairmont Copley Plaza Hotel: Back Bay Room
The organizers of the workshop are co-editing a handbook on strategic entrepreneurship, and therefore the caucus will help generate ideas and interest around the topic and collect valuable insights from scholars to be able to set the direction for the development of strategic entrepreneurship field.

Organizers: Amit Karna, Indian Institute of Management, Ahmedabad; Galina Shirokova, Graduate School of Management St.Petersburg State U.

1851 Neurodiversity Inclusive Employment and Autism at Work
11:30am - 1:00pm The Fairmont Copley Plaza Hotel: Commonwealth Room
Organizers: Anna Krzeminska, Macquarie U.; Charmine E. J. Hartel, U. of Queensland

1852 SHCS: (CM, OB, MOC) Organizational Competition and Its Risk
11:30am - 1:00pm Sheraton Boston Hotel: Clarendon AB
Organizers: Jinseok Chun, Duke U.; Siyu Yu, New York U.
Discussant: Sim B. Sitkin, Duke U.

Understanding Competitive Misconduct Through a Model of Embedded Competition | Sarah Doyle, U. of Arizona; Nathan Pettit, New York U.; Sijun Kim, U. of Arizona; Christopher To, New York U.; Robert B. Lount, Ohio State U.

Incivility Divides and Hurts: Exposure to Brief Incidental RudenessBoosts Intergroup Discrimination | Binyamin Cooper, U. of Florida; Troy Wesley Pounds, U. of Central Florida; Nir Halevy, Stanford U.; Amir Erez, U. of Florida

When blindsides aren't so bad: Deservedness of Status Changes | Rebecca Mitchell, Michigan State U.; Stefan Wuorinen, Michigan State U.; Nicholas Hays, Michigan State U.

From Reading to Coordinating: How Teams’ Ability in Reading Status Hierarchies Helps Status Conflict | Siyu Yu, New York U.; Gavin J. Kilduff, New York U.

How Comparative Evaluations Trigger Competitive Behaviors in Workplaces | Jinseok Chun, Duke U.; Elad Netanel Sherf, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Michael Slepian, Columbia Business School

Presenters: Sarah Doyle, U. of Arizona; Binyamin Cooper, U. of Florida; Rebecca Mitchell, Michigan State U.


1853 CAU: (Paper Session) - (CMS) Self-Reflecting on Theory, Methods and Representation
11:30am - 1:00pm Hilton Boston Back Bay: Lincoln
Chair: Scott Taylor, U. of Birmingham

Talking Capitalism - 12,000 miles across the U.S. | Sarah Stookey, Central Connecticut State U.

Decolonial Feminist Theory: Embracing the Gendered Colonial Difference in Management & Organisation | Jennifer Manning, Technological U. Dublin


In the Shadow of Empire: Global Britain and the UK Business School | Mehdi Boussèbaa, U. of Glasgow

Inclusion from an Inclusive Epistemology: Contributions of Milton Santos to Organization Studies | Daniel D. Lacerda, PPGA - EA-UFRGS

1854 ENT: (Paper Session) - (ENT) Entrepreneurial Roles and Identities
11:30am - 1:00pm Boston Marriott Copley Place: Columbus I
Chair: Metin Onal Vural, IE Business School

Be Yourself: How Role Identities Influence Transgenerational Entrepreneurship in Family Firms | Magali Canovi, ESCP Europe; Chiara Succi, ESCP Europe Business School

Identity Orientation: The Origins of Investors’ Motivations and Distinct Forms of Resource Exchange | Carlos M. DaSilva, HEG School of Management Fribourg / HES-So I. U. of Applied Sciences Wes


Academics as Entrepreneurs: The Role of Role Identity Transitions | Metin Onal Vural, IE Business School

1855 ENT: (Paper Session) - (ENT) Processes of Entrepreneurial Growth
11:30am - 1:00pm Boston Marriott Copley Place: Columbus II
Chair: Morgan R. Clevenger, UGSM Monarch Business School


How Do Organizational Absorptive Capacity and Entrepreneurial Social Networks Enhance Revenue Growth | Franklin Yi Wang, Nottingham U. Business School China
Entrepreneurs' Skill Diversity and Firm-Level Innovation: Implications for High Growth | Vartuhi Tonoyan, No Affiliation; Robert Strohmeyer, U. of Mannheim

The Influence of Entrepreneurial Teams' Distribution of Power on Firm Growth | Miriam Bird, U. of St. Gallen; Mateja Andric, U. of St. Gallen (HSG)

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Emily Neubert, Indiana U. - Kelley School of Business

The Influence of Individual Legitimacy-Building Factors and Gender on Funding in Accelerators | Emily Neubert, Indiana U. - Kelley School of Business

An Exploration into the Legitimization Process of a Social Market Intermediary | Furkan Amil Gur, Northern Illinois U.; Christine Hegarty Mooney, Northern Illinois U.

The Influence of Individual Legitimacy-Building Factors and Gender on Funding in Accelerators | Emily Neubert, Indiana U. - Kelley School of Business

How to Fit In and Stand Out: Legitimacy Building Mechanisms in New Ventures | Mahmood Aslam, U. of Bayreuth; Ricarda B. Bouncken, U. of Bayreuth

Immigrant Start-Up Founders and Venture Capital | Daniela Bolzani, U. Cattolica del Sacro Cuore; Federico Munari, U. of Bologna

Resource Constraints Encountered by Women Founders in High-Tech Domains & Strategies to Overcome Them | Krishna Satyanarayana, Department of Management Studies, Indian Institute of Science, Bangalore; Kshitija Joshi, National Institute of Advanced Studies, IISc campus

You Went to Harvard, So What? The Effects of Founder Prestige on Job Seeker Evaluations of Start-ups | Danny Chung, Ivey Business School; Simon Parker, Ivey Business School

Study on Co-Founder Selection by Novice Entrepreneurs | Willy Das, Indian Institute of Management Raipur; Satyasiba Das, assistant professor

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: Federico Munari, U. of Bologna

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: Emily Neubert, Indiana U. - Kelley School of Business

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon E
Chair: Chien-Sheng Richard Chan, Stony Brook U.-State U. of New York

Learning to Raise Money – How and When Entrepreneurs Learn from Failed Crowdfunding Campaigns | Erik Peter Piening, Johannes Gutenberg U. Mainz; Ferdinand Thies, U. of Liechtenstein; Michael Wessel, Copenhagen Business School; Benlian Alexander, Technische U., Darmstadt


Confirmation and Disconfirmation in the Evaluation Process of Investors in Equity Crowdfunding | Roxana Tarturea, Aalto U. School of Science; Magdalena Cholakova, Erasmus U. Rotterdam; Ingrid Verheul, Rotterdam School of Management, Erasmus U.

The Intellectual Development of Business Angel Decision-Making Field: A Co-Citation Analysis | Dina Vasic, ZSEM / FELU; Alenka Slavec Gomezel, U. of Ljubljana, Faculty of Economics

Leveraging Institutional Intermediaries: Entrepreneurial Strategies on a Crowdfunding Platform | You Wu, Stanford U.; Song Wang, Zhejiang U.

Looks Matter: Influences of Entrepreneurs' Facial Masculinity on Investors' Decisions | Xue Zheng, China Europe International Business School; Guo Bai, China Europe International Business School (CEIBS); Jean SK Lee, China Europe International Business School (CEIBS)

Formal and Informal Financing Decisions of Small Businesses | Bach Nguyen, Aston Business School

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Douglas Cumming, Florida Atlantic U.

The Relationship Between Growth and Profitability Revisited - Determinants and Indicators of Growth in Social Venturing | Marleen Wierenga, Aalto U. School of Business

Determinants and Indicators of Growth in Social Venturing | Nicole Siebold, Otto von Guericke U. Magdeburg

The Relationship Between Growth and Profitability Revisited - Exploring Different Modes of Growth | Martin Weiss, Vlerick Business School; Theodore Andrew Khoury, Portland State U.; Markus Kreutzer, EBS Business School

Scaling Impact: An Emergent Model of Social Growth Orientation in Nascent Ventures | Andrea E. Caldwell, The U. of Texas at Austin; Yerodin Sekou Bermiss, The U. of Texas at Austin; Emily S. Block, U. of Alberta; Michael J. Mannor, U. of Notre Dame

11:30am - 1:00pm Boston Marriott Copley Place: Orleans
Chair: Cyrine Ben-Haifaiedh, IESEG School of Management

Institutional Voids and the Role of Network Strategies: Evidence from China | Wubiao Zhou, Birmingham Business School

A Study of Network Blockages and Effective Entrepreneurial Strategies | Nastaran Simarasl, California State Polytechnic U., Pomona; Sheela Pandey, Pennsylvania State U., Harrisburg; Blake D. Mathias, Indiana U.

When Your World Is an Island: Social Networks and Decision-Making in International Entrepreneurship | Richard
Entrepreneurship Ecosystems and Platforms


To Pivot or Not To Pivot? How Core Venture Identity Inhibits Early Business Model Revision | Devin Burrell, Indiana U. - Kelley School of Business; Regan M. Stevenson, Indiana U.

1865 SHCS: (ENT, OB, OMT) Advances in Understanding Interpersonal Processes in Early-Stage Start-Ups

11:30am - 1:00pm Boston Marriott Copley Place: Wellesley
Organizers: Bart De Jong, Australian U.; Lindred L. Greer, U. of Michigan, Ross School of Business; Andrew Pierce Knight, Washington U. in St. Louis
Discussant: Laura Huang, Harvard Business School
Start-Up Teams: An Integrative Review and Dimensionalized Reconceptualization | Lindred L. Greer, U. of Michigan, Ross School of Business; Andrew Pierce Knight, Washington U. in St. Louis; Bart De Jong, Australian Catholic U.

How Entrepreneurial Teams Recover from Founder Exits | Rieke Dibbern, Technical U. of Munich; Rebecca Preller, Technical U. of Munich; Nicola Breugst, TUM School of Management, Technical U. of Munich; Holger Patzelt, TUM School of Management, Technische U. München
Platforms for the People | Daniëlle Logue, U. of Technology, Sydney; Matthew Grimes, Cambridge Judge Business School
Examining the Female Entrepreneur Advantage in Assembling Diverse Founding Teams | Steven Gray, The U. of Texas at Austin; Waverly W. Ding, U. of Maryland; Weiyi Ng, National U. of Singapore

Presenters: Nicola Breugst, TUM School of Management, Technical U. of Munich; Daniëlle Logue, U. of Technology, Sydney; Matthew Grimes, Cambridge Judge Business School; Steven Gray, The U. of Texas at Austin; Waverly W. Ding, U. of Maryland; Weiyi Ng, National U. of Singapore; Rebecca Preller, Technical U. of Munich; Rieke Dibbern, Technical U. of Munich; Holger Patzelt, TUM School of Management, Technische U. München

1866 SHCS: (ENT, STR, OMT) Advancing Theory Development in Entrepreneurship
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon G
Human Enterprise | Rajshree Agarwal, U. of Maryland
Building Innovative Theory: A Personal Journey | Jay B. Barney, U. of Utah, David Eccles School of Business
Boundary Conditions as Spaces for Theory Development | James Fiet, U. of Louisville

Becoming Theoretical Connoisseurs: The “Critical Mess” and Its Implication for Entrepreneurship | William B. Gartner, Babson College
Theorizing in Entrepreneurship | Saras Sarasvathy, U. of Virginia

Moving Forward Theories on Central Problems in Managing Corporate Entrepreneurship | Andrew H. Van de Ven, U. of Minnesota

Speakers: Rajshree Agarwal, U. of Maryland; Jay B. Barney, U. of Utah, David Eccles School of Business; James Fiet, U. of Louisville; William B. Gartner, Babson College; Yong Li, U. of Nevada Las Vegas; Saras Sarasvathy, U. of Virginia; Andrew H. Van de Ven, U. of Minnesota; Shaker A. Zahra, U. of Minnesota
1867 📚: (Paper Session) - (GDO) Implications of Gender Diversity
11:30am - 1:00pm Boston Park Plaza: Brandeis
Chair: Jeremy F. Dawson, U. of Sheffield
Not Just a Woman of a Man: Influence of Team Faultlines on Board Gender Diversity- Firm Performance | Esha Mendra, U. of Ottawa; Tamara Montag-Smit, UMass Lowell Manning School of Business; Ursula Sanborn-Overby, SUNY Oneonta; Cassondra Batz, -

1870 JS: (GDO, OB) Advances in Disability Research:
Toward Greater Understanding of Inclusive Organizations
11:30am - 1:00pm Boston Park Plaza: Clarendon
Chairs: David Baldridge, Oregon State U.; Mukta Kulkarni, Indian Institute of Management, Bangalore
Discussants: Joy E. Beatty, U. of Michigan, Dearborn; Adrienne Colella, Tulane U.
Disability Friendly Organizations, Contested Disability Practices & De/legitimizing Rhetoric | Elke Jammaers, UCLouvain
The Effects of Managerial Biases on the Quality of Feedback Provided to Employees with Disabilities | Catherine Connelly, McMaster U.; Silvia Bonaccio, Telfer School of Management, U. of Ottawa; Ian R. Gellatly, U. of Alberta; Jennifer Ho, McMaster U.
The Empathy Effect--Employer Responses to Veteran and Disability Status | Mason Ameri, Rutgers Business School; Lisa Schur, -; Meera Adya, -; Douglas Kruse, Rutgers U.
The Role of Inclusive Work Environments in Disclosure of Concealable Disabilities | Robert Keating, Northern Illinois U.; Alecia Marie Santuzzi, Northern Illinois U.
Relations Among Subtle Workplace Mistreatment, Suicidal Ideation, and Workplace Involvement | Kayla Follmer, Salisbury U.; D Jake Follmer, Salisbury U.

1868 📚: (Paper Session) - (GDO) The Intersection of Power and Identity
11:30am - 1:00pm Boston Park Plaza: Brookline
Chair: Sabrina L. Speights, Wheaton College
Unequal Dignity: An Examination of Social Class Differences in Preserving and Protecting Dignity | Khalidoun AbouAssi, American U.; Albert Jacinto, American U.
Gender Heterogeneity in TMTs and Boards: Its Joint Impact on Strategic Change and Firm Performance | Jie Wu, U. of Macau; Mary Triana, U. of Wisconsin, Madison; Xinhe Zhang, U. of Macau

1869 📚: (Paper Session) - (GDO) Gendered Tactics
11:30am - 1:00pm Boston Park Plaza: Exeter
Chair: Kyle Ehrhardt, U. of Colorado, Denver
Does it Pay Off to “Lean In”? Promotion-Focused Men Are Rewarded; Promotion-Focused Women Are Not | Dinah Gutermuth, Maastrict U.; Melvyn Hamstra, Maastrict U.
Covering in Cover Letters: Gender and Self-Presentation in Job Applications | Joyce He, U. of Toronto; Sonia Kang, U. of Toronto

1871 📚: JS: (GDO, OB) Organizational Implications of Perceptions of LGBT Employees
11:30am - 1:00pm Boston Park Plaza: Gloucester
Discussant: Jennifer R. Webster, Marquette U.
A Systematic Review of Management Research on Sexual Orientation | Georg Frederic Bernhard Tam, U. of Sydney; Eliza Byington, U. of Sydney; Raymond Trau, Macquarie U.
Perceptions of Authenticity of Transgender Leaders | Leah Warner, Ramapo College of New Jersey; Nicholas Salter, -
The Importance of Pride and Recognizing Authenticity for Transgender Employees | Kelly Gabriel, George Washington U.; Hannah Kremer, George Washington U.; Christian Noble Thorougghood, Villanova U.
The Intersection of Gender Identity and Race in the Workplace | Shovna Crystal Tripathy, U. of Memphis; Kristen Price Jones, U. of Memphis

1872 📚: JS: (GDO, OB) It's Complex: Conditions That Inhibit Women's Inclusion at Work
11:30am - 1:00pm Boston Park Plaza: Terrace
Chairs: Katherine Fear, Southern Methodist U.; Samantha C. Paustian-Underdahl, Florida State U.
Boys Don’t Cry Crocodile Tears: The Asymmetric Effects of Crying on Desire to Punish Men and Women | Natalya Alonso, U. of British Columbia; Nathan Dhaliwal, U. of British Columbia; Ela Bandari, U. of British Columbia; Jennifer L. Berdahl, U. of British Columbia

How Women Rationalize Themselves Out of Leadership Roles: Unintended Consequences of Job Crafting | Jasmien Khattab, U. of Virginia Darden School of Business; Morela Hernandez, U. of Virginia Darden School of Business

Missed, Dissed, or Dismissed? Why Incivility towards Women Goes (Un)noticed | Jamie Lee Gloor, U. of Zurich; Tyler Gene Okimoto, U. of Queenslend; Xinxin Li, Antai College of Economics and Management, Shanghai Jiao Tong U.

More Than Just a Headscarf: How Organizations May Be Excluding Muslim Women | Shannon Cheng, Rice U.


Presenters: Natalya Alonso, U. of British Columbia; Jasmien Khattab, U. of Virginia Darden School of Business; Jamie Lee Gloor, U. of Zurich; Shannon Cheng, Rice U.; Ivona Hideg, Wilfrid Laurier U.


1873 : (GDO, OB, MOC) Reevaluating the Business Case for Diversity: Consequences for Advocates, Women, Leaders, & Scholars

Discusant: Miguel Unzueta, U. of California, Los Angeles

Why Do Feminists Make the Business Case for Investing in Women? | Sarah Kaplan, U. of Toronto

The Business Case Undermines Women’s Sense of Belonging at Work: Mechanisms and Consequences | Oriane Georgeac, London Business School; Sarah Kaplan, U. of Toronto

When the Business Case Backfires: Economic Standards Jeopardize Support for Diversity Programs | Hannah Birnbaum, ; Evan P. Apfelbaum, MIT Sloan School of Management; Adam Waytz, Northwestern Kellogg School of Management

How Business Leaders and Diversity Scholars Overestimate the Power of the Business Case | Robin Ely, Harvard U.; David Thomas, Morehouse College; Susan Sturm, Columbia U.

Speakers: Sarah Kaplan, U. of Toronto; Oriane Georgeac, London Business School; Hannah Birnbaum, ; Robin Ely, Harvard U.

1874 : (Paper Session) - (HCM) Organizational Executives’ Influence on Policy and Practice

Chair: Amy Yarborough Landry, U. of Alabama, Birmingham

Medical Leadership’s Inclusivity Promise to Institutions and Professions towards Western Healthcare | Wouter A. Keijser, U. of Twente; Celeste P.M. Wilderom, U. of Twente

The Perception of Not-Profit Hospital Directors on Board Dynamics in the Governance Implementation | Agota Szabo, Vrije U. Amsterdam

Strategic Collaboration Between Management and Medical Professionals | Simon Jan Schrader, Leibniz U. Hannover

The Making of Practice Guidelines: Endogenous Dynamics of Policy Formation in Population Screening | Ozge Karanfil, assistant professor

1875 : (Paper Session) - (HCM) Role of Contextual Factors for Teams, Professionals, and Patients

Examining the Influence of Proximal Density to Nurse Education Resources on Quality of Care Outcomes | Courtney Nichole Haun, Auburn U.


Consequences of Abusive Supervision at Work: Expanding Boundary Conditions and Mechanisms

Demon’s and Angels: Protective and Destructive Mechanisms in Abusive Supervision | Hieu Nguyen, U. of Queensland

An Investigation of Abusive Supervision’s Performance Enhancing Effect: An Attribution Perspective | Jun Yang, U. of North Carolina, Greensboro; Yonhong Liu, U. of North Carolina, Greensboro

An Examination of the Upward Effects of Abusive Supervision | Anna Carmella Ocampo, Australian National U.; Simon Lloyd D. Restubog, U. of Illinois at Urbana-Champaign; Lu Wang, Australian National U.; Mindy Krischer Shoss, U. of Central Florida

HIV-Positive Employees Facing Abusive Supervision: The Roles of Fear, HIV Stigma, and CD4 Count | Anthony Decoste, Global Virtuoso; Simon Lloyd D. Restubog, U. of...
1877: (HR) HRM, Well-Being and Performance: Exploring New Avenues
11:30am - 1:00pm Westin Copley Place Boston: Essex North-Center
Chairs: Steven Kilroy, Tilburg U.; Karina Van De Voorde, Tilburg U.
Discussant: David E. Guest, King's College London
Collective Perceptions of HRM Practices and Absence from Work: A Latent Moderated SEM Approach | Kerstin Alves, ESCP Europe; Nils Langner, ESCP Europe; Argyro Avgoustaki, ESCP Europe Business School; Veronique Tran, ESCP Europe
High-Involvement and Compliance-Achieving HR Practices, Employee Well-Being and Performance | Steven Kilroy, Tilburg U.; Renee De Reuver, reuver
A Latent Profile Analysis of HPWS on Employee Performance and Depression | Qiang Fu, U. of Nebraska, Lincoln; Jia Yu, U. of Nebraska, Lincoln; Wanshi Chen, East China U. of Science and Technology
The Effect of Work Characteristics on Employee Well-Being: A Latent Profile Analysis | Jianmin Sun, The U. of Auckland; Jianwu Zhou, School of Labor and Human Resources, Renmin U. of China; Yuan Li, Chinese Academy of Social Sciences
Fun at Work: Exploring the Influence of Time Demands and the Impact of Fun on Employee Outcomes | Na Fu, Trinity College Dublin
Participants: Kerstin Alves, ESCP Europe; Nils Langner, ESCP Europe; Argyro Avgoustaki, ESCP Europe Business School; Veronique Tran, ESCP Europe; Renee De Reuver, reuver; Qiang Fu, U. of Nebraska, Lincoln; Jia Yu, U. of Nebraska, Lincoln; Wanshi Chen, East China U. of Science and Technology; Jianmin Sun, The U. of Auckland; Jianwu Zhou, School of Labor and Human Resources, Renmin U. of China; Yuan Li, Chinese Academy of Social Sciences; Na Fu, Trinity College Dublin

1878: (HR) HR and Employee Benefits
11:30am - 1:00pm Westin Copley Place Boston: Essex North-West
Chair: Dan Weltmann, Western Connecticut State U.
Do Ties That Bind Hurt? The Consequences of Noncompete Mobility Constraints | Kwan Seung Lee, U. of Houston-Victoria
The Employee Benefits and Performance Relationship: An Organization Support Theory Perspective | David B. Balkin, U. of Colorado, Boulder; Steve Werner, U. of Houston
Out of Sight, Out of Mind? A Fairness-Based Approach toward Pregnancy Disclosure and Maternity Leave | Wonbin Sohn, The U. of Texas at Austin

1879: (HR) Presentations of 2018 SHRM Foundation Dissertation Award Winners
11:30am - 1:00pm Westin Copley Place Boston: Great Republic
Organizer: Pingshu Li, U. of Texas Rio Grande Valley
Presenters: Dhuha Abdulsalam, U. of South Carolina; Saehee Kang, Rutgers, The State U. of New Jersey; Rebecca M. Paluch, Sauder School of Business, U. of British Columbia; DJ Steffensen, Middle Tennessee State U.

1880: (Paper Session) - (HR) HR Coping and Stress
11:30am - 1:00pm Westin Copley Place Boston: Independence A
Chair: Lucille Headrick, U. of Illinois at Urbana-Champaign
The Depressive Price of Being a Sandwich-Generation Caregiver: Can Organizations and Managers Help? | Keren Turgeman Lupo, Tel Aviv U.; Sharon Toker, Tel Aviv U.; Nili Benavi, Tel Aviv U.
Social Insulation at Work: The Distinct Buffering Effects of LMX and POS | Andra Serban, Virginia Commonwealth U.; Alex L. Rubenstein, U. of Central Florida; Frank A. Bosco, Virginia Commonwealth U.; Leah Katell Grubb, East Carolina U.
The Double-Edged Effects of Job Insecurity: An Approach-Avoidance Model | Eryue Teng, Harbin Institute of Technology; Vivien Lim, National U. of Singapore; Li Zhang, Harbin Institute of Technology

1881: (Paper Session) - (HR) HR Staffing and Recruitment
11:30am - 1:00pm Westin Copley Place Boston: St George D
Chair: Nicholas Folger, TUM School of Management, Technical U. of Munich
A Meta-Analysis of Social Media Assessment Frequency: Used a Lot, Studied a Little? | Philip L. Roth, Clemson U.; Rebecca Roth, Clemson U.; Michael A McDaniel, Virginia Commonwealth U.
Recover Control? The Impact of Employer Responses on Employee Word-of-Mouth | Christoph Höllig, Technical U. of Munich
It's All Relative(s): Exploring Family Referral, Work-Family Relationships and Social Enrichment | Christina Hoon, Bielefeld U.; Alina McCandless Baluch, U. of St Andrews; Julia Brinkmann, Bielefeld U.
Exploiting All Information for Human Resource Management: Persistent Homology as a Theoretical Tool | Woonkian Chong, Xi'an Jiaotong-Liverpool U.; Chiachi Chang, Xi'an Jiaotong-Liverpool U.; Simon Rudkin, Swansea U.

1882: (JS) (HR, TIM) Promoting Well-Being in Virtual Work
11:30am - 1:00pm Westin Copley Place Boston: Helicon
Discussant: Batia Mishan Wiesenfeld, New York U.
A Work-Life Cell Phone Policy Change Field Experiment | Ellen Ernst Kossek, Purdue U.; Kyung-Hee Lee, Purdue U.; Todd Bodner, Portland State U.; Emily Stiehl, U. of Illinois at Chicago
Managing Tensions in Global Work and Worker Well-Being: The Paradoxical Role of Social Media | Jennifer Gibbs, U. of
Participants:

- California, Santa Barbara; Anu Sivunen, U. of Jyväskylä; Ward Van Zoonen, Amsterdam School of Communication Research, U. of Amsterdam
- Multitasking and Cognitive Fatigue in Virtual Team Meetings | Niina Nurmi, Aalto U. School of Business

Presenters:

- Ellen Ernst Kossek, Purdue U.; Jennifer Gibbs, U. of California, Santa Barbara; Niina Nurmi, Aalto U. School of Business; N. Sharon Hill, George Washington U.
- Participants: Kyung-Hee Lee, Purdue U.; Todd Bodner, Portland State U.; Emily Stiehl, U. of Illinois at Chicago; Anu Sivunen, U. of Jyväskylä; Carolyn Axtell, U. of Sheffield; Ward Van Zoonen, Amsterdam School of Communication Research, U. of Amsterdam; Niina Nurmi, Aalto U. School of Business; Sumita Raghuram, Pennsylvania State U.

1883: (Paper Session) - (IM) MNE Structure & Subsidiary-HQ Relationships

11:30am - 12:00pm Hilton Boston Back Bay: Adams A

- Chair: Changwha Chung, Korea U.
- Foreign and Home Country Innovation by MNCs: Hollowing Out or Strengthening of the Home Base? | Heather Berry, George Washington U.

1884: (Paper Session) - (IM) Georgetown Best Paper in International Business and Policy Finalist

11:30am - 12:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A

- Chair: Minyoung Kim, U. of Kansas
- Foreign and Home Country Innovation by MNCs: Hollowing Out or Strengthening of the Home Base? | Heather Berry, George Washington U.
- Do Institutions Matter for the Relationship between Diversification and Performance? A Meta-Analysis | Todor Stefan Lohwasser, WWU Münster; Dominik Wagner, Independent Scholar; Marc Van Essen, U. of South Carolina; Michel William Lander, HEC Paris; Valentina Marano, Northeastern U.
- IM Division Georgetown Best Paper in International Business and Policy Finalist
- Overseas Operation, Regulatory Lobbying, and Integrated Strategy of US Firms | Yilang Feng, U. of Michigan, Ann Arbor
- IM Division Georgetown Best Paper in International Business and Policy Finalist

1885: (Paper Session) - (IM) Ownership and Entry Choices of MNE Subsidiaries

11:30am - 12:00pm Hilton Boston Back Bay: Jefferson

- Chair: Kexin Bi, professor
- Forced and Voluntary Divestment by MNCs: Reconfiguration of International Operations | Naoki Yasuda, Tokyo U. of Science; Toshimitsu Ueta, Copenhagen Business School
- The Impact of Socioemotional Wealth and Vulnerabilities on Family Firms’ Subsidiary Ownership Choice | Claudia Pontelli, Luis Guido Carli U.; Andrea Calabrò, IPAG Business School; Alessandro Minichilli, Bocconi U.; Fabio Quarto, Bocconi U.; Guido Corbetta, Bocconi U.
- Entry Mode and Innovation Adoption of MNEs. The Effect of Cultural Distance and Country Development | Jaime Gomez, U. de La Rioja; Beatriz Pérez-Aradros, U. de La Rioja; Idana Salazar, U. de La Rioja
- The Influence of Perceived Institutional Distance on Foreign Ownership Level Decisions of New MNEs | Piotr Tracznynski, Poznan U. of Economics and Business; Tilo Halaschovich, Jacobs U. Bremen; Dorota Piaskowska-Lewandowska, U. College Dublin

1886: (Paper Session) - (IM) Political and Economic Institutions and Foreign Direct Investment

11:30am - 12:00pm Hilton Boston Back Bay: Marina

- Chair: Hongjia Ma, -
- The International Expansion Speed of SOEs: The Moderating Role of Market Capitalism in Emerging Markets | Weiqiang Tang, U. of South Australia
- Political and Economic Institutions: The Effect of State Ownership on Foreign Direct Investment (WITHDRAWN) | Weiqiang Tang, U. of South Australia; Kevin Zheng Zhou, U. of Hong Kong
- IP Protection and Post-Entry Ownership Structure: The Role of Local Partners’ Institutional Logics | Tao Wu, National U. of Singapore; Andrew Delios, National U. of Singapore
- Competition Policy as FDI Deterrent: The Role of Informal Institutions in U.S. Antitrust Enforcement | Joseph Clougherty, U. of Illinois at Urbana-Champaign; Nan Zhang, U. of Illinois at Urbana-Champaign

1887: (Paper Session) - (IM) Subsidiary-HQ Relationships

11:30am - 12:00pm Hilton Boston Back Bay: Westminster

- Chair: Seung Ho Park, Nanyang Technological U.
- Value Recontextualization and MNCs’ Normative Integration: How Local Managers Improve Value Congruity | Meng Zhao, Renmin U. of China; Seung Ho Park, Nanyang
- Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details - Tuesday, 10:00 AM - 12:00 PM

11:30am - 1:00pm Boston Park Plaza: Tremont

Discussant: 11:30am - 1:00pm Boston Park Plaza: Tremont

Prepare Early for… Reintegration and Knowledge Transfer of Cross-Border Knowledge Transfer via Expatriates, Inpatriates, and Repatriates: A Meta-Analysis | Anne Burmeister, Rotterdam School of Management, Erasmus U.; Daniela Noethen, ESADE Business School / Ramon Llull U.; Julius Schildbach, ESADE Business School

What Reduces Anxiety and Uncertainty of Cross-Cultural Boundary spanners, social media and organizational change: an action research in China | Emmanuel Monod, Shanghai SUIBE U.; Luona Song, Shanghai SUIBE U.; Uzonna Olumba, Benedictine U.; Elisabeth Joyce, Edinboro U.; Flavia Santoro, Rio de Janeiro State U. (UERJ); Lingxiu (Caroline) LONG, Shanghai SUIBE U.; Lifei Liu, Shanghai SUIBE U.; Huiting (Gloria) Zhang, Shanghai SUIBE U.; Tony (Jiangping) Yu, Jiangsu Holsysun Electronic Technology Co Winner of the Benedictine University Scholar-Practitioner Collaboration Award


Identifying Managerial Contextual Variables through Management Consulting: Evidence from Benin | Laurent Cappelletti, LIRSA-Cnam Paris; Florence Noguera, U. Paul Valery, Montpellier; Marie-Christine Chalus-sauvannet, MAGELLAN, IAE Lyon, U. of Lyon, France

18SS    : (Paper Session) - (IM, OB) Didn’t You Know? Taking Stock of Research on Knowledge Transfer through International Assignees

Organizers: Mila Borislavova Lazarova, Simon Fraser U.; Sebastian Reiche, IESE Business School
Discussant: Margaret A. Shaffer, U. of Oklahoma

Cross-Border Knowledge Transfer via Expatriates, Inpatriates, and Repatriates: A Meta-Analysis | Anne Burmeister, Rotterdam School of Management, Erasmus U.; Daniela Noethen, ESADE Business School / Ramon Llull U.; Julius Schildbach, ESADE Business School

Reduce anxiety and uncertainty of cross-cultural Dyads’ Knowledge Transfer? | Yu-Shan Hsu, John Molson School of Business, Concordia U.; Yu-Ping Chen, John Molson School of Business, Concordia U.; Margaret A. Shaffer, U. of Oklahoma; Flora Chiang, China Europe International Business School

Preparation Early for… Reintegration and Knowledge Transfer of Repatriates | Fabian Jintae Froese, U. of Goettingen; Sebastian Klar, U. of Goettingen

A dyadic perspective on repatriate knowledge transfer | Sebastion Reiche, IESE Business School; Mila Borislavova Lazarova, Simon Fraser U.; Olivier Wurtz, U. of Vaasa; Felipe Guzman, IESEG School of Management

Linking empowering leadership and repatriate knowledge transfer: Mechanisms and boundary conditions | Jana Iserhot, Leuphana U. Lüneburg; Joyce Osland, San Jose State U.; Jürgen Deller, Leuphana U. Lüneburg

Presenters: Anne Burmeister, Rotterdam School of Management, Erasmus U.; Yu-Shan Hsu, John Molson School of Business, Concordia U.; Fabian Jintae Froese, U. of Goettingen; Sebastian Reiche, IESE Business School; Jana Iserhot, Leuphana U. Lüneburg

18SS: (Paper Session) - (MC) Boundary Spanners Across Organizational and National Differences

Chair: David A. Robinson, Holmes Institute Australia
Discussant: Hafiz Imtiaz Ahmad, State U. of New York Institute of Technology

Under the Radar: Chinese SME Owners’ Awareness of and Attitudes towards Management Consulting | Yao Xiao, McMaster U.; Frances Louise Tuer, McMaster U.

Boundary spanners, social media and organizational change: an action research in China | Emmanuel Monod, Shanghai SUIBE U.; Luona Song, Shanghai SUIBE U.; Uzonna Olumba, Benedictine U.; Elisabeth Joyce, Edinboro U.; Flavia Santoro, Rio de Janeiro State U. (UERJ); Lingxiu (Caroline) LONG, Shanghai SUIBE U.; Lifei Liu, Shanghai SUIBE U.; Huiting (Gloria) Zhang, Shanghai SUIBE U.; Tony (Jiangping) Yu, Jiangsu Holsysun Electronic Technology Co Winner of the Benedictine University Scholar-Practitioner Collaboration Award

18SS    : (Paper Session) - (MED) Leadership Development

Chair: Sinead O’Flanagan, Royal College of Surgeons in Ireland

Exploring the Interconnections Between Indigenous Leadership and Collective Leadership (WITHDRAWN) | Michelle Marie Evans, U. of Melbourne; Poppy DeSouza, U. of Melbourne; Fran Edmonds, U. of Melbourne; Richard Chenhall, U. of Melbourne; Scott McGuire, U. of Melbourne

Learning to Lead from Disruption: The Relational Dynamics Explained | Sinead O’Flanagan, Royal College of Surgeons in Ireland


Can Authentic Leadership Be Developed? A Mixed Method Study Assessing a Six-Month Training Program | Elad Kalay, ; Yael Brender-Ilan, Ariel U.; Jeffrey Kantor, Ariel U.

1891    : (Paper Session) - (MOC) "Keep Your Head Up:" Errors, Failures, and Interruptions

Chair: Aakash Sapru, Iowa State U.
Discussant: Ravi S. Kudlesia, Fox School of Business, Temple U.

To Be Responsible, Or Not To Be Responsible: Managing Guilt After Organization-Level Failures | Irene Pollach, Aarhus U.; Carmen Daniela Maier, Aarhus U.; Silvia Ravazzani, Aarhus BSS, Aarhus U.

Fighting for an Organization’s Heart: Self-Transcendence Values, Moral Emotion, & Stakeholder Revolt | Derron Bishop, U. of Delaware


Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Bothell; Aaron M. Schmidt, U. of Minnesota; Nora Y. Madjar, U. of Connecticut
Does It Pay to Focus on Growth or Security? Trait Regulatory Focus and Learning from Errors | Anna Sycheva, Ivey Business School

1892 📅 → 🎓 : (Paper Session) - (MOC) The Tuesday Coolness II: Tuesday Coolness: Fun, Engaging, and Inclusive Research Presentations
11:30am - 1:00pm Westin Copley Place Boston: Essex Center
Chairs: Abhijeet K. Vadera, Singapore Management U.; Naomi Beth Rothman, Lehigh U.
Discussants: Brianna Barker Caza, U. of Manitoba; Kevin W. Rockmann, George Mason U.; Spencer Harrison, INSEAD; Andrew Carton, The Wharton School, U. of Pennsylvania
→ The Carnegie School of Fashion Design | Alexander Hoppe, U. of Pennsylvania
Finalist for MOC Division Best Student-Led Paper Award

1893 📅 → 🎓 : (Paper Session) - (MOC) "Thank You for Being You": Mood and Emotions in Organizations
11:30am - 1:00pm Westin Copley Place Boston: Essex North-East
Chair: Yu Tse Heng, U. of Washington, Seattle
Discussant: Alex Bolinger, Idaho State U.
The Value of Exceeding the Psychological Contract: The Role of Gratitude | Kim Timothy Hinrichs, California State U., Chico; Andrew T. Hinrichs, Cali State U., Stanislaus; Kathy M Dale, Minnesota State U., Mankato
Why Psychological Ownership is not a Feeling or an Emotion | Matthew Wilson, Harvard U.
The Effects of Exposure to Swearing on State Authenticity and Expressed Empathy | Richard G. Gardner, U. of Nevada, Las Vegas; Elizabeth Eve Umphress, U. of Washington

1894 📅 → 🎓 : (Paper Session) - (MOC) Firm Knowledge and Innovation
11:30am - 1:00pm Westin Copley Place Boston: St George B
Chair: Bi-Juan Zhong, City U. of New York, Baruch College
→ Adoption and Diffusion Of Management Innovation: An Interactive Framing Perspective | Matthew Mount, Deakin U.; Tyrone Pitsis, Durham U.; Tabish Zaman, U. of Leeds
→ The Differential Effects of Historical and Social Aspirations on High-Performing Firms’ Innovation | Shufeng Xiao, Peking U.; Can Li, Peking U.; Changhui Zhou, Peking U.
Finalist for MOC Division Best Student-Led Paper Award

1895 📅 → 🎓 : (Paper Session) - (MOC) "You've Got to Learn": Organizational Learning and Change
11:30am - 1:00pm Westin Copley Place Boston: St George C
Chair: Yaron J. Zoller, Lakeland U.
Discussant: Daniela Bletten, Simon Fraser U.
→ Self-Enhancing or Problem-Solving Top Managers? Low Performance, Task Complexity, and Change | Elizabeth Lim, Georgia State U.
CEO Construal Levels and Firm Strategic Orientations: Applying Construal Level Theory to UET | Mehdi Samimi, Iowa State U.; Pol Herrmann, Iowa State U.
→ Opportunity Evaluation in Organizations: A Social Psychological Model | Mark P. Healey, U. of Manchester; Adrien Querbes, U. of Manchester; Mercedes Bleda, U. of Manchester
→ Collective Rumination: A New Perspective on the Role of Conversations in Organizational Learning | Kristin Knipfer, Technical U. of Munich; Barbara Kump, WU Vienna U. of Economics and Business

1896 📅 : (Paper Session) - (MSR) MSR: Female Leaders / Ethics
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon B
Chair: Hayfaa A. Tlaiss, Alfaaisal U.
Discussant: Teslimi Aderemi Lawanson, Life Pacific College
→ Islam and Women’s Entrepreneurship in the Arab World: A Country-Specific Investigation | Hayfaa A. Tlaiss, Alfaaisal U.; Maura McAdam, Dublin City U.
→ Ideological-Spiritual Fulfillment of Ultra-Orthodox Jewish Employment Women | Anat Freund, U. of Haifa; Amit Zriker, U. of Haifa; Esti Shor, U. of Haifa

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
The Relationship Between Spirituality and Greed: Sex Matters | Alan G. Walker, Auburn U.; Ian Stuart Mercer, Auburn U.

