



UNDERSTANDING THE INCLUSIVE ORGANIZATION

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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 Bhidé 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 Fogsgaard, 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, Liberty Ballroom B. Most Innovative Student Paper: **Daily Interactions with Cynical Coworkers Affect Employee Energy and Behavior.** Affinito, Christian, Pearsall, Morgan, Long, & Jones.

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)
- Symposium **“Is the Future of Work Already Here? The Changing Nature of Professionals’ Work and Professionalism”** (Monday, Aug. 12, 9:45am-11:15 am, Boston Hynes Convention Center: 208)
- 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 **ODC 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) & Jaclyn Piatak (jpiatak@uncc.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.

“Keeping the Dream Alive: The Role of Expectancy in Pay-for-Performance Programs,” by Sandro Cabral, Sergio Firpo, Marcelo Marchesini Da Costa, Joana Monteiro, and Leonard Viotti, Tuesday, Aug 13, 1:15pm - 2:45pm, Hilton Boston Back Bay - Copley.

“The Nonprofit Starvation Cycle: Impact of Underfed Overhead on Program Outcomes,” by Hala Altamimi and Qiaozhen Liu, Tuesday, Aug 13, 9:45am - 11:15am, Hilton Boston Back Bay - Adams B.

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

STRATEGIZING 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 Hantz; 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 HI. 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

AOM Program Chair: Quinetta M. Roberson

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ENT - Entrepreneurship

Program Chair: Peter Klein | PDW Chair: Sarah Jack

GDO - Gender & Diversity in Organizations

Program Chair: Eden King | PDW Chair: Joy Beatty

HCM - Health Care Management

Program Chair: Sara Singer | PDW Chair: Brian Hilligoss

HR - Human Resources

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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INDAM - India Academy of Management

PDW Chair: Vishal Gupta

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PTC - Practice Theme Committee

PDW Co-chair: Christof Backhaus | PDW Co-chair: Emmanuel Monod

TTC - Teaching Theme Committee

PDW Chair: Paul Prosper

NDSC - New Doctoral Student Consortium

PDW Chair: Carolyn Lofgren

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- Express Check-In Kiosks (For Pre-Registered Attendees ONLY)
- Stationed Computer Access

Technology Center & Express Check-In Kiosk Information

- Wireless Internet Access
- Charging Stations
- Exhibit Hall

<p style="text-align: center;"><u>Hynes Convention Center</u></p> <p> - Exhibit Hall A - Foyer <i>Available:</i> Thursday - 5pm-8pm, Friday - 7:30am-8pm, Saturday-Monday - 8am-8pm and Tuesday - 8am-3pm</p> <p> - Inside Exhibit Hall A <i>Available:</i> Friday 6pm-8pm, Saturday-Sunday 8am-5pm and Monday 8am-2pm (Wireless Signal: AOM-HYNES Password: AOM-2019)</p> <p><u>Hilton Boston Back Bay Hotel</u> (Wireless Signal: AOM-HILTON Password: AOM-2019)</p> <p style="text-align: center;"><u>Speaker Ready Room Locations:</u></p> <p>Hynes: Room 105 Sheraton: Boardroom Marriott: Fourth Floor Registration Desk Park Plaza: Commonwealth Room Westin: Mastiff Room</p>	<p style="text-align: center;"><u>Boston Marriott Copley Place</u></p> <p> - Third Floor, Atrium Lounge (Wireless Signal: AOM-MARRIOTT Password: AOM-2019)</p> <p style="text-align: center;"><u>Sheraton Boston Hotel</u></p> <p> - Second Floor-Grand Ballroom Foyer (Wireless Signal: AOM-SHERATON Password: AOM-2019)</p> <p style="text-align: center;"><u>Westin Copley Place Boston</u></p> <p> - Third Floor-Essex Ballroom Foyer (Wireless Signal: AOM-WESTIN Password: AOM-2019)</p> <p style="text-align: center;"><u>Boston Park Plaza</u></p> <p> - Second Floor-Outside of Exeter Room (Wireless Signal: AOM-PARKPLAZA Password: AOMParkPlaza)</p> <p><i>Available:</i> 24/7 beginning Thursday, August 8th at 5pm and ending Tuesday, August 13th at 3pm</p> <p style="text-align: center;">Click here for a list of business center hours & locations</p>
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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 Saueremann, 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:

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:

- An, Z., Chen, Z., Li, D., & Xing, L. 2018. Individualism and stock price crash risk. *Journal of International Business Studies*, 49(9): 1208–1236.
- Barbopoulos, L.G., Danbolt, J., & Alexakis, D. 2018. The role of earnout financing on the valuation effects of global diversification. *Journal of International Business Studies*, 49(5): 523-551.
- Mazzola, E., Acur, N., Piazza, M., & Perrone, G. 2018. 'To own or not to own?' A study on the determinants and consequences of alternative intellectual property rights arrangements in crowdsourcing for innovation contests. *Journal of Product Innovation Management*, 25(6): 908-929.
- Nayak, A., Chia, R., & Canales, I. 2019. Non-cognitive microfoundations: understanding dynamic capabilities as idiosyncratically refined sensitivities and predispositions. *Academy of Management Review*, <https://doi.org/10.5465/amr.2016.0253>.
- Okay-Somerville, B., & Scholarios, D. 2018. A multilevel examination of skills-oriented HRM and perceived skill utilization during recession: implications for the wellbeing of all workers. *Human Resource Management*, <https://doi.org/10.1002/hrm.21941>
- Shaw, D., Cumbers, A., McMaster, R., & Crossan, J. 2018. Scaling up community action for tackling climate change. *British Journal of Management*, 29(2): 266-278.
- Stoian, M.-C., Dimitratos, P., & Plakoyiannaki, E. 2018. SME internationalization beyond exporting: a knowledge-based perspective across managers and advisers. *Journal of World Business*, 53: 768-779.
- von Delft, S., Kortmann, S., Gelhard, C., & Pisani, N. 2018. Leveraging global sources of knowledge for business model innovation. *Long Range Planning*, <https://doi.org/10.1016/j.lrp.2018.08.003>.
- Wu, L.-Z., Birtch, T.A., Chiang, F.F.T., & Zhang, H. 2018. Perceptions of negative workplace gossip: a self-consistency theory framework. *Journal of Management*, 44(5): 1873-1898.

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 entrepreneurial 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. EGAD 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. #MindIgnitingChange

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:



**VILLANOVA
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:****School of Business****THE 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/>

VILLANOVA SCHOOL OF BUSINESS, VILLANOVA UNIVERSITY:



VILLANOVA
BUSINESS

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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.

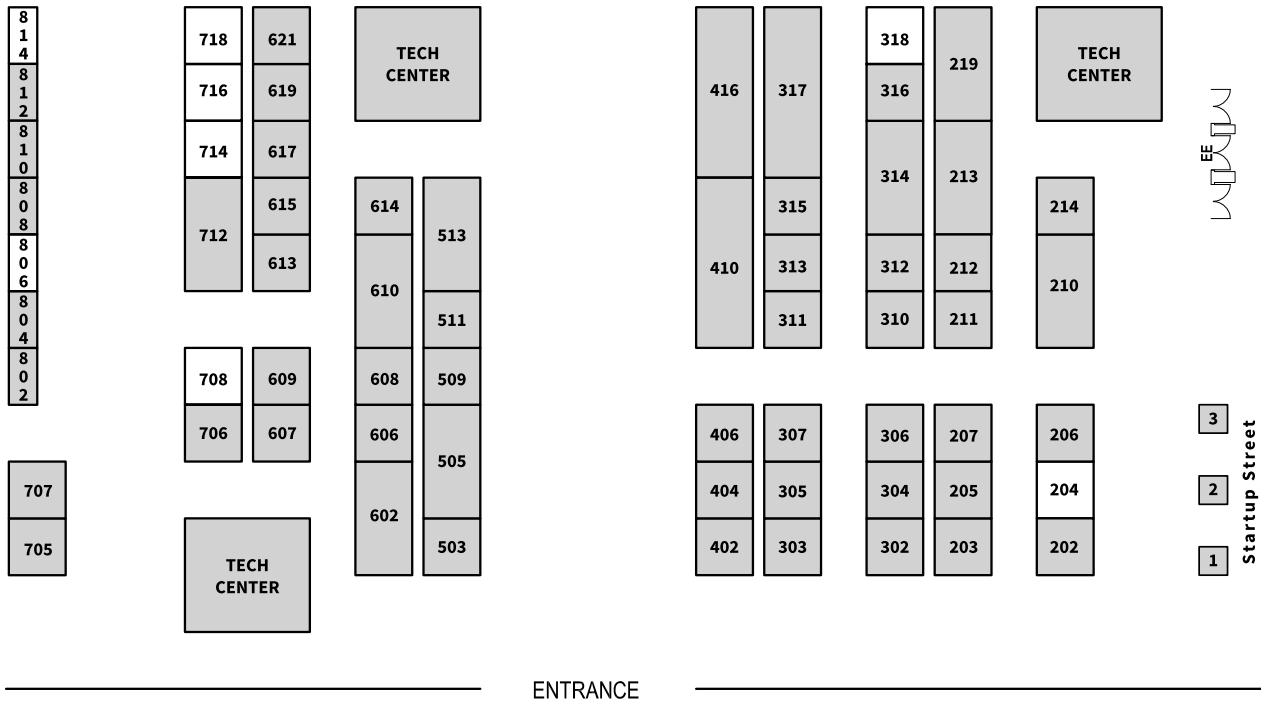
AOM SPONSORSHIP INFORMATION:

- *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 mjohnson@aom.org



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Caliper	313	MIT Press	302
Cambridge University Press	219	MobLab	617
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Cengage	303	now publishers	804
Cesim	503	OpenStax	206
Chicago Business Press	511	Oxford University Press	610
Columbia University Press	203	Project Management Institute	513
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Interpretive Simulations	406	WNET New York Public Media	812
Ivey Publishing	305		

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

Day	Start	#	Location	Session Information
Fri	9:45am	95	BCC:101	HRM Learning & Employability
Sat	9:45am	343	BCC:101	Automated Content Analysis
	11:30am	386	BCC:101	Problem-Based Learning
	1:15pm	430	BCC:101	MobLab: Experiments & Games for Business and Econo
	3:00pm	464	BCC:101	Design Engaging Course Content
Sun	9:45am	598	BCC:101	Better Learning With Simulations
	3:00pm	745	BCC:101	Simulations: Navigating Implementation Roadblocks
	4:45pm	800	BCC:101	Teaching with Cases
Mon	9:45am	979	BCC:101	Pathways to Leadership
	11:30am	1088	BCC:101	EXPERIENTAL LEARNING
	1:15pm	1211	BCC:101	XP Entrepreneurial Uncertainty
	3:00pm	1336	BCC:101	Simulations and Accountability
	4:45pm	1462	BCC:101	Meet the Editors

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 can 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*

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: 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 (21083)**

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 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

598 : (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

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, -

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 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.

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 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.

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

Matrecia 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
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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

<p>W. Scott Sherman Career Services Director Texas A&M-Corpus Christi</p> <p>Matrechia James Career Services Associate Director St. Bonaventure University</p> <p>Angela Miles Career Services Assistant Director North Carolina Central University</p> <p>Marianne Miller Career Services Past Director Virginia Commonwealth University</p> <p>Wendy Kramer AOM Career Services Manager</p>	<p>Committee Members</p> <p>Garry Adams, Auburn University **</p> <p>Becky Badaway, Youngstown State University</p> <p>Katie Badura, Georgia Tech University</p> <p>Jeffrey Bentley, California State University-Long Beach</p> <p>Susan Coombes, Virginia Commonwealth University</p> <p>Jason Debode, Missouri State University</p> <p>Kimberly Ellis, Florida Atlantic University</p> <p>Claudia Ferrante, US Air Force Academy</p> <p>Matt Hersel, Clemson University</p> <p>LaVerne Higgins, Eastern Michigan University **</p> <p>Louise Korver, Fielding Graduate School</p>	<p>Ida Kutschera, Bellarmine University</p> <p>Gabriella Lewis, Georgia State University</p> <p>Zhixiang Liang, Concordia University</p> <p>Millicent Nelson, Middle Tennessee State University</p> <p>Deborah Pembleton, College of St. Benedict/ St. John's University</p> <p>Sammie Robinson, Houston Baptist University</p> <p>Mike H. Ryan, Bellarmine University **</p> <p>Stephanie Seitz, California State University-East Bay</p> <p>Lisa Stickney, University of Baltimore</p> <p>Emma Su, Mississippi State University</p> <p>Jun Yang, University of North Carolina-Greensboro</p>
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* - retired
** - Director Emeritus

William H. Newman Award

for best paper based on a dissertation

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

CM

I Got 1099 Problems but Finding a Ride Ain't One: Conflict Resolution in the Ridehail Industry Michael Maffie, 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 Sevchenko, INSEAD

TIM

Real Options in Preemptive Patenting: Evidence from the America Invents Act (AIA) Jiyeon 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

Sami Ullah, Bajwa 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

Ranjeet Nambudiri, Indian Institute of Management, Indore
Rihana Shaik, Indian Institute of Management, Indore
Santosh Tiwari, OP Jindal Global U., HaryanaSwati 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 Hyeung 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 Kroezen, 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

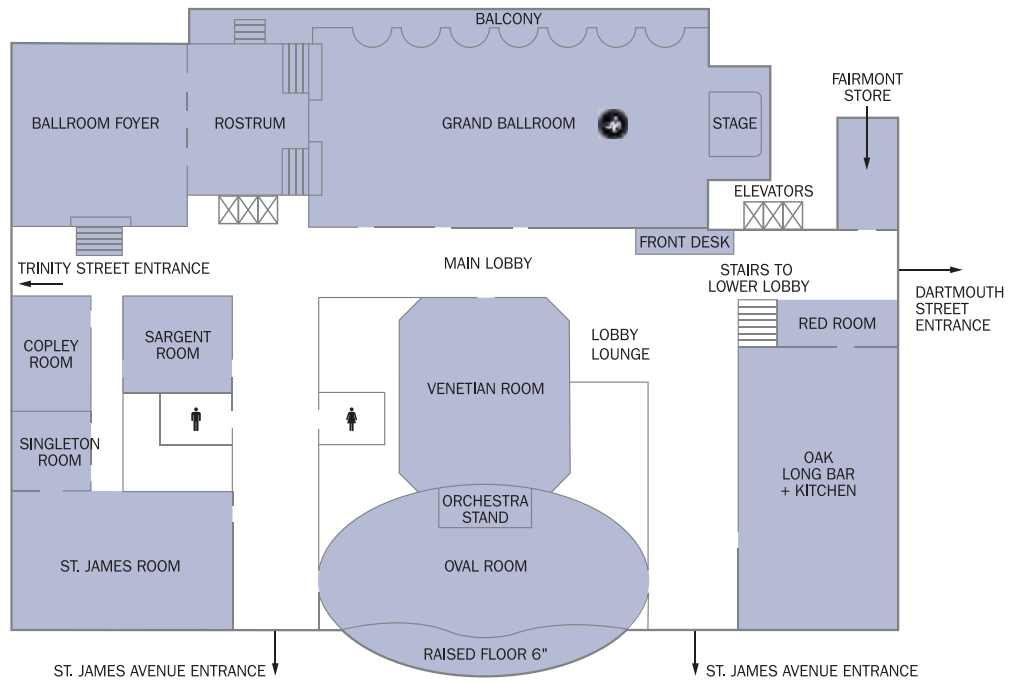
Matthias Ploeg, Radboud U. Nijmegen
Patrick Vermeulen, Radboud U. Nijmegen
Joris Knobben, Radboud U. Nijmegen

Fairmont Copley Plaza

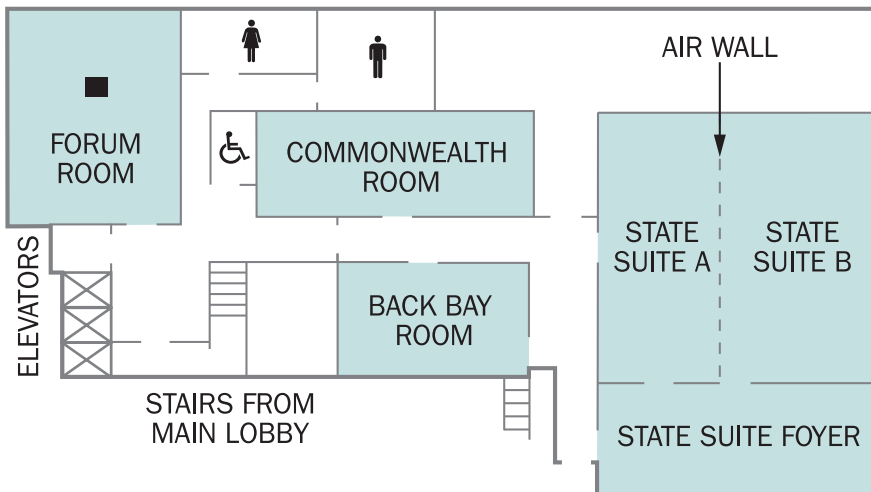
Main Lobby Level



All-Academy Reception

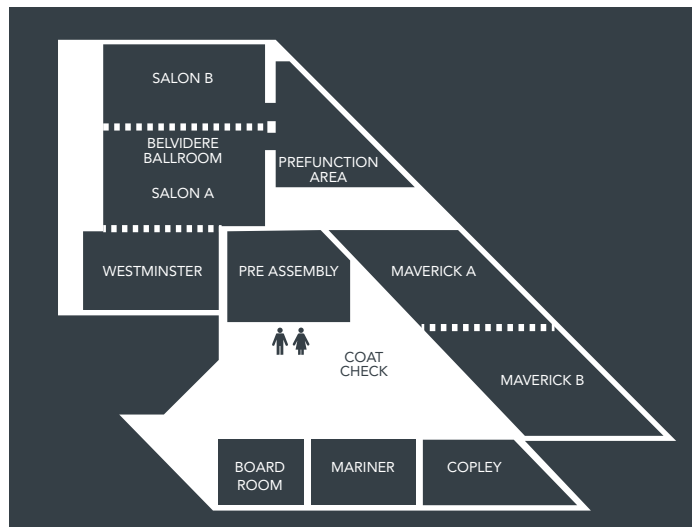


Fairmont Copley Plaza
Lower Lobby Level

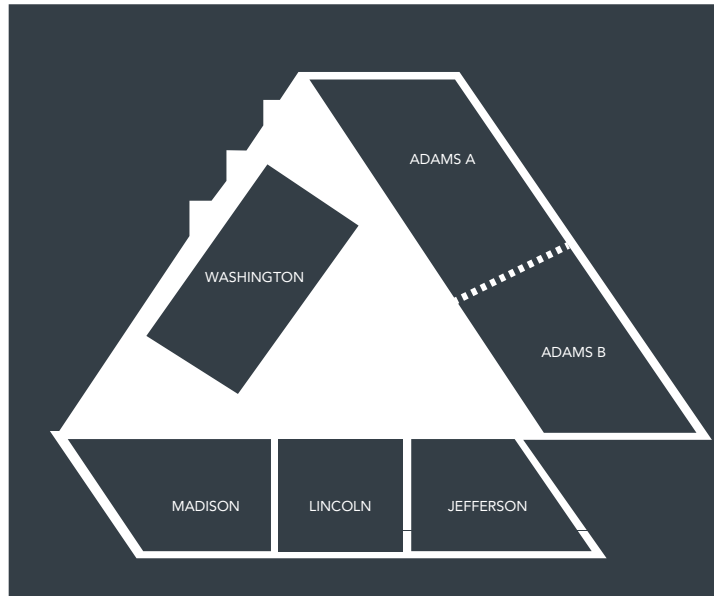




Hilton Boston Back Bay
Second Floor











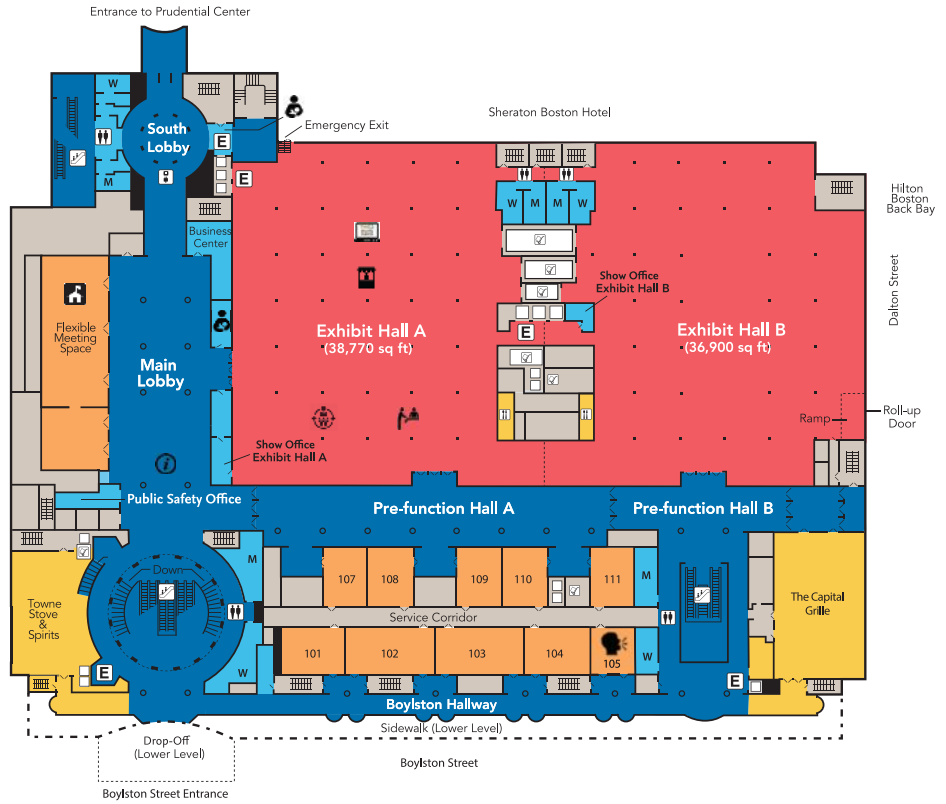
Hilton Boston Back Bay
Third Floor



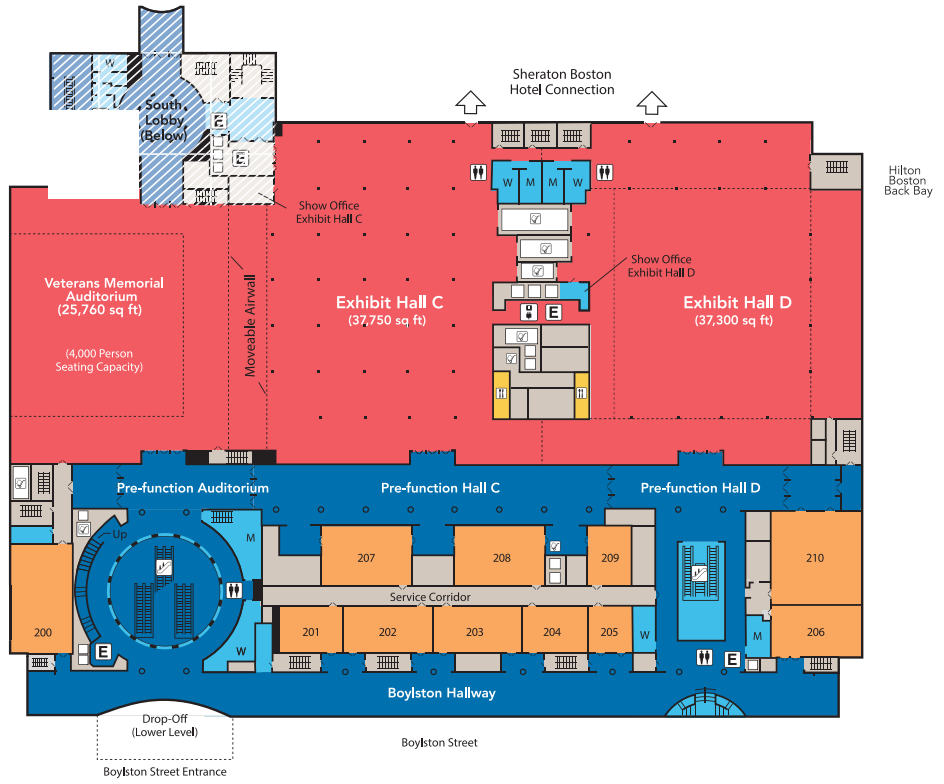
Hynes Convention Center
Plaza Level



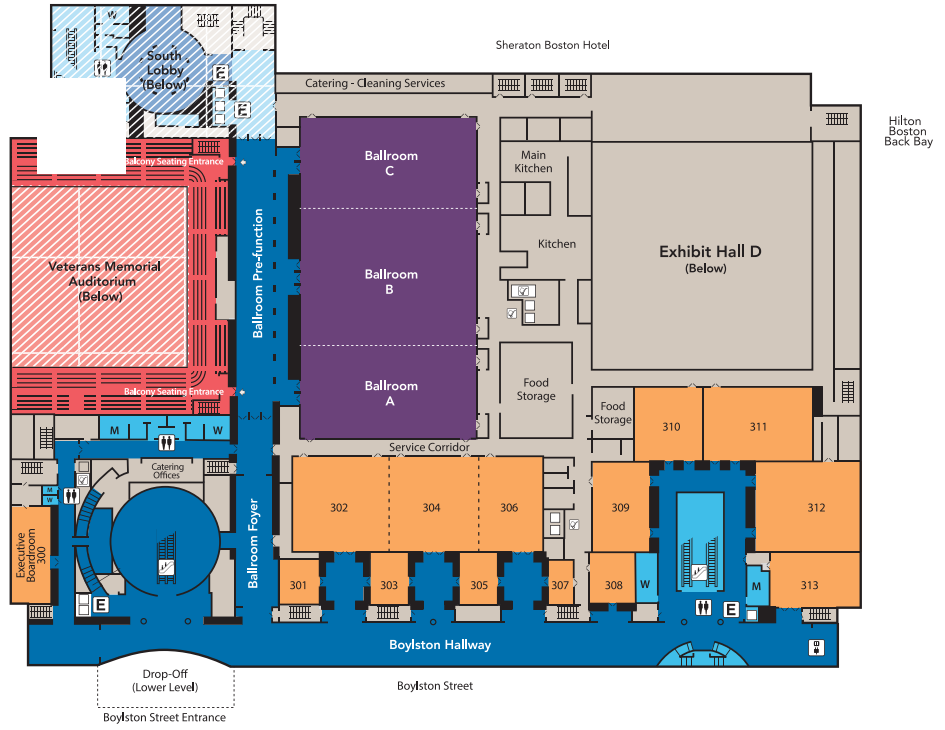
-  Registration
-  Exhibits
-  AOM Resource Center
-  Info Booth
-  Technology Center
-  Mother's Nursing Room
-  Speaker Ready Room
-  New Attendee Welcome Room



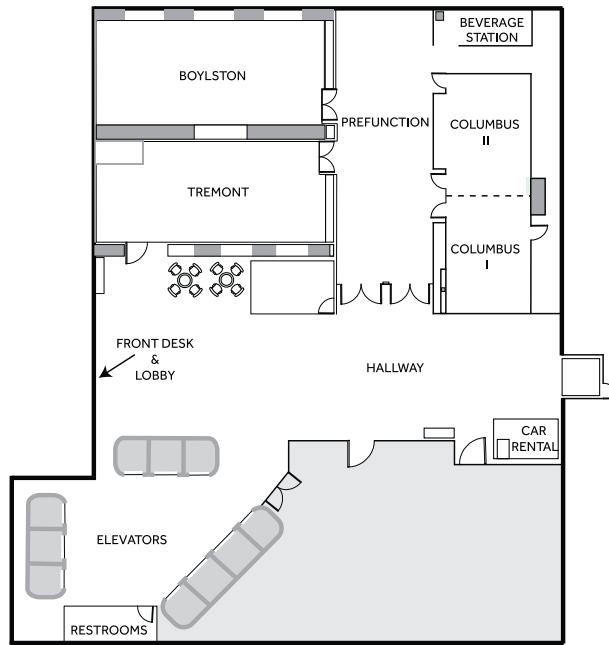
Hynes Convention Center Second Level



Hynes Convention Center Third Level

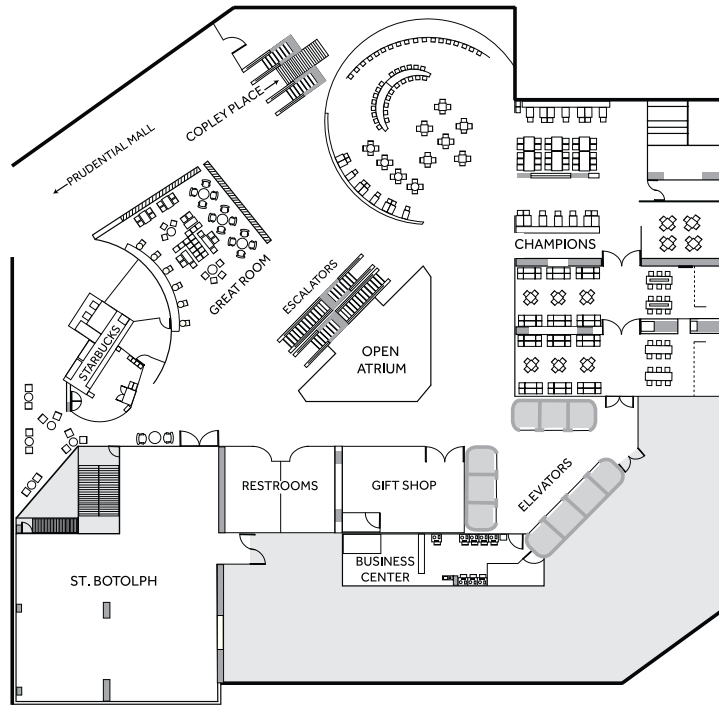


Marriott Copley Place
First Floor



Marriott Copley Place

Second Floor



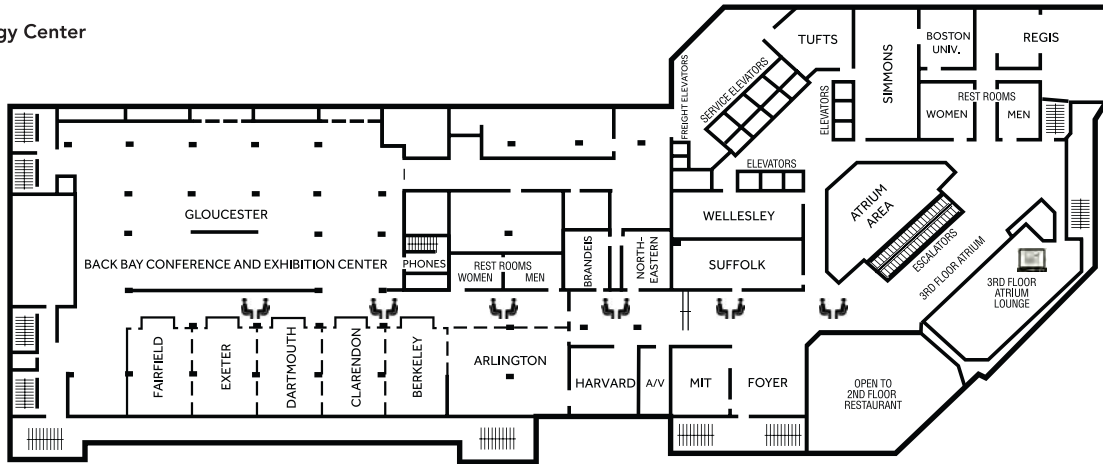
Marriott Copley Place Third Floor



Career Services



Technology Center



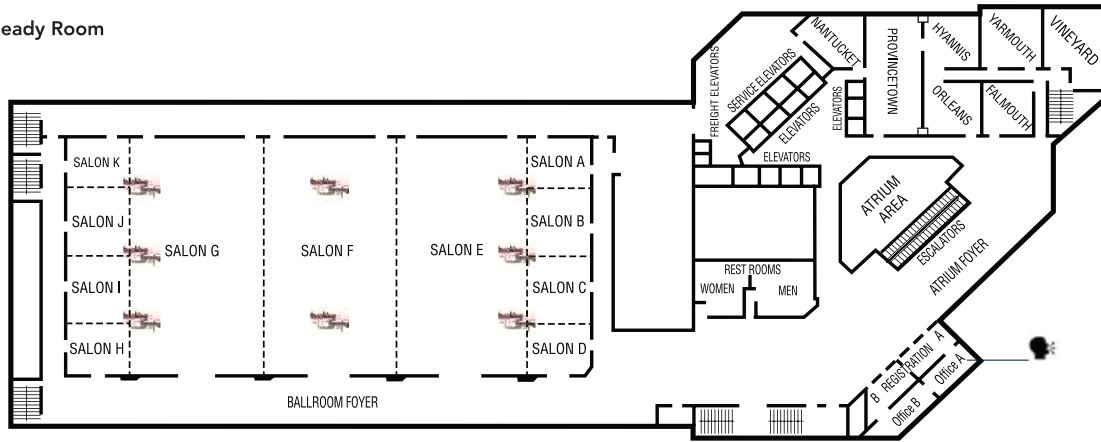
Marriott Copley Place Fourth Floor



TLC



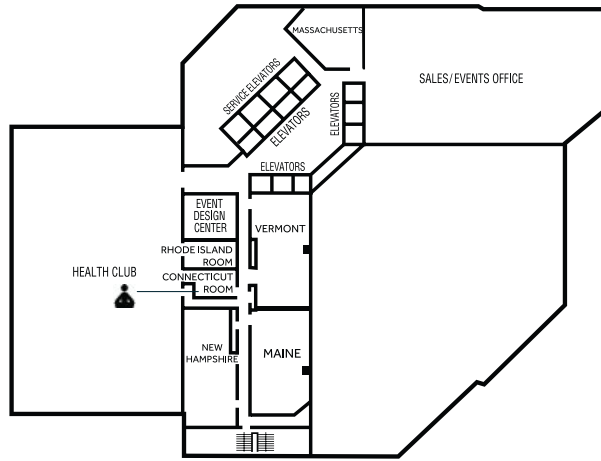
Speaker Ready Room



Marriott Copley Place Fifth Floor

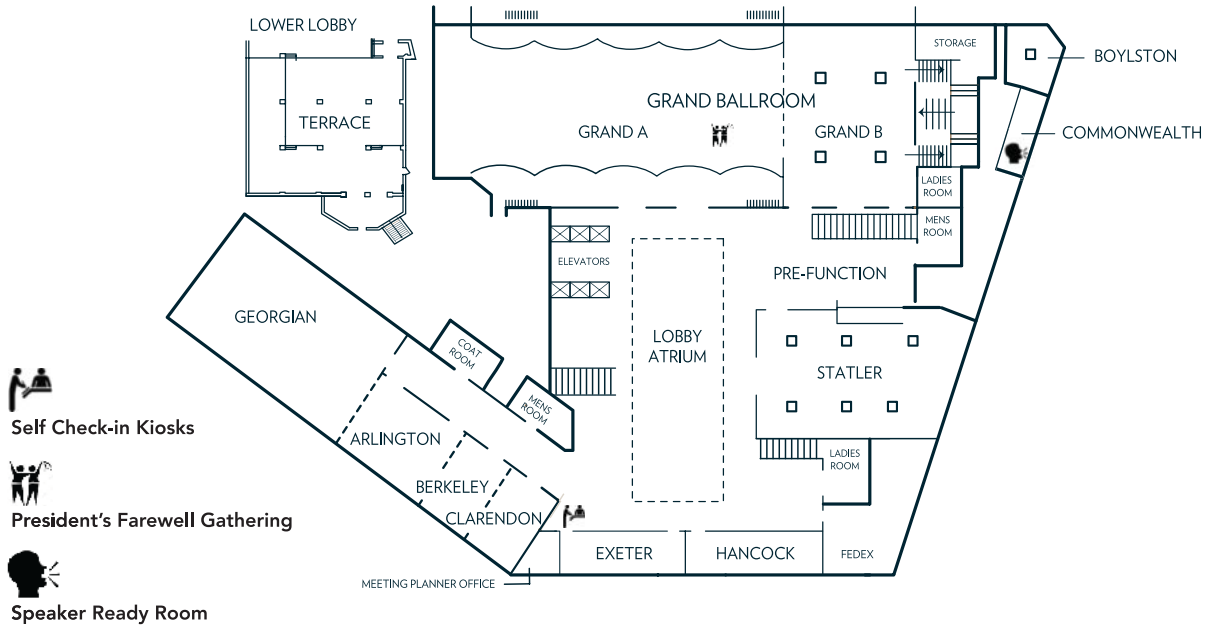


Reflection Room



Boston Park Plaza
Mezzanine Level (second floor)

**BOSTON
PARK PLAZA**
EST. 1927

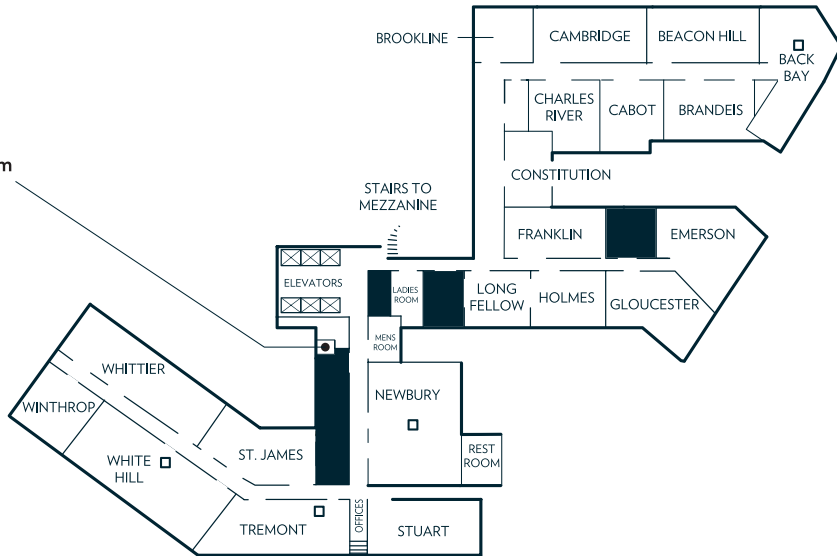


Boston Park Plaza
Conference Level (fourth floor)