Practical Wisdom: The Integration of Eastern and Western Perspectives of Virtue Ethics | Mai P. Trinh, Arizona State U.; Elizabeth A. Castillo, Arizona State U.

1897 (Paper Session) - (OB) Dynamics of Withdrawal
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B
Chair: Taeya Howell, Brigham Young U.
Sick in the hotel: The effects of sickness and ethnicity on customer loyalty and positive WOM | Ana Catarina De Almeida Correia Leal, Instituto U. de Lisboa (ISCTE-IUL), Business Research Unit (BRU-IUL)
It’s Not Easy Being New: Newcomer Depression and the Socialization Process | Taeya Howell, Brigham Young U.; Kaitlin Ward, U. of Michigan; Peter Micah Madsen, Brigham Young U.
The Consequences of Incongruent Abusive Supervision | Benjamin Korman, Kühne Logistics U.; Christian Troester, Kühne Logistics U.
Emotional versus Instrumental Counterproductive Work Behavior: Exploring Alternative | Seth Smart, Oklahoma State U.; Lindsey Greco, Oklahoma State U.

1898 (Paper Session) - (OB) Prosocial Behavior at Work
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom D
Chair: Erik Gonzalez-Mule, Indiana U.
Do Constructs in Organizational Behavior Predict Job Performance over Job Satisfaction? | Youngduk Lee, Indiana U.; Erik Gonzalez-Mule, Indiana U.; In-Sue Oh, Fox School of Business, Temple U.
Not Always Helpful: Exploring the Antecedents and Outcomes of Team Autonomous and Dependent Helping | Sang-Hoon Lee, U. of Illinois at Urbana-Champaign; Yihao Liu, U. of Illinois at Urbana-Champaign; Jee Young Seo, U. of Minnesota; Le Zhou, U. of Minnesota; Jaclyn Koopmann, Auburn U.
Understanding When Daily Negative Moods Foster Helping and Inhibit Harming Behaviors | Nai-Wen Chi, National Sun Yat-Sen U.; Lichun Fang, National Sun Yat-Sen U.; Yin-Mei Huang, Tunghai U.; Yi-Ting Lee, National Sun Yat-Sen U.
A Multi-level Analysis of CSRs Prosocial Consequences: An Integrative Model | Ning Xiao, Australian National U.; Giles Hirst, Australian National U.; Ivan Destian Butar Butar, Sampoerna School of Business; Irina Orbes, Australian National U.

1899 (Paper Session) - (OB) Context and Voice
11:30am - 1:00pm Sheraton Boston Hotel: Beacon E
Chair: Tim Alexander Reissner, Maastricht U., School of Business & Economics
When Newcomer Voice is (not) Heard: The Role of Organizational Socialization | Tim Alexander Reissner, Maastricht U., School of Business & Economics; Hannes Guenter, Maastricht U.; Simon Barend De Jong, Maastricht U., School of Business & Economics
Connecting Motivation Theory and Error Reporting: The Effects of Culture, Learning, and Emotions | Nicole Hartwich, RWTH Aachen U.; David Antons, RWTH Aachen U.; Christine Harbring, RWTH Aachen U.

Getting Ahead by Speaking Up: The Moderating Role of Team Goal Orientation | Yanran Fang, Sun Yat-Sen U.; Shenniang Mo, Zhejiang U.
Board-level employee representation (BLER) and workers’ propensity to leave the organization | Aleksandra Gregoric, Copenhagen Business School

1900 (Paper Session) - (OB) Team Creativity
11:30am - 1:00pm Sheraton Boston Hotel: Berkeley AB
Chair: Jaclyn Perrmann, Northern Kentucky U.
Task Conflict and Team Creativity: Transformational Leadership and Relationship Conflict as Moderator | Hee Jin Park, Yonsei U.
If You’re Like Me, We’re in This Together: Creative Effort in Dyads | Jaclyn Perrmann, Northern Kentucky U.; Amanda Christensen-Salem, U. of Cincinnati; Suzanne S. Masterson, U. of Cincinnati
How Does Error Management Culture Motivate Employee Radical Creativity? An Expectancy Mechanism | Zizhen Geng, Xi’an International Studies U.; Huili Tang, Xi’an International Studies U.

1901 SHCS: (OB) Setting the Clock on Dynamic Leader Behaviors: Empirical and Theoretical Extensions
11:30am - 1:00pm Sheraton Boston Hotel: Constitution Ballroom A
Organizer: Shawn T. McClean, Texas A&M U.
Discussant: Russell Eric Johnson, Eli Broad School of Business, Michigan State U.
Predicting an Unpredictable Leader: The Role of Daily Relational Uncertainty | Junhyok Yim, Texas A&M U.; Shawn T. McClean, Texas A&M U.; Stephen Hyrum Courtright, Texas A&M U.
Reflecting on One’s Best Possible Self as a Leader: Implications of Authentic Self-Expression for Professional Employees at Work | Remy E. Jennings, U. of Florida; Klodiana Lanaj, U. of Florida
The Daily Charismatic Leadership Cycle: A Chronotype Explanation of Dynamic Charismatic Leadership | Cristiano L. O Guarana, Indiana U.; Kelley School of Business; Christopher Barnes, U. of Washington; Ji Woon Ryu, Indiana U.; Kelley School of Business; Rohan Crawley, Indiana U.; Kelley School of Business
The Social Construction of Leader and Follower Influence Schemas | Wei Jee Ong, U. of Washington; Elijah Wee, U. of Washington; Crystal I Chien Farh, U. of Washington

1902 (Paper Session) - (OB) Team Learning Dynamics
11:30am - 1:00pm Sheraton Boston Hotel: Exeter AB
Chair: Catherine Gabelica, IESEG School of Management
Making sense of a setback together: How team learning orientation affects team thriving | Tracy Barbera, U. of North Carolina, Chapel Hill; Matthew Pearsall, U. of North Carolina,
Chapel Hill; Jessica Siegel Christian, U. of North Carolina, Chapel Hill

Taking a Free Ride: How Team Learning Impacts the Development of Social Loafing | Catherine Gabelica, IESEG School of Management; Michaela Schippers, Erasmus U. Rotterdam; De Maeyer Sven, U. of Antwerp

Cognitive Team and Team Creative Performance in High-Technology Firms | Amita Shivhare, XLRI-Xavier School of Management

Identity Threat and Safety Product Adoption: Insights from the National Hockey League | Nathan Sidney Greidanus, U. of Manitoba; Lukas Neville, U. of Manitoba; Paul Dueck, Asper School of business, U. of Manitoba

1903: (Paper Session) - (OB) Relationships, Creativity, and Integration
11:30am - 1:00pm Sheraton Boston Hotel: Fairfax A
Chair: Joanne Lyubovnikova, U. of Liverpool Management School
Insider–Newcomer Interactions and Newcomer Social Networks: A Dynamic and Reciprocal Framework | Ruolian Fang, U. of Western Australia; Wendong Li, Chinese U. of Hong Kong

Uncovering the Effects of Team Openness to Experience on Team Creativity | Claudia Alexandra Sacramento, Aston U.; Joanne Lyubovnikova, U. of Liverpool Management School; Ieva Martinaityte, U. of East Anglia

Bridging Subgroups in Strong Faultline Teams: A tertius jungens perspective | Qin Su, Chinese U. of Hong Kong; Dora C. Lau, Chinese U. of Hong Kong; Lynn Shore, Colorado State U.; Yuhua Cai, Shanghai U. of Finance and Economics

A Model of Expertise Utilization in Teams | Daniel Barry Shannahah, U. of Utah, Eccles School of Business; Bryan Bonner, U. of Utah; Kathryn A. Coll, U. of Utah; Nathan Meikle, U. of Utah, David Eccles School of Business

1904: (Paper Session) - (OB) Dark Elements of Relationships
11:30am - 1:00pm Sheraton Boston Hotel: Hampton A
Chair: Maria Camila Umana, U. de los Andes, Colombia

The Social Dimension of Burnout: Do Task Interdependencies Reduce Wellbeing at Work? | Maria Camila Umana, U. de los Andes, Colombia

The Stereotype Rub-Off Effect | Peer Stiegert, Faculty of Economics and Business, U. of Groningen; Susanne Täuber, U. of Groningen; Marijke Leiveld, U. of Groningen

Need to Belong under Attack: Workplace Ostracism Brings Workplace Loneliness and Damaged Performance | Ye Li, Nanjing U. School of business; Ji-Yu Mao, Southwestern U. of Finance and Economics; Minya Xu, Guanghua School of Management, Peking U.

Job Crafting, Perceived Threat, and Reduced Support from Colleagues | Xiaoxia Zhu, U. of Milwaukee-Wisconsin; Lin Lin, Central U. of Finance & Economics, China; Xinwen Bai, Institute of Psychology, Chinese Academy of Sciences

1905: (Paper Session) - (OB) Relational Team Dynamics
11:30am - 1:00pm Sheraton Boston Hotel: Hampton B
Chair: Jeremy M. Beus, Louisiana State U.

Transforming Voice Climate into Performance: A Multilevel Model | Fu Yang, Southwestern U. of Finance and Economics; Xaoyu Huang, California State U. San Bernardino

Climate-context congruence: Context as a boundary condition for climate-performance relationships | Jeremy M. Beus, Louisiana State U.; Erik Taylor, East Carolina U.; Shelby Solomon, Louisiana State U.

The relevance of organisation size for relationship management | Martina Pieperhoff, Vienna U. of Economics and Business

Can Work Teams Prosper with Membership Flux? The Role of Team Receptivity to Newcomers | Qi Zhang, Tipp College of Business, U. of Iowa; Rong Su, Tipp College of Business, U. of Iowa; Seung Whan Ryu, U. of Iowa; Christina Li, U. of Iowa; Kun Yu, Renmin U. of China

1906: (Paper Session) - (OB) Feedback and Feedback-Seeking: What Do We Know, What Do We Need to Know, and Where are We Heading?
11:30am - 1:00pm Sheraton Boston Hotel: Independence East
Chair: Caitlin Elizabeth Stockbeson, Jacksonville U.
Panelists: Angelo DeNisi, Tulane U.; Frederik Anseel, King's College London; Stephane Brutus, John Molson School of Business, Concordia U.

1907: (Paper Session) - (OB) Negative Emotions at Work
11:30am - 1:00pm Sheraton Boston Hotel: Independence West
Chair: Traci Sitzmann, U. of Colorado, Denver

When All You Feel is Guilt: The Effects of Parental Identity Threat on Workplace Productivity | Yingli Deng, Oklahoma State U.; Cynthia S. Wang, Northwestern Kellogg School of Management; Alexis Nicole Smith, Oklahoma State U.

Twisting the Facts in my Favor: The Biasing Effect of Rater Anger on Compensation Decision Making | Traci Sitzmann, U. of Colorado, Denver; Eden King, Rice U.

Anticipated Guilt and Proactive Behaviors: A Discrepancy-Regulation Model | Changjin Li, School of Management, Xi’an Jiaotong U.; Hong Deng, Durham U. Business School; Yu Wang, Xi’an Jiaotong U.


1908: (Paper Session) - (OB) Employment Relationships Dynamics
11:30am - 1:00pm Sheraton Boston Hotel: Jamaica Pond
Chair: Charline Collard, U. of Toulouse I, Capitole

When Doing your Job is ‘Not Enough’: How Corporate Social Responsibility Managers Deal with Tensions | Charline Collard, U. of Toulouse I, Capitole; Marion Fortin, U. of Toulouse I, Capitole

Organisational Implications in the Development and Mitigation of a Sense of not Belonging at Work | Lee Waller, Ashridge Executive Education

How and When Does CSR Encourage Employees’ Socially Responsible Behaviour Outside the Workplace? | Assaad El Akremi, U. of Toulouse I, Capitole; Mohamed Ikram
Session Details – Tuesday, 10:00 AM - 12:00 PM

1909 | (Paper Session) | (OB) Self-Regulation and Behavior
11:30am - 1:00pm Sheraton Boston Hotel: Liberty Ballroom C

Chair: Sabine Sonnentag, U. of Mannheim
Conquering unwanted habits at the workplace: A daily-survey approach | Sabine Sonnentag, U. of Mannheim; Wilken Wehr, U. of Mannheim; Benjamin Weyers, U. of Trier; Yuen C. Law, RWTH Aachen U.

Using Face-Based Emotion Recognition Software to Examine the Effects of Negative Feedback | Daphna Motro, Hofstra U.; Debra Comer, Hofstra U.; Janet A. Lenaghan, Hofstra U.

To Thrive Higher and then Perform Better | Shenghao Guo, School of Management, Lanzhou U.

Performing on-demand work via effective strategies: Setting goals contingent upon regulatory foci | Xiao Chen, U. of Prince Edward Island; Wei Chi, Tsinghua U.

1910 | (Paper Session) | (OB) Goals and Identity
11:30am - 1:00pm Sheraton Boston Hotel: Olmsted

Chair: Jeffrey Joseph Haynie, Louisiana Tech U.

Relative leader-member exchange and social identity: The downside to high status | Jeffrey Joseph Haynie, Louisiana Tech U.; John Bair, U. of Nevada, Las Vegas

Dual Ethical-Creative Goals Conflict: More than Meets the Eye | Andrea Toader, Alliance Manchester Business School; Lukas Thürmer, U. of Salzburg, Austria

Generational meta-stereotypes: Generational stereotypes in action | Annick Van Rossem, KU Leuven


1911 | JS: (OB, HR) Thriving in Duality: Relationship of Paradoxical & Dialectical Leadership on Creativity/Innovation
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom A

Chairs: Cynthia Lee, Northeastern U.; Miriam Erez, Technion - Israel Institute of Technology

Discussant: Daan Van Knippenberg, Drexel U.

Does Paradoxical Leadership Increase Employee Creativity? A Cognition Perspective | Yan Zhang, Peking U.

Paradoxical Leadership and Innovative Work Performance in Local and Global Teams | Alon Lisak, Ben Gurion U. of the Negev; Miriam Erez, Technion - Israel Institute of Technology; Cynthia Lee, Northeastern U.; Wen Wu, Beijing Jiaotong U.; Haijian Si, Beijing Jiaotong U.

Dialectical Leadership Behaviors and Team Creativity: Evidence from Chinese Top and Middle Managers | Yi Lang, Beijing Foreign Studies U.; Ying Wang, Guanghua School of Management, Peking U.; Hui Wang, Peking U.; Ming Ji, Guanghua School of Management, Peking U.

Role of CEO, TMT, & R&D Manager’s Dialectical Thinking on Cooperetion and Unit Firm Innovation | Weiguo Zhong, Peking U.; Miriam Erez, Technion - Israel Institute of Technology; Cynthia Lee, Northeastern U.

Introduction | Miriam Erez, Technion - Israel Institute of Technology

Discussant | Daan Van Knippenberg, Drexel U.

Presenters: Yan Zhang, Peking U.; Alon Lisak, Ben Gurion U. of the Negev; Weiguo Zhong, Peking U.; Yi Lang, Beijing Foreign Studies U.

Participants: Hui Wang, Peking U.; Wen Wu, Beijing Jiaotong U.; Haijian Si, Beijing Jiaotong U.; Ying Wang, Guanghua School of Management, Peking U.; Ming Ji, Guanghua School of Management, Peking U.

1912 | JS: (OB, HR, CM) Familiar Questions, Novel Approaches: “Conceptual Parking Spaces” Remain In The Justice Literature
11:30am - 1:00pm Sheraton Boston Hotel: Dalton AB

Discussant: Joel Brockner, Columbia U.

Subordinate Gendered Reactions to Supervisor Interpersonal Justice Violations | Frank Mu, U. of Waterloo; Winny Shen, U. of Waterloo; Ramona Bobocel, U. of Waterloo


Does Fairness Beget Fairness? A Daily Investigation of Supervisor Fairness Toward Kids and Employees | Lauren Rachel Burgess, U. of Georgia; Jason Colquitt, U. of Georgia; Ryan M. Vogel, Fox School of Business, Temple U.

Striving for Justice: A Politically Motivated Investigation of Supervisor Adherence to Justice Rules | Joel Koopman, Texas A&M U.; Young Eun Lee, Texas A&M U., College Station; Adam C. Stoverink, U. of Arkansas

Participants: Frank Mu, U. of Waterloo; Winny Shen, U. of Waterloo; Ramona Bobocel, U. of Waterloo; Edwyna Theresa Hill, U. of Georgia; Fadel Khalil Matta, U. of Georgia; Marie S. Mitchell, U. of Georgia; Lauren Rachel Burgess, U. of Georgia; Jason Colquitt, U. of Georgia; Ryan M. Vogel, Fox School of Business, Temple U.; Joel Koopman, Texas A&M U.; Young Eun Lee, Texas A&M U., College Station; Adam C. Stoverink, U. of Arkansas

1913 | JS: (OB, MOC) Nurturing Novelty: Understanding, Developing, and Evaluating Novel Ideas
11:30am - 1:00pm Sheraton Boston Hotel: Beacon D

Staying Alive: Towards a Diverging Consensus Model of Overcoming a Bias against Novelty in Groups | Sarah Harvey, UCL School of Management; Jennifer Mueller, U. of San Diego

When Controversy Earns Recognition: The Role of Disagreement in the Evaluations of New Ideas | Davide Bavato, Rotterdam School of Management, Erasmus U.; Mark Boons, Vrije U. Amsterdam; Inga Jasmin Hoever, Erasmus U. Rotterdam; Christian Fieseler, BI Norwegian Business School

The Oscar and the Lion: The Effect of Multidimensional Status and Similarity on Peer and Audience Evaluations | Fabrizio
Castellucci, SDA Bocconi; Pier Vittorio Mannucci, London Business School
Revivals as Socio-Temporal Co-Creations | Charalampos Mainemelis, ALBA Graduate Business School; Jean-Francois Coget, California Polytechnic State U.
Making it Weirder! The Development of Novelty for Creative Ideas | Dirk Deichmann, Erasmus U. Rotterdam; Christine Moser, VU Amsterdam; Lucy L. Gilson, U. of Connecticut; Robert Litchfield, Washington and Jefferson College
Participants: Robert Litchfield, Washington and Jefferson College; Davide Bavato, Rotterdam School of Management, Erasmus U.; Mark Boons, Vrije U. Amsterdam; Fabrizio Castellucci, SDA Bocconi; Jean-Francois Coget, California Polytechnic State U.; Dirk Deichmann, Erasmus U. Rotterdam; Christian Fieseler, BI Norwegian Business School; Lucy L. Gilson, U. of Connecticut; Sarah Harvey, UCL School of Management; Inga Jasmin Hoever, Erasmus U. Rotterdam; Charalampos Mainemelis, ALBA Graduate Business School; Pier Vittorio Mannucci, London Business School; Christine Moser, VU Amsterdam; Jennifer Mueller, U. of San Diego

1914 | JS: (OB, MOC) Exploring Dehumanization and Humanization in Organizational Contexts
11:30am - 1:00pm Sheraton Boston Hotel: Beacon B
Organizers: Shane Schweitzer, Northwestern Kellogg School of Management; Kyle Dobson, Northwestern Kellogg School of Management
Panelists: Ashley Elizabeth Hardin, Washington U. in St. Louis; Rachel Lise Ruttan, Rotman School of Management; Juliana Schroeder, U. of California, Berkeley; Kristina Marie Workman, Cornell U.; Xuan Zhao, U. of Chicago Booth School of business

1915 | JS: (OB, MOC, CM) Why and When is Narcissistic Leader Harmful: Exploring Mediating Mechanisms and Boundary Conditions
11:30am - 1:00pm Sheraton Boston Hotel: Beacon A
Organizers: Lei Huang, Auburn U.; Debra L. Shapiro, U. of Maryland
Discussant: Randall S Peterson, London Business School
Outshined and Envious Narcissistic Leaders: A Self-Evaluation Maintenance Perspective | Joel B. Carnevale, Syracuse U.; Lei Huang, Auburn U.; Lynne Catherine Vincent, Syracuse U.; Lingtao Yu, U. of British Columbia
EEG Contrasts of Paradoxical Self-Referential Traits: Narcissism and Humility | Brad Paul Owens, Brigham Young U.; Justin Ames, Case Western Reserve U.; Raseana Williams, Arizona State U.; Joohyung Kim, Arizona State U.; Pierre Balthazard, California State U. Sacramento
Differences in Narcissists’ Tendency to Devalue Others and Subsequent Punishment Severity | Jack Ting-Ju Chiang, Peking U.; Haiyang Liu, London School of Economics and Political Science; Fong T. Keng, Nanyang Technological U.; Li Guo, Guanghua School of Management, Peking U.; Bruce Avolio, U. of Washington
A Narcissistic Leader Meets A Narcissistic Follower: Role of Relational Conflict and Goal Congruence | Quan Li, Tsinghua SEM; Zhuolin She, Tsinghua SEM; Debra L. Shapiro, U. of Maryland
Presenters: Joel B. Carnevale, Syracuse U.; Brad Paul Owens, Brigham Young U.; Jack Ting-Ju Chiang, Peking U.; Quan Li, Tsinghua SEM
Participants: Lynne Catherine Vincent, Syracuse U.; Lingtao Yu, U. of British Columbia; Justin Ames, Case Western Reserve U.; Raseana Williams, Arizona State U.; Joohyung Kim, Arizona State U.; Pierre Balthazard, California State U. Sacramento; Haiyang Liu, London School of Economics and Political Science; Fong T. Keng, Nanyang Technological U.; Li Guo, Guanghua School of Management, Peking U.; Bruce Avolio, U. of Washington; Zhuolin She, Tsinghua SEM

1916 | JS: (OB, MSR, HR) The Emergence, Development, and Decline of Moral Leadership
11:30am - 1:00pm Sheraton Boston Hotel: Gardner B
Organizers: Omar Solinger, VU Amsterdam; Inge Marije Broekerhoff, Vrije U. Amsterdam
Discussants: William L. Gardner, Texas Tech U.
The Emergence of Moral Leadership | Omar Solinger, VU Amsterdam; Paul G W Jansen, Vrije U. Amsterdam
Developing Moral Leadership: The Impact of a Literature-Based Leadership Course | Inge Marije Broekerhoff, Vrije U. Amsterdam; Sandra J. Sucher, Harvard U.; Matthijs Bal, U. of Bath; Frank Hakemuller, Utrecht U., Department of Languages, Literature and Communication; Paul G W Jansen, Vrije U. Amsterdam
Trusting the Enemy Within: How Market Competition Affects Leader Acceptance of Amorality | Pieter Desmet, Erasmus U. Rotterdam; Niek Hoogervorst, Erasmus U. Rotterdam; Marius Van Dijke, Erasmus U. Rotterdam

1917 | JS: (OB, OMT) LMX Incubator: Social Causes and Consequences of LMX (Relative, Differentiation, Comparison, Affect)
11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom C
Distinguished Speaker: Herman Tse, Monash U.
Chairs: Jeremy D. Meuser, U. of Mississippi; Terri A Scandura, U. of Miami
Panelists: Ashlea Troth, Griffith U.; Olga Epitropaki, Durham U.; Prajya Rachat Vidyarthi, The U. of Texas at El Paso; Daejeong Choi, U. of Melbourne; Smriti Anand, Illinois Institute of Technology Stuart School of Business; Jiaqing Sun, U. of Illinois at Chicago
Participants: Yuyan Zheng, Durham U.; Leslie Graham, Durham U.; Gang Wang, Florida State U.; Amy E. Colbert, U. of Iowa; John Byron Bingham, Brigham Young U.; Haoying Xu, U. of Illinois at Chicago; Siting Wang, U. of Illinois at Chicago

1918 | (OCIS) The Sweet Spot: Exploring Avenues for Research on Emerging Technologies in Management
11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon D
Organizers: Jestine Philip, U. of New Haven; Ivano Bongiovanni, Adam Smith Business School, U. of Glasgow
Discussant: Katharina Cepa, Aalto U. School of Business
Machine Learning Approaches to Facial and Text Analysis: An Application to CEO Oral Communication | Prithviraj Thematic orientation: □ Teaching | ◊ Practice | ➔ International | ◵ Program Theme | □ Research | ⬤ Diversity | □ Best Paper
Sudden Death in Organizations

Lenses

Organizing: An Exploration of Methods and Analytical

Van Oosten

Why Do We Coach? And How Do We Know If It Is Working? |

Organizers:

11:30am - 1:00pm Boston Park Plaza: Charles River

Deinstitutionalization of a Management Practice - The

Chair:

11:30am - 1:00pm Boston Park Plaza: Franklin

Theorizing Routines as Multiple, Distributed and

Studying Medical Work as Sociomaterial Practices |

Building an Apparatus: Studying Digital Traces in Citizen

Organizer:

Engineering Collaboration with Big Data: How Orthodox

When Does Autonomous Learning Benefit Employers? A

Is Virtual Reality a Killer Technology for Leadership

Coaching: Coaching for “Sticky” Intentional Change

B

1921

1920

1919 JS: (OCIS, OMT, RM) Studying Materiality in

Organizing: An Exploration of Methods and Analytical

Lenses

11:30am - 1:00pm Boston Marriott Copley Place: Regis

Organizer: Wanda J Orlowski, MIT

Building an Apparatus: Studying Digital Traces in Citizen

Science | Carsten S. Osterlund, Syracuse U.

Studying Medical Work as Sociomaterial Practices | Natalia

Levina, New York U.

Theorizing Routines as Multiple, Distributed and

Sociomaterially-Enacted Phenomena | Luciana D’Adderio,

U. of Edinburgh

Enfolding Materiality into our Research by Attending to

Genealogy in Practice | Susan Scott, London School of

Economics and Political Science

1920 : (Paper Session) - (ODC) Unlearning, Decline, and

Sudden Death in Organizations

11:30am - 1:00pm Boston Park Plaza: Franklin

Chair: James D. Ludema, Benedictine U.

Systematically Reviewing Multiple Databases for

Publications on Organizational Unlearning:1976-2018 | Shubham Sharma, Indian Institute of Technology Roorkee;

Usha Lenka, Indian Institute of Technology Roorkee

Disentangling Routine Interdependence: Blurry Boundaries

and Dynamic Patterning | Jan Hoekzema, U. of Hamburg;

Daniel Geiger, U. of Hamburg

Deinstitutionalization of a Management Practice - The

Abandonment of Value-Based Management | Lukas Berger,

U. of Goettingen

Distance Makes Losses Less Painful: Distance and

Construal on Reactions to Organizational Changes | Katerina Gonzalez, Suffolk U.; Ashli Carter, Columbia U.

1921 (SHCS: (ODC, MED) Desired Outcomes in

Coaching: Coaching for “Sticky” Intentional Change

11:30am - 1:00pm Boston Park Plaza: Charles River

Organizers: Melvin L. Smith, Case Western Reserve U.; Ellen B. Van Oosten, Case Western Reserve U.

Why Do We Coach? And How Do We Know If It Is Working? | Richard E. Boyatzis, Case Western Reserve U.

Coaching to Behavior Change and the Real Self | Scott

Taylor, Babson College

Qualitative Accounts of Executive Coaching Outcomes |

Angela Passarelli, College of Charleston; Sarah Moore, College of Charleston; Ellen B. Van Oosten, Case Western Reserve U.

Coaching for Intentional Positive Change: The

Psycho-Mechanics of Intentional Change | Anthony Grant,

U. Of Sydney

Presenters: Richard E. Boyatzis, Case Western Reserve U.; Scott

Taylor, Babson College; Angela Passarelli, College of Charleston;

Anthony Grant, U. Of Sydney

Participants: Sarah Moore, College of Charleston; Ellen B. Van

Oosten, Case Western Reserve U.

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.

1922 : (Paper Session) - (OMT) Executive Boards, Diversity

and Equality

11:30am - 1:00pm Boston Hynes Convention Center: 104

Chair: Heike Mensi-Klarbach, WU Vienna

Board Diversity: How Board Values and Discretion Impact

The Appointment of Female Directors | Jordan McSweeney,

Auburn U.; Kevin McSweeney, Texas A&M U.; Abbie Griffith

Oliver, Georgia State U.; Uisung David Park, Syracuse U.

Institutional Investor Influence on Executive-to-Worker Pay

Dispersion after the Financial Crisis | Shili Chen, U. of

Groningen; Reginald Hooghiemstra, U. of Groningen; Niels

Hermes, U. of Groningen, Faculty of Economics and Business

CEO Political Ideology and Corporate Discrimination

Lawsuits: Examining the CEO-Board Interface | Olga

Kalogeraki, U. of St Gallen; Dimitrios Georgakakis, U. of St.

Gallen; Peder Greve, Henley Business School, U. of Reading

The Impact of Formal and Informal Institutions on Gender

Quotas in European Corporate Boards | Cynthia E. Clark,

Bentley U.; Punit Arora, City U. of New York; Patricia

Gabaldon, IE Business School

1923 : (Paper Session) - (OMT) Organizing for Ambidexterity

11:30am - 1:00pm Boston Hynes Convention Center: 109

Chair: Christian Garaus, WU Vienna U. of Economics and

Business

The Role of Knowledge Specialists in Multiple-Goal

Pursuit: A Field Experiment | Kamini Gupta, King’s College

London

Divide and Conquer – When and Why Exploration and

Exploitation Should be Separated | Lei Zheng, Singapore

Management U.; Kannan Srikanth, The Ohio State U. Fisher

College of Business

Is Formalization Really Bad for Exploration? A Social Capital

View of The Productivity Dilemma | Carolina Rojas, U.

Católica del Norte; Julio A. Pertuze, Pontificia U. Católica de

Chile

The Role of Legitimacy Obtaining in Connecting

Subsidiary’s Contextual and Behavioral Ambidexterity |

Hsiang-Lin Cheng, National Chung Cheng U.; Irene Wen-fen

Yang, National Chung Cheng U.
1924: (Paper Session) - (OMT) Decision Making and Performance
11:30am - 1:00pm Boston Hynes Convention Center: 201
Chair: Peter Thomas Bryant, IE Business School
Complexity, Cognition, and the Search for a New Strategy | Joosel Valli, Aalto U. School of Science
Aspirations versus Expectations: Performance Feedback, Analyst Forecasts, and Corporate Downsizing | Jiwook Jung, U. of Illinois at Urbana-Champaign; Yin Lee, U. of Illinois at Urbana-Champaign
Humans and Algorithms in Organizational Decision Making: Evidence from a Field Experiment | Sebastian Maximilian Krakowski, GSEM - U. of Geneva; Darek Haftor, Uppsala U.; Johannes Luger, Copenhagen Business School; Natallia Pashkevich, PhD; Sebastian Raisch, GSEM - U. of Geneva

1925: (OMT) Conceptualizing and Measuring Outcomes in Creative Industries Research
11:30am - 1:00pm Boston Hynes Convention Center: 202
Organizers: Michael Mauskapf, Columbia Business School; Noah Askin, INSEAD
Discussants: Mukti Khaire, Harvard U.; David Stark, Columbia U.
Beyond Creativity: What Constructs Can Be Used to Study Performance in the Creative Industries? | Frederic Clement Godart, HEC Paris
Is There a Gender Gap in Musical Creativity? | Michael Mauskapf, Columbia Business School; Noah Askin, INSEAD; Sharon Koppman, U. of California, Irvine; Brian Uzzi, Northwestern U.
A Computational Study of Valuation and Gender Disparity in the Contemporary Art Market | Taylor Brown, Duke U.
An Essay on the Application of Social Sequence Analysis to the Study of Creative Trajectories | Giovanni Formilan, U. of Warwick; Simome Ferrani, U. of Bologna; Gino Cattani, New York U.
Presenters: Frederic Clement Godart, HEC Paris; Taylor Brown, Duke U.
Participant: Gino Cattani, New York U.

1926: (Paper Session) - (OMT) Selling Novel Ideas
11:30am - 1:00pm Boston Hynes Convention Center: 209
Chair: Wesley Helms, Brock U.
Working the Net: Creating Momentum for Sustainability Through a Common Narrative | Vera Blazevic, Radboud U. Nijmegen; Kristina Lauche, Radboud U. Nijmegen
Finalist for OMT Division Best Paper on Environmental and Social Practices Award | Riku Ruotsalainen, Vrije U. Amsterdam
How Idea Sellers Facilitate Buying Dynamics to Build Collective Commitment to New Ideas | Riku Ruotsalainen, Vrije U. Amsterdam
Empowering Climate Leaders: An Open Resourcing Approach to Issue Selling | Todd Schifeling, Fox School of Business, Temple U.; Sara B. Soderstrom, U. of Michigan
Game Mechanics in the Virtual Environment: Revenue Recognition of Virtual Goods | Kirsi-Mari Kalio, U. of Turku, School of Economics; Jaana Kettunen, U. of Jyväskylä; Lisa Baudot, U. of Central Florida; Jaakko Hovi, Ernst & Young

1927: (Paper Session) - (OMT) The Impact of Institutional Pluralism on Organizational Practices
11:30am - 1:00pm Boston Hynes Convention Center: 210
Chair: Mia Raynard, WU Vienna U. of Economics and Business
Family, State, and Quasi-Market: Institutional Logics and the Adoption of Old-Age Insurance Practice | Ling Yang, Tsinghua U.; Jane Lu, China Europe International Business School; Dean Xu, Monash U.; JinXing Qu, School of Economics and Management Tsinghua U.
Internal Logics of Control: A Study of the Relationship between Internal and External CSR in China | Kunyuan Qiao, Cornell U.; Christopher Marquis, Cornell U.
Attending Conflicting Logics when “Doing Good”: The Role of External Fit for CSR Activities Outcomes | Fabio Fonti, Rennes School of Business; Nontuthuzelo Mashaba, Rennes School of Business

1928: (Paper Session) - (OMT) Institutional Logics: Tensions and Configurations
11:30am - 1:00pm Boston Hynes Convention Center: 309
Chair: Jean-François Soublière, U. of Alberta
Organizing a Competitive Logic in the Swedish School Market | Stefan Arora-Jonsson, Dept of Business Studies Uppsala U.; Niklas Bomark, Uppsala U.; Peter Edlund, Uppsala U.
Time Will Tell: Sequencing Institutional Logics to Aid Business Recovery after Natural Disasters | Maria Watson, Texas A&M U., College Station; Patricia H. Thornton, Texas A&M U., College Station; Yu Xiao, Portland State U.
Poison or Tonic: A Relational View of Institutional Logics | Robert Bauer, Johannes Kepler U. Linz; Daved Barry, Clarkson U.
When Doing Right and Bad Combine: How Pluralist Organizations Comply with Configurations of Logics | Chris Moos, U. of Oxford

1929: (OMT, ENT, PNP) Theoretical Approaches for Studying Social Innovation
11:30am - 1:00pm Boston Hynes Convention Center: 208
Organizers: Gorgi Krliev, U. of Heidelberg; Sophie Catherine Bacq, Indiana U. - Kelley School of Business
Discussants: Marc Ventresca, U. of Oxford; Lisa K. Hehenberger, ESADE Business School; Anne-Claire Pache, ESSEC Business School; Thomas J. Roulet, U. of Cambridge
Technological Innovation Lens | Gorgi Krliev, U. of Heidelberg Entrepreneurship Lens | Nevena Radoynovska, EMLYON Business School
Institutional Theory Lens | Bjoern C. Mitzinneck, Groningen U. (RuG)
Economic Sociology Lens | Christopher M. Rea, Ohio State U.
Presenters: Nevena Radoynovska, EMLYON Business School; Bjoern C. Mitzinneck, Groningen U. (RuG); Christopher M. Rea, Ohio State U.
1930  SHCS: (OMT, SIM, CMS) Advancing Research on Modern Slavery and Business: New Theoretical and Empirical Directions
11:30am - 12:00pm Boston Hynes Convention Center: 306
Organizers: Robert Caruana, The U. of Nottingham / ICCSR; Andrew Crane, U. of Bath; Kam Phung, York U., Canada
Discussant: Bobby Banerjee, City U. London
Modern Slavery in Business: Theoretical Developments, Drawbacks and Deviations | Robert Caruana, The U. of Nottingham / ICCSR; Andrew Crane, U. of Bath; Stefan Gold, U. of Kassel; Genevieve LeBaron, U. of Sheffield
Coalition of Immokalee Workers’ Uses of Inclusionary Organization Networking and Ensemble Leadership | David M. Boje, New Mexico State U.; Grace Ann Rosile, New Mexico State U.; Richard Herder, Southwest Minnesota State U.; Mabel C. Sanchez, New Mexico State U.
Hybrid Spaces of Exploitation: Worker Hostels and the Nature of Unfreedom | Michael Bloomfield, U. of Bath; Genevieve LeBaron, U. of Sheffield; Laura J. Spence, Royal Holloway, U. of London; Vivek Soundararajan, U. of Bath; Andrew Crane, U. of Bath

1931  JS: (OMT, SIM, ONE) Taking on the Challenge: How Organization Theorists Can Address Grand Challenges
11:30am - 12:00pm Boston Hynes Convention Center: 313
Organizers: Helen Etchanchu, Montpellier Business School; M Suhaib Riaz, Teller School of Management, U. of Ottawa
Moderator: Jennifer Howard-Grenville, Cambridge Judge Business School
Panelists: Gerald F. Davis, U. of Michigan; Joel Gehman, U. of Alberta; Johanna Mair, Hertie School of Governance; Gail Whitman, Lancaster U. Management School

1932  JS: (OMT, STR) Old Constructs, New Frontiers: Advances in the Study of Culture in Organizations and Markets
11:30am - 12:00pm Boston Hynes Convention Center: 108
Organizers: Arianna Marchetti, INSEAD; Mitali Banerjee, HEC Paris
Discussants: Amir Goldberg, Stanford U.; Sameer B. Srivastava, U. of California, Berkeley
Learning to communicate: Micro-foundations of Communication Code Convergence | Ozgecan Kocak, Emory U., Goizueta Business School
Gender and the Give and Take of Emotions in the Workplace | Sanaz Mobasseri, Boston U. Questrom School of Business
Technology Acquisitions, Cultural Fit, and Synergy Realization | Arianna Marchetti, INSEAD
Cultural Drift in Post-Merger Acculturation Trajectories | Anjali M. Bhatt, Stanford Graduate School of Business; Amir Goldberg, Stanford U.; Sameer B. Srivastava, U. of California, Berkeley; Jan Overgoor, Stanford
Who Becomes Famous Among Creative Pioneers? A Study of the Relationship Between Novelty and Fame | Mitali Banerjee, HEC Paris; Daniel Kaplan, Adelphi U.
Presenters: Ozgecan Kocak, Emory U., Goizueta Business School; Sanaz Mobasseri, Boston U. Questrom School of Business; Arianna Marchetti, INSEAD; Anjali M. Bhatt, Stanford Graduate School of Business; Mitali Banerjee, HEC Paris
Participants: Amir Goldberg, Stanford U.; Sameer B. Srivastava, U. of California, Berkeley; Jan Overgoor, Stanford; Daniel Kaplan, Adelphi U.

1933  (Paper Session) - (ONE) Behavioral Approaches to Environmental Sustainability
11:30am - 1:00pm Westin Copley Place Boston: Courier
Chair: Christoph Scope, Technische U. Dresden
Personality as a Driver of Consumer Fair Trade Engagement and Ethically-Minded Behavior | Smriti Kutaula, Kingston Business School; Alvina Gilli, Surrey Business School; Leonidas C, Leonidou, U. of Cyprus; Paul Christodoulides, Cyprus U. of Technology
Making Sense of Sustainability Work | Tim Williams, School of Business, UTS; Melissa Edwards, U. of Technology, Sydney; Tamsin Angus-Leppan, Macquarie U.
A Note on Corporate Community Involvement and Green Behavior of Rural Tourism Enterprise in China | Xueru Yang, South China Agricultural U.; Haoming Li, South China Agricultural U.; Wenhong Chen, Sun Yat-Sen U.; Hui Fu, Sun Yat-Sen U.
Collectivism and the Social Dynamics of Discretionary Environmental Behavior at Work | Susan E. Jackson, Rutgers U., New Brunswick; Yuan Jiang, Harbin Institute of Technology; Hanbo Shim, Rutgers U.; Pawan S. Buchwara, Aston U.; Douglas Renwick, Douglas Renwick, Nottingham Business School, UK; Charbel Jabbour, Montpellier Business School; Ana Beatriz Jabbour, Montpellier Business School; Michael Camen-Mueller, Vienna U. of Economics and Business; Marcus Wagner, U. of Augsburg; Guiyao Tang, Shandong U.; Andrea Kim, Sungkyunkwan U.

1934  (Paper Session) - (ONE) Action and Inaction in Sustainability Adoption
11:30am - 1:00pm Westin Copley Place Boston: Defender
Chair: Sukhbir Kaur Sandhu, U. of South Australia
Intermediate role dynamics in system-level transitions: A case from energy transition | Madis Talmir, Eindhoven U. of Technology; Bob Wallave, Eindhoven U. of Technology; Rob Raven, Monash U.; Georges Romme, Eindhoven U. of Technology
Climate Change Adaptation and Inaction: the Role of Social and Cognitive Factors | Renata Peregrino De Brito, Pontificia U. Catolica de Rio de Janeiro; Marcelo Martins De Sa, ;- Susana Carla Farias Pereira, Fundação Getulio Vargas - EAESP; Priscila Laczynski De Souza Miguel, Fundacao Getulio Vargas
1935: (Paper Session) - (OSCM) Digitization and Service Operations
11:30am - 1:00pm Westin Copley Place Boston: North Star
Chair: Erim Ergene, Bryant U.
Customer Co-production, Service Complexity and Human Capital in High Captivity Service Firms | Erim Ergene, Bryant U.; Bruce Skaggs, U. of Massachusetts, Amherst; Inigo Echeveste, ESSEC Business School
Impacts of Service Robots on Service Quality | Ai-Hsuan Chiang, Ming Chuan U.; Yu-Ju Lo, Ming Chuan U.
Managing Transaction Costs, Supply Functions, and Price Advantage to Gain Market Competitiveness | Ananya Rajagopali, ITESM, Campus Mexico City

1936: (Paper Session) - (OSCM) Management and SC
11:30am - 1:00pm Westin Copley Place Boston: Parliament
Chair: Stephanie Eckerd, Indiana U. - Kelley School of Business
The Role of Managers in Supply Chain Resilience: A Dynamic Managerial Capabilities Perspective | Ehsan Nikoookar, U. of South Australia; Yoshio Yanadori, U. of South Australia; Susan Freeman, Academy of Management; Andreas Wieland, Copenhagen Business School
I Hear You: The Impact of Rejecting Collegial Advice on Supply Managers' Cross-Functional Interaction | Jiachun Lu, WHU - Otto Beisheim School of Management; Lutz Kaufmann, WHU - Otto Beisheim School of Management; Craig R. Carter, Arizona State U.
Managers' Goals and Needs in Cross-Functional OSCM Teams | Henrik Franke, German Graduate School of Management & Law (GGS); Stephanie Eckerd, Indiana U. - Kelley School of Business; Kai Dominik Foerstl, German Graduate School of Management & Law (GGS)
Performance Effects of Trust-Dependence Congruence: The Mediating Role of Relational Behaviors | Wei Yang, Chang'an U.; Yu Zhang, Hohai U.; Yin Zhou, Chang'an U.

1937: (Paper Session) - (PNP) Nonprofits and International Contexts
11:30am - 1:00pm Hilton Boston Back Bay: Copley
Chair: Sandro Cabral, Insep Institute of Education and Research
Achieving Legitimacy in Challenging Institutional Contexts: The Case of Russian Non-Profits | Jo Crotty, Edge Hill U.; Sergei Lubnownikow, U. of Sheffield
Heterogeneous Partnerships in a Fragile Environment: The Performance of International Organizations | Isabella M. Nolte, Berlin School of Economics and Law
Transboundary Crises and Change: The European Refugee Response | Eric C. Martin, Bucknell U.; Isabella M. Nolte, Berlin School of Economics and Law

1938: (Paper Session) - (PNP) Diversity, Inclusion, and Representation
11:30am - 1:00pm Hilton Boston Back Bay: Copley
Chair: Deneen Hatmaker, U. of Connecticut
Engaging Differences: How Socially Diverse Organizations Can Effectively Mobilize Their Resources | Brad Fulton, Indiana U. Bloomington
Do Personnel with Lived Experience Foster a Representative Bureaucracy? | Cullen C. Merritt, Indiana U. / Purdue U., Indianapolis; Sheila Kennedy, Indiana U. / Purdue U., Indianapolis; Morgan Farnworth, U. of Kansas

1939: (Paper Session) - (RM) New Advancements in Statistical Methods
11:30am - 1:00pm Boston Hynes Convention Center: 303
Chair: Hans Tiersen, KU Leuven
The Assessment of Moderating Effects of Categorical Moderators under Variance Heterogeneity | Gwowen Shieh, National Chiao Tung U.; Show-Li Jan, Chung Yuan Christian U.
Never Will I Ever: Multilevel Mixture Cure Modeling | Hans Tiersen, KU Leuven; Mike Smet, KU Leuven; Luc Sels, KU Leuven
A Robust Bootstrap Test for Mediation Analysis | Andreas Alfons, Erasmus School of Economics, Rotterdam; Nufer Yasin Ates, Bilkent U.; Patrick J. F. Groenen, Erasmus U. Rotterdam
Type 1 Errors of Interaction Effects Due to Collinearity of Primary Terms | Arturs T. Kalnins, U. of Iowa

1940: (Paper Session) - (RM) New Perspectives on Management Research Paradigms
11:30am - 1:00pm Boston Hynes Convention Center: 308
Chair: Mark D. Packard, U. of Nevada, Reno
The Importance of Paradigm Reflexivity in the Era of Evidence-based Management | Donat Vegh, Grow Group; Henriett Primecz, Corvinus U. of Budapest
Six Ontological Questions | Milla Wirén, U. of Turku, School of Economics
Truth and Knowledge in Management: Toward a Modern Rationalist Approach | Mark D. Packard, U. of Nevada, Reno; Per L. Bylund, Oklahoma State U.
Critical Literature Reviews | Alex Wright, U. of Sheffield Management School; Snejina Michailova, U. of Auckland
1941  ●  ●: (SAP, STR, OCIS) Digital Strategizing: Crafting Strategy in the Age of Platforms, Ecosystems, and Online Communities
11:30 am - 1:00 pm Boston Marriott Copley Place: Hyannis
Chair: Juliana Celestini, UNISINOS U. do vale do Rio dos Sinos Anthropomorphism and the Dynamics of Corporate Reputation | Giulio Nardella, U. of Reading; Layla Jayne Branicki, Macquarie U.; Stephen Brammer, Macquarie U.
Managing the Reputational Commons Problem in the Extractive Industries | Sofiane Baba, U. of Sherbrooke; Shoeb Mohammad, York U.-SSB
Is Reputation a Benefit or a Burden in the Attribution of Corporate Social Irresponsibility? | Tuwei Sun, Renmin U. of China; Ben Nanfeng Luo, Renmin U. of China; Rongrong Zhang, U. of Alberta; Shi Wei -

1942  ●  ●: (SIM) Promise and Perils of Social Finance: The Impact of Big Finance & Tech on the World's Most Vulnerable
11:30 am - 1:00 pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Gayle Lynn Peterson, U. of Oxford
Panelists: Ellen Knebel, U. of Oxford; Robert M. Yawson, Quinipiac U.
Participant: Jeremy Nicholls, U. of Oxford

1943  ●  ●: (Paper Session) - (SIM) Managing Corporate Reputation
11:30 am - 1:00 pm Boston Marriott Copley Place: Nantucket
Chair: James Hemsath, Case Western Reserve U.
Crying for the Moon? Shifting Frontiers of Possibility through Frames | Julia Grimm, Vrije U. Amsterdam; Juliane Reinecke, King's College London
Multi-Stakeholder Initiatives on Sustainability: A Review and Research Agenda for Business Ethics | Frank G.A. De Bakker, IESEG School of Management; Andreas Rasche, Copenhagen Business School; Stefano Ponte, Copenhagen Business School
Corporate Lobbying for More Ambitious Public Policy on Sustainable Development | Matthew Gitsham, Ashridge Executive Education; Ajit Nayak, -; Jonathan Gosling, U. of Exeter
Corporate Actors and Earth System Governance: Towards a Research Agenda Informed by Virtue Ethics | Frederik Dahlmann, U. of Warwick; Kevin Morrell, Durham U. Business School; Wendy Stubbs, Monash U.

1945  ●  ●: (Paper Session) - (STR) The Effects of Upper Echelons on Decision Making
11:30 am - 1:00 pm Boston Park Plaza: Beacon Hill
Behavioral Strategy, Process, and Change Track
Chair: Philipp Meyer-Doyle, INSEAD
Relay CEO Succession and Temporal Orientation: The Roles of Performance Shortfalls and Narcissism | Nongnapat Thosuwanotch, Chulalongkorn Business School; Soon Lee Eugene Kang, Nanyang Technological U.
Winds of Change: How a CEO’s Risk Propensity Drives Exploration | Dovev Lavie, Bocconi U.; Patricia Klamer, WU Vienna U. of Economics and Business
CEO Career Variety and Firm Risk Management Capabilities | Philipp Meyer-Doyle, INSEAD; Christian Schumacher, WU Vienna U. of Economics and Business
Service Academy Graduate CEOs & Financial Restatements: An Imprinting Perspective on Upper Echelons | Curtis Wesley, U. of Houston; Gregory Martin, U. of North Carolina, Charlotte; Darryl Rice, Miami U.

1946  ●  ●: (Paper Session) - (STR) Upper Echelon Effects in Mergers & Acquisitions
11:30 am - 1:00 pm Boston Park Plaza: Berkeley
Strategic Leadership and Governance Track
Chair: Bruce Walters, Louisiana Tech U.
CEO Personality and Target CEO Turnover Following Mergers and Acquisitions | Stevo Pavicevic, Frankfurt School of Finance & Management; Taco Reus, Erasmus U. Rotterdam; Erik Roelofsen, Erasmus U. Rotterdam
The Target-Side Acquisition Process: Active Boards and Value-Enhancing Negotiation Decisions | Stevo Pavicevic, Frankfurt School of Finance & Management; Jerayr Haeyoung Koo, U. of California, Riverside; Thomas Keil, U. of Zurich
Acquirers’ Corporate Social Responsibility, Target TMT Retention, and Acquisition Outcomes | Bruce Walters, Louisiana Tech U.; Mark Kroll, U. of Texas Rio Grande Valley; Son Anh Le, Louisiana Tech U.; Sammy G. Muriithi, U. of Central Oklahoma
Acquirers’ Board Interlocks Behind Mergers and Acquisitions | Joyce Wang, U. of Texas at Dallas; Mike W. Peng, U. of Texas at Dallas

1947  ●  ●: (Paper Session) - (STR) Social Approval, Disapproval, and Activism
11:30 am - 1:00 pm Boston Park Plaza: Cabot
Stakeholder Strategy Track
Chair: Jennifer J. Lee, Michigan State U.
Strategic Mobilization of Shareholder Activists on ESG Issues | Kevin Chua, London Business School
1948: (Paper Session) - (STR) Political Activity as Non-Market Strategy
11:30am - 1:00pm Boston Park Plaza: Constitution
Chair: Rhys Andrews, Cardiff U.
Corporate Political Activity and Government Contracts: The Role of Insider Lobbying | Jose Manuel Alonso, U. of Cantabria; Rhys Andrews, Cardiff U.
Channeling and Shielding: The Janus Face of Political Ties in Information Disclosure | Weiting Zheng, U. of New South Wales; Na Ni, SABS - Shenzhen U.; Donal Crilly, London Business School
The Impact of Host-Country Political Risk on Multinationals’ Political Strategy Development | Dorottya Sallai, U. of Greenwich, Business School; Gerhard Schnyder, Loughborough U.
Stakeholders’ Influence on Policymaking Through the Courts | Elie J. Sung, HEC Paris

1949: (Paper Session) - (STR) Dynamics of Coopetition
11:30am - 1:00pm Boston Park Plaza: Emerson
Cooperative Strategy Track
Chair: Manuela Hoehn-Weiss, Oregon State U.
Revisiting Dynamics of Coopetition: Effects of Simultaneous Competition on Strength of Cooperation | Tadhg Ryan-Charleton, U. of Otago, New Zealand; Robert Galavan, Maynooth U.
Friend and Foe: Balancing Tacit and Explicit Rivalry | Jeffrey Barden, Oregon State U.; Manuela Hoehn-Weiss, Oregon State U.; Chi-Hyon Lee, George Mason U.
Paradoxical Tension and Firm Performance: The Contingent Role of Coopetition Capability | Tatbeeq Raza Ullah, Umeå School of Business and Economics, Umeå U.; Maria Elisabeth Bengtsson, Umeå U.; Devi R. Gnyawali, Virginia Tech
Coopetition Strategies: Why and How to Cooperate with Competitors? | Xia Han, Peking U.; Gaoyang Cai, School of Economics and Management Tsinghua U.

1950: (Paper Session) - (STR) Business Models: Past and Future
11:30am - 1:00pm Boston Park Plaza: Hancock
Strategic Entrepreneurship Track
Chair: Dylan Boynton, Northwestern Kellogg School of Management
Spotify v. Pandora: Competing with Revenue Models and Activity Systems | Ron Tidhar, Stanford U.
Business Models: Toolkits for Sensemaking in a Post-Chandlerian Economy | Dylan Boynton, Northwestern Kellogg School of Management; William Ocasio, Northwestern U.
Business Model Design and the Performance of Startups: Evidence from the Digital Economy | Donghan Wang, Communication U. of China; Chao Wang, Renmin U. of China

1951: (Paper Session) - (STR) Diversity in the Upper Echelons
11:30am - 1:00pm Boston Park Plaza: St James
Strategic Leadership and Governance Track
Chair: Yameng Zhang, Sun Yat-Sen U.
Women Family Members in Family Business: Performance Implications | Hanqing Chey Feng, U. of Missouri / Rolla; Esra Memili, U. of North Carolina, Greensboro; Eleanor H. Buttner, U. of North Carolina, Greensboro
Female CEOs and Top Management Team Composition: A Quasi-Experiment of the One-Child Policy in China | Yue Wang, Peking U.; Hong Zhang, Peking U.; Anni Chen, Peking U.
Unpacking Board Diversity: Women Director Experience and Corporate Social Responsibility | Hyun Lee, U. of Maryland, College Park; Christine Beckman, U. of Southern California

1952: (Paper Session) - (STR) Resource Flows in Partnerships
11:30am - 1:00pm Boston Park Plaza: Stuart
Cooperative Strategy Track
Chair: Zheng Zhao, U. of Kansas
The Need for Speed and How to Get it: Firm Speed and the Decision to Go It Alone Versus Partner | Ashton Lewis Hawk, U. of Colorado, Boulder; Jeffrey J. Reuer, U. of Colorado, Boulder; Andrew Garofolo, U. of Colorado, Boulder
Resource Orchestration in Meta-Organizations: The Role of Orchestrators in Innovation Partnerships | Zheng Zhao, U. of Kansas; Tao Wang, Grenoble Ecole de Management
Pay to Play: Examining the Consequences of Making Unilateral Relationship-Specific Investments | Toby Li, Texas A&M U.

1953: (Paper Session) - (STR) Complementarities and Competition
11:30am - 1:00pm Boston Park Plaza: White Hill
Competitive Strategy and Heterogeneity Track
Chair: Sungho Kim, Southern Illinois U.
Sub-additivity in Resource Combinations | Jaideep Anand, Ohio State U.; Sungho Kim, Southern Illinois U.
1954   (Paper Session) - (STR) Governance, Employee Mobility, and Adaptation
11:30am - 1:00pm Boston Park Plaza: Whinthrop
Behavioral Strategy, Process, and Change Track
Chair: Anastasia Sergeeva, IESE Business School
Is There Safety in Numbers? Organizing as a Cooperative in the Freelance Economy | Anastasia Sergeeva, IESE Business School; Akhil Bhardwaj, Tilburg U.
Digital Orientation – An Enabler of Strategic Adaptation Especially in Competitive Environments | Sebastian Beutel, RWTH Aachen U.; Malte Brettel, RWTH Aachen U.
Please Don't Go! Unpacking the Horizontal Wage Dispersion Puzzle | Francesca Melillo, KU Leuven; Virgilio Failla, School of Management, U. of Bath; Toke Reichstein, Copenhagen Business School
Kinship Combinations and Efficient Family Business Governance Patterns: A QCA Analysis | Yuping Li, Central U. of Finance and Economics; Gang Liu, School of Business, Renmin U. of China; Xirong Cheng, Beijing Technology and Business U.; Xiaodong Yu, Central U. of Finance and Economics

1955   JS: (STR, TIM) Charting a New Frontier: The Role of Maps and Geography in Strategic Management and Innovation
11:30am - 1:00pm Boston Park Plaza: Arlington
Charted Territory: Evidence from Mapping the Cancer Genome and R&D Decisions in the Pharma Industry | Jennifer Kao, UCLA Anderson School of Management
Scientific Maps and Patent Strategy: Mapping the Genome and the Scope of Drug Patents | Michelle Gittelman, Rutgers U.
Does Data Access Democratize Science? Evidence from Landsat Satellite Maps | Abhishek Nagaraj, U. of California, Berkeley
When Distance Shrinks: The Effects of Competitor Proximity on Firm Survival | Jasmina Chauvin, McDonough School of Business Georgetown U.
Spatial Scope of Competition in the Market for Corporate Control: Evidence from Transport Networks | Marco Testoni, UCLA Anderson School of Management
Discussion | Juan Alcacer, Harvard U.
Participants: Abhishek Nagaraj, U. of California, Berkeley; Parasuram Balasubramanian, Washington U. in St. Louis, Olin Business School; Jasmina Chauvin, McDonough School of Business Georgetown U.; Juan Alcacer, Harvard U.; Michelle Gittelman, Rutgers U.; Marco Testoni, UCLA Anderson School of Management; Jennifer Kao, UCLA Anderson School of Management

1956   JS: (STR, TIM) Competitive Dynamics and Resource Allocation: Antecedents, Interactions, Consequences
11:30am - 1:00pm Boston Park Plaza: Boylston
Organizer: Aldona Kapacinskaite, London Business School
Discussants: Yue Maggie Zhou, U. of Michigan; Tim Folta, U. of Connecticut
Intrafirm Interdependencies and Strategic Response to Entry Threat | Yue Maggie Zhou, U. of Michigan
Specialists, Generalists and Team Performance: Evidence from Random Assignment in e-Sports | Evan Rawley, U. of Minnesota
Competition and Resource Allocation: Perspectives of Reactive Firms versus Proactive Firms | PuayKhoon Toh, The U. of Texas at Austin
Participants: Evan Rawley, U. of Minnesota; Yue Maggie Zhou, U. of Michigan; PuayKhoon Toh, The U. of Texas at Austin; Aldona Kapacinskaite, London Business School

1957   JS: (STR, TIM) Cooperation and Innovation in the Digital Age
11:30am - 1:00pm Boston Park Plaza: Grand Ballroom B
Moderators: Giovanni Battista Dagnino, U. of Rome Lumsa; Frank T. Rothaermel, Georgia Institute of Technology
Presenters: Shiva Agarwal, The U. of Texas at Austin; Ram Ranganathan, U. of Texas, McCombs; Giovanni Battista Dagnino, U. of Rome Lumsa; Frank T. Rothaermel, Georgia Institute of Technology; Ranjay Gulati, Harvard U.

1958   (Paper Session) - (TIM) Technology Strategy and Competition: Innovation Drivers
11:30am - 1:00pm Boston Hynes Convention Center: 107
Chair: Sam C. MacAulay, U. of Technology Sydney
Demand Shocks and Resource Allocation in Innovation: Evidence from the Pharmaceutical Industry | Kira Stearns, UCLA Anderson School of Management
Exploring Drivers of Service Innovation from a KBV perspective: Does Technology Orientation Matter? | Maheshkumar P. Joshi, George Mason U.; Siddhartha Das, George Mason U.
Less than the sum of its parts: Value in coadoption of partial substitutes | Andrew Boysen, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill

1959   (Paper Session) - (TIM) Innovation Processes: Innovation Drivers & Processes
11:30am - 1:00pm Boston Hynes Convention Center: 110
Chair: Gianluigi Giustiziero, Frankfurt School of Finance & Management
Beyond the Paradox: The Performance-Innovation Relationship via the Lens of Informal Institutions | Matthias Ploeg, Radboud U. Nijmegen; Patrick Vermeulen, Radboud U. Nijmegen; Joris Knoben, Radboud U. Nijmegen
How fast is a novel technology going to be a hit?
Antecedents predicting follow-on inventions | Michele Pezzi

Equity investment, knowledge exploitation, and innovation performance for joint ventures | Jun-You Lin, National Open U.; Chih-Hsing (Sam) Liu, National Kaohsiung U. of Science and Technology

Organizational Control, Sustainability Innovation Performance and Economic Innovation Performance | Romana Rauter, U. of Graz, Austria; Dietried Globocnik, Alpen-Adria U. Klagenfurt, Austria; Rupert J. Baumgartner, U. of Graz

How to Make Exploratory Unit Ambidextrous? Navigating Contradictions of Exploration | Fatihro Hutama Reksa Putra, U. of Leeds; Saeed Khabaghah, Vrije U. Amsterdam

The Innovation Economy | Maria Anna Halbinger, City U. of New York, Baruch College

The Inadvertent Internal Influence of Bottom-up Innovation on International Organizations | Katherine Tatarinov, GSEM - U. of Geneva; Tina C. Ambos, U. of Geneva


Exploring the Effects of the Best Practices of Environmental Management on Green Product Development | Mir Dost, Department of Finance and Management Sciences, Lasbela U.

Ambiguity-based antecedents of innovation velocity: A congruence perspective | Cristina Oana Vlas, U. of Massachusetts, Amherst; Radu Vlas, U. of Massachusetts, Amherst; Garima Garg, U. of Massachusetts, Amherst; Aurora Liu, U. of Massachusetts, Amherst

Engaging with Startups for Explorative and Exploitative Learning | Ellen Enkel, Chair of Innovation Management, Zeppelin U.; Veronika Sagmeister, PhD Student; Franziska Gross, DxC Technology

Technology and Market Relatedness of Corporate Venture Capital Investments at the Portfolio Level | Pek-hooi Soh, Simon Fraser U.; Kwanghui Lim, U. of Melbourne; Annapornima Manathattal Subramanian, National U. of Singapore
Session Details – Tuesday, 12:00 - 2:00 PM

1965 - (Paper Session) - (TIM) Human Aspects of Innovation: Leadership and Innovation
11:30am - 1:00pm Boston Hynes Convention Center: 305
Chair: Pooya Tabesh, U. of St. Thomas. Houston
□ Transformational leadership and innovative work behavior | Afasar Bilal, Hazara U.
□ Inclusive leadership and creative self-efficacy: Testing the moderating and mediating mechanisms | Umar Safdar, Information Technology U., Punjab; Adeel Tarig, National U. of Sciences and Technology; Tahira Saudagar, Information Technology U., Punjab; Rabiya Razaq, Information Technology U., Punjab
□ When Old Does Not Mean Gold: Leader Change in Sequential Innovative Projects | Frederik Situmeang, Amsterdam U. of Applied Sciences; Lita Astuti Napitupulu, Amsterdam U. of Applied Sciences

1966 - (Paper Session) - (ONE, SIM) Making Technology and Innovation More Inclusive: A Dialogue Between Academia and Industry
11:30am - 1:00pm Boston Hynes Convention Center: 206
Organizers: Norma Schoenherr, WU Vienna U. of Economics and Business; Heike Vogel-Pöschl, WU Vienna U. of Economics and Business; Margaret Pesuit, ISINNOVA
Distinguished Speakers: Corey Phelps, McGill U.; Bettina Maisch, Siemens Corporate Technology; Marcel Bogers, U. of Copenhagen & U. of California Berkeley; Darko Hujenic, Ericsson Nikola Tesla Chair: Andre Martinuzzi, WU Vienna U. of Economics and Business

Tuesday 12:30PM

1967 - (GOV) Academy of Management PDW Chair & Program Chair Orientation
12:30pm - 2:30pm Boston Hynes Convention Center: Flexible Meeting Space (Meetings)
By Invitation Only
Program Chair: Herman Aguinis, The George Washington U.
Professional Development Workshop Chair: Amy Hillman, Arizona State U.
Assistant Director: Jel Erica Hampson, Academy of Management
Meetings and Conferences Program Manager: Amy Bray, Academy of Management
Technical Solutions Architect: Gabe Bramson, Academy of Management
Director of Meetings and Conferences: Taryn Fiore, Academy of Management

Tuesday 1:15PM

1968 - (Paper Session) - (CAR) Identity and Careers
1:15pm - 2:45pm Sheraton Boston Hotel: Arnold Arboretum
Chair: Jennifer Tosti-Kharas, Babson College
□ Second-Class Citizens or Free Agents? The Experience of Identity Ambiguity among Global Contractors | Jennifer Gibbs, U. of California, Santa Barbara; Julia Eisenberg, Pace U.; Dina Nekrassova, Independent Scholar
The Careers Best International Paper Award Nominee
□ Different Starting Lines, Different Finish Times: The Role of Social Class in the Job Search Process | Philip DeOretniis, Michigan State U.; Chad Van Iddekinge, Florida State U.; Connie Wanberg, U. of Minnesota
□ Identity as Creative Capital: Navigating Careers in the Creative Industries | Jina Mao, Skidmore College; Yan Shen, U. of Victoria

1969 - (Paper Session) - (CAR, HR) Examining How Individual, Social, and Contextual Factors Affect Job Search
Self-Regulation
1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B
Organizers: Rebecca MacGowan, U. of Arizona; Serge P. Da Motta Veiga, American U.; Allison S. Gabriel, U. of Arizona
Discussant: Mo Wang, U. of Florida
Social Capital During Job Search: Influence on Processes and Outcomes | Serge P. Da Motta Veiga, American U.; Anika Wilhelmy, U. of Zurich; Katrin HASler, Skillsgarden AG; Mirjam Ambuehl, Skillsgarden AG; Martin Kleinmann, U. of Zurich
A Networking Perspective of Job Search for Graduating Students | Jomel Wei Xuan Ng, National U. of Singapore; Zhaoli Song, National U. of Singapore
A Multi-Wave Study on the Role of Progress in Shaping the Self-Regulatory Dynamics of Job Seeking | Edwin A.J. Van Hoot, U. of Amsterdam; Jessie Koen, U. of Amsterdam; Anouk Kranenburg, U. of Amsterdam
Presenters: Serge P. Da Motta Veiga, American U.; Jomel Wei Xuan Ng, National U. of Singapore; Edwin A.J. Van Hoot, U. of Amsterdam; Ute-Christine Klehe, Justus-Liebig U. Giessen; Rebecca MacGowan, U. of Arizona
Participants: Anika Wilhelmy, U. of Zurich; Katrin Hasler, Skillsgarden AG; Mirjam Ambuehl, Skillsgarden AG; Martin Kleinmann, U. of Zurich; Zhaoli Song, National U. of Singapore; Jessie Koen, U. of Amsterdam; Anouk Kranenburg, U. of Amsterdam; Thomas Krupe, Institute for Employment Research; Ulrike Fasbender, Justus-Liebig U. Giessen; Allison S. Gabriel, U. of Arizona; Serge P. Da Motta Veiga, American U.

1970 - (Paper Session) - (CAR, OB) Labor Market Inequalities: Integrating the Demand-Side and the Supply-Side Perspectives
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom A
Organizers: Yuna Cho, Yale School of Management; Allison Elias, Vanderbilt U.
Language and Gender in the Online Job-Matching Process | Emilio J. Castilla, Massachusetts Institute of Technology; Hye Jin Rho, MIT Sloan School of Management
Finding My Home: Exposure to Potential Jobs and Specialty Choice of Medical Students | Yuna Cho, Yale School of Management; Amy Wrzesniewski, Yale U.
Testing Work-Life Integration as a Moderator in Occupational Segregation | Allison Elias, Vanderbilt U.; Jirs Meuris, U. of Wisconsin, Madison
Sticking Racial Minorities and Women with Diversity-Related Tasks | Hannah Birnbaum, -; Nicole Stephens, Northwestern U.; Evan P. Apfelbaum, MIT Sloan School of Management
How Do I Compare? The Effect of Work-Unit Demographics on Reactions to Pay Inequality | Joel Adam Cobb, The U. of Texas at Austin; JR Keller, Cornell U.; Samir Nurmohamed, The Wharton School, U. of Pennsylvania


1971 → CAU: (CAU) 13th Russian and CIS Management Research Caucus
1:15pm - 2:45pm The Fairmont Copley Plaza Hotel: Back Bay Room
Presenters: Carl Fey, Aalto U. School of Business; Maral Muratbekova-Touron, ESCP Europe

1972 → CAU: (CAU) Exploring the Next Generation of Gender Dynamics
1:15pm - 2:45pm The Fairmont Copley Plaza Hotel: Commonwealth Room
Organizers: Catherine Curtin Hall, Roger Williams U.; Elizabeth Hamilton Volpe, Roger Williams U.

1973 → JS: (CM, HR) From Apples and Cases to Barrels and Orchards: Macro-Level Drivers of Workplace Abuse
1:15pm - 2:45pm Sheraton Boston Hotel: Clarendon AB
Organizers: Victor Sojo Monzon, Centre for Workplace Leadership, The U. of Melbourne; Victoria Louise Roberts, U. of Melbourne
Facilitators: Victor Sojo Monzon, Centre for Workplace Leadership, The U. of Melbourne; Victoria Louise Roberts, U. of Melbourne
Workplace Harassment in the Larger Social Context - A Function of Our Times | Jana L. Raver, Queen's U.; Ingrid Chadwick, Concordia U.; Xiaoxi Chang, Smith School of Business, Queen's U.
Organizational Tolerance and Non-Accidental Violence in Sport - A Systematic Review | Victoria Louise Roberts, U. of Melbourne; Victor Sojo Monzon, Centre for Workplace Leadership, The U. of Melbourne; Felix Grant, U. of Melbourne
Reply to All - A Content Analysis of Email Incivility | David Jay Howard, U. of South Florida; Cheryl Gray, U. of South Florida; Logan Macray Steele, U. of South Florida; Paul E Spector, U. of South Florida
Adrienne O'Neil, U. of Melbourne; Adriana Vargas-Saenz, U. of Melbourne; Rebecca Schachtman, U. of Melbourne; Elise Holland, U. of Melbourne; Victor Sojo Monzon, Centre for Workplace Leadership, The U. of Melbourne
Participants: Jana L. Raver, Queen's U.; Victoria Louise Roberts, U. of Melbourne; David Jay Howard, U. of South Florida; Tine Koehler, U. of Melbourne

1974 →: (Paper Session) - (CMS) Critical Perspectives on Leadership and Employment Relations
1:15pm - 2:45pm Hilton Boston Back Bay: Lincoln
Chair: Nick Butler, Stockholm U.
Organizational Identity Construction as a Control Mechanism | Teppo Sintonen, senior lecturer; Pasi Sajasalo, U. of Jyväskylä; Tommi Auvinen, Lecturer; Marko Jarvenpaa, professor; Tuomo Takala, Professor of management and leadership
Circuits of Power and (Mis-)Recognition in Work Organizations – Towards A Conceptual Framework | Ronald Hartz, U. of Leicester; Gabriele Faßauer, Dresden U. of Technology
Human Resource Management and Hypocrisy: When Rhetoric Masks the Reality of Employment | Harry J. Van Buren, U. of New Mexico; Vanessa Hill, U. of Louisiana at Lafayette
The Dark Side of Entrepreneurship: Entrepreneurial Identity & Failure | Stephanie Schreven, U. of Dundee; Natasha Slutskaya, Brunel U.
Best Critical Management Education Paper

1975 →: (Paper Session) - (CMS) Governance, Neoliberalism and Globalization
1:15pm - 2:45pm Hilton Boston Back Bay: Maverick B
Chair: Amon Barros, FGV EAESP
Marginalization and Exclusion in the Preservation of Heritage: The Case of Lahore’s Walled City | Kamal A Munir, U. of Cambridge; Rabia Nadir, Lahore School Of Economics
Governance in Areas of Limited Statehood: The NGOization of Palestine | Lama Arda, U. of Liège; Bobby Banerjee, City U. London
The Absent Present Hauntings of Coloniality: Examining ‘Management in the Wild’ through the Bottom of the Pyramid | Suparna Chatterjee, Xavier U.
Cross-Cultural Management in a Globalizing Organizational World | Mehdi Boussebaa, U. of Glasgow

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
The Duelling Nature of ADHD and Its Link to Entrepreneurship | Nathan Sidney Greidanus, U. of Manitoba; Chi Liao, Asper School of business, U. of Manitoba

The Role of Lead Investors in Fundraising Performance of Equity Crowdfunding: Evidence from China | Tao Shen, Western U. of Finance and Economics

The Role of Internationalization Decision and Institutional Distance on Crowdfunding Performance | Smita Srivastava, Washington State U.; Chandresh Baid, Washington State U.

Traits Matter - Personality and Crowdfunding Performance | Bernd Heimig, U. of Mannheim; Maren Rottler, U. of Mannheim / Germany

Reaping What You Sow: Social Networks and Success of Serial Entrepreneurs in Crowdfunding | Yumi Ko, Ewha Womans U.; Jongho Kim, KAIST College of Business; Myung-Ho Chung, Ewha Womans U.

Does Risk Taking Beget Undesirable Behaviors? Testing a Duality Paradox | Jarrod Haar, Auckland U. of Technology; Conor O’Kane, U. of Otago; Urs S. Daellenbach, Victoria U. of Wellington; William John Martin, Callaghan Innovation

When Do Venture Capital Firms Take on Risks? | Fire of Desire: A Review of Entrepreneurial Passion | Ying Schwarte, Auburn U.; Yue Song, Auburn U.

A Decolonial Approach to Intersectionality | Arpita Mathur, National Institute of Construction Management and Research, Pune, India

New Drivers of Entrepreneurial Growth | 1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Gorkem Aksaray, Koç U., College of Administrative Sciences and Economics

Neuroimaging: Challenges and Opportunities for New Firm Growth | Niron Hashai, Arison School of Business, The Interdisciplinary Center (IDC), Israel; Shaker A. Zahra, U. of Minnesota


It Is Time to Make a Change! How the Outside CEO Succession Influences New Public Ventures’ Growth | Leven Jianwen Zheng, U. of Liverpool; Tao Bai, Xi’an Jiaotong-Liverpool U.; Adam Cross, X’ian Jiaotong-Liverpool U.; Tianjiao Xia, U. of Liverpool

Is Money Always Good for New Venture R&D and Survival? | The Dark Side of Financial Munificence | Xu Wang, U. of Hong Kong; Kevin Zheng Zhou, U. of Hong Kong

Drivers of Entrepreneurial Passion | 1:15pm - 2:45pm Boston Marriott Copley Place: Columbus I
Chair: Jason Robert Fitzsimmons, Manipal Academy of Higher Education Dubai

Motivation From the Outside-In: Rivalry and Revenge as Sources of Entrepreneurial Passion | Mark Bolinger, Indiana U. - Kelley School of Business; Alex Bolinger, Idaho State U.

Developing Entrepreneurial Passion for Social Mission | Corinna Vera Hedwig Gerlve, TU Dortmund U.; Tessa Christina Flatt, TU Dortmund U.

How Harmonious and Obsessive Passion Affect Social Entrepreneurial Intention Differently | Sarah Türk, U. of Cologne; Florian B. Zapkau, VU Amsterdam; Christian Schwens, U. of Cologne

Fire of Desire: A Review of Entrepreneurial Passion | Ying Schwarte, Auburn U.; Yue Song, Auburn U.