**BOSTON
PARK PLAZA**
EST. 1927

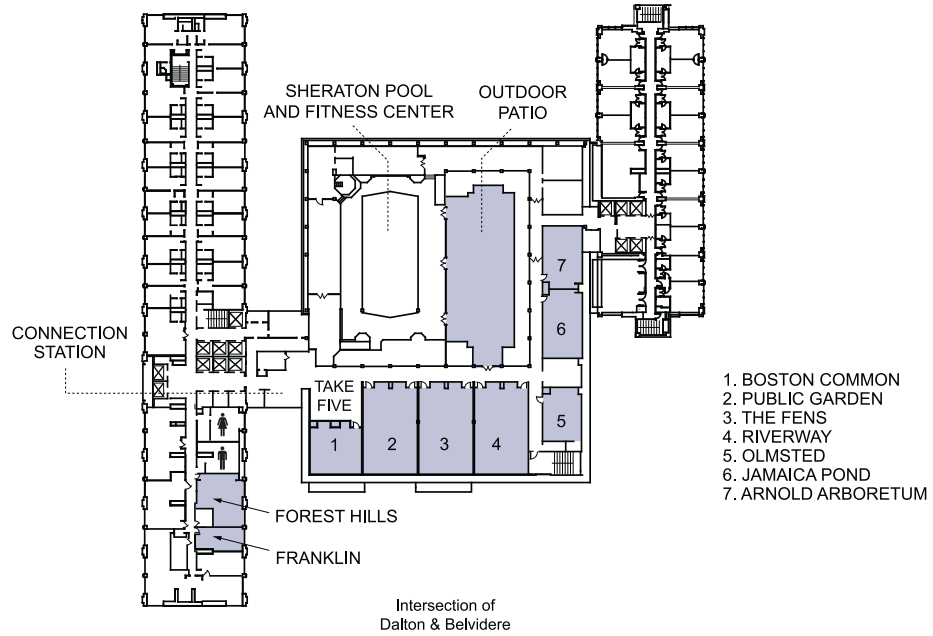


Mother's Nursing Room



Sheraton Boston Hotel

Fifth Floor

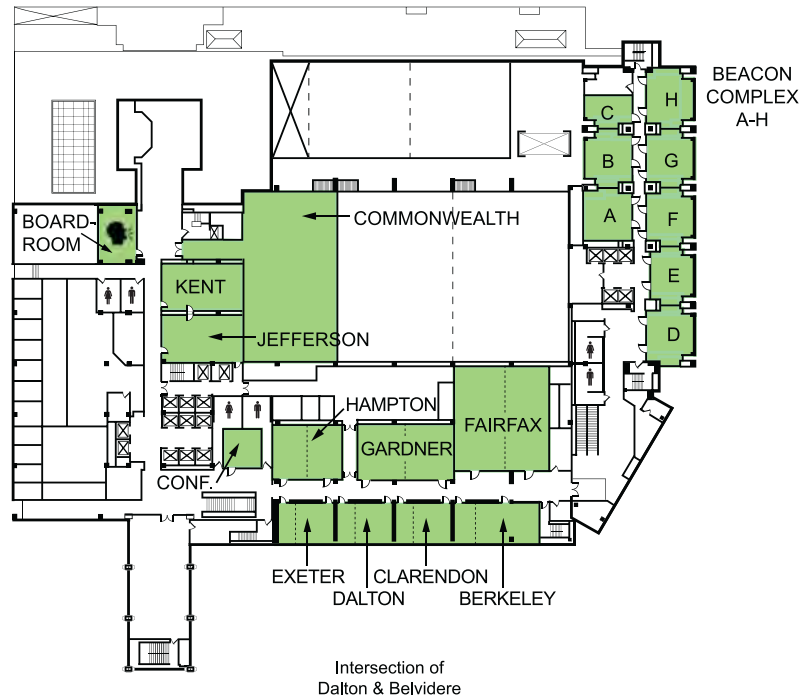


Sheraton Boston Hotel

Third Floor



Speaker Ready Room



Sheraton Boston Hotel

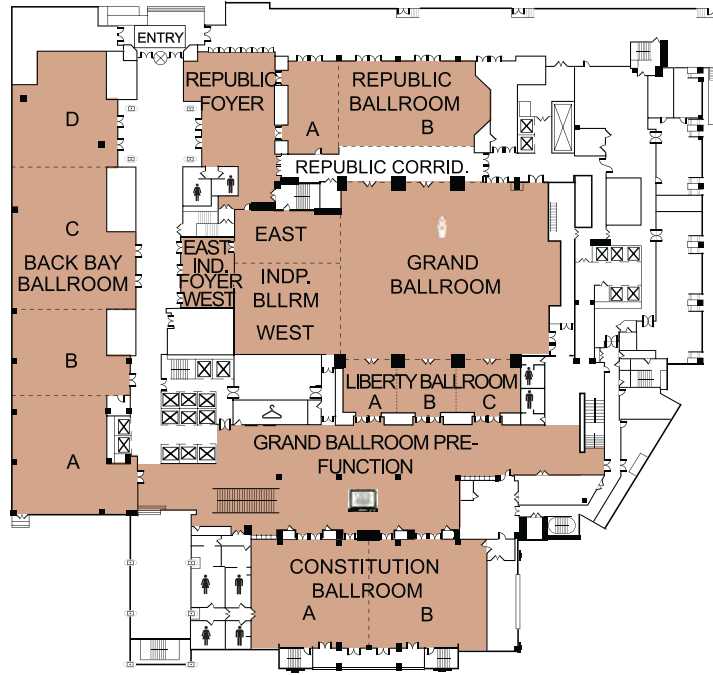
Second Floor



Presidential Address



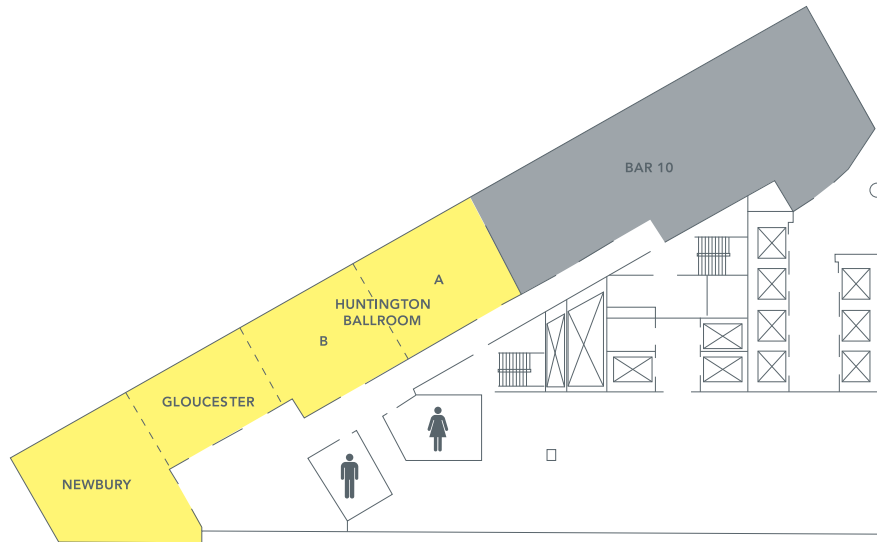
Technology Center



Intersection of
Dalton & Belvidere

The Westin Copley Place
Second Floor

THE WESTIN
COPLEY PLACE
BOSTON

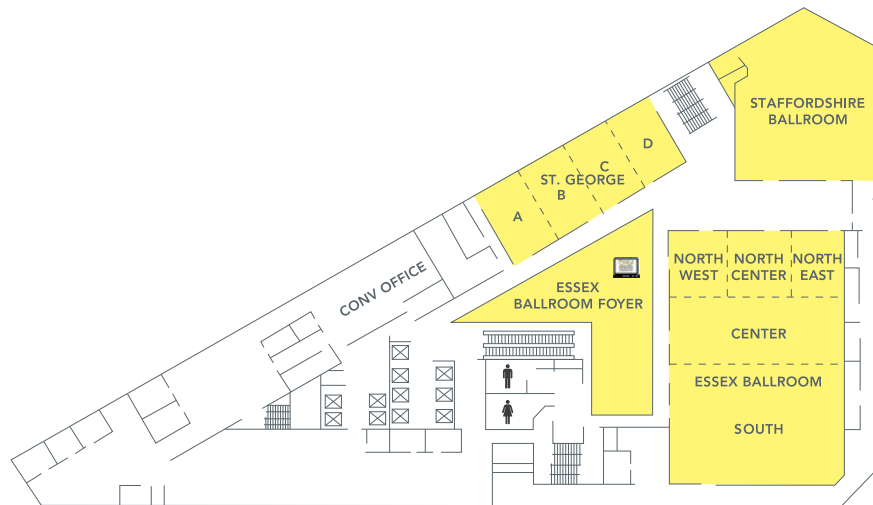


The Westin Copley Place
Third Floor

THE WESTIN
COPLEY PLACE
BOSTON

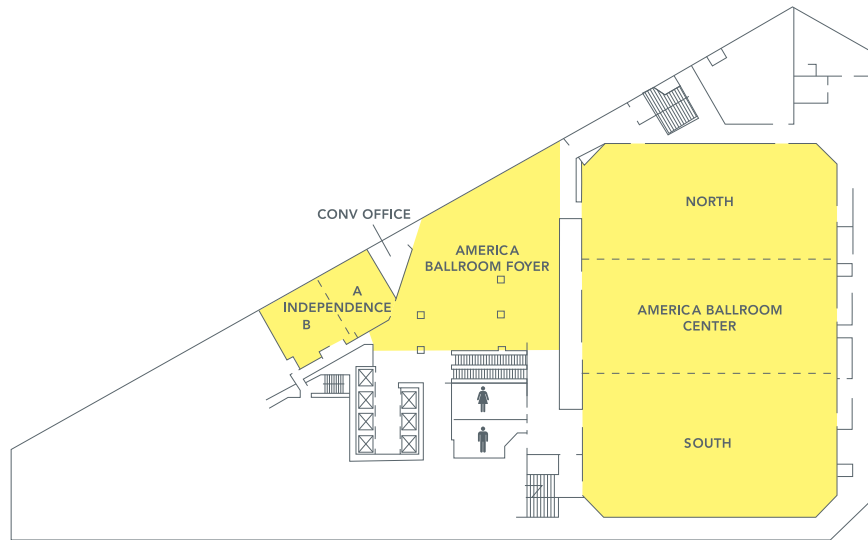


Technology Center



The Westin Copley Place
Fourth Floor

THE WESTIN
COPLEY PLACE
BOSTON

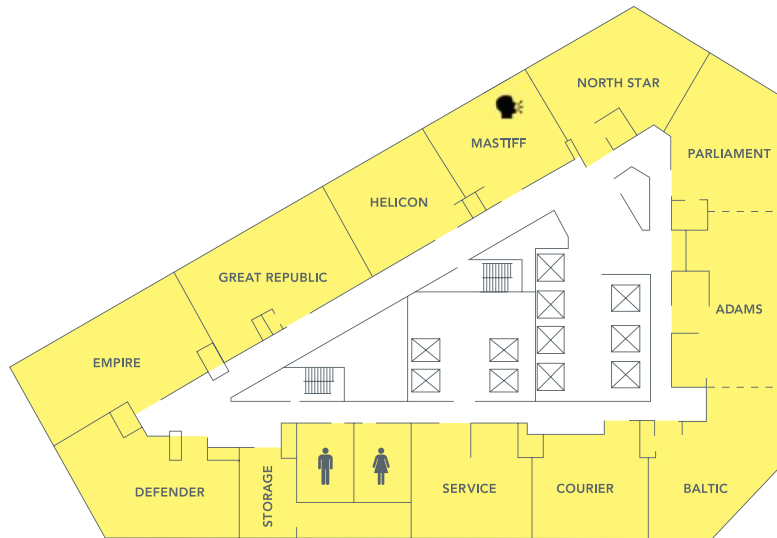


The Westin Copley Place
Seventh Floor

THE WESTIN
COPLEY PLACE
BOSTON



Speaker Ready Room



Abbreviations used in the Program Guide

Divisions & Interest Groups:

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








Session Locations:

BCC – Boston Hynes Convention Center
 BPP – Boston Park Plaza
 FRM – The Fairmont Copley Plaza Hotel
 HIL - Hilton Boston Back Bay
 MAR – Boston Marriott Copley Place
 SHR – Sheraton Boston Hotel
 WES - Westin Copley Place Boston
 OS - Offsite

Other Abbreviations:

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

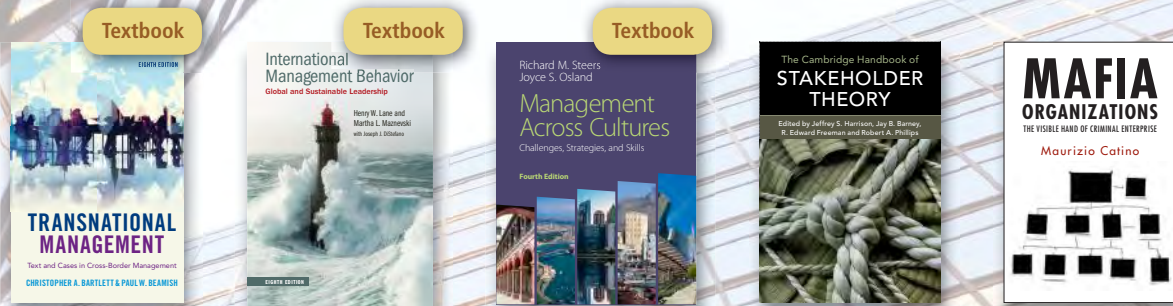
Symbols:

 Program Theme-oriented
 Teaching-oriented
 Management Practice-oriented
 International-oriented
 Research-oriented
 Diversity-oriented
 Selected as a conference Best Paper

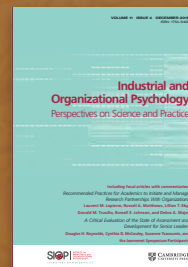
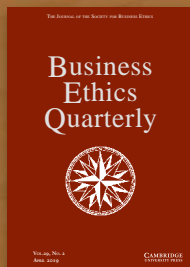
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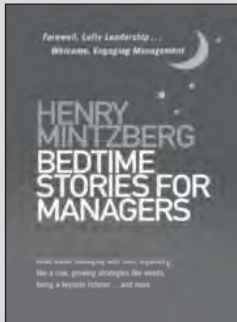


cambridge.org/management



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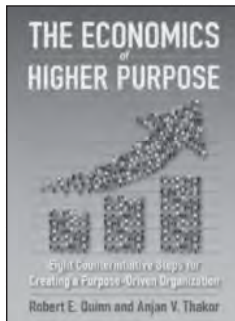
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Meet Henry Mintzberg!
 Saturday, August 10th
 3:30-4:30
 At the BK booth, #314

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.

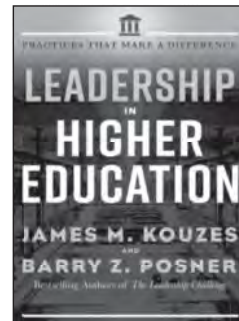
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—Eric Van den Steen, Professor of Business Administration, Harvard Business School

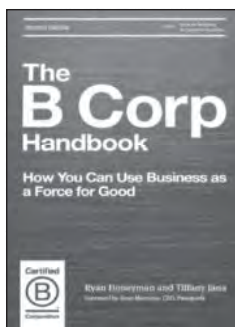
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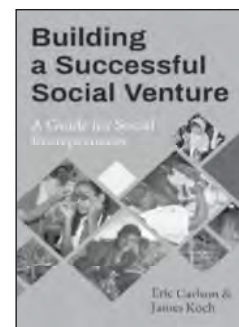
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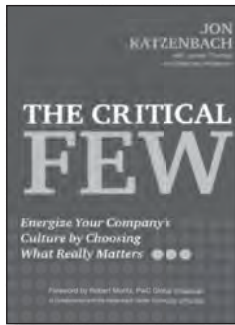
—Ted London, Adjunct Professor, Ross School of Business and Senior Research Fellow, William Davidson Institute, University of Michigan.

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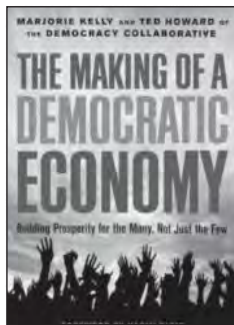
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“This is an important book. It builds on growing recognition that systemic transformation is needed, providing a road map to understanding that democracy is at the core of building flourishing economies needed for a flourishing future.”

—Sandra Waddock, Galligan Chair of Strategy, Boston College

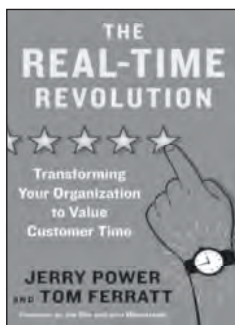
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“The authors offer insights, analyses, strategies, and everyday wisdom that give us the necessary tools to transform our workplaces into more equitable, harmonious, inclusive spaces.”

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Friday Morning, August 9, 2019							
	8:00	8:30	9:00	9:30	10:00	10:30	11:00 11:30
BCC: 101	95 EXH: HRM Learning & Employability						
BCC: 103	81 TIM: Junior Faculty Consortium →						
BCC: 104	56 RM: Moderated Regression			112 RM/SAP/CMS: Advancing Qualitative →			
BCC: 105	10 AAA: Speaker Ready Room (Hynes Convention Center) →						
BCC: 107	69 AAM: Inclusivity and Women Entrepreneurship					128 TIM/SIM: Creatin →	
BCC: 201	73 OMT/RM/OB: Studying Emotions and				124 OMT/OCIS/RM: What Do →		
BCC: 202	72 OMT/HCM: Innovation in Professional					121 TIM/STR: Disintermediation in →	
BCC: 203	20 D&ITC/GDO: Gender Equity			85 D&ITC/GDO/OB/HR: Inclusive Academies			
BCC: 204	51 OMT/STR/SAP/RM: Understanding			82 AAM: Reputation, Environment and Governance in Asia			
BCC: 205	49 OMT/OB/STR: Unsung Papers: Reflections			94 TIM: Obtaining Data from the Internet			
BCC: 206	75 TIM: TIM Doctoral Student Consortium →						
BCC: 207	47 OMT: OMT Junior Faculty Consortium →						
BCC: 208	50 OMT/OB/TIM: Optimal Distinctiveness			91 OMT/ENT: Foundation of the Social			135 →
BCC: 210	76 TIM/OMT/OCIS/ODC: Researching Open Innovation →						
BCC: 306	6 OMT: OMT Doctoral Student Consortium →						
BCC: 309	48 OMT/CMS: Socialism and Management			93 RMMOC/OB/OMT/CAR: Navigating			
BCC: 310	57 RM/CAR/ENT/IM/TIM: How to Get on the Research Methods Train						
BCC: 313	66 TIM/STR: Pathways to Innovation					119 RM/OB: Ask the Experts: →	
BCC: Exhibition Hall A	7 SVC: Conference Registration →						
BCC: Exhibition Hall A Foyer	← SVC: Information Booth →						
BCC: Exhibition Hall A Foyer	8 SVC: Self Check-In →						
BCC: Exhibition Hall A	9 SVC: AOM Resource Center →						
BCC: First Aid Room & Mamava Pod	11 AAA: Mother's Nursing Room →						
BCC: Flexible Meeting Space	31 MBR: New Attendee Welcome Room →						
MAR: 3rd Floor	32 MBR: Career Center Services →						
MAR: 4th Floor Registration Desk	12 AAA: Speaker Ready Room (Marriott) →						
MAR: Boylston	21 ENT: SDG Interrelations & Social Enterprises				105 ENT: PTW		
MAR: Connecticut	65 SVC: Reflection Room →						
MAR: Grand Ballroom Salon B	38 MSR: Strengthened Leadership through				104 SIM: SIM Course Relevancy: Blogs		
MAR: Grand Ballroom Salon CD	22 ENT: Digitalization: New Frontiers of Entrepreneurship				106 MH/CMS/OMT: Organizational Mnemonics and the		
MAR: Grand Ballroom Salon G	45 OCIS: OCIS Doctoral Consortium / Jr Faculty Consortium →						
MAR: Grand Ballroom Salon IJK	40 MSR/MED/SIM/TTC: From Inclusive Thought			86 ENT/OB/HCM: Mental Health and Well-Being			
MAR: Nantucket	80 MSR/SIM: Foundations for Humanistic					125 SIM/PNP/ENT: →	
MAR: Provincetown	23 ENT: DC →						
MAR: Regis	59 SIM/OMT/MSR: Digital Transformation and Philosophical				107 MH/ITC: New Member Workshop →		
MAR: Simmons	37 MH: Historical Inclusion Efforts					117 MH/ENT/OMT: Rediscovering →	
MAR: Third Floor Atrium Lounge	← SVC: Technology Center →						
MAR: Tremont	39 MSR/MED/SIM: Developing Self Awareness of Faculty and				110 SIM: Dignity: Advancing the Inclusive Organization →		
MAR: Wellesley	58 SIM: SIM Division: Doctoral Consortium →						
BPP: Arlington	62 STR: Fostering Publications from Around the World					126 STR/OMT: →	
BPP: Berkeley & Clarendon						120 SAP/ODC: Designing Practice →	
BPP: Commonwealth	14 AAA: Speaker Ready Room (Park Plaza) →						
BPP: Exeter Foyer	← SVC: Self Check-In →						
BPP: Franklin	68 ODC: Sparking Creativity in Business Students →						
BPP: Georgian	101 ODC/OB/ENT: Publishing Qualitative Research in Top						
BPP: Newbury	33 MC: Applied CPS – Envisioning a More			87 GDO/HR/ODC/SIM: Positioning Academics			130 GDO: IP →
BPP: St James	24 GDO/D&ITC/ITC: Building GDO Community				96 MC: Phenomena of Complacency		
BPP: Staller	64 STR/SIM/PNP/IM: Research Frontiers in Nonmarket Strategy					127 STR/PNP: Inside →	
BPP: Stuart	34 MC: MC Executive			97 MC/ODC/PTC: Management Consulting and Inclusive			
BPP: Terrace	46 ODC/MC: High Impact Organizational Change				108 ODC: Meaningful Facilitation of Leadership		
BPP: Tremont						114 GDO: Determining Dissertation →	
BPP: White Hill	63 STR/OSCM/TIM: Transportation data and management/strategy theory						
BPP: Whittier	74 STR: STR Junior Faculty Teaching Consortium →						
HIL: Adams A	111 CMS/RM/SIM: Phil. Of						

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

Friday Morning, August 9, 2019 (continued)							
	8:00	8:30	9:00	9:30	10:00	10:30	11:00 11:30
HIL: Belvidere Ballroom, Salon A	19 CMS: Doctoral and Early Career Consortium			109 PNP/HCM: Leadership for Professional Emotional			
HIL: Belvidere Ballroom, Salon B	70 IM/OMT: Institutions and Entrepreneurship			115 IM: How to Write Theory Part of a →			
HIL: Washington	54 PNP: Field Stations in Management Education						
HIL: Westminster	30 ITC: Inclusive Organizing and Humanistic Management						
OS: Northeastern University	60 STR: STR Dissertation Consortium →						
OS: Northeastern University	61 STR: STR Doctoral Consortium 2019 →						
OS: Roxbury Innovation Center (RIC)	77 TTC/ENT/OMT: Organizational Inclusiveness						
SHR: Back Bay Ballroom A							122 OB/CAR/IM: Can We Do? →
SHR: Beacon A	17 CAR/GDO: The Career Experiences of			84 CAR/SIM: Sociopolitically Engaged		129 CM/OB: →	
SHR: Berkeley AB	35 MED: Classroom Transition			98 MED/GDO/IM/MC: Isms in Academia			
SHR: Boardroom	13 AAA: Speaker Ready Room (Sheraton) →						
SHR: Commonwealth	100 OB/MED/OMT/TTC: POS as a Resource OB/Mgmt						
SHR: Constitution Ballroom A	41 OB: OB Productivity Process PDW						
SHR: Fairfax AB	42 OB: Designing Experiential Classroom Exercises						
SHR: Gardner AB	43 OB/CM: New to OB? Navigating the OB Division and AOM					123 OB/IM: Digital Disruption: →	
SHR: Grand Ballroom Foyer ← SVC: Technology Center							
SHR: Hampton AB	55 PTC/MC/OCIS/ODC/HR: Artificial			103 PTC/ODC: Worklife Quality thru Inclusive →			
SHR: Independence East	18 CAR/HR/RM: Sequence Analysis			99 OB/IM: Leadership Meets Economics →			
SHR: Independence West	44 OB/MOC: The Microfoundations of Inclusion in Organizations					118 OB/MOC: Affect in Interpersonal →	
SHR: Jamaica Pond	113 CAR/OB/HR: Careers in the Rough						
SHR: Liberty Ballroom AB	25 HCM: Emerging Scholars Cons.-AM						
SHR: Liberty Ballroom C	36 MED: Sketchnoting: A Visual Methodology			90 MED/RM: The Multidimensionality of		133 MED/TTC →	
SHR: Republic A	71 INDAM: Assessment in Asian Business			116 INDAM: Industry-Academia →			
WES: Adams/Parliament	26 HR: HR Process Research: Next Steps and New Avenues						
WES: Courier	29 HR/IM/OB: Global Work Design Project			88 HR: Serious Games in HRM Research,		131 HR: →	
WES: Defender	78 HR: Publishing in Top US Journals for Non-US Scholars					134 ONE: →	
WES: Empire	16 AFAM/OB/STR: Early Career Scholars of Management in Africa						
WES: Essex Ballroom Foyer ← SVC: Technology Center							
WES: Essex Center	15 AFAM/D&ITC: Tribal Identity			89 HR/MED/TTC: Innovative & Experiential Approaches to Teaching I			
WES: Great Republic	27 HR: HR Analytics, Digital Transformation, Leadership						
WES: Helicon	83 AFAM: Management Education and Training in Africa						
WES: Independence A	52 ONE: Regenerative Enterprise in Fragile			102 OSCM: OSCM Division JF&D Consortium →			
WES: North Star	28 HR: Sustainable HRM			92 ONE/OMT/STR: Climate Adaptation		132 HR: HR →	
WES: St George BCD	53 OSCM: OSCM Division			79 HR/PTC/CAR/OB/ODC: Translating Research for Practical			
WES: Staffordshire Ballroom	67 GOV: Board Meeting →						

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

Friday Afternoon, August 9, 2019											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
BCC: 103	← TIM: Junior Faculty Consortium										
BCC: 104	← RM/SAP/CMS:		160 OMT/RM: New Computational Tools			194 RM/OB/HR: Intensive Longitudinal Data Analyses					
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center) →										
BCC: 107	← TIM/SIM: Creating Research that Matters				178 D&ITC/GDO: LGBTQQA+ Inclusion in the						
BCC: 201	← OMT/OCIS/RM:					176 AAM: AAM/APJM Board Meeting					
BCC: 202	← TIM/STR:		158 OMT/HR: Creating Inclusive			196 OMT/STR: Experiments					
BCC: 204	152 D&ITC: Time to Open the Door to Virtual				199 AAM: Organizational Excellence in Business →						
BCC: 205	149 AAM/MH/TIM: Natural Experiments Approach in			202 OMT/STR/OB/TIM: Improving							
BCC: 206	← TIM: TIM Doctoral Student Consortium										
BCC: 207	← OMT: OMT Junior Faculty Consortium										
BCC: 208	← RM/IM/OB/OMT/STR: Natural		175 RM/MOC/OB/OMT/STR: "Doing Grounded Theory"				217 RM/HR: Creating →				
BCC: 306	← OMT: OMT Doctoral Student Consortium										
BCC: 309	179 D&ITC/OB: Women Full Professors										
BCC: 313	← RM/OB: Ask		159 OMT/HR/ODC/TIM: Temporary			190 D&ITC/CMS/GDO: Sexual Harassment					
BCC: Exhibition Hall A	← SVC: Conference Registration →										
BCC: Exhibition Hall A Foyer	← SVC: Information Booth										
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In →										
BCC: Exhibition Hall A	← SVC: AOM Resource Center										
BCC: Exhibition Hall A	197 PUBS: Meet the AMP										
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room... →										
BCC: Flexible Meeting Space	← MBR: New Attendee Welcome Room										
MAR: 3rd Floor	← MBR: Career Center Services										
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott) →										
MAR: Boylston	← ENT: 144 ENT/STR: Stakeholder Theory in Entrepreneurship										
MAR: Connecticut	← SVC: Reflection Room →										
MAR: Grand Ballroom Salon B	180 ENT: Entrepreneurship and Place										
MAR: Grand Ballroom Salon CD	195 MSR: Integral Self with Shambhala										
MAR: Grand Ballroom Salon G	← OCIS: OCIS Doctoral Consortium / Jr Faculty Consortium									225 →	
MAR: Grand Ballroom Salon IJK	← ENT/MH: Entrepreneurship and History				186 ENT/PTC: Studying Ecosystems as if						
MAR: Nantucket	← SIM/PNP/ENT: Impact										
MAR: Provincetown	← ENT: DC								212 TTC: Teaching and Learning →		
MAR: Regis	← MH/ITC: New		153 ENT: ECC								
MAR: Simmons	← MH/ENT/OMT:			154 ENT: Psychological Foundations of Management				205 SIM/PNP: Projects and Slavery:			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center →										
MAR: Tremont	145 ENT/TIM: Entrepreneurial Action and Artificial					191 ENT/STR/MED: Gamification of Entrepreneurial					
MAR: Wellesley	← SIM: SIM Division: Doctoral Consortium										
BPP: Arlington	← STR/OMT:		157 ODC/OB/MC: Collective Leadership Development			200 MC/CM: Power and the Inclusive					
BPP: Berkeley & Clarendon	← SAP/ODC:		164 SAP/OMT/STR: International Academic Job Market			206 STR: Strategy Teaching Clinic					
BPP: Cambridge	165 STR/TIM/OMT: Methods to Study Organization										
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza) →										
BPP: Exeter									216 ODC: ODC Board →		
BPP: Exeter Foyer	← SVC: Self Check-In →										
BPP: Franklin	← ODC: Sparking Creativity in Business Students →										
BPP: Georgian	185 ODC/TIM/OB/HR/SAP: Double Impact Research										
BPP: Grand Ballroom B									211 STR/MC/SAP: The Evolutionary →		
BPP: Newbury	← GDO: IPV & The		167 ODC/MC: ODEA: Inclusive Community of			208 MC/ODC: Management Consulting in					
BPP: Statler	← STR/PNP: Insider Econometrics						188 GDO/D&ITC/OB/PTC:		219 GDO/OB/CMS: I →		
BPP: Stuart	142 MC/MSR: Cultivating "Being" to										
BPP: Terrace	← ODC:										
BPP: Tremont	← GDO: Determining Dissertation Question and Data										
BPP: White Hill	184 ODC/CMS: Diversity and Precarious Work						218 GDO/D&ITC/IM: →				
BPP: Whittier	← STR: STR Junior Faculty Teaching Consortium 223 →										
HIL: Adams B	151 CMS/D&ITC: Organizational										
HIL: Belvidere Ballroom, Salon A	146 IM/HR: Comparative Research in				189 IM/STR/SAP: How to Write Articles						
HIL: Belvidere Ballroom, Salon B	← IM: How to		155 IM: How to Respond to Reviewers								

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

Friday Afternoon, August 9, 2019 (continued)											
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30	
HIL: Fenway Ballroom	← PNP/ODC: Power and Boundary Spanning										
HIL: Westminster	1 43 CMS/SIM/MED: Teaching Business							214 IM/STR/TIM: Advancing			
OS: Boston Duck Tours										221 IM: IMD →	
OS: Northeastern University	← STR: STR Dissertation Consortium										
OS: Northeastern University	← STR: STR Doctoral Consortium 2019										
OS: Offsite	1 77 CMS/PTC/PNP: Getting Out (of the Hotels)										
SHR: Back Bay Ballroom A	← OB/CAR/IM: Can We		1 71 OB/OMT/SAP: Microfoundations of Paradox								
SHR: Back Bay Ballroom B	150 CM/OB/HR: Managing Stress in the Early Career Phase							220 MED: →			
SHR: Back Bay Ballroom D	1 83 OB/HR/CAR/MED: Resources in Organization										
SHR: Beacon A	← CM/OB: Navigating the Rapids of Tenure										
SHR: Beacon B	1 61 PTC/MC/MED/ODC/IM: Professional Doctorates										
SHR: Berkeley AB	1 47 OB/OCIS: Innovations in Teaching Teamwork							215 OB/HCM: Presenteeism →			
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)										
SHR: Commonwealth	1 70 OB/MED/CAR: Getting Your Writing Done							222 OB: OB →			
SHR: Constitution Ballroom B	1 87 CAR/HR/OB: The Analytics of Careers										
SHR: Fairfax AB	← PUBS: AMD Shark Tank		210 OB/MED: Teaching Positive →								
SHR: Gardner AB	← OB/IM: Digital		1 66 MED/ITC: MED Ambassadors				1 98 PUBS: AMLE: Schl of		224 →		
SHR: Grand Ballroom Foyer	← SVC: Technology Center										
SHR: Hampton AB	← PTC/ODC:							203 PTC: Inclusiveness of Practice-Oriented			
SHR: Independence East	← OB/IM:		1 56 OB/CM/HR/MOC: Mentoring Graduate Students					209 OB: Publishing in Top International			
SHR: Independence West	← OB/MOC:		1 62 PUBS: Reviewing for AMLE: A			1 93 MED/HR: Harnessing the Power of					
SHR: Jamaica Pond	← CAR/OB/HR:										
SHR: Liberty Ballroom AB	1 81 HCM: Emerging Scholars Cons.-PM										
SHR: Liberty Ballroom C	← MED/TTC: Assessment			1 69 MED/OB: Teaching Ideas -->				201 MED/TTC: Applying Bain's			
SHR: Republic A	← INDAM:		1 63 PUBS: Publishing in Annals				1 92 INDAM/AAM: Contextualizing Work Family				
FRM: State Suite AB	204 SAP/RM/OMT: Qualitative Analysis Boot →										
WES: Adams/Parliament	← ONE: Strategies for Managing		1 73 MOC/RM/OB/CM/ODC: Reviewing in the Rough				213 AFAM/ONE/OSCM:				
WES: America North	1 82 HR/OB/IM: HR Research Roundtable Forum										
WES: Courier	← HR: Lessons										
WES: Defender	← ONE: ONE Doctoral Consortium										
WES: Essex Ballroom Foyer	← SVC: Technology Center										
WES: Essex Center	1 68 HR/TTC: Innovative and Experiential Teaching in										
WES: Essex South	← HR: HR Division New										
WES: Helicon	← MOC: Presenting in the Rough										
WES: Independence A	← OSCM: OSCM Division JF&D Consortium										
WES: North Star	← HR: HR and Entrepreneurship		1 72 AFAM/IM/TIM:				207 AFAM:				
WES: St George BCD	1 48 OSCM: OSCM			1 74 MOC/RM/STR: Content and Text Analysis							
WES: Staffordshire Ballroom	← GOV: Board Meeting										

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

Friday Evening, August 9, 2019							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00
BCC: 103	← TIM: Junior						
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)						
BCC: 202	← OMT/STR:						
BCC: 204	← AAM: Organizational						
BCC: 206	← TIM: TIM		237 RM/OMT: Necessary Condition Analysis				
BCC: 207	232 OMT: OMT Member Networking and						
BCC: 208	← RM/HR: Creating Massive						
BCC: 302	228 MBR: New Member Orientation						
BCC: 304	248 OMT: Meet EGOS@OMT Social						
BCC: 313	← D&ITC/CMS/GDO:						
BCC: Exhibition Hall A	← SVC: Conference Registration						
BCC: Exhibition Hall A Foyer	← SVC:						
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In						
BCC: Exhibition Hall A	245 SVC: Technology Center						
BCC: Exhibition Hall A	238 AAA: Exhibit Hall Opening Reception						
BCC: Exhibition Hall A	239 AAA: Conference Exhibits						
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room...						
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)						
MAR: Connecticut	← SVC: Reflection Room						
MAR: Grand Ballroom Salon CD	247 ENT: GLOBAL SCHOLARS SOCIAL						
MAR: Grand Ballroom Salon G	← SIM/OSCM/ONE/PNP: The Promise and Problems of						
MAR: Provincetown	← TTC: Teaching and						
MAR: Regis	233 SIM/MSR: Appreciative Inquiry to Connect						
MAR: Simmons	229 MH: Teaching International Business History						
MAR: Third Floor Atrium Lounge	← SVC: Technology Center						→
BPP: Berkeley & Clarendon	← STR:						
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)						
BPP: Exeter	← ODC: ODC Board Planning						
BPP: Exeter Foyer	← SVC: Self Check-In						→
BPP: Franklin	← ODC: Sparking Creativity in						
BPP: Georgian	240 GDO: GDO Pre-Conference Social Hour						
BPP: Grand Ballroom B	← STR/MC/SAP: The						
BPP: Newbury	← MC/ODC:						
BPP: Statler	← GDO/OB/CMS: Is the 'Inclusion Turn'						
BPP: Stuart	236 STR: Mid-Career Consortium						
BPP: White Hill	← GDO/D&ITC/IM: Gender, Embodiment						
BPP: Whittier	← GDO/PTC/OB: Using Lessons from DEI for Future						
HIL: Westminster	← IM/STR/TIM:						
OS: Back Bay Social	234 ENT: Entrepreneurship Division Consortia Social						
OS: Back Bay Social (Upstairs Room)	251 MSR: MSR Community Dinner						→
OS: Boston Duck Tours	← IM: IMD PDW Social						
OS: Charles Riverboat Cruises	249 OB: Boston Harbor Sunset Cruise (OB Division)						
OS: Cinquecento	252 SAP: SAP Dinner						→
OS: Joe's American Bar & Grill	241 HCM: ESC Social						
OS: Northeastern University	← STR: STR Dissertation						
OS: Northeastern University	← STR: STR Doctoral						
OS: Porto	235 OB: OB Jr Faculty Workshop						
OS: Post 390	250 HR: HR PhD Consortium Ice-Breaker Dinner (part 2)						
SHR: Back Bay Ballroom B	← MED: Management Education and						
SHR: Berkeley AB	← OB/HCM: Presenteeism at						
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)						
SHR: Commonwealth	← OB: OB Doctoral Consortium - Part 1						
SHR: Fairfax AB	← OB/MED: Teaching Positive Relationships at						
SHR: Gardner AB	← MED/STR: Theory in Online Simulations						
SHR: Grand Ballroom Foyer	← SVC: Technology Center						→

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

Friday Evening, August 9, 2019 <i>(continued)</i>								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
SHR: Hampton AB	← PTC:							
SHR: Independence East	← OB:		243 ICW: MMD Debriefing (1)					
SHR: Jamaica Pond	244 PUBS: AMD Editors Working Dinner							
SHR: Liberty Ballroom AB	231 MED/RM: Synergies across SOTLE and Research Methods							
SHR: Liberty Ballroom C	226 CAR/OB/CM: Faculty to Administrator Transition							
SHR: Republic A	227 INDAM/PPN: Smart Cities in India: Are they Inclusive?							
FRM: State Suite AB	← SAP/RM/OMT:							
WES: Adams/Parliament	← AFAM/ONE/OSCM:							
WES: Defender	242 HR: HR Division PhD Consortium							
WES: Essex Ballroom Foyer	← SVC: Technology Center →							
WES: Independence A	← OSCM: OSCM Division JF&D							
WES: St George BCD	230 OSCM: OSCM Doctoral		246 HR/OCIS: Digitalized Talent Management					

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

Saturday Morning, August 10, 2019								
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
BCC: 101					343 EXH: Automated Content Analysis			386 EXH: →
BCC: 103		315 TIM: Junior Faculty Consortium - Saturday			353 D&ITC/GDO: Enabling Conference Environments			
BCC: 104			339 RM/STR/OB/OMT/TIM: Bayesian Statistics					382 OMT/STR: Using →
BCC: 105		260 AAA: Speaker Ready Room (Hynes Convention Center)						→
BCC: 202		318 TIM/OMT: Competition and Cooperation for Tech Changes						385 TIM/OMT: Buildin →
BCC: 203		316 TIM: Behavioural Innovation						383 OMT/STR/ODC: →
BCC: 204		296 OMT/OB/ENT: Learning from Errors and			348 OMT: Developing Stigma Research			391 →
BCC: 205		299 OMT/STR/MOC/OB/ENT: Language,			342 D&ITC/GDO: Concealed Identities			392 →
BCC: 206			338 RM/OB/MOC: What Were You Thinking?: Inductive Coding					
BCC: 207					360 RM/CMS/ENT/MH: Ask the Experts: Qualitative Research			
BCC: 209	258 OMT: OMT Yoqa							
BCC: 303					357 OMT/CMS/MH/SIM: The Fall and Rise of			
BCC: 306					361 TIM: TIM Meet the Editors			
BCC: 309		297 OMT and cosponsors: Introduction to Social Network Analysis						381 OMT/ONE: →
BCC: 310		298 OMT/SAP/OCIS: Towards a Practice-Driven Institutionalism			369 OMT/RM/OB: The Future of Ethnography			
BCC: 311		287 NDSC: New Doctoral Student Consortium (NDSC)						→
BCC: 313		317 TIM: TIM Doctoral Student Consortium -			341 AAM: Meeting with APJM Editorial Team			
BCC: Exhibition Hall A		310 SVC: Conference Registration						→
BCC: Exhibition Hall A Foyer	259 SVC: Information Booth							→
BCC: Exhibition Hall A Foyer		311 SVC: Self Check-In						→
BCC: Exhibition Hall A		312 SVC: AOM Resource Center						→
BCC: Exhibition Hall A		313 SVC: Technology Center						→
BCC: Exhibition Hall A					362 AAA: Conference			→
BCC: Exhibition Hall A		261 AAA: Conference Exhibits						→
BCC: First Aid Room & Mamava Pod		262 AAA: Mother's Nursing Room						→
BCC: Flexible Meeting Space		319 MBR: New Attendee Welcome Room						→
BCC: Flexible Meeting Space (Meetings)							377 TLC: TLC Precon Meeting	→
MAR: 3rd Floor		320 MBR: Career Center Services						→
MAR: 4th Floor Registration Desk		263 AAA: Speaker Ready Room (Marriott)						→
MAR: Boylston		267 ENT: Gender, Immigrants and Entrepreneurial Identity			374 TTC: Learning Activity Exchange			
MAR: Connecticut		314 SVC: Reflection Room						→
MAR: Grand Ballroom Salon ABC		269 ENT/MC: Family Entrepreneurship Education and Training			363 ENT: External Enablers of Entrepreneurship Update			→
MAR: Grand Ballroom Salon D		304 SIM: SIM Teaching Site: Favorite Links			351 SIM/ENT: Socio-Tech Entrepreneurship			390 OCIS: →
MAR: Grand Ballroom Salon G		270 ENT/STR: Conducting Experiments to Advance ENT			371 SIM/MSR: Co-create Inclusion through Humanistic			→
MAR: Grand Ballroom Salon IJ		294 OCIS and cosponsors: Digital Practices: Organizing Logic for Digital						379 OCIS/SIM: →
MAR: Maine		331 ICW: Organization Management Journal						
MAR: Provincetown		329 ENT/IAM/OMT: Entrepreneurial Migrant from-in Emerginq						378 ENT/STR/TIM: →
MAR: Regis		286 MSR: Spiritual Discernment in Troubled			350 SIM: Social Media for Responsible			388 →
MAR: Simmons					356 MSR/PTC/MC: Humanistic Organizing			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							→
MAR: Tremont				340 TTC: CPD Teaching Training				
MAR: Wellesley		268 ENT/HR/TIM: Demystifying the R&R Process			366 MH: Getting Published			
MAR: Yarmouth					355 MH/HR: Meet the Editors			
BPP: Arlington		327 STR: STR New Faculty Consortium						→
BPP: Beacon Hill		335 ODC: ODC Doctoral Consortium						→
BPP: Boylston		307 STR/OB/OMT/TIM: Philosophy of Science and Reliability Crisis						380 ODC/RM: →
BPP: Cambridge		336 ODC: ODC Junior Faculty Consortium						→
BPP: Clarendon		281 MC/ODC: Art at Work			354 GDO/D&ITC/OB: Bridging the Gap in D&I Field Research			→
BPP: Commonwealth		265 AAA: Speaker Ready Room (Park Plaza)						→
BPP: Exeter Foyer	← SVC: Self Check-In							→
BPP: Franklin				330 IAM/GDO: Gender Differences in Managing Crisis & Challenges				
BPP: Grand Ballroom B		309 STR/TIM/OMT/HR: AI and Machine Learning as a Tool and Topic						384 SAP/STR/MED: →
BPP: Hancock		333 ICW: ODEA@AOM Meeting						
BPP: Newbury		280 MC: Improving Our Doctoral Studies						→
BPP: Statler		295 ODC/OB: Bringing Meaning to Our Work & the Work of			372 STR: STR Junior Faculty Paper Development			→