Psychology and Mental Processes in Entrepreneurship | 1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon A Chair: Adam Philip Shore, Liverpool John Moores U.

Neuroimaging: Challenges and Opportunities for Entrepreneurship Scholars | Stella Seyb, U. of Oklahoma
Who Does What in New Venture Teams: The Role of Transactive Memory Systems | Elien Georgiadou, Nord U. Business School; Marianne Terese Steinm, U. of Nordland; Tommy Clausen, Nord U. Business School

When ADHD Helps and Harms in Entrepreneurship: An Epidemiological Approach | Johan Wiklund, Syracuse U.; Carina Lomberg, Technical U. of Denmark; Lars Alkaersig, Technical U. of Denmark; Danny Miller, HEC Montreal

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

The Prevention – Coercion Model of Physical and Mental Health and Self-Employment Likelihood | Tim Michaels, Northern Illinois U.

Achieve a Better Shape of Life: How Entrepreneurship Gears Up Life- Time Health | Yawen Li, Beijing U. of Posts and Telecommunications; Jong Gyu Park, Penn State Altoona

Multidimensional Health Locus of Control and Performance in Small Medium Enterprises (SMEs) | Marcus W. Y. Ho, Auckland U. of Technology; Jenny Gibb, U. of Waikato

The Importance of Social Undermining and Sleep Quality in Entrepreneurs’ Work Engagement | Zhuyi Li, National U. of Singapore; Maw-Der Foo, Nanyang Technological U.; Shuhua Sun, Tulane U.

When Do Venture Capital Firms Take on Risks? | New Evidence | 1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Tony Briggs, U. of Alberta

Entrepreneurial Passion

Sources of Entrepreneurial Passion

Entrepreneurial Alertness

Mediating Role of Entrepreneurial Alertness

The Effect of Founder Industry Related Experience on New Ventures’ Performance: The Moderating Role of Knowledge Exploitation and Learning Organization | Luis Alcázar, Technical U. of Denmark; Danny Miller, HEC Montreal

On Missed Boats and Sunken Ships: Asymmetric Tolerance for Errors in Entrepreneurial Entry Decisions | Aaron Sackett, U. of St. Thomas; Oliver Sheldon, Rutgers U.

Does Risk Taking Beget Undesirable Behaviors? Testing a Duality Paradox | Jarrod Haar, Auckland U. of Technology; Conor O’Kane, U. of Otago; Urs S. Daellenbach, Victoria U. of Wellington; William John Martin, Callaghan Innovation

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1982: (Paper Session) - (ENT) New Qualitative Tools
1:15pm - 2:45pm Boston Marriott Copley Place: Orleans
Chair: Nada Basir, U. of Waterloo

Using Sociological Theory to Problematize Current Business Research | Eric Kushins, Berry College-Campbell Sch. of Bus; Elaïna Behounek, Middle Georgia State U.
'Don't Think, Look!': A Wittgensteinian Critique of Entrepreneurial Action and a Way Forward | Neil Aaron Thompson, Vrije U. Amsterdam; Orla Byrne, U. College Dublin; Dimo P. Dimov, U. of Bath

Unearthing the Unintended: Historical Methodology and the Study of Venture Creation | Wim Van Lent, Montpellier Business School; Daniel Lerner, IE Business School

1983: (Paper Session) - (ENT) Challenges for Ecosystems and Platforms
1:15pm - 2:45pm Boston Marriott Copley Place: Simmons
Chair: Kenneth A. Grant, Ryerson U.


Local Economic Freedom and Creative Destruction in America | Daniel L. Bennett, Baylor U.
Entrepreneurial Ecosystem Advantage: Ecosystem Interactions and Business Model Innovation | Erikko Autio, Imperial College Business School; Zhe Cao, Imperial College Business School; Surat Chumjit, King Mongkut's U. of Technology Thon Buri; Panida Kaensup, King Mongkut's U. of Technology Thon Buri; Wanna Temsiripoj, King Mongkut's U. of Technology Thon Buri

What are the Restraints Placed on Business Advisors? An Institutional Entrepreneurship Perspective (WITHDRAWN) | Norin Arshed, U. of Dundee; Russell Matthews, U. of Strathclyde; Dominic Michael Chalmers, U. of Glasgow

1984: (Paper Session) - (ENT) Corporate Entrepreneurship 4
1:15pm - 2:45pm Boston Marriott Copley Place: Vineyard
Chair: Katharina Hoezel, U. of Potsdam

Do Venture Firms Outlearn Investor Firms? | CVF Investments, Venture Firm Learning, and IPO | Thomas V. Edwards, Temple U.; Noushi Rahman, Pace U.

The Extent of Corporate Venturing and Firm Performance: The Mediating Role of Portfolio Strategies | Jitse Duijsters, Rotterdam School of Management, Erasmus U.; Vareska Van De Vrande, Erasmus U. Rotterdam; Pursey Heugens, Erasmus U. Rotterdam

Different Knowledge Sources of New Ventures' Product Market Scope Strategy in a Nascent Industry | Sung Namkung, Indiana U. of Pennsylvania

1985: (Paper Session) - (ENT) Legal Institutions and Entrepreneurship
1:15pm - 2:45pm Boston Marriott Copley Place: Wellesley
Chair: Miranda Welbourne Eleazar, UT Dallas


So Sue Me: When Lawsuits Improve Firm Performance | Miranda Welbourne Eleazar, UT Dallas

In a Corrupt Emerging Economy, Who Would Bribe Less and Then Innovate More? | Aghash Afshar Jahanshahi, CENTRUM Catolica, Pontificia U. Catolica del Peru

Does Corruption Sand or Lubricate the Wheels of Firm Innovation? | Vartuhi Tonoyan, No Affiliation

1986: (Paper Session) - (ENT) Entrepreneurship Predictors: Process Perspective
1:15pm - 2:45pm Boston Marriott Copley Place: Yarmouth
Chair: Nour Alrabie, Toulouse School of Management

The Effects of Digitalization of Work on Entry into Entrepreneurship | Frank M. Fossen, U. of Nevada, Reno; Alina Sorgner, John Cabot U.

Founder CEOs and Innovation: Evidence from CEO Sudden Deaths in Public Firms | Joon Mahn Lee, Korea U. Business School; Joohyung Bae, UNIST, Korea

Schumpeterian Entry: Innovation, Exporting, and Growth Aspirations of Entrepreneurs | Saul Estrin, London School of Economics; Julia Korosteleva, U. College London; Tomasz Marek Mickiewicz, Aston Business School


1987: (JS: (ENT, OMT, STR) "Regulatory Hacking": Strategic Interactions Between Startups and the State
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon G
Chair: Ivana Katic, Yale School of Management

Fighting on Two Fronts: Entrepreneurial Strategies in Regulated Markets | Jake B. Grandy, CSU, Long Beach

Disrupting Corporate Political Strategy: Toward an Integrated Strategy for Start-Ups | Ivana Katic, Yale School of Management; Nicholas Occhiuto, Yale U.

Bringing In the Administrative State: The Interplay of Government Agencies and Entrepreneurship | Shon R. Hiatt, U. of Southern California

Entrepreneurial Strategy and Regulatory Uncertainty in Nascent Industries | Cheng Gao, U. of Michigan, Ross School of Business; Rory Morgan McDonald, Harvard U.

Presenters: Nicholas Occhiuto, Yale U.; Shon R. Hiatt, U. of Southern California; Jake B. Grandy, CSU, Long Beach; Cheng Gao, U. of Michigan, Ross School of Business

1988: (ENT, STR) The Human Capital of Startups: Founding Team Dynamics
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon E
Organizer: Travis Howell, U. of North Carolina, Chapel Hill
Participants: Howard Aldrich, U. of North Carolina; Warren Boeker, U. of Washington, Seattle; Yerodin Sekou Berriss, The
U. of Texas at Austin; Noam Wasserman, Yeshiva U.; Sonali Shah, U. of Illinois at Urbana-Champaign

1989 📚: (Paper Session) - (GDO) The Intersection of Gender, Family, and Careers
1:15pm - 2:45pm Boston Park Plaza: Brandeis
Chair: Alison Sheridan, U. of New England
 Discussant: Kemi Anazodo, Wilfrid Laurier U.
The Followership Gender Gap | Shah, The Followership Gender Gap |
Shared Leadership Emergence in Teams: An Examination of Organizer: B
Chair: 1:15pm - 2:45pm Boston Park Plaza: Brookline
22, 4, Chair: 1:15pm - 2:45pm Boston Park Plaza: Brandeis
Discussant: Practices to Improve D&I | Priscilla Rhee, U. of Connecticut
Gender, Family, and Careers Perspectives
1991: (GDO) Gender as a Substantive Variable in Leadership Studies: Individual and Team Level Perspectives
1:15pm - 2:45pm Boston Park Plaza: Cambridge
Organizer: Andrea Farro, Drexel U.
Discussant: Gary N. Powell, U. of Connecticut
Shared Leadership Emergence in Teams: An Examination of Personality and Gender Composition Effects | Andrea Farro, Drexel U.; Lauren D’Innocenzo, Drexel U.; Michael Kukenberger, U. of New Hampshire
The Followership Gender Gap | Hayley Trainer, U. of Georgia; Dorothy R. Carter, U. of Georgia; Kristin Cullen-Lester, U. of Houston; Katherine Frear, Southern Methodist U.; Justin Matthew Jones, U. of Georgia
The Effect of Gender and Discretion on Follower Perceptions of and Responses to Leader Denials | Jennifer Griffith, U. of New Hampshire; Kelsey Medeiros, U. of Texas At Arlington
How Does Expressing Humility Affect Female Leaders? Role of Supervisors’ Gender | Chia-Yen Chiu, U. of South Australia; Elsa Chan, City U. of Hong Kong; David R. Hekman, U. of Colorado
Presenters: Hayley Trainer, U. of Georgia; Jennifer Griffith, U. of New Hampshire; Chia-Yen Chiu, U. of South Australia
Participants: Lauren D’Innocenzo, Drexel U.; Michael Kukenberger, U. of New Hampshire; Dorothy R. Carter, U. of Georgia; Kristin Cullen-Lester, U. of Houston; Katherine Frear, Southern Methodist U.; Justin Matthew Jones, U. of Georgia; Kelsey Medeiros, U. of Texas At Arlington; Elsa Chan, City U. of Hong Kong; David R. Hekman, U. of Colorado
1992 📚: (GDO) Sculptor or Sculpture? Agency and Control in Career Development and Employability
1:15pm - 2:45pm Boston Park Plaza: Exeter
Organizers: Miri K. Grabarski, U. of Western Ontario; Jennifer Sharon Jones-Morales, International Labour Organisation
Facilitator: Alison M. Konrad, Western U.
It’s Not What You Know but Who You Know: Sources of Social Capital That Lead to Managerial Position | Batia Ben Hador, Ariel U. Department of Economics and Business Administration, Israel; Eyal Eckhaus, Department of Economics and Business Administration, Ariel U.
Contextualizing Employability: The Role of Social Capital in Flemish Theater | Jasper Delva, KU Leuven; Anneleen Forrier, KU Leuven; Nele De Cuyper, KU Leuven
Social Class and Careers: The Roles of Preferences, Perceptions and Reality in Shaping Career Choice | Cheryl K. McIntosh, Missouri Western State U.
Sustaining Employability at an Early Career Stage: The Role of Context and Individual Agency | Ricardo Rodrigues, King’s College London; Christina Butler, Kingston U.
Career Empowerment: A New Perspective on Career Motivation | Miri K. Grabarski, U. of Western Ontario; Maria Mouratidou, U. of Cumbria, UK
Participants: Batia Ben Hador, Ariel U. Department of Economics and Business Administration, Israel; Eyal Eckhaus, Department of Economics and Business Administration, Ariel U.; Jasper Delva, KU Leuven; Anneleen Forrier, KU Leuven; Nele De Cuyper, KU Leuven; Cheryl K. McIntosh, Missouri Western State U.; Ricardo Rodrigues, King’s College London; Christina Butler, Kingston U.; Maria Mouratidou, U. of Cumbria, UK
1993 📚: (Paper Session) - (GDO) D&I Theory and Data from Around the Globe
1:15pm - 2:45pm Boston Park Plaza: Gloucester
Chair: Joy E. Beatty, U. of Michigan, Dearborn
The Missing Doctors – An Analysis of Educated Women and Female Domesticity in Pakistan | Mariam Mohsin, Lahore U. of Management Sciences; Jawad Syed, Lahore U. of Management Sciences
Gender and the Agency Relationship between Owners and CEOs: The Effect on Internationalization | Robert E. Hoskisson, Rice U.; Peggy M. Lee, Arizona State U.; Samuele
Murtinu, U. of Groningen; Vittoria Giada Scalera, Amsterdam Business School, U. of Amsterdam

Extraversion Congruence, LMX, and Power Distance: A Test of Similarity-Attraction Theory | Peng Wang, Miami U. Ohio; Xin Wu, School of Economics and Management, Beihang U.; Zhiming Wu, Tsinghua U.

Firm Social Capital and Outsider’s Advantage: Evidence from Firms in the GCC | Alessandra L. Gonzalez, Senior Research Associate

Commitment-Based HR Practices and Team Performance: A B4 Approach | Wendy E. Bub, Georgia State U.; Martin C. Stein, University of Florida; Sandeep Warrier, Indian Institute of Management, Ahmedabad

Dijk Murrell Speakers:

1:15pm - 2:45pm Westin Copley Place Boston: Empire 4

The Role of Change Readiness and Colleague Support in the Job Satisfaction and Guideline Adherence among Physicians: Antecedents and Outcomes | Renmin U. of China; Mei-Ling Wang, Renmin U. of China

Chair: Bernardo M. Ferdman, Ferdman Consulting

1994 JS: (GDO, ODC, OB) Inclusive Leadership: Practices and Insights
1:15pm - 2:45pm Boston Park Plaza: Terrace
Chair: Mattia J. Gilmartin, New York U.

The Personal and Professional Consequences of Physician Burnout: A Systematic Review | Eric S. Williams, U. of Alabama; Cheryl Rathert, Virginia Commonwealth U.; Sandra Catherine Buttigieg, U. of Malta

Job Satisfaction and Guideline Adherence among Physicians: Moderating Role for Autonomy and Control | Anthony Waddimba, Parkland Center for Clinical Innovation; David Mohr, VA Boston Healthcare System; Gary J Young, Northeastern U.

The Role of Change Readiness and Colleague Support in the Role Stressors-Withdrawal Relationship | Denis Chenevert, HEC; Steven Kilroy, Tilburg U.; Janine Bosak, Dublin City U.


1995: (Paper Session) - (HCM) Provider Experience: Antecedents and Outcomes
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon F
Chair: Janna J. Gilmartin, New York U.

Commitment-Based HR Practices and Team Performance: A Multilevel Model | Min-shi Liu, Soochow U.; Mei-Ling Wang, Tamkang U.

Perfectionism and Burnout in R&D Teams | Yuwen Liu, National Tsing Hua U.; Kenneth Rice, Georgia State U.; Zachary Taber, Georgia State U.; Barbara Dennis, Georgia State U.; Frederick Rice, Georgia State U.

1997: (Paper Session) - (HR) HR and Employee Ownership
1:15pm - 2:45pm Westin Copley Place Boston: Essex North-Center
Chair: Pingshu Li, U. of Texas Rio Grande Valley

The Effects of Racial Diversity on Firm-Level Outcomes Under the Use of Broad-Based Stock Options | Joo Hun Han, Rutgers U.; Duckjung Shin, Chung-Ang U.; Bill Castellano, Rutgers U.

Chair Affiliation, Human Resource Investments, and Performance: Evidence from U.S. Restaurants | Tashlin Lakhani, Ohio State U.; Can Ouyang, Cornell U.

The Effect of Employee Ownership on Firm Performance: Moderating Roles of Industry Characteristics | Kyoung Yong Kim, City U. of Hong Kong; Yau Chau, City U. of Hong Kong

Peer Effects in Employees’ Decisions Not to Participate in Beneficial ESOPs - a Multilevel Analysis | Rieke Hullmann, U. of Goettingen; Michael Wolff, U. of Goettingen; Jan Christoph Hennig, U. of Goettingen

1998: (Paper Session) - (HR) HR, Creativity, and Innovation
1:15pm - 2:45pm Westin Copley Place Boston: Essex North-West
Chair: Jill Ann Hosmer-Jolley, California State U., Monterey Bay

How Transformational Leadership Shapes R&D Creativity? A Motivated Information Processing Perspective | Kwame Ansong Wadei, School of Management and Economics, UESTC; Lu Chen, U. of Electronic Science and Technology of China; Weijun Wu, U. of Electronic Science and Technology of China; Frank Sampong, PhD candidate, School of Economics and Management

Socially Responsible HR Practices Supporting Creativity in Finnish Growth Organisations | Kaija Marjukka Collin, U. of Jyväskylä; Soila Johanna Lemmetty, U. of Jyväskylä; Elinia Riivari, U. of Jyväskylä; Sara Keronen, U. of Jyväskylä

A Multilevel Model of Talent Inducement, Work Engagement and Creativity | Yanhong Tu, Hunan U. of Technology; Ying Hong, Fordham U.; Wei Zhang, Central China Normal U.


1999: (Paper Session) - (HR) HR Matching and Fit
1:15pm - 2:45pm Westin Copley Place Boston: Great Republic
Chair: Gregory Lee, U. of the Witwatersrand

The Impact of Environmental and Institutional Pressures on HR-System Fit | Maximilian Tim Roehl, Leibniz U. Hannover

Context and Imperatives for Fit, Flexibility and Ambidextrous HRM: An Integrated Framework | Ekta Johar, Indian Institute of Management, Ahmedabad; Manjari Singh, Indian Institute of Management, Ahmedabad

Internal and/ or Institutional Fit in HR Systems? When and How Firms React to Competing Pressures | Lena Göbel, LMU Munich

Recruiters’ Perceptions of Fit in the Hiring Process | Cody Jackson Reeves, Brigham Young U.; Stephen Reid, Brigham Young U.; Russell P. Guay, U. of Northern Iowa
2000: (Paper Session) - (HR) Configurations of HR Practices
1:15pm - 2:45pm Westin Copley Place Boston: Helicon
Chair: Kaumudi Misra, California State U. East Bay

Hsin-Hua Hsiung, National Dong Hwa U.; David E. Guest, King's College London

Configurations of HRM Practices in Family Firms: Goals and Organizational Performances | Giulia Flamini, U. of Rome Tor Vergata; Luca Gnan, U. of Rome Tor Vergata; Marjan Bojadziev.

Control and Commitment HRM Systems in SME Family Firms - A Qualitative Study of Hybrid Forms | Daniela Gauci Borda, U. of Bath; Nina Katrin Hansen, U. of Bath; Julie Gore, U. of Bath

The Impact of Green HRM Practices on EOCB: The Mediating Role of Green Employee Empowerment | Zahid Hameed, Khwaja Fareed U. of Engineering and Information Technology; Tahir Islan, Tongji U.; Ikram Ullah Khan, U. of Science and Technology, Banu; Zaryab Sheikh, HeFei U. of Technology; Xiaobei Liang, Tongji U.

2001: (Paper Session) - (HR) HR and Social Capital
1:15pm - 2:45pm Westin Copley Place Boston: Independence A

Chair: Emily Rosado-Solomon, California State U., Long Beach


Formal Mentoring Advantage for Leadership Development and Thoughts of Quitting | Min Kyu Joo, U. of Houston

Until You’re One of Us: Comparing Workplace Hazarding and Conventional Onboarding of New Employees | Benjamin Thomas, Radford U.; Patricia Meglich, U. of Nebraska, Omaha

The Role of Distance in Shaping Relationship Quality between Leaders and Followers | Sarah Brooks, Sheffield U. Management School; Anna Topakas, U. of Sheffield; Kristin Hildenbrand, U. of Sheffield

2002: (Paper Session) - (HR) HR and Human Capital
1:15pm - 2:45pm Westin Copley Place Boston: St George D

Chair: Erin E. Makarius, U. of Akron

Digital Fluency – a Key Competence to Perform in the Digital Age? | Sophia Zimmermann, U. of Konstanz

Personality and Job Performance: Using Innovative Techniques to Improve Predictive Validities | Courtney E. Owens, Alliance Manchester Business School; Paul Irving, Alliance Manchester Business School; Sharon Clarke, U. of Manchester

Antecedents of Individual Ambidexterity: The Roles of Career Variety and Job Attributes | Esther Ostmeier, Bavarian State Institute for Higher Education Research and Planning + TU Munich; Maria Strobel, TUM School of Management, Technische U. München


2003: (Paper Session) - (IM) CGIO Best Paper in International Corporate Governance Finalist
1:15pm - 2:45pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A
Chair: Bjorn Schneisser, WU Vienna

Post-Acquisition Value Creation in Cross-Border Transactions: Do Board Characteristics Matter? | Deepak K Datta, U. of Texas At Arlington; Dynah A. Basuil, Asian Institute of Management; Ankita Agarwal, U. of Texas At Arlington

IM Division CGIO Best Paper in International Corporate Governance Finalist


IM Division CGIO Best Paper in International Corporate Governance Finalist

Mixed Ownership and Outward Foreign Direct Investment in China | Changqi Wu, Peking U.; Bin Zhang, Peking U.

IM Division CGIO Best Paper in International Corporate Governance Finalist


IM Division CGIO Best Paper in International Corporate Governance Finalist

2004: (SHCS: (IM) Varieties of Capitalism and International Business Research: Taking Stock, Identifying Opportunities
1:15pm - 2:45pm Hilton Boston Back Bay: Jefferson
Organizers: Ruth V. Aguilera, Northeastern U.; Michael A. Witt, INSEAD

Panelists: Stav Fainshmidt, Florida International U.; Mauro F Guillen, U. of Pennsylvania; Gregory Jackson, Freie U. Berlin; Cathie Jo Martin, Boston U.

2005: (Paper Session) - (IM) Best Paper in OB/HRM/OT Finalist
1:15pm - 2:45pm Hilton Boston Back Bay: Maverick A
Chair: Mallika Richards, Pennsylvania State U.

So Close, Yet So Far Away: Bringing “Diversity” to Research on Distance in International Business | Fabrice Lumineau, Purdue U.; Marvin Hanisch, U. of Passau; Olivier Wurtz, U. of Vaasa

IM Division Best Paper in OB/HRM/OT Finalist

As You Sow, So Shall You Reap: The Role of Distributive Justice behind Subsidiary Initiative | Hsiang-Lin Cheng, National Chung Cheng U.

IM Division Best Paper in OB/HRM/OT Finalist


IM Division Best Paper in OB/HRM/OT Finalist
First Language, Language Proficiency and Communication about Problems at Work (WITHDRAWN) | Birgit Pauksztat, Uppsala U.

2008 (IM) From a Digital World to an Intelligent Inclusive World: Alibaba Executive Talk
1:15pm - 2:45pm Hilton Boston Back Bay: Westminster
Chair: Weiru Chen, China Europe International Business School
Moderator: Katherine Xin, China Europe International Business School (CEIBS)
Pathway from Consumer Internet to Industry Internet: Role of Digitization Enabler | Weiru Chen, China Europe International Business School
Platform Governance of World's Largest e-Commerce Marketplace | Kaifu Zhang, Senior Director, Taobao Seller Platform, Alibaba Group
New Retail: Online and Offline Integration | Lei Wang, Senior Director of Marketing and Public Relations Committee, Alibaba Group
New Education: How We Teach Organizations to do Digital Transformation | Mengchen Xu, Head of International Training Department, Taobao U.

2007 (JS) (IM, OB) Trust and National Culture: Is there a Connection?
1:15pm - 2:45pm Hilton Boston Back Bay: Adams A
Chair: Mansour Javidan, Thunderbird School of Global Management at ASU
Participants: Akbar Zaheer, U. of Minnesota; Kurt T Dirks, Washington U. in St. Louis; Dejun Kong, U. of Houston

2008 (Paper Session) - (MED) Academic Performance and Career Development
1:15pm - 2:45pm Sheraton Boston Hotel: Gardner A
Chair: Emilee Lauran Simmons, Leeds U. Business School
Rate my Professor: Implicit Leadership Theories in Academia | Stephanie Rehbock, TUM School of Management, Technische U. München; Armin Pircher Verdorfer, TUM School of Management, Technische U. München; Kristin Knipfer, Technical U. of Munich
The Interplay Between Academic Citizenship and Knowledge Transfer in Business Schools | Donato Cutolo, U. of Bologna; Maria Rita Tagliaventi, U. of Bologna; Giacomo Carli, The Open U.

2009 (Paper Session) - (MOC) The Good, The Bad, and The Quantifiable: Bright and Dark Sides of Work
1:15pm - 2:45pm Westin Copley Place Boston: Adams
Chair: Steven R. Cofrancesco, Grand Canyon U.
The Dark Side of Job Crafting: Exploring the Implications of Job Crafting in the Hidden Realm | Elizabeth Hood, Boston College

Academic Advisors as Sherpas: On Being Navigational Guides in Times of Lostness | Mrudula Nujeela, U. of Michigan, Ann Arbor
Sustainability-Profitability Belief: Measurement and Consequences | Ronny Reinhardt, Friedrich Schiller U. Jena; Maria Schwabe, U. of Jena, Germany; Gianfranco Walsh, Friedrich Schiller U. Jena
Quantifying the Information Gained from Extra-Network Stimuli: An Experiment on Social Coordination | Jon Atwell, Stanford GSB

2010 (Paper Session) - (MOC) "Then I Ask Myself This Question...Who Am I?" Identity, Identification, and Image
1:15pm - 2:45pm Westin Copley Place Boston: St George B
Chair: Matthew C. Lyle, U. of Massachusetts, Amherst
Discussant: Elizabeth George, U. of Auckland
Enabling Officers to Cope with Public Image Discrepancies: The Benefits of Limiting Autonomy | Shefali Patil, The U. of Texas at Austin; Thomas Shardlow, The U. of Texas at Austin; Ethan Burris, The U. of Texas at Austin
Am I a Leader? Incongruence in the Leader Identity Construction Process (WITHDRAWN) | Amy Bartels, U. of Nebraska, Lincoln

2011 (Paper Session) - (MOC) Individual and Organizational Decision-Making and Learning
1:15pm - 2:45pm Westin Copley Place Boston: St George C
Chair: Sebastian Cortes-Mejia, Iowa State U.
Deep Uncertainty Effects on Managerial Perceptions: The Case of UK Firms in the Context of Brexit | Sterling Rauseo, U. of Southampton; Laura Costanzo, U. of Southampton; Yehuda Baruch, Southampton Business School, U. of Southampton
Age and Escalation of Commitment: An Adaptive Learning Approach | Kin Fai Ellick Wong, Hong Kong U. of Science and Technology; Jessica Yuk Yee Kwong, Chinese U. of Hong Kong
Inherited Affect: Promoting Beneficence and Prosocial Behavior in Intergenerational Decision-Making | Catherine Owsik, U. of Virginia; Morela Hernandez, U. of Virginia Darden School of Business
Too Much Trust Can Make Every Empowered Individual Delusive: Why aren't HPWS' Always Effective? | Sama Hassani, amirkabir U. of technology; Behzad Moghimi, amirkabir U. of technology; Nasim Radfaz, Azad U. of Kerman; Ali Radfaz, Aston Business School

2012 (SHCS) (MOC, OB) Towards More Inclusive Theory and Organizing: Advancements in Multi-Team Systems Research
1:15pm - 2:45pm Westin Copley Place Boston: Essex North-East
Organizer: John Paul Stephens, Case Western Reserve U.
**Session Details – Tuesday, 12:00 - 2:00 PM**

**Discussants:** Margaret M. Luciano, Arizona State U.; John R. Hollenbeck, Michigan State U.

Captive the Moving Parts: Profile Analytics as a Tool for Studying Multiteam Systems | Marissa Shuffler, Clemson U.; Matthew A. Cronin, George Mason U.

Our Next ‘Giant Leap’: Qualitative Tools for Studying Spaceflight Multiteam Systems | Marissa Shuffler, Clemson U.


Leading MTs: Unpacking the Challenges of Balancing External and Internal System Demands | John Paul Stephens, Case Western Reserve U.; Mercedes McBride-Walker, Case Western Reserve U.

2013 JS: (MOC, OMT, STR) Honoring James March Contributions to Organizational Learning 1:15pm - 2:45pm Westin Copley Place Boston: Essex Center Organizer: Zur Shapira, New York U.

Participants: Linda Argote, Carnegie Mellon U.; Martha S. Feldman, U. of California, Irvine; Henrich Greve, INSEAD; Daniel Levinthal, U. of Pennsylvania; Liisa Vallikangas, Hanken School of Economics

2014 : Exploring the Relationship Between Intersectionality and Inclusion: A Research Agenda 1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon B Chairs: Alain Klasfeld, Toulouse Business School; Diana Rajendran, Swinburne Business School, Swinburne U. of Technology

Conceptualizing Intersectional Equality | Dorian Woods, Radboud U., Netherlands

Pushing Back on Intersectionality: Contestations, Appropriations and Resistance | Stella M. Nkomo, U. of Pretoria

Radical Intersubjectivities and Engaged Mindfulness: A Mindful Mindset Framework for Diversity and Inclusiveness | Ram Mahalingam, U. of Michigan, Ann Arbor

Including the ‘Privileged’: Towards an Intersectional and Contextualized Research Agenda for Gender | Alain Klasfeld, Toulouse Business School

Just Beauties of the Skies? An Intersectional Perspective on First Class Flight Attendants | Vanessa Bernauer, Helmut Schmidt U.


Negotiating Intersections: Directions for Justice and Fairness in Organizations? | Diana Rajendran, Swinburne Business School, Swinburne U. of Technology

Presenters: Dorian Woods, Radboud U., Netherlands; Yvonne Benschop, Radboud U. Nijmegen; Marieke Caroline Lisette Van Den Brink, Radboud U. Nijmegen; Mieke Verloo, Radboud U. Nijmegen; Stella M. Nkomo, U. of Pretoria; Jenny K. Rodriguez, Alliance Manchester Business School; Ram Mahalingam, U. of Michigan, Ann Arbor; Vanessa Bernauer, Helmut Schmidt U.;

Tarani Joy Merriweather Woodson, Teachers College, Columbia U.; Pradeepa Dahanayake, Pdahanayake


Discussant: Aparna Joshi, Penn State Smeal College of Business

Women Entrepreneurs Don’t Ask (For Enough)? Divergent Effects of Aggressiveness of Funding Requests | Anyi Ma, Duke U.; Rebecca Ponce de Leon, Duke U.; Ashleigh Shelby Rosette, Duke U.

Gender Disparities in Colloquium Speakers at Top Universities | Christine Nittrother, U. of Houston-Downtown; Michelle Hebl, Rice U.; Leslie Ashburn-Nardo, Indiana U. / Purdue U.; Rachel Trump-Steele, Rice U.; David Lane, Rice U.; Virginia Valian, Hunter College - CUNY

The Limits of Brief Social-Belonging Interventions: Evidence from a Field Experiment | Sanaz Mobasser, Boston U.

Questrom School of Business; Sameer B. Srivastava, U. of California, Berkeley; Laura Kray, U. of California, Berkeley


Presenters: Anyi Ma, Duke U.; Christine Nittrother, U. of Houston-Downtown; Sanaz Mobasser, Boston U. Questrom School of Business; Elinor Flynn, New York U.

Participants: Rebecca Ponce de Leon, Duke U.; Michelle Hebl, Rice U.; Leslie Ashburn-Nardo, Indiana U. / Purdue U.; Rachel Trump-Steele, Rice U.; David Lane, Rice U.; Virginia Valian, Hunter College - CUNY; Sameer B. Srivastava, U. of California, Berkeley; Laura Kray, U. of California, Berkeley; Lisa Michelle Leslie, New York U.

2016 : (Paper Session) - (OB) Darker Touch to Prosocial behavior 1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom C

Chair: Kenneth Tai, Singapore Management U.

Why and When Abusive Supervision Evokes Unethical Pro-Supervisor Behavior | Jun Song, Nanjing U. of Finance and Economy; Zhiyu Feng, Nanyang Technological U.; Changing He, Nanjing U. of Aeronautics and Astronautics; Jibao Gu, U. of Science and Technology of China; Jianlin Wu, U. of Science and Technology of China

Envy in Response to Help: A Helping as Status Relations Model | Kenneth Tai, Singapore Management U.; Katrina Jia Lin, Hong Kong Polytechnic U.; Catherine K. Lam, Durham U. Business School

Whether and How Subordinates Passively Respond to Top-Down Knowledge Hiding in Organizations | Ghulam Ali Arain, American U. of Ras Al Khaimah; Imran Hameed, Lahore School Of Economics; Waheed Umrani, Sukkur IBA U.; Abdullah Sheikh, Institute of Business Administration, Karachi

The bright and dark sides of helping and being helped at work for family functioning | Sherry Shi Yi Aw, National U. of Singapore; Remus Ilies, National U. of Singapore; Xinxin Li, Antai College of Economics and Management, Shanghai Jiao Tong U.; Arnold Bakker, Erasmus U. Rotterdam; Xiao-yu Liu, U. of International Business and Economics
An Examination of Insubordination as a Response to Abusive Chair: Melvyn Hamstra, Maastricht U.
Turning a Blind Eye to Team Members’ Unethical Behavior: The Role of Incentive Structures | Qiongjing Hu, Zhejiang U.; Hajo Adam, Rice U.; Sreedhari Desai, U. of North Carolina
Employees Speaking Up, Leaders Threatened: How Leaders Respond Negatively to Prohibitive Voice | Jingxian Yao, National U. of Singapore; Noriko Tan, National U. of Singapore
When Psychological Contract Violation Inhibits Affiliative and Challenging Citizenship | Li Rui, Soochow U.; Huihua Zhang, Department of Human Resource management, Shanghai Normal U.; Yan Liu, Department of Business Administration, Soochow U.; Cheng Peng Du, Lulu Zhou, Southeast U.; Xufan Zhang, Xujiazui U.

2018: (Paper Session) - (OB) Individual’s Voice
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon A
Chair: Mercy Chinnye Oyet, U. of New Brunswick Saint John
Inclusive Leadership, Proactive Personality and Employee Voice: A Voice Role Identity Perspective | Yan Ni Zhu, Macau U. of Science and Technology; Li-Yun Sun, Macau U. of Science and Technology; Chenwei Li, San Francisco State U.
A Dual-stage Moderated Model Linking Proactive Personality to Career Success in Adverse Situations | Changjun Li, School of Management, Xian Jiaotong U.; Fuli Li, Xian Jiaotong U.; Tingting Chen, Lingnan U.; Mike Crant, U. of Notre Dame
The Curvilinear Relationship between Perceived Overqualification and Employee Voice | Ying Xia, Nanjing U.; Yue Xu, Soochow U.; Chiahuei Wu, Durham U.

2019: (Paper Session) - (OB) Leadership and the Dark Side
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon E
Chair: Jack Emery Carson, Auburn U.
An Examination of Insubordination as a Response to Abusive Supervision | Katherine Crawford Alexander, Auburn U.; Jack Emery Carson, Auburn U.; Charn Patrick McAllister, Northeastern U.; Jeremy Mackey, Auburn U.
How support from the supervisor’s spouse and co-workers averts the employee’s deviant work behavior? | Lynn Germeyns, KU Leuven; Maria Jose Bosch, ESE Business School; Yasmin Rofcanin, School of Management, U. of Bath; Mireya Las Heras, IESE Business School; Can Erderi, Bogazici U.
Effects of supervisor bottom-line mentality on subordinate unethical pro-organizational behavior | Yun Zhang, Guangdong U. of Technology, Bin He, Guangdong U. of Technology; Jun Xie, Guangdong U. of Foreign Studies
Leaders' Disciplinary Reactions to Followers’ Unethical Pro-Organizational Behavior | Xue Zhang, School of Management, Harbin Institute of Technology; Chao Ma, Australian National U.; Zhen-Xiong Chen, Australian National U.; David Chee-mun Cheng, Australian National U.; Yezhuang Tian, - Guyang Tian, -

2020: (Paper Session) - (OB) Voice in the Dark
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom D
Chair: Nicholas Mant Emt U.
Turning a Blind Eye to Team Members’ Unethical Behavior: The Role of Incentive Structures | Qiongjing Hu, Zhejiang U.; Hajo Adam, Rice U.; Sreedhari Desai, U. of North Carolina
Employees Speaking Up, Leaders Threatened: How Leaders Respond Negatively to Prohibitive Voice | Jingxian Yao, National U. of Singapore; Noriko Tan, National U. of Singapore
When Psychological Contract Violation Inhibits Affiliative and Challenging Citizenship | Li Rui, Soochow U.; Huihua Zhang, Department of Human Resource management, Shanghai Normal U.; Yan Liu, Department of Business Administration, Soochow U.; Cheng Peng Du, Lulu Zhou, Southeast U.; Xufan Zhang, Xujiazui U.

2017: (Paper Session) - (OB) Voice in the Dark
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom D
Chair: Melvyn Hamstra, Maastricht U.
Turning a Blind Eye to Team Members’ Unethical Behavior: The Role of Incentive Structures | Qiongjing Hu, Zhejiang U.; Hajo Adam, Rice U.; Sreedhari Desai, U. of North Carolina
Employees Speaking Up, Leaders Threatened: How Leaders Respond Negatively to Prohibitive Voice | Jingxian Yao, National U. of Singapore; Noriko Tan, National U. of Singapore
When Psychological Contract Violation Inhibits Affiliative and Challenging Citizenship | Li Rui, Soochow U.; Huihua Zhang, Department of Human Resource management, Shanghai Normal U.; Yan Liu, Department of Business Administration, Soochow U.; Cheng Peng Du, Lulu Zhou, Southeast U.; Xufan Zhang, Xujiazui U.

2021: (Paper Session) - (OB) Individual’s Voice
1:15pm - 2:45pm Sheraton Boston Hotel: Berkeley A8
Chair: Bin Ma, IE Business School, IE U.
Charismatic Leadership and the Perception of Social Exchange Inequity | Bin Ma, IE Business School, IE U.; Jingzhou Pan, Tianjin U.; Wenxing Liu, Zhongnan U. of Economics and Law; Hong Zhu, Huazhong U. of Science and Technology
Neurological insight into transformational leadership: A mediational framework | Katharina Pachocki, TU Dortmund U.; Jens Rowold, TU Dortmund U.
Entrepreneurs’ Emotional Reactivity to Stressors Impairs Transformational Leadership | Linlin Jin, Guangdong U. of Technology; Yongxian Huang, Guangdong U. of Technology
Who is the charismatic leader? The role of environmental features in charisma attributions | Leonie Jolanthe Hentrup, U. of Zurich; Nicolas Bastardoz, U. of Zurich; Jochen I. Menges, U. of Zurich

2021: (Paper Session) - (OB) Voice in the Dark
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom D
Chair: Nicholas Mant Emt U.
Turning a Blind Eye to Team Members’ Unethical Behavior: The Role of Incentive Structures | Qiongjing Hu, Zhejiang U.; Hajo Adam, Rice U.; Sreedhari Desai, U. of North Carolina
Employees Speaking Up, Leaders Threatened: How Leaders Respond Negatively to Prohibitive Voice | Jingxian Yao, National U. of Singapore; Noriko Tan, National U. of Singapore
When Psychological Contract Violation Inhibits Affiliative and Challenging Citizenship | Li Rui, Soochow U.; Huihua Zhang, Department of Human Resource management, Shanghai Normal U.; Yan Liu, Department of Business Administration, Soochow U.; Cheng Peng Du, Lulu Zhou, Southeast U.; Xufan Zhang, Xujiazui U.

2022: (Paper Session) - (OB) Voice in the Dark
1:15pm - 2:45pm Sheraton Boston Hotel: Constitution Ballroom A
Chair: Christopher H. Thomas, Saint Louis U.
Where Sky meets the road: Dynamics of shared leadership | Christopher H. Thomas, Saint Louis U.; David Kaplan, Saint Louis U.; Anastasios Kaburakis, Saint Louis U.
Person – Group Fit Modulating the Transformational Leadership Contextual Performance Relationship | Rylan Charton, Doctoral Student; Kevin Joseph Eschleman, -
Leader humility and team proactive performance: The mediating role of group silence | Nate Zettna, U. of Sydney Business School
2023 ː (Paper Session) - (OB) Interpersonal Dynamics
1:15pm - 2:45pm Sheraton Boston Hotel: Dalton AB
Chair: Julie Dinh, Rice U.
It Doesn’t Hurt to Ask: Employees Overestimate the Interpersonal Costs of Extension Requests | Jaewon Yoon, Harvard Business School; Grant Donnelly, Ohio State U.; Ashley Whillans, Harvard Business School
The Role of Team Context in how Ingratiation Affects Exchange Quality with Targets and Observers | Ji Kyoung Kim, Texas A&M U.; Jeffrey LePine, Arizona State U.; Zhen Zhang, Arizona State U.; Michael Baer, Arizona State U.
Looking after one’s own: An overview of the “team care” construct | Julie Dinh, Rice U.; Jensine Paolletti, Rice U.; Michael Alan Rosen, Johns Hopkins U. School of Medicine; Eduardo Salas, U. of Central Florida
Bifurcation Bias among Family Members in Family Firms and Its Determinants | Taewoo Kim, Mississippi State U.; Dustin Odom, Mississippi State U.

2024 ː ː (OB) Selective Incivility: Undermining Ambitions of Inclusion in Organizations
1:15pm - 2:45pm Sheraton Boston Hotel: Exeter AB
Organizers: Dana Kabat-Farr, Rowe School of Business, Dalhousie U.; Lilia Cortina, U. of Michigan
Exploring the Effects of Dynamic Member Evaluation on Selective Incivility in Surf Lineups | Dana McDaniel Sumpter, California State U., Long Beach
Incivility toward Leaders: Gender Differences in Well-Being Outcomes | Camilla M. Holmvall, Saint Mary’s U.; Shayda Sobhani, Saint Mary’s U., Canada
Race and Workplace Discrimination: The Mediating Roles of Cyber and Interpersonal Incivility | Shanna R. Daniels, Florida State U.; LaDonna Thornton, Auburn U.
Presenters: Dana McDaniel Sumpter, California State U., Long Beach; Camilla M. Holmvall, Saint Mary’s U.; Shayda Sobhani, Saint Mary’s U., Canada; Shanna R. Daniels, Florida State U.; LaDonna Thornton, Auburn U.

2025 ː ː (Paper Session) - (OB) Team Shared Cognition
1:15pm - 2:45pm Sheraton Boston Hotel: Hampton A
Chair: Lili Bao, Case Western Reserve U.
Exploring the link between Shared Team Psychological Contract Fulfillment (PCF) and Team Outcomes | Lyonel Lauél, U. of Chile; Amanuel G. Tekleab, Wayne State U.
Psychological Adjustment in Teams: Team Member Well-Being Facilitates Transactive Memory Emergence | Matthew A. Diabes, Carnegie Mellon U. - Tepper School of Business; Taya R. Cohen, Carnegie Mellon U. - Tepper School of Business
Rethinking Shared Team Cognition for Team Problem Solving: The Effects of Sharedness Distribution | Lili Bao, Case Western Reserve U.; Corinne A Coen, Case Western Reserve U.

Collective Efficacy Dispersion in Teams: Variation on a Traditionally Shared Construct | Arielle Lewis, Indiana U. / Purdue U., Indianapolis; Christopher O.L.H. Porter, Indiana U.; Britney Amber, Indiana U. / Purdue U., Indianapolis; Adam C. Stoverink, U. of Arkansas; Dominique Burrows, IUPUI

2026 ː (Paper Session) - (OB) Emotional Labor
1:15pm - 2:45pm Sheraton Boston Hotel: Hampton B
Chair: Michelle C. Hong, North Dakota State U.
Let the Music Play: The Role of Music in Emotional Labor | Michelle C. Hong, North Dakota State U.
Virtual surface acting in workplace interactions: Choosing the best technology to fit the task | Andrew Brodsky, The U. of Texas at Austin
Being Recovered as an Antecedent of Emotional Labor: A Diary Study | Hadar Nesher Shoshan, U. of Mannheim; Laura Venz, U. of Mannheim; Sabine Sonnentag, U. of Mannheim
Calling-Intensified Emotional Exhaustion, Calling-Inspired Job Performance | Chenxi Wang, Renmin U. of China; Yu Zhou, Renmin U. of China; Xueling Fan, Renmin U. of China; Xiaoxi Chang, Rey Juan Carlos U.

2027 ː (Paper Session) - (OB) Positive Feelings in OB
1:15pm - 2:45pm Sheraton Boston Hotel: Independence West
Chair: Daniel Newark, HEC Paris
The Asymmetrical Effects of Valence in Affective Transfer: A Motivated Information Processing Angle | Haiyang Liu, London School of Economics and Political Science; Yixuan Li, Purdue U.; Siting Wang, U. of Illinois at Chicago
Desire and Pleasure in Choice | Daniel Newark, HEC Paris
How are daily resources gained? LMX, positive affect, work engagement, and job satisfaction | Nayoung Kwon, Hanyang U.; Hee Young Lim, Hanyang U.; SungHyoun Hong, Hanyang U.; Hyunju Yoon, -

2028 ː (Paper Session) - (OB) Work Design
1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C
Chair: Roshni Raveendran, U. of Virginia Darden School of Business
Interplay Effect of Retailer’s Formal & Informal Control on Manufacturer’s Outsourcing Performance | Anna Frieda Rosin, HHL Leipzig Graduate School of Management; Stephan Stubner, HHL Leipzig Graduate School of Management
Humans Judge, Technologies Nudge: When and Why People Embrace Behavior Tracking Products | Roshni Raveendran, U. of Virginia Darden School of Business; Nathanael Fast, U. of Southern California
How Does Job Autonomy Influence Job Performance? A Meta-analytic Test of Theoretical Mechanisms | Simeon Muecke, Technische Hochschule Ostwestfalen-Lippe; Anja Iseke, Technische Hochschule Ostwestfalen-Lippe
Here’s a Badge! A Theory-Driven Approach to Understanding Gamification in Organizations | Kathryn A. Coll, U. of Utah; Daniel Barry Shannahan, U. of Utah, Eccles School of Business; Craig Brimhall, U. of Utah; Kristin Bain, U. of Utah; Bryan Bonner, U. of Utah
2029 [Paper Session] - (OB) A Dark Side in OB
1:15pm - 2:45pm Sheraton Boston Hotel: Omitted
Chair: Thomas Joseph Zagenczyk, Clemson U.
Co-Worker Exclusion and Performance Outcomes: Are Different Forms of Support Helpful or Hurtful? | Kevin S. Cruz, U. of Richmond; Thomas Joseph Zagenczyk, Clemson U.; Kristin L. Scott, College of Business, Clemson U.; Russell Purvis, Clemson U.
Why Do We React Differently When Observing Workplace Ostracism and Incivility? A Test of Mechanisms | Meng Chen, Michigan State U.; Lance Ferris, Michigan State U.
Be Territorial, Perform Badly? The Curvilinear Relation Between Territoriality and Task Performance | Xingwen Chen, The U. of Hong Kong; Jun Liu, Renmin U. of China; Chun Hui, U. of hong kong
Who Influences Employees’ Dark Side: A Multi-Foci Meta-Analysis of Counterproductive Behaviors | Eko Yi Liao, assistant professor; Cheryl Qianru Zhang, assistant professor; Amy Yaimei Wang, Lecturer

2030 [Paper Session] - SHCS: (OB, MOC, CM) Feeling and Appearing Authentic: New Insights on Their Social Outcomes and Conceptual Clarity
1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom A
Chair: Li Huang, INSEAD
Discussant: Patricia Faison Hewlin, McGill U.
To Thine Own Self Be True, Or Others Would Seem False | Li Huang, INSEAD
Bound Authenticity: The Paradox of Being Genuine in Professional Interactions | Julianna Pillemer, New York U.
What Are We Studying When We Study Authenticity? | Nicole Abi-Esber, Stanford GSBS; Maryam Kouchaki, Northwestern Kellogg School of Management; Jon Michael Jachimowicz, Harvard Business School; Francesca Gino, Harvard U.
The Enactment of Authenticity as a Process of Sensemaking | Laura L. Rees, Queen's U.; Rangaraj Ramanujam, Vanderbilt U.; Bart Irwin Victor, Vanderbilt U.; David Lehman, U. of Virginia
Presenters: Julianna Pillemer, New York U.; Nicole Abi-Esber, Stanford GSBS; Laura L. Rees, Queen's U.

2031 [Paper Session] - SHCS: (OB, MOC, HR) Making Voice Happen: New Directions for Managerial Facilitation of and Responses to Employee Voice
1:15pm - 2:45pm Sheraton Boston Hotel: Independence East
Organizers: Hyunsun Park, U. of Maryland, College Park; Insiya Hussain, U. of Maryland R.H. Smith School of Business
Discussant: Frances J. Miliken, New York U.
Impacts of the Past: How Social Upbringing Impacts Employee Persuasiveness in the Workplace | Insiya Hussain, U. of Maryland R.H. Smith School of Business; Hyunsun Park, U. of Maryland, College Park; Subrahmaniam Tangirala, U. of Maryland; E. S. Srinivas, Indian Institute of Management, Bangalore
The Aftermath of “No”: The Effects of Managerial Idea Rejection on Employee Voice | Yurianna S. Kimmons, Oklahoma State U.
Some Anger Works, Some Anger Hurts: Angry Leaders and Employee Responses | Fenghao Wang, Hong Kong Polytechnic U.; Zhenyu Liao, Washington U. in St. Louis, Olin Business School; Wu Liu, Hong Kong Polytechnic U.

2032 [Paper Session] - JS: (OB, MOC, SIM) Moral Judgments of Organizational Behavior and Misconduct
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon B
Chair: Jeffrey Martin Lees, Harvard Business School
Discussant: David Mayer, U. of Michigan
The Role of CEO Gender on How People Perceive and Judge Organizations After Wrongdoing | Simone Tang, Cornell U.; Edward Chang, The Wharton School, U. of Pennsylvania

2033 [Paper Session] - JS: (OB, OCIS, MOC) Artificial Intelligence in the Management of Knowledge Production, Organizations, and Teams
1:15pm - 2:45pm Sheraton Boston Hotel: Republic A
Discussant: Paul Leonard, UC Santa Barbara
An Artificial and Human Intelligence Approach to the Replication Problem in Sciences | Youyou Wu, U. of Cambridge; Yang Yang, Northwestern Kellogg School of Management; Brian Uzzi, Northwestern U.
Algorithmic Management: Issues for Organizational Theory and Design | Samer Faraj, McGill U.
Digitally Nudging Team Processes to Enhance Collective Intelligence | Pranav Gupta, Carnegie Mellon U.; Young Ji Kim, UC Santa Barbara; Ella Glikson, Carnegie Mellon U. - Tepper School of Business; Anita Williams Woolley, Carnegie Mellon U.
Presenters: Brian Uzzi, Northwestern U.; Samer Faraj, McGill U.
2034 Session Details – Tuesday, 12:00 - 2:00 PM

2034 JS: (OB, OMT, MOC) Frontiers of Team and Teaming Research: Discovering New Directions and Opportunities
A Multiteam System Model of Organizational Change | Henrik M. Bresman, INSEAD
The Error Dilemma in Teams: Team Configuration, Information Elaboration, and Team Errors | Zhanna Novikov, Technion - Israel Institute of Technology; Eitan Naveh, Technion Israel Institute of Technology; Zhike Lei, Pepperdine U.
Unpacking Vertical and Horizontal Member Differences in Teams: The Role of Hierarchy Stability | Stuart Bunderson, Washington U. in St. Louis; Steven Gray, The U. of Texas at Austin; Gerben S. Van Der Vegt, U. of Groningen
Participants: Henrik M. Bresman, INSEAD; Michaela Kerrissey, Harvard U.; Zhanna Novikov, Technion - Israel Institute of Technology; Steven Gray, The U. of Texas at Austin
Presenters:

2035 JS: (OB, OMT, OCIS) Changing Models of Work in the Digital Platform Economy
1:15pm - 2:45pm Sheraton Boston Hotel: Jamaica Pond Organizers: Greetje Franke Corporaal, U. of Oxford; Hudson Sessions, U. of Oregon
Sessions, U. of Oregon
Discussions: Natalia Levina, New York U.; Sirkka Jarvenpaa, The U. of Texas at Austin
No Boss, No Company, No Matter: How Workers Are Making It in the New World of Work | Brianna Barker Caza, U. of Manitoba; Susan J. Ashford, U. of Michigan; Erin Marie Reid, McMaster U.
I'm Kind of a Big Deal . . . In My Other Job: The Effects of Status Inconsistency Across Work Roles | Hudson Sessions, U. of Oregon; Jennifer Nahrgang, Arizona State U.
Different Paths to Ecosystem Strategy: Platform Capitalism vs. Platform Cooperativism | Jovana Karanovic, KIN Research, VU Amsterdam; Hans Berends, Vrie U. Amsterdam; Yuval Engel, U. of Amsterdam
Participants: Brianna Barker Caza, U. of Manitoba; Susan J. Ashford, U. of Michigan; Mareike Moehlmann, Warwick Business School; Jovana Karanovic, KIN Research, VU Amsterdam

2036 JS: (OB, RM) It's About Time: A Dynamic Perspective in Affect and Work Motivation
1:15pm - 2:45pm Sheraton Boston Hotel: Beacon D Chairs: Liu-Qin Yang, Portland State U.; Wen-Dong Li, Chinese U. of Hong Kong
What Produces Affective Shift? When Creative Activities do and do not Repair Mood | March L. To, Hong Kong Baptist U.; Cynthia Diane Fisher, Bond U.
How to Incite Affective Shift? Stressors, Self-Regulatory Foci, and Employee Behaviors | Cangyan Li, U. of hong kong; Xiaohua Wang, Renmin U. of China; Liu-Qin Yang, Portland State U.
Reciprocal Relationship Between Regulatory Foci and Voice Behavior | Hong Zhang, Chinese U. of Hong Kong; Wen-Dong Li, Chinese U. of Hong Kong; Nan Wang, Lingnan U.
Participants:

2037 JS: (OB, RM) New Developments in Leadership and Identity Measurement
1:15pm - 2:45pm Sheraton Boston Hotel: Regis B Organizer: Tiffany Keller Hanksbrough, Fairleigh Dickinson U. Discussant: Ronald E. Riggio, Claremont McKenna College
The Role of Memory Processes in Enhancing Leadership Measurement | Richard Morgan, Durham U. Business School; Rosalie Joan Hall, Durham U.; Xiaotong Zheng, Durham U.; Robert G. Lord, Durham U.
The Critical Role of Episodic Memory in the Relationship Between Abusive Leadership and Outcomes | Tiffany Keller Hanksbrough, Fairleigh Dickinson U.; Roseanne Foti, Virginia Tech; Bryan Acton, Virginia Tech; Robert G. Lord, Durham U.
Follower and Leader Identity: A Multidimensional Model | Thomas Sy, U. of California, Riverside; Alex Leung, UC Riverside; Roni Reiter-Palmon, U. of Nebraska, Omaha; Calen Horton, U. of California Riverside; Ryan Royston, University of Nebraska Omaha; Salvatore Leone, U. of Nebraska, Omaha

2038 (OCIS) Advancing Theory on Social Media and Entrepreneurship: New Research Opportunities
1:15pm - 2:45pm Marriott Copley Place: Grand Ballroom Salon D Organizer: Leon Schjoedt, Masaharakham U. Moderator: Kelly G. Shaver, College of Charleston Speakers: Andrew C. Corbett, Babson College; Eileen Fischer, York U.; Ian McCarthy, Simon Fraser U.

2039 (Paper Session) - (OCIS) Artificial Intelligence and Algorithmic Management
1:15pm - 2:45pm Marriott Copley Place: Regis Chair: Anastasia Seregeeva, VU Amsterdam
Designing for Social Presence and Leveraging the Outcomes of Customer Service Chatbots | Andreas Janson,
Does Algorithmic Filtering Create a Filter Bubble? Evidence from Sina Weibo | Kayla Guanrui Li, Hong Kong U. of Science and Technology; Suniti Mithas, Robert H. Smith School of Business, U. of Maryland; Zhiying Zhang, Hong Kong U. of Science and Technology; Kar Yan Tam, Hong Kong U. of Science and Technology

The emergence of self-disciplinary practices in the face of algorithmic governance | Eliane Bucher, BI Norwegian Business School; Peter Kalum Schou, Aarhus BSS, Aarhus U.; Fabian Frischherz, Fernfachhochschule Schweiz

Algorithmic Decision-making in the US Healthcare Industry: Good for Whom? | Marco Marabelli, Bentley U.; Sue Newell, Warwick Business School

Reconceptualizing Human Resource Management as Both Strategic and Relational
1:15pm - 2:45pm Boston Park Plaza: Charles Place
Organizers: Greg J. Bamber, Monash U.; Jody Hoffer Gittell, Brandeis U.
Discussant: Carrie R. Leana, U. of Pittsburgh

A Resource-Based View of Relational Coordination: Diminishing the Negative Impact of Role Conflict | Na Fu, Trinity College Dublin; Patrick Christopher Flood, Dublin City U.; Denise M. Rousseau, Carnegie Mellon U.; Tim J Morris, U. of Oxford

Relational Work Systems as a Resource Dependency Response to Medicaid Accountable Care Organizations | Yaminette Diaz-Linhart, Brandeis U.
Validation of Noncore Role Identity and its Impact on Team Functioning and Outcomes | Olawale Olaleye, Brandeis U.; Lauren Hajjar, Suffolk U.

Relationship-Oriented Human Resource Practices, HR Attribution, and Performance | Qian Zhang, U. of Toronto; Hao Gong, Rutgers U.; Yuan Jiang, Harbin Institute of Technology

Learning from Failures to Create Change
1:15pm - 2:45pm Boston Park Plaza: Franklin
Chair: Salwa Rahim-Dillard, Benedictine U.

Unanticipated Change in Organisational Leadership: An Employees’ Perspective in Australian SMEs | Felix Akinwumi Orole, U. of Queensland; Bernard Joseph McKenna, U. of Queensland; Charmine E. J. Hartel, U. of Queensland; Elana Forbes, U. of Queensland

Insufficient Change: A Systematic Review of the Relationship Between Emotions, Change and Routines | Sandra Krisberga-Singoi, Cranfield School of Management; Patrick Reinmoeller, Cranfield U.; Jutta Tobias, City U. of London

Can’t See the Forest for the Trees: Attributional Ambiguity and Attitudes toward Change | Rouven Kanitz, LMU Munich; Johanna Anzengruber, Upper Austria U. of A.S

Winner of ODC Division Best Doctoral Student Paper

We Lost the Plot: Failed Organizational Change at Nortel Networks | Ken Ogata, York U.; Sandra Scott, U. of Guelph

Hiring, Transfer and Turnover of Executives and Employees
1:15pm - 2:45pm Boston Hynes Convention Center: 104
Chair: Bill Harley, U. of Melbourne
Trading Human and Social Capital: Should it be about How the Shoe Fits? | Manuel David Gomez-Solorzano, Tilburg U.
The Importance of Gender Congruence in Corporate Social Responsibility: Field Experimental Evidence | Mabel Abraham, Columbia Business School; Vanessa Burbano, Columbia Business School

Internal Market for Executives: Inter-divisional Transfer and Resource Sharing | Sea Jin Chang, National U. of Singapore and KAIST; Young-Choon Kim, Ulsan National Institute of Science and Technology; Sangchan Park, Korea Advanced Institute of Science and Technology (KAIST)

Don’t Leave Me Now - Organizational Responses to Collective Employee Turnover | Jeroen Neckebrouck, IESE Business School; Annelore Huyghe, Cass Business School, City U. of London

Mastering Paradoxes: The Thin Line between Opportunity and Peril
1:15pm - 2:45pm Boston Hynes Convention Center: 109
Chair: Jonatan Pinkse, U. of Manchester
Managing a Strategic Paradox across Organizational Boundaries | Marc Krautzbucher, U. of St. Gallen; Thomas Schumacher, U. of St. Gallen; Ann Langley, HEC Montréal
The False Mastery of Paradox: The Case of Volkswagen Emissions Scandal | Medhanie Gaim, uméa U.; Stewart R. Clegg, U. of Technology, Sydney; Miguel Pina Cunha, Nova U., Lisbon

The Spillover of Inter-Organizational Paradox Management Practices in Global Value Chains (WITHDRAWN) | Stephanie Schrage, U. of Hamburg; Andreas Rasche, Copenhagen Business School

Encore! Maintaining Paradox and Balance with Social Drama | Andrea Thorpe, Kedge Business School; Frank Figge, Kedge Business School

Board Structures, Executives, and Firm Value
1:15pm - 2:45pm Boston Hynes Convention Center: 201
Chair: Jonathan Nicholas Bundy, Arizona State U.
Not All Leisure is Shirking: CEO Endurance Leisure and Firm Value | Robert James Campbell, U. of Nebraska Lincoln; Katelyn Zipay, U. of Oregon
Competitive Behaviour of Young Firms under Industry Deregulation | Kuo-Feng Huang, National Chengchi U.; Kun Fu, Loughborough U.; Anna Grosman, Loughborough U.; Mathew Hughes, Loughborough U.
Boards of Directors as Complex Adaptive Systems | Klaas Heemskerk, U. of Amsterdam
2045: (Paper Session) - (OMT) Entrepreneurship: Founding and Financing
1:15pm - 2:45pm Boston Hynes Convention Center: 202
Chair: Robert J. David, McGill U.
- The Gendering of Money: How Gender Influences Matching in the Market for Entrepreneurial Finance | Isabelle Solal, INSEAD
- Finalist for the OMT Division Best Student Paper Award
Early Imprint Formation: Episodes of Collective Bricolage in the Creation of the BBC | Bilal Ahmed Jathol, NEOMA Business School; Charles-Clemens Rüling, Grenoble Ecole de Management
- Understanding the Symbiotic Relationship between Venture Capitalists and New Ventures | Barak S. Aharonson, School of Management, Xiamen U.; Zhao Wang, School of Management, Xiamen U.; Shmuel Ellis, Tel Aviv U.; Ari Ginsberg, New York U.
- Fools Squeeze in Late? Founder Characteristics and the Weak Competitiveness of Late Entrants | Aleksios Gotsopoulos, SKK Graduate School of Business

2046: (Paper Session) - (OMT) Extending Insights on the Relational Bases for Diffusion and Translation
1:15pm - 2:45pm Boston Hynes Convention Center: 209
Chair: Jesse Michael Fagan, U. of Exeter
- The Role of Temporal Dynamics in the Effects of Content Innovativeness on Diffusion | Soomin Sophie Cho, Columbia Business School; Dan Jun Wang, Columbia Business School
The Network Dynamics of Conventions | Joshua Becker, Northwestern Kellogg School of Management
- Born in the US Raised in Denmark: Exploring the Co-creation of a Management Concept | Kasper Elmholt, Aalborg U.; Jeppe Agger Nielsen, Aalborg U.; Arild Waeraas, Norwegian U. of Life Sciences

2047: (Paper Session) - (OMT) Agency and Institutions
1:15pm - 2:45pm Boston Hynes Convention Center: 210
Chair: Christof Brandtner, Stanford U.
- The Role Values Play for Agency in Institutions | David Risi, U. of St. Gallen; Laurence Vigneau, Newcastle U.; Stephan Bohn, Free U. Berlin
- Cutting the Gordian Knot: A Microfoundational and Dynamic Based Typology of Institutional Actors | Emamdeen Fohim, U. of St.Gallern; Patrick Haack, U. of Lausanne, HEC Lausanne
- Institutional Change as a Discovery Process Through the Development of Awareness | Sofiane Baba, U. of Sherbrooke; Taieb Hafsi, HEC Montreal; Omar Hemissi, ESC Alger
Finalist for the OMT Division Best International Paper Award

2048: (Paper Session) - (OMT) Integrity and Wrongdoing: Understudied Aspects of Corporate (Ir-)Responsibility
1:15pm - 2:45pm Boston Hynes Convention Center: 309
Chair: Claudia Gabbioneta, Newcastle U.
- Sweeping it under the Rug: Positioning Pollution-Intensive Activities in Organizational Hierarchies | Juyoung Lee, Ivey Business School
- To Give and Give Not: Corporate Philanthropy, Government Aid, and Political Polarization | Aseem Kaul, U. of Minnesota; Jiao Luo, U. of Minnesota
- Understanding Organizational Integrity from an Institutional Perspective | Timo Fiorito, U. of Twente; Michel Ehrenhard, U. of Twente
Finalist for OMT Division Best Paper on Environmental and Social Practices Award

2049: (OMT, OB) Accountability, Transparency and Monitoring
1:15pm - 2:45pm Boston Hynes Convention Center: 306
Organizer: Minjae Kim, Northwestern Kellogg School of Management
Discussant: Amanda Sharkey, U. of Chicago
Unknown Unknowns: Limits of Transparency as a Means of Control | Minjae Kim, Northwestern Kellogg School of Management
From Iron Cages to Invisible Cages: Algorithmic Evaluations in Online Labor Markets | Hatim A. Rahman, Northwestern Kellogg School of Management
A Numbers Game: Quantification of Work, Accidental Gamification, and Worker Productivity | Aruna Ranganathan, Stanford U.; Alan M. Benson, U. of Minnesota
Pay Secrecy Policies in Contemporary U.S. Workplaces | Jake Rosenfeld, Washington U. in St. Louis; Patrick Denice, Western U.
Presenters: Hatim A. Rahman, Northwestern Kellogg School of Management; Aruna Ranganathan, Stanford U.; Jake Rosenfeld, Washington U. in St. Louis

2050: (OMT, PNP, SIM) Cross-Sector Partnerships for Social Innovation: Challenges and Enabling Conditions
1:15pm - 2:45pm Boston Hynes Convention Center: 313
Organizers: Anne-Laure Fayard, New York U.; Marco Antonio Rocha Galo, ESSEC Business School; Anne-Claire Pache, ESSEC Business School
Discussants: Julie Batillana, Harvard U.; Beth Bechky, New York U.
Cross-Sector Brokerage and Social Innovation in Hybrid Organizations: The Case of Chicago’s Millenni | Santi Furnari, Cass Business School, City U. London
Bad Company: Tactics, Stigma, and Shifts in Support of Environmental SMOs after the BP Oil Spill | Mary Bridget Hunter, -

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

2051 JS: (OMT, STR) Qualitative Approaches for Developing Theories of Time and Temporality
1:15pm - 2:45pm Boston Hynes Convention Center: 103
Organizers: Nina Granqvist, Aalto U.; Robin Gustafsson, Aalto U.
Shaping Market Regulation under High Ambiguity: Plotting Theorizations of Change to Time | Christopher Rowell, U. of British Columbia
A Place Out of Time: Countering Unpredictable Temporariness in a Refugee Camp | Farah Kodeih, Aalto U.
School of Business; Henri Schildt, Aalto U. School of Business
Tools for Future-Making – The Role of Metaphors in Prospective Sensemaking | Camilo Andres Arciniegas, Warwick Business School; Jose Alexandre Bento Da Silva, Warwick Business School; Juliane Reinecke, King's College London
Unpacking the Role of Change Recipients’ Temporal Perspectives during Strategic Change | Marina Biniari, Aalto U.

2052 JS: (OMT, STR, TIM) Cognition in Contexts: Emergent Perspectives of Innovation and Adaptation
1:15pm - 2:45pm Boston Hynes Convention Center: 108
Organizers: Luke Rhe, U. of California, Irvine; Sruthi Monica Thatchenkery, U. College London
Distinguished Speaker: William Ocasio, Northwestern U.
Discussant: Mary Tripsas, Boston College
Healthy Competition: The Relationship between Attention to Competitors and Product Innovation | Sruthi Monica Thatchenkery, U. College London
Co-location, Attention, and Innovation: Evidence from Process Inspections in Medical Device Firms | Alex James Wilson, U. of Minnesota; Keith Pennington, U. of Minnesota
Presenters: Alex James Wilson, U. of Minnesota; Keith Pennington, U. of Minnesota

2053 JS: (OMT, STR, TIM) The Trust Machine? The Promise of Blockchain-Based Algorithmic Governance of Exchange
1:15pm - 2:45pm Boston Hynes Convention Center: 208
Discussant: Christopher Forman, Cornell U.
Coordinators: Joachim Henkel, Technical U. of Munich; Aija Elina Leiponen, Cornell U.; Llewellyn D W Thomas, LaSalle U. Ramon Llull
Smart Contracts and Firm Boundaries | Hanna Halaburda, -; Yannis Kakos, NYU Stern
Revisiting Ostrom in the Age of the Blockchain | Aija Elina Leiponen, Cornell U.; Marc-David Seidel, U. of British Columbia; Llewellyn D W Thomas, LaSalle U. Ramon Llull (How) Can Blockchain Technology Enhance Trust? | Peter Altmann, -
Blockchain as Trust-Free systems? Exploring the Boundaries of Trust | Daniel Obermeier, -; Joachim Henkel, Technical U. of Munich

Presenters: Hanna Halaburda, -; Aija Elina Leiponen, Cornell U.; Peter Altmann, -; Daniel Obermeier, -

2054 JS: (Paper Session) - (ONE) The Influence of Innovation, Technology, and Competition on Environmental Sustainability
1:15pm - 2:45pm Westin Copley Place Boston: Courier
Chair: Andra Riahdita, KTH Royal Institute of Technology
Green Innovation and Profitability: The Moderating Effect of Environmental Uncertainty | Benedikt Holzner, U. of Augsburg; Marcus Wagner, U. of Augsburg
Understanding the Dynamics of the Agglomeration of Competitors Around Valuable Natural Resources | Juan-Alberto Aragon-Correa, U. of Granada; Jose Manuel De La Torre-Ruiz, U. of Granada; Lola Vidal, U. of Granada
A Comparison of “Sustainable” vs “Traditional” Technology Substitution | Isla Milne, McGill U. - Desautels Faculty of Management
Industry Clockspeed and Firm Response to Environmental Regulations in the Indian Automobile Industry | Chaturbhuj Tripathi, Alliance Manchester Business School; Joseph Lampel, U. of Manchester; Silvia Massini, U. of Manchester

2055 JS: (ONE, SAP) Organizational Strategizing for an Inclusive Planet Earth
1:15pm - 2:45pm Westin Copley Place Boston: Defender
Organizers: Thomas Wunder, Neu-Ulm U. of Applied Sciences; John H Grant, Retired
Panelists: Stephen Davies, OCAD U. & Transformation by Design; Krzysztof Dembek, U. of Melbourne; Dirk Ulrich Gilbert, U. of Hamburg; Bettina Maisch, Siemens Corporate Technology; Andrew Mountfield, Ashridge Business School; M Suhail Riaz, Teller School of Management, U. of Ottawa; Timo J Santalainen, Aalto U. And Stratnet
Participant: Jean Garner Stead, East Tennessee State U.

2056 JS: (Paper Session) - (OSCM) Potpourri 2
1:15pm - 2:45pm Westin Copley Place Boston: North Star
Chair: Thomas Kull, Arizona State U.
Analysis and Theoretical Extension of the Balance Perspective in Supply Chain Management | Christian Felix Durach, ESCP Europe Business School; Frank Wiengarten, ESADE Business School
Internal and External Alignment: The Twain May Never Meet | Piyush Shah, Arizona State U.; Thomas Kull, Arizona State U.
A Cooperation and Coordination Perspective on Supply Chain Collaboration Dynamics | Roel Post, U. of Groningen, Faculty of Economics and Business; Paul Buijs, U. of Groningen; Hans Wortmann, Faculty of Economics and Business, U. of Groningen
Digital Machines, Space, Time: A Sociomateriality Exploration in Motorsport Manufacturing | Daniela Iubatti, U. of Bologna; Gianni G Lorenzoni, U. of Bologna; Marco Formentini, Audencia Business School

2057 JS: (Paper Session) - (PNP) Motivation, Decision Making, and Behavior in Nonprofits
1:15pm - 2:45pm Hilton Boston Back Bay: Adams B
Chair: Anders Ryom Villadsen, Aarhus U.
“An Eye for an Eye, a Tooth for a Tooth” in NPOs | Lamberto Zollo, U. of Florence; Guglielmo Faldetta, Kore U. of Enna;
Massimiliano Pellegrini, U. of Rome Tor Vergata; Cristiano Ciappe, U. of Florence; Riccardo Rialti, U. of Pisa

Culture Strength and Organizational Performance: Exploring a U-shaped Relation (WITHDRAWN) | Lu Jiao, Macquarie U.; Graeme Harrison, Macquarie U.; Jinhua Chen, Macquarie U.

A Look Inside the Nonprofit Boardroom: Influences on Decision Comprehensiveness and Decision Quality | Pooya Tabesh, U. of St. Thomas. Houston; Phillip M. Jolly, Pennsylvania State U.

Preferences for Human Resource Practices in South Korean and U.S. Based Nonprofits | Sungil Chung, Mary Baldwin U.; Mary A. Gowan, U. of North Georgia

2058 : (Paper Session) - (PNP) Motivation, Leadership, and Performance in Public Sector Organizations
1:15pm - 2:45pm Hilton Boston Back Bay: Copley
Chair: Shahidul Hassan, Ohio State U.
Commitment to Public Values and Charismatic Leadership in Front-line Public Organizations | Gustavo Tavares, EBAPE/FGV; Filipe Sobral, EBAPE/FGV; Bradley E Wright, U. of Georgia
Keeping the Dream Alive: The Role of Expectancy in Pay-for-Performance Programs | Sandro Cabral, Insper Institute of Education and Research; Sergio Firpo, Insper Institute of Education and Research; Marcelo Marchesini Da Costa, Insper Institute of Education and Research; Joana Monteiro, Getulio Vargas Foundation; Leonardo Viotti, The World Bank

Charles H. Levine Award for the Best Conference Paper in the Public and Nonprofit Division
The Performance-Enhancing Effects of Leadership Style in Chinese Public Sector Organizations | Gary Schwarz, SOAS U. of London; Nathan Eva, Monash Business School

2059 : (Paper Session) - (RM) Advanced Methods in Data Collection and Analysis
1:15pm - 2:45pm Boston Hynes Convention Center: 308
Chair: Aaron McDonald, U. of Oregon
Social Automatons: Using Simple Artificial Intelligence for Organizational Behavior Research Designs | Feng Qiu, U. of Oregon; Keith Norman Leavitt, Oregon State U.; Debra L. Shapiro, U. of Maryland
Tensor-Decomposition of Wearable Sensor-Generated Proximity Data: Finding Emergent Structures | Aaron McDonald, U. of Oregon; Ralph A. Heidt, U. of Oregon
Lost in Network Translation: From Ties to Events in the Analysis of Interorganizational Networks | Federica Bianchi, U. della Svizzeria Italiana; Alessandro Lomi, U. of Lugano
Neglected Forms of Dispositional Variable-Employee Outcome Relationships | Chi-Sum Wong, Chinese U. of Hong Kong; Junbang Lan, Hong Kong Baptist U.; Yina Mao, Nanjing U.; Peng Zhengmin, Hong Kong Shue Yan U.

2060 : (Paper Session) - (SIM) Philanthropy: Origins and Ethics
1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Theodora Issa, Curtin U.
Stakeholders’ Influence under Uncertainty: How Social Comparison Drives Corporate Philanthropy | Yuanyang Song, East China U. of Science and Technology; Qian Xu, Fudan U. School of Management
Strategic Conformity or Strategic Differentiation? Mimetic Isomorphism Under Institutional Cues | Jianbin Chai, Peking U.; Shuai Fang, Peking U.; Dongning Yang, Peking U.
Do Returnee Executives Value Corporate Philanthropy? Evidence from China | Lin Zhang, School of Business Administration, South China U. of Technology; Yuehua Xu, Sun Yat-Sen U.; Honghui Chen, Lingnan U. & Sun Yat-sen U.