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

Saturday Morning, August 10, 2019 (continued)								
	8:00	8:30	9:00	9:30	10:00	10:30	11:00	11:30
BPP: Terrace	308 STR/TIM: STR Teaching PDW: Hybrid and Online Teaching				373 STR/OMT/TIM: Computational Models in			→
BPP: Tremont	271 GDO: GDO Junior Faculty Consortium							→
BPP: White Hill	303 SAP: Understanding Strategic Concepts			370 SAP/STR: Visualization Techniques in Strategy				→
BPP: Whittier	306 STR: STR Managing Your Dissertation Workshop							
HIL: Adams A	301 PNP: PNP Faculty Consortium			349 PNP: Understanding Stakeholder Dynamics				
HIL: Belvidere Ballroom, Salon B						352 CMS/OMT: Decolonising-Colonizing		394 →
HIL: Fenway Ballroom	279 IM/STR/TIM: Researching National			345 IMMED: Exercises to Help Teach International Business				
HIL: Washington	325 PNP: PNP Doctoral Consortium							→
HIL: Westminster	278 IM: Macro Talent Management			346 IM/OB/HR: CQ: Capabilities in Diverse,			387	→
OS: Northeastern University	305 STR: STR Doctoral Consortium 2019							→
OS: Northeastern University	322 IM: Doctoral Student ConsortiumDSC							→
OS: Northeastern University	323 IM: Junior Faculty Consortium JFC							→
SHR: Back Bay Ballroom AB	337 PUBS: AMR: Writing Theoretical Papers							
SHR: Back Bay Ballroom C	367 OB/CAR/GDO: Fostering Work-Life Inclusive							
SHR: Back Bay Ballroom D	293 OB/RM/OMT/STR: Statistical Analysis of Social Networks							
SHR: Beacon A	328 CAR: CAR Doctoral Consortium							
SHR: Beacon B	334 INDAM: Sustainable Business Model							
SHR: Beacon D	282 MED: Leadership Lessons from the							
SHR: Berkeley AB	284 MED/HR: Using Sports in the Classroom							
SHR: Boardroom	264 AAA: Speaker Ready Room (Sheraton)							→
SHR: Boston Common	326 PUBS: Annals Incoming							
SHR: Commonwealth	288 OB: OB Doctoral Consortium - Part 2							→
SHR: Constitution Ballroom B	289 OB: Halfway There, But Now What?							
SHR: Fairfax AB	290 OB: OB Jr Faculty Workshop						389	→
SHR: Gardner AB						376 VOL: Connecting with the		
SHR: Grand Ballroom Foyer	← SVC: Technology Center							→
SHR: Hampton AB	283 MED/AFAM: Business and Management			347 MED/TTC/TIM/SIM/IM: Case Teaching and Technology				
SHR: Independence East	321 CM: Conflict Management Doctoral Consortium							→
SHR: Independence West	273 HCM: HCM Teaching Incubator			344 HCM: HCM Research Incubator				
SHR: Jamaica Pond	266 CM: Update Your Negotiations Course							
SHR: Liberty Ballroom AB	291 OB: Rise and Shine!			368 OB/HR: Writing and Publishing for Non-English				
SHR: Liberty Ballroom C	302 PUBS: AMD Editors Working Breakfast						393	→
SHR: Olmsted	332 ICW: ASQ Editors Meeting							
SHR: Republic A						359 PUBS: Publishing in AMP Workshop		→
SHR: Republic B	292 OB: OB Research Incubator			375 OB: The Road to Nowhere				→
WES: Adams	274 HR: HR Division Mid-Stage Doctoral Consortium							→
WES: Courier						358 OSCM/ONE/STR: Cross-Disciplinary		
WES: Defender	364 HR: Crafting Conceptual HR Manuscripts							
WES: Empire	300 OSCM: Incorporating LCA in Teaching and							
WES: Essex Ballroom Foyer	← SVC: Technology Center							→
WES: Essex Center	277 HR/CAR/OMT: Career Mobility Within and Between			365 HR/OB: HRM, Gig Work and Online				
WES: Essex South	275 HR: HR Late-Stage Doctoral Student Consortium							→
WES: Independence A	276 HR: HR Division New Faculty PDW							→
WES: St George B	324 ONE/SIM: SIM-ONE Junior Faculty Consortium							→
WES: St George CD	285 MOC: Cognition in the Rough							
WES: Staffordshire Ballroom	272 GOV: Board of Governors Meeting							→

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

Saturday Afternoon, August 10, 2019										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BCC: 101	← EXH: Problem-Based		430 EXH: MobLab: Experiments &				464 EXH: Design Engaging			
BCC: 103		403 OMT/STR/OB/OCIS: Teaching Social Networks					469 OMT/STR: Behavioral Theory of the Firm			
BCC: 104	← OMT/STR:		423 OMT/MOC: Contemporary Lessons				462 TIM/STR: Advances in Patent Research			
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)									→
BCC: 201							451 GDO/D&ITC: Publishing Diversity Research Workshop			
BCC: 202	← TIM/OMT: Building Novel Theory from Hot Topics						454 OMT/ONE: Strategic CSR in			
BCC: 203	← OMT/STR/ODC:		436 TIM: TIM Doctoral Research Development Workshop							
BCC: 204	← OMT/OB/STR: Trust between		442 TIM: How to do an Effective Peer Review						494 ICW: ORM	
BCC: 205	← OMT/STR: OMT Dissertation			445 RM: Precise Distribution-Fitting Procedures						
BCC: 206		408 TIM/OMT: Researching Design Thinking				453 OMT: Organizational Hybridity			492 OMT/TIM:	→
BCC: 302					447 TIM/STR: Lean Startups and Innovation Strategy					
BCC: 304	← TIM: TIM Distinguished Scholar									
BCC: 306					433 RMM/MOC: Impactful Qualitative Research					
BCC: 309	← OMT/ONE:		426 RM: New Ways of Approaching Qualitative				474 RM/OMT/IM: OCA for Research on			→
BCC: 310			415 OMT/ONE/PNP/STR: Movements and Markets							
BCC: 311	← NDSC: New Doctoral Student Consortium (NDSC)									
BCC: 313				437 D&ITC: Town Hall Meeting					485 D&ITC: Connections Café	
BCC: Exhibition Hall A	← SVC: Conference Registration									
BCC: Exhibition Hall A Foyer	← SVC: Information Booth									
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In									→
BCC: Exhibition Hall A	← SVC: AOM Resource Center									
BCC: Exhibition Hall A	← SVC: Technology Center									
BCC: Exhibition Hall A							455 AAA:			
BCC: Exhibition Hall A	← AAA: Conference Exhibits									
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room									→
BCC: Flexible Meeting Space	← MBR: New Attendee Welcome Room									
MAR: 3rd Floor	← MBR: Career Center Services									
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)									→
MAR: Boylston	← TTC:		429 TTC/ENT/HCM: Teaching Bootcamp						495 ICW:	→
MAR: Columbus I					444 ICW: Palgrave Business History Meeting					
MAR: Connecticut	← SVC: Reflection Room									→
MAR: Grand Ballroom Salon ABC	← ENT: 416 SIM: SIM Research Development Workshop					459 MSR: Transcendence to Solve			497	→
MAR: Grand Ballroom Salon D	← OCIS: Paper									
MAR: Grand Ballroom Salon E						460 SIM: SIM Speed Networking				
MAR: Grand Ballroom Salon G	← SIM/MSR:		418 ENT/OMT: The Role Resourcefulness in							
MAR: Grand Ballroom Salon IJ	← OCIS/SIM: Challenges and		432 ENT: MCC						479 ENT: Contextualization & The	→
MAR: Provincetown	← ENT/STR/TIM:						466 ICW: Journal of Family Business			
MAR: Regis	← MSR/GDO: The Big		431 SIM/ENT/ONE: Conceptualizing and Measuring				475 ENT: LCC			
MAR: Simmons							468 MSR: Dance Meditation			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center									→
MAR: Tremont			428 TTC: Service Learning in B Schools' curriculum				478 OCIS: Leadership Qualities for Digital			→
MAR: Vineyard	← TTC/OB/MSR/HR: Teaching with Technology:								493 AAA:	→
MAR: Wellesley	← MH: 409 ENT: Traditional & Emerging Entre & Innov									
MAR: Yarmouth							463 AAA: Ethics Forum - #MeToo!			
BPP: Arlington	← STR: STR New Faculty Consortium								498	→
BPP: Beacon Hill	← ODC: ODC Doctoral Consortium									
BPP: Boylston	← ODC/RM: Reflexive		435 STR/TIM/OMT: Strategy Field Experiments							
BPP: Cambridge	← ODC: ODC Junior Faculty Consortium									
BPP: Clarendon		406 STR/HCM: Corporate Strategy in Healthcare								
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)									→
BPP: Exeter Foyer	← SVC: Self Check-In									→
BPP: Franklin			420 IAM/AFAM/IM: Status, outlook, and comparisons with other							
BPP: Grand Ballroom B	← SAP/STR/MED: Teaching the Practice of		446 STR/OMT/MOC: Psychological Perspectives on Strategy							
BPP: Newbury	← MC:									
BPP: Statler	← STR: STR		427 STR/GDO/IM: On-Boarding Diversity in Corporate Boards Research						491	→

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

Saturday Afternoon, August 10, 2019 (continued)										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BPP: Terrace	← STR/OMT/TIM:			434 STR: Heuristics and Cognitive Biases						
BPP: Tremont	← GDO: GDO Junior Faculty Consortium					461 STR: Bridging Leadership Research			496	→
BPP: White Hill	← SAP/STR:							483 SAP/ODC/OMT/STR: Open		→
BPP: Whittier	407 STR/TIM/OMT: Formal Modeling							477 MC/OB: Inclusive Organizations: How		
HIL: Adams A	← CMS/ONE/SIM: Towards the			439 ITC: English Writing for German Native Speakers						
HIL: Adams B				438 IM: Improving Papers to Avoid						
HIL: Belvidere Ballroom, Salon B	← CMS/D&ITC: Identity, Inequality and						471 PNP: PNP Journal Editors Panel			
HIL: Fenway Ballroom	← ITC: International Research and Teaching.									
HIL: Maverick B	← CMS/MED: The Junior Faculty							486 IM: Meet the Editors		
HIL: Washington	← PNP: PNP Doctoral Consortium									
HIL: Westminster	← IM/STR/TIM: Global					457 IM/MED: Synergies in Case Teaching, Writing, and				
OS: Northeastern University	← STR: STR Doctoral									
OS: Northeastern University	← IM: Doctoral Student ConsortiumDSC									
OS: Northeastern University	← IM: Junior Faculty Consortium JFC									
OS: Post 390	410 HR: HR New Faculty Lunch									
SHR: Back Bay Ballroom AB			425 PUBS: Publishing in AMJ: Tips from the Editors							
SHR: Back Bay Ballroom C	← OB/CAR/GDO:									
SHR: Back Bay Ballroom CD							473 OB/IM: OB Research Roundtables			
SHR: Beacon B	412 INDAM: Strategic Choices in Emerging Economies					458 INDAM: Indian Management				
SHR: Berkeley AB	405 PUBS: AMLE Editors Meeting				452 MED/TTC: Silver Screen Solutions			490 INDAM/IM/OB:		→
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)									→
SHR: Commonwealth	← OB:		422 OB: Acing the Job Talk					481 OB/RM/STR/HR: Dyads in		→
SHR: Constitution Ballroom A					450 OB/SIM/CMMOC/STR: Behavioral Ethics Pecha Kucha and Networking					
SHR: Constitution Ballroom B	402 OB/HR/STR: Revise and Resubmit							488 PUBS: AMD Advisory		→
SHR: Fairfax AB	← OB/ODC/PTC/STR: Publishing in			441 OB/RM/ITC: Leadership Research: Inclusive				487 PTC/MSR: A		→
SHR: Gardner AB	← VOL:			448 VOL: Session Chairs		472 HCM: "Hot Topics" in Health Care				
SHR: Grand Ballroom Foyer	← SVC: Technology Center									→
SHR: Hampton AB			424 PTC/ODC/MED/MC/OB: Translating Theory into Practice:							
SHR: Independence East	← CM: Conflict Management Doctoral									
SHR: Independence West	414 OB/OMT/STR/CM: Advanced Networks PDW									
SHR: Jamaica Pond			419 HCM/ODC: Integration Research							
SHR: Liberty Ballroom AB	413 OB: Thinking of a Position Outside the US?							480 OB/OMT: Creative Leadership		→
SHR: Liberty Ballroom C	← CAR/GDO/HR/OB: Gender and Inclusion									
SHR: Republic A	← PUBS:		417 MED/SIM/MSR/ITC: Management Education, Humanism,			476 HCM/RM: Preparing Manuscripts for				
SHR: Republic B	← OB: The Road							489 PUBS: AMLE Editorial		→
WES: Adams	← HR: HR Division Mid-Stage Doctoral Consortium			449 MOC/OB/STR: Executive Error Management						
WES: America North								470 OSCM/RM: Supply Network Theory and Analysis		
WES: Courier			421 MOC/RM/HCM/CM: Neurocognitive Management							
WES: Defender	← HR:		411 HR/RM: Advancing the Social Network Paradigm in			456 HR: Taking Stock of Affiliation-Based				
WES: Empire	404 OSCM: Interventionist Research in			443 AAA: Forum for Affiliate & Associate				482 ONE: Social Evaluations and		
WES: Essex Ballroom Foyer	← SVC: Technology Center									→
WES: Essex Center	← AFAM: Diaspora and Institution			440 MOC/MED/OB: Teaching in the Rough				484 AFAM/ITC/INDAM/IAM:		
WES: Essex South	← HR: HR Late-Stage Doctoral Student Consortium									
WES: Great Republic								465 HR/OB: Exploring Tough Compensation Research		
WES: Independence A	← HR: HR Division New Faculty PDW									
WES: Parliament								467 ICW: JMI Editorial Board Meeting		
WES: St George B	← ONE/SIM: SIM-ONE									
WES: St George CD	401 MOC: Diamonds in the Rough									
WES: Staffordshire Ballroom	← GOV: Board of									

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

Saturday Evening, August 10, 2019							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00 8:30
BCC: 104	←	TIM/STR:					
BCC: 105	←	AAA: Speaker Ready Room (Hynes Convention Center)					
BCC: 201			5 25 RM: RM Division-CARMA Consortium/PDW Social				
BCC: 202			5 1 7 ICW: CEIBS Reception				
BCC: 203		5 0 6 TIM: TIM Research Networking					
BCC: 204	←	ICW: ORM					
BCC: 206	←	OMT/TIM: Industry					
BCC: 207		5 1 0 ICW: JSCM Reception and Awards					
BCC: 208		4 9 9 ICW: 'Across the Universe' ULMS Drinks Reception					
BCC: 210		5 0 0 ICW: University of Bath Reception					
BCC: 302		5 1 8 ICW: Hong Kong PolyU MM Reception					
BCC: 304		5 0 1 ICW: CityU of HK Reception					
BCC: 306		5 1 9 ICW: Reception by Dept. of Management, Chinese U of HK					
BCC: 308		5 0 9 D&ITC: Executive				5 3 7 D&ITC: Executive Committee Business Dinner	
BCC: 309	←	RM/OMT/IM: QCA for Research on					
BCC: 310		5 0 5 OMT/MH/IM: Classics of OMT: The Contingency Approach					
BCC: 311			5 2 9 ICW: Hong Kong Baptist U. Reception				
BCC: 313	←	D&ITC:					
BCC: Exhibition Hall A Foyer	←	SVC:					
BCC: Exhibition Hall A Foyer	←	SVC: Self Check-In					
BCC: First Aid Room & Mamava Pod	←	AAA: Mother's Nursing Room					
MAR: 4th Floor Registration Desk	←	AAA: Speaker Ready Room (Marriott)					
MAR: Boylston	←	ICW: NOCA Debriefing					
MAR: Connecticut	←	SVC: Reflection Room					
MAR: Grand Ballroom Salon ABC	←	ENT: New Members Event					
MAR: Grand Ballroom Salon G		5 2 4 OCIS: OCIS DC and Member Reception					
MAR: Grand Ballroom Salon J	←	ENT:					
MAR: Regis	←	ENT: LCC					
MAR: Third Floor Atrium Lounge	←	SVC: Technology Center					→
MAR: Tremont	←	OCIS: Leadership Qualities for					
MAR: Vineyard	←	AAA: Graduate Student Ethics					
BPP: Arlington	←	ODC/HCM/OB: Relational Organizing Multi-Level					
BPP: Beacon Hill	←	ODC: ODC	5 1 6 IAM: IAM Business				
BPP: Berkeley	5 0 4 ODC: ODC Doctoral Student/New Faculty				5 3 3 IAM: IAM Social		
BPP: Boylston		5 3 1 MC: MC Division Social					
BPP: Cambridge	5 0 8 STR/TIM: Cooperation - A New Type of Dominant Logic?						
BPP: Commonwealth	←	AAA: Speaker Ready Room (Park Plaza)					
BPP: Exeter Foyer	←	SVC: Self Check-In					→
BPP: Georgian		5 2 2 ICW: ISB Reception					→
BPP: Grand Ballroom B		5 1 1 MC: MC Division Business					
BPP: Statler	←	ODC/STR/OMT/IM: Mergers & Acquisitions					
BPP: Tremont	←	ODC/MSR: Global Leader and Leadership for					
BPP: White Hill	←	SAP/ODC/OMT/STR: Open Strategy					
BPP: Whittier	←	MC/OB: 5 1 5 MC: Designing Thinking for Inclusive Interventions					
HIL: Belvidere Ballroom, Salon A		5 2 7 CMS: CMS PDW Social					
HIL: Fenway Ballroom		5 2 3 IM: Paper Development Workshop PDW					
HIL: Mariner	5 0 2 ICW: Management Learning Social						
HIL: Maverick B	←	IM: Meet the					
HIL: Westminster	5 0 3 IM/STR/TIM: Digitization, Platforms and						
OS: Back Bay Social		5 1 3 ONE: ONE Welcome Reception					
OS: Kings						5 3 6 CAR: Careers Division PDW Social	
OS: Legal Sea Foods - Park Square		5 2 6 TLC: TLC@AOM Committee Social Event					
OS: MJ O'Connor's		5 2 8 HCM: HCM PDW reception					
OS: Top of the Hub Restaurant						5 3 8 ENT: Entrepreneurship Division Social	→
SHR: Back Bay Ballroom AB		5 1 2 OB: OB Division Awards Ceremony					

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

Saturday Evening, August 10, 2019 (continued)							
	5:00	5:30	6:00	6:30	7:00	7:30	8:00
SHR: Back Bay Ballroom CD	← OB/IM:		520 ICW: Human Relations Reception				
SHR: Berkeley AB	← INDAM/IM/OB: Strengthening						
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)						
SHR: Commonwealth	← OB/RM/STR/HR:		530 ICW: CMSC Reunion				→
SHR: Constitution Ballroom A	← OB/SIM/CM/MOC/STR:		534 MED: SAT Social				
SHR: Constitution Ballroom B	← PUBS: AMD Advisory						
SHR: Fairfax AB	← PTC/MSR: A Contemplative						
SHR: Grand Ballroom Foyer	← SVC: Technology Center						→
SHR: Hampton AB			521 ICW: MMD Debriefing (2)				
SHR: Liberty Ballroom AB	← OB/OMT: Creative						
SHR: Liberty Ballroom C			532 PTC: PTC Celebration and Awards				
SHR: Republic A	← HCM/RM:						
SHR: Republic B	← PUBS: AMLE Editorial Review						
WES: Empire		514 OSCM: Time as a Resource & Managing Resources Over					
WES: Essex Ballroom Foyer	← SVC: Technology Center						→
WES: Essex Center	← AFAM/ITC/INDAM/IAM:						
WES: Essex South			535 MOC: MOC Social				
WES: Great Republic	← HR/OB:						
WES: St George CD		507 MOC: MOC Connecting					

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

Sunday Morning, August 11, 2019							
	8:00	8:30	9:00	9:30	10:00	10:30	11:00 11:30
BCC: 101	598 EXH: Better Learning With Simulations						
BCC: 105	552 AAA: Speaker Ready Room (Hynes Convention Center) →						
BCC: 111	571 OMT: OMT Executive Committee Meeting						
BCC: 204	624 ICW: Organization Studies						
BCC: 205	550 TIM: Welcome to TIM						
BCC: 209	548 OMT: OMT Yoga						
BCC: 301	631 ICW: ETI →						
BCC: 303	570 ICW: JABS Editorial			600 ICW: GOM Editorial			
BCC: 304	623 AAT: Nevertheless She →						
BCC: 306	630 AAT: →						
BCC: Exhibition Hall A	563 SVC: Conference Registration →						
BCC: Exhibition Hall A Foyer	549 SVC: Information Booth →						
BCC: Exhibition Hall A Foyer	564 SVC: Self Check-In →						
BCC: Exhibition Hall A	565 SVC: AOM Resource Center →						
BCC: Exhibition Hall A	566 SVC: Technology Center →						
BCC: Exhibition Hall A	628 PUBS: Meet the AMD						
BCC: Exhibition Hall A	608 AAA: Conference						
BCC: Exhibition Hall A	553 AAA: Conference Exhibits →						
BCC: First Aid Room & Mamava Pod	554 AAA: Mother's Nursing Room →						
BCC: Flexible Meeting Space	560 MBR: New Attendee Welcome Room →						
MAR: 3rd Floor	561 MBR: Career Center Services →						
MAR: 4th Floor Registration Desk	555 AAA: Speaker Ready Room (Marriott) →						
MAR: Connecticut	567 SVC: Reflection Room →						
MAR: Gloucester	625 MBR: Career Center →						
MAR: Grand Ballroom Salon A	574 TLC: Animate Content	588 TLC: Management		613 TLC: Chatbot Integration			
MAR: Grand Ballroom Salon B	575 TLC: Introducing The	589 TLC: Redesigning		614 TLC: A modular and			
MAR: Grand Ballroom Salon C	576 TLC: The Case with a	590 TLC: Engagement through		615 TLC: How to Use Live			
MAR: Grand Ballroom Salon D	577 TLC: Lessons from the	591 TLC: G Suite and		616 TLC: Developing Leaders			
MAR: Grand Ballroom Salon EF	551 TLC: TLC@AOM						
MAR: Grand Ballroom Salon G	578 TLC: Student Wellbeing	592 TLC: Case Writing as a		617 TLC: Love at First Sight			
MAR: Grand Ballroom Salon H	579 TLC: Build your own	593 TLC: Strategies Diverse		618 TLC: Intentional Design of			
MAR: Grand Ballroom Salon I	580 TLC: From learning styles	594 TLC: Outside of These		619 TLC: Reflections on			
MAR: Grand Ballroom Salon J	581 TLC: The Spotlight Project	595 TLC: Teaching		620 TLC: Learning Analytics &			
MAR: Grand Ballroom Salon K	582 TLC: Onboarding,	596 TLC: Co-operatives Game		621 TLC: Teaching Assistants			
MAR: Massachusetts	573 SIM: SIM Governance Meeting						
MAR: Provincetown	583 TLC: Hockey Activity:	597 TLC: Teach Me to Fish.		622 TLC: Teaching with			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center →						
MAR: Vineyard	← MSR: MSR Exec Committee						
MAR: Wellesley	585 AAC: SMA Board Meeting						
BPP: Commonwealth	557 AAA: Speaker Ready Room (Park Plaza) →						
BPP: Exeter Foyer	← SVC: Self Check-In →						
BPP: Whittier	602 ICW: LRP Editorial Board Meeting						
HIL: Fenway Ballroom	559 ICW: WU Vienna Breakfast Reception						
HIL: Mariner	558 CMS: CMS Executive Meeting						
OS: Joe's American Bar & Grill	562 SAP: SAP Meet & Greet Breakfast						
SHR: Arnold Arboretum	609 AAC: Midwest Academy of Management →						
SHR: Back Bay Ballroom A	601 ICW: JME Special Issues Writers Workshop						
SHR: Beacon E	569 HCM: HCM Exec Committee Mtg						
SHR: Berkeley AB	587 PUBS: AMJ Incoming Editors Meeting						
SHR: Boardroom	556 AAA: Speaker Ready Room (Sheraton) →						
SHR: Boston Common	610 AAC: EAM Board						
SHR: Commonwealth	607 PUBS: AMP Editorial Review Board →						
SHR: Constitution Ballroom A	547 ICW: POS Gathering						
SHR: Exeter AB	546 GOV: AOM Past Presidents Breakfast →						
SHR: Fairfax A	586 ICW: JME Ed Board Mtg						

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

Sunday Morning, August 11, 2019 (continued)							
	8:00	8:30	9:00	9:30	10:00	10:30	11:00 11:30
SHR: Fairfax AB							629 VOL: Incoming PDW
SHR: Gardner AB							612 VOL: Incoming and Outgoing DIG Chairs →
SHR: Grand Ballroom		568 AAA:	584 AAA: Presidential Address				
SHR: Grand Ballroom Foyer	← SVC: Technology Center →						
SHR: Republic A		572 PUBS: AMR Editors Meeting					627 PTC: PTC Business →
WES: Adams						603 MOC: MOC Executive Committee Meeting	
WES: Defender					605 OSCM: OSCM Sunday		
WES: Empire					604 ONE: ONE Exec		
WES: Essex Ballroom Foyer	← SVC: Technology Center →						
WES: Essex North-West					606 OSCM: OSCM Division Executive		
WES: Great Republic						611 ICW: PPSYCH editorial board meeting	
WES: North Star						626 OSCM: OSCM Sunday	
WES: St George CD					599 AFAM: Business Meeting		
WES: Westin Copley Place Lobby	← OSCM: Sunday Morning						

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

Sunday Afternoon, August 11, 2019										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
BCC: 101							745 EXH: Implementing Simulations 101		800	→
BCC: 103		670 TIM: Corporate Strategy &			731 TIM: Digitization			793 TIM: Government and		
BCC: 104		671 TIM: Innovation & Networks			732 TIM: Innovation Process			794 TIM: Intellectual Property		
BCC: 105		← AAA: Speaker Ready Room (Hynes Convention Center)								→
BCC: 107					737 TIM: TIM Best					
BCC: 108								763 TIM: TIM Executive Committee		
BCC: 109		636 AAT: Rebooting Sexual Harassment			724 PNP/AAT: Cross Cultural Public			764 AAT: Dignity and		
BCC: 110		637 AAT: Non-Tenure-Track Faculty			697 AAT: The Promise of Practice			780 OB/AAT: State of		
BCC: 111								762 RM: RM Executive Committee Meeting		
BCC: 201		657 OMT: Status and Stigma			718 OMT: Capabilities & Strategies			781 OMT: Cognition and		
BCC: 202		658 OMT: Imagining Identity			719 OMT: The Role of Occupations and					
BCC: 203		← AAT: Women's Career Advancement in the 21st								→
BCC: 204		672 TIM: Novelty and Radicalness			733 TIM: Perspectives on Innovation					
BCC: 206		659 OMT: Visuality, Materiality, Spaciality			720 OMT: Material Artefacts and			782 OMT: Logics & Fields		
BCC: 301		← ICW: ETP Senior								
BCC: 303		664 RM/AAT: Instrument Design for			727 SIM/AAT: Inequalities and the Fight			775 MC/AAT: Trends and		
BCC: 304		← AAT: Nevertheless She Persisted								
BCC: 305		641 CMS/AAT: Racism, Nationalism and			717 ODC/AAT: ROCD: Current			779 MSR/AAT: The		
BCC: 306		← AAT: Management Knowledge Navigator								→
BCC: 308								785 RM: Robust and		
BCC: 309							742 AAT: Fireside Chat			
BCC: 310		638 AAT: System Transformation to Build			699 AAT: Climates for Diversity and			777 MED/AAT: Sustainability		
BCC: 313		650 HR/AAT: Examining Diversity			700 AAT: Love and the Inclusive			769 GDO/AAT: Identities in		
BCC: Exhibition Hall A		← SVC: Conference Registration								
BCC: Exhibition Hall A Foyer		← SVC: Information Booth								
BCC: Exhibition Hall A Foyer		← SVC: Self Check-In								→
BCC: Exhibition Hall A		← SVC: AOM Resource Center								
BCC: Exhibition Hall A		← SVC: Technology Center								
BCC: Exhibition Hall A							736 PUBS: Meet the AMR	761 PUBS: Meet the		
BCC: Exhibition Hall A							738 AAA:			
BCC: Exhibition Hall A		← AAA: Conference Exhibits								
BCC: First Aid Room & Mamava Pod		← AAA: Mother's Nursing Room								→
BCC: Flexible Meeting Space		← MBR: New Attendee Welcome Room								
MAR: 3rd Floor		← MBR: Career Center Services								
MAR: 4th Floor Registration Desk		← AAA: Speaker Ready Room (Marriott)								→
MAR: Boylston		642 ENT: Entrepreneurial Orientation &			704 ENT: Policy and Institutions					
MAR: Columbus I								765 ENT: New Venture		
MAR: Connecticut		← SVC: Reflection Room								→
MAR: Gloucester		← MBR: Career Center								
MAR: Grand Ballroom Salon A				678 TLC: Teaching Lean			751 TLC: Developing the Next			
MAR: Grand Ballroom Salon B				679 TLC: Crafting an Effective &			752 TLC: Open Educational Resources:			
MAR: Grand Ballroom Salon C				680 TLC: Career Readiness Based			753 TLC: Managing Multicultural Student			
MAR: Grand Ballroom Salon D				681 TLC: Creating Inclusive Classrooms			754 TLC: Employability Development via			
MAR: Grand Ballroom Salon EF		← TLC: AOM Teaching and Learning								
MAR: Grand Ballroom Salon G				682 TLC: Writing Educational and			755 TLC: Case Teaching			
MAR: Grand Ballroom Salon H				683 TLC: Developing Partnerships:			756 TLC: Exploring challenging business			
MAR: Grand Ballroom Salon I				684 TLC: AR/VR in Teaching Business			757 TLC: Storytelling			
MAR: Grand Ballroom Salon J				685 TLC: Supporting Introversion in			758 TLC: Alleviating the Plunging-In Bias			
MAR: Grand Ballroom Salon K				686 TLC: Social Class in the			759 TLC: Using Leadership Wisdom to			
MAR: Maine		655 MSR: MSR Discussion			715 OCIS: Digital Contexts			766 ENT: The Entrepreneurial		
MAR: Massachusetts		653 MH: Discussions						787 SIM: SIM-B/S Board		
MAR: Nantucket		643 ENT: New Venture Formation and			705 ENT: New Tools, Concepts, and					
MAR: New Hampshire								778 MH: MH Executive		→
MAR: Provincetown				687 TLC: Publishing and Working with			760 TLC: The co-creation challenge			
MAR: Regis								771 ICW: Business & Society		

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

Sunday Afternoon, August 11, 2019 (continued)										
	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
MAR: Simmons		644 ENT: Technology Entrepreneurship			706 ENT: New Venture Performance				767 ENT: ENT Executive	
MAR: Third Floor Atrium Lounge	← SVC: Technology Center									→
MAR: Tremont		665 SIM: Perspectives on Sustainability			725 SIM: Leadership in Morally Contexts				788 SIM: Politics & Business	
MAR: Vermont					735 OCIS: OCIS EC Meeting					
MAR: Vineyard		645 ENT: Judgment, Emotion, and			707 ENT: Networks, Teams, and				799 VOL:	→
MAR: Wellesley		666 SIM: Social and Ethical Innovation			726 SIM: CSR & Corp. (Ir)Responsibility					
BPP: Arlington		667 STR: Innovation, Capabilities, and			728 STR: Cooperative Strategies Linking				789 STR: A Converging	
BPP: Beacon Hill		646 GDO: Discussing D&I Around the			708 GDO: Discussing Gendered Jobs				768 GDO: Diverse	
BPP: Berkeley					693 ICW: EMR Board Meeting; DM/PhD Engaged Practitioners					→
BPP: Cambridge		656 ODC: Sustainability and Institutional			716 ODC: Readiness, Resilience, and				786 SAP: SAP Discussion	
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)									→
BPP: Emerson					694 ODC: ODC Board Meeting					→
BPP: Exeter Foyer	← SVC: Self Check-In									→
BPP: Hancock					712 MC: Global Discussion Papers in					
BPP: Newbury		668 STR: Corporate Growth and Global			729 STR: Performance Feedback and				790 STR: Information	
BPP: St James					740 STR: STR Teaching					
BPP: Tremont					741 STR: STR Global				791 STR: STR Executive	
BPP: White Hill					746 GDO: GDO Executive Committee Meeting					
BPP: Whittier		669 STR: Organization Design and			730 STR: Resources and Relationships				792 STR: Emerging Themes	
HIL: Adams A									783 PNP: PNP Business	
HIL: Adams B					695 PNP: PNP Division Executive					
HIL: Belvidere Ballroom, Salon B									744 CMS: CMS Business Meeting	
HIL: Mariner					734 IM: IMD Executive Committee Meeting					
HIL: Maverick A		651 IM: Emerging Topics of International			711 IM: Emerging Topics of International				774 IM: Emerging Topics of	
HIL: Maverick B		662 PNP: Emerging Issues in PNP			723 PNP: Diversity and Motivation					
HIL: Washington		640 CMS: Critical Analysis of Leadership			703 CMS: Inclusiveness, Care and					
SHR: Arnold Arboretum	← AAC:	674 AAC: EAM								
SHR: Back Bay Ballroom A								747 ICW: Leadership	772 ICW: NLS Awards	
SHR: Back Bay Ballroom C					696 PUBS: AMJ Incoming ERB				784 PUBS: AMJ Outgoing	→
SHR: Back Bay Ballroom D					690 ICW: ASQ Editorial					
SHR: Beacon A		647 HCM: Teams and organizations			709 HCM: Systems and networks					
SHR: Beacon B	← PUBS: Annals Incoming Associate Editors									
SHR: Beacon D								749 INDAM: INDAM EC Meeting		
SHR: Beacon E		676 OB: OB Global			714 OB: OB Division Executive Committee Meeting				798 OB: OB	
SHR: Beacon F	← ICW: CVDL C5 Gathering									
SHR: Beacon G					688 CM: CM Executive Committee Meeting					
SHR: Beacon H								743 CAR: Careers Executive Committee Mtg		
SHR: Berkeley AB		639 CAR: Balancing Careers and Life			701 CAR: Careers and Inclusivity					
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)									→
SHR: Clarendon AB		675 ICW: IACMR Board Meeting								
SHR: Commonwealth	← PUBS:				691 ICW: Leadership					
SHR: Constitution Ballroom B		663 PUBS: AMR Editorial Review Board								
SHR: Exeter AB	← GOV: AOM Past Presidents Breakfast									→
SHR: Fairfax AB		677 VOL: Program Chairs Mtg								
SHR: Gardner AB	← VOL:	673 VOL: DIG 5 Year								
SHR: Gardner B					702 CM: Moral and Ethical Dimensions of					
SHR: Grand Ballroom Foyer	← SVC: Technology Center									→
SHR: Hampton A					692 ICW: MTR Editorial Board Meeting					
SHR: Independence West									796 ICW:	→
SHR: Jamaica Pond		652 MED: Learn Envir Design							776 MED: Ethi Manag	
SHR: Republic A	← PTC: PTC Business									
SHR: Republic B					748 ICW: ASQ Reception					
FRM: Forum Room									795 ICW:	→
WES: Adams		648 HR: Multilevel HR Practices...								
WES: Defender					689 HR: HR Exec/Committee Meeting					

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

Sunday Afternoon, August 11, 2019 *(continued)*

	12:00	12:30	1:00	1:30	2:00	2:30	3:00	3:30	4:00	4:30
WES: Empire										773 ICW: HRMR Editorial
WES: Essex Ballroom Foyer	← SVC: Technology Center →									
WES: Independence A		660 ONE: Perspectives on Sustainability				721 ONE: Drivers and Adoption				
WES: North Star		654 MOC: Recovery, Resilience, and				713 MOC: Identity, Identification, and				
WES: Parliament		649 HR: HR and Social Factors				710 HR: HR and Learning...			770 HR: HR Practices and	
WES: St George B		661 OSCM: Potpourri 1				722 OSCM: Disruptions in Supply Chain				
WES: St George CD										797 ICW: JOM
WES: Staffordshire Ballroom							750 OSCM: OSCM Division Business			

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

Sunday Evening, August 11, 2019								
	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
BCC: 101	← EXH: Teaching with Cases							
BCC: 103	← TIM:							
BCC: 104	← TIM:							
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)							
BCC: 109	← AAT: Dignity							
BCC: 110	← OB/AAT: State							
BCC: 111	← RM: RM							
BCC: 201	← OMT:							
BCC: 202			815 ICW: Org. Studies & Org. Theory					
BCC: 206	← OMT: Logics							
BCC: 207			829 TIM: TIM Social					
BCC: 208		811 TIM: TIM Business						
BCC: 301			816 ICW: O&E Editorial					
BCC: 303	← MC/AAT:							
BCC: 305	← MSR/AAT:							
BCC: 308	← RM: Robust							
BCC: 309			817 ICW: Reception hosted by BI Norwegian					
BCC: 310	← MED/AAT:							
BCC: 313	← GDO/AAT:							
BCC: Exhibition Hall A Foyer	← SVC:							
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In							
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room							
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)							
MAR: Boylston			809 ICW: Identity in Purchasing and Supply Management					
MAR: Columbus I	← ENT: New							
MAR: Connecticut	← SVC: Reflection Room							
MAR: Grand Ballroom Salon EF	808 TLC: TLC@AOM							
MAR: Maine	← ENT: The							
MAR: Massachusetts	← SIM: SIM-B/S		823 SIM: SIM-IABS Board Meeting					
MAR: New Hampshire	← MH: MH Executive Meeting							
MAR: Regis	← ICW: Business		820 MSR: MSR Community Business Meeting					
MAR: Simmons	← ENT: ENT							
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							→
MAR: Tremont	← SIM: Politics &							
MAR: Vineyard	← VOL: Ethics Education		825 TTC: TTC Business Meeting					
MAR: Wellesley						832 MSR: MSR Social		→
MAR: Yarmouth	804 ICW: INFORG Board Meeting							
BPP: Arlington	← STR: A					833 ICW: Management Faculty of Color Assn		→
BPP: Beacon Hill	← GDO: Diverse							
BPP: Berkeley	← ICW: EMR Board Meeting;							
BPP: Cambridge	← SAP: SAP							
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)							
BPP: Emerson	← ODC: ODC Board Meeting							
BPP: Exeter Foyer	← SVC: Self Check-In							→
BPP: Franklin	807 SAP: SAP Executive Committee Meeting							
BPP: Newbury	← STR:							
BPP: Staller			824 STR: STR Irwin Educator Award Reception					
BPP: Tremont	← STR: STR							
BPP: Whittier	← STR:							
HIL: Adams A	← PNP: PNP							
HIL: Belvidere Ballroom, Salon A			827 ICW: IIM Calcutta Social Reception					
HIL: Belvidere Ballroom, Salon B	← CMS: CMS							
HIL: Fenway Ballroom			828 ICW: Kauffman Networking Reception					
HIL: Mariner	← IM: IMD							
HIL: Maverick A	← IM: Emerging							

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

Sunday Evening, August 11, 2019 *(continued)*

	5:00	5:30	6:00	6:30	7:00	7:30	8:00	8:30
HIL: Washington			822 PNP: PNP Social					
OS: FIRE + iCE Restaurants			813 GDO: GDO Executive Committee Dinner					
OS: Harvard Club of Boston			826 CM: CM Social					
SHR: Back Bay Ballroom B			830 ICW: IACMR/MOR/GSM-PKU Joint Reception					
SHR: Back Bay Ballroom C	← PUBS: AMJ Outgoing Editorial							
SHR: Beacon E	← OB: OB							
SHR: Berkeley AB	805 ICW: LSE Reception							
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)							
SHR: Commonwealth	818 ICW: The HKUST Reception							
SHR: Exeter AB	← GOV: AOM Past Presidents Breakfast							
SHR: Fairfax AB	801 CM: CM Business Meeting							
SHR: Grand Ballroom Foyer	← SVC: Technology Center							→
SHR: Independence East	819 ICW: MMD Debriefing (3)							
SHR: Independence West	← ICW: IACMR-RRBM Responsible Research							
SHR: Jamaica Pond	← MED: Ethi							
SHR: Liberty Ballroom A	810 ICW: Sigma Iota Epsilon Reception & Recruiting Event							
SHR: Liberty Ballroom B	831 ICW: IHS Networking Reception							
SHR: Republic A	806 ICW: Network of Leadership Scholars							
FRM: Forum Room	← ICW: NOCA Debriefing							
FRM: Grand Ballroom	812 AAA: All-Academy Reception							
FRM: State Suite AB	803 ICW: IIM Ahmedabad Social							
WES: Empire	← ICW: HRMR							
WES: Essex Ballroom Foyer	← SVC: Technology Center							→
WES: Essex Center	802 HR: HR Business Meeting							
WES: Essex South	814 HR: HR Social							
WES: Parliament	← HR: HR							
WES: St George CD	← ICW: JOM							
WES: Staffordshire Ballroom	821 OSCM: OSCM Division Social...							

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

Monday Morning, August 12, 2019								
	7:30	8:00	8:30	9:00	9:30	10:00	10:30 11:00	
BCC: 101						979 EXH: Pathways to		
BCC: 103						1011 OMT: Gender and Career		
BCC: 104						1012 OMT: Status Hierarchies		
BCC: 105		846 AAA: Speaker Ready Room (Hynes Convention Center)						→
BCC: 107	← TIM: TIM Breakfast							
BCC: 108		956 TIM: External Sources of Innovation				1022 OMT/STR: Reviving a Political View of		
BCC: 109						1013 OMT: Exploring the Intangible in Process		
BCC: 110		957 TIM: Knowledge-based Acquisitions				1057 TIM: Strategic Drivers of Innovation		
BCC: 111		958 TIM: Perspectives on Ecosystems				1058 TIM: Platform Business Models		
BCC: 201						1014 OMT: Intentionality, Silence and Meaning		
BCC: 202						1015 OMT: Governing the Sharing Economy		
BCC: 203		959 TIM: TIM Conversations - AI and Human				1059 TIM: TIM Conversations		
BCC: 204		960 TIM: Community and User Innovation				1060 TIM: Knowledge Sourcing and Flows		
BCC: 205		961 TIM: TIM Conversations - Modularity and				1061 TIM: Supply and Demand in		
BCC: 206		962 TIM: Digital Transformation				1062 TIM: TIM Conversations - Incumbent		
BCC: 207						1016 OMT: Category Dynamics		
BCC: 208		918 OMT: OMT Distinguished Scholar						
BCC: 209						1017 OMT: Revisiting Organizational Design		
BCC: 210						1021 OMT/SAP: A Place for Space		
BCC: 301		927 RM/OSCM/SAP: Templates in Qualitative						
BCC: 302		964 TIM/ENT/STR: Strategic Disclosure of				1065 TIM/SIM: Tech Platforms' Myth of Inclusion		
BCC: 303	← OMT:					1063 TIM: Behavioral Perspectives on Innovation		
BCC: 305		963 TIM: The role of CEOs in Innovation				1064 TIM: Networks and Innovation		
BCC: 306	← ICW: Christian Management					1018 OMT: Institutions, Violence and Repression		
BCC: 308		926 RM/HR/OB: Challenges & Pitfalls in Internet				1031 RM/OMT: Publishing Rigorous & Impactful		
BCC: 309						1020 OMT/MOC/HCM: The Role of Emotions in		
BCC: 310						1030 RM: Recommendations for Methods &		
BCC: 313						1019 OMT: Intricacies of Societal and Institutional		
BCC: Exhibition Hall A		951 SVC: Conference Registration					→	
BCC: Exhibition Hall A Foyer	845 SVC: Information Booth						→	
BCC: Exhibition Hall A Foyer		952 SVC: Self Check-In					→	
BCC: Exhibition Hall A		953 SVC: AOM Resource Center					→	
BCC: Exhibition Hall A		954 SVC: Technology Center					→	
BCC: Exhibition Hall A						1068 PUBS: Meet the		
BCC: Exhibition Hall A						1066 AAA: Conference		
BCC: Exhibition Hall A		847 AAA: Conference Exhibits					→	
BCC: First Aid Room & Mamava Pod		848 AAA: Mother's Nursing Room					→	
BCC: Flexible Meeting Space		965 MBR: New Attendee Welcome Room					→	
MAR: 3rd Floor		967 MBR: Career Center Services					→	
MAR: 4th Floor Registration Desk		849 AAA: Speaker Ready Room (Marriott)					→	
MAR: Boylston		931 SIM: CSR and Corporate Activism				1043 SIM/PNP: Inclusive Practice across		
MAR: Columbus I	← MSR: MSR					1034 SIM: Aftermath of Unethical Behavior		
MAR: Columbus II		932 SIM: Multi-Sector Partnerships				1035 SIM: Corruption and Recidivism		
MAR: Connecticut		955 SVC: Reflection Room					→	
MAR: Grand Ballroom Salon A		933 SIM: Sustainability Concepts				1036 SIM: Int'l CSR and Firm Performance		
MAR: Grand Ballroom Salon B		894 MSR: Relationships in the Workplace						
MAR: Grand Ballroom Salon C		934 SIM: The Role of Social Enterprise				1037 SIM: The Value of CSR		
MAR: Grand Ballroom Salon D		861 ENT: Performance: Impacts and Capabilities						
MAR: Grand Ballroom Salon G						977 ENT: Entrepreneurship Plenary Session		
MAR: Grand Ballroom Salon H		935 SIM: Ethical Leadership				1038 SIM: Leadership Traits and Effects		
MAR: Grand Ballroom Salon I		936 SIM: Managing Claims & Controversy						
MAR: Grand Ballroom Salon J		895 MSR: A Christian Perspective				1001 MSR: The Self and Virtue		
MAR: Grand Ballroom Salon K		915 OCIS/OMT/TIM: Algorithms at Work				1007 OCIS/TIM/OMT: Digital 'x': Theorizing		
MAR: Hyannis		937 SIM: Social Innovation				1039 SIM: Stakeholder Hypocrisy		
MAR: Maine		913 OCIS: Entrepreneurship				1005 OCIS: Value		

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

Monday Morning, August 12, 2019 *(continued)*

	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
MAR: Massachusetts		862 ENT: Entrepreneurship Education						
MAR: Nantucket		938 SIM: Business Ethics: Corporate and				1040 SIM: Engagement with Stakeholders		
MAR: New Hampshire		863 ENT: Ecosystems: Global and Cross-National						
MAR: Orleans		864 ENT: New Insights in Effectuation				1041 SIM: Dark Side of Employee Relations		
MAR: Provincetown	844 SIM: SIM-IABS Jumpstart							
MAR: Regis		865 ENT: Entrepreneurial Team Dynamics						
MAR: Simmons		866 ENT: Conceptual Issues in Social						
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							→
MAR: Tremont		869 ENT/STR: Entrepreneurial Ecosystems:				978 ENT: Social Ventures: New Empirical Studies		
MAR: Vermont		914 OCIS: Digital Innovation				1006 OCIS: Organizational Transformation		
MAR: Vineyard		867 ENT: Collaboration and Competition				1002 MSR/MOC: Meaning Making in the		
MAR: Wellesley		868 ENT: Accelerators and Incubators				1042 SIM: Bad Workplace Relationships		
MAR: Yarmouth		890 MH: Personalities and Organisations				999 MH: Leadership		
BPP: Arlington		947 STR/OMT/OB: Learning & Reporting After the				1055 STR/TIM/ENT: M&A Success and		
BPP: Beacon Hill		948 STR/OMT/SIM: Political Ideology and				1044 STR: Dynamics of Competitive Interaction		
BPP: Berkeley		939 STR: Resource Redeployment and Exit				1045 STR: Human Capital and Productivity		
BPP: Boylston		870 GDO: GDO Welcome						
BPP: Brandeis		871 GDO: Experiences of People with Disabilities				984 GDO/OB/SIM: Sexual Harassment		
BPP: Brookline		872 GDO: Ethnicity & Leadership						
BPP: Cabot		940 STR: Competitive Dynamics and Rivalry				1046 STR: Global Strategy and Competition		
BPP: Cambridge		873 GDO: Inclusion of Individuals on the Autism				983 GDO/MOC/OB: New Frontiers in Diversity and		
BPP: Charles River						1008 ODC: Factors that Influence Reactions to		
BPP: Clarendon		874 GDO: Women's Career Progression				980 GDO: Female Leader Development &		
BPP: Commonwealth		851 AAA: Speaker Ready Room (Park Plaza)						→
BPP: Constitution		941 STR: Policy, Stakeholders, and Competition				1047 STR: Firm Resources and Knowledge		
BPP: Emerson		942 STR: Corporate Governance Mechanisms				1048 STR: Network Ties Among Managers		
BPP: Exeter		943 STR: Make or Buy?: New Perspectives				1049 STR: Resources for Change: Scope and		
BPP: Exeter Foyer	← SVC: Self Check-In							→
BPP: Franklin		917 ODC/OMT: Higher Purpose Organizations				1010 ODC/MOC/SIM: Higher Purpose in		
BPP: Georgian		949 STR/TIM: Drivers of Governance Modes				1056 STR/TIM/OMT: Resource Redeployment		
BPP: Gloucester		876 GDO/HR: Building Inclusion with Employee				981 GDO: Diverse Perspectives of Work and		
BPP: Grand Ballroom A						1050 STR: Individuals and Innovation		
BPP: Grand Ballroom B		950 STR/TIM: Research Frontier of				1054 STR/TIM: Managing Multi-Sided Platforms		
BPP: Hancock						982 GDO: Race & Ethnicity in Organizations		
BPP: Holmes		928 SAP: Tools in Strategizing				1032 SAP: New Avenues for Strategy as Practice		
BPP: Longfellow								1067 AAC: Southwe: →
BPP: Newbury		875 GDO: (De)Stigmatization and The Inclusive						
BPP: St James		944 STR: Behavioral Aspects of Strategic Decision				1051 STR: CEO Effects & Corporate Purpose		
BPP: Stuart		945 STR: Alliance Portfolios				1052 STR: Strategies for Governing Alliances		
BPP: Terrace		929 SAP: Space in Strategy Making				1033 SAP/STR: Inclusive Strategy		
BPP: Tremont		886 MC: Women in Management Consulting and				994 MC: Inclusion and Community in MC		
BPP: White Hill		946 STR: Strategies and Stakeholders in				1053 STR: International Strategy & Emerging		
BPP: Whittier		930 SAP: Emotions in Strategizing						
BPP: Winthrop		916 ODC: Effective Change Leadership				1009 ODC: Characteristics of Change Leaders...		
HIL: Adams A		879 IM: Douglas High Award Finalist...				989 IM: GWU-CIBER Best Paper on Emerging		
HIL: Adams B						1028 PNP: Workplace Incivility & the Inclusive		
HIL: Belvidere Ballroom, Salon A		880 IM: IMD Thought Leadership Cafe						
HIL: Belvidere Ballroom, Salon B	← ICW: Family Business Review (FBR) Board							
HIL: Copley		924 PNP: Social Enterprises						
HIL: Jefferson		881 IM: Advanced Topics in International				990 IM: CEO Effects in International		
HIL: Lincoln		859 CMS: Contemporary Varieties of Resistance				975 CMS: Advancing Critical Diversity Research		
HIL: Mariner		882 IM: Advances in Non-Market Strategies...				991 IM: Clusters and International		
HIL: Maverick A		883 IM: Advances in Research on Cultural				992 IM: Cross-Border M&A...		
HIL: Maverick B		860 CMS: Against or After Leadership?				976 CMS: Power, Identity and Otherness		
HIL: Washington		884 IM: Emerging Issues in International						

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

Monday Morning, August 12, 2019 (continued)							
	7:30	8:00	8:30	9:00	9:30	10:00	10:30 11:00
HIL: Westminster		885 IM: Advances in Research on FDI...				993 IM: Cross-Cultural Issues in International	
SHR: Arnold Arboretum		905 OB/CM/HR: Feedback Giving					
SHR: Back Bay Ballroom A						969 CAR: Robots and Algorithms and AI, Oh My!	
SHR: Back Bay Ballroom B		896 OB: Consequences of Unethicality					
SHR: Back Bay Ballroom C		897 OB: Team Innovation					
SHR: Back Bay Ballroom D			968 OB: OB Spotlight			1003 OB: OB Division Plenary	
SHR: Beacon B		852 CAR: Navigating Later Careers					
SHR: Beacon D		887 MED: Com, Exp and Serv Learn				995 MED: Management Education Career Prep	
SHR: Beacon E		908 OB/MOC: Evaluation and Selection of					
SHR: Beacon F		877 HCM: Learning Strategies				985 HCM: Working Better Together	
SHR: Beacon H		898 OB: Empowering Leadership				998 MED/GDO: TBL for Diversity, Inclusivity and	
SHR: Berkeley AB		910 OB/MOC/HR: The Impact of Proactivity on					
SHR: Boardroom		850 AAA: Speaker Ready Room (Sheraton)					→
SHR: Clarendon AB		858 CM: Company Conflicts with Workers and				973 CM: Managing Conflict through	
SHR: Commonwealth		906 OB/CM/MOC: Consequences of Self-Interest					
SHR: Constitution Ballroom A		907 OB/HR: Explorations of Team Dynamics					
SHR: Constitution Ballroom B		911 OB/MOC/ODC: Workspace Design and					
SHR: Dalton AB		899 OB: New Perspectives on Leadership					
SHR: Exeter AB		900 OB: Work and Working in a Changing World					
SHR: Fairfax A		901 OB: Diversity Dynamics					
SHR: Fairfax B						974 CM/MOC: Social Hierarchy Research	
SHR: Gardner A		853 CAR: Newcomers and Socialization					
SHR: Gardner B		888 MED: Mana Skill Dev				996 MED: Coach and Mentor Pract	
SHR: Grand Ballroom Foyer ← SVC: Technology Center							→
SHR: Hampton A		909 OB/MOC: Growth Mindsets Transform					
SHR: Hampton B		889 MED: Stud Outco and Predict				997 MED: Cross-Cultural Comparative	
SHR: Independence West		925 PUBS: AMLE Showcase: New History of				1029 PUBS: AMD Showcase Session	
SHR: Jamaica Pond		902 OB: Job-Specific Dynamics					
SHR: Liberty Ballroom A		854 CAR/HR/SIM: Impact of Intimate Partner				1004 OB: Unethicality at Work	
SHR: Liberty Ballroom B		903 OB: Leadership and Self-regulation				986 HCM: Current and Future Health IT	
SHR: Liberty Ballroom C		878 HCM/OB: Current Directions in Medical Error				987 HCM: Management Theory for Integrated	
SHR: Olmsted		904 OB: Job Crafting					
SHR: Republic A		912 OB/OMT: Paradox and Uncertainty					
SHR: Back Bay Room		855 CAU: Comparative Analysis of Inclusivity				970 CAU: Women's Leadership Scholarship and	
FRM: Commonwealth Room		856 CAU: LGBTQQIA+ Caucus				971 CAU: Military Veterans and Organizational	
FRM: Forum Room		857 CAU: GLOBE 2020 Exploratory Incubator				972 CAU: Native Aboriginal & Indigenous People	
FRM: Venetian Room		966 MBR: Community of Academy Senior Scholars (CASS)					
WES: Adams		919 ONE: Partnerships and Sustainability				1023 ONE: Governance and Sustainability	
WES: America South	843 HR: HR Division Breakfast and Awards					988 HR: HR Plenary Session	
WES: Courier						1026 OSCM: Best Student Paper Award	
WES: Defender		920 ONE: Voluntary Disclosure				1024 ONE: Logics and Sustainability	
WES: Essex Ballroom Foyer ← SVC: Technology Center							→
WES: Essex Center		922 OSCM: OSCM Division					
WES: Essex North-East		893 MOC/OB: Attachments in Today's					
WES: North Star		921 ONE: Measuring Sustainability				1025 ONE: Lenses and Approaches to	
WES: St George B		891 MOC: Creativity in Organizations					
WES: St George C		892 MOC: Mindfulness and Intuition					
WES: St George D		923 OSCM: Business Platforms and				1027 OSCM: Sustainable Operations	
WES: Staffordshire Ballroom						1000 MOC: Plenary session	

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

Monday Early Afternoon, August 12, 2019

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
BCC: 101	1088 EXH: EXPERIENTIAL LEARNING			1211 EXH: XP Entrepreneurial Uncertainty			
BCC: 103	1147 OMT: Stepping into Job Seekers' Shoes			1275 OMT/CAR: The Ecology of Labor			
BCC: 104	1157 OMT/STR: Behavioral Consequences of			1268 OMT: Connecting across Status Distance			
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center) →						
BCC: 107	1176 TIM: Alliances						
BCC: 108	1148 OMT: Collaboration and			1279 OMT/STR/ENT: Entrepreneurship:			
BCC: 109	1149 OMT: Unpacking Organizational			1269 OMT: Practice Dynamics			
BCC: 110	1177 TIM: Public Funding and Knowledge						
BCC: 111	1178 TIM: Platform Competition						
BCC: 201	1150 OMT: Bridging Gaps through Analogy			1270 OMT: Visual and Aesthetic Construction			
BCC: 202	1151 OMT: Legitimacy of Entrepreneurial			1271 OMT: Making Sense of Digitalization			
BCC: 203	1179 TIM: Individuals and Innovation						
BCC: 204	1180 TIM: TIM Conversations Crowd-based						
BCC: 205	1181 TIM: Multi-level Design Processes						
BCC: 207	1152 OMT: Categories and Performance			1272 OMT: Beyond the Categorical Imperative			
BCC: 208	1156 OMT/OB/MOC: Brokers Behaving Badly			1276 OMT/MOC/OB: Role of Memory and			
BCC: 209	1153 OMT: Learning from Failure			1273 OMT: Organizational Learning: Design			
BCC: 210	1155 OMT/MOC/ODC: Expanding Approaches			1281 OMT/TIM/STR: Framing Strategies in			
BCC: 302	1184 TIM/ENT: Ecosystem Research 2.0:						
BCC: 303	1182 TIM: Corporate Generation of Knowledge						
BCC: 304	1312 TIM: Plenary on Emerging Technologies						
BCC: 305	1183 TIM: New Ventures						
BCC: 306	1154 OMT: Situated Institutions			1277 OMT/ODC/SIM: The Marginalized and			
BCC: 308	1289 RM: Qualitative Research Methods						
BCC: 309	1158 OMT/STR/RM: Cutting-Edge Linguistic			1278 OMT/ONE/SIM: Collective Experiments			
BCC: 310	1280 OMT/STR/MOC: Fireside Chat:						
BCC: 313	1274 OMT: Hybrid Organizing						
BCC: Exhibition Hall A	← SVC: Conference Registration →						
BCC: Exhibition Hall A Foyer	← SVC: Information Booth →						
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In →						
BCC: Exhibition Hall A	← SVC: AOM Resource Center →						
BCC: Exhibition Hall A	← SVC: Technology Center →						
BCC: Exhibition Hall A	1068 PUBS: Meet the AMJ			1314 PUBS: Meet the			
BCC: Exhibition Hall A	← AAA: Conference Exhibits →						
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room →						
BCC: Flexible Meeting Space	← MBR: New Attendee Welcome Room →						
MAR: 3rd Floor	← MBR: Career Center Services →						
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott) →						
MAR: Boylston	1173 SIM/OB/MOC: Moral Heroism at Work			1298 SIM/OB: CSR and Employees			
MAR: Columbus I	1079 ENT: Entrepreneurial Cognition 1			1200 ENT: Impacts of Effectuation			
MAR: Columbus II	1165 SIM: The Commons and Public Goods			1291 SIM: Doing Good Through Business			
MAR: Connecticut	← SVC: Reflection Room →						
MAR: Grand Ballroom Salon A	1166 SIM: Corruption in Global Context			1292 SIM: Corporate Ethics and Technology			
MAR: Grand Ballroom Salon B	1121 MSR: Leaders, Followers and Dyads			1243 MSR: Yoga and Subjective Well-Being at			
MAR: Grand Ballroom Salon C	1167 SIM: Wrongdoing and Recovery			1293 SIM: Unethical Work Climate			
MAR: Grand Ballroom Salon D	1080 ENT: Institutions and Entrepreneurship			1201 ENT: Entrepreneurial Support			
MAR: Grand Ballroom Salon H	1168 SIM: CSR and Hypocrisy			1294 SIM: The Importance of Work			
MAR: Grand Ballroom Salon I	1174 SIM/STR: The Purpose-Driven Corporate			1295 SIM: Deliberative Democracy &			
MAR: Grand Ballroom Salon J	1122 MSR: Inclusive Organizations & Inclusive			1202 ENT: Venture Capital: New Key			
MAR: Grand Ballroom Salon K	1141 OCIS: Digital Media and Public			1265 OCIS/TIM: How People Respond to			
MAR: Hyannis	1169 SIM: Corporate Governance			1296 SIM: Approaches to Sustainability			
MAR: Maine	1142 OCIS: Digital Platforms and IT			1263 OCIS: Data Analytics			
MAR: Massachusetts	1081 ENT: Entrepreneurial Learning			1203 ENT: Social Capital in Entrepreneurial			
MAR: Nantucket	1170 SIM: Response to Corp. Irrespons.			1297 SIM: Socio-Politics and Corp. Resp.			
MAR: New Hampshire	1082 ENT: Family Business Succession			1204 ENT: Family Firms			

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

		11:30	12:00	12:30	1:00	1:30	2:00	2:30
MAR: Orleans		1083 ENT: Judgments and Decisions			1205 ENT: Entrepreneurial Cognition 2			
MAR: Provincetown		1171 SIM: Role of Ideology and Identity						
MAR: Regis		1084 ENT: Entrepreneurial Team Cognition			1206 ENT: Processes in Entrepreneurial			
MAR: Simmons		1085 ENT: Venture Capital: Issues and			1207 ENT: Social Entrepreneurship			
MAR: Third Floor Atrium Lounge ← SVC: Technology Center →								
MAR: Tremont		1086 ENT: New Research Agendas			1208 ENT: Entrepreneurs and the Media			
MAR: Vermont		1143 OCIS: Virtual Work			1264 OCIS: Privacy			
MAR: Vineyard		1087 ENT: Insights from Entrepreneurial			1209 ENT: Strategy Process in			
MAR: Wellesley		1172 SIM: Int'l and Multi-National CSR			1210 ENT: Venture Capital: New Key Issues?			
MAR: Yarmouth		1117 MH: Debates			1239 MH: Entrepreneurship			
BPP: Arlington					1310 STR/OMT/TIM: AI & the Next Frontier of			
BPP: Beacon Hill		1089 GDO: International Intersectionalities			1309 STR/ENT/SIM: Inclusive Innovations and			
BPP: Berkeley		1090 GDO: Age in Organizations			1311 STR/RM/OMT: Testing Causal			
BPP: Brandeis		1091 GDO: New Perspectives on LGBT			1212 GDO: Gender Equality Strategies			
BPP: Brookline		1092 GDO: New Perspectives on Diversity						
BPP: Cabot		1093 GDO: Views of Inclusion			1299 STR: Industry Changes and Dynamic			
BPP: Cambridge		1097 GDO/CM: Beyond Biological Sex: The			1217 GDO/HR: Autism in the Inclusive			
BPP: Charles River		1144 ODC: The Effects of Change			1266 ODC: Developing Leaders of Change			
BPP: Clarendon		1094 GDO: Perceptions of Female Leaders			1213 GDO: Women at the Top			
BPP: Commonwealth ← AAA: Speaker Ready Room (Park Plaza) →								
BPP: Constitution					1300 STR: Product Diversification: Sources			
BPP: Emerson					1301 STR: Top Management Teams:			
BPP: Exeter		1095 GDO: The Motives, Merits, and Missteps			1302 STR: Contextualizing Divestiture			
BPP: Exeter Foyer ← SVC: Self Check-In →								
BPP: Franklin		1146 ODC/HR: Challenges to a Higher			1267 ODC: Dialogic Mechanisms of Change...			
BPP: Gloucester		1096 GDO: New Findings on the Work-Family			1214 GDO: Coaching Across the Career			
BPP: Grand Ballroom A		1175 STR: The Next 50 Years of STR			1303 STR: Firm Governance and Innovation			
BPP: Grand Ballroom B					1290 SAP: SAP Keynote			
BPP: Hancock		1098 GDO/HR/OB: Relational Inclusion			1215 GDO: Types of Inclusion			
BPP: Holmes		1163 SAP: Empowering Strategic Actors						
BPP: Longfellow		1067 AAC: Southwest Academy of						
BPP: Newbury		1164 SAP: Strategy as Practice in Public			1216 GDO: Perceptions of Women			
BPP: St James					1304 STR: Corporate Social Responsibility			
BPP: Statler					1305 STR: Dynamics of Governance			
BPP: Stuart					1306 STR: Joint Ventures			
BPP: Tremont		1115 MC: Workplace Coaching: Process and			1235 MC: Emerging Issues in Organizational			
BPP: White Hill					1307 STR: CEO Compensation: Antecedents			
BPP: Whittier					1236 MC: MC Distinguished Scholar Session			
BPP: Winthrop		1145 ODC: Leading to Encourage Positive			1308 STR: Organizational Learning,			
HIL: Adams A		1110 IM: HKUST Best Paper in Global			1229 IM: Expatriates and Repatriates			
HIL: Adams B		1161 PNP: Advocacy/Charitable/Nonprofits			1287 PNP:			
HIL: Belvidere Ballroom, Salon A		1111 IM: Topics of International			1234 IM/MSR/MOC: The Inner Voice of			
HIL: Belvidere Ballroom, Salon B								
HIL: Copley		1162 PNP: Networks and Collaboration			1288 PNP: Diversity and Leadership			
HIL: Jefferson		1112 IM: CSR Policies, Practices &			1230 IM: Foreign Direct Investment and			
HIL: Lincoln		1077 CMS: Dark Side Case Competition			1198 CMS: Critical Investigations of			
HIL: Mariner					1231 IM: Geography & Locational Choices...			
HIL: Maverick A		1113 IM: Entry Mode and Location Decisions...			1232 IM: Global R&D and Innovation...			
HIL: Maverick B		1078 CMS: Inclusion: Critical			1199 CMS/MH/OMT: The Defense of			
HIL: Washington					1188 ITC: Carolyn Dexter			
HIL: Westminster		1114 IM: Expatriates and International			1233 IM: Home and Host Country Institutions			
SHR: Arnold Arboretum		1123 OB: Humor and Laughter Symposium			1244 OB: Upper Echelons Work-Family			
SHR: Back Bay Ballroom A		1116 MED: MED Key						
SHR: Back Bay Ballroom B		1124 OB: Individual Lens on Prosocial			1259 OB/HR/ODC: Empowering Leadership			
SHR: Back Bay Ballroom C					1245 OB: Creativity Dynamics			

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

Monday Early Afternoon, August 12, 2019 *(continued)*

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
SHR: Back Bay Ballroom D				1189 MED: MED Luncheon			
SHR: Beacon A	1125 OB: Advances in LMX Research			1260 OB/HR/RM: Dyadic-Level Analyses in			
SHR: Beacon B	1069 CAR: Mentoring and Career Outcomes			1190 CAR: Gender and Careers			
SHR: Beacon D	1126 OB: Innovation at Work			1246 OB: Creativity and Innovation			
SHR: Beacon E	1127 OB: Psychology of Positive OB			1247 OB: Leader-Member Exchange			
SHR: Beacon F	1099 HCM: Role of Patients and Families			1218 HCM: Organizational Form			
SHR: Beacon G	1101 HCM/MED: Physicians, Scientists,			1219 HCM: Financing and Incentive			
SHR: Beacon H	1128 OB: Drivers of Creativity			1262 OB/MOC/SIM: New Directions in			
SHR: Berkeley AB	1129 OB: Leadership and Emotions			1248 OB: Shared Leadership			
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton) →						
SHR: Clarendon AB	1075 CM/OB: Underrating Social Forces			1197 CM/OB/HR: Status and Power Dynamics			
SHR: Commonwealth	1130 OB: Dark Side of Leadership			1249 OB: Leadership Influences			
SHR: Constitution Ballroom A	1131 OB: Ethical Leadership			1250 OB: Servant and Humble Leadership			
SHR: Constitution Ballroom B	1132 OB: Abusive Supervision			1261 OB/MOC/CM: Harnessing Workplace			
SHR: Dalton AB	1133 OB: Insights on Charismatic Leaders			1251 OB: LMX Dynamics			
SHR: Exeter AB	1134 OB: Team Leader Dynamics			1252 OB: Leadership Emergence			
SHR: Fairfax A	1140 OB/OMT/STR: Machines vs Humans:			1253 OB: How to Promote Leader Emergence			
SHR: Fairfax B	1076 CM/OB/SIM: Insights into Ethical			1196 CM: Fake News and Misinformation			
SHR: Gardner A	1070 CAR: Mobility and Careers			1191 CAR: Self-Directed Careers and			
SHR: Gardner B				1237 MED: Res on Entrepr Edu			
SHR: Grand Ballroom Foyer	← SVC: Technology Center →						
SHR: Hampton A	1135 OB: Self-Regulation in OB			1254 OB: Culture at Work			
SHR: Hampton B				1238 MED: Innov Teach Approa			
SHR: Independence West				1313 PUBS: AMLE			
SHR: Jamaica Pond	1136 OB: Interdisciplinary Intersectional			1255 OB: Goal-Directed Behavior			
SHR: Liberty Ballroom A	1071 CAR/CMS/OMT: Boundaries in Careers			1192 CAR/OB: Fostering Sustainable Careers			
SHR: Liberty Ballroom B	1138 OB/HR/CM: Effects of Voice Behaviors			1256 OB: Emerging Perspectives on			
SHR: Liberty Ballroom C	1100 HCM: Workforce Issues			1220 HCM: Patient-Centered Care			
SHR: Olmsted	1139 OB/MOC: Recovery at Work			1257 OB: Expanding the Conceptualization of			
SHR: Republic A	1137 OB: Pressures of Work			1258 OB: Careers and Incentives			
SHR: Republic B			1187 PUBS: Annals Outgoing Editors				
FRM: Back Bay Room	1072 CAU: Impact of Tech and AI on Inclusive			1193 CAU: Are Work-Life Policies and			
FRM: Commonwealth Room	1073 CAU: Organizational Neuroscience			1194 CAU: Preventing Sexual Harassment			
FRM: Forum Room	1074 CAU: Gender Entrepreneurship Caucus			1195 CAU: Ethical Issues of Gamification in			
WES: Adams				1282 ONE: Stakeholders and Performance			
WES: America Center			1186 ICW: JMS Editorial Board Meeting				
WES: America North	1160 OSCM: OSCM Plenary Session...						
WES: Courier				1285 OSCM: Buyer-Supplier Relationship			
WES: Defender	1102 HR: Perceptions of HR Practices and			1283 ONE: Strategy and Sustainability			
WES: Empire	1103 HR: HR Systems and Innovation...			1221 HR: HR and Employee Well-being			
WES: Essex Ballroom Foyer	← SVC: Technology Center →						
WES: Essex Center	1159 ONE: ONE Plenary - Academic Activism			1228 HR/OB: Antisocial Work Behaviors			
WES: Essex North-Center	1104 HR: HR and Dynamic Research...			1222 HR: HR Climate and Culture...			
WES: Essex North-East	1119 MOC/OB: Identity and Meaningful Work			1242 MOC/OB/GDO: Positive Work Identities			
WES: Essex North-West	1105 HR: HR Assessments and Employee			1223 HR: Global HR			
WES: Great Republic	1106 HR: Revisiting HR Alignment and			1224 HR: HR Pay and Rewards			
WES: Helicon	1108 HR/CAR: Employer Branding in the New			1225 HR: Digitalization and Automation of HR			
WES: Independence A	1107 HR: HR and Employee Attitudes...			1226 HR: HR and Facets of Performance...			
WES: North Star				1284 ONE: Local Sustainability			
WES: St George B	1118 MOC: How Negative Experiences Relate			1241 MOC/OB: Identity Processes in			
WES: St George C	1120 MOC/OB/SAP: Making Sense of Intuition			1240 MOC: Moral Decision-Making			
WES: St George D				1286 OSCM: Chan Hahn Paper Session			
WES: Staffordshire Ballroom	1109 HR/OB/CAR: Advancing Perspectives on			1227 HR: Leadership Development New			

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

Monday Late Afternoon, August 12, 2019	
	3:00 3:30 4:00 4:30 5:00 5:30 6:00
BCC: 101	1336 EXH: Simulations and Accountability 1462 EXH:
BCC: 103	1396 OMT/GDO: Gender Gaps and Signals in 1515 OMT/MOC/OB: Occupational Dynamics
BCC: 104	1389 OMT: Status Differences and Spillover 1505 OMT: Managing Evaluative Judgment
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center) →
BCC: 107	1437 TIM/STR: Technology Acquisitions and 1540 TIM: Firm-level Competitiveness
BCC: 108	1517 OMT/SIM: Brokerage as a Key Process
BCC: 109	1390 OMT: Strategy Making: Passion, 1506 OMT: Identity Work
BCC: 110	1429 TIM: Patents, Regulation and Litigation 1541 TIM: Publication and Science
BCC: 111	1430 TIM: Platform Firms 1542 TIM: TIM Conversations - Platform
BCC: 201	1391 OMT: Material Artefacts and Status 1507 OMT: Space, Materiality, Power, and
BCC: 202	1395 OMT/ENT: Managing Expectations in 1508 OMT: Communities and Entrepreneurial
BCC: 203	1431 TIM: Innovation Careers 1543 TIM: Inventor Collaboration
BCC: 204	1432 TIM: TIM Conversations - Modes of IP 1544 TIM: TIM Conversations - Open
BCC: 205	1433 TIM: The Process of Innovation 1545 TIM: Social Process Underlying
BCC: 206	1434 TIM: Innovation Adoption, Diffusion 1546 TIM: New Technological Paradigms
BCC: 207	1392 OMT: Dealing with Stigma 1509 OMT: Stigma Transfer
BCC: 208	1400 OMT/ODC/MH: Historical-Evolutionary 1510 OMT: Actors and Structures in Category
BCC: 209	1393 OMT: Networks and Collaboration 1511 OMT: The Impact of Network
BCC: 210	1398 OMT/MOC/STR: Organizational Learning 1519 OMT/STR: New Frontiers in
BCC: 301	1435 TIM: Managing Technology Trajectories 1514 OMT/ENT/STR: New Perspectives on
BCC: 302	1438 TIM/STR/OCIS: Microfoundations of 1548 TIM/STR: Open Source Software
BCC: 303	1409 RM/STR/OB: Replacing Significance 1526 RM: Meta-Analysis and Reviews
BCC: 305	1436 TIM: TIM Conversations - Organization 1547 TIM: Organizing for Innovation
BCC: 306	1397 OMT/MOC: Searching for Social Order in 1516 OMT/SAP: Towards A Practice-Driven
BCC: 309	1399 OMT/OB: Opening the Gates of 1518 OMT/SIM/STR: Can Wall Street Save the
BCC: 310	1512 OMT: Organizational Network
BCC: 313	1394 OMT: Hybridization and Institutional 1513 OMT: Navigating the Challenges of
BCC: Exhibition Hall A	← SVC: Conference Registration
BCC: Exhibition Hall A Foyer	← SVC: Information Booth
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In →
BCC: Exhibition Hall A	← SVC: AOM Resource Center
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room →
BCC: Flexible Meeting Space	← MBR: New Attendee Welcome Room
BCC: Flexible Meeting Space (Meetings)	1439 TLC: TLC Debrief
MAR: 3rd Floor	← MBR: Career Center Services
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott) →
MAR: Boylston	1411 SIM: Corp. Gov. & Responsibility 1450 ENT: Immigrant Entrepreneurship
MAR: Columbus I	1324 ENT: Entrepreneurship and Philosophy 1451 ENT: Entrepreneurial Affect and
MAR: Columbus II	1412 SIM: Moral Foundations
MAR: Connecticut	← SVC: Reflection Room →
MAR: Grand Ballroom Salon A	1413 SIM: CSR and Org. Performance
MAR: Grand Ballroom Salon B	1365 MSR: MSR Plenary 1551 MSR: MSR and Friends
MAR: Grand Ballroom Salon D	1325 ENT: Entrepreneurial Orientation 1452 ENT: Performance Effects of
MAR: Grand Ballroom Salon E	1549 ENT: ENT Division
MAR: Grand Ballroom Salon F	1501 OCIS: OCIS Plenary Session
MAR: Grand Ballroom Salon G	1557 SIM: SIM Social →
MAR: Grand Ballroom Salon HI	1442 SIM: SIM Business Mtg
MAR: Grand Ballroom Salon J	1366 MSR: Mindfulness Practice and Impact
MAR: Grand Ballroom Salon K	1386 OCIS/GDO: Refugees and Information
MAR: Hyannis	1414 SIM: Improving Lives in BOP Context
MAR: Maine	1385 OCIS: Crowdsourcing
MAR: Massachusetts	1326 ENT: Topics in Entrepreneurship Policy 1453 ENT: Growing Informal Entrepreneurship
MAR: Nantucket	1415 SIM: Philosophy, Ethics, and Resp.
MAR: New Hampshire	1327 ENT: Regional Differences Among 1454 ENT: Impact of Family Ownership
MAR: Orleans	1328 ENT: Entrepreneurship Policy Effects 1455 ENT: Conceptual Issues in Informal

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

Monday Late Afternoon, August 12, 2019 *(continued)*

	3:00	3:30	4:00	4:30	5:00	5:30	6:00
MAR: Provincetown	1 329 ENT: Predictors of Entrepreneurial Entry						
MAR: Regis	1 330 ENT: Underrepresented Groups			1 456 ENT: Getting Started on the Right Foot			
MAR: Simmons	1 331 ENT: Social Venturing: Failure and			1 457 ENT: Academic Entrepreneurship			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center →						
MAR: Tremont	1 332 ENT: Gender and Entrepreneurship 1			1 458 ENT: Gender and Entrepreneurship 2			
MAR: Vermont	1 387 OCIS/OMT/TIM: Theorizing around the			1 459 ENT: Process and Performance in			
MAR: Vineyard	1 333 ENT: Entrepreneurial Intent 1			1 460 ENT: Entrepreneurial Intent 2			
MAR: Wellesley	1 334 ENT: Entrepreneurial Human Resources			1 461 ENT: New Logics			
MAR: Yarmouth	1 335 ENT: IPOs and ICOs			1 484 MSR: MSR: Family Business			
BPP: Arlington	1 427 STR/TIM/ODC: Advances in Corporate			1 528 STR: Institutions and Corporate			
BPP: Beacon Hill	1 426 STR/TIM: Data and Managerial			1 538 STR/TIM: Managing Uncertainty			
BPP: Berkeley	1 425 STR/OMT/TIM: The Drone Industry:			1 529 STR: Strategy Development Under			
BPP: Boylston	1 410 SAP/OMT: Expanding Social Theory						
BPP: Brandeis	1 337 GDO: Diversity Interventions						
BPP: Cabot	1 416 STR: Intra-Industry Competitive			1 530 STR: Human Capital Resources			
BPP: Charles River	1 338 GDO: Inclusive Leadership			1 502 ODC: Elements of Informal Change			
BPP: Clarendon	1 339 GDO: When Women Rise to the Top			1 539 STR/TIM/ENT: Firm & Industry Evolution:			
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza) →						
BPP: Constitution	1 417 STR: How Heuristics Influence			1 531 STR: Performance Feedback,			
BPP: Emerson	1 418 STR: Political Attributes of CEOs			1 532 STR: Family Firm Dynamics			
BPP: Exeter	1 419 STR: Pre-deal Due Diligence			1 533 STR: External Ties and Innovation			
BPP: Exeter Foyer	← SVC: Self Check-In →						
BPP: Franklin	1 503 ODC: Organizational Identity						
BPP: Georgian	1 504 ODC: ODC Business Meeting						
BPP: Grand Ballroom B	1 420 STR: STR Best Dissertation Finalists'						
BPP: Hancock	1 340 GDO: Gender Harassment						
BPP: Newbury	1 527 SAP: Strategizing for World						
BPP: St James	1 421 STR: External Pressures on Managerial			1 534 STR: Understanding CFOs in the			
BPP: Staller	1 428 STR/TIM/OMT: Technology/Innovation						
BPP: Stuart	1 422 STR: Managing External Stakeholders			1 535 STR: The Role of Language and Framing			
BPP: Terrace	1 388 ODC: ODC Distinguished Scholar			1 463 GDO: GDO Plenary: Insights on			
BPP: Tremont	1 357 MC: Consulting and Coaching to Build			1 478 MC: Coaching as a Catalyst for			
BPP: White Hill	1 423 STR: Understanding Platforms			1 536 STR: CEO Turnover and Succession			
BPP: Winthrop	1 424 STR: Learning in Partnerships			1 537 STR: Partner Formation & Selection			
HIL: Adams A	1 351 IM: Innovation Strategies of Emerging			1 472 IM: International Management from an			
HIL: Adams B	1 406 PNP: Charitable			1 524 PNP: Health Care			
HIL: Belvidere Ballroom, Salon A	1 352 IM: IM Division Dissertation Award			1 473 IM: IMD Eminent Scholar Presentation			
HIL: Belvidere Ballroom, Salon B	1 550 ICW: IIM Bangalore Reception →						
HIL: Copley	1 407 PNP: Policy and Accountability			1 525 PNP: Accountability			
HIL: Fenway Ballroom	1 449 CMS: CMS Plenary						
HIL: Jefferson	1 353 IM: Institutional Environments & Firm			1 474 IM: Managing the Social Dimensions of			
HIL: Lincoln	1 322 CMS: Finance, Market and Valuation						
HIL: Mariner	1 354 IM: Institutional Voids and Distances in			1 475 IM: Internationalization Issues...			
HIL: Maverick A	1 355 IM: International Entrepreneurship,			1 476 IM: Internationalization Process...			
HIL: Maverick B	1 323 CMS: Truth, Ideology and Political						
HIL: Westminster	1 356 IM: International Alliances & JVs...			1 477 IM: Internationalization Process, Speed,			
SHR: Arnold Arboretum	1 367 OB: Leadership and Creativity			1 485 OB: Commitment to Lead			
SHR: Back Bay Ballroom A	1 440 CAR: CAR Division Business Meeting						
SHR: Back Bay Ballroom B	1 368 OB: Psychology of Creativity			1 555 MED: MED Members			
SHR: Back Bay Ballroom C	1 552 OB: Making Connections with OB						
SHR: Back Bay Ballroom D	1 358 MED: MED Exec Meeting						
SHR: Beacon A	1 379 OB/CAR: Rookie Time			1 500 OB/OMT/STR: Scandals as Strategic			
SHR: Beacon B	1 315 CAR: Supervisor Effects on Careers			1 443 CAR: Affect and Emotion in Careers			
SHR: Beacon D	1 369 OB: Positive OB			1 486 OB: Team Creative Dynamics			
SHR: Beacon E	1 359 MED: Resp Mgmt Edu			1 498 OB/CM: Multilevel Trust and Trust			