2061 : (Paper Session) - (SIM) Stakeholders, Shareholders, and Value Creation
1:15pm - 2:45pm Boston Marriott Copley Place: Hyannis
Chair: Christopher Craig, Murray State U.
Organizational Capabilities and Value Creation for Stakeholders | Simone R. Barakat, U. Anhembi Morumbi; João Maurício Gama Baaventura, U. of Sao Paulo (FEA/USP)
Relational and Transactional Value for Stakeholders | Keysa Manuela Cunha De Mascena, U. of Fortaleza (UNIFOR); João Maurício Gama Baaventura, U. of Sao Paulo (FEA/USP); Leire San-Jose, U. of the Basque Country (UPV/EHU) ECRI & U. Huddersfield (UK); Adalberto Fischmann, U. de Sao Paulo
NGO Activism, Legitimacy, and Shareholder Value | Andreas Hoeppner, U. College Dublin, Smurfit; Qian Li, Cardiff Business School; Colin Mayer, Said Business School
One Size Fits All? A Configurational Study of Collective Shareholder Engagement on ESG Issues | Rieneke Slager, U. of Groningen

2062 : (Paper Session) - (SIM) Tensions Facing Firms that Create Public Value
1:15pm - 2:45pm Boston Marriott Copley Place: Nantucket
Chair: Ante Glavas, U. of Vermont
Entrepreneurial Orientation and Social Value Creation | David Gordon Cohen, Skidmore College; Jeffrey Gauthier, U. of Maine; Chris Meyer, Rensselaer Polytechnic Institute
The Link between HRM Practices and Social Purpose Outcomes in Indigenous Enterprises | Michelle Marie Evans, U. of Melbourne; Jeffrey Robinson, Rutgers U.; Ian O. Williamson, Victoria U. of Wellington
2063: (Paper Session) - (STR) Clusters, Communities, and Labor Mobility
1:15pm - 2:45pm Boston Park Plaza: Beacon Hill
Innovation Strategy and Industry Dynamics Track
Chair: Min Jung Kim, U. of Minnesota
- Profiling from Lack of Cohesion: Bank Profitability in Fractured Communities | Stephen Smulowitz, International Institute for Management Development - IMD; Horacio Enrique Rousseau, Florida State U.
- Outbound Opening Up The Innovation Process: Implications on Outbound Labor Mobility | Said Matr, Department of Business Administration, U. Carlos III de Madrid

2066: (Paper Session) - (STR) Complex Problem Solving and Adaptation in Organizations
1:15pm - 2:45pm Boston Park Plaza: Berkeley
Behavioral Strategy, Process, and Change Track
Chair: Timothy Ott, U. of North Carolina, Chapel Hill
- Strategy Formation as Solving a Complex and Novel Problem | Timothy Ott, U. of North Carolina, Chapel Hill; Ron Tidhar, Stanford U.; Douglas Hannah, The U. of Texas at Austin
- Performance Shortfall and Direction of Risk: A Configurational Approach | Lakshmi Goyal, Indian Institute of Management, Indore; Manish Popli, Indian Institute of Management, Indore
- Effects of Firm Resource Commitment Along the Value Chain on Path-Dependent Choices in Wind Adoption | Carmen Weigelt, Tulane U.; Shaohua Lu, Santa Clara U.; Doug Miller, Rutgers Business School
- Corporate Governance and Performance Feedback: An Exploratory Analysis | Cameron Jay Borgholthaus, U. of Nebraska, Lincoln; Dinesh Iyer, Rutgers U., Camden; Jonathan O'Brien, U. of Nebraska

2065: (Paper Session) - (STR) Talent and Knowledge Flows into and Within the Firm
1:15pm - 2:45pm Boston Park Plaza: Boylston
Corporate and International Strategy Track
Chair: Yang Liu, Cornell SC Johnson College of Business
- Foreign Executives as the Crown Jewels: A Resource Dependence Explanation of International Hiring | Yang Liu, Cornell SC Johnson College of Business; Zhouyu Lin, Jinan U.; Meichen Dong, School of Economics and Management Tsinghua U.; Yuan Tian, School of Economics and Management Tsinghua U.
- The Impact of Scientist Mobility on Acquisition Likelihood | Siva Ramakrishna Devakonda, Chinese U. of Hong Kong; Chang Liu, U. commerciale Luigi Bocconi; Stevo Pavicevic, Frankfurt School of Finance & Management
- Context in Knowledge Flows: Host Country versus Headquarters as Sources for the MNC Subsidiary | Mike Horia Teodorescu, Boston College; Tarun Khanna, Harvard U.
- Knowledge Sharing and Intra-Organizational Worker Mobility | Christopher Poliquin, UCLA Anderson School of Management; Jasmina Chauvin, McDonough School of Business Georgetown U.

2067: (Paper Session) - (STR) On Value Creation
1:15pm - 2:45pm Boston Park Plaza: Cabot
Stakeholder Strategy Track
Chair: Vicente Salas-Fumás, Zaragoza U.
- Wealth Creation and Appropriation Under Restricted Bargaining | Vicente Salas-Fumás, U. of Zaragoza
- Is Slack Good for Collaboration? The Effects of Contingency Budgets on Value Creation and Capture | Yongcheng Fu, Alliance Manchester Business School; Nuno Gil, U. of Manchester
- Yin-Yang Of Organizational Theories Influencing Mgmt and Strategy Literature In The New Millennium | Tushar Ravindra Shah, U. of Texas At Arlington; Marwan Ahmad Alshammari, Savannah State U.

2068: (Paper Session) - (STR) Embedding the Partnership: Clusters, Ecosystems, and Institutional Effects on Partnerships
1:15pm - 2:45pm Boston Park Plaza: Constitution
Cooperative Strategy Track
Chair: Ping Deng, Cleveland State U.
- Gender And Cooperativeness: Evidence From Strategic Alliances | Bill Francis, Rensselaer Polytechnic Inst; Shyam Kumar, Rensselaer Polytechnic Institute; Abena Owusu, Rensselaer Polytechnic Inst
- The Social Embeddedness of Inter-firm Alliance Creation and Continuity – A Dynamic Network Analysis | Michael Wälttemann, U. of Freiburg; Olaf N. Rank, U. of Freiburg; Georg Wolff, U. of Freiburg
- Bound by Rules: The Extra-Jurisdictional Effects of Regulation and Social Norms | Michael Rowley Falk, U. of
Melbourne; Brandon H. Lee, Melbourne Business School; Kwanghui Lim, U. of Melbourne
The Role of Ecosystem Actors in Shaping Value Creation in Emerging Ecosystems | Paola Belingheri, U. of Pisa; Marco Carreras, SPRU U. of Sussex UK; Nina Hampl, Alpen-Adria U. Klagenfurt, Austria; Monica Masucci, U. of Sussex

2069 (Paper Session) - (STR) Predicting Entrepreneurial Success
1:15pm - 2:45pm Boston Park Plaza: Hancock
Strategic Entrepreneurship Track
Chair: Linus Hietaniemi, London Business School
Parallel Experimentation as Entrepreneurial Strategy: Effects on Innovativeness, Exit and Resourcing | Linus Hietaniemi, London Business School; Juhana Peltonen, Hanken School of Economics
Selection and Resource Redeployability in the Incidence and Performance of Spinouts | Natarajan Balasubramanian, Syracuse U.; Mariko Sakakibara, U. of California, Los Angeles
Effect of Venture Capital Investments on Ventures’ Product Failures | Moonsik Shin, Purdue U., West Lafayette

2070 (Paper Session) - (STR) CEO Characteristics and Their Consequences
1:15pm - 2:45pm Boston Park Plaza: St. James
Strategic Leadership and Governance Track
Chair: David M. Gomulya, Singapore Management U.
Show Me Your Partner and I’ll Let You Know if You are a Leader | Ipek Kocoglu, Stevens Institute of Technology, Murad A. Mithani, Stevens Institute of Technology
CEO Dominance and Newly Public Firms’ Survival | David M. Gomulya, Singapore Management U.; Elaine M. Wong, U. of California, Riverside; Margaret Ormiston, George Washington U.
CEO Narcissism and Organizational Ambidexterity: Moderating Roles of CEO Power and Firm Reputation | Shuyan You, Dongbei U. of Finance and Economics; Zhengyu Li, Shanghai U. of International Business and Economics; Yahua Cai, Shanghai U. of Finance and Economics
CEO Overconfidence and Relative Performance Evaluation | Kilic Kerem, HEC Paris; Olivier Chatain, HEC Paris

2071 (Paper Session) - (STR) M&A Process: Governance, Advisers, and the Need for Speed
1:15pm - 2:45pm Boston Park Plaza: Stuart
Corporate and International Strategy Track
Chair: Kris Irwin, U. of Alabama
Rush Slowly: Multi-Speed Post-Acquisition Integration Approach and How it Impacts Strategic Renewal | Natalia Vuori, Aalto U.; Timo Olavi Vuori, Aalto U.; Quy Nguyen Huy, INSEAD
Financial Advisors as Boundary Spanners in M&As | Youngjin Ko, National Sun Yat-Sen U.
How Boards Shape Global M&A Patterns: A Behavioral Perspective | Georg Guttmann, U. of St. Gallen; Xena Welch Guerra, Erasmus U. Rotterdam

The Impact of Advisor Individuals’ Experience Patterns on their Clients’ Bargaining Position in M&A | Alexander Paul Wallot, U. of Sankt Gallen; Xena Welch Guerra, Erasmus U. Rotterdam

2072 (Paper Session) - (STR) Categories and Competition
1:15pm - 2:45pm Boston Park Plaza: White Hill
Competitive Strategy and Heterogeneity Track
Chair: Tadhg Ryan-Charleton, U. of Otago, New Zealand
How IPOs’ Linguistic Congruence to Investors Mitigates the Effect of Linguistic Conformity | Paul Gouvard, HEC Paris
The Effect of Analyst Coverage on Strategic Change | David Wehrheim, ISE Business School
The Imitator’s Dilemma: The Effects of Strategic Choice on Authentic Identity | Steve Kofford, U. of Utah; Adam Clark, U. of Utah, David Eccles School of Business; Lyda S. Bigelow, U. of Utah
Category Spanning and Competitive Dynamics between Categories: Evidence from the Sharing Economy | Katia Meggiorin, NYU Stern; Caterina Moschieri, IE Business School

2073 (Paper Session) - (STR) Focus of Attention, Learning, and Options
1:15pm - 2:45pm Boston Park Plaza: Winthrop
Behavioral Strategy, Process, and Change Track
Chair: Franziska Sump, U. of Hamburg
How Cost Shapes Attention and Search: An Experimental Study on the Process of Search | Franziska Sump, U. of Hamburg; Stephan Billinger, U. of Southern Denmark
Serendipity, Redeployability and Shadow Optionality | Mariano Mastrogioiorgio, IE Business School; Mario Daniele Amore, Bocconi U.
Government Ideology and Hospital Responses to the Affordable Care Act Legislation | Justin Kister, U. of South Carolina; Luv Sharma, -; Donald Joseph Schepker, U. of South Carolina; Manoj K. Malhotra, U. of South Carolina
The influence of Acquisitive Learning on Management Innovation: Role of Organizational Contingencies | He Shen, South China U. of Technology; Oli Mihalache, Vrije U. Amsterdam; Chuangpeng Yu, South China U. of Technology

2074 JS: (STR, ENT, MOC) Exploring the Microfoundations of Forward-Looking Strategy
1:15pm - 2:45pm Boston Park Plaza: Grand Ballroom B
Organizer: Shubha Patvardhan, U. of Delaware
Perception, Uncertainty, and New Value in Strategic Entrepreneurship | Teppo Felin, U. of Oxford
Long Paths of Analytical Reasoning | Melissa Schilling, New York U.
Navigating Uncertainty in the Value Creation Process | Sharon Alvarez, U. of Pittsburgh
Participant: Ramachandran J, Indian Institute of Management, Bangalore
2075 SHCS: (STR, SIM) Value Creation from a Stakeholder Theory Perspective
1:15pm - 2:45pm Boston Park Plaza; Arlington
Organizers: Peter Maria Snoeren, Amsterdam Business School, U. of Amsterdam; Jan-Willem Stoelhorst, U. of Amsterdam; Kerstin Neumann, U. of Innsbruck
Award Recipient: Joseph T. Mahoney, U. of Illinois at Urbana-Champaign
Discussant: Jeffrey S. Harrison, U. of Richmond
Authors: Caterina Tantalo, Schulich School of Business; Ann McFadyen, U. of Texas At Arlington; Emanuele Luca Maria Bettinazzi, U. della Svizzera Italiana; Maurizio Zollo, Imperial College Business School
Value, Rent and Profit: A Stakeholder Theory of Competitive Advantage | Jan-Willem Stoelhorst, U. of Amsterdam
Promoting Long-Term Shareholder Value by “Competing” for Essential Stakeholders: Implementing a ... | Richard L. Priem, Texas Christian U.; Caterina Tantalo, Schulich School of Business; Ann McFadyen, U. of Texas At Arlington
A Stakeholder Theory of Value Creation Under Multi-Dimensional Complexity: Potential and Realized... | Peter Maria Snoeren, Amsterdam Business School, U. of Amsterdam; Emanuele Luca Maria Bettinazzi, U. della Svizzera Italiana; Joseph T. Mahoney, U. of Illinois at Urbana-Champaign; Kerstin Neumann, U. of Innsbruck; Maurizio Zollo, Imperial College Business School
Shareholder Value Creation, Constrained Stakeholder Reciprocity, and Corporate Political Activity | Doug Bosse, U. of Richmond; Andrew Sutton, U. of Richmond
Presenters: Richard L. Priem, Texas Christian U.; Jan-Willem Stoelhorst, U. of Amsterdam; Doug Bosse, U. of Richmond; Peter Maria Snoeren, Amsterdam Business School, U. of Amsterdam; Kerstin Neumann, U. of Innsbruck

2076 (Paper Session) - (TIM) Technology Strategy and Competition: Innovation Strategy
1:15pm - 2:45pm Boston Hynes Convention Center: 107
Chair: Andrew Boyesen, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill
→ Co-selection: a little noticed consequential force in the internal ecology of strategy-making | Pertti Aaltonen, Aalto U., Department of Industrial Engineering and Management;
Robert A Burgelman, Stanford U.
→ The Heterogeneous Effects of Weakening Patents on Firm Innovation Strategy | Elie J. Sung, HEC Paris
The Development of Intellectual Property Strategy in New Venture Creation | Sarah Gerlinde Van Santen, Chalmers U. of Technology; Marcus Holgersson, Chalmers U. of Technology

2077 (Paper Session) - (TIM) Innovation Processes: Innovation and Imitation across Boundaries
1:15pm - 2:45pm Boston Hynes Convention Center: 110
Chair: Dmitry Sharapov, Imperial College Business School
→ Adopting knowledge from reverse innovations? Transnational patent signaling from an emerging economy | Kenneth Guang-Lih Huang, National U. of Singapore; Jiatao Li, Hong Kong U. of Science and Technology
When is Imitation a Threat? The Case of Design in the Global Tire Industry | Jung Kwan Kim, Temple U.
Thanks for Sharing: Scientific Disclosure of R&D Outcomes and Rivals’ Technology Choices | Markus Simeth, Copenhagen Business School; Antonio Della Malva, KU Leuven
Copyright or copy right? Unsolicited User Behavior as Market Signals | Christoph Ihl, Hamburg U. of Technology; Alexander Vossen, U. of Siegen

2078 (Paper Session) - (TIM) Organizational Innovation: Networks and Collaboration
1:15pm - 2:45pm Boston Hynes Convention Center: 111
Chair: Shiveta Gaonkar, Johns Hopkins U.
Robustness Analysis of Collaborative Product Innovation Network- A Super-network Perspective | Jiafu Zhang, Anhui Polytechnic U.; Na Zhang, Chongqing U.
Agency and intentionality in networking: An interactive experiment | Bálint Dózssegi, Imperial College Business School; Anne L.J. Ter Wal, Imperial College Business School & ETH Zurich; Valentina Tartari, Copenhagen Business School; Stefano Brusoni, ETH Zurich; Daniella Laureiro Martinez, ETH Zurich
Inventor multiplexity and innovation performance: the implication of firm boundary | Snehal Awate, Indian School of Business; Marcus Moller Larsen, Copenhagen Business School; Ram Mudambi, Temple U.

2079 (Paper Session) - (TIM) Technology, Policy & Society: Novel Perspectives and Methods
1:15pm - 2:45pm Boston Hynes Convention Center: 203
Chair: Jacob Miller, Drexel U.
Generativity In Management: A Systematic Review And Definition | Richard Tee, Luisi Guido Carli U.
Defining and Measuring the Innovativeness of Firms | Giuliana Battisti, Warwick Business School; Paul Stoneman, Warwick Business School
Revisiting persistence of innovation: A true fixed effects approach | Marta F. Arroyabe, U. of Essex Business School; Martin Schumann, TU Dortmund U.
Disruptive New Firms: Reputation Formation in a Grey Zone | Andrea Kim, John Molson School of Business, Concordia U.; Michael Carney, Concordia U.; Gwyneth Edwards, HEC Montreal

2080 (Paper Session) - (TIM) Organizational Learning & Search: TIM Conversations - Entrepreneurial Ventures
1:15pm - 2:45pm Boston Hynes Convention Center: 204
Chair: Michael Roach, Cornell U.
Experimentation, Learning, and Appropriability in Early-Stage Ventures | Andrea Contigiani, Fisher College of Business, Ohio State U.
Help, I Need Somebody, Not Just Anybody? The Role of Advisors During Technology Venture Emergence | Lien Denoo, Tilburg U.; Anneleen Van Boxstael, Eindhoven U.
Tuesday 1:30PM

2085: (HR)HR Division Ice Cream Social
1:30pm - 2:30pm Westin Copley Place Boston: Essex South

Tuesday 3:00PM

2086: (Paper Session) - (CAR) Navigating Human Capital Development in the New World of Work
3:00pm - 4:30pm Sheraton Boston Hotel: Arnold Arboretum
Chair: Ryan Lee Klinger, Old Dominion U.

Artificial Intelligence in the Workplace: Influences on Job Attitudes and Career Behaviors | Alfredo Presbitero, Deakin U.

Turning Rebels into Suits? The Human Capital Effect of Social Impact Work | Christiane Bode, Bocconi U.

Time Equals Money?: An RCT on the Effects of Four Types of Training Vouchers on Training Behavior | Bram Fleuren, Maastricht U.; Andries De Grijp, Maastricht U.; Umut Kant, Maastricht U.; Fred Zijlstra, Maastricht U.

Vendor Management Organizations and the Transformation of Contingent Labor Sourcing | Laureen O’Brien, Organizational Consultant

2087: (Paper Session) - (CAR) Comparing Careers Across Countries: New Scholarship and Directions
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B

Victoria; Marijke Verbruggen, KU Leuven; Tania Casado, U. of São Paulo; Najung Kim, Kookmin U.; Julie Anne Unite, Humber, Mundie and McClary

Relationships Between Perceived Career Success, Organizational Commitment, and Turnover Intentions | Najung Kim, Kookmin U.; Jong-Seok Cha, Hansung U.; Douglas T. Hall, Boston U.; Jon P. Briscoe, Northern Illinois U.; Maike Andresen, U. of Bamberg; Robert Kase, U. of Lubljiana; Pamela Suzanne, U. de San Andrés


The Disabling Effect of Enabling Social Policies on Organizational Career Management | Astrid Reichel, U. of Salzburg; Fida Afouni, American U. of Beirut; Eleni Apospori, Athens U. of Economics and Business; Janine Bosak, Dublin City U.; Mila Borislavova Lazarova, Simon Fraser U.; Emma Parry, Cranfield U.; Pamela Suzanne, U. de San Andrés

Identities across Time | Marian Crowley-Henry, Maynooth U.; Edward O'Connor, Maynooth U.; Jon P. Briscoe, Northern Illinois U.

2088 JS: (CAR, HR) Understanding Consequences of Workaholism: Mechanisms, Boundary Conditions, and Cross-Level Effects 3:00pm - 4:30pm Sheraton Boston Hotel: Liberty Ballroom A

Chairs: Jiejin Wang, Penn State, Scranton; Yaqing He, U. of Illinois at Urbana-Champaign; Jun Gu, Monash Business School

Discussant: Stephen Hyrum Courtright, Texas A&M U.

The Effect of Leader Workaholism on Subordinates’ Work-Overload and Performance | Jiejin Wang, Penn State, Scranton; Jun Gu, Monash Business School; Yaqing He, U. of Illinois at Urbana-Champaign

The Effect of Workaholism on Employee Health and Job Satisfaction | Long Wai Lam, U. of Macau; Lingzi Zhang, U. of Macau; Jun Gu, Monash Business School; Iris D. Zhang, U. of Macau; Julie Y.N. Zhu, U. of Macau

How Incomplete Recovery among Workaholics Affects Work Performance | Lieve Laura Ten Brummelhuis, Simon Fraser U.; Charles C. Calderwood, Virginia Tech; Christopher C. Rosen, U. of Arkansas

Exploring the Impact of Workaholism on Day-Level Workload and Emotional Exhaustion | Cristian Balducci, U. of Bologna; Enrico Perinelli, U. of Trento; Sara Zaniboni, U. of Bologna; Lorenzo Avanzi, U. of Trento; Franco Fraccaroli, U. of Trento

Changes in Workaholism over Time: The Spouse’s Perspective | Nicholas Haynes, U. of Georgia; Jessica Keever, U. of Georgia; Ivey McCartney, U. of Georgia; Katelyn Sanders, U. of Georgia; Malissa Amy Clark, U. of Georgia

Presents: Long Wai Lam, U. of Macau; Lingzi Zhang, U. of Macau; Iris D. Zhang, U. of Macau; Julie N.Y. Zhu, U. of Macau; Lieve Laura Ten Brummelhuis, Simon Fraser U.; Charles C. Calderwood, Virginia Tech; Christopher C. Rosen, U. of Arkansas; Cristian Balducci, U. of Bologna; Enrico Perinelli, U. of Trento; Sara Zaniboni, U. of Bologna; Lorenzo Avanzi, U. of Trento; Franco Fraccaroli, U. of Trento; Nicholas Haynes, U. of Georgia; Jessica Keever, U. of Georgia; Ivey McCartney, U. of Georgia; Katelyn Sanders, U. of Georgia; Malissa Amy Clark, U. of Georgia

2090 CAU: (CAU) Process Approach for Organizational Change and Innovation Research 3:00pm - 4:30pm The Fairmont Copley Plaza Hotel: Back Bay Room


Organizers: Greg Autry, U. of Southern California; Mikael Samuelsson, U. of Cape Town Graduate School of Business Participants: Ken Davidian, FAA Office of Commercial Space Transportation; Jennifer Woolley, Santa Clara U.
2002 1.JS: (CM, OB, SIM) The Unintended Moral Consequences of Passion, Proactivity, and Information Sharing
3:00pm - 4:30pm Sheraton Boston Hotel: Clarendon AB
Chairs: Joseph P. Gaspar, Quinnipiac U.; Danielle E. Warren, Rutgers U.
Discussant: Kristin Smith-Crowe, Boston U.
Blinded by Passion: Perceptions of Passion and Moral Expectations and Evaluations of Others | Monica Gamez-Djokic, Northwestern Kellogg School of Management; Maryam Kouchaki, Northwestern Kellogg School of Management
Where There is Light, There Must Be Shadow: The Impact of Proactivity on Immoral Behavior and Sleep | Mona Mensmann, Warwick Business School; Brian Gunia, Johns Hopkins U.
#Hypocrites! The Effect of Conflicting CSR Information From Internal and External Channels | Lisa Lewin, Rutgers Business School; Danielle E. Warren, Rutgers U.
#Does Economics Education Make Us See Honesty as Costly? | Madeline Ong, Hong Kong U. of Science and Technology; Julia Lee, U. of Michigan; Bidhan Parmar, U. of Virginia
Deadlined and Deceived: The Unexpected Costs of Revealing Final Deadlines in Negotiations | Joseph P. Gaspar, Quinnipiac U.; Redona Methasani, U. of Connecticut
Presenters: Monica Gamez-Djokic, Northwestern Kellogg School of Management; Maryam Kouchaki, Northwestern Kellogg School of Management; Mona Mensmann, Warwick Business School; Brian Gunia, Johns Hopkins U.; Lisa Lewin, Rutgers Business School; Danielle E. Warren, Rutgers U.; Madeline Ong, Hong Kong U. of Science and Technology; Julia Lee, U. of Michigan; Bidhan Parmar, U. of Virginia; Joseph P. Gaspar, Quinnipiac U.; Redona Methasani, U. of Connecticut

2003 0. (Paper Session) - (ENT) Consequences of Entrepreneurial Passion
3:00pm - 4:30pm Boston Marriott Copley Place: Columbus I
Chair: Baoshan Ge, Center for entrepreneurship Studies Jilin U.,ry
Investors’ Decision Under Limited Information: Passion of the Entrepreneur as a Signal of Commitment | Silvia Stroe, Politecnico di Milano School of Management; Massimo Colombo, Politecnico di Milano
Analyzing the Entrepreneurial Passion-Performance Relationship | Samuel Adomako, U. of Bradford; Kevin Francis Mole, U. of Warwick; Charles Murnieks, Oregon State U.; Rebecca Franklin, Memorial U. of Newfoundland
When Passions Collide: Emergence and Consequence of Passion Convergence in Entrepreneurial Teams | Marilyn Ang Uy, Nanyang Technological U.; Gabriel Henry Jacob, Nanyang Technological U.; Michael Marcus Gielnik, Leuphana U. Lüneburg; Michael Frese, National U. of Singapore; Tony Antonio, Ciputra U.; Daniel Martomanggolo Wonoahadiidojo, U. Ciputra; Christina Christina, U. Ciputra
Team Entrepreneurial Passion: Linking Intra- and Inter-personal Influences with Outcomes | Simon Taggar, Wilfrid Laurier U.; Anne Domurath, Wilfrid Laurier U.; Nicole Coviello, Wilfrid Laurier U.

2004 • •: (Paper Session) - (ENT) Firm Founders 2
3:00pm - 4:30pm Boston Marriott Copley Place: Columbus II
Chair: Brian C. Fox, Bentley U.
Founder-Partner Congruence in Growth Need Strength and Venture Performance | Xue Wan, Tongji U.; Feng Wei, Tongji U.; Xiaoxiao Hu, Old Dominion U.
Founder Pre-Entry Experience and New Venture Innovation Over Time: An Examination of Multiple Paths | Brian C. Fox, Bentley U.; Zeki Simsek, Clemson U.; Ciaran Heavey, College Dublin, Smurfit
Founder CEO Succession to Non-Family Successors in China: A Qualitative Study | Neng Liang, China Europe International Business School (CEIBS); Anthea (Yan) Zhang, Rice U.
Founder-CEO and BOD/TMT Dynamics on Foreign IPOs’ Survivability in U.S. | Sangyoun Lee, Sungkonghoe U.

2005 0: (Paper Session) - (ENT) The Role of Prior Experience
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon A
Chair: Rob Mitchell, Colorado State U.
Perceived Employability of Former Entrepreneurs | Alexander Kuehsshauer, U. of Kaiserslautern, Germany; Matthias Baum, U. of Kaiserslautern, Germany
Entrepreneurial Experience and Executive Pay | Adrian Luis Merida, Copenhagen Business School
The Effects of Historical Analogy on the Subjective Perception of Entrepreneurial Opportunity | Trevor Lyle Israelsen, U. of Victoria (PhD Student); Rob Mitchell, Colorado State U.; Daniel Wadhwani, U. of the Pacific; Diego Coriaga, U. of Alberta

2006 0: (Paper Session) - (ENT) Revisiting Definitions of Risk and Uncertainty
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon C
Chair: David J. Rapp, Saarland U.
Decision Making under Uncertainty: Broadening the Unit of Analysis in Entrepreneurship Research (WITHDRAWN) | David J. Rapp, Saarland U.; Michael Olbrich, Saarland U.
Interpersonal Uncertainties within Entrepreneurial Teams | Stefanie Federl, TUM School of Management, Technical U. of Munich; Nicola Breugst, TUM School of Management, Technical U. of Munich
Addressing Entrepreneurship’s False Dichotomization of Risk and Uncertainty through Modal Logics | David Matthew Townsend, Virginia Polytechnic Institute and State U.; Richard Hunt, Virginia Tech
Temporal Mediation of Uncertainty within Entrepreneurial Opportunity Evaluation | Tomislav Batev, Gordon Institute of Business Science; Jonathan Marks, Gordon Institute of Business Science
2097: (Paper Session) - (ENT) Crowdfunding 3
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon E
Chair: Sanchita Bansal, GGSIP U.
- Money or Love? Crowdfunding, the Middle Road | Ines Alegre, IIESE Business School
- The Dark Triad and Entrepreneurial Crowdfunding: A Comparison of Rewards-Based vs Equity Campaigns | Steven Creek, Appalachian State U.; Thomas Houston Allison, Texas Christian U.; Arvin Sahaym, Washington State U.; Keith Hmielecki, Texas Christian U.; Joshua Maurer, Truman State U.
The Effects of Reputable and Commonly Observed Affiliations on Crowdfunding Success | Joshua Maurer, Truman State U.; Steven Creek, Appalachian State U.; Josh Bendickson, U. of Louisiana at Lafayette

2098: (Paper Session) - (ENT) Entrepreneurship and Networks: Acquisition of Resources
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon I
Chair: Suho Han, Syracuse U.
The Moderating Effects of Technology Planning and Network Size on Outside-In Open Innovation | Mark Bolinger, Indiana U. - Kelley School of Business; Matt R. Marvel, Ball State U.
- Acquiring Valuable Resources via Social Networks: A Simulation Approach | Jaehu Shim, Ulsan National Institute of Science and Technology; Jiyoung Kim, Jonkoping International Business School
- Fluid Coordination Processes in Angel Investor Networks | Suho Han, Syracuse U.; Melissa Graebner, The U. of Texas at Austin
Rising Tide or Sinking Ships: The Effects of Status Heterogeneity in New Venture Networks | Steven Gray, The U. of Texas at Austin; Peter Austin Bougmarden, Washington U. in St. Louis; Ram Ranganathan, U. of Texas, McCombs

2099: (Paper Session) - (ENT) Drivers of Entrepreneurial Performance
3:00pm - 4:30pm Boston Marriott Copley Place: Massachusetts
Chair: Mohammed R. Ahmed, Webster U.
- How Information Search Mediates the Relationship between Business Planning & New Venture Performance | Maud Pindard-Lejarraga, IE Business School; Jose Lejarraga, IE Business School; Matthias Alfred Tietz, IE Business School, IEU.
- Putting All Eggs in One Basket: Capability Configurations and New Venture Survival [WITHDRAWN] | Noni E. Symeonidou, Warwick Business School; Erkko Autio, Imperial College Business School; Johan Bruneel, IESEG School of Management (LEM-CNRS 9221)
To What Extent Do Board Member Experience Influence the Performance of New Ventures | Tavetak Harutyunyan, NHH Norwegian School of Economics; Bram Timmermans, ·; Lars Frederiksen, Aarhus BSS, Aarhus U.
- Examining the “Passion Effect” on Firm Performance | Mujtaba Ahsan, San Diego State U.

2100: (Paper Session) - (ENT) Structure and Entrepreneurial Performance
3:00pm - 4:30pm Boston Marriott Copley Place: Orleans
Chair: Alfredo De Massis, Free U. Bozen, Bolzano and Lancaster U.
- Social Ghost in Machine: Family Cohesion, Participative Strategies, Potency, and Firm Performance | Nastaran Simarasi, California State Polytechnic U., Pomona; David Scott Jiang, Georgia Southern U.; Bart J. Deebicki, Towson U.; Allison Pearson, Mississippi State U.

2101: (Paper Session) - (ENT) Global Entrepreneurship
3:00pm - 4:30pm Boston Marriott Copley Place: Simmons
Chair: Valerie A. Bell, Assistant Professor, Merrimack College
- Do Families Rush In? Family and Non-Family Firm Internationalization & Performance After Macro Shock | Sebastian Fournie, Wilfrid Laurier U.; Miriam Zschoche, U. of Erfurt
The Double-Edged Nature of Strong Ties for Informal Entrepreneurs: A Study in Dharavi, India | Suresh Bhagavatula, Indian Institute of Management, Bangalore; Soumodip Sarkar, U. of Évora; Sachidananda Benegal, Indian Institute of Management, Bangalore
- Uncovering Entrepreneurial Capabilities Through Knowledge Transfer in Indonesian Women’s Enterprises | Ying-Che Ali Hsieh, National Tsing Hua U.; Maria Christyfera Fakoniko, National Tsing Hua U.; Li-Hsiang Yi, National Tsing Hua U.
- Corporate Global Venturing
3:00pm - 4:30pm Boston Marriott Copley Place: Vineyard
Chair: Vahid Jafari Sadeghi, U. degli Studi di Torino
- Transnational Business Model: Resource and Institutional Perspectives | Aki Harima, U. of Bremen, Germany
- Internationalization of Manufacturing SMEs: The Role of Relational Mechanisms | Nadia Zahoor, U. of Central Lancashire; Omar Al-Tabbaa, U. of Kent
2103 ➤ (Paper Session) - (ENT) Entrepreneurship:
Policy Impacts
3:00pm - 4:30pm Boston Marriott Copley Place: Wellesley
Chair: Chris Boudreaux, Florida Atlantic U.
What is the US Comparative Advantage in Entrepreneurship? Evidence from Israeli Migrations to the US | Annamaria Conti, Georgia Institute of Technology; Jorge Guzman, Columbia Business School
Health Insurance and the Supply of Entrepreneurs: Evidence from the ACA Medicaid Expansion | Kyung Min Lee, George Mason U.
When Does Privatization Spur Entrepreneurial Performance? The Role of Institutional Quality | Chris Boudreaux, Florida Atlantic U.

2104 ➤ (Paper Session) - (ENT) Regional Differences in Entrepreneurship Policy
3:00pm - 4:30pm Boston Marriott Copley Place: Yarmouth
Chair: Siddharth Vedula, Babson College
Local Governance on Small Business Performance: The Role of Regional Education and In-Migration | Bach Nguyen, Aston Business School
Regional Differences and Variations in Entrepreneur Well-Being: Evidence from Rural Entrepreneurs | Feng Xu, South China Agricultural U.; Xueru Yang, South China Agricultural U.; Xiaogang He, Shanghai U. of Finance and Economics
From Hot to Cold. A Spatial Analysis of Entrepreneurship in the United States | Alejandro Almeida, U. OF HUELVA; Antonio Golpe, U. OF HUELVA; Jesús Iglesias, U. of Sevilla; Raquel Justo, U. OF HUELVA

2105 ➤ (Paper Session) - (GDO) Workplace Implications of Immigration
3:00pm - 4:30pm Boston Park Plaza: Brandeis
Chair: Raymond Trau, Macquarie U.
Factors Influencing Unfair Discrimination Against Immigrants in Organizations | Kimberly Lukaszewski, Wright State U.; Dianna L. Stone, U. at Albany, New Mexico & Virginia Tech; Dianna C. Krueger, Tarleton State U.; Julio Cesar Canedo Soto, U. of Houston-Downtown
Behind Migrant and Non-Migrant Worktime Inequality: The Role of Institutional and Cultural Factors | Renate Ortlieb, U. of Graz; Julian Winterherl, 361 consulting group

2106 ➤ (Paper Session) - (GDO) Diversity Beliefs
3:00pm - 4:30pm Boston Park Plaza: Brookline
Chair: Heather J. Anderson, U. of Tulsa
The Ideal Worker Norm: Why It Is More Difficult for Women to Be Perceived as Highly Promotable | Clarissa Rene Steele, U. of Missouri
The Divergent Effects of Diversity Ideologies for Race and Gender Relations | Ashley E. Martin, Stanford Graduate School of Business
Best Paper Based on a Dissertation
Redemptive Self-Narratives about Diversity | Cara Maurer, U. of Western Ontario

2107 ➤ (GDO) Faultlines Within and Outside Group Boundaries and Their Cross-Level Effects
3:00pm - 4:30pm Boston Park Plaza: Cambridge
Organizer: Xing Liu, U. of South Carolina
Discussant: Astrid Carlotta Homan, U. of Amsterdam
Faultlines and Power Imbalance across Subgroups in Work Groups | Yunhyung Chung, U. of Idaho; Hana Johnson, U. of Idaho
Inter-Team Faultline, and Its Influence on Team and Organizational Performance: An Inter-Team Trust | Qin Su, Chinese U. of Hong Kong; Amy Y. Ou, National U. of Singapore; Jiwen Song, Renmin U. of China; Dora C. Lau, Chinese U. of Hong Kong
Faultlines, Self-Employment, and AI | Chester S Spell, Rutgers U., Camden; Terri Griffith, Santa Clara U.; Yekaterina Bezrukova, SUNY Buffalo
Individuals’ Self-Representation Approaches: The Moderating Role of Team Faultlines | Christina Hymer, Darla Moore School of Business, U. of South Carolina; Xing Liu, U. of South Carolina; Jeun Park, U. of South Carolina; Sherry M Thatcher, U. of South Carolina
Adaptation of Diverse Teams to Member Change | Xing Liu, U. of South Carolina; Sherry M Thatcher, U. of South Carolina
Session Details – Tuesday, 2:00 - 4:00 PM

2108 GDO Exploring the Measurement of Inclusion in Organizations: Contributing to Construct Clarification 3:00pm - 4:30pm Boston Park Plaza: Terrace
Organizers: Helen De Cieri, Monash U.; Marion Festing, ESCP Europe
Discussant: Lynn Shore, Colorado State U.
The Original MBIE Measure for Climate of Inclusion: What Have We learned from Two Decades? | Michalle Mor Barak, U. of Southern California; Kim Brimhall, Binghamton U.-State U. of New York; Leslie Schnyder, USC Suzanne Dworak-Peck School of Social Work and U. of S. California
Building Bridges between Diversity Science and Diversity Practice - The Development of the NIM | Wiebren S. Jansen, Utrecht U., Department of Social, Health, & Organizational Psychology; Naomi Ellemers, Leiden U., The Netherlands; Onur Sahin, Utrecht U., Department of Social, Health, & Organizational Psychology; Joanneke Van Der Toorn, New York U.
Measuring the Fairness & Discrimination and Synergy Perspectives of Diversity Climate | David J. G. Dwertmann, Rutgers U.
Measuring Diversity Climate - Distinguishing Perceptions of Intentions, Programs and Practice | Alain Klarsfeld, Toulouse Business School; Gaelle Cachat-Rosset, Toulouse Business School; Kevin Carillo, Toulouse Business School
A Literature Review - Measuring Inclusion in Organizations | Helen De Cieri, Monash U.; Marion Festing, ESCP Europe
Discussion | Lynn Shore, Colorado State U.
Presenters: Michalle Mor Barak, U. of Southern California; Wiebren S. Jansen, Utrecht U., Department of Social, Health, & Organizational Psychology; David J. G. Dwertmann, Rutgers U.; Alain Klarsfeld, Toulouse Business School; Helen De Cieri, Monash U.; Marion Festing, ESCP Europe

2109 SHCS: (GDO, OB, OMT) You Cite Goffman (1963) Too? Exploring Avenues for Cross-Level Dialogue and Research on Stigma 3:00pm - 4:30pm Boston Park Plaza: Terrace
Organizers: Kam Phung, York U., Canada; Brent John Lyons, Schulich School of Business
Discussants: W E Douglas Creed, U. of Rhode Island; Paul Tracey, U. of Cambridge
Panelists: Wesley Helms, Brock U.; Kristen Price Jones, U. of Memphis; Glen E. Kreiner, Pennsylvania State U.; Thomas J. Roulet, U. of Cambridge; Enrica Nicole Ruggs, U. of Memphis; Madeline Toubiana, U. of Alberta
2111 HR The “Dark” Sides of Inclusion and Exclusion in the Workplace: A Counter-Intuitive Examination 3:00pm - 4:30pm Westin Copley Place Boston: Empire
Organizers: Fong T. Keng, Nanyang Technological U.; Zhiyu Feng, Nanyang Technological U.
Discussant: Maureen L. Ambrose, U. of Central Florida
The Effects of Subordinate Ascribed and Achieved Status on Supervisor Incivility | Christy Zhou Koval, Eli Broad School of Business, Michigan State U.; Jie Li, Hong Kong U. of Science and Technology; Huiwen Lian, U. of Kentucky
Ashamed for Performing Well: An Examination of Abusive Supervision from the Third Party Perspective | Zhiyu Feng, Nanyang Technological U.; Fong T. Keng, Nanyang Technological U.; Dong Liu, Georgia Institute of Technology; Hu Li, Nanjing U.
When There’s No One Else To Blame: Coworker Competence and Warmth, Ostracism, and Ingratiation | Christian Noble Thoroughgood, Villanova U.; Wei Wang, U. of Minnesota; Katina Sawyer, George Washington U.; Kristin L. Scott, College of Business, Clemson U.
Moderators that Qualify a Positive Relation of Abusive Supervision with Employee Performance | SinHui Chong, Nanyang Technological U.; Ruguang Gao, -
Dyadic Trust between Leaders and Followers: Asymmetry as a Motivational Force | C. Ashley Fulmer, Georgia State U.; Yu Tse Heng, U. of Washington, Seattle

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper

Section D
2112 (HR) Multilevel Resilience at Work: Needed Examinations of Dyadic, Team, and Dynamic Resilience Effects
3:00pm - 4:30pm Westin Copley Place Boston; Essex North-Center

Chair: Danielle D. King, Rice U.; Tiffany Marie Bisbey, Rice U.
Discussant: Adam C. Stoverink, U. of Arkansas

Leader-Follower (Dis)similarity in Resilience, Relational Demography, and Absenteeism: A Test of Two Competing Perspectives | Xavier Parent-Rocheleau, ESG-UQAM; Angelique Hartwig, U. of Manchester; Sharon Clarke, U. of Manchester; Sara Willis, U. of Manchester

Investigating the Temporal Dynamics and Impact of Collective Resilience in Work Teams | Tiffany Marie Bisbey, Rice U.