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

Monday Late Afternoon, August 12, 2019 (continued)							
	3:00	3:30	4:00	4:30	5:00	5:30	6:00
SHR: Beacon F	1341 HCM: Factors Influencing Quality						
SHR: Beacon H	1380 OB/CM/HR: Challenging the Notion of			1487 OB: Team Leadership			
SHR: Berkeley AB	1370 OB: Dual Responses to Abusive			1488 OB: Charismatic Leadership			
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton) →						
SHR: Clarendon AB	1320 CM: Conflict Within Groups and Teams			1448 CM/OB/MOC: Dominance-Prestige Paths			
SHR: Commonwealth	1371 OB: Wild at Heart & Sound of Mind			1489 OB: Traits and Leadership			
SHR: Constitution Ballroom A	1372 OB: Darker Leadership			1490 OB: Sex, Power, & Gender Inclusion in			
SHR: Constitution Ballroom B	1373 OB: Trust in Leadership						
SHR: Dalton AB	1383 OB/MOC: Loneliness in the Workplace			1491 OB: Social Structure and Psychological			
SHR: Exeter AB	1374 OB: Developments in Leadership			1492 OB: The Functions of Workplace Gossip			
SHR: Fairfax A	1381 OB/HR: Predictors and Outcomes of			1493 OB: Team Process and Performance			
SHR: Fairfax B	1321 CM/OB: Seeing Social Hierarchy in a			1447 CM: Advances in Negotiation			
SHR: Gardner A	1316 CAR: The Meaning of Work in Careers			1444 CAR/ENT/OB: Passion and Work in			
SHR: Gardner B	1360 MED: SC Mgmt Edu						
SHR: Grand Ballroom Foyer	← SVC: Technology Center →						
SHR: Hampton A	1384 OB/MOC/HR: The Unintended			1494 OB: Dark Edges in OB			
SHR: Hampton B	1361 MED: Simu and Gamif Res			1479 MED: Mgmt Theo and Impa			
SHR: Independence East				1441 HCM: HCM Business Meeting			
SHR: Independence West	1408 PUBS: AMP Showcase Session						
SHR: Jamaica Pond	1375 OB: Status and Social Capital			1495 OB: Gender and Diversity Processes			
SHR: Liberty Ballroom A	1317 CAR/GDO: Stereotypes, Biases, and			1554 ICW: MMD Debriefing			
SHR: Liberty Ballroom B	1376 OB: Undesirable Behavior at Work			1496 OB: Negative Behavior at Work			
SHR: Liberty Ballroom C	1342 HCM/GDO/HR: Four Lenses for Viewing						
SHR: Olmsted	1377 OB: Job Fit and Job Crafting			1499 OB/MOC/GDO: Employee Financial			
SHR: Republic A	1378 OB: Stress on the Job			1497 OB: Fit and Self-regulation			
SHR: Republic B	1382 OB/HR/GDO: Interpersonal Processes						
FRM: Back Bay Room	1318 CAU: Reimagining Business Education			1445 CAU: Strategy, change and enabling			
FRM: Commonwealth Room	1319 CAU: The Future of CMS			1446 CAU: The Aftermath of Psychological			
WES: Adams	1401 ONE: CSR and Sustainability			1482 MOC/HR/CAR: Implicit Theories in			
WES: America North				1553 ONE: ONE Business			
WES: Courier	1403 OSCM: Project Management			1522 OSCM: Capabilities and Performance			
WES: Defender	1402 ONE: Frames and Sustainability			1520 ONE: Finance and Sustainability			
WES: Empire	1343 HR: HR and Diversity...			1469 HR/CAR: New Conceptual Directions in			
WES: Essex Ballroom Foyer	← SVC: Technology Center →						
WES: Essex Center	1344 HR: Novel Advances on the Impact of			1470 HR/MOC/OB: Advances on Mindfulness			
WES: Essex North-Center	1345 HR: HR Research Past, Present, and			1464 HR: HR and Collective Turnover			
WES: Essex North-East	1363 MOC/OB: Manaqing Identities Across			1480 MOC: Conflicts and Inconsistencies			
WES: Essex North-West	1346 HR: HR Star Employees...			1465 HR: HR Pay Differentiation			
WES: Essex South				1556 OSCM: OSCM Best			→
WES: Great Republic	1350 HR/STR: Executive Compensation: A			1471 HR/OB: HRM Strength: Bowen &			
WES: Helicon	1347 HR: HR Training and Evaluation...			1466 HR: HR and Talent Analytics...			
WES: Independence A	1348 HR: HR and HPWS			1467 HR: HR Systems and Externalities...			
WES: North Star				1521 ONE: Processes of Sustainability			
WES: Parliament	1404 OSCM: Process Improvement						
WES: St George B	1362 MOC: Hidden Costs and Hidden Benefits			1483 MOC/OB/ODC: Relationships and			
WES: St George C	1364 MOC/OB/OMT: New Perspectives on			1481 MOC: Employee Reactions to			
WES: St George D	1405 OSCM: Sourcing, Customer, and			1523 OSCM: Finalists for Best SCM Paper in			
WES: Staffordshire Ballroom	1349 HR: Improving Work-Life Implementation			1468 HR: Exploring New Frontiers in Dynamic			

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

Monday Evening, August 12, 2019								
	6:30	7:00	7:30	8:00	8:30	9:00	9:30	10:00
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)							
BCC: 310	1569 RM: RM Division		1582 RM: RM Division Reception					
BCC: 311	1580 OMT: OMT Social Hour							
BCC: 313	1567 OMT: OMT Business							
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In							
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room							
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)							
MAR: Connecticut	← SVC: Reflection Room							
MAR: Grand Ballroom Salon B	← MSR: MSR and Friends							
MAR: Grand Ballroom Salon C	1578 MH: MH Social							
MAR: Grand Ballroom Salon E	1560 ENT: ENT Business Mtg Social							
MAR: Grand Ballroom Salon F	1566 OCIS: OCIS Business		1579 OCIS: OCIS Social Reception					
MAR: Grand Ballroom Salon G	1557 SIM: SIM Social		1583 ICW: BYU Ice Cream Social					
MAR: Grand Ballroom Salon HI	1565 MH: MH Business							
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							→
BPP: Boylston	1570 SAP: SAP social		1575 SAP: SAP social					
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)							
BPP: Exeter Foyer	← SVC: Self Check-In							→
BPP: Georgian	← ODC: ODC Business		1574 ODC: ODC Member Reception					
BPP: Grand Ballroom AB	1571 STR: STR Division		1581 STR: STR Division Social					
BPP: Statler	1576 GDO: GDO Social Extravaqanza							
BPP: Terrace	1561 GDO: GDO Celebration		1585 ICW: CWRU, WSOM, ORBH and DM Annual Reception					
HIL: Belvidere Ballroom, Salon A	1563 IM: IMD Business Meeting							
HIL: Belvidere Ballroom, Salon B	← ICW: IIM Bangalore Reception							
HIL: Fenway Ballroom	1559 CMS: CMS Main Program Social							
OS: Lucky Strike Boston	1562 HCM: HCM Division Reception							
OS: University of Massachusetts Club	1584 IM: IM Division Reception							→
SHR: Back Bay Ballroom A	1558 CAR: Careers Division Social							
SHR: Back Bay Ballroom B	1555 MED: MED Members							
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)							
SHR: Constitution Ballroom B	1573 MED: MED/SAGE Monday Social							
SHR: Grand Ballroom Foyer	← SVC: Technology Center							→
SHR: Liberty Ballroom A	1554 ICW: MMD Debriefing							
FRM: State Suite AB	1564 MC: MCD Members & Friends Dinner							
WES: America North	1568 ONE: ONE Social							
WES: Empire	1572 AFAM: AFAM Social							
WES: Essex Ballroom Foyer	← SVC: Technology Center							→
WES: Essex South	1556 OSCM: OSCM Best SCM Paper Award and ISM							
WES: Staffordshire Ballroom	1577 ICW: Michigan Ross							

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

Tuesday Morning, August 13, 2019								
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
BCC: 103		1675 OMT: Advancing New Understandings of				1799 OMT: Organizational Ghosts		
BCC: 104						1800 OMT: Diversity and the Workforce		
BCC: 105		1592 AAA: Speaker Ready Room (Hynes Convention Center)						→
BCC: 107		1716 TIM: Industry Dynamics				1836 TIM: Innovation Performance		
BCC: 108		1676 OMT: New Forms of Work and Control				1809 OMT/STR: Innovation and Adaptation Within		
BCC: 109		1677 OMT: Risk and Decision Making				1801 OMT: Ambiguity as Challenge and		
BCC: 110		1717 TIM: Building Ecosystems				1837 TIM: Customers and Technology		
BCC: 111		1718 TIM: TIM Conversations - Protecting and				1838 TIM: Technology Sourcing		
BCC: 201		1684 OMT/STR: Authenticity and Strategy				1802 OMT: Strategy, Firm Competitiveness and		
BCC: 202		1680 OMT/ENT/STR: Cultural Entrepreneurship:				1810 OMT/STR/ENT: The Role of Communities		
BCC: 203		1719 TIM: Government Incentives and Regulation				1839 TIM: Innovation Management		
BCC: 204		1720 TIM: Regimes and Institutions				1840 TIM: TIM Conversations - Search and		
BCC: 205		1721 TIM: Regional Dynamics and Knowledge				1841 TIM: TIM Conversations University		
BCC: 206		1724 TIM/ENT/OCIS: Makerspaces and				1842 TIM: New Ways of Funding Science and		
BCC: 208		1685 OMT/TIM: Producing Technological Futures				1806 OMT/OB/OCIS: The Changing Nature of		
BCC: 209		1678 OMT: Networks and Knowledge Acquisition				1803 OMT: Networks and Social Capital		
BCC: 210		1681 OMT/ODC/OB: Microfoundations of				1805 OMT/MOC: Micro-Institutional Processes		
BCC: 301		1722 TIM: TIM Conversations - Emerging				1843 TIM: Technology driven Change		
BCC: 303		1691 RM: SEM in Management Research				1817 RM: Text Analysis		
BCC: 305		1723 TIM: Inventors and Innovators				1844 TIM: Team Dynamics, Incentives and		
BCC: 306		1683 OMT/SIM/SAP: Finance in Organization				1807 OMT/ONE/SIM: Putting B Corporations		
BCC: 308		1692 RM: Endogeneity Issues				1818 RM: Survey-Based Research		
BCC: 309		1679 OMT: Emotions and (De-)Institutionalization				1804 OMT: Fields: Configuration, Interlinkage and		
BCC: 313		1682 OMT/ONE/STR: Addressing Grand				1808 OMT/SIM/ENT: Communities and Meaning		
BCC: Exhibition Hall A		1712 SVC: Conference Registration						→
BCC: Exhibition Hall A Foyer	1591 SVC: Information Booth							→
BCC: Exhibition Hall A Foyer		1713 SVC: Self Check-In						→
BCC: Exhibition Hall A		1714 SVC: AOM Resource Center						→
BCC: First Aid Room & Mamava Pod		1593 AAA: Mother's Nursing Room						→
BCC: Flexible Meeting Space		1640 MBR: New Attendee Welcome Room						→
MAR: 3rd Floor		1641 MBR: Career Center Services						→
MAR: 4th Floor Registration Desk		1594 AAA: Speaker Ready Room (Marriott)						→
MAR: Columbus I	← MSR: MSR					1736 ENT: Entrepreneurial Social Identity		
MAR: Columbus II		1608 ENT: Entrepreneurial Cognition 3				1737 ENT: Identities and Entrepreneurial		
MAR: Connecticut		1715 SVC: Reflection Room						→
MAR: Grand Ballroom Salon A		1609 ENT: IP and Litigation				1738 ENT: Entrepreneurial Cognition 4		
MAR: Grand Ballroom Salon B		1650 MSR: MSR: Organizational Level				1776 MSR: Spirituality, Leadership, and Coaching		
MAR: Grand Ballroom Salon C		1610 ENT: Entrepreneurial Opportunities				1746 ENT/OMT: Female Entrepreneurship		
MAR: Grand Ballroom Salon D		1672 OCIS/OB: Natural Language Processing in				1795 OCIS: Communication and Leadership		
MAR: Grand Ballroom Salon E		1618 ENT/SIM: Impact Entrepreneurship				1739 ENT: New Definitions and Typologies		
MAR: Grand Ballroom Salon G		1611 ENT: New Quantitative Tools				1740 ENT: Entrepreneurial Ecosystems for		
MAR: Grand Ballroom Salon H		1695 SIM: Corporate (Ir)Responsibility				1823 SIM/OMT/STR: Social Media and Social		
MAR: Grand Ballroom Salon I		1617 ENT/MOC: Identity in and around				1741 ENT: Personal Predictors of Entrepreneurial		
MAR: Hyannis		1696 SIM: Moral Disengagement/Hypocrisy				1821 SIM: Governance Mechanisms & Credit		
MAR: Massachusetts		1612 ENT: Mentors and Coworking				1742 ENT: Process and Entrepreneurial		
MAR: Nantucket		1697 SIM: Family Firms				1822 SIM: Ethical Culture and Effects		
MAR: Orleans		1613 ENT: Self-Regulation/Judgement				1743 ENT: Meta-Analysis in Entrepreneurship		
MAR: Regis		1671 OCIS: Online Communities				1796 OCIS/HCM: Designing Healthcare		
MAR: Simmons		1614 ENT: Corporate Entrepreneurship 1				1744 ENT: Family Firms 5		
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							→
MAR: Vineyard		1615 ENT: Dark Side of Entrepreneurship				1745 ENT: Corporate Entrepreneurship 3		
MAR: Wellesley		1616 ENT: Corporate Entrepreneurship 2				1747 ENT/STR: Economics of Entrepreneurship		
MAR: Yarmouth		1644 MH: Integrating Women into Management				1771 MH: Corporations		
BPP: Arlington		1709 STR/TIM: Perspectives on Ecosystem				1834 STR/OMT/TIM: Power and Inequality in		
BPP: Beacon Hill		1707 STR/HR: Peers and Social Influence				1835 STR/ONE: Short-Term & Long-Term		

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

Tuesday Morning, August 13, 2019 (continued)								
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
BPP: Berkeley		1698 STR: Stability and Change in Value Creation				1824 STR: Corporate Venture Capital and VC		
BPP: Boylston		1711 STR/TIM/OMT: Understanding John				1825 STR: Shareholder Influence in Governance		
BPP: Brandeis		1619 GDO: Gender and Business School				1748 GDO: Fostering More Diverse Leader		
BPP: Brookline		1620 GDO: Discrimination in Organizations				1749 GDO: Team Diversity		
BPP: Cabot		1699 STR: Crisis, Misconduct, and Performance				1826 STR: Intellectual Property Resources		
BPP: Cambridge		1625 GDO/OB/MOC: Gender and Workplace				1752 GDO/CAR/STR: Women on Boards: New		
BPP: Charles River		1674 ODC/STR/OMT: Optimizing Organization				1797 ODC: Advancing Frontiers in Coaching		
BPP: Clarendon		1621 GDO: Gender Dynamics				1753 GDO/HR/SIM: The Black Experience in the		
BPP: Commonwealth		1596 AAA: Speaker Ready Room (Park Plaza)						→
BPP: Constitution		1700 STR: The Effect of Overconfidence and				1827 STR: Boards of Directors and Firm		
BPP: Emerson		1701 STR: Business Groups: Strategy and				1828 STR: Insider Versus Outsider CEOs		
BPP: Exeter		1622 GDO: D&I Insights from Around the Globe				1750 GDO: Transnational Perspectives on D&I		
BPP: Exeter Foyer	← SVC: Self Check-In							→
BPP: Franklin		1673 ODC: Generative Processes in Groups				1798 ODC: Paradoxes in Managing Change		
BPP: Gloucester		1623 GDO: Gender Pay Gap				1751 GDO: Dissecting Dominant Diversity		
BPP: Grand Ballroom B		1710 STR/TIM: Innovation and Entrepreneurship						
BPP: Hancock		1702 STR: Corporate Governance in Family				1829 STR: Organizational Design in Incumbent		
BPP: Holmes		1693 SAP: Hiding and Revealing in Strategy as				1819 SAP: Strategy as Practice and Middle		
BPP: Newbury		1694 SAP: Inclusive Strategizing				1820 SAP: Emerging Strategizing		
BPP: St James		1703 STR: Digital Orientations in Upper Echelons				1830 STR: Managerial Risk-Taking		
BPP: Statler		1708 STR/OMT: Psychological Processes of						
BPP: Stuart		1704 STR: Corporate Strategy and Capital				1831 STR: Cooperation with Non-market		
BPP: Terrace		1624 GDO/OB/CMS: Intersectionality at the				1754 GDO/OB: Refugee Employment and Career		
BPP: Tremont		1642 MC: Strategy in Consulting-Client				1769 MC: Management Consulting in Challenging		
BPP: White Hill		1705 STR: Governance: Regulators, Investors,				1832 STR: Strategic Entrepreneurship		
BPP: Whittier		1845 ICW: Pass the Torch						
BPP: Winthrop		1706 STR: Team Production, Decisions, and				1833 STR: Learning From Failure		
HIL: Adams A		1635 IM: Knowledge, Networks, and Innovation in				1764 IM: Liability of Foreignness...		
HIL: Adams B		1689 PNP: Structure/Change/Innovation				1814 PNP: Nonprofits		
HIL: Belvidere Ballroom, Salon A		1636 IM: Cross-Cultural Management...				1765 IM: Access to Finance in IM...		
HIL: Copley		1690 PNP: Citizen State Interactions				1815 PNP: Citizen State Interactions		
HIL: Jefferson		1637 IM: Language in International Management				1766 IM: Managing Environmental Issues in the		
HIL: Lincoln		1606 CMS: Technology, Materiality and Control				1734 CMS: Alternative Spaces and Organizations		
HIL: Mariner		1638 IM: Language in International Management				1767 IM: Managing Multicultural Individuals...		
HIL: Maverick A		1816 PNP: Contracting and Privatization						
HIL: Maverick B		1607 CMS: Body, Mind and Time				1735 CMS/OMT: The Essay as an Alternative		
HIL: Westminster		1639 IM: Learning and Innovation in the				1768 IM: International Marketing & Digitization...		
SHR: Arnold Arboretum		1597 CAR: Early Careers				1726 CAR: Career Paths		
SHR: Back Bay Ballroom A		1667 OB/MOC/HR: Expanding the Negative				1791 OB/MOC/HR: New Perspectives on		
SHR: Back Bay Ballroom B		1664 OB/MOC: The Social Nature of Morality				1794 OB/SIM/CM: Ethics at the Fringe		
SHR: Back Bay Ballroom C		1662 OB/HR/ODC: Multiple Team Memberships				1792 OB/ODC/SAP: Leadership-as-Practice -		
SHR: Back Bay Ballroom D		1665 OB/MOC: Everyday Courage in				1790 OB/MC: Non-Traditional Approaches to		
SHR: Beacon A		1670 OB/ODC: Temporal Dynamics in Teams						
SHR: Beacon D		1651 OB: Personality at Work				1777 OB: Different Voices		
SHR: Beacon E		1668 OB/MOC/OMT: Relationality in				1778 OB: Leader Voice Dynamics		
SHR: Beacon F		1755 HCM: Integration and Differentiation						
SHR: Beacon G		1605 CM/OB/MOC: Disclosure Dilemmas				1733 CM/OB: Forgiveness, Reintegration, and		
SHR: Beacon H		1652 OB: Traits and Dark OB				1779 OB: The Other "OB"		
SHR: Berkeley AB		1660 OB/HR: Gratitude in the Workplace				1780 OB: Traits and Creativity		
SHR: Boardroom		1595 AAA: Speaker Ready Room (Sheraton)						→
SHR: Clarendon AB		1604 CM/OB: Beyond Dyads: Examining				1732 CM: Intersections of Conflict and		
SHR: Commonwealth		1626 HCM: HCM Plenary						
SHR: Constitution Ballroom A		1725 OB: OB Division Lifetime						
SHR: Constitution Ballroom B		1846 OB: OB Division Lifetime						
SHR: Dalton AB		1669 OB/MOC/STR: Managing Organizational				1781 OB: Social Networks at Work		

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

Tuesday Morning, August 13, 2019 (continued)								
	7:30	8:00	8:30	9:00	9:30	10:00	10:30	11:00
SHR: Exeter AB		1 653 OB: Trust in Interpersonal Relationships						
SHR: Fairfax A		1 659 OB/CM/MOC: Person Perception in Teams			1 782 OB: Age in Relationships			
SHR: Fairfax B		1 599 CAR/OB: Work-Family Multilevel Stressors			1 728 CAR/HR: Exposing the Dark Side of			
SHR: Gardner A		1 643 MED: Stud Cogn Fac and Educ Outco			1 770 MED/ONE: Impacts of Sustainability			
SHR: Gardner B		1 654 OB: Power, Politics, and Control			1 783 OB: Self and Identity in Teams and			
SHR: Grand Ballroom Foyer ← SVC: Technology Center →								
SHR: Hampton A		1 655 OB: New Directions in Leadership Vision			1 784 OB: Negativity in Teams			
SHR: Hampton B		1 663 OB/MED: Abusive Supervision: New			1 785 OB: Trust at Work			
SHR: Independence West		1 656 OB: Emotion Regulation			1 789 OB/HR/RM: Building a Field of			
SHR: Jamaica Pond		1 661 OB/HR: Laugh It Up?			1 786 OB: Emotional Intelligence			
SHR: Liberty Ballroom A		1 598 CAR: Meaningful Work in Times of			1 727 CAR/GDO/OB: Building Inclusive Career			
SHR: Liberty Ballroom B		1 600 CAR/OB: Academic Careers in			1 787 OB: Positive Behavior at Work			
SHR: Liberty Ballroom C		1 657 OB: Cognition at Work			1 793 OB/RM: Application of Agent-Based			
SHR: Olmsted		1 658 OB: Self-regulation on the Job						
SHR: Republic A		1 666 OB/MOC: Self-Enhancement in			1 788 OB: Accountability in the Workplace			
FRM: Back Bay Room		1 601 CAU: Enhanced Career Success via			1 729 CAU: Innovative and Inclusive Research on			
FRM: Commonwealth Room		1 602 CAU: Hopping on the Open Inno Train			1 730 CAU: Knitting Through the Academy			
FRM: Forum Room		1 603 CAU: Leadership and Health			1 731 CAU: Advancing Entrepreneurial Orientation			
WES: Adams		1 648 MOC/ENT: Advice: Beyond Taking and			1 772 MOC: Organizational Decision-Making and			
WES: Courier		1 627 HR: HR and Organizational Diversity			1 756 HR: HR Analytics			
WES: Defender		1 686 ONE/TIM: Open Innovation and Climate			1 811 ONE/SIM/OMT: Circular Economy and			
WES: Empire		1 628 HR: A Matter of Time: Team Processes in			1 763 HR/CM: Innovative Research Directions in			
WES: Essex Ballroom Foyer ← SVC: Technology Center →								
WES: Essex Center		1 649 MOC/OMT/ENT: Categories and Practices			1 773 MOC: The Tuesday Coolness I			
WES: Essex North-Center		1 629 HR: Job Insecurity, Moderators, & Mediators			1 757 HR: HR and Executives			
WES: Essex North-East		1 645 MOC: Understudied Emotions in						
WES: Essex North-West		1 630 HR: HR and Talent Aquisition...			1 758 HR: HR and Leadership Behaviors...			
WES: Great Republic		1 631 HR: Affect & Expectation in Job			1 759 HR: Evolving Role of Frontline Service			
WES: Helicon		1 632 HR: HR and Employee Communication			1 760 HR: Multiple Commitments			
WES: Independence A		1 633 HR: HR and Careers			1 761 HR: HR and Job Design			
WES: North Star		1 687 OSCM: Sustainability and Performance			1 812 OSCM: Digitization and SCs			
WES: Parliament		1 688 OSCM: Supply Chain Coordination			1 813 OSCM: Dispersed Supply Base			
WES: St George B		1 646 MOC: Organizational Identity and			1 774 MOC: Leadership			
WES: St George C		1 647 MOC: Paradoxes, Ambivalence, and			1 775 MOC: Team Cognition			
WES: St George D		1 634 HR: HR and Individual Turnover...			1 762 HR: Social Media and Human Resource			

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

Tuesday Early Afternoon, August 13, 2019

	11:30	12:00	12:30	1:00	1:30	2:00	2:30	
BCC: 103					2051 OMT/STR: Qualitative Approaches to			
BCC: 104	1922 OMT: Executive Boards, Diversity and				2042 OMT: Hiring, Transfer and Turnover			
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)							→
BCC: 107	1958 TIM: Innovation Drivers				2076 TIM: Innovation Strategy			
BCC: 108	1932 OMT/STR: Advances in the Study of Culture				2052 OMT/STR/TIM: Cognition: Perspectives on			
BCC: 109	1923 OMT: Organizing for Ambidexterity				2043 OMT: Mastering Paradoxes			
BCC: 110	1959 TIM: Innovation Drivers & Processes				2077 TIM: Innovation and Imitation across			
BCC: 111	1960 TIM: Ambidexterity and Performance				2078 TIM: Networks and Collaboration			
BCC: 201	1924 OMT: Decision Making and Performance				2044 OMT: Board Structures, Executives, and			
BCC: 202	1925 OMT: Outcomes in Creative Industries				2045 OMT: Entrepreneurship: Founding and			
BCC: 203	1961 TIM: Institutions and Innovation				2079 TIM: Novel Perspectives and Methods			
BCC: 204	1962 TIM: Search & Knowledge Management				2080 TIM: TIM Conversations - Entrepreneurial			
BCC: 205	1963 TIM: TIM Conversations - Science and				2084 TIM/ENT/OMT: Network Churn			
BCC: 206	1966 TIM/ONE/SIM: Inclusive Innovation				2081 TIM: Business Model Innovation and			
BCC: 208	1929 OMT/ENT/PPN: Social Innovation & Theory				2053 OMT/STR/TIM: The Trust Machine? The			
BCC: 209	1926 OMT: Selling Novel Ideas				2046 OMT: Diffusion and Translation			
BCC: 210	1927 OMT: Institutional Pluralism &				2047 OMT: Agency and Institutions			
BCC: 301	1964 TIM: TIM Conversations - The Digital				2082 TIM: Work and Technology			
BCC: 303	1939 RM: Advanced Statistical Methods							
BCC: 305	1965 TIM: Leadership and Innovation				2083 TIM: Trust, Culture and Innovation			
BCC: 306	1930 OMT/SIM/CMS: Advancing Research on				2049 OMT/OB: Accountability, Transparency and			
BCC: 308	1940 RM: Management Research Paradigms				2059 RM: Data Collection and Analysis			
BCC: 309	1928 OMT: Institutional Logics: Tensions and				2048 OMT: Integrity and Wrongdoing			
BCC: 313	1931 OMT/SIM/ONE: Taking on the Challenge of				2050 OMT/PPN/SIM: Cross-Sector Partnerships			
BCC: Exhibition Hall A	← SVC: Conference Registration							
BCC: Exhibition Hall A Foyer	← SVC: Information Booth							→
BCC: Exhibition Hall A Foyer	← SVC: Self Check-In							
BCC: Exhibition Hall A	← SVC: AOM Resource Center							
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room							→
BCC: Flexible Meeting Space	← MBR: New Attendee Welcome Room							
BCC: Flexible Meeting Space (Meetings)			1967 GOV: AOM Chair Orientation					
MAR: 3rd Floor	← MBR: Career Center Services							
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)							→
MAR: Columbus I	1854 ENT: Entrepreneurial Roles and Identities				1976 ENT: New Drivers of Entrepreneurial Growth			
MAR: Columbus II	1855 ENT: Processes of Entrepreneurial Growth				1977 ENT: Entrepreneurial Passion			
MAR: Connecticut	← SVC: Reflection Room							→
MAR: Grand Ballroom Salon A	1856 ENT: Entrepreneurial Legitimacy				1978 ENT: Psychology/Mental Processes			
MAR: Grand Ballroom Salon B	1896 MSR: Female Leaders / Ethics				2014 MSR: Intersectionality And Inclusion			
MAR: Grand Ballroom Salon C	1857 ENT: Firm Founders 1				1979 ENT: Crowdfunding 2			
MAR: Grand Ballroom Salon D	1918 OCIS: Emerging Technologies Research in				2038 OCIS: Advancing Theory on Social Media			
MAR: Grand Ballroom Salon E	1858 ENT: Crowdfunding 1				1988 ENT/STR: Human Capital of Startups:			
MAR: Grand Ballroom Salon G	1866 ENT/STR/OMT: Theory Building in				1987 ENT/OMT/STR: "Regulatory Hacking":			
MAR: Grand Ballroom Salon H	1942 SIM: Promise and Perils of Social Finance				2060 SIM: Philanthropy			
MAR: Grand Ballroom Salon I	1859 ENT: Entrepreneurial Finance				1980 ENT: Risk and Uncertainty: New Evidence			
MAR: Hyannis	1943 SIM: Managing Corporate Reputation				2061 SIM: Stakeholders & Value Creation			
MAR: Massachusetts	1860 ENT: Scaling in Social Ventures				1981 ENT: Health and the Entrepreneur			
MAR: Nantucket	1944 SIM: Towards Sustainability				2062 SIM: Firms that Create Public Value			
MAR: Orleans	1861 ENT: Nature of Entrepreneurial Networks				1982 ENT: New Qualitative Tools			
MAR: Regis	1919 OCIS/OMT/RM: Studying Materiality in				2039 OCIS: Algorithmic Management			
MAR: Simmons	1862 ENT: Processes in Ecosystems and				1983 ENT: Challenges for Ecosystems and			
MAR: Third Floor Atrium Lounge	← SVC: Technology Center							
MAR: Vineyard	1863 ENT: Macro Topics in Entrepreneurship				1984 ENT: Corporate Entrepreneurship 4			
MAR: Wellesley	1865 ENT/OB/OMT: Interpersonal Processes in				1985 ENT: Legal Institutions and			
MAR: Yarmouth	1864 ENT: Business Models				1986 ENT: Entrepreneurship Predictors: Process			
BPP: Arlington	1955 STR/TIM: Maps and Geography in Strategy				2075 STR/SIM: A Stakeholder Theory of Value			

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

Tuesday Early Afternoon, August 13, 2019 (continued)	
	11:30 12:00 12:30 1:00 1:30 2:00 2:30
BPP: Beacon Hill	1945 STR: The Effects of Upper Echelons on 2063 STR: Clusters, Communities, and Labor
BPP: Berkeley	1946 STR: Upper Echelon Effects in Mergers & 2064 STR: Complex Problem Solving and
BPP: Boylston	1956 STR/TIM: Competitive Dynamics and 2065 STR: Talent and Knowledge Flows in Firms
BPP: Brandeis	1867 GDO: Gender Diversity 1989 GDO: Gender, Family & Careers
BPP: Brookline	1868 GDO: Power & Identity 1990 GDO: Organizational Practices
BPP: Cabot	1947 STR: Social Approval, Disapproval, and 2066 STR: On Value Creation
BPP: Cambridge	1873 GDO/OB/MOC: Consequences of the 1991 GDO: Gender: Substantive Variable in
BPP: Charles River	1921 ODC/MED: Desired Outcomes in Coaching 2040 ODC: HRM as both Strategic and Relational
BPP: Clarendon	1870 GDO/OB: Advances in Disability Research
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza) →
BPP: Constitution	1948 STR: Political Activity as Non-Market 2067 STR: Social, Environmental, and Financial
BPP: Emerson	1949 STR: Dynamics of Cooperation 2068 STR: Institutional Effects on Partnerships
BPP: Exeter	1871 GDO/OB: LGBT Employees and Inclusive 1992 GDO: Agency and Control in Career
BPP: Exeter Foyer	← SVC: Self Check-In
BPP: Franklin	1920 ODC: Unlearning, Decline, and Sudden 2041 ODC: Learning from Failures to Create
BPP: Gloucester	1869 GDO: Gendered Tactics 1993 GDO: Global Perspectives
BPP: Grand Ballroom B	1957 STR/TIM: Cooperation and Innovation 2074 STR/ENT/MOC: Forward-Looking Strategy
BPP: Hancock	1950 STR: Business Models: Past and Future 2069 STR: Predicting Entrepreneurial Success
BPP: Newbury	1941 SAP/STR/OCIS: Crafting Strategy for
BPP: St James	1951 STR: Diversity in the Upper Echelons 2070 STR: CEO Characteristics and Their
BPP: Stuart	1952 STR: Resource Flows in Partnerships 2071 STR: M&A Process: Governance and the
BPP: Terrace	1872 GDO/OB: Women's Inclusion at Work: It's 1994 GDO/ODC/OB: Inclusive Leadership:
BPP: Tremont	1889 MC: Boundary Spanners Across
BPP: White Hill	1953 STR: Complementarities and Competition 2072 STR: Categories and Competition
BPP: Whittier	← ICW: Pass the Torch
BPP: Winthrop	1954 STR: Governance, Employee Mobility, and 2073 STR: Focus of Attention, Learning, and
HIL: Adams A	1883 IM: MNE Structure & Subsidiary-HQ 2007 IM/OB: Trust and National Culture
HIL: Adams B	1937 PNP: Nonprofits and International Contexts 2057 PNP: Nonprofits and Org Behavior
HIL: Belvidere Ballroom, Salon A	1884 IM: Georgetown Best Paper in International 2003 IM: CGIO Best Paper in International
HIL: Copley	1938 PNP: Diversity 2058 PNP: Motivation/Leadership/Performance
HIL: Jefferson	1885 IM: Ownership and Entry Choices of MNE 2004 IM: Varieties of Capitalism and International
HIL: Lincoln	1853 CMS: Self-Reflecting on Theory, Methods, 1974 CMS: Critical Perspectives on Leadership
HIL: Mariner	1886 IM: Political and Economic Institutions and
HIL: Maverick A	1888 IM/OB: Knowledge Transfer through 2005 IM: Best Paper in OB/HRM/OT Finalist...
HIL: Maverick B	1975 CMS: Governance, Neoliberalism and
HIL: Westminster	1887 IM: Subsidiary-HQ Relationships... 2006 IM: Alibaba Executives Discuss Digitization
SHR: Arnold Arboretum	1847 CAR: New Directions in Career Success 1968 CAR: Identity and Careers
SHR: Back Bay Ballroom A	1911 OB/HR: Leadership and 2030 OB/MOC/CM: Feeling and Appearing
SHR: Back Bay Ballroom B	1897 OB: Dynamics of Withdrawal 2015 OB: Biases and Barriers for Gender
SHR: Back Bay Ballroom C	1917 OB/OMT: Social Causes and 2016 OB: Dark Side of Prosocial behavior
SHR: Back Bay Ballroom D	1898 OB: Prosocial Behavior at Work 2017 OB: Voice in the Dark
SHR: Beacon A	1915 OB/MOC/CM: Harmful Narcissistic Leaders 2018 OB: Individual's Voice
SHR: Beacon B	2032 OB/MOC/SIM: Moral Judgments of
SHR: Beacon D	1913 OB/MOC: Nurturing Novelty 2036 OB/RM: A Dynamic Perspective in Affect
SHR: Beacon E	1899 OB: Context and Voice 2019 OB: Dark Side of Leadership
SHR: Beacon F	1874 HCM: Executive Influence 1995 HCM: Provider Experience
SHR: Beacon G	1875 HCM: Contextual Factors
SHR: Beacon H	1914 OB/MOC: Dehumanization in Organizations 2020 OB: Incivility at Work
SHR: Berkeley AB	1900 OB: Team Creativity 2021 OB: Dynamics of Charismatic Leadership
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton) →
SHR: Clarendon AB	1852 CM/OB/MOC: Organizational Competition 1973 CM/HR: Macro-Level Drivers of Workplace
SHR: Constitution Ballroom A	1901 OB: Dynamic Leader Behaviors 2022 OB: Leading Teams
SHR: Dalton AB	1912 OB/HR/CM: Familiar Questions but Novel 2023 OB: Interpersonal Dynamics
SHR: Exeter AB	1902 OB: Team Learning Dynamics 2024 OB: Selective Incivility
SHR: Fairfax A	1903 OB: Relationships, Creativity, and 2034 OB/OMT/MOC: Frontiers of Team and

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

Tuesday Early Afternoon, August 13, 2019 (continued)

	11:30	12:00	12:30	1:00	1:30	2:00	2:30
SHR: Fairfax B	1849	CAR/OB/OMT: Antecedents and Outcomes			1969	CAR/HR: Factors Affecting Self-Regulation	
SHR: Gardner A	1890	MED: Leadersh Dev			2008	MED: Acad Perfo and Career Dev	
SHR: Gardner B	1916	OB/MSR/HR: The Process and			2037	OB/RM: Leadership and Identity	
SHR: Grand Ballroom Foyer ◀ SVC: Technology Center							
SHR: Hampton A	1904	OB: Dark Elements of Relationships			2025	OB: Team Shared Cognition	
SHR: Hampton B	1905	OB: Relational Team Dynamics			2026	OB: Emotional Labor	
SHR: Independence East	1906	OB: Feedback & Feedback-Seeking: Now &			2031	OB/MOC/HR: Making Voice Happen	
SHR: Independence West	1907	OB: Negative Emotions at Work			2027	OB: Positive Feelings in OB	
SHR: Jamaica Pond	1908	OB: Employment Relationships Dynamics			2035	OB/OMT/OCIS: New Models of Work in the	
SHR: Liberty Ballroom A	1848	CAR/HR: Relational Aspects of Careers			1970	CAR/OB: Labor Market Inequalities	
SHR: Liberty Ballroom C	1909	OB: Self-Regulation and Behavior			2028	OB: Work Design	
SHR: Olmsted	1910	OB: Goals and Identity			2029	OB: A Dark Side in OB	
SHR: Republic A					2033	OB/OCIS/MOC: AI in Management	
FRM: Back Bay Room	1850	CAU: Strategic Entrepreneurship Research			1971	CAU: 13th Russian and CIS Management	
FRM: Commonwealth Room	1851	CAU: Neurodiversity Inclusion and Autism at			1972	CAU: Exploring the Next Generation of	
WES: Adams	1891	MOC: Errors, Failures, and Interruptions			2009	MOC: Bright and Dark Sides of Work	
WES: Courier	1933	ONE: Behavior and Sustainability			2054	ONE: Drivers of Sustainability	
WES: Defender	1934	ONE: Action and Inaction in Sustainability			2055	ONE/SAP: Org. Strategizing for an Inclusive	
WES: Empire	1876	HR: Consequences of Abusive Supervision			1996	HR: HR and Teams...	
WES: Essex Ballroom Foyer ◀ SVC: Technology Center							
WES: Essex Center	1892	MOC: The Tuesday Coolness II			2013	MOC/OMT/STR: March Contributions to	
WES: Essex North-Center	1877	HR: HRM, Well-Being and Performance:			1997	HR: HR and Employee Ownership	
WES: Essex North-East	1893	MOC: Mood and Emotions			2012	MOC/OB: Advancements in Multi-Team	
WES: Essex North-West	1878	HR: HR and Employee Benefits			1998	HR: HR, Creativity, and Innovation...	
WES: Essex South					2085	HR: HR Ice Cream Social	
WES: Great Republic	1879	HR: 2018 SHRM Foundation Award Winner			1999	HR: HR Matching and Fit...	
WES: Helicon	1882	HR/TIM: Promoting Well-Being in Virtual			2000	HR: Configurations of HR Practices...	
WES: Independence A	1880	HR: HR Coping and Stress...			2001	HR: HR and Social Capital	
WES: North Star	1935	OSCM: Digitization and Service Operations			2056	OSCM: Potpourri 2	
WES: Parliament	1936	OSCM: Management and SC					
WES: St George B	1894	MOC: Firm Knowledge and Innovation			2010	MOC: Identity, Identification, and Image	
WES: St George C	1895	MOC: Organizational Learning and Change			2011	MOC: Individual and Organizational	
WES: St George D	1881	HR: HR Staffing and Recruitment...			2002	HR: HR and Human Capital...	

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

Tuesday Late Afternoon, August 13, 2019	
	3:00 3:30 4:00 4:30 5:00 5:30 6:00
BCC: 103	2156 OMT: Time, Temporality and
BCC: 104	2157 OMT: New Insights into Occupations &
BCC: 105	← AAA: Speaker Ready Room (Hynes Convention Center)
BCC: 107	2190 TIM: Inter-firm Collaboration
BCC: 108	2158 OMT: Novel Organizational Forms
BCC: 109	2159 OMT: Navigating Paradoxes and
BCC: 110	2191 TIM: Innovation with Constraints
BCC: 111	2192 TIM: Ambidexterity and Organizations
BCC: 201	2160 OMT: Executive Boards and
BCC: 202	2161 OMT: Innovation and Entrepreneurship
BCC: 203	2193 TIM: Patenting and Patent Value
BCC: 204	2194 TIM: Search Proximity and Scope
BCC: 205	2197 TIM/STR/ENT: Geography, Policy, and
BCC: 206	2198 TIM/STR/OMT: Coordinating
BCC: 208	2162 OMT: Trust: Forms, Signals, and
BCC: 209	2163 OMT: Diffusion Trajectories of Ideas and
BCC: 210	2164 OMT: Strategic Engagement with
BCC: 301	2196 TIM/ENT: How Do Innovators Learn from
BCC: 303	2174 RMMED: How to Be a Good Reviewer?
BCC: 305	2195 TIM: Perspectives on Diversity and
BCC: 306	2165 OMT: Activism and Disruption
BCC: 309	2166 OMT: Field Formation and Identity
BCC: 313	2167 OMT: Processes and Mechanisms of
BCC: Exhibition Hall A Foyer	← SVC: Information Booth
BCC: First Aid Room & Mamava Pod	← AAA: Mother's Nursing Room
MAR: 4th Floor Registration Desk	← AAA: Speaker Ready Room (Marriott)
MAR: Columbus I	2093 ENT: Consequences of Entrepreneurial
MAR: Columbus II	2094 ENT: Firm Founders 2
MAR: Connecticut	← SVC: Reflection Room
MAR: Grand Ballroom Salon A	2095 ENT: The Role of Prior Experience
MAR: Grand Ballroom Salon B	2128 MSR/OB: Benefits of Mindfulness for
MAR: Grand Ballroom Salon C	2096 ENT: Revisiting Definitions of Risk and
MAR: Grand Ballroom Salon D	2152 OCIS: IT and Sociocultural Factors
MAR: Grand Ballroom Salon E	2097 ENT: Crowdfunding 3
MAR: Grand Ballroom Salon H	2175 SIM: Diversification in CSR
MAR: Grand Ballroom Salon I	2098 ENT: Acquisition of Resources
MAR: Hyannis	2176 SIM: Corporate Innovation
MAR: Massachusetts	2099 ENT: Drivers of Entrepreneurial
MAR: Nantucket	2177 SIM: The Role of Employees in CSR
MAR: Orleans	2100 ENT: Structure and Entrepreneurial
MAR: Regis	2153 OCIS: Digital Governance
MAR: Simmons	2101 ENT: Global Entrepreneurship
MAR: Vineyard	2102 ENT: Corporate Global Venturing
MAR: Wellesley	2103 ENT: Entrepreneurship: Policy Impacts
MAR: Yarmouth	2104 ENT: Regional Differences in
BPP: Arlington	2188 STR/TIM: Creating New Industries and
BPP: Beacon Hill	2178 STR: Strategic Change or Status Quo?
BPP: Berkeley	2179 STR: Navigating New Technologies
BPP: Boylston	2189 STR/TIM/OMT: Digital Transformation &
BPP: Brandeis	2105 GDO: Immigration
BPP: Brookline	2106 GDO: Diversity Beliefs
BPP: Cabot	2180 STR: Stakeholder Theory
BPP: Cambridge	2107 GDO: Cross-Level Effects of Faultlines
BPP: Charles River	2154 ODC: Values-Driven Change Practices
BPP: Commonwealth	← AAA: Speaker Ready Room (Park Plaza)

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

		3:00	3:30	4:00	4:30	5:00	5:30	6:00
BPP: Constitution		2181	STR: Opportunity Creation and Erosion					
BPP: Emerson		2182	STR: Resources, Knowledge, and					
BPP: Exeter		2108	GDO: Exploring the Measurement of					
BPP: Franklin		2155	ODC: Bureaucracy and Change					
BPP: Grand Ballroom B						2201 AAA: President's Farewell		
BPP: Hancock		2183	STR: Managing Political Connections					
BPP: St James		2184	STR: Temporal CEO Focus: The Role of					
BPP: Stuart		2185	STR: New Approaches to Sustainable					
BPP: Terrace		2109	GDO/OB/OMT: Cross-Level Dialogue					
BPP: Tremont					2200 MC: MC Executive			
BPP: White Hill		2186	STR: Innovation and Rivalry					
BPP: Winthrop		2187	STR: Performance Feedback and					
HIL: Adams A		2120	IM/OMT/STR: State Capitalism					
HIL: Adams B		2172	PNP: Governance					
HIL: Belvidere Ballroom, Salon A		2117	IM: Boards and Top Management Teams					
HIL: Copley		2173	PNP: Identity/Professions/Creativity					
HIL: Jefferson		2121	IM/ONE/STR: Global Environmental					
HIL: Maverick A		2118	IM: CEIBS Best Paper Finalist...					
HIL: Westminster		2119	IM: Best Paper in Corporate Social					
SHR: Arnold Arboretum		2086	CAR: Human Capital Development in the					
SHR: Back Bay Ballroom A		2129	OB: Psychology of Turnover					
SHR: Back Bay Ballroom B		2130	OB: Dynamics of Prosocial Behavior					
SHR: Back Bay Ballroom C		2131	OB: Context and Prosocial Behavior					
SHR: Back Bay Ballroom D		2132	OB: Leadership and Voice					
SHR: Beacon A		2151	OB/OMT/MOC: Meaning and Social					
SHR: Beacon B		2133	OB: Leadership and Regulatory Focus					
SHR: Beacon D		2145	OB/CM: Workplace Ostracism and					
SHR: Beacon E		2134	OB: Dynamics of Dark OB					
SHR: Beacon F		2110	HCM: New Technologies					
SHR: Beacon G		2091	CM: Incivility and Negative Workplace					
SHR: Beacon H		2135	OB: Psychology of Dark OB					
SHR: Berkeley AB		2149	OB/OCIS: Knowledge Hiding in					
SHR: Boardroom	← AAA: Speaker Ready Room (Sheraton)							
SHR: Clarendon AB		2092	CM/OB/SIM: Unintended Moral					
SHR: Constitution Ballroom A		2136	OB: Leadership, Adversity, and Abuse					
SHR: Dalton AB		2148	OB/MOC: Multicultural Experience in					
SHR: Exeter AB		2137	OB: News, Rumors, and Gossip at Work					
SHR: Fairfax A		2138	OB: Hierarchy and Status in the					
SHR: Fairfax B		2087	CAR/HR: Comparing Careers Across					
SHR: Gardner A		2122	MED: Future of Mgmt Edu					
SHR: Gardner B		2139	OB: Team Information Integration					
SHR: Hampton A		2140	OB: Fairness in Teams					
SHR: Hampton B		2141	OB: Dark Emotions					
SHR: Independence East		2150	OB/ODC/OMT: Relation of Hierarchical					
SHR: Independence West		2146	OB/CM/MOC: Future of Negotiations					
SHR: Jamaica Pond		2142	OB: Work-Family Interface					
SHR: Liberty Ballroom A		2088	CAR/HR: Understanding Consequences					
SHR: Liberty Ballroom C		2143	OB: Relationships at Work					
SHR: Olmsted		2144	OB: Role of Interactions as a Site of					
SHR: Republic A		2147	OB/CM/MOC: New Directions in					
FRM: Back Bay Room		2089	CAU: Process Approach Research					
FRM: Commonwealth Room		2090	CAU: Research with Refugee and					
FRM: State Suite B					2199 ICW: NOCA Debriefing 4			→
WES: Adams		2123	MOC: Team Learning and Team Affect					
WES: Courier		2169	ONE/ENT/STR: Environmental					

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

Tuesday Late Afternoon, August 13, 2019 <i>(continued)</i>	
	3:00 3:30 4:00 4:30 5:00 5:30 6:00
WES: Defender	21 68 ONE: Legitimacy Perceptions and
WES: Empire	21 11 HR: The "Dark" Sides of Inclusion and
WES: Essex Center	21 27 MOC/TIM/OMT: The Intersections of
WES: Essex North-Center	21 16 HR/CAR: Job Crafting in the Changinq
WES: Essex North-East	21 26 MOC/OMT/STR: The Value
WES: Essex North-West	21 12 HR: Multilevel Resilience at Work
WES: Great Republic	21 13 HR: Current Directions in Climate
WES: Helicon	21 14 HR: Introduction to Bayesian Studies
WES: North Star	21 70 OSCM: HRM and Organization
WES: Parliament	21 71 OSCM: Blockchain
WES: St George B	21 25 MOC/OB: Perceptions of the Self and
WES: St George C	21 24 MOC: Attributions, Biases & Heuristics
WES: St George D	21 15 HR: HR and Talent Management...

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



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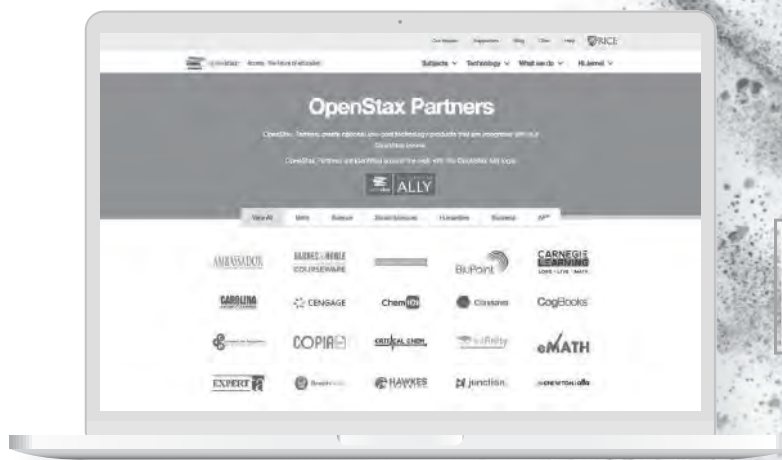
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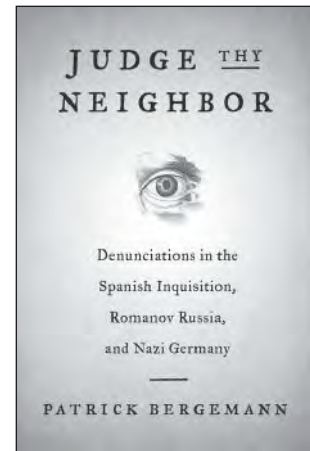
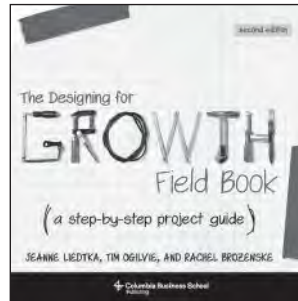
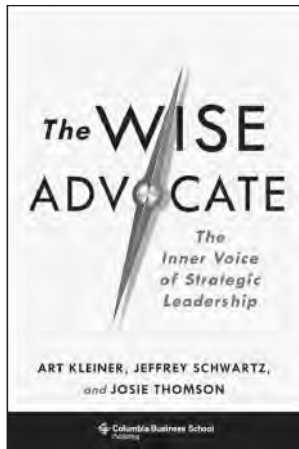
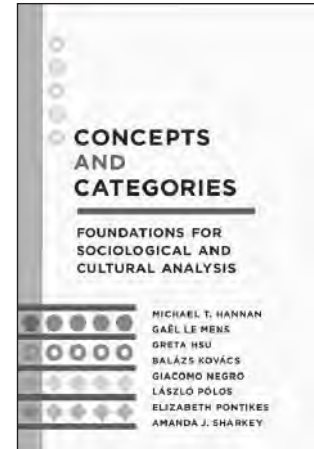
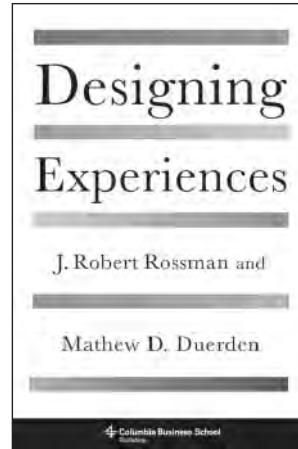
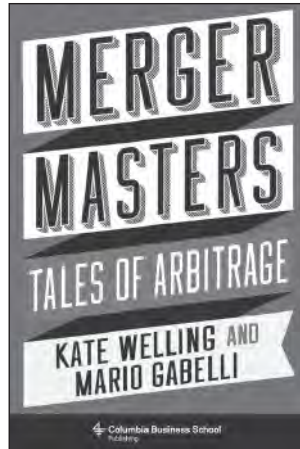
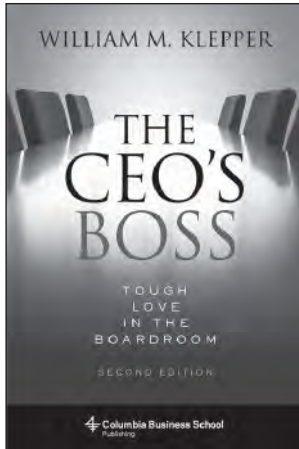


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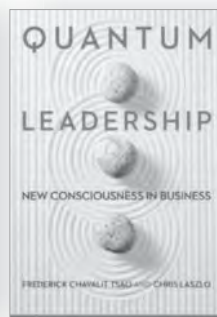
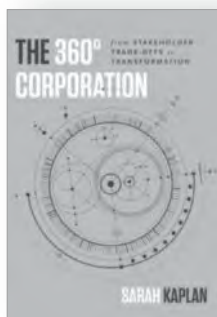
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All-Academy Activities

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	10	BCC:105	Speaker Ready Room (Hynes Convention Center)	
		11	BCC:First Aid Room & Mamava Pod	Mother's Nursing Room	
		12	MAR:4th Floor Registration Desk	Speaker Ready Room (Marriott)	
		13	SHR:Boardroom	Speaker Ready Room (Sheraton)	
		14	BPP:Commonwealth	Speaker Ready Room (Park Plaza)	
	6:00pm	238	BCC:Exhibition Hall A	Exhibit Hall Opening Reception	
		239	BCC:Exhibition Hall A	Conference Exhibits	
Sat	8:00am	260	BCC:105	Speaker Ready Room (Hynes Convention Center)	
		261	BCC:Exhibition Hall A	Conference Exhibits	
		262	BCC:First Aid Room & Mamava Pod	Mother's Nursing Room	
		263	MAR:4th Floor Registration Desk	Speaker Ready Room (Marriott)	
		264	SHR:Boardroom	Speaker Ready Room (Sheraton)	
		265	BPP:Commonwealth	Speaker Ready Room (Park Plaza)	
	10:15am	362	BCC:Exhibition Hall A	Conference Break	
	2:00pm	443	WES:Empire	Forum for Affiliate & Associate Leaders	
	2:45pm	455	BCC:Exhibition Hall A	Conference Break	
	3:00pm	463	MAR:Yarmouth	Ethics Forum — #MeToo! #MeToo?	
	4:30pm	493	MAR:Vineyard	Graduate Student Ethics Forum	
	Sun	8:00am	552	BCC:105	Speaker Ready Room (Hynes Convention Center)
			553	BCC:Exhibition Hall A	Conference Exhibits
554			BCC:First Aid Room & Mamava Pod	Mother's Nursing Room	
555			MAR:4th Floor Registration Desk	Speaker Ready Room (Marriott)	
556			SHR:Boardroom	Speaker Ready Room (Sheraton)	
557			BPP:Commonwealth	Speaker Ready Room (Park Plaza)	
8:30am		568	SHR:Grand Ballroom	All-Academy Networking Breakfast	
9:00am		584	SHR:Grand Ballroom	Presidential Address	
10:15am		608	BCC:Exhibition Hall A	Conference Break	
2:45pm		738	BCC:Exhibition Hall A	Conference Break	
6:00pm		812	FRM:Grand Ballroom	All-Academy Reception	
Mon	8:00am	846	BCC:105	Speaker Ready Room (Hynes Convention Center)	
		847	BCC:Exhibition Hall A	Conference Exhibits	
		848	BCC:First Aid Room & Mamava Pod	Mother's Nursing Room	
		849	MAR:4th Floor Registration Desk	Speaker Ready Room (Marriott)	
		850	SHR:Boardroom	Speaker Ready Room (Sheraton)	
	851	BPP:Commonwealth	Speaker Ready Room (Park Plaza)		
10:15am	1066	BCC:Exhibition Hall A	Conference Break		
Tue	8:00am	1592	BCC:105	Speaker Ready Room (Hynes Convention Center)	
		1593	BCC:First Aid Room & Mamava Pod	Mother's Nursing Room	
		1594	MAR:4th Floor Registration Desk	Speaker Ready Room (Marriott)	
		1595	SHR:Boardroom	Speaker Ready Room (Sheraton)	
		1596	BPP:Commonwealth	Speaker Ready Room (Park Plaza)	
	5:00pm	2201	BPP:Grand Ballroom B	President's Farewell Gathering	

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:Westminister	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: Worklife 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.)

Day	Start	#	Location	Session Information
Sat	6:30pm	532	SHR:Liberty Ballroom C	PTC: Practice Theme Committee Celebration and Awards
	7:00pm	533	BPP:Berkeley	IAM: Iberoamerican Academy of Management Social
	7:30pm	537	BCC:308	D&ITC: Executive Committee Business Dinner
Sun	9:00am	585	MAR:Wellesley	AAC: Southern Management Association Board Meeting
	10:00am	599	WES:St George CD	AFAM: AFAM Business Meeting
	10:30am	609	SHR:Arnold Arboretum	AAC: Midwest Academy of Management Board Meeting
		610	SHR:Boston Common	AAC: EAM Board Meeting
	11:00am	627	SHR:Republic A	PTC: Practice Theme Committee Business Meeting
	1:00pm	674	SHR:Arnold Arboretum	AAC: EAM International Advisory Board Meeting
	3:00pm	749	SHR:Beacon D	INDAM: The INDAM Executive Committee Meeting
	6:15pm	825	MAR:Vineyard	TTC: Teaching Theme Committee (TTC) Business Meeting
	Mon	11:00am	1067	BPP:Longfellow
11:45am		1185	HIL:Belvidere Ballroom, Salon B	ITC: ITC Committee Meeting
1:00pm		1188	HIL:Washington	ITC: Carolyn Dexter Award Reception
7:00pm		1572	WES:Empire	AFAM: Africa Academy of Management Social

All-Academy Theme

Program Chair: Quinetta M. Roberson, Villanova U.

Day	Start	#	Location	Session Information
Sun	11:00am	623	BCC:304	Nevertheless She Persisted
	11:30am	630	BCC:306	Management Knowledge Navigator
	12:00pm	632	BCC:203	Women's Career Advancement in the 21st Century
	12:30pm	636	BCC:109	Rebooting Sexual Harassment Prevention Efforts
		637	BCC:110	Non-Tenure-Track Faculty Inclusion
		638	BCC:310	System Transformation to Build an Inclusive World
		641	BCC:305	JS: Racism, Nationalism and Diversity
		650	BCC:313	SHCS: Examining Diversity "Above" and "Below" the Line
		664	BCC:303	JS: Instrument Design for Cross Cultural Research
	2:15pm	697	BCC:110	The Promise of Practice Theory for Inclusion
		698	BCC:203	Transforming Listening
		699	BCC:310	Climates for Diversity and Inclusion
		700	BCC:313	Love and the Inclusive Organization
		717	BCC:305	SHCS: ROCD: Current Trajectories
		724	BCC:109	SHCS: Cross Cultural Public Sector Leadership
		727	BCC:303	JS: Inequalities and the Fight for Inclusiveness
	2:45pm	739	BCC:306	Responsible Research and Inclusive Organizations
	3:00pm	742	BCC:309	Fireside Chat
	4:00pm	764	BCC:109	Dignity and the Inclusive Organization
		769	BCC:313	JS: Identities in context
775		BCC:303	SHCS: Trends and Challenges of Women in Family Firms	
777		BCC:310	JS: Sustainability Centres: Fit or Friction	
779		BCC:305	JS: The Bhagavad Gita and Inclusive Organizations	
780		BCC:110	JS: State of Inclusion Research	

Showcase Symposia

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

Day	Start	#	Location	Session Information
Sun	12:30pm	650	BCC:313	SHCS: Examining Diversity "Above" and "Below" the Line
	2:15pm	717	BCC:305	SHCS: ROCD: Current Trajectories
		724	BCC:109	SHCS: Cross Cultural Public Sector Leadership
	4:00pm	775	BCC:303	SHCS: Trends and Challenges of Women in Family Firms
Mon	8:00am	906	SHR:Commonwealth	SHCS: Consequences of Self-Interest and Group-Interest
		948	BPP:Beacon Hill	SHCS: Political Ideology and Organizations
	9:45am	983	BPP:Cambridge	SHCS: New Frontiers in Diversity and Inclusion Research
		984	BPP:Brandeis	SHCS: Sexual Harassment
		987	SHR:Liberty Ballroom C	SHCS: Management Theory for Integrated Care
		1001	MAR:Grand Ballroom Salon J	SHCS: The Self and Virtue
		1010	BPP:Franklin	SHCS: Higher Purpose in Organizational Change
		1030	BCC:310	SHCS: Recommendations for Methods & Analysis
		1033	BPP:Terrace	SHCS: Inclusive Strategy
		1065	BCC:302	SHCS: Tech Platforms' Myth of Inclusion Drives Exclusion
	11:30am	1106	WES:Great Republic	SHCS: Revisiting HR Alignment and Strategy
		1109	WES:Staffordshire Ballroom	SHCS: Advancing Perspectives on Overqualification
		1140	SHR:Fairfax A	SHCS: Machines vs Humans: Adapting Organizations to AI
		1154	BCC:306	SHCS: Situated Institutions
		1156	BCC:208	SHCS: Brokers Behaving Badly
		1174	MAR:Grand Ballroom Salon I	SHCS: The Purpose-Driven Corporate Forms
	1:15pm	1244	SHR:Arnold Arboretum	SHCS: Upper Echelons Work-Family Interface
		1261	SHR:Constitution Ballroom B	SHCS: Harnessing Workplace Emotions
		1275	BCC:103	SHCS: The Ecology of Labor Markets
		1276	BCC:208	SHCS: Role of Memory and Cognition in Social Networks
		1277	BCC:306	SHCS: The Marginalized and the Marginalizing
		1279	BCC:108	SHCS: Entrepreneurship: Human Capital and Knowledge
		1309	BPP:Beacon Hill	SHCS: Inclusive Innovations and Institutional Failures
		1310	BPP:Arlington	SHCS: AI & the Next Frontier of Organizational Modeling
	3:00pm	1321	SHR:Fairfax B	SHCS: Seeing Social Hierarchy in a New Light
		1350	WES:Great Republic	SHCS: Executive Compensation: A Cross-Disciplinary View
		1364	WES:St George C	SHCS: New Perspectives on Creative Processes & Practices
		1380	SHR:Beacon H	SHCS: Challenging the Notion of Voluntary Consent
		1383	SHR:Dalton AB	SHCS: Loneliness in the Workplace
		1384	SHR:Hampton A	SHCS: The Unintended Consequences of Incentives
		1397	BCC:306	SHCS: Searching for Social Order in Extreme Contexts
		1400	BCC:208	SHCS: Historical-Evolutionary Organization Studies
	1410	BPP:Boylston	SHCS: Expanding Social Theory	
	1427	BPP:Arlington	SHCS: Advances in Corporate Scope & Theory of the Firm	
	1428	BPP:Statler	SHCS: Technology/Innovation and Nonmarket Strategy	
4:45pm	1469	WES:Empire	SHCS: New Conceptual Directions in Talent Management	
	1483	WES:St George B	SHCS: Relationships and Community in the NWOW	
	1516	BCC:306	SHCS: Towards A Practice-Driven Institutionalism	
	1519	BCC:210	SHCS: New Frontiers in Organizational Learning	
	1548	BCC:302	SHCS: Open Source Software Development and Organizations	
Tue	8:00am	1599	SHR:Fairfax B	SHCS: Work-Family Multilevel Stressors
		1604	SHR:Clarendon AB	SHCS: Beyond Dyads: Examining Multiparty Negotiations
		1624	BPP:Terrace	SHCS: Intersectionality at the Workplace
		1669	SHR:Dalton AB	SHCS: Managing Organizational Errors
		1682	BCC:313	SHCS: Addressing Grand Challenges in Water
		1691	BCC:303	SHCS: SEM in Management Research

Showcase Symposia (cont.)

Day	Start	#	Location	Session Information
Tue	9:45am	1727	SHR:Liberty Ballroom A	SHCS: Building Inclusive Career Paths around Caregiving
		1728	SHR:Fairfax B	SHCS: Exposing the Dark Side of Careers
		1733	SHR:Beacon G	SHCS: Forgiveness, Reintegration, and Redemption
		1807	BCC:306	SHCS: Putting B Corporations Under the Microscope
		1842	BCC:206	SHCS: New Ways of Funding Science and Innovation
	11:30am	1849	SHR:Fairfax B	SHCS: Antecedents and Outcomes of Specialization
		1852	SHR:Clarendon AB	SHCS: Organizational Competition and Its Risk
		1865	MAR:Wellesley	SHCS: Interpersonal Processes in Early-Stage Start-Ups
		1866	MAR:Grand Ballroom Salon G	SHCS: Advancing Theory Development in Entrepreneurship
		1901	SHR:Constitution Ballroom A	SHCS: Dynamic Leader Behaviors
		1921	BPP:Charles River	SHCS: Desired Outcomes in Coaching
		1930	BCC:306	SHCS: Advancing Research on Modern Slavery and Business
	1:15pm	2004	HIL:Jefferson	SHCS: Varieties of Capitalism and International Business
		2012	WES:Essex North-East	SHCS: Advancements in Multi-Team Systems Research
		2030	SHR:Back Bay Ballroom A	SHCS: Feeling and Appearing Authentic
		2031	SHR:Independence East	SHCS: Making Voice Happen
		2075	BPP:Arlington	SHCS: A Stakeholder Theory of Value Creation
	3:00pm	2109	BPP:Terrace	SHCS: Cross-Level Dialogue and Research on Stigma
		2125	WES:St George B	SHCS: Perceptions of the Self and Others
		2146	SHR:Independence West	SHCS: The Future of Negotiations Research
2198		BCC:206	SHCS: Coordinating Ecosystems in New Industries	

Caucuses

Program Chair: Grace Chun Guo, Sacred Heart U.

Day	Start	#	Location	Session Information
Mon	8:00am	855	FRM:Back Bay Room	CAU: Comparative Analysis of Inclusivity
		856	FRM:Commonwealth Room	CAU: LGBTQQIA+ Caucus
		857	FRM:Forum Room	CAU: GLOBE 2020 Exploratory Incubator
	9:45am	970	FRM:Back Bay Room	CAU: Women's Leadership Scholarship and Public Policy
		971	FRM:Commonwealth Room	CAU: Military Veterans and Organizational Inclusivity
		972	FRM:Forum Room	CAU: Native Aboriginal & Indigenous People Caucus
	11:30am	1072	FRM:Back Bay Room	CAU: Impact of Tech and AI on Inclusive Organizations
		1073	FRM:Commonwealth Room	CAU: Organizational Neuroscience
		1074	FRM:Forum Room	CAU: Gender Entrepreneurship Caucus
	1:15pm	1193	FRM:Back Bay Room	CAU: Are Work-Life Policies and Practices Inclusive?
		1194	FRM:Commonwealth Room	CAU: Preventing Sexual Harassment through Education
		1195	FRM:Forum Room	CAU: Ethical Issues of Gamification in Organizations
	3:00pm	1318	FRM:Back Bay Room	CAU: Reimagining Business Education
		1319	FRM:Commonwealth Room	CAU: The Future of CMS
	4:45pm	1445	FRM:Back Bay Room	CAU: Strategy, change and enabling
1446		FRM:Commonwealth Room	CAU: The Aftermath of Psychological Contract Violation	
Tue	8:00am	1601	FRM:Back Bay Room	CAU: Enhanced Career Success via Inclusive Networks
		1602	FRM:Commonwealth Room	CAU: Hopping on the Open Inno Train
		1603	FRM:Forum Room	CAU: Leadership and Health
	9:45am	1729	FRM:Back Bay Room	CAU: Innovative and Inclusive Research on Expatriates
		1730	FRM:Commonwealth Room	CAU: Knitting Through the Academy
		1731	FRM:Forum Room	CAU: Advancing Entrepreneurial Orientation
	11:30am	1850	FRM:Back Bay Room	CAU: Strategic Entrepreneurship Research
		1851	FRM:Commonwealth Room	CAU: Neurodiversity Inclusion and Autism at Work
	1:15pm	1971	FRM:Back Bay Room	CAU: 13th Russian and CIS Management Research Caucus
		1972	FRM:Commonwealth Room	CAU: Exploring the Next Generation of Gender Dynamics
	3:00pm	2089	FRM:Back Bay Room	CAU: Process Approach Research
		2090	FRM:Commonwealth Room	CAU: Research with Refugee and Immigrant Populations

Teaching & Learning Conference

Program Chair: C Douglas Johnson, Georgia Gwinnett College
 Program Chair: Sarika Pruthi, San Jose State U.

Day	Start	#	Location	Session Information
Sat	11:00am	377	BCC:Flexible Meeting Space (Meetings)	TLC Pre-conference Meeting (Invite Only)
	6:00pm	526	OS:Legal Sea Foods - Park Square	TLC@AOM Committee Social Event
Sun	7:30am	551	MAR:Grand Ballroom Salon EF	TLC@AOM Welcome Breakfast
	8:30am	574	MAR:Grand Ballroom Salon A	Animate Content
		575	MAR:Grand Ballroom Salon B	Introducing The Digital One Minute Paper (DOMP)
		576	MAR:Grand Ballroom Salon C	The Case with a Thousand Faces
		577	MAR:Grand Ballroom Salon D	Lessons from the Corporate 10-K
		578	MAR:Grand Ballroom Salon G	Student Wellbeing and Resilience
		579	MAR:Grand Ballroom Salon H	Build your own simulation
		580	MAR:Grand Ballroom Salon I	From learning styles to learning style versatility
		581	MAR:Grand Ballroom Salon J	The Spotlight Project
		582	MAR:Grand Ballroom Salon K	Onboarding, Mentorship and Learning Exchange
		583	MAR:Provincetown	Hockey Activity: Succession Planning
	9:40am	588	MAR:Grand Ballroom Salon A	Management Undergraduates as Apprentices?
		589	MAR:Grand Ballroom Salon B	Redesigning Entrepreneurship Education
		590	MAR:Grand Ballroom Salon C	Engagement through valued resource exchange
		591	MAR:Grand Ballroom Salon D	G Suite and Portfolium in Strategic Management
		592	MAR:Grand Ballroom Salon G	Case Writing as a Student Project
		593	MAR:Grand Ballroom Salon H	Strategies Diverse Classes
		594	MAR:Grand Ballroom Salon I	Outside of These Four Walls
		595	MAR:Grand Ballroom Salon J	Teaching Governance in the Age of #MeToo
		596	MAR:Grand Ballroom Salon K	Co-operatives Game
		597	MAR:Provincetown	Teach Me to Fish.
	10:50am	613	MAR:Grand Ballroom Salon A	Chatbot Integration for Management Ed.
		614	MAR:Grand Ballroom Salon B	A modular and cross-disciplinary approach
		615	MAR:Grand Ballroom Salon C	How to Use Live Business Cases
		616	MAR:Grand Ballroom Salon D	Developing Leaders who Coach and Mentor
		617	MAR:Grand Ballroom Salon G	Love at First Sight Revisited: First Day of Class
		618	MAR:Grand Ballroom Salon H	Intentional Design of Business Ethics Courses
		619	MAR:Grand Ballroom Salon I	Reflections on Teaching Systematic Review Methods
		620	MAR:Grand Ballroom Salon J	Learning Analytics & Live Projects for Students
		621	MAR:Grand Ballroom Salon K	Teaching Assistants
		622	MAR:Provincetown	Teaching with Business Simulation Games
	12:00pm	635	MAR:Grand Ballroom Salon EF	AOM Teaching and Learning Conference Luncheon
	1:40pm	678	MAR:Grand Ballroom Salon A	Teaching the Lean Startup Method
		679	MAR:Grand Ballroom Salon B	Crafting an Effective & Inclusive Course Syllabus
		680	MAR:Grand Ballroom Salon C	Career Readiness Based Learning Objectives
		681	MAR:Grand Ballroom Salon D	Creating Inclusive Classrooms
		682	MAR:Grand Ballroom Salon G	Writing Educational and Engaging Cases
		683	MAR:Grand Ballroom Salon H	Developing Partnerships: Learning Experientially
		684	MAR:Grand Ballroom Salon I	AR/VR in Teaching Business Leaders
		685	MAR:Grand Ballroom Salon J	Supporting Introversions in Management Education
		686	MAR:Grand Ballroom Salon K	Social Class in the Management Classroom
		687	MAR:Provincetown	Publishing and Working with SAGE
	3:20pm	751	MAR:Grand Ballroom Salon A	Developing the Next Generation of Leaders in DSS
		752	MAR:Grand Ballroom Salon B	Open Educational Resources: What, Why, and How
		753	MAR:Grand Ballroom Salon C	Managing Multicultural Student Teams
		754	MAR:Grand Ballroom Salon D	Employability Development via Student Experience
		755	MAR:Grand Ballroom Salon G	Case Teaching
		756	MAR:Grand Ballroom Salon H	Exploring challenging business ethics topics
		757	MAR:Grand Ballroom Salon I	Storytelling in The Classroom
		758	MAR:Grand Ballroom Salon J	Alleviating the Plunging-In Bias
		759	MAR:Grand Ballroom Salon K	Using Leadership Wisdom to Build a Simulation
		760	MAR:Provincetown	The co-creation challenge

Teaching & Learning Conference (cont.)

Day	Start	#	Location	Session Information
Sun	5:00pm	808	MAR:Grand Ballroom Salon EF	TLC@AOM FEEDback & Drinks
Mon	3:00pm	1439	BCC:Flexible Meeting Space (Meetings)	TLC Debrief Meeting (Invite Only)

Governance

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

Day	Start	#	Location	Session Information
Fri	8:00am	67	WES:Staffordshire Ballroom	Board of Governors Meeting
Sat	8:00am	272	WES:Staffordshire Ballroom	Board of Governors Meeting
Sun	7:30am	546	SHR:Exeter AB	AOM Past Presidents Breakfast
Tue	12:30pm	1967	BCC:Flexible Meeting Space (Meetings)	AOM Chair Orientation

Membership

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	31	BCC:Flexible Meeting Space	New Attendee Welcome Room
		32	MAR:3rd Floor	Career Center Services
	5:00pm	228	BCC:302	New Member Orientation
Sat	8:00am	319	BCC:Flexible Meeting Space	New Attendee Welcome Room
		320	MAR:3rd Floor	Career Center Services
Sun	8:00am	560	BCC:Flexible Meeting Space	New Attendee Welcome Room
		561	MAR:3rd Floor	Career Center Services
	11:00am	625	MAR:Gloucester	Career Services Networking
Mon	8:00am	965	BCC:Flexible Meeting Space	New Attendee Welcome Room
		966	FRM:Venetian Room	Community of Academy Senior Scholars (CASS)
		967	MAR:3rd Floor	Career Center Services
Tue	8:00am	1640	BCC:Flexible Meeting Space	New Attendee Welcome Room
		1641	MAR:3rd Floor	Career Center Services

Publications

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

Day	Start	#	Location	Session Information	
Fri	12:00pm	141	SHR:Fairfax AB	AMD Shark Tank PDW	
	1:00pm	162	SHR:Independence West	Reviewing for AMLE: A Discussion on Best Practices	
		163	SHR:Republic A	Publishing in Annals	
	3:00pm	197	BCC:Exhibition Hall A	Meet the AMP Editors	
		198	SHR:Gardner AB	AMLE: Schlr of Teach/Learn/Ed	
6:00pm	244	SHR:Jamaica Pond	AMD Editors Working Dinner		
Sat	8:00am	302	SHR:Liberty Ballroom C	AMD Editors Working Breakfast	
	8:30am	326	SHR:Boston Common	Annals Incoming Advisory Board Meeting	
	9:00am	337	SHR:Back Bay Ballroom AB	AMR: Writing Theoretical Papers	
	10:00am	359	SHR:Republic A	Publishing in AMP Workshop	
	12:15pm	405	SHR:Berkeley AB	AMLE Editors Meeting	
	1:00pm	425	SHR:Back Bay Ballroom AB	Publishing in AMJ: Tips from the Editors	
		488	SHR:Constitution Ballroom B	AMD Advisory Committee and ERB Reception	
	4:00pm	489	SHR:Republic B	AMLE Editorial Review Board with Reception	
Sun	8:30am	572	SHR:Republic A	AMR Editors Meeting	
	9:00am	587	SHR:Berkeley AB	AMJ Incoming Editors Meeting	
	10:00am	607	SHR:Commonwealth	AMP Editorial Review Board	
	11:00am	628	BCC:Exhibition Hall A	Meet the AMD Editors	
	12:00pm	634	SHR:Beacon B	Annals Incoming Associate Editors Meeting	
	12:30pm	663	SHR:Constitution Ballroom B	AMR Editorial Review Board	
	2:00pm	696	SHR:Back Bay Ballroom C	AMJ Incoming Editorial Review Board	
	2:30pm	736	BCC:Exhibition Hall A	Meet the AMR Editors	
	3:30pm	761	BCC:Exhibition Hall A	Meet the AMLE Editors	
	4:00pm	784	SHR:Back Bay Ballroom C	AMJ Outgoing Editorial Review Board Reception	
	Mon	8:00am	925	SHR:Independence West	AMLE Showcase: New History of Business
		9:45am	1029	SHR:Independence West	AMD Showcase Session
11:00am		1068	BCC:Exhibition Hall A	Meet the AMJ Editors	
12:00pm		1187	SHR:Republic B	Annals Outgoing Editors Reception	
1:45pm		1313	SHR:Independence West	AMLE Showcase: Special Issue on Scholarly Impact	
2:00pm		1314	BCC:Exhibition Hall A	Meet the ANNALS Editors	
3:00pm		1408	SHR:Independence West	AMP Showcase Session	

Service

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

Day	Start	#	Location	Session Information	
Fri	12:01am	1	MAR:Third Floor Atrium Lounge	Technology Center (Marriott)	
		2	SHR:Grand Ballroom Foyer	Technology Center (Sheraton)	
		3	BPP:Exeter Foyer	Express Self Check-In Kiosks (Park Plaza)	
		4	WES:Essex Ballroom Foyer	Technology Center (Westin)	
	7:00am	5	BCC:Exhibition Hall A Foyer	Information Booth	
	7:30am	7	BCC:Exhibition Hall A	Conference Registration	
		8	BCC:Exhibition Hall A Foyer	Self Check-In	
		9	BCC:Exhibition Hall A	AOM Resource Center	
	8:00am	65	MAR:Connecticut	Reflection Room	
	6:00pm	245	BCC:Exhibition Hall A	Technology Center	
Sat	12:01am	253	MAR:Third Floor Atrium Lounge	Technology Center (Marriott)	
		254	SHR:Grand Ballroom Foyer	Technology Center (Sheraton)	
		255	BPP:Exeter Foyer	Express Self Check-In Kiosks (Park Plaza)	
		256	WES:Essex Ballroom Foyer	Technology Center (Westin)	
	7:30am	259	BCC:Exhibition Hall A Foyer	Information Booth	
	8:00am	310	BCC:Exhibition Hall A	Conference Registration	
		311	BCC:Exhibition Hall A Foyer	Self Check-In	
		312	BCC:Exhibition Hall A	AOM Resource Center	
		313	BCC:Exhibition Hall A	Technology Center	
		314	MAR:Connecticut	Reflection Room	
	Sun	12:01am	539	MAR:Third Floor Atrium Lounge	Technology Center (Marriott)
			540	SHR:Grand Ballroom Foyer	Technology Center (Sheraton)
			541	BPP:Exeter Foyer	Express Self Check-In Kiosks (Park Plaza)
			542	WES:Essex Ballroom Foyer	Technology Center (Westin)
7:30am		549	BCC:Exhibition Hall A Foyer	Information Booth	
8:00am		563	BCC:Exhibition Hall A	Conference Registration	
		564	BCC:Exhibition Hall A Foyer	Self Check-In	
		565	BCC:Exhibition Hall A	AOM Resource Center	
		566	BCC:Exhibition Hall A	Technology Center	
		567	MAR:Connecticut	Reflection Room	
	Mon	12:01am	834	MAR:Third Floor Atrium Lounge	Technology Center (Marriott)
835			SHR:Grand Ballroom Foyer	Technology Center (Sheraton)	
836			BPP:Exeter Foyer	Express Self Check-In Kiosks (Park Plaza)	
837			WES:Essex Ballroom Foyer	Technology Center (Westin)	
7:30am		845	BCC:Exhibition Hall A Foyer	Information Booth	
8:00am		951	BCC:Exhibition Hall A	Conference Registration	
		952	BCC:Exhibition Hall A Foyer	Self Check-In	
		953	BCC:Exhibition Hall A	AOM Resource Center	
		954	BCC:Exhibition Hall A	Technology Center	
		955	MAR:Connecticut	Reflection Room	
	Tue	12:01am	1586	MAR:Third Floor Atrium Lounge	Technology Center (Marriott)
1587			SHR:Grand Ballroom Foyer	Technology Center (Sheraton)	
1588			BPP:Exeter Foyer	Express Self Check-In Kiosks (Park Plaza)	
1589			WES:Essex Ballroom Foyer	Technology Center (Westin)	
7:30am		1591	BCC:Exhibition Hall A Foyer	Information Booth	
8:00am		1712	BCC:Exhibition Hall A	Conference Registration	
		1713	BCC:Exhibition Hall A Foyer	Self Check-In	
		1714	BCC:Exhibition Hall A	AOM Resource Center	
		1715	MAR:Connecticut	Reflection Room	

Volunteer

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

Day	Start	#	Location	Session Information
Sat	10:45am	376	SHR:Gardner AB	Connecting with the Academy
	2:00pm	448	SHR:Gardner AB	Orientation for Session Chairs and Discussants
Sun	10:30am	612	SHR:Gardner AB	Incoming and Outgoing DIG Chairs Meeting
	11:00am	629	SHR:Fairfax AB	Incoming PDW Chairs Mtg
	12:45pm	673	SHR:Gardner AB	DIG 5 Year Review Meeting
	1:00pm	677	SHR:Fairfax AB	Incoming and Outgoing Program Chairs Meeting
	4:30pm	799	MAR:Vineyard	Ethics Education Committee Meeting

Careers

Program Chair: Gina Dokko, U. of California, Davis
 Professional Development Workshop Chair: Jos Akkermans, Vrije U. Amsterdam

Day	Start	#	Location	Session Information
Fri	8:00am	17	SHR:Beacon A	The Career Experiences of Individuals with Autism
		18	SHR:Independence East	Sequence Analysis
		57	BCC:310	How to Get on the Research Methods Train
	9:15am	79	WES:St George BCD	Translating Research for Practical Impact
	9:45am	84	SHR:Beacon A	Sociopolitically Engaged Academics
		93	BCC:309	Navigating Qualitative Dissertations
	10:45am	113	SHR:Jamaica Pond	Careers in the Rough
	11:00am	122	SHR:Back Bay Ballroom A	Can We Do It, Yes We Can
	1:30pm	170	SHR:Commonwealth	Getting Your Writing Done
	2:00pm	183	SHR:Back Bay Ballroom D	Resources in Organization Research
	2:30pm	187	SHR:Constitution Ballroom B	The Analytics of Careers
	5:00pm	226	SHR:Liberty Ballroom C	Faculty to Administrator Transition
	Sat	8:00am	277	WES:Essex Center
9:00am		328	SHR:Beacon A	CAR Doctoral Consortium
10:15am		367	SHR:Back Bay Ballroom C	Fostering Work-Life Inclusive Business Schools
11:45am		393	SHR:Liberty Ballroom C	Gender and Inclusion in Universities
7:30pm		536	OS:Kings	Careers Division PDW Social
Sun	12:30pm	639	SHR:Berkeley AB	Balancing Careers and Life
	2:15pm	701	SHR:Berkeley AB	Careers and Inclusivity
	3:00pm	743	SHR:Beacon H	Careers Executive Committee Meeting
Mon	8:00am	852	SHR:Beacon B	Navigating Later Career Issues
		853	SHR:Gardner A	Newcomers and Socialization
		854	SHR:Liberty Ballroom A	JS: Impact of Intimate Partner Aggression at Work
	9:45am	969	SHR:Back Bay Ballroom A	Robots and Algorithms and AI, Oh My! Careers
	11:30am	1069	SHR:Beacon B	Mentoring and Career Outcomes
		1070	SHR:Gardner A	Mobility and Careers
		1071	SHR:Liberty Ballroom A	JS: Boundaries in Careers
		1108	WES:Helicon	JS: Employer Branding in the New World of Work
		1109	WES:Staffordshire Ballroom	SHCS: Advancing Perspectives on Overqualification
	1:15pm	1190	SHR:Beacon B	Gender and Careers
		1191	SHR:Gardner A	Self-Directed Careers and Outcomes
		1192	SHR:Liberty Ballroom A	JS: Fostering Sustainable Careers
		1275	BCC:103	SHCS: The Ecology of Labor Markets
		3:00pm	1315	SHR:Beacon B
	1316		SHR:Gardner A	The Meaning of Work in Careers
	1317		SHR:Liberty Ballroom A	JS: Stereotypes, Biases, and Obstacles
	1379		SHR:Beacon A	JS: Rookie Time
	4:30pm	1440	SHR:Back Bay Ballroom A	Careers Division Business Meeting
	4:45pm	1443	SHR:Beacon B	Affect and Emotion in Careers
		1444	SHR:Gardner A	JS: Passion and Work in Management Research
1469		WES:Empire	SHCS: New Conceptual Directions in Talent Management	
1482		WES:Adams	JS: Implicit Theories in Management Research	
6:30pm		1558	SHR:Back Bay Ballroom A	Careers Division Social
Tue	8:00am	1597	SHR:Arnold Arboretum	Early Careers
		1598	SHR:Liberty Ballroom A	Meaningful Work in Times of Uncertainty and Crises
		1599	SHR:Fairfax B	SHCS: Work-Family Multilevel Stressors
		1600	SHR:Liberty Ballroom B	JS: Academic Careers in Management
	9:45am	1726	SHR:Arnold Arboretum	Career Paths
		1727	SHR:Liberty Ballroom A	SHCS: Building Inclusive Career Paths around Caregiving
		1728	SHR:Fairfax B	SHCS: Exposing the Dark Side of Careers
		1752	BPP:Cambridge	JS: Women on Boards: New Insights from Global Research

Careers (cont.)