Presenters: Xavier Parent-Rocheleau, ESG-UQAM; Angelique Hartwig, U. of Manchester; Tiffany Marie Bisbey, Rice U.
Participants: Kathleen Bentein, ESG-UQAM; Gilles Simard, UQAM; Michel Tremblay, HEC Montreal

A Multilevel Model of Workplace Team Resilience: Conceptual Refinement and Implications | Angelique Hartwig, U. of Manchester; Sharon Clarke, U. of Manchester; Sara Willis, U. of Manchester

2113 (HR) Current Directions in Climate Level and Climate Strength Research
3:00pm - 4:30pm Westin Copley Place Boston; Great Republic

Organizers: Kathleen Keeler, The Ohio State U. Fisher College of Business; Balca Alaybek, George Mason U.
Discussant: James M. LeBreton, Pennsylvania State U.

The Roles Of Social Integration And Discrimination Climate In The Diversity-Performance Relationship | Cristina Rubino, California State U., Northridge; Derek R. Avery, Wake Forest U.; Lars Uriah Johnson, Wayne State U.

Justice Climate, Unit-Level Attitudes and Performance: A Meta-Analytic Examination | Brian Webster, Ball State U.; J. Craig Wallace, Oklahoma State U.; Andrew Schnackenberg, U. of Denver; Jeffrey B. Paul, Oral Roberts U.

There’s Not Always Power in Strength: Climate Strength as Variety | Jeremy F. Dawson, U. of Sheffield

Climate Level and Strength: A Meta-Analysis of Their Relationship and Their Effects on Work Outcomes | Kathleen Keeler, The Ohio State U. Fisher College of Business; Balca Alaybek, George Mason U.; Ho Kwan Cheung, State U. of N.Y. At Albany; Jose M. Cortina, Virginia Commonwealth U.

Presenters: Derek R. Avery, Wake Forest U.; Brian Webster, Ball State U.; Jeremy F. Dawson, U. of Sheffield

2114 (HR) Why We All Should Be Bayesians: An Introduction to Bayesian Studies
3:00pm - 4:30pm Westin Copley Place Boston: Helicon

Presenter: David Krackhardt, Carnegie Mellon U.

Participants: Andreas Schwab, Iowa State U.; William H. Starbuck, U. of Oregon

2115 (Paper Session) - (HR) HR and Talent Management
3:00pm - 4:30pm Westin Copley Place Boston: St George D

Chair: Boniface Michael, California State U. Sacramento

Effects of Over- And Under-Work on Individual Attitudes and Well-Being | Haolin Fu, U. of Nebraska, Lincoln; Nikolaos E. Dimotakis, Oklahoma State U.

Triaging Your Talent: A Structure- Conduct-Performance Perspective on Talent Management | Robert Lee Bonner, San Francisco State U.; Andrea Rae Neely, U. of Tennessee, Chattanooga; Christopher B. Stone, Wichita State U.

I’m Better Than This! Managing Overqualified Workers Using the Task Context | Frederick Scott Bentley, Binghamton U.-State U. of New York; Kaifeng Jiang, Ohio State U.

Failure Experiences of Talent Management in South Korea | Hyunmi Park, Aston U.; Alison Glassler, U. of York

2116 (HR, CAR) Job Crafting in the Changing Work Context and Practical Implications
3:00pm - 4:30pm Westin Copley Place Boston; Essex North-Center

Organizer: Fangfang Zhang, Curtin U., Perth
Discussant: Anja Van Den Broeck, KU Leuven

Job Crafting Among Temporary Workers: A Longitudinal Study | Judith Plomp, VU Amsterdam; Maria Tims, VU Amsterdam; Arnold Bakker, Erasmus U. Rotterdam

Antecedents and Outcomes of Job Crafting Profiles: A Person-Centered Approach | Fangfang Zhang, Curtin U., Perth; Maria Tims, VU Amsterdam

Colleague Perceptions of Job Crafting Behaviors and Its Impact on Conflict and Cooperation | Christine Yin Man Fong, VU Amsterdam; Maria Tims, VU Amsterdam

A Cross-Level Mediation Model of Team Personality, Team Climate for Innovation, Job Crafting and Creativity | Xiaohong Xu, Old Dominion U.; Haijiang Wang, School of Management, Huazhong U. of Science and Technology

Presenters: Judith Plomp, VU Amsterdam; Fangfang Zhang, Curtin U., Perth; Christine Yin Man Fong, VU Amsterdam; Xiaohong Xu, Old Dominion U.
Participants: Maria Tims, VU Amsterdam; Arnold Bakker, Erasmus U. Rotterdam; Haijiang Wang, School of Management, Huazhong U. of Science and Technology

2117 (Paper Session) - (IM) Boards and Top Management Teams in MNEs
3:00pm - 4:30pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A

Chair: Livia Markoczy, U. of Texas at Dallas

Board Political Ties and Firm Internationalization | Sergey Lebedev, San Francisco State U.; Livia Markoczy, U. of Texas at Dallas; Li Sun, UMass Lowell
Cross Border Acquisitions by Emerging Market Firms: The Role of Board Interlocks | Faisal Mohammad Ahsan, TATA Motors Ltd; Manish Popli, Indian Institute of Management, Indore; Satyajit Gubbi, U. of Groningen, Faculty of Economics and Business

Interlocking Directorates within Business Groups: Information Matters! | Paula Maria Infantes Sanchez, U. de les Illes Balears; Bartolome Pascual-Fuster, U. de les Illes Balears; Rafel Crespi, U. de les Illes Balears


2118 : (Paper Session) - (IM) CEIBS Best Paper Finalist
3:00pm - 4:30pm Hilton Boston Back Bay: Maverick A
Chair: Katherine Xin, China Europe International Business School (CEIBS)
Foreign Direct Investment and Human Development | Irina Orbes, Australian National U.; Hang Minh Dang, Australian National U.; Alexander Eapen, Australian National U.
IM Division CEIBS Best Paper Award
How Does Family Owner Authority Influence Firm Efficiency? An Issue of National Power Distance | Andreas Knetsch, RWTH Aachen U.; Wolfgang Breuer, RWTH Aachen U.
IM Division CEIBS Best Paper Award
Relocation with or without You: An Attachment Theory Perspective on Expat Withdrawal | Rotumba Arachchige Ishanka Thathurani Karunarathne, U. of Kelaniya; Fabian Jintae Froese, U. of Goettingen; Anna Katharina Bader, Northumbria U.
IM Division CEIBS Best Paper Award
Outcomes of Bridging Roles in MNCs and Moderating Influence of Cultural Identity Integration | Ting Liu, Hiroshima City U.; Tomoki Sekiguchi, Kyoto U.; Azusa Ebisuya, Osaka U.
IM Division CEIBS Best Paper Award

2119 : (Paper Session) - (IM) Best Paper in Corporate Social Responsibility and Sustainability Finalist
3:00pm - 4:30pm Hilton Boston Back Bay: Westminster
Chair: Michael A. Santor, Smith School of Business, Queen’s U.
Women Directors and Corporate Social Performance Around the World | Valentina Marano, Northeastern U.; Steve Sauerwald, U. of Illinois at Chicago; Marc Van Essen, U. of South Carolina
IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist
State-Led FDI and Multinational Firms’ CSR Reporting: A Dual Legitimacy Perspective | Jing Zhao, Renmin U. of China; Limin Zhu, Renmin U. of China; Shubo Zhang, Chinese U. of Hong Kong
IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist
Too Tight to Move? How Cultural Norms and Stereotypes Regulate Imprinting in Hybrid Social Venturing | Brandon Ofem, U. of Missouri, St. Louis; Seemantini Madhubhar Pathak, U. of Missouri, St. Louis; Amy Taylor-Bianco, Ohio U.; Ikenna Stanley-Paschal Uzuegbunam, Ohio U.
IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist

IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist

State Capitalism: Hybrid Institutions, Governance, and Strategies
3:00pm - 4:30pm Hilton Boston Back Bay: Adams A
Organizers: Mike Wright, Imperial College London; Ilya Okhotomovskiy, Nova SBE, U. de Lisboa; Anna Grosmann, Loughborough U.
Distinguished Speakers: Ruth V. Aguilera, Northeastern U.; Alvaro Cuervo-Cazurra, Northeastern U.
Panellists: Geoffrey T. Wood, U. of Western Ontario; Pei Sun, Alliance Manchester Business School; Aldo Musacchio, Brandeis U.

Global Environmental Regulations: The Way Forward?
3:00pm - 4:30pm Hilton Boston Back Bay: Jefferson
Chairs: Anne Jacqueminet, Bocconi U.; Joao Albino Pimentel, Darla Moore School of Business, U. of South Carolina
Discussant: Michael V. Russo, U. of Oregon
Panellists: Tatiana Kostova, U. of South Carolina; Panikos G. Georgallis, U. of Amsterdam; Sanjay Patnaik, George Washington U.; Jonathan P Doh, Villanova U.

The Future of Management Education
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner A
Chair: Maja Graso, U. of Otago
Exploring Unknowingness in Management Education: A DBA Example | Amanda Hay, Nottingham Trent 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.

It’s Not You, It’s Me: Challenges of Teaching Ambiguity in Individual and Systemic Mistreatment | Maja Graso, U. of Otago
Discursive Paths in Leadership Development: Dyadic and Network Knowledge Convergence | Kate Elgayeva, U. of Minnesota Duluth

Learn to Love?: Team Learning and Team Affect in Organizations
3:00pm - 4:30pm Westin Copley Place Boston: Adams
Chair: Virginia Bodolica, American U. of Sharjah
A Laboratory Study on the Interplay of Team Emotions and Team Learning | Barbara Burkhard, U. of St. Gallen; Charlotte Agnete Siren, U. of St. Gallen; Theresa Treffers, TUM School of Management, Technische U. München; Dietmar Grichnik, U. of St. Gallen
Micro-Processes of Knowledge Recombination in Teams | Andra Toader, Alliance Manchester Business School

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
**Session Details – Tuesday, 2:00 - 4:00 PM**

**Washington U. in St. Louis**

**Mirrors: Perceptions of the Self and Others**

**Perceptions of Goal Ambition, Likability, and Personality**

I Know You Think I’m Sexy: Request Behavior as a Function of Attractiveness Perceptions

Organizers: Are Decision-Making Characteristics and Behavioural Biases Related to Managerial Cognitive Ability? (WITHDRAWN)

Discussant: Chair: 3:00pm - 4:30pm Westin Copley Place Boston: St George C

**Bias, No Ambiguity**: Attributions, Biases & Heuristics

**2125 SHCS: (MOC, OB) Looking Through Fun House Mirrors: Perceptions of the Self and Others**

3:00pm - 4:30pm Westin Copley Place Boston: St George B

Organizers: Danibee Chon, Duke U.; Sara Clark Wingrove, Duke U.


Betting on the Pack: The Bias toward Team Entrepreneurs in Investor Crowdfunding Decisions

Chair: Colin Muneo Fisher, UCL School of Management; Philipp Benjamin Cornelius, Rotterdam School of Management, Erasmus U.; Janice Sanchez, UCL School of Management; Sandra S. Kaya, Barcelona Graduate School of Economics

**2126 JS: (MOC, OMT, STR) The Value Underpinning of Market Categories**

3:00pm - 4:30pm Westin Copley Place Boston: Essex North-East

Chairs: Rodolphe Durand, HEC Paris; Cathy Xuege Lu, Cornell SC Johnson College of Business

Discussants: Gino Cattani, New York U.; Amir Goldberg, Stanford U.

Competitive and Descriptive Market Definitions - Effects on Firm Value

Presenters: Elizabeth Pontikes, U. of Chicago; Amanda Sharkey, U. of Chicago

The Negative Effect of Category Erraticism on Status Mobility in U.S. Venture Capital Industry

Michael Jensen, U. of Michigan; Danyang Li, Tsinghua U.

“Something Old, Something New” - How Does Boundary-Spanning Shape Market Convention on Broadway?

Cathy Xuege Lu, Cornell SC Johnson College of Business; Letian Zhang, Harvard Business School

Mislabeled Packages or Damaged Goods? The Effects of Label & Category Straddling on Investor Appeal

Jungsoo Ahn, Ivey Business School; Jean-philippe Vergne, Ivey Business School


**2127 JS: (MOC, TIM, OMT) A Conversation on the Intersections of Cognition and Innovation**

3:00pm - 4:30pm Westin Copley Place Boston: Essex Center

Participants: Robert Galavan, Maynooth U.; Stefano Brunsoni, ETH Zurich; Mary Tripas, Boston College; Daniella Laureiro Martinez, ETH Zurich; Rhonda K. Reger, U. of Missouri; Yuliia Snihur, Toulouse Business School

Benefits of Mindfulness for Leadership, Performance and Work Engagement

Presenters: Danibee Chon, Duke U.; Casher Belinda, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; Sara Clark Wingrove, Duke U.; Ashley Elizabeth Hardin, Washington U. in St Louis; Jennifer Dannals, Tuck School of Business at Dartmouth

Participants: Sim B. Sitkin, Duke U.; Shimul Melwani, U. of North Carolina, Chapel Hill; Grainne Fitzsimons, Duke U.; Adam M. Kleinbaum, Dartmouth College; Daniel Feiler, Dartmouth College (TUCK)

Are Mindful Followers’ Sensitive of Leadership Influence?

Impacts for Followers’ Work Well-being

Presenters: Maree Roche, U. of Waikato; Sudong Shang, Waikato Management School, U. of Waikato, Hamilton, New Zealand; Tim Bentley, Massey U.

Business School; Kate Blackwood, Bevan Catley, Massey U.

**Thematic orientation:** Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Why Leader Mindfulness Relates to Performance: The Mediating Role of Leader Empathy | Chris Reina, Virginia Commonwealth U.; Scott Dust, Miami U.; Suzanne J. Peterson, Thunderbird School of Global Management at ASU; Angelo J. Kinicki, Arizona State U.; Wu Wei, Wuhan U.

Experiencing the Role of Mindfulness in Monotonous Jobs | Andreas Wihler, Frankfurt School of Finance & Management; Ute Regina Hulsheger, Maastricht U.; Jochen Matthias Reb, Singapore Management U.; Jochen I. Menges, U. of Zurich

Potential Benefits of Self-Compassion for Health, Motivation, and Performance in the Work Context | Ivana Igić, U. of Bern; Roman Prem, U. of Vienna; Tobias Krieger, U. of Bern

Presenters: Megan Marie Walsh, U. of Saskatchewan; Maree Roche, U. of Wāikato; Chris Reina, Virginia Commonwealth U.; Andreas Wihler, Frankfurt School of Finance & Management; Ivana Igić, U. of Bern

2129 | (Paper Session) - (OB) Psychology of Turnover
3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom A
Chair: Katja Dlouhy, U. of Mannheim

The Effects of Downsizing on Employee Health and Turnover: Examining a Moderated Mediation Model | Katja Dlouhy, U. of Mannheim; Anne Casper, U. of Mannheim
Why do low performers voluntarily leave their jobs? | Stephen Deery, U. of London; Christopher D. Zatzick, Simon Fraser U.; Janet Walsh, King’s College London; Bruce A. Rayton, U. of Bath

High-quality LMX and contingent turnover: A multi-method investigation of joint turnover | Laura Becker, U. of Hohenheim; Elias Ertz, U. of Hohenheim; Marion Buettgen, U. of Hohenheim

Combining employee attributions and social comparisons in the formation of turnover intention | Irene Nikandrou, Athens U. of Economics and Business; Irene Tsachouridi, Athens U. of Economics and Business

2130 | (Paper Session) - (OB) Social Dynamics of Prosocial Behavior
3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom B
Chair: Thomas Joseph Zagenczyk, Clemson U.

Bridging Time and Power: How changes in social power influence individuals’ prosocial behavior? | Hanna Kalmanovich-Cohen, U. of North Carolina, Chapel Hill

Experiencing More Job insecurity Than Co-Workers: How Does It Impact on Extra-Role Behavior | Jichang Ma, Peking U.; School of Psychological and Cognitive Science; Changqin Lu, Peking U.; School of Psychological and Cognitive Science

Social Networks as Structural and Relational Antecedents of Identification and Citizenship | Thomas Joseph Zagenczyk, Clemson U.; E. Erin Powell, Clemson U.

Fitting in or standing out? How optimal distinctiveness affects workplace behaviours | Tobias Stadler, U. of Sheffield; Eva Selenko, Loughborough U.; Malcolm Patterson, U. of Sheffield

2131 | (Paper Session) - (OB) Context and Prosocial Behavior
3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom C
Chair: Lynn A. McFarland, U. of South Carolina

A Contextual Framework for Understanding Impression Management | Lynn A. McFarland, U. of South Carolina; Jonathan Hendricks, U. of South Carolina; William Benjamin Ward, U. of South Carolina

From Organization Sustainability to Community Sustainability: Servant Leadership and Community Citizenship Behavior | Xiulin Chen, Huazhong U. of Science and Technology; Jian Shi, Eindhoven U. of Technology

Inspiring to Go the Extra Mile: Humble Leadership through the Perspective of Social Exchange Theory | Urszula Gabriela Lagowska, Getulio Vargas Foundation; Liliane Furtado, U. Federal Fluminense; Filipe Sobral, EBAPE/FGV; Giovanna Pereira, Getulio Vargas Foundation

Familiarity Mitigates the Effect of Team Reward on Functional Conflict and Citizenship Behavior | Afa Koulaei, U. of South-Eastern Norway; Sundar G Bharadwaj, Emory U.; Rutger Daniel Van Oest, BI Norwegian Business School

2132 | (Paper Session) - (OB) Leadership and Voice
3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom D
Chair: Felipe Guzman, IESEG School of Management

I’ll speak up if my voice is in line with my leader’s values: How leader–employee congruence and employee voice: The moderating effect of relationship quality | Xiaotong Zheng, Durham U.; Michele Williams, U. of Iowa; Xiaoyu Wang, Nanjing U.

Transformational and Transactional Leadership, Idiosyncratic Deals, Follower Outcomes | Chang Su, U. of Hong Kong; Wai Hung Thomas Ng, U. of Hong Kong

Servant Leadership and Follower Voice: A Dual-Centric Energizing Process | Xiaoshuang Lin, Australian National U.; Zhen-Xiong Chen, Australian National U.; Jinyun Duan, Soochow U.

2133 | (OB) Head in the Clouds and Feet on the Ground: Leadership and Regulatory Focus across Different Contexts
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon B

Promotion and Prevention Leaders: How Store Manager Regulatory Focus affects Store Performance | Daan Alexander Stam, Erasmus U. Rotterdam; Marinus B.M. De Koster, -

Moving on in a Fitting Way: Regulatory Focus and Employability Behaviors in a Mass Lay-Off | Melvin Hamstra, Maastricht U.; Bert Schreurs, Vrije U. Brussel

How CEOs Keep Their Organizations Healthy: A Collective Regulatory Focus Perspective | Hendrik Huettmann, U. of St. Gallen; Ronit Kark, Bar Ilan U.; Heike Bruch, U. of St. Gallen

Top Management Team's Collective Regulatory Focus and its Role in Achieving a Competitive Advantage | Emily Neubert, Indiana U. - Kelley School of Business

Participants: Ronit Kark, Bar Ilan U.; Dina Van Dijk, Ben Gurion U. of the Negev; Marianna Delegach, Sapir Academic College; Daan

2134 (Paper Session) - (OB) Dynamics of Dark OB
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon E
Chair: Ian R. Gellatly, U. of Alberta

- Can Mistreated Employees Feel Commitment Towards their Organization? | Emma (Lei) Jing, U. of Alberta; Ian R. Gellatly, U. of Alberta; Michelle Innes, U. of Alberta
- Impact of Work-Family Conflict on Safety Performance among Pilots: Mechanism and Boundary Conditions | Mengdie Xu, School of Economics and Management, Tsinghua U.; Xin Liu, Renmin U. of China

"We Are Similar, So I Should Be Like You": A Model of Vicarious Self-Perception in the Workplace | Randy Xue Ren Lee, National U. of Singapore
Becoming More or Less Aggressive after Helping? It Depends | Grace Ching Chi Ho, Arizona State U.; Ying Xia, Nanjing U.; C. Nathan DeWall, Department of Psychology, U. of Kentucky

2135 (Paper Session) - (OB) Social Psychology of Dark OB
3:00pm - 4:30pm Sheraton Boston Hotel: Beacon H
Chair: David Jeelyun Yoon, Wichita State U.


The Roles of Past Workplace Ostracism and Current Perceived Power in Predicting Absentee Supervision | Eunji Huh, Korea Advanced Institute of Science and Technology (KAIST); Eun-Suk Lee, Korea Advanced Institute of Science and Technology (KAIST)
A Tightrope Act of Supervisor Humor: When Good Humor Goes Bad in Response to Coworker Incivility | David Jeelyun Yoon, Wichita State U.; Gergana T. Markova, Wichita State U.; Yongjun Choi, Hongik U.

2136 (Paper Session) - (OB) Leadership, Adversity, and Abuse
3:00pm - 4:30pm Sheraton Boston Hotel: Constitution Ballroom A
Chair: Yingying Zhang, Shanghai U. of Finance and Economics

Why Leaders’ Prevention Focus Makes Followers Conduct Unethical Pro-Organizational Behaviors | Fan Yang, Peking U.; Hongyu Zhang, Central U. of Finance and Economics; Yi Lang, Beijing Foreign Studies U.
Felt or thought? Examining distinct mechanisms of exploitative leadership and abusive supervision | Armin Pircher Verdorfer, TUM School of Management, Technische U. München; Frank D. Belshak, U. of Amsterdam; Andrea Bobbio, U. of Padova

Abusive Supervision, Humility and Social Loafing: A Moderated Mediation Model of Abusive Supervision, H | Liang Hou, Renmin U. of China; Yue Wang, Renmin U. of China; Wei Wu, Renmin U. of China; Huiyue Diao, Renmin U. of China; Jun Zhong, Hong Kong Polytechnic U.
Firm Operating Adversity and the CEOs’ Temporal Leadership | Yingying Zhang, Shanghai U. of Finance and Economics; Deyuan Zhang, Shanghai U. of Finance and Economics

2137 (Paper Session) - (OB) News, Rumors, and Gossip at Work
3:00pm - 4:30pm Sheraton Boston Hotel: Exeter AB
Chair: Trevor Watkins, U. of Washington

Workplace Capitalization: The Consequences of Sharing Good News at Work | Trevor Watkins, U. of Washington
Perceptions of Negative Workplace Gossip: An Identity Paradigm | Jun Xie, Guangdong U. of Foreign Studies; Ming Nick Yan, Jinan U.; Jessica (Yongyi) Liang, school of management, Jinan U.; Huihuan Zhang, school of management, Jinan U.

Gossip as a Resource: How and Why Power Relationships Shape Gossip Behavior (WITHDRAWN) | Elena Martinescu, King’s College London; Onne Janssen, U. of Groningen; Bernard A. Nijstad, U. of Groningen

The Big Effects of Small Talk at Work | Emily Rosado-Solomon, California State U., Long Beach

2138 (Paper Session) - (OB) Hierarchy and Status in the Workplace
3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax A
Chair: Karoline Evans, U. of Massachusetts, Lowell
Let Me Tell You About Burning the Midnight Oil: A Gendered Effect on Status Conferral | Elijah Wee, U. of Washington; Christopher Barnes, U. of Washington; Giselle Elaine Antoine, U. of Washington, Seattle

When Hierarchy Falls Flat: Temporal Changes in Hierarchy and When They Harm Performance | Karoline Evans, U. of Massachusetts, Lowell; Bret Sanner, Iona College
Formal Structure as A Source of Inconsistent Status Cues: Implications for Cross-Unit Teams | Andy Jiexiong Yap, INSEAD; Nikhil Madan, Indian School of Business
Compete or conform: Relationship between power and organisational politics revisited for work groups | Nadia Y. Yu, NEOMA Business School

2139 (Paper Session) - (OB) Team Information Integration
3:00pm - 4:30pm Sheraton Boston Hotel: Gardner B
Chair: Steffen Keck, U. of Vienna

Elaborating or aggregating? The joint effects of decision-making structure and systematic errors | Steffen Keck, U. of Vienna; Wenjie Tang, National U. of Singapore
The Flexible Impact of Affective Feelings on Group Decision-Making in Hidden profile Situations | Young-Jae Yoon, Loyola U. Chicago; James R Larson, Loyola U. Chicago; Jeffrey R Huntsinger, Loyola U. Chicago
Aspirational shift: how team polarization increases performance through maximal goal standard shifts | Jacobus Alkema, Rotterdam School of Management, Erasmus
Session Details – Tuesday, 2:00 - 4:00 PM

2140 (Paper Session) - (OB) Fairness in Teams
3:00 pm - 4:30 pm Sheraton Boston Hotel: Hampton A
Chair: Marjo-Riitta Diehl, EBS International U.

- Examining the Empirical Redundancy of Organizational Justice Constructs | Huy Le, U. of Texas San Antonio; Liyao Pan, U. of Texas At San Antonio

- Fairness as a disguise: Fear-driven motives for justice enactment during organizational change | Julia Zwank, EBS U. of Business and Law; Marjo-Riitta Diehl, EBS International U.
- Fairness Perceptions of Job Displacement Due to Automation and Outsourcing | Cheryl Waksslash, U. of Southern California; Jennifer Kim, U. of Southern California; Elizabeth Quinn, U. of Southern California

2141 (Paper Session) - (OB) Dark Emotions
3:00 pm - 4:30 pm Sheraton Boston Hotel: Hampton B
Chair: Diep Thi Ngoc Nguyen, -

- Dark Side of Competitive Psychological Climate: Dispositional Envy, Schadenfreude, and Incivility | Diep Nguyen, Edith Cowan U.; Jennifer Lajom, Edith Cowan U.; Stephen Teo, Edith Cowan U.
- Dynamics of negative and expressive ties on performance | Martijn Jungst, EDHEC Business School
- The effects of customer aggression on employee work and life | Yiqiong Li, U. of Queensland; Michelle Tuckey, U. of South Australia
- Customer Mistreatment on Job Performance and Health: The Buffering Roles of Activities During Time | Hung Yu Tsai, National Sun Yat-Sen U.; Ian Wang, National Sun Yat-Sen U.

2142 (Paper Session) - (OB) Work-Family Interface
3:00 pm - 4:30 pm Sheraton Boston Hotel: Jamaica Pond
Chair: Brandon Smit, Bentley U.

- The Moderating Effect of Core Self-Evaluations between the Relationships of Work-to-Family Conflict | Vesa Peltokeppi, Hiroshima U.; Jesse S. Michel, Auburn U.
- Effect of Stretch Goals on Work-Family Conflict: Role of Resource Scarcity and Paradox Mindset | Chang Chen, Xi’an Jiaotong U.; Zhang Zhe, Xi’an Jiaotong U.
- The Cognitive Assessment Process in Work-Family Fit: Schedule Perceptions and Attributions | Matthew Piszczek, Wayne State U.; James E. Martin, Mike Ilitch School of Business; Lyonn Laulié, U. of Chile; Avani Pimpputkar, Wayne State U.
- Lay Theories of Juggling Work and Family Shape Job Offer Evaluations: A Policy-Capturing Study | Brandon Smit, Bentley U.; Katie Lawson, Ball State U.
- The enriching and depleting effects of workplace proactivity on work-family conflict | Wei Peng Lin, Nankai U.; Kun Yu, Renmin U. of China

2143 (OB) Relationships at Work
3:00 pm - 4:30 pm Sheraton Boston Hotel: Liberty Ballroom C
Chair: Janet Boekhorst, U. of Waterloo

- Physical Boundaries Make Psychological Boundaries Stronger | Rujiao Cao, U. of Maryland
- Does Having Fun “Come with the Territory”? The Role of Fun Activities on Territorial Behaviors | Janet Boekhorst, U. of Waterloo; Michael Halinski, Ted Rogers School of Management; Jessica Good, York U.
- Mutual Back Scratching! Cronyism as a Root Cause of Poor Performance in Small and Medium Enterprises | Ahmad Raza Bilal, Superior U. Lahore Pakistan; Tehreem Fatima, Superior U. Lahore (Pakistan)
- Why don’t people give enough compliments? Underestimating the positive impact of compliments | Xuan Zhao, U. of Chicago Booth School of business; Nicholas Epley, U. Of Chicago

2144 (OB) Unpacking the Role of Interactions as a Site of Meaning
3:00 pm - 4:30 pm Sheraton Boston Hotel: Olmsted
Organizer: Tamar Gross, New York U.
Discussant: Tammar B. Zilber, Hebrew U. of Jerusalem
The role of dialogue in building collective identity among diverse movement participants | Sara B. Soderstrom, U. of Michigan; Kathryn Lake Heinze, U. of Michigan, Ann Arbor
Translating philanthropic models: The role of mediators in Transatlantic institutional innovation | Ruomei Yang, U. of Newcastle; Frank Mueller, -; Charles Edward Harvey, Newcastle U.
Beyond Configuring Events: Exploring the dynamics of field formation at the national and local level | Esther Leibl, Boston U.
Interactions as the mechanism of translation | Tamar Gross, New York U.
Presenters: Sara B. Soderstrom, U. of Michigan; Kathryn Lake Heinze, U. of Michigan, Ann Arbor; Ruomei Yang, U. of Newcastle; Tamar Gross, New York U.; Charles Edward Harvey, Newcastle U.; Esther Leibl, Boston U.

2145 (OB) How Contextual and Dispositional Factors Predict and Interact with Workplace Ostracism
3:00 pm - 4:30 pm Sheraton Boston Hotel: Beacon D
Chair: Cong Liu, Hofstra U.
Discussant: Sandra Robinson, U. of British Columbia
Supervisor Conflict, Supervisor Ostracism, and Employee Outcomes: The Role of Interpersonal Harmony | Cong Liu, Hofstra U.; Hai Li, Beijing Normal U.; Valentina Bruk Lee, -; Je Ma, Lanzhou U.
A Power-Dependency Explanation for When Narcissists are Ostracized or Appraised | Erica Xu, Hong Kong Baptist U.; Kan Ouyang, Shanghai U. of Finance and Economics; Xu Huang, Hong Kong Baptist U.
Examining Causal Direction in the Psychological States Associated With Daily Customer Mistreatment | Rajiv Amarnani, U. of Western Australia
Participants: Haibo Wu, Lingnan U.; Sun Yat-sen U.; Yaclyn Koopman, Auburn U.; Yifan Song, Temple U.; Youngho Song, U. of Windsor; Daniel Skarlicki, U. of British Columbia; Ruodan Shao, York U.-SSB; Jungkyu Park, McGill U.; Feng Liu, Saint Mary’s U., Canada; David Douglas Walker, U. of British Columbia; Yumeng Yue, U. of Edinburgh business school; Helena Nguyen, U. Of Sydney; Markus Groth, UNSW Sydney; Stephen J. Frenkel, U. of New South Wales; Anya Madeleine Johnson, U. Of Sydney; Rajiv Amarnani, U. of Western Australia
Finalist for MOC Division Best Submission with Practical Implications for Organizations

2148     JS: (OB, MOC) Dynamic Theorization and Empirical Approaches on Multicultural Experience in Management Research
3:00pm - 4:30pm Sheraton Boston Hotel: Dalton AB
Organizer: Xi Zou, Nanyang Business School
Discussant: Roy Yong Joo Chua, Singapore Management U.
Broad Foreign Experiences Predict Lie-Detection Accuracy | Jiyin Cao, Stony Brook U.-State U. of New York; William Maddux, U. of North Carolina, Chapel Hill
CEOs of Foreign Origin, Strategic Novelty, and Firm Performance | Mark Kroll, U. of Texas Rio Grande Valley; Michael A. Abebe, U. of Texas Rio Grande Valley; Son Anh Le, Louisiana Tech U.
Cultural Distance and Intercultural Exchange: Unpacking the Psychological Pathway of Inspiration | Xi Zou, Nanyang Business School; Dan Jun Wang, Columbia Business School; Tim Wildschut, U. of Southampton; Constantine Sedikides, U. of Southampton; Daniel M Cable, U. of North Carolina, Chapel Hill
The Effect of a Growth Mindset on Cultural Intelligence | Elia Lam, Hong Kong U. of Science and Technology; Manchi Chao, Hong Kong U. of Science and Technology
Participants: Jiyn Cao, Stony Brook U.-State U. of New York; Michael A. Abebe, U. of Texas Rio Grande Valley; Xi Zou, Nanyang Business School; Elia Lam, Hong Kong U. of Science and Technology

2149     JS: (OB, OCIS) Novel Perspectives on Knowledge Hiding in Organizations
3:00pm - 4:30pm Sheraton Boston Hotel: Berkeley AB
Chairs: Kristin Knipfer, Technical U. of Munich; Matej Cerne, U. of Ljubljana
Discussant: Deanne N. Den Hartog, U. of Amsterdam
If You Take It All, We Will Hide It! Exploitative Leadership, Distrust and Knowledge Hiding in Teams | Kristin Knipfer, Technical U. of Munich; Ellen Schmid, TUM School of Management, Technische U. München
Effects of a Forced Distribution Rating System on Intra-Team Knowledge Sharing and Hiding | Linda Loberg, WWU Münster; Stephan Nüesch, Westfälische Wilhelms-U. Münster

Cross-Level Effects of Shared Relational Models on Knowledge Hiding Behavior in Teams | Johannes Friedrich Walter Arendt, Ludwig Maximilian U. of Munich (LMU); Katharina G. Kugler, Ludwig Maximilian U. of Munich (LMU); Felix Claus Brodbeck, Ludwig Maximilian U. of Munich (LMU)

The Effects of Centrality on Withholding Information | Almasa Sarabi, U. of Erlangen-Nuremberg; Nico Lehmann, U. of Goettingen

Knowledge Hiding and Motives Create the Sound of Silence | Sabina Bogilovic, U. of Ljubljana, Faculty of Administration; Matej Cerne, U. of Ljubljana; Catherine Connelly, McMaster U.; Miha Skerlavaj, U. of Ljubljana, Faculty of Economics

Presenters: Johannes Friedrich Walter Arendt, Ludwig Maximilian U. of Munich (LMU); Linda Loberg, WWU Münster; Almasa Sarabi, U. of Erlangen-Nuremberg; Sabina Bogilovic, U. of Ljubljana, Faculty of Administration

Participants: Ellen Schmid, TUM School of Management, Technische U. München; Katharina G. Kugler, Ludwig Maximilian U. of Munich (LMU); Felix Claus Brodbeck, Ludwig Maximilian U. of Munich (LMU); Stephan Nüesch, Westfälische Wilhelms-U. Münster; Nico Lehmann, U. of Goettingen; Catherine Connelly, McMaster U.; Miha Skerlavaj, U. of Ljubljana, Faculty of Economics

2150 (Paper Session) - (OB, ODC, OMT) Two Sides of the Same Coin? A Dialogue on the Co-Existence of Hierarchical and Collective Leadership

Organizers: Nicole Alexy, Bundeswehr U. Munich; Jim Hazy, Adelphi U.

Discussant: Erica Gabrielle Foldy, New York U.

A Social Psychological Perspective on Collective and Hierarchical Leadership | Anson Seers, Virginia Commonwealth U.

Collective Leadership or Leading in a Collective? Exploring Network Effects and Scaling Dynamics | Jim Hazy, Adelphi U.; Murat Sakir Eroglu, Adelphi U.

Differences Between Collective and Hierarchical Leadership: With and Without Distinction | Gail T. Fairhurst, U. of Cincinnati; Brad Jackson, Victoria U. of Wellington

Inclusivity and Exclusivity, ‘Cousins’ of Collective and Hierarchical Leadership? | Howard Youngs, Auckland U. of Technology

Hierarchy: First among “Unequals” | Joseph A. Raelin, Northeastern U.


2151 (Paper Session) - (OB, OMT, MOC) Meaning and Social Contagion: The Impact of Belief Interdependence on Diffusion

Organizers: James Philip Houghton, Massachusetts Institute of Technology; Daniel DellaPosta, -; Jon Atwell, Stanford GSB

Panelists: James Philip Houghton, Massachusetts Institute of Technology; Daniel DellaPosta, -; Jon Atwell, Stanford GSB
Session Details – Tuesday, 2:00 - 4:00 PM

TUESDAY

2155 : (Paper Session) - (ODC) Bureaucracy and Change
3:00pm - 4:30pm Boston Hynes Convention Center: 104
Chair: Julie Smendzuk-O’Brien, Fielding Graduate U.
Why Have Losses Become More Common at Large U.S. Firms? Falling Operating Profits, Rising Debt.
(Withdrawn) | Matthew Stimpson, UC Berkeley

Analyzing the Impact of Initial Imprints on a Bureaucratic Organization: The Case of Pakistan | Shaheen Naseer, Lahore School Of Economics; Klaus Heine, Erasmus U. Rotterdam

2156 : (Paper Session) - (ODM) Time, Temporality and Organization
3:00pm - 4:30pm Boston Hynes Convention Center: 103
Chair: Stephanie Koornneef, Tilburg U.
Killing Boredom: On the Expansion and Contraction of Time in Organizational Transformation | Sarah Stanske, European Uni Viadrina, Frankfurt (Oder); Matthias Wenzel, European Uni Viadrina, Frankfurt (Oder); Jochen Koch, European Uni Viadrina, Frankfurt (Oder); Madeleine Stefanie Rauch, Copenhagen Business School

Historical Narratives as a Change Facilitator in a Buddhist Temple | Hee-Chan Suh, Ivey Business School
Time will Tell: Temporal Tensions in NGO – Business Partnerships for Sustainability | Dimitra Makri Andersen, Copenhagen Business School

Mechanisms of Failure of Rhetorical History Targeting Internal Organization | Kenji Matsuo, Kumamoto Gakuen U.

2157 : (Paper Session) - (ODM) New Insights in Occupations and Profession
3:00pm - 4:30pm Boston Hynes Convention Center: 104
Chair: Julia DiBenigno, Yale School of Management
Assembling Expertise: Emerging Governance of Algorithmic Systems in New York City | Maximilian Heimstädt, Witten/Herdecke U.; Malte Ziewitz, Cornell U.

Striking out Swinging: The Upside of Forced Inferiority | Brittany Bond, Massachusetts Institute of Technology; Ethan Poskanzer, Massachusetts Institute of Technology
An Empirical Investigation into Market Orientation’s Impact on Customer-Based Brand Performance | Peuker Victoria, RWTH Aachen U.

2158 : (Paper Session) - (OMT) Novel Organizational Forms
3:00pm - 4:30pm Boston Hynes Convention Center: 108
Chair: Jovana Karanovic, KIN Research, VU Amsterdam

The Accelerator as an Organizational Form: A Review and Reconceptualization | Laurens Vandeweghe, Imperial College Business School; Dmitry Sharapov, Imperial College Business School; Bart Clarysse, ETH Zurich

‘Pure’ Information Provision: The Implications of Artificial Intelligence for Organizational Design | Thomas Steinberger, U. of Michigan

A Configuration Perspective of Project Management | Ba Anh Khoa Dao, esg uqam

Sharing is Caring: How Decentralization in DLTBO Drives the Success of Temporary Organizations | Johannes Kaske, Johannes Gutenberg-U. Mainz; Andranik Tumasjan, Johannes Gutenberg-U. Mainz

2159 : (Paper Session) - (OMT) Navigating Paradoxes and Tensions
3:00pm - 4:30pm Boston Hynes Convention Center: 109
Chair: Wendy K. Smith, U. of Delaware
The Folding of Organizational Tensions | Greg S. Molecke, U. of Exeter; Tobias Hahn, ESADE Business School; Jonatan Pinkse, U. of Manchester

Tensions of Ambidextrous Change: Evolutionary View to Tension Emergence and Resolution | Päivi Majanen, Lappeenranta-Lahden U. of Technology LUT; Paavo Rita, LUT
School of Business and Management

Navigating Occupational Paradox through Managing Compatibility | Vontrese Deeds Pamphile, George Washington U.

Finalist for the OMT Division Best Paper Award

2160 : (Paper Session) - (OMT) Executive Boards and Performance Decline
3:00pm - 4:30pm Boston Hynes Convention Center: 201
Chair: Andrea Lagna, Loughborough U.

Timing and Function of Top Management Team Changes in Organizational Decline and Turnaround | Derek Lehmberg, North Dakota State U.; Chanchai Tangpong, North Dakota State U.; Zonghui Li, Jacksonvile U.

Eyes on the Horizon? Fragmented Elites and the Short-Term Focus of the American Corporation | Richard A. Benton, U. of Illinois at Urbana-Champaign; Joel Adam Cobb, The U. of Texas at Austin
Finalist for the OMT Division Best Paper Award

Performance Shortfall and Board Political Capital Building: A Behavioral Model of Director Selection | Renfei Gao, U. of
2161: (Paper Session) - (OMT) Individual-Level Antecedents and Consequences of Innovation and Entrepreneurship
3:00pm - 4:30pm Boston Hynes Convention Center: 202
Chair: Barak S. Aharonson, School of Management, Xiamen U.
Which Kind of Employees Benefits More from Gender Diversity? | Carla Carolina Rúa Gómez, U. della Svizzera Italiana; Gianluca Carnabuci, ESM European School of Management and Technology
Experience Instability Together: A Firm-Level View on Divorce | Tunde Cserpes, Aarhus BSS, Aarhus U.; Michael S. Dahl, Aarhus U.; Olav Sorensen, Yale U.
Reciprocity or Monetary Incentive? Network-Activation Strategies and Referrals to Investors | Jared Nai, Singapore Management U.; Yimin Lin, Singapore Management U.; Balagopal Vissa, INSEAD

2162: (Paper Session) - (OMT) Trust: Forms, Signals, and Consequences
3:00pm - 4:30pm Boston Hynes Convention Center: 208
Chair: Clarissa E. Weber, U. of Goettingen
Legitimacy, Government Regulations and the Emergence of the Market for Cryptocurrencies | Andrew Jay Isaak, U. of Mannheim; Suleika Bort, Chemnitz U. of Technology
With Cheaters We all Prosper?: Micro-Movements through Rankings and their Systemic Implications | Cassandra Chambers, Bocconi U.
The Production of Trust in Global Platform-based Markets | Yanhua Bird, Harvard U.

2163: (Paper Session) - (OMT) Is It Good to Be Bad?
Diffusion Trajectories of Ideas and Policies
3:00pm - 4:30pm Boston Hynes Convention Center: 209
Chair: Eugene Taeha Paik, U. of Mississippi
Finalist for the OMT Division Best Student Paper Award
Local Upper-Class Clubs as Backstages: The Diffusion of Stock Backdating | Kun Yao, U. of Illinois at Urbana-Champaign; Nate Xu, U. of Illinois at Urbana-Champaign; Luqun Xie, Shanghai Jiao Tong U.

2164: (Paper Session) - (OMT) Strategic Engagement with Institutional Logics
3:00pm - 4:30pm Boston Hynes Convention Center: 210
Chair: Ebony N. Bridwell-Mitchell, Harvard U.
Logic Multiplicity and Organizational Competitiveness | Joana Pereira, Leeds U. Business School
Institutional Complexity and the Process of Innovation | Harry Scarbrough, City U. London; Jacky Swan, U. of Warwick; Sue Newell, Warwick Business School
Institutional Complexity as a Strategic Resource: Navigating the Field Following a Disruption | Rachel Gifford, Faculty of Economics and Business, U. of Groningen; Eric Molleman, U. of Groningen; Taco Van Der Vaart, Groningen U. (RuG)
Liberalization and Legitimacy: Relationship Formation in a Newly Liberalized Market | Ningzi Li, U. of Colorado, Boulder; Abdullah Shahid, Cornell U.

2165: (Paper Session) - (OMT) Activism and Disruption
3:00pm - 4:30pm Boston Hynes Convention Center: 216
Chair: David Jacobs, Morgan State U.
Tweet, Frame and Repeat: Evidence on Individual Mobilization Outcomes from an Online Health Campaign | Anna Priante, U. of Twente

2166: (Paper Session) - (OMT) Field Formation and Identity Construction
3:00pm - 4:30pm Boston Hynes Convention Center: 218
Chair: Asma Zafar, U. of Alberta
We Are All Made of Glitter: Emotional Contagion, Empathy, and Legitimacy’s Double-Edged Sword | Andreae Gorbarati, U. of California, Berkeley; Cyrus Dioun, U. of Colorado, Denver
The Evolutionary Story of Labels in a New Market Space: Through the Lens of Crowds | Sarah Seong, U. of Washington
When the Time Never Comes: Temporality and Legitimacy in a Nascent Field | Heli Tuulia Nissilä, Aalto U. School of Business

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Session Details – Tuesday, 2:00 - 4:00 PM

2167: (Paper Session) - (OMT) Processes and Mechanisms of Institutional Work Across Diverse Institutional Contexts
3:00pm - 4:30pm Boston Hynes Convention Center: 313
Chair: Deborah Andersohn, U. of Oxford
Ontological Drifts, Implications for Practice, and Legitimacy in Management Research | Tatiana Dia, Lancaster U.
Management School; Charles Baden-Fuller, Cass Business School, City, U. of London
The Role of Professional Values in the Institutional Work of Heterogeneous Actors | Laure Lelasseeux, HEC Paris; Michel William Lander, HEC Paris
→ Large-Scale Institutional Work: How Interveners Seed Human Rights Values and Practices in China | Yanfei Hu, U. of Surrey; Claus Rerup, Frankfurt School of Finance & Management; Charlene E. Zietsma, Penn State U.

2168: (Paper Session) - (ONE) Legitimacy Perceptions and Institutional Drivers of Environmental Sustainability
3:00pm - 4:30pm Westin Copley Place Boston: Defender
Legitimacy and Sustainability
Chair: Cyril Parks, U. of Houston
Can do or should do: Differential signaling for environmental legitimacy | Eva Niistinen, Alliance Manchester Business School; Albert Jolink, Coventry U.
The Spillover Effect in the Adoption of Multiple Voluntary Certification Programs | Xia Li, Boston U. Questrom School of Business
Coffee on The Run: Cultural and Institutional Factors in Waste Behaviors | Robert Crocker, UniSA; Alana Potts, UniSA; Sukhbir Kaur Sandhu, U. of South Australia; Sumit Lodhia, U. of South Australia; Marc O Orltzsky, U. of South Australia
→ Let’s Do The Fracking Talk: An Experimental Approach To Understanding Legitimacy Perceptions | Sonia Siraz, IE Business School; Bjorn Paul Claes, The Open U.; Julio O. De Castro, IE U. - IE Business School Madrid, Spain

2169: (Paper Session) - (ONE, ENT, STR) The Role of Family Firms in Environmental Sustainability
3:00pm - 4:30pm Westin Copley Place Boston: Courier
Is Family Business Uniquely Positioned to Accelerate the Transformation to Sustainability? | Stuart Hart, U. of Vermont
Executive Religiosity and Eco-Sustainable Behavior in Family Firms | Danny Miller, HEC Montreal; Isabelle Le Breton-Miller, HEC Montreal
From Family Firm CSR to Family Firm Philanthropy in Latino Business Families | Cristina Cruz, IE Business School
Family Firms’ Use of Symbolic and Substantive CSR for Financial Gain | Peter Jaskiewicz, Telfer School of Management, U. of Ottawa; Jim Combs, U. of Central Florida;
Rahul Ravi, John Molson School of Business, Concordia U.; Judith Louise Walls, HSG U. of St. Gallen
The Role of Family Firms in Environmental Sustainability: An Integrative Model | Sanjay Sharma, U. of Vermont; Pramodita Sharma, U. of Vermont
Participants: Sanjay Sharma, U. of Vermont; Pramodita Sharma, U. of Vermont

2170: (Paper Session) - (OSCM) HRM and Organization
3:00pm - 4:30pm Westin Copley Place Boston: North Star
Chair: John R. MacDonald, Colorado State U.
The Trade-Offs of Resilience and Efficiency in Synchronodal Supply Chains; An Empirical Analysis | Beatriz Acero, U. of Zaragoza; Maria Jesus Saenz, Massachusetts Institute of Technology
Appealing to the Ideals and Oughts: Leadership-Follower Fit and Absenteeism | John R. MacDonald, Colorado State U.; Samantha A. Conroy, Colorado State U.; Stephanie Eckerd, Indiana U. - Kelley School of Business; William J. Becker, Virginia Tech
Compensation in Operations and Supply Chain Management: a Manifest Text Analysis Approach | Christian Rossetti, Georgia Southern U.

2171: (Paper Session) - (OSCM) Blockchain
3:00pm - 4:30pm Westin Copley Place Boston: Parliament
Chair: Xiaosong Peng, U. of Houston
Risk, Trustworthiness, and Justice: Understanding Blockchain Technologies in the Supply Chain | Ellie C. Falcone, U. of Arkansas Sam M. Walton College of Business; Zach Steelman, U. of Arkansas; John Aloysius, U. of Arkansas Sam M. Walton College of Business
A Supply Chain Transparency and Sustainability Technology Appraisal Model for Blockchain Technology | Chenguang Bai, U. of Electronic Science and Technology of China; Joseph Sarkis, Worcester Polytechnic Institute
Strategic Product Deletion and Supply Chain Information Governance Using Blockchain Technology | Qingyun Zhu, Worcester Polytechnic Institute; Mahatb Kouhizadeh, Worcester Polytechnic Institute
→ Does Hospital Acquisition Lead to Quality Improvements? The Roles of Geographic Proximity and Service Line Similarity | Xiaosong Peng, U. of Houston; Yiqiao Cheng, U. of Houston; Yuan Ye, California State U., Sacramento

2172: (Paper Session) - (PNP) Theory Building and Governance
3:00pm - 4:30pm Hilton Boston Back Bay: Adams B
Chair: Daniel Degravel, California State U., Northridge
Understanding Regulatory Behavior From the Ground Up: A Comparative View | Sora Park, SUNY at Albany New York
A Preliminary Macro and Micro Theory of Employee Accountability | Yousueng Han, U. of Southern California; James L. Perry, Indiana U.
Organizational Exit in Interorganizational Collaboration: From a Negotiated Cyclical Process View | DaJung Woo, U. of Tennessee, Knoxville

Effects of Self-Regulation on the Accountability of State-Owned Enterprises | Ulf Papenfuß, Zeppelin U.; Christian Arno Schmidt, Zeppelin U.

2173  : (Paper Session) - (PNP) Human Resource Management and Organizational Behavior
3:00pm - 4:30pm Hilton Boston Back Bay: Copley
Chair: Cullen C. Merritt, Indiana U. / Purdue U., Indianapolis

The Role of Perceptions of Government Employees: An Examination of Personal and Professional Identity | Jaclyn Piatak, U. of North Carolina, Charlotte; James Douglas, UNC Charlotte; Ringa Raudla, Tallinn U. of Technology

The Role of Creativity and High Performance Work Systems in Public Sector Performance | Binhua Eva Huang, York U.; Shruti Sardeshmukh, U. of South Australia; John Benson, Monash U., Malaysia; Ying Zhu, U. of South Australia

Not for the Faint-Hearted? How Doctoral Students Emotionally Handle the Pressure of Output Indicators | Isabel Renée Alejandra Bögger, U. of Konstanz

Using the Lens of the Professions to Examine Management Theories of Sector | Robert Christensen, Brigham Young U.; Kurt Sandholz, Brigham Young U.; Jared Olsen, Brigham Young U.

2174  : (Js:) (RM, MED) How to Be a Good Reviewer? A Competency Framework for Reviewer Development
3:00pm - 4:30pm Boston Hynes Convention Center: 303
Chair: Ruchi Sinha, U. of South Australia
Panelists: Larry J. Williams, U. of Nebraska, Lincoln; Gokhan Ertug, Singapore Management U.; M. Gloria Gonzalez-Morales, U. of Guelph; Gudela Grote, ETH Zurich; Paul Hibbert, U. of St Andrews

2175  : (Paper Session) - (SIM) Microfoundations and Diversification in CSR
3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: Carol J. Bond, School of Management, RMIT U.

Roles of Multi-Dimensions of CSR in Brand Value: Moderating Effect of Firm Size | Hyun Gon Kim, Rutgers U.; Wootae Chun, U. of Northern British Columbia; Zhan Wang, St Cloud State U.

Microfoundations of Symbolic and Substantive CSR: From a Practice Perspective | Linh Chi Vo, Ecole de Management de Normandie; Karen Delchét-cochet, ISC Paris Business School; Blissam Moncef, -; Hakim Akeb, -

The Economic Penalty of Diversified CSR | Murad A. Mithani, Stevens Institute of Technology; Ipek Kocoglu, Stevens Institute of Technology


2176  : (Paper Session) - (SIM) Corporate Innovation
3:00pm - 4:30pm Boston Marriott Copley Place: Hyannis
Chair: Anusha Ramesh, U. of Virginia Darden School of Business

Corporate Governance, Corporate Social Performance, and New Product Introductions | Maria Jose Murcia, IAE Business School - Argentina; Jorge Tarzijan, Pontificia U. Católica de Chile; Rajat Panwar, Appalachian State U.

The Opportunity Cost of Share Repurchases | Tim Swift, Saint Joseph's U.

Does CSR Affect Managerial Myopia? The Case of Corporate R&D Strategy | Xiaoping Zhao, Shanghai Jiao Tong U.; Feibo Shao, Missouri State U.; Yue Song, Auburn U.

High-vs. Low-Performance Configurations of Stakeholder Management and Innovation Strategies | Naomi Haefner, U. of St. Gallen; Maximilian Palmié, U. of St. Gallen

2177  : (Paper Session) - (SIM) The Role of Employees in CSR
3:00pm - 4:30pm Boston Marriott Copley Place: Nantucket
Chair: Beverly Connelly, Benedictine U.

Internal Norm Entrepreneurship: Employees' Strategies for Enacting Responsibility | Tina Sendlhofer, Stockholm School of Economics

Identity Tensions in CSR Communication: Unpacking the Role of Employees | Chantal Van Den Ouveland, Amsterdam Business School, U. of Amsterdam; Siri Nordland Boe-Lillegren, Amsterdam Business School, U. of Amsterdam

CSR and Employee Volunteering: Organizational and Individual Levels of Analysis | Suzanne Young, La Trobe U.; Arthur Stukas, La Trobe U.; Swati Nagpal, La Trobe U.; Margo Sheahan, La Trobe U.

Excited to Work in Socially Responsible Companies: The Effects of CSR Perception on Service Workers | Se Hyung OH, Hanyang U.; Hwayoung Kim, Hanyang U.

2178  : (Paper Session) - (STP) Strategic Change or Status Quo?
3:00pm - 4:30pm Boston Park Plaza: Beacon Hill
Chair: Keshab Acharya, U. of Texas Rio Grande Valley

The Double-Edged Effects of Top Managers' Commitment to the Status Quo on Firms' Crisis Resolution | Fabian Struck, U. of Passau; Lasse Milinski, U. of Passau; Linda Schaedler, U. of Passau; Lorenz Graf-Vlachy, U. of Passau; Andreas Sebastian König, U. of Passau

Are Directors' Skills Equal to the Task? Expertise Gaps Between Directors and Firm Strategy | Karen Schnatterly, U. of Missouri; John Berns, U. of Mississippi; Felipe Calvano Da Silva, U. of Missouri, Columbia; Chaoquin Deng, U. of Missouri


Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
### Session Details – Tuesday, 2:00 - 4:00 PM

#### 3:00pm - 4:30pm Boston Park Plaza: Emerson

**Middle Managers' Roles in Developing Dynamic Capabilities**

**Dynamic Capabilities Deployment Under an Exploration and Why Dynamic Capabilities Erode Behavioral Strategy, Process, and Change Track**

#### 3:00pm - 4:30pm Boston Park Plaza: Constitution

**Initial Public Offerings: A Stakeholder Approach**  
*Chair:* Jan-Willem Stoelhorst, IE Business School; Felipe Csaszar, U. of Michigan; Gurmeeta Vasudeva, U. of Minnesota

**The Role of Human Capital Integration in the Decision to Invest in a New Technology**  
*Chair:* Casidhe Horan Troyer, London Business School

#### 2179: (Paper Session) - (STR) Navigating New Technologies

**Innovation Strategy and Industry Dynamics Track**

- **Chair:** Peder I. Furseth, BI Norwegian Business School
- **Organizing for Disruptive Innovation: Untangling Cognitive and Structural Antecedents**  
  *Saerom Lee*, U. of Michigan
- **The Technological Anomaly: Does the Market Understand Technologically Related Diversification?**  
  *Raffaele Morandi Stagni*, Department of Business Administration, U. Carlos III de Madrid; **Juan Santaló**, IE Business School
- **Firms’ Tempered Radicalism in Global Entry and Scaling of Electric Vehicle Technology**  
  *Sunasir Dutta*, U. of Minnesota
- **When the Dynamized Become the Dynamizing**  

#### 2180: (Paper Session) - (STR) Stakeholder Theory

**Stakeholder Strategy Track**

- **Chair:** Tyler Whittle, Stanford U.
- **Does Stakeholder-Oriented Governance Mitigate a Dark Side of Shareholder-Oriented Governance?**  
- **Strategic Alternative of Stakeholder Salience: Insights From “Monte dei Paschi di Siena” (1996-2012)**  
  *Shemuel Lampronti*, Warwick Business School; **Elisa Operti**, ESSEC Business School

#### 2178: (Paper Session) - (STR) Managing Political Connections

**Stakeholder Strategy Track**

- **Chair:** Paresha N. Sinha, U. of Waikato
- **When Do Politically Connected Firms Use Cash on R&D? Contingency Effect of Anti-Corruption Campaign**  

#### 2181: (Paper Session) - (STR) Temporal CEO Focus: The Role of Short-Termism

**Strategic Leadership and Governance Track**

- **Chair:** Maria Goranova, U. of Wisconsin, Milwaukee
- **Past, Present, and Future: A Look at How CEO Temporal Focus Affects Strategic Risk Taking**  
  *Mark R. DesJardine*, Penn State Smeal College of Business; **Wei Shi**, U. of Miami
- **The Rise of Stock Buybacks: Investigating the Impact of Common Ownership, Activism, & Shortselling**  
- **Have They Seen Enough to Know Better? CEO Career Variety and Share Repurchases**  
  *Aly Zaazoua*, RWTH Aachen U.; **David Bendig**, RWTH Aachen U.; **Yao**, Renmin U. of China

### Thematic orientation:
- Teaching
- Practice
- International
- Program Theme
- Research
- Diversity
- Best Paper

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**Section D**

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**TUESDAY**

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**510**
2185  ➡️ (Paper Session) - (STR) New Approaches to Sustainable Advantage
3:00pm - 4:30pm Boston Park Plaza: Stuart

Competitive Strategy and Heterogeneity Track
Chair: Simon JD Schillebeeckx, Singapore Management U.


Getting Better or Being Better? Within and Between Effects in Management Research | Mikko Ketokivi, IE Business School; Philip Bromiley, U. of California, Irvine; Amrou Awaysheh, Indiana U.; Kelley School of Business

On Corporate Inequality | S. Trevis Certo, Arizona State U.; David G. Simson, U. of Washington

Competitive Advantage as a Disposition | Kenneth Silver, U. of Southern California

2186  ➡️ (Paper Session) - (STR) Innovation and Rivalry
3:00pm - 4:30pm Boston Park Plaza: White Hill

Competitive Strategy and Heterogeneity Track
Chair: Jovan Grahovac, Purdue U.

R&D Races as Strategic Factor Markets | Jovan Grahovac, Purdue U.; H. Dharma Kwon, U. of Illinois at Urbana-Champaign; Wenxin Xu, The Hong Kong Polytechnic U.

The Performance Effects of Competing Representations of Rivalry in Novel Innovation | James Ostler, McDonough School of Business, Georgetown U.; Nile W. Hatch, Brigham Young U.

Does Rivalry Influence Selective Reporting in Scientific Publications? | Rosselia Salandra, School of Management, U. of Bath; Jan-Michael Ross, Imperial College London

How Does Regulation Impact Strategic Repositioning By Firms Within Submarkets? | Ajay Bhaskarabhatla, Erasmus U. Rotterdam; Priyam Anurag, Indian Institute of Management, Bangalore; Chirantan Chattree, Indian Institute of Management, Ahmedabad; Enrico Pennings, Erasmus School of Economics, Rotterdam

2187  ➡️ (Paper Session) - (STR) Performance Feedback and Problemistic Search
3:00pm - 4:30pm Boston Park Plaza: Winthrop

Behavioral Strategy, Process, and Change Track
Chair: Hugo Verber, Tilburg U.

Variations in the Effects of Performance Above Aspirations: Empirical Artifact or Theoretical Gap? | Daniela Blettner, Simon Fraser U.; Serhan Kotiloglu, Stevens Institute of Technology; Thomas Lechner, Stevens Institute of Technology


Mixed Signals: (In)consistent Performance Feedback and Problemistic Search | Hugo Verber, Tilburg U.; Tine Buyt, Tilburg U.; Marius Meeus, Tilburg U.


2188  ➡️ (JS) (STR, TIM) Strategies for Creating New Industries and Navigating Technological Changes
3:00pm - 4:30pm Boston Park Plaza: Arlington


The Evolution of Incumbents’ Business Models and Alliances after Complementary-asset Discontinuities | Alessio Cozzolino, U. College Dublin; Frank T. Rothaermel, Georgia Institute of Technology

Participants: Sonali Shah, U. of Illinois at Urbana-Champaign; Johann Peter Murmann, U. of New South Wales; Mahka Moeen, U. of North Carolina, Chapel Hill; Nicholas Argyres, Washington U. in St. Louis; Lyda S. Bigelow, U. of Utah; Jack A. Nickerson, Washington U.; Hakan Ozalp, Vrije U. Amsterdam; Frank T. Rothaermel, Georgia Institute of Technology; Alessio Cozzolino, U. College Dublin

2189  ➡️ (JS) (STR, TIM, OMT) Digital Transformation & Firms’ Innovative Strategies: Capabilities, Ecosystems, and Business Models
3:00pm - 4:30pm Boston Park Plaza: Boylston

Organizers: Alberto Di Minin, UC Berkeley; Francesca Spigarelli, U. di Macerata; Gian Luca Gregori, Vrije U. Amsterdam

Participants: Gianvito Lanzolla, Cass Business School; Martin Kenney, U. of California, Davis

The Digital Transformation of SMEs through the Open Innovation Paradigm. | Dominique Lepore, U. di Macerata

Digital Transformation and Business Models | Christopher L. Tucci, Imperial College Business School & EPFL

Digitalization & Platformization: Reconceptualizing Innovation & Entrepreneurship in the Digital Age | Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.

Diffusion of Digital Technologies and Absorptive Capacity: Challenges to Strategic Transformation | Shaker A. Zahra, U. of Minnesota

Presenters: Dominique Lepore, U. di Macerata; Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.; Shaker A. Zahra, U. of Minnesota; Christopher L. Tucci, Imperial College Business School & EPFL

Participants: Luca Marinelli, U. Politecnica delle Marche; Nicola Del Sarto, Scuola Superiore Sant'Anna; Antonio Crupi, Scuola Superiore Sant'Anna

Thematic orientation: Teaching | Practice | International | Program Theme | Research | Diversity | Best Paper
Ex 2190: (Paper Session) - (TIM) Technology, Strategy and Competition: Inter-firm Collaboration
3:00pm - 4:30pm Boston Hynes Convention Center: 107
Chair: Ramin Vandaie, U. at Buffalo, The State U. of New York
Payment Structure, Bargaining Power and Real Options: Evidence from Biotechnology Licensing | Lenos Trigeorgis, King's College London and U. of Cyprus; Francesco Baldi, Luiss Guido Carli U.; Daniela Bagliere, U. of Messina; Raffaele Oriani, Luiss Guido Carli U.
Ex tenebris: Challenges and strategies for surfacing and "in the field" innovation | Aldona Kapacinskaite, London Business School; Colleen Cunningham, London Business School
The Effect of Opportunistic Loading on Firms' Collaborative Behavior | Abel Lucena, U. of the Balearic Islands; Miryam Martin, U. of the Balearic Islands
Coordinated Attention in Collaborative Innovation | Wolfgang Sofka, Copenhagen Business School; Andreas Distel, Ludwig Boltzmann Gesellschaft & Copenhagen Business School

Ex 2191: (Paper Session) - (TIM) Innovation Processes: Innovation with Constraints
3:00pm - 4:30pm Boston Hynes Convention Center: 110
Chair: Sanjay Jain, California State U. Northridge
Mapping the field: a bibliometric analysis of intellectual communities in frugal innovation | Viviana D'Angelo, Luiss Guido Carli U.; Mats Magnusson, KTH Royal Institute of Technology
The Effect of Innovation Constraints on Innovation Performance in the Service Industry | Jaeho Shin, Seoul National U.; Seongwuk Moon, -; Hong suk Yang, -
Ex tenebris: Challenges and strategies for surfacing and reintegrating secret innovation projects | Anika Stephan, HEG School of Management Fribourg / HES-SO // U. of Applied Sciences Wes; Philipp Bubenzer, HES-SO / ETH Zurich

Ex 2192: (Paper Session) - (TIM) Organizational Innovation: Ambidexterity and Organizations
3:00pm - 4:30pm Boston Hynes Convention Center: 111
Chair: E. Geoffrey Love, U. of Illinois at Urbana-Champaign
Build Cross-boundary Ambidexterity in A High-tech Company | Mengling Yan, Beijing U. of Posts and Telecommunications; Liping Chen, Guanghua School of Management, Peking U.; Xiaoyang Dong, Peking U.; Yan Yu, Key Lab of DEKE, School of Information, Renmin U. of China; Yanni Hu, Guanghua School of Management, Peking U.
Embracing the Unplanned: Organizational Ambidexterity within Manufacturing SMEs | Annika Engström, Jönköping U., School of Engineering; Daved Barry, Clarkson U.; Kristina Sollander, -; Nina Edh Mirzaei, Jönköping U.; Anette Johansson, -
Exploration Versus Exploitation in Corporate Venturing Investment Portfolio and Innovation | Ya-Hui Lin, Ming Chuan U.; Chung-Jen Chen, National Taiwan U.

Ex 2193: (Paper Session) - (TIM) Technology, Policy & Society: Patenting and Patent Value
3:00pm - 4:30pm Boston Hynes Convention Center: 203
Chair: Marco S. Giarratana, IE Business School
Excessive patent breadth, patent validity, and subsequent litigation in the chemical industry | Christian Sterntzke, Sterntzke Ventures; Sascha G. Walter, U. Wuerzburg
When are applied patents more valuable than granted patents? | Taiyuan Wang, China Europe International Business School (CEIBS); Chengli Shu, U. of Adelaide; David Deeds, U. of St. Thomas
Approximating the Standard Essentiality of Patents - A Semantics-Based Analysis | Lorenz Brachtendorf, Max Planck Institute for Innovation and Competition; Fabian Gaessler, Technical U. of Munich; Dietmar Harhoff, Max Planck Institute for Innovation and Competition
Does the Political Ideology of Patent Examiners Matter? An Empirical Investigation | Joseph Raffiee, U. of Southern California; Florenta Teodoridis, California Southern U.

Ex 2194: (Paper Session) - (TIM) Organizational Learning & Search: Search Proximity and Scope
3:00pm - 4:30pm Boston Hynes Convention Center: 204
Chair: Snehal Awate, Indian School of Business
The moderating influence of knowledge spillover on inventive search strategies | Jie Wu, U. of Macau; Jeffrey Barden, Oregon State U.; Yohan Choi, Oregon State U.; Xinhe Zhang, U. of Macau
Commercial or Technological Impact? Contextual Determinants of the Value of Nonlocal Search | Sai Krishna Yayavaram, Indian Institute of Management, Bangalore; Yuan Shi, Robert H. Smith School of Business, U. of Maryland
What’s the problem? How crowdsourcing contributes to identifying scientific research questions | Susanne Beck, Ludwig Boltzmann Gesellschaft; Tiare-Maria Brasseur, Ludwig Boltzmann Gesellschaft & Copenhagen Business School; Marion Kristin Poetz, Copenhagen Business School; Henry Sauermann, ESMT European School of Management and Technology
Distal and proximal cues: role of firm units and inventors in organizational knowledge development | Snehal Awate, Indian School of Business; Srikar Paruchuri, Pennsylvania State U.; Anupama Phene, George Washington U.; Sandeep Akkinapelli, -

Ex 2195: (Paper Session) - (TIM) Human Aspects of Innovation: Perspectives on Diversity and Innovation
3:00pm - 4:30pm Boston Hynes Convention Center: 205
Chair: Diego Zunino, SKEMA BS - U. Côte d'Azur
Unwelcome Voices? Female-Led Initiatives, Performance, and the Bias-Mitigating Potential of Novelty | Rachel W. Mui, Oklahoma State U.; Owen Nelson Parker, Oklahoma State U.; Varkey Titus, U. of Nebraska, Lincoln
2196 JS: (TIM, ENT) How Do Innovators Learn from Others? Examining Help, Feedback and Advice in Creating Novelty
3:00pm - 4:30pm Boston Hynes Convention Center: 301
Organizer: Amisha Miller, Boston U. Questrom School of Business
Panelists: Bess Rouse, Boston U. Questrom School of Business; Matthew Grimes, Cambridge Judge Business School; Elana Feldman, U. of Massachusetts, Lowell; Paul Isaacs Green, U. of Texas, McCombs

2197 JS: (TIM, STR, ENT) Geography, Policy, and the Emergence of Entrepreneurial Ecosystems
3:00pm - 4:30pm Boston Hynes Convention Center: 205
Chair: Ludovic Diabaggio, SKEMA Business School
Discussants: Myriam Mariani, Bocconi U.; Philip Edgar Auerswald, George Mason U.
Funding Emerging Ecosystems | Paige Clayton, U. of North Carolina, Chapel Hill; Benjamin Montmartin, SKEMA Business School; Maryann P. Feldman, U. of North Carolina, Chapel Hill
Local Policies and Scientific Research: Evidence from State-Level Legalization of Marijuana | Eunhoo Sohn, Georgia Institute of Technology; Kyle Roy Myers, Harvard Business School
Fostering the Growth of Student Start-Ups from University Accelerators | Shiri Breznitz, U. of Toronto; Qiantao Zhang, U. of Toronto
Presenters: Paige Clayton, U. of North Carolina, Chapel Hill; Mercedes Delgado, Temple U.; Eunhoo Sohn, Georgia Institute of Technology; Shiri Breznitz, U. of Toronto

2198 SHCS: (TIM, STR, OMT) Coordinating Stakeholders and Ecosystems in New Industries
3:00pm - 4:30pm Boston Hynes Convention Center: 206
Discussants: Tammy L. Madsen, Santa Clara U.; Violina Rindova, U. of Southern California

Bottlenecks and Industry Emergence: The Impact of Technology and Strategic Bottlenecks on Innovation | Nathan Furr, INSEAD; Rahul Kapoor, U. of Pennsylvania
Strategies for Achieving Product-Market Fit in Nascent Ecosystems | Shi Ying Lim, National U. of Singapore; Douglas Hannah, The U. of Texas at Austin
Presenters: Nathan Furr, INSEAD; Douglas Hannah, The U. of Texas at Austin; Laura Huang, Harvard Business School; Michael G Jacobides, London Business School; Rahul Kapoor, U. of Pennsylvania; Shi Ying Lim, National U. of Singapore; Anoop Menon, The Wharton School, U. of Pennsylvania; Nina Teng, London Business School; Tiona Zuzul, Foster School of Business

TUESDAY 4:30PM
2199 : (ICW) NOCA Debriefing Session 4
4:30pm - 8:00pm The Fairmont Copley Plaza Hotel: State Suite B
This session is specifically geared towards the group participating in AOM 2019 with NOCA and CBS Executive. Overall the session is a debriefing of the content on the conference.
Organizer: Marie Louise Pedersen.

TUESDAY 4:45PM
2200 : (MC) MC Executive Committee Meeting - Part 2
4:45pm - 5:45pm Boston Park Plaza: Tremont
Division Chair: Tonya L. Henderson, Software Engineering Services
Program Chair: Eric Sanders, Elmhurst College
Professional Development Workshop Chair: Uzonna Olumba, Benedictine U.

TUESDAY 5:00PM
2201 : (AAA) President’s Farewell Gathering
5:00pm - 6:00pm Boston Park Plaza: Grand Ballroom B
Still in town? Please join the AOM President, Carol Kulik, and your fellow attendees to wind down the 2019 Annual Meeting.
Academy of Management President: Carol T. Kulik, U. of South Australia
Kauffman Networking Reception for Entrepreneurship Research

August 11, 2019
6:30 to 9:00 p.m.
Hilton Boston Back Bay
Fenway Ballroom

The Kauffman Foundation invites you and your colleagues to join us for an informal and interactive networking reception for scholars who are studying entrepreneurship.

Cocktails and hors d’oeuvres will be served.

Learn more about the Kauffman Foundation at Kauffman.org.

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Sessions will be held at the Boston Sheraton Hotel

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Academy of Management Perspectives
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Academy of Management Discoveries
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Academy of Management Annals
Carrie R. Leana and
Stuart Bunderson, Editors.................Monday, AUG 12 @ 2:00pm

Learn about the Academy of Management journals, meet the editorial teams, and get tips on writing a successful paper. All are welcome! Find us at the Publications booth near the AOM Resource Center in the Boston Hynes Convention Center, Plaza Level, Exhibition Hall A.
Get a **free wake-up cup** and learn how **INSIGHTS**, AOM’s online magazine for managers, scholars, teachers and students, offers **actional evidence for the workplace**.

**INSIGHTS Café**

At the Academy of Management’s Annual Meeting in Boston Aug. 9-13. Open: 8 a.m. to 5 p.m. Coffee: 8 a.m. to 10 a.m. Near the Registration Desk.
Table 1: Submissions by Sponsors (Numbers reflect the submissions that were checked in and reviewed. Some symposia were submitted to more than one sponsor.)

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Table 2: Sessions & Participants

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Table 3: Affiliations with 35+ Participants

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<td>Michigan State U.</td>
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<td>Renmin U. of China</td>
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Table 4: Participant Country Representation

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*Self-identified. Data may be incomplete. The Academy takes no position on national borders.
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Free to all conference registrants

REGISTRATION
Dates & Times: Friday: August 9, 2019 7:30AM-8PM
Saturday-Monday: August 10-12, 2019 8AM-5PM
Tuesday: August 13, 2019 8AM-3PM
Location: John B. Hynes Veterans Memorial Convention Center – Hall A

EXHIBITS
Dates & Times: Friday: August 9, 2019 6PM-8PM
Saturday-Sunday: August 10-11, 2019 8AM-5PM
Tuesday: August 12, 2019 8AM-2PM
Location: John B. Hynes Veterans Memorial Convention Center – Hall A

CAREER CENTER SERVICES
Dates & Times:
Friday-Monday: August 9-12, 2019 8AM-5PM
Tuesday: August 13, 2019 8AM-12PM
Location: Boston Marriott Copley Place – Third Floor

ALL-ACADEMY NETWORKING BREAKFAST
Date & Time: Sunday: August 11, 2019 8:30AM-9AM
Location: Sheraton Boston Hotel – Grand Ballroom

Followed by:
ACADEMY OF MANAGEMENT PRESIDENTIAL ADDRESS AND AWARDS CEREMONY
Date & Time: Sunday: August 11, 2019 9AM-10:30AM
Location: Sheraton Boston Hotel – Grand Ballroom

SPECIAL THANKS
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School of Business
THE GEORGE WASHINGTON UNIVERSITY

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