Day	Start	#	Location	Session Information
Tue	11:30am	1847	SHR:Arnold Arboretum	New Directions in Career Success
		1848	SHR:Liberty Ballroom A	JS: Relational Aspects of Careers
		1849	SHR:Fairfax B	SHCS: Antecedents and Outcomes of Specialization
	1:15pm	1968	SHR:Arnold Arboretum	Identity and Careers
		1969	SHR:Fairfax B	JS: Factors Affecting Self-Regulation in Job Search
		1970	SHR:Liberty Ballroom A	JS: Labor Market Inequalities
	3:00pm	2086	SHR:Arnold Arboretum	Human Capital Development in the New World of Work
		2087	SHR:Fairfax B	JS: Comparing Careers Across Countries
		2088	SHR:Liberty Ballroom A	JS: Understanding Consequences of Workaholism
		2116	WES:Essex North-Center	JS: Job Crafting in the Changing Work Context

Conflict Management

Program Chair: Jennifer R. Overbeck, Melbourne Business School
 Professional Development Workshop Chair: Kristin Jackson Behfar, United States Army War College

Day	Start	#	Location	Session Information
Fri	8:00am	43	SHR:Gardner AB	New to OB? Navigating the OB Division and AOM
	11:30am	129	SHR:Beacon A	Navigating the Rapids of Tenure
	1:00pm	150	SHR:Back Bay Ballroom B	Managing Stress in the Early Career Phase
		156	SHR:Independence East	Mentoring Graduate Students
	1:45pm	173	WES:Adams/Parliament	Reviewing in the Rough
	3:15pm	200	BPP:Arlington	Power and the Inclusive Organization
	5:00pm	226	SHR:Liberty Ballroom C	Faculty to Administrator Transition
Sat	8:00am	266	SHR:Jamaica Pond	Update Your Negotiations Course
	8:30am	321	SHR:Independence East	Conflict Management Doctoral Consortium
	12:30pm	414	SHR:Independence West	Advanced Networks PDW
	1:00pm	421	WES:Courier	Neurocognitive Management Research Techniques
	2:15pm	450	SHR:Constitution Ballroom A	Behavioral Ethics Pecha Kucha and Networking
Sun	2:00pm	688	SHR:Beacon G	CM Executive Committee Meeting
	2:15pm	702	SHR:Gardner B	Moral and Ethical Dimensions of Conflict
	5:00pm	801	SHR:Fairfax AB	CM Business Meeting
	6:30pm	826	OS:Harvard Club of Boston	Conflict Management Division and PON Social
Mon	8:00am	858	SHR:Clarendon AB	Company Conflicts with Workers and Supervisors
		905	SHR:Arnold Arboretum	JS: Feedback Giving
		906	SHR:Commonwealth	SHCS: Consequences of Self-Interest and Group-Interest
	9:45am	973	SHR:Clarendon AB	Managing Conflict through Communication
		974	SHR:Fairfax B	JS: Looking at the Full Spectrum of Hierarchy
	11:30am	1075	SHR:Clarendon AB	JS: Underrating Social Forces
		1076	SHR:Fairfax B	JS: Insights into Ethical Decision Making
		1097	BPP:Cambridge	JS: Beyond Biological Sex: The Importance of Gender
		1138	SHR:Liberty Ballroom B	JS: Effects of Voice Behaviors on Managers & Employees
	1:15pm	1196	SHR:Fairfax B	Fake News and Misinformation
		1197	SHR:Clarendon AB	JS: Status and Power Dynamics in Teams
		1261	SHR:Constitution Ballroom B	SHCS: Harnessing Workplace Emotions
	3:00pm	1320	SHR:Clarendon AB	Conflict Within Groups and Teams
		1321	SHR:Fairfax B	SHCS: Seeing Social Hierarchy in a New Light
		1380	SHR:Beacon H	SHCS: Challenging the Notion of Voluntary Consent
4:45pm	1447	SHR:Fairfax B	Negotiations: Advances in Theory and Practice	
	1448	SHR:Clarendon AB	JS: Dominance-Prestige Paths to Social Rank	
	1498	SHR:Beacon E	JS: Multilevel Trust and Trust Dynamics Discoveries	
Tue	8:00am	1604	SHR:Clarendon AB	SHCS: Beyond Dyads: Examining Multiparty Negotiations
		1605	SHR:Beacon G	JS: Disclosure Dilemmas
		1659	SHR:Fairfax A	JS: Person Perception in Teams
	9:45am	1732	SHR:Clarendon AB	Intersections of Conflict and Decision-Making
		1733	SHR:Beacon G	SHCS: Forgiveness, Reintegration, and Redemption
		1763	WES:Empire	JS: Innovative Research Directions in Trust
		1794	SHR:Back Bay Ballroom B	JS: Ethics at the Fringe
	11:30am	1852	SHR:Clarendon AB	SHCS: Organizational Competition and Its Risk
		1912	SHR:Dalton AB	JS: Familiar Questions but Novel Approaches to Justice
		1915	SHR:Beacon A	JS: Harmful Narcissistic Leaders in the Workplace
	1:15pm	1973	SHR:Clarendon AB	JS: Macro-Level Drivers of Workplace Abuse
		2030	SHR:Back Bay Ballroom A	SHCS: Feeling and Appearing Authentic
	3:00pm	2091	SHR:Beacon G	Incivility and Negative Workplace Interactions
		2092	SHR:Clarendon AB	JS: Unintended Moral Consequences
		2145	SHR:Beacon D	JS: Workplace Ostracism and Inclusive Organization
2146		SHR:Independence West	SHCS: The Future of Negotiations Research	
2147		SHR:Republic A	JS: New Directions in Customer Mistreatment	

Critical Management Studies

Program Chair: Marcos Pereira Fernandes De Barros, Grenoble Ecole de Management

Program Chair: Patrizia Zanoni, U. Hasselt

Professional Development Workshop Chair: Amon Barros, FGV EAESP

Professional Development Workshop Chair: Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro

Day	Start	#	Location	Session Information
Fri	8:00am	19	HIL:Belvidere Ballroom, Salon A	Doctoral and Early Career Consortium
		48	BCC:309	Socialism and Management
	10:15am	106	MAR:Grand Ballroom Salon CD	Organizational Mnemonics and the Historical Turn
	10:30am	111	HIL:Adams A	Philosophies Of Organizational Research
		112	BCC:104	Advancing Qualitative Research Using Interviews
	12:30pm	143	HIL:Westminister	Teaching Business Ethics Using Cases
	1:00pm	151	HIL:Adams B	Organizational Fringework
	2:00pm	177	OS:Offsite	Getting Out (of the Hotels)
		184	BPP:White Hill	Diversity and Precarious Work
	2:45pm	190	BCC:313	Sexual Harassment
	4:15pm	219	BPP:Statler	Is the 'Inclusion Turn' Exclusionary?
Sat	10:00am	352	HIL:Belvidere Ballroom, Salon B	Decolonising-Colonizing Dynamics in Management
		357	BCC:303	The Fall and Rise of Corporate Forms
		360	BCC:207	Ask the Experts: Qualitative Research
	11:45am	394	HIL:Belvidere Ballroom, Salon B	Identity, Inequality and Subalterns
	12:00pm	396	HIL:Maverick B	The Junior Faculty Quagmire
		397	HIL:Adams A	Towards the Anthropocene Economy
	6:30pm	527	HIL:Belvidere Ballroom, Salon A	CMS PDW Social
Sun	8:00am	558	HIL:Mariner	CMS Executive Meeting
	12:30pm	640	HIL:Washington	Critical Analysis of Leadership and Employee
		641	BCC:305	JS: Racism, Nationalism and Diversity
	2:15pm	703	HIL:Washington	Inclusiveness, Care and Dignity
3:00pm	744	HIL:Belvidere Ballroom, Salon B	CMS Business Meeting	
Mon	8:00am	859	HIL:Lincoln	Contemporary Varieties of Resistance
		860	HIL:Maverick B	Against or After Leadership?
	9:45am	975	HIL:Lincoln	Advancing Critical Diversity Research
		976	HIL:Maverick B	Power, Identity and Otherness
	11:30am	1071	SHR:Liberty Ballroom A	JS: Boundaries in Careers
		1077	HIL:Lincoln	Dark Side Case Competition
		1078	HIL:Maverick B	Inclusion: Critical Re-Conceptualizations
	1:15pm	1198	HIL:Lincoln	Critical Investigations of Entrepreneurship
		1199	HIL:Maverick B	JS: The Defense of Corporate Power
	3:00pm	1322	HIL:Lincoln	Finance, Market and Valuation
		1323	HIL:Maverick B	Truth, Ideology and Political Imaginaries
4:45pm	1449	HIL:Fenway Ballroom	CMS Plenary	
6:30pm	1559	HIL:Fenway Ballroom	CMS Main Program Social	
Tue	8:00am	1606	HIL:Lincoln	Technology, Materiality and Control
		1607	HIL:Maverick B	Body, Mind and Time
		1624	BPP:Terrace	SHCS: Intersectionality at the Workplace
	9:45am	1734	HIL:Lincoln	Alternative Spaces and Organizations
		1735	HIL:Maverick B	JS: The Essay as an Alternative Form
	11:30am	1853	HIL:Lincoln	Self-Reflecting on Theory, Methods, Representation
		1930	BCC:306	SHCS: Advancing Research on Modern Slavery and Business
	1:15pm	1974	HIL:Lincoln	Critical Perspectives on Leadership and Employment
		1975	HIL:Maverick B	Governance, Neoliberalism and Globalization

Entrepreneurship

Program Chair: Peter G. Klein, Baylor U.

Professional Development Workshop Chair: Sarah Jack, Stockholm School of Economics

Day	Start	#	Location	Session Information
Fri	8:00am	21	MAR:Boylston	SDG Interrelations & Social Enterprises
		22	MAR:Grand Ballroom Salon CD	Digitalization: New Frontiers of Entrepreneurship
		23	MAR:Provincetown	ENT Doctoral Consortium
		57	BCC:310	How to Get on the Research Methods Train
	9:00am	77	OS:Roxbury Innovation Center (RIC)	Organizational Inclusiveness
	9:45am	86	MAR:Grand Ballroom Salon IJK	Mental Health and Well-Being
		91	BCC:208	Foundation of the Social Sciences
	10:00am	101	BPP:Georgian	Publishing Qualitative Research in Top Journals
	10:15am	105	MAR:Boylston	PTW
	10:45am	117	MAR:Simmons	Rediscovering Family Business History
	11:15am	125	MAR:Nantucket	Impact Investing: Paper Development Workshop
	12:00pm	136	MAR:Grand Ballroom Salon IJK	Entrepreneurship and History
	12:30pm	144	MAR:Boylston	Stakeholder Theory in Entrepreneurship
		145	MAR:Tremont	Entrepreneurial Action and Artificial Intelligence
	1:00pm	153	MAR:Regis	ECC
		154	MAR:Simmons	Psychological Foundations of Management
	2:00pm	180	MAR:Grand Ballroom Salon B	Entrepreneurship and Place
	2:15pm	186	MAR:Grand Ballroom Salon IJK	Studying Ecosystems as if Entrepreneurs Mattered
	2:45pm	191	MAR:Tremont	Gamification of Entrepreneurial Education Topics
	5:30pm	234	OS:Back Bay Social	Entrepreneurship Division Consortia Social
	6:30pm	247	MAR:Grand Ballroom Salon CD	Global Scholars Development Initiative
Sat	8:00am	267	MAR:Boylston	Gender, Immigrants and Entrepreneurial Identity
		268	MAR:Wellesley	Demystifying the Revise and Resubmit Process
		269	MAR:Grand Ballroom Salon ABC	Family Entrepreneurship Education and Training
		270	MAR:Grand Ballroom Salon G	Conducting Experiments to Advance ENT Research
		296	BCC:204	Learning from Errors and Failures
		297	BCC:309	Introduction to Social Network Analysis
		299	BCC:205	Language, Meaning, and Organizing
	9:00am	329	MAR:Provincetown	Entrepreneurial Migrant from-in Emerging Economies
	9:45am	351	MAR:Grand Ballroom Salon D	Socio-Tech Entrepreneurship
	10:00am	360	BCC:207	Ask the Experts: Qualitative Research
	10:15am	363	MAR:Grand Ballroom Salon ABC	External Enablers of Entrepreneurship Update
	11:15am	378	MAR:Provincetown	Crowdfunding
	12:30pm	409	MAR:Wellesley	Traditional & Emerging Entre & Innov Intermediary
	1:00pm	418	MAR:Grand Ballroom Salon G	The Role Resourcefulness in Entrepreneurship
		429	MAR:Boylston	Teaching Bootcamp: A TTC Interactive Workshop
	1:15pm	431	MAR:Regis	Conceptualizing and Measuring Social Impact
	1:30pm	432	MAR:Grand Ballroom Salon IJ	MCC
	3:30pm	475	MAR:Regis	LCC
	3:45pm	479	MAR:Grand Ballroom Salon IJ	Contextualization & The Rigor-Relevance Debate
	4:45pm	497	MAR:Grand Ballroom Salon ABC	Discover the ENT Division: New Members Event
	7:30pm	538	OS:Top of the Hub Restaurant	Entrepreneurship Division Social
Sun	12:30pm	642	MAR:Boylston	Entrepreneurial Orientation & Dynamic Capabilities
		643	MAR:Nantucket	New Venture Formation and Growth
		644	MAR:Simmons	Technology Entrepreneurship
		645	MAR:Vineyard	Judgment, Emotion, and Decision
	2:15pm	704	MAR:Boylston	Policy and Institutions
		705	MAR:Nantucket	New Tools, Concepts, and Methods
		706	MAR:Simmons	New Venture Performance
		707	MAR:Vineyard	Networks, Teams, and Collectives
	4:00pm	765	MAR:Columbus I	New Venture Funding
		766	MAR:Maine	The Entrepreneurial Mindset
767		MAR:Simmons	ENT Executive Committee Mtg	

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information	
Mon	8:00am	861	MAR:Grand Ballroom Salon D	Performance: Impacts and Capabilities	
		862	MAR:Massachusetts	Entrepreneurship Education	
		863	MAR:New Hampshire	Ecosystems: Global and Cross-National Perspectives	
		864	MAR:Orleans	New Insights in Effectuation	
		865	MAR:Regis	Entrepreneurial Team Dynamics	
		866	MAR:Simmons	Conceptual Issues in Social Entrepreneurship	
		867	MAR:Vineyard	Collaboration and Competition in Entrepreneurship	
		868	MAR:Wellesley	Accelerators and Incubators	
		869	MAR:Tremont	JS: Entrepreneurial Ecosystems: Theory & Policy	
		964	BCC:302	JS: Strategic Disclosure of Innovation	
		9:45am	977	MAR:Grand Ballroom Salon G	New Ideas for Entrepreneurship Scholars
			978	MAR:Tremont	Social Ventures: New Empirical Studies
			1055	BPP:Arlington	JS: M&A Success and Post-Merger Integration
11:30am	1079	MAR:Columbus I	Entrepreneurial Cognition 1		
	1080	MAR:Grand Ballroom Salon D	Institutions and Entrepreneurship Policy		
	1081	MAR:Massachusetts	Entrepreneurial Learning		
	1082	MAR:New Hampshire	Family Business Succession		
	1083	MAR:Orleans	Judgments and Decisions		
	1084	MAR:Regis	Entrepreneurial Team Cognition		
	1085	MAR:Simmons	Venture Capital: Issues and Challenges		
	1086	MAR:Tremont	New Entrepreneurship Research Agendas		
	1087	MAR:Vineyard	Insights from Entrepreneurial Practice		
	1184	BCC:302	JS: Ecosystem Research 2.0: Where Next?		
1:15pm	1200	MAR:Columbus I	Impacts of Effectuation		
	1201	MAR:Grand Ballroom Salon D	Entrepreneurial Support		
	1202	MAR:Grand Ballroom Salon J	Venture Capital: New Key Processes?		
	1203	MAR:Massachusetts	Social Capital in Entrepreneurial Ecosystems		
	1204	MAR:New Hampshire	Family Firms		
	1205	MAR:Orleans	Entrepreneurial Cognition 2		
	1206	MAR:Regis	Processes in Entrepreneurial Teams		
	1207	MAR:Simmons	Social Entrepreneurship		
	1208	MAR:Tremont	Entrepreneurs and the Media		
	1209	MAR:Vineyard	Strategy Process in Entrepreneurship		
	1210	MAR:Wellesley	Venture Capital: New Key Issues?		
	1279	BCC:108	SHCS: Entrepreneurship: Human Capital and Knowledge		
	1309	BPP:Beacon Hill	SHCS: Inclusive Innovations and Institutional Failures		
	3:00pm	1324	MAR:Columbus I	Entrepreneurship and Philosophy	
1325		MAR:Grand Ballroom Salon D	Entrepreneurial Orientation		
1326		MAR:Massachusetts	Topics in Entrepreneurship Policy		
1327		MAR:New Hampshire	Regional Differences Among Family Firms		
1328		MAR:Orleans	Entrepreneurship Policy Effects		
1329		MAR:Provincetown	Predictors of Entrepreneurial Entry		
1330		MAR:Regis	Entrepreneurship: Underrepresented Groups		
1331		MAR:Simmons	Social Venturing: Failure and Redemption		
1332		MAR:Tremont	Gender and Entrepreneurship 1		
1333		MAR:Vineyard	Entrepreneurial Intent 1		
1334		MAR:Wellesley	Entrepreneurial Human Resources		
1335		MAR:Yarmouth	IPOs and ICOs		
1395		BCC:202	JS: Managing Expectations in Craft Food Markets		

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information		
Mon	4:45pm	1444	SHR:Gardner A	JS: Passion and Work in Management Research		
		1450	MAR:Boylston	Immigrant Entrepreneurs		
		1451	MAR:Columbus I	Entrepreneurial Affect and Behavior		
		1452	MAR:Grand Ballroom Salon D	Performance Effects of Entrepreneurial Orientation		
		1453	MAR:Massachusetts	Growing Informal Entrepreneurship		
		1454	MAR:New Hampshire	Impact of Family Ownership		
		1455	MAR:Orleans	Conceptual Issues in Informal Entrepreneurship		
		1456	MAR:Regis	Getting Started on the Right Foot		
		1457	MAR:Simmons	Academic Entrepreneurship		
		1458	MAR:Tremont	Gender and Entrepreneurship 2		
		1459	MAR:Vermont	Process and Performance in Family Firms		
		1460	MAR:Vineyard	Entrepreneurial Intent 2		
		1461	MAR:Wellesley	New Logics in Entrepreneurship Research		
		1514	BCC:301	JS: New Perspectives on Interfirm Collaborations		
		1539	BPP:Clarendon	JS: Firm & Industry Evolution: Deploying Capabilities		
	5:00pm	1549	MAR:Grand Ballroom Salon E	Entrepreneurship Division Business Meeting		
	6:30pm	1560	MAR:Grand Ballroom Salon E	ENT Business Mtg Social		
Tue	8:00am	1608	MAR:Columbus II	Entrepreneurial Cognition 3		
		1609	MAR:Grand Ballroom Salon A	IP and Litigation		
		1610	MAR:Grand Ballroom Salon C	Entrepreneurial Opportunities		
		1611	MAR:Grand Ballroom Salon G	New Quantitative Tools		
		1612	MAR:Massachusetts	Mentors and Coworking		
		1613	MAR:Orleans	Self-Regulation and Judgement		
		1614	MAR:Simmons	Corporate Entrepreneurship 1		
		1615	MAR:Vineyard	The Dark Side of Entrepreneurship		
		1616	MAR:Wellesley	Corporate Entrepreneurship 2		
		1617	MAR:Grand Ballroom Salon I	JS: Identity In and Around Entrepreneurial Families		
		1618	MAR:Grand Ballroom Salon E	JS: Impact Entrepreneurship		
		1648	WES:Adams	JS: Advice: Beyond Taking and Accuracy		
		1649	WES:Essex Center	JS: Categories and Practices		
		1680	BCC:202	JS: Cultural Entrepreneurship: Four Domains of Inquiry		
		1724	BCC:206	JS: Makerspaces and Entrepreneurship		
			9:45am	1736	MAR:Columbus I	Entrepreneurial Social Identity
				1737	MAR:Columbus II	Identities and Entrepreneurial Outcomes
				1738	MAR:Grand Ballroom Salon A	Entrepreneurial Cognition 4
	1739	MAR:Grand Ballroom Salon E		New Definitions and Typologies		
	1740	MAR:Grand Ballroom Salon G		Entrepreneurial Ecosystems for Students (EES)		
	1741	MAR:Grand Ballroom Salon I		Personal Predictors of Entrepreneurial Activity		
	1742	MAR:Massachusetts		Process and Entrepreneurial Performance		
	1743	MAR:Orleans		Meta-Analysis in Entrepreneurship		
	1744	MAR:Simmons		Family Dynamics in Family Firms		
	1745	MAR:Vineyard		Corporate Entrepreneurship 3		
	1746	MAR:Grand Ballroom Salon C		JS: Career Opportunities and Female Entrepreneurship		
	1747	MAR:Wellesley	JS: Economics of Entrepreneurship			
	1808	BCC:313	JS: Communities and Meaning of Social Value			
	1810	BCC:202	JS: The Role of Communities			

Entrepreneurship (cont.)

Day	Start	#	Location	Session Information		
Tue	11:30am	1854	MAR:Columbus I	Entrepreneurial Roles and Identities		
		1855	MAR:Columbus II	Processes of Entrepreneurial Growth		
		1856	MAR:Grand Ballroom Salon A	Entrepreneurial Legitimacy		
		1857	MAR:Grand Ballroom Salon C	Firm Founders 1		
		1858	MAR:Grand Ballroom Salon E	Crowdfunding 1		
		1859	MAR:Grand Ballroom Salon I	Entrepreneurial Finance		
		1860	MAR:Massachusetts	Scaling in Social Ventures		
		1861	MAR:Orleans	Nature of Entrepreneurial Networks		
		1862	MAR:Simmons	Processes in Ecosystems and Platforms		
		1863	MAR:Vineyard	Macro Topics in Entrepreneurship		
		1864	MAR:Yarmouth	Business Models		
		1865	MAR:Wellesley	SHCS: Interpersonal Processes in Early-Stage Start-Ups		
		1866	MAR:Grand Ballroom Salon G	SHCS: Advancing Theory Development in Entrepreneurship		
		1929	BCC:208	JS: Social Innovation & Theory		
		1:15pm		1976	MAR:Columbus I	New Drivers of Entrepreneurial Growth
				1977	MAR:Columbus II	Drivers of Entrepreneurial Passion
				1978	MAR:Grand Ballroom Salon A	Psychology/Mental Processes
				1979	MAR:Grand Ballroom Salon C	Crowdfunding 2
				1980	MAR:Grand Ballroom Salon I	Risk and Uncertainty: New Evidence
1981	MAR:Massachusetts			Health and the Entrepreneur		
1982	MAR:Orleans			New Qualitative Tools		
1983	MAR:Simmons			Challenges for Ecosystems and Platforms		
1984	MAR:Vineyard			Corporate Entrepreneurship 4		
1985	MAR:Wellesley			Legal Institutions and Entrepreneurship		
1986	MAR:Yarmouth			Entrepreneurship Predictors: Process Perspective		
1987	MAR:Grand Ballroom Salon G			JS: "Regulatory Hacking": Startups & the State		
1988	MAR:Grand Ballroom Salon E			JS: Human Capital of Startups: Founding Team Dynamics		
2074	BPP:Grand Ballroom B			JS: Forward-Looking Strategy		
2084	BCC:205	JS: Network Churn				
3:00pm		2093	MAR:Columbus I	Consequences of Entrepreneurial Passion		
		2094	MAR:Columbus II	Firm Founders 2		
		2095	MAR:Grand Ballroom Salon A	The Role of Prior Experience		
		2096	MAR:Grand Ballroom Salon C	Revisiting Definitions of Risk and Uncertainty		
		2097	MAR:Grand Ballroom Salon E	Crowdfunding 3		
		2098	MAR:Grand Ballroom Salon I	Acquisition of Resources		
		2099	MAR:Massachusetts	Drivers of Entrepreneurial Performance		
		2100	MAR:Orleans	Structure and Entrepreneurial Performance		
		2101	MAR:Simmons	Global Entrepreneurship		
		2102	MAR:Vineyard	Corporate Global Venturing		
		2103	MAR:Wellesley	Entrepreneurship: Policy Impacts		
		2104	MAR:Yarmouth	Regional Differences in Entrepreneurship Policy		
		2169	WES:Courier	JS: Environmental Sustainability in Family Firms		
		2196	BCC:301	JS: How Do Innovators Learn from Others?		
2197	BCC:205	JS: Geography, Policy, and Ecosystem Emergence				

Gender & Diversity in Organizations

Program Chair: Eden King, Rice U.
Professional Development Workshop Chair: Joy E. Beatty, U. of Michigan, Dearborn

Day	Start	#	Location	Session Information	
Fri	8:00am	17	SHR:Beacon A	The Career Experiences of Individuals with Autism	
		20	BCC:203	Gender Equity	
		24	BPP:St James	Building GDO Community through Storytelling	
	9:45am	85	BCC:203	Inclusive Academies	
		87	BPP:Newbury	Positioning Academics for Societal Impact	
	10:00am	98	SHR:Berkeley AB	Isms in Academia	
	10:45am	114	BPP:Tremont	Determining Dissertation Question and Data	
	11:30am	130	BPP:Newbury	IPV & The Inclusive Organization	
	2:00pm	178	BCC:107	LGBTQQA+ Inclusion in the Academy of Management	
	2:30pm	188	BPP:Statler	Neurodiversity and Autism Inclusive Organizations	
	2:45pm	190	BCC:313	Sexual Harassment	
	4:15pm	218	BPP:White Hill	Gender, Embodiment and Identity in Organizations	
		219	BPP:Statler	Is the 'Inclusion Turn' Exclusionary?	
	4:45pm	223	BPP:Whittier	Using Lessons from DEI for Future Complex Issues	
	6:00pm	240	BPP:Georgian	GDO Pre-Conference Social Hour	
Sat	8:00am	271	BPP:Tremont	GDO Junior Faculty Consortium	
	9:00am	330	BPP:Franklin	Gender Differences in Managing Crisis & Challenges	
	9:45am	342	BCC:205	Concealed Identities	
	10:00am	353	BCC:103	Co-Creating Enabling Conference Environments	
		354	BPP:Clarendon	Bridging the Gap in D&I Field Research	
	10:15am	367	SHR:Back Bay Ballroom C	Fostering Work-Life Inclusive Business Schools	
	11:30am	388	MAR:Regis	The Big Shake: Cultural & Religious Inclusiveness	
	11:45am	393	SHR:Liberty Ballroom C	Gender and Inclusion in Universities	
	1:00pm	427	BPP:Statler	On-Boarding Diversity in Corporate Boards Research	
	2:30pm	451	BCC:201	Publishing Diversity Research Workshop	
	Sun	12:30pm	646	BPP:Beacon Hill	Discussing D&I Around the World
		2:15pm	708	BPP:Beacon Hill	Discussing Gendered Jobs
3:00pm		746	BPP:White Hill	GDO Executive Committee Meeting	
4:00pm		768	BPP:Beacon Hill	Diverse Perspectives of Work	
		769	BCC:313	JS: Identities in context	
6:00pm		813	OS:FiRE + iCE Restaurants	GDO Executive Committee Dinner	
Mon	8:00am	870	BPP:Boylston	GDO Welcome Breakfast	
		871	BPP:Brandeis	Experiences of People with Disabilities in Orgs.	
		872	BPP:Brookline	Ethnicity & Leadership	
		873	BPP:Cambridge	Inclusion of Individuals on the Autism Spectrum	
		874	BPP:Clarendon	Women's Career Progression	
		875	BPP:Newbury	(De)Stigmatization and The Inclusive Organization	
		876	BPP:Gloucester	JS: Building Inclusion with Employee Resource Groups	
		9:45am	980	BPP:Clarendon	Female Leader Development & Emergence
	981		BPP:Gloucester	Diverse Perspectives of Work and Family	
	982		BPP:Hancock	Race & Ethnicity in Organizations	
	983		BPP:Cambridge	SHCS: New Frontiers in Diversity and Inclusion Research	
	984		BPP:Brandeis	SHCS: Sexual Harassment	
	998		SHR:Beacon H	JS: TBL for Diversity, Inclusivity and Leadership	

Gender & Diversity in Organizations (cont.)

Day	Start	#	Location	Session Information
Mon	11:30am	1089	BPP:Beacon Hill	International Intersectionalities
		1090	BPP:Berkeley	Age, Generations, and Lifespan Changes at Work
		1091	BPP:Brandeis	New Perspectives on LGBT Workers
		1092	BPP:Brookline	New Perspectives on Diversity
		1093	BPP:Cabot	Views of Inclusion
		1094	BPP:Clarendon	Perceptions of Female Leaders
		1095	BPP:Exeter	The Motives, Merits, and Missteps of Allies
		1096	BPP:Gloucester	New Findings on the Work-Family Interface
		1097	BPP:Cambridge	JS: Beyond Biological Sex: The Importance of Gender
		1098	BPP:Hancock	JS: Relational Inclusion
	1:15pm	1212	BPP:Brandeis	Gender Equality Strategies
		1213	BPP:Clarendon	Women at the Top
		1214	BPP:Gloucester	Coaching Across the Career
		1215	BPP:Hancock	Types of Inclusion
		1216	BPP:Newbury	Perceptions of Women at Work
		1217	BPP:Cambridge	JS: Autism in the Inclusive Organization
	3:00pm	1242	WES:Essex North-East	JS: Positive Work Identities in the 21st Century
		1317	SHR:Liberty Ballroom A	JS: Stereotypes, Biases, and Obstacles
		1337	BPP:Brandeis	Diversity Interventions
		1338	BPP:Charles River	Inclusive Leadership
1339		BPP:Clarendon	When Women Rise to the Top	
1340		BPP:Hancock	Gender Harassment	
1342		SHR:Liberty Ballroom C	JS: Four Lenses for Viewing Inclusion	
1382		SHR:Republic B	JS: Interpersonal Processes as Pathways to Inclusion	
1386		MAR:Grand Ballroom Salon K	JS: Refugees and Information Technology	
1396		BCC:103	JS: Gender Gaps and Signals in Markets	
4:45pm	1463	BPP:Terrace	GDO Plenary: Insights on Inclusion	
	1499	SHR:Olmsted	JS: Employee Financial Vulnerability on Organizations	
6:30pm	1561	BPP:Terrace	GDO Celebration of Success	
7:30pm	1576	BPP:Statler	GDO Social Extravaganza	
Tue	8:00am	1619	BPP:Brandeis	Gender and Business School Academic Careers
		1620	BPP:Brookline	Discrimination in Organizations
		1621	BPP:Clarendon	Exploring Gender Dynamics in Organizations
		1622	BPP:Exeter	D&I Insights from Around the Globe
		1623	BPP:Gloucester	New Evidence on the Gender Pay Gap
		1624	BPP:Terrace	SHCS: Intersectionality at the Workplace
		1625	BPP:Cambridge	JS: Gender and Workplace Decision-Making
	9:45am	1727	SHR:Liberty Ballroom A	SHCS: Building Inclusive Career Paths around Caregiving
		1748	BPP:Brandeis	Fostering More Diverse Leader Emergence
		1749	BPP:Brookline	Team Diversity
		1750	BPP:Exeter	Transnational Perspectives on D&I
		1751	BPP:Gloucester	Dissecting Dominant Diversity Narratives
		1752	BPP:Cambridge	JS: Women on Boards: New Insights from Global Research
		1753	BPP:Clarendon	JS: The Black Experience in the Workplace
		1754	BPP:Terrace	JS: Refugee Employment and Career Success
	11:30am	1867	BPP:Brandeis	Implications of Gender Diversity
		1868	BPP:Brookline	The Intersection of Power and Identity
		1869	BPP:Gloucester	Gendered Tactics
		1870	BPP:Clarendon	JS: Advances in Disability Research
		1871	BPP:Exeter	JS: LGBT Employees and Inclusive Organizations
		1872	BPP:Terrace	JS: Women's Inclusion at Work: It's Complex
		1873	BPP:Cambridge	JS: Consequences of the Business Case for Diversity

Gender & Diversity in Organizations (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1989	BPP:Brandeis	The Intersection of Gender, Family, and Careers
		1990	BPP:Brookline	Organizational Practices to Improve D&I
		1991	BPP:Cambridge	Gender: Substantive Variable in Leadership Studies
		1992	BPP:Exeter	Agency and Control in Career Development
		1993	BPP:Gloucester	D&I Theory and Data from Around the Globe
		1994	BPP:Terrace	JS: Inclusive Leadership: Practices and Insights
	3:00pm	2105	BPP:Brandeis	Workplace Implications of Immigration
		2106	BPP:Brookline	Diversity Beliefs
		2107	BPP:Cambridge	Cross-Level Effects of Faultlines
		2108	BPP:Exeter	Exploring the Measurement of Inclusion
2109		BPP:Terrace	SHCS: Cross-Level Dialogue and Research on Stigma	

Health Care Management

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

Day	Start	#	Location	Session Information	
Fri	8:00am	25	SHR:Liberty Ballroom AB	Emerging Scholars Cons.-AM	
	9:00am	72	BCC:202	Innovation in Professional Services	
	9:45am	86	MAR:Grand Ballroom Salon IJK	Mental Health and Well-Being	
	10:15am	109	HIL:Belvidere Ballroom, Salon A	Leadership for Professional Emotional Labor	
	2:00pm	181	SHR:Liberty Ballroom AB	Emerging Scholars Cons.-PM	
	4:00pm	215	SHR:Berkeley AB	Presenteeism at Work	
	6:00pm	241	OS:Joe's American Bar & Grill	Emerging Scholars Consortium Social	
Sat	8:00am	273	SHR:Independence West	HCM Teaching Incubator	
	9:45am	344	SHR:Independence West	HCM Research Incubator: Research in the Rough	
	12:15pm	406	BPP:Clarendon	Corporate Strategy in Healthcare	
	1:00pm	419	SHR:Jamaica Pond	Integration Research and Practice	
		421	WES:Courier	Neurocognitive Management Research Techniques	
		429	MAR:Boylston	Teaching Bootcamp: A TTC Interactive Workshop	
	3:15pm	472	SHR:Gardner AB	"Hot Topics" in Health Care Management	
	3:30pm	476	SHR:Republic A	Preparing Manuscripts for Publication	
	4:45pm	498	BPP:Arlington	Relational Organizing Multi-Level Systems Change	
	6:30pm	528	OS:MJ O'Connor's	HCM Division PDW Reception	
	Sun	8:30am	569	SHR:Beacon E	HCM Executive Committee Meeting
		12:30pm	647	SHR:Beacon A	Teams and organizations
2:15pm		709	SHR:Beacon A	Systems and networks in health care delivery	
Mon	8:00am	877	SHR:Beacon F	Strategies for Enhanced Learning	
		878	SHR:Liberty Ballroom C	JS: Current Directions in Medical Error Prevention	
	9:45am	985	SHR:Beacon F	Working Better Together	
		986	SHR:Liberty Ballroom B	Current and Future Health IT	
		987	SHR:Liberty Ballroom C	SHCS: Management Theory for Integrated Care	
		1020	BCC:309	JS: The Role of Emotions in Sensemaking	
	11:30am	1099	SHR:Beacon F	Role of Patients and Families	
		1100	SHR:Liberty Ballroom C	Workforce Issues in Health Care Management	
		1101	SHR:Beacon G	JS: Physicians: Scientists, Managers and Clinicians	
	1:15pm	1218	SHR:Beacon F	Exploring Changes in Organizational Form	
		1219	SHR:Beacon G	Financing and incentive innovations	
		1220	SHR:Liberty Ballroom C	Patient-Centered Care	
		3:00pm	1341	SHR:Beacon F	Factors Influencing Quality of Health Care
	1342		SHR:Liberty Ballroom C	JS: Four Lenses for Viewing Inclusion	
	4:30pm	1441	SHR:Independence East	Health Care Management Division Business Meeting	
6:30pm	1562	OS:Lucky Strike Boston	HCM Division Reception/Bowling!		
Tue	8:00am	1626	SHR:Commonwealth	HCM Plenary	
	9:45am	1755	SHR:Beacon F	Integration and Differentiation	
		1796	MAR:Regis	JS: Designing Healthcare Ecosystems	
	11:30am	1874	SHR:Beacon F	Executive Influence	
		1875	SHR:Beacon G	Contextual Factors	
	1:15pm	1995	SHR:Beacon F	Provider Experience: Antecedents and Outcomes	
	3:00pm	2110	SHR:Beacon F	Integrating New Technologies in Health Care	

Human Resources

Program Chair: Anthony J. Nyberg, U. of South Carolina
 Professional Development Workshop Chair: David Collings, Dublin City U.

Day	Start	#	Location	Session Information
Fri	8:00am	18	SHR:Independence East	Sequence Analysis
		26	WES:Adams/Parliament	HR Process Research: Next Steps and New Avenues
		27	WES:Great Republic	HR Analytics, Digital Transformation, Leadership
		28	WES:North Star	Sustainable HRM
		29	WES:Courier	Global Work Design Project
		55	SHR:Hampton AB	Artificial Intelligence
	9:15am	78	WES:Defender	Publishing in Top US Journals for Non-US Scholars
		79	WES:St George BCD	Translating Research for Practical Impact
	9:45am	85	BCC:203	Inclusive Academies
		87	BPP:Newbury	Positioning Academics for Societal Impact
		88	WES:Courier	Serious Games in HRM Research, Teaching
		89	WES:Essex Center	Innovative & Experiential Approaches to Teaching I
	10:45am	113	SHR:Jamaica Pond	Careers in the Rough
	11:30am	131	WES:Courier	Lessons Learned from the EHRM Programme
		132	WES:North Star	HR and Entrepreneurship Research Incubator
	12:00pm	137	WES:Essex South	HR Division New Member Meetup
	12:30pm	146	HIL:Belvidere Ballroom, Salon A	Comparative Research in International Networks
	1:00pm	150	SHR:Back Bay Ballroom B	Managing Stress in the Early Career Phase
		156	SHR:Independence East	Mentoring Graduate Students
		158	BCC:202	Creating Inclusive Organizations
		159	BCC:313	Temporary Organizing: Exclusion or Inclusion?
	1:30pm	168	WES:Essex Center	Innovative and Experiential Teaching in HRM
	2:00pm	182	WES:America North	HR Research Roundtable Forum
		183	SHR:Back Bay Ballroom D	Resources in Organization Research
		185	BPP:Georgian	Double Impact Research for Academia and Practice
	2:30pm	187	SHR:Constitution Ballroom B	The Analytics of Careers
	2:45pm	193	SHR:Independence West	Harnessing the Power of YouTube
		194	BCC:104	Intensive Longitudinal Data Analyses with DSEM
	4:00pm	217	BCC:208	Creating Massive Meta-Analyses
	6:00pm	242	WES:Defender	HR Division PhD Consortium Ice-Breaker/Dinner
6:15pm	246	WES:St George BCD	Digitalized Talent Management	
7:00pm	250	OS:Post 390	HR PhD Consortium Ice-Breaker Dinner (part 2)	
Sat	8:00am	268	MAR:Wellesley	Demystifying the Revise and Resubmit Process
		274	WES:Adams	HR Division Middle-Stage Doctoral Consortium
		275	WES:Essex South	HR Division Late-Stage Doctoral Consortium
		276	WES:Independence A	HR Division New Faculty Consortium PDW
		277	WES:Essex Center	Career Mobility Within and Between Organizations
		284	SHR:Berkeley AB	Using Sports in the Classroom
		297	BCC:309	Introduction to Social Network Analysis
		309	BPP:Grand Ballroom B	AI and Machine Learning as a Tool and Topic
		9:45am	346	HIL:Westminister
	10:00am	355	MAR:Yarmouth	Meet the Editors: Monographs & Book Series
	10:15am	364	WES:Defender	Crafting Conceptual HR Manuscripts
		365	WES:Essex Center	HRM, Gig Work and Online Platform Ecosystems
		368	SHR:Liberty Ballroom AB	Writing and Publishing for Non-English Writers
	11:45am	393	SHR:Liberty Ballroom C	Gender and Inclusion in Universities
	12:00pm	400	MAR:Vineyard	Teaching with Technology: Inclusive Learning
	12:15pm	402	SHR:Constitution Ballroom B	Revise and Resubmit
	12:30pm	410	OS:Post 390	HR Division New Faculty Lunch (Offsite)
		411	WES:Defender	Advancing the Social Network Paradigm in HRM
	2:45pm	456	WES:Defender	Taking Stock of Affiliation-Based Mobility
	3:00pm	465	WES:Great Republic	Exploring Tough Compensation Research Questions
	3:45pm	481	SHR:Commonwealth	Dyads in Multilevel Theory and Methods

Human Resources (cont.)

Day	Start	#	Location	Session Information	
Sun	12:30pm	648	WES:Adams	Multilevel HR Practices	
		649	WES:Parliament	HR and Social Factors	
		650	BCC:313	SHCS: Examining Diversity "Above" and "Below" the Line	
	2:00pm	689	WES:Defender	HR Division Executive Board/Committee Meeting	
	2:15pm	710	WES:Parliament	HR and Learning	
	4:00pm	770	WES:Parliament	HR Practices and Communication	
	5:00pm	802	WES:Essex Center	HR Division Business Meeting	
6:00pm	814	WES:Essex South	HR Division Social		
Mon	7:30am	843	WES:America South	HR Division Breakfast and Awards Presentation	
	8:00am	854	SHR:Liberty Ballroom A	JS: Impact of Intimate Partner Aggression at Work	
		876	BPP:Gloucester	JS: Building Inclusion with Employee Resource Groups	
		905	SHR:Arnold Arboretum	JS: Feedback Giving	
		907	SHR:Constitution Ballroom A	JS: Explorations of Team Dynamics	
		910	SHR:Berkeley AB	JS: The Impact of Proactivity on Well-Being	
		926	BCC:308	JS: Challenges & Pitfalls in Internet Data Collection	
	9:45am	988	WES:America South	HR Division Plenary Session	
	11:30am	1098	BPP:Hancock	JS: Relational Inclusion	
		1102	WES:Defender	Perceptions of HR Practices and Systems	
		1103	WES:Empire	HR Systems and Innovation	
		1104	WES:Essex North-Center	HR and Dynamic Research	
		1105	WES:Essex North-West	HR Assessments and Employee Responses	
		1106	WES:Great Republic	SHCS: Revisiting HR Alignment and Strategy	
		1107	WES:Independence A	HR and Employee Attitudes	
		1108	WES:Helicon	JS: Employer Branding in the New World of Work	
		1109	WES:Staffordshire Ballroom	SHCS: Advancing Perspectives on Overqualification	
		1138	SHR:Liberty Ballroom B	JS: Effects of Voice Behaviors on Managers & Employees	
		1146	BPP:Franklin	JS: Challenges to a Higher Purpose Organization	
		1:15pm	1197	SHR:Clarendon AB	JS: Status and Power Dynamics in Teams
			1217	BPP:Cambridge	JS: Autism in the Inclusive Organization
	1221		WES:Empire	HR and Employee Well-being	
	1222		WES:Essex North-Center	HR Climate and Culture	
	1223		WES:Essex North-West	Global HR	
	1224		WES:Great Republic	HR Pay and Rewards	
	1225		WES:Helicon	Digitalization and Automation of HR	
	1226		WES:Independence A	HR and Facets of Performance	
	1227		WES:Staffordshire Ballroom	Leadership Development New Insights	
	1228		WES:Essex Center	JS: Antisocial Work Behaviors	
	1259		SHR:Back Bay Ballroom B	JS: Empowering Leadership Symposium	
	1260		SHR:Beacon A	JS: Dyadic-Level Analyses in Organizational Behavior	
	3:00pm		1342	SHR:Liberty Ballroom C	JS: Four Lenses for Viewing Inclusion
		1343	WES:Empire	HR and Diversity	
		1344	WES:Essex Center	Novel Advances on the Impact of Diversity Climate	
		1345	WES:Essex North-Center	HR Research Past, Present, and Future	
		1346	WES:Essex North-West	HR Star Employees	
1347		WES:Helicon	HR Training and Evaluation		
1348		WES:Independence A	HR and High Performance Work Systems		
1349		WES:Staffordshire Ballroom	Improving Work-Life Implementation and Adaptation		
1350		WES:Great Republic	SHCS: Executive Compensation: A Cross-Disciplinary View		
1380		SHR:Beacon H	SHCS: Challenging the Notion of Voluntary Consent		
1381		SHR:Fairfax A	JS: Predictors and Outcomes of Citizenship Behavior		
1382		SHR:Republic B	JS: Interpersonal Processes as Pathways to Inclusion		
1384		SHR:Hampton A	SHCS: The Unintended Consequences of Incentives		

Human Resources (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1464	WES:Essex North-Center	HR and Collective Turnover
		1465	WES:Essex North-West	HR Pay Differentiation
		1466	WES:Helicon	HR and Talent Analytics
		1467	WES:Independence A	HR Systems and Externalities
		1468	WES:Staffordshire Ballroom	Exploring New Frontiers in Dynamic Teams
		1469	WES:Empire	SHCS: New Conceptual Directions in Talent Management
		1470	WES:Essex Center	JS: Advances on Mindfulness at Work
		1471	WES:Great Republic	JS: HRM Strength: Bowen & Ostroff's Model and Beyond
		1482	WES:Adams	JS: Implicit Theories in Management Research
Tue	8:00am	1627	WES:Courier	HR and Organizational Diversity
		1628	WES:Empire	A Matter of Time: Team Processes in Extreme Env.
		1629	WES:Essex North-Center	Job Insecurity, Moderators, & Mediators
		1630	WES:Essex North-West	HR and Talent Acquisition
		1631	WES:Great Republic	Affect & Expectation in Job Search/Socialization
		1632	WES:Helicon	HR and Employee Communication
		1633	WES:Independence A	HR and Careers
		1634	WES:St George D	HR and Individual Turnover
		1660	SHR:Berkeley AB	JS: Gratitude in the Workplace
		1661	SHR:Jamaica Pond	JS: Laugh It Up?
		1662	SHR:Back Bay Ballroom C	JS: Multiple Team Memberships
		1667	SHR:Back Bay Ballroom A	JS: Expanding the Negative Consequences of Creativity
		1707	BPP:Beacon Hill	JS: Peers and Social Influence in Organizations
	9:45am	1728	SHR:Fairfax B	SHCS: Exposing the Dark Side of Careers
		1753	BPP:Clarendon	JS: The Black Experience in the Workplace
		1756	WES:Courier	HR Analytics
		1757	WES:Essex North-Center	HR and Executives
		1758	WES:Essex North-West	HR and Leadership Behaviors
		1759	WES:Great Republic	Evolving Role of Frontline Service Employees
		1760	WES:Helicon	Multiple Commitments
		1761	WES:Independence A	HR and Job Design
		1762	WES:St George D	Social Media and Human Resource Management
		1763	WES:Empire	JS: Innovative Research Directions in Trust
		1789	SHR:Independence West	JS: Building a Field of Organizational Neuroscience
1791	SHR:Back Bay Ballroom A	JS: New Perspectives on Compassion		
11:30am	1848	SHR:Liberty Ballroom A	JS: Relational Aspects of Careers	
	1876	WES:Empire	Consequences of Abusive Supervision at Work	
	1877	WES:Essex North-Center	HRM, Well-Being and Performance: New Avenues	
	1878	WES:Essex North-West	HR and Employee Benefits	
	1879	WES:Great Republic	2018 SHRM Foundation Award Winner Presentations	
	1880	WES:Independence A	HR Coping and Stress	
	1881	WES:St George D	HR Staffing and Recruitment	
	1882	WES:Helicon	JS: Promoting Well-Being in Virtual Work	
	1911	SHR:Back Bay Ballroom A	JS: Leadership and Creativity/Innovation	
	1912	SHR:Dalton AB	JS: Familiar Questions but Novel Approaches to Justice	
1916	SHR:Gardner B	JS: The Process and Development of Moral Leadership		
1:15pm	1969	SHR:Fairfax B	JS: Factors Affecting Self-Regulation in Job Search	
	1973	SHR:Clarendon AB	JS: Macro-Level Drivers of Workplace Abuse	
	1996	WES:Empire	HR and Teams	
	1997	WES:Essex North-Center	HR and Employee Ownership	
	1998	WES:Essex North-West	HR, Creativity, and Innovation	
	1999	WES:Great Republic	HR Matching and Fit	
	2000	WES:Helicon	Configurations of HR Practices	
	2001	WES:Independence A	HR and Social Capital	
	2002	WES:St George D	HR and Human Capital	
	2031	SHR:Independence East	SHCS: Making Voice Happen	
1:30pm	2085	WES:Essex South	HR Division Ice Cream Social	

Human Resources (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2087	SHR:Fairfax B	JS: Comparing Careers Across Countries
		2088	SHR:Liberty Ballroom A	JS: Understanding Consequences of Workaholism
		2111	WES:Empire	The "Dark" Sides of Inclusion and Exclusion
		2112	WES:Essex North-West	Multilevel Resilience at Work
		2113	WES:Great Republic	Current Directions in Climate Research
		2114	WES:Helicon	Introduction to Bayesian Studies
		2115	WES:St George D	HR and Talent Management
		2116	WES:Essex North-Center	JS: Job Crafting in the Changing Work Context

International Management

Program Chair: Jaeyong Song, Seoul National U.

Professional Development Workshop Chair: Katherine Xin, China Europe International Business School (CEIBS)

Day	Start	#	Location	Session Information
Fri	8:00am	29	WES:Courier	Global Work Design Project
		57	BCC:310	How to Get on the Research Methods Train
		64	BPP:Statler	Research Frontiers in Nonmarket Strategy
	9:00am	70	HIL:Belvidere Ballroom, Salon B	Institutions and Entrepreneurship
	10:00am	98	SHR:Berkeley AB	Isms in Academia
		99	SHR:Independence East	Leadership Meets Economics
	10:45am	115	HIL:Belvidere Ballroom, Salon B	How to Write Theory Part of a Paper
	11:00am	122	SHR:Back Bay Ballroom A	Can We Do It, Yes We Can
		123	SHR:Gardner AB	Digital Disruption: Toward a Research Agenda
	11:30am	135	BCC:208	Natural Experiments in Management Research
	12:30pm	146	HIL:Belvidere Ballroom, Salon A	Comparative Research in International Networks
		155	HIL:Belvidere Ballroom, Salon B	How to Respond to Reviewers – The Dos and Don'ts
	1:00pm	161	SHR:Beacon B	Professional Doctorates
		172	WES:North Star	LeapAfricaContextualEntrepreneurshipInnovation
	2:00pm	182	WES:America North	HR Research Roundtable Forum
	2:30pm	189	HIL:Belvidere Ballroom, Salon A	How to Write Articles for Practitioner Journals
	4:00pm	214	HIL:Westminister	Advancing Research Ideas on ISAs
	4:15pm	218	BPP:White Hill	Gender, Embodiment and Identity in Organizations
	4:30pm	221	OS:Boston Duck Tours	International Management Division PDW Social
	Sat	8:00am	278	HIL:Westminister
279			HIL:Fenway Ballroom	Researching National Innovation Ecosystems
8:30am		322	OS:Northeastern University	Doctoral Student Consortium
		323	OS:Northeastern University	Junior Faculty Consortium
9:45am		345	HIL:Fenway Ballroom	Exercises to Help Teach International Business
		346	HIL:Westminister	CQ: Capabilities in Diverse, Inclusive Contexts
		347	SHR:Hampton AB	Case Teaching and Technology Adoption
11:30am		387	HIL:Westminister	Global Innovation and International Strategy
1:00pm		420	BPP:Franklin	Decoding Female Entrepreneurship in Latin America
		427	BPP:Statler	On-Boarding Diversity in Corporate Boards Research
1:45pm		438	HIL:Adams B	Improving Papers to Avoid Rejections
2:45pm		457	HIL:Westminister	Synergies in Case Teaching, Writing, and Research
3:15pm		473	SHR:Back Bay Ballroom CD	OB Research Roundtables
		474	BCC:309	QCA for Research on Organizational Configurations
4:00pm		486	HIL:Maverick B	Meet the IM Editors
4:15pm		490	SHR:Berkeley AB	Strengthening Research Partnerships in India
		491	BPP:Statler	Mergers & Acquisitions
5:00pm	503	HIL:Westminister	Digitization, Platforms and International Business	
	505	BCC:310	Classics of OMT: The Contingency Approach	
6:00pm	523	HIL:Fenway Ballroom	Paper Development Workshop	
Sun	12:30pm	651	HIL:Maverick A	Emerging Topics of International Management (1)
	2:15pm	711	HIL:Maverick A	Emerging Topics of International Management (2)
	2:30pm	734	HIL:Mariner	IMD Executive Committee Meeting
	4:00pm	774	HIL:Maverick A	Emerging Topics of International Management (3)
Mon	8:00am	879	HIL:Adams A	Douglas Nigh Award Finalist
		880	HIL:Belvidere Ballroom, Salon A	IMD Thought Leadership Cafe
		881	HIL:Jefferson	Advanced Topics in International Management
		882	HIL:Mariner	Advances in Non-Market Strategies
		883	HIL:Maverick A	Advances in Research on Cultural Distance
		884	HIL:Washington	Emerging Issues in International Management
		885	HIL:Westminister	Advances in Research on FDI

International Management (cont.)

Day	Start	#	Location	Session Information
Mon	9:45am	989	HIL:Adams A	GWU-CIBER Best Paper on Emerging Markets Finalist
		990	HIL:Jefferson	CEO Effects in International Management
		991	HIL:Mariner	Clusters and International Agglomeration
		992	HIL:Maverick A	Cross-Border M&A
		993	HIL:Westminister	Cross-Cultural Issues in International Management
	11:30am	1110	HIL:Adams A	HKUST Best Paper in Global Strategy Finalist
		1111	HIL:Belvidere Ballroom, Salon A	Topics of International Management
		1112	HIL:Jefferson	CSR Policies, Practices & Stakeholder Relations
		1113	HIL:Maverick A	Entry Mode and Location Decisions
		1114	HIL:Westminister	Expatriates and International Management
	1:15pm	1229	HIL:Adams A	Expatriates and Repatriates
		1230	HIL:Jefferson	Foreign Direct Investment and Emerging Economies
		1231	HIL:Mariner	Geography & Locational Choices
		1232	HIL:Maverick A	Global R&D and Innovation
		1233	HIL:Westminister	Home and Host Country Institutions and Internati...
		1234	HIL:Belvidere Ballroom, Salon A	JS: The Inner Voice of Strategic Leadership
	3:00pm	1351	HIL:Adams A	Innovation Strategies of Emerging Market Firms
		1352	HIL:Belvidere Ballroom, Salon A	IM Division Dissertation Award
		1353	HIL:Jefferson	Institutional Environments & Firm Strategies
		1354	HIL:Mariner	Institutional Voids and Distances in the Interna...
		1355	HIL:Maverick A	International Entrepreneurship, Ventures, and Bo...
		1356	HIL:Westminister	International Alliances & JVs
	4:45pm	1472	HIL:Adams A	International Management from an Organization Th...
		1473	HIL:Belvidere Ballroom, Salon A	IMD Eminent Scholar Presentation
		1474	HIL:Jefferson	Managing the Social Dimensions of International ...
1475		HIL:Mariner	Internationalization Issues	
1476		HIL:Maverick A	Internationalization Process	
1477		HIL:Westminister	Internationalization Process, Speed, and Perform...	
6:30pm	1563	HIL:Belvidere Ballroom, Salon A	International Management Division Business Meeting	
8:00pm	1584	OS:University of Massachusetts Club	International Management Division Reception	
Tue	8:00am	1635	HIL:Adams A	Knowledge, Networks, and Innovation in Internati...
		1636	HIL:Belvidere Ballroom, Salon A	Cross-Cultural Management
		1637	HIL:Jefferson	Language in International Management I
		1638	HIL:Mariner	Language in International Management II
		1639	HIL:Westminister	Learning and Innovation in the International Con...
	9:45am	1764	HIL:Adams A	Liability of Foreignness
		1765	HIL:Belvidere Ballroom, Salon A	Access to Finance in IM
		1766	HIL:Jefferson	Managing Environmental Issues in the IM Context
		1767	HIL:Mariner	Managing Multicultural Individuals
		1768	HIL:Westminister	International Marketing & Digitization
	11:30am	1883	HIL:Adams A	MNE Structure & Subsidiary-HQ Relationships
		1884	HIL:Belvidere Ballroom, Salon A	Georgetown Best Paper in International Business ...
		1885	HIL:Jefferson	Ownership and Entry Choices of MNE Subsidiaries
		1886	HIL:Mariner	Political and Economic Institutions and Foreign ...
		1887	HIL:Westminister	Subsidiary-HQ Relationships
		1888	HIL:Maverick A	JS: Knowledge Transfer through International Assignees
	1:15pm	2003	HIL:Belvidere Ballroom, Salon A	CGIO Best Paper in International Corporate Gover...
		2004	HIL:Jefferson	SHCS: Varieties of Capitalism and International Business
		2005	HIL:Maverick A	Best Paper in OB/HRM/OT Finalist
		2006	HIL:Westminister	Alibaba Executives Discuss Digitization & AI
		2007	HIL:Adams A	JS: Trust and National Culture: Is there a Connection?
	3:00pm	2117	HIL:Belvidere Ballroom, Salon A	Boards and Top Management Teams in MNEs
		2118	HIL:Maverick A	CEIBS Best Paper Finalist
		2119	HIL:Westminister	Best Paper in Corporate Social Responsibility an...
		2120	HIL:Adams A	JS: State Capitalism
2121		HIL:Jefferson	JS: Global Environmental Regulations: The Way Forward?	

Management Consulting

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

Day	Start	#	Location	Session Information
Fri	8:00am	33	BPP:Newbury	Applied CPS – Envisioning a More Inclusive AOM
		34	BPP:Stuart	MC Executive Committee Meeting - Part 1
		46	BPP:Terrace	High Impact Organizational Change
		55	SHR:Hampton AB	Artificial Intelligence
	10:00am	96	BPP:St James	Phenomena of Complacency
		97	BPP:Stuart	Management Consulting and Inclusive Organization
		98	SHR:Berkeley AB	Isms in Academia
	12:15pm	142	BPP:Stuart	Cultivating "Being" to Promote Inclusion
	1:00pm	157	BPP:Arlington	Collective Leadership Development
		161	SHR:Beacon B	Professional Doctorates
	1:15pm	167	BPP:Newbury	ODEA: Inclusive Community of Scholar-Practitioners
	3:15pm	200	BPP:Arlington	Power and the Inclusive Organization
	3:30pm	208	BPP:Newbury	Management Consulting in Cross Cultural Context
		211	BPP:Grand Ballroom B	The Evolutionary Dynamics of Corporate Strategy
Sat	8:00am	269	MAR:Grand Ballroom Salon ABC	Family Entrepreneurship Education and Training
		280	BPP:Newbury	Improving Our Doctoral Studies
		281	BPP:Clarendon	Art at Work
	10:00am	356	MAR:Simmons	Humanistic Organizing Using Improvisation
	1:00pm	424	SHR:Hampton AB	Translating Theory into Practice:
	3:30pm	477	BPP:Whittier	Inclusive Organizations: How Champions Can Help!
	5:30pm	511	BPP:Grand Ballroom B	MC Division Business Meeting
	5:45pm	515	BPP:Whittier	Designing Thinking for Inclusive Interventions
	6:30pm	531	BPP:Boylston	MC Division Social
	Sun	2:15pm	712	BPP:Hancock
4:00pm		775	BCC:303	SHCS: Trends and Challenges of Women in Family Firms
Mon	8:00am	886	BPP:Tremont	Women in Management Consulting and Leadership
	9:45am	994	BPP:Tremont	Inclusion and Community in MC Education
	11:30am	1115	BPP:Tremont	Workplace Coaching: Process and Contextual Factors
	1:15pm	1235	BPP:Tremont	Emerging Issues in Organizational Change Consultin
		1236	BPP:Whittier	MC Distinguished Scholar-Practitioners Session
	3:00pm	1357	BPP:Tremont	Consulting and Coaching to Build Engagement and Pe
	4:45pm	1478	BPP:Tremont	Coaching as a Catalyst for Leadership Development
6:30pm	1564	FRM:State Suite AB	MC Division Members and Friends Dinner	
Tue	8:00am	1642	BPP:Tremont	Strategy in Consulting-Client Relationships
	9:45am	1769	BPP:Tremont	Management Consulting in Challenging Environments
		1790	SHR:Back Bay Ballroom D	JS: Non-Traditional Approaches to Leadership Research
	11:30am	1889	BPP:Tremont	Boundary Spanners Across Organizational and Nation
	4:45pm	2200	BPP:Tremont	MC Executive Committee Meeting - Part 2

Management Education & Development

Program Chair: Sabine Hoidn, U. of St. Gallen

Professional Development Workshop Chair: Alan B. Eisner, Lubin School of Business, Pace U.

Day	Start	#	Location	Session Information
Fri	8:00am	35	SHR:Berkeley AB	Classroom Transition
		36	SHR:Liberty Ballroom C	Sketchnoting: A Visual Methodology
		39	MAR:Tremont	Developing Self Awareness of Faculty and Leaders
		40	MAR:Grand Ballroom Salon IJK	From Inclusive Thought to Action in the Real World
	9:45am	89	WES:Essex Center	Innovative & Experiential Approaches to Teaching I
		90	SHR:Liberty Ballroom C	The Multidimensionality of Scholarly Impact
	10:00am	98	SHR:Berkeley AB	Isms in Academia
		100	SHR:Commonwealth	POS as a Resource OB/Mgmt Teaching and Learning
	11:30am	133	SHR:Liberty Ballroom C	Assessment Design & Re-Design
	12:30pm	143	HIL:Westminister	Teaching Business Ethics Using Cases
	1:00pm	161	SHR:Beacon B	Professional Doctorates
	1:15pm	166	SHR:Gardner AB	MED Ambassadors Program
	1:30pm	169	SHR:Liberty Ballroom C	Teaching Ideas --> Impactful Contributions
		170	SHR:Commonwealth	Getting Your Writing Done
	2:00pm	183	SHR:Back Bay Ballroom D	Resources in Organization Research
	2:45pm	191	MAR:Tremont	Gamification of Entrepreneurial Education Topics
		193	SHR:Independence West	Harnessing the Power of YouTube
	3:15pm	201	SHR:Liberty Ballroom C	Applying Bain's Recommendations to Education
	3:30pm	210	SHR:Fairfax AB	Teaching Positive Relationships at Work
	4:15pm	220	SHR:Back Bay Ballroom B	Management Education and Learning Writers Workshop
	4:45pm	224	SHR:Gardner AB	Theory in Online Simulations
5:15pm	231	SHR:Liberty Ballroom AB	Synergies across SOTLE and Research Methods	
Sat	8:00am	282	SHR:Beacon D	Leadership Lessons from the Theater
		283	SHR:Hampton AB	Business and Management Education in Africa
		284	SHR:Berkeley AB	Using Sports in the Classroom
	9:45am	345	HIL:Fenway Ballroom	Exercises to Help Teach International Business
		347	SHR:Hampton AB	Case Teaching and Technology Adoption
	11:15am	384	BPP:Grand Ballroom B	Teaching the Practice of Strategy
	12:00pm	396	HIL:Maverick B	The Junior Faculty Quagmire
	12:45pm	417	SHR:Republic A	Redesigning Business Education
	1:00pm	424	SHR:Hampton AB	Translating Theory into Practice:
	1:45pm	440	WES:Essex Center	Teaching in the Rough
	2:30pm	452	SHR:Berkeley AB	Silver Screen Solutions
	2:45pm	457	HIL:Westminister	Synergies in Case Teaching, Writing, and Research
	6:30pm	534	SHR:Kings Dining and Entertainment	MED/MOBTS/NDSC/Pearson Saturday Social
	Sun	12:30pm	652	SHR:Jamaica Pond
4:00pm		776	SHR:Jamaica Pond	Ethical Managerial Decision-Making
		777	BCC:310	JS: Sustainability Centres: Fit or Friction
Mon	8:00am	887	SHR:Beacon D	Community, Experiential and Service Learning
		888	SHR:Gardner B	Managerial Skill Development
		889	SHR:Hampton B	Student Outcomes and Predictors
	9:45am	995	SHR:Beacon D	Management Education Career Prep and Support
		996	SHR:Gardner B	Coaching and Mentoring Practices
		997	SHR:Hampton B	Cross-Cultural Comparative Perspectives
		998	SHR:Beacon H	JS: TBL for Diversity, Inclusivity and Leadership
	11:30am	1101	SHR:Beacon G	JS: Physicians: Scientists, Managers and Clinicians
		1116	SHR:Back Bay Ballroom A	MED Keynote & Welcome Address
	1:00pm	1189	SHR:Back Bay Ballroom D	MED Board and Past Chairs' Luncheon and Meeting
	1:15pm	1237	SHR:Gardner B	Research on Entrepreneurship Education
		1238	SHR:Hampton B	Innovative Teaching Approaches

Management Education & Development (cont.)

Day	Start	#	Location	Session Information
Mon	3:00pm	1358	SHR:Back Bay Ballroom D	MED Executive Committee Meeting
		1359	SHR:Beacon E	Responsible Management Education
		1360	SHR:Gardner B	Student-Centered Management Education
		1361	SHR:Hampton B	Simulation and Gamification Research
	4:45pm	1479	SHR:Hampton B	Management Theory and Impact
	6:00pm	1555	SHR:Back Bay Ballroom B	MED Annual Members Meeting and Awards
	7:00pm	1573	SHR:Constitution Ballroom B	MED/SAGE Monday Evening Member Social
Tue	8:00am	1643	SHR:Gardner A	Student Cognitive Factors and Educational Outcomes
		1663	SHR:Hampton B	JS: Abusive Supervision: New Understandings
	9:45am	1770	SHR:Gardner A	JS: Impacts of Sustainability
	11:30am	1890	SHR:Gardner A	Leadership Development
		1921	BPP:Charles River	SHCS: Desired Outcomes in Coaching
	1:15pm	2008	SHR:Gardner A	Academic Performance and Career Development
	3:00pm	2122	SHR:Gardner A	The Future of Management Education
		2174	BCC:303	JS: How to Be a Good Reviewer?

Management History

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

Day	Start	#	Location	Session Information
Fri	8:00am	37	MAR:Simmons	Historical Inclusion Efforts
	10:15am	106	MAR:Grand Ballroom Salon CD	Organizational Mnemonics and the Historical Turn
		107	MAR:Regis	New Member Workshop
	10:45am	117	MAR:Simmons	Rediscovering Family Business History
	12:00pm	136	MAR:Grand Ballroom Salon IJK	Entrepreneurship and History
	1:00pm	149	BCC:205	Natural Experiments Approach in Historical Studies
	5:00pm	229	MAR:Simmons	Teaching International Business History
Sat	10:00am	355	MAR:Yarmouth	Meet the Editors: Monographs & Book Series
		357	BCC:303	The Fall and Rise of Corporate Forms
		360	BCC:207	Ask the Experts: Qualitative Research
	10:15am	366	MAR:Wellesley	Getting Published: Tips for Success
	5:00pm	505	BCC:310	Classics of OMT: The Contingency Approach
Sun	12:30pm	653	MAR:Massachusetts	Discussions on history, methods and industry.
	4:00pm	778	MAR:New Hampshire	Management History Division Executive Meeting
Mon	8:00am	890	MAR:Yarmouth	Personalities, Their Foibles and Organizations
	9:45am	999	MAR:Yarmouth	Leadership Theory and Practice
	11:30am	1117	MAR:Yarmouth	Debates: Some Old, Some New
	1:15pm	1199	HIL:Maverick B	JS: The Defense of Corporate Power
		1239	MAR:Yarmouth	Entrepreneurship, What Else Needs to be Said?
	3:00pm	1400	BCC:208	SHCS: Historical-Evolutionary Organization Studies
	6:30pm	1565	MAR:Grand Ballroom Salon HI	Management History Division Business Meeting
	7:30pm	1578	MAR:Grand Ballroom Salon C	Management History Social
Tue	8:00am	1644	MAR:Yarmouth	Integrating Women into Management History
	9:45am	1771	MAR:Yarmouth	Corporations across the World

Management Spirituality & Religion

Program Chair: Stacie Chappell, Western New England U.

Professional Development Workshop Chair: Chris Laszlo, Weatherhead School of Management, Case Western Reserve U.

Day	Start	#	Location	Session Information
Fri	8:00am	38	MAR:Grand Ballroom Salon B	Strengthened Leadership through Spiritual Practice
		39	MAR:Tremont	Developing Self Awareness of Faculty and Leaders
		40	MAR:Grand Ballroom Salon IJK	From Inclusive Thought to Action in the Real World
		59	MAR:Regis	Digital Transformation and Philosophical Methods
	9:30am	80	MAR:Nantucket	Foundations for Humanistic Management Research
	12:15pm	142	BPP:Stuart	Cultivating "Being" to Promote Inclusion
	3:00pm	195	MAR:Grand Ballroom Salon CD	Integral Self with Shambhala Perception
Sat	5:15pm	233	MAR:Regis	Appreciative Inquiry to Connect Ethics Centers
	7:00pm	251	OS:Back Bay Social (Upstairs Room)	MSR Community Dinner
	7:00am	257	MAR:Yarmouth	MSR Morning Meditation
	8:00am	286	MAR:Regis	Spiritual Discernment in Troubled Waters
	10:00am	356	MAR:Simmons	Humanistic Organizing Using Improvisation
	10:15am	371	MAR:Grand Ballroom Salon G	Co-create Inclusion through Humanistic Management
	11:30am	388	MAR:Regis	The Big Shake: Cultural & Religious Inclusiveness
	12:00pm	400	MAR:Vineyard	Teaching with Technology: Inclusive Learning
	12:45pm	417	SHR:Republic A	Redesigning Business Education
	2:45pm	459	MAR:Grand Ballroom Salon ABC	Transcendence to Solve Grand Challenges
	3:00pm	468	MAR:Simmons	Dance Meditation
	4:00pm	487	SHR:Fairfax AB	A Contemplative Arts Salon to Humanize Management
	4:30pm	496	BPP:Tremont	Global Leader and Leadership for Sustainability
Sun	7:00am	543	MAR:Orleans	MSR Morning Meditation
		544	MAR:Vineyard	MSR Executive Committee Meeting
	12:30pm	655	MAR:Maine	MSR Discussion Paper Session
	4:00pm	779	BCC:305	JS: The Bhagavad Gita and Inclusive Organizations
	6:00pm	820	MAR:Regis	MSR Community Business Meeting
	7:30pm	832	MAR:Wellesley	MSR Social
Mon	7:00am	841	MAR:Columbus I	MSR Morning Meditation
	8:00am	894	MAR:Grand Ballroom Salon B	MSR: Relationships in the Workplace
		895	MAR:Grand Ballroom Salon J	MSR: A Christian Perspective
	9:45am	1001	MAR:Grand Ballroom Salon J	SHCS: The Self and Virtue
		1002	MAR:Vineyard	JS: Meaning Making in the Workplace
	11:30am	1121	MAR:Grand Ballroom Salon B	MSR: Leaders, Followers and Dyads
		1122	MAR:Grand Ballroom Salon J	Inclusive Organizations & Inclusive Leadership
	1:15pm	1234	HIL:Belvidere Ballroom, Salon A	JS: The Inner Voice of Strategic Leadership
		1243	MAR:Grand Ballroom Salon B	Yoga and Subjective Well-Being at Work
	3:00pm	1365	MAR:Grand Ballroom Salon B	MSR Plenary
		1366	MAR:Grand Ballroom Salon J	MSR: Mindfulness Practice and Impact
4:45pm	1484	MAR:Yarmouth	MSR: Exploring Family Businesses	
5:00pm	1551	MAR:Grand Ballroom Salon B	MSR and Friends	
Tue	7:00am	1590	MAR:Columbus I	MSR Morning Meditation
	8:00am	1650	MAR:Grand Ballroom Salon B	MSR: Organizational Level
	9:45am	1776	MAR:Grand Ballroom Salon B	MSR: Spirituality, Leadership, and Coaching
	11:30am	1896	MAR:Grand Ballroom Salon B	MSR: Female Leaders / Ethics
		1916	SHR:Gardner B	JS: The Process and Development of Moral Leadership
	1:15pm	2014	MAR:Grand Ballroom Salon B	Intersectionality And Inclusion
	3:00pm	2128	MAR:Grand Ballroom Salon B	JS: Benefits of Mindfulness for Organisations

Managerial & Organizational Cognition

Program Chair: Abhijeet K. Vadera, Singapore Management U.
Professional Development Workshop Chair: Naomi Beth Rothman, Lehigh U.

Day	Start	#	Location	Session Information
Fri	8:00am	44	SHR:Independence West	The Microfoundations of Inclusion in Organizations
	9:45am	93	BCC:309	Navigating Qualitative Dissertations
	10:45am	118	SHR:Independence West	Affect in Interpersonal Relationships
	12:00pm	138	WES:Helicon	Presenting in the Rough
	1:00pm	156	SHR:Independence East	Mentoring Graduate Students
	1:45pm	173	WES:Adams/Parliament	Reviewing in the Rough
		174	WES:St George BCD	Content and Text Analysis
		175	BCC:208	"Doing Grounded Theory"
Sat	8:00am	285	WES:St George CD	The Cognition in the Rough Workshop
		299	BCC:205	Language, Meaning, and Organizing
	9:00am	338	BCC:206	What Were You Thinking?: Inductive Coding
	12:15pm	401	WES:St George CD	7th Annual Diamonds in the Rough
	1:00pm	421	WES:Courier	Neurocognitive Management Research Techniques
		423	BCC:104	Contemporary Lessons from Mary Douglas
	1:30pm	433	BCC:306	Impactful Qualitative Research
	1:45pm	440	WES:Essex Center	Teaching in the Rough
	2:00pm	446	BPP:Grand Ballroom B	Psychological Perspectives on Strategy
	2:15pm	449	WES:Adams	Executive Error Management
		450	SHR:Constitution Ballroom A	Behavioral Ethics Pecha Kucha and Networking
	507	WES:St George CD	MOC Connecting	
	535	WES:Essex South	MOC Social	
Sun	10:00am	603	WES:Adams	MOC Executive Committee Meeting
	12:30pm	654	WES:North Star	Recovery, Resilience, and Growth
	2:15pm	713	WES:North Star	Identity, Identification, and Image
Mon	8:00am	891	WES:St George B	Creativity in Organizations
		892	WES:St George C	Mindfulness and Intuition in Organizations
		893	WES:Essex North-East	JS: Attachments in Today's Organizations
		906	SHR:Commonwealth	SHCS: Consequences of Self-Interest and Group-Interest
		908	SHR:Beacon E	JS: Evaluation and Selection of Creative Ideas
		909	SHR:Hampton A	JS: Growth Mindsets Transform Organizational Cultures
		910	SHR:Berkeley AB	JS: The Impact of Proactivity on Well-Being
		911	SHR:Constitution Ballroom B	JS: Workspace Design and Employee Behavior
	9:45am	974	SHR:Fairfax B	JS: Looking at the Full Spectrum of Hierarchy
		983	BPP:Cambridge	SHCS: New Frontiers in Diversity and Inclusion Research
		1000	WES:Staffordshire Ballroom	2019 MOC Distinguished Speaker Presentation
		1002	MAR:Vineyard	JS: Meaning Making in the Workplace
		1010	BPP:Franklin	SHCS: Higher Purpose in Organizational Change
		1020	BCC:309	JS: The Role of Emotions in Sensemaking
	11:30am	1118	WES:St George B	How Negative Experiences Relate to Creativity
		1119	WES:Essex North-East	JS: Identity and Meaningful Work
		1120	WES:St George C	JS: Making Sense of Intuition
		1139	SHR:Olmsted	JS: Recovery at Work
		1155	BCC:210	JS: Expanding Approaches to Translation Studies
		1156	BCC:208	SHCS: Brokers Behaving Badly
		1173	MAR:Boylston	JS: Moral Heroism at Work
	1:15pm	1234	HIL:Belvidere Ballroom, Salon A	JS: The Inner Voice of Strategic Leadership
		1240	WES:St George C	Moral Decision-Making
	1241	WES:St George B	JS: Identity Processes in Transitions	
	1242	WES:Essex North-East	JS: Positive Work Identities in the 21st Century	
	1261	SHR:Constitution Ballroom B	SHCS: Harnessing Workplace Emotions	
	1262	SHR:Beacon H	JS: New Directions in Unethical Prosocial Behavior	
	1276	BCC:208	SHCS: Role of Memory and Cognition in Social Networks	
	1280	BCC:310	JS: Fireside Chat: Qualitative Theory Building	

Managerial & Organizational Cognition (cont.)

Day	Start	#	Location	Session Information
Mon	3:00pm	1362	WES:St George B	Hidden Costs and Hidden Benefits
		1363	WES:Essex North-East	JS: Managing Identities Across Time
		1364	WES:St George C	SHCS: New Perspectives on Creative Processes & Practices
		1383	SHR:Dalton AB	SHCS: Loneliness in the Workplace
		1384	SHR:Hampton A	SHCS: The Unintended Consequences of Incentives
		1397	BCC:306	SHCS: Searching for Social Order in Extreme Contexts
		1398	BCC:210	JS: Organizational Learning from Success and Failure
	4:45pm	1448	SHR:Clarendon AB	JS: Dominance-Prestige Paths to Social Rank
		1470	WES:Essex Center	JS: Advances on Mindfulness at Work
		1480	WES:Essex North-East	Conflicts and Inconsistencies
		1481	WES:St George C	Employee Reactions to Uncertainty at Work
		1482	WES:Adams	JS: Implicit Theories in Management Research
		1483	WES:St George B	SHCS: Relationships and Community in the NWOW
		1499	SHR:Olmsted	JS: Employee Financial Vulnerability on Organizations
		1515	BCC:103	JS: Occupational Dynamics
Tue	8:00am	1605	SHR:Beacon G	JS: Disclosure Dilemmas
		1617	MAR:Grand Ballroom Salon I	JS: Identity In and Around Entrepreneurial Families
		1625	BPP:Cambridge	JS: Gender and Workplace Decision-Making
		1645	WES:Essex North-East	Understudied Emotions in Organization Scholarship
		1646	WES:St George B	Organizational Identity and Identification
		1647	WES:St George C	Paradoxes, Ambivalence, and Conflicts
		1648	WES:Adams	JS: Advice: Beyond Taking and Accuracy
		1649	WES:Essex Center	JS: Categories and Practices
		1659	SHR:Fairfax A	JS: Person Perception in Teams
		1664	SHR:Back Bay Ballroom B	JS: The Social Nature of Moral Judgment and Behavior
		1665	SHR:Back Bay Ballroom D	JS: Everyday Courage in Organizations
		1666	SHR:Republic A	JS: Self-Enhancement in Organizations
		1667	SHR:Back Bay Ballroom A	JS: Expanding the Negative Consequences of Creativity
	1668	SHR:Beacon E	JS: Relationality in Organizational Scholarship	
	1669	SHR:Dalton AB	SHCS: Managing Organizational Errors	
	9:45am	1772	WES:Adams	Organizational Decision-Making and Change
		1773	WES:Essex Center	The Tuesday Coolness I
		1774	WES:St George B	Leadership
		1775	WES:St George C	Standing at the Cross-Roads of Team Cognition
		1791	SHR:Back Bay Ballroom A	JS: New Perspectives on Compassion
1805		BCC:210	JS: Micro-Institutional Processes	
11:30am		1852	SHR:Clarendon AB	SHCS: Organizational Competition and Its Risk
	1873	BPP:Cambridge	JS: Consequences of the Business Case for Diversity	
	1891	WES:Adams	Errors, Failures, and Interruptions	
	1892	WES:Essex Center	The Tuesday Coolness II	
	1893	WES:Essex North-East	Mood and Emotions	
	1894	WES:St George B	Firm Knowledge and Innovation	
	1895	WES:St George C	Organizational Learning and Change	
	1913	SHR:Beacon D	JS: Nurturing Novelty	
	1914	SHR:Beacon H	JS: Dehumanization in Organizations	
1915	SHR:Beacon A	JS: Harmful Narcissistic Leaders in the Workplace		

Managerial & Organizational Cognition (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	2009	WES:Adams	Bright and Dark Sides of Work
		2010	WES:St George B	Identity, Identification, and Image
		2011	WES:St George C	Individual and Organizational Decision-Making and
		2012	WES:Essex North-East	SHCS: Advancements in Multi-Team Systems Research
		2013	WES:Essex Center	JS: March Contributions to Organizational Learning
		2030	SHR:Back Bay Ballroom A	SHCS: Feeling and Appearing Authentic
		2031	SHR:Independence East	SHCS: Making Voice Happen
		2032	SHR:Beacon B	JS: Moral Judgments of Organizational Behavior
		2033	SHR:Republic A	JS: AI in Management
	3:00pm	2034	SHR:Fairfax A	JS: Frontiers of Team and Teaming Research
		2074	BPP:Grand Ballroom B	JS: Forward-Looking Strategy
		2123	WES:Adams	Team Learning and Team Affect
		2124	WES:St George C	Attributions, Biases & Heuristics
		2125	WES:St George B	SHCS: Perceptions of the Self and Others
		2126	WES:Essex North-East	JS: The Value Underpinning of Market Categories
		2127	WES:Essex Center	JS: The Intersections of Cognition and Innovation
		2146	SHR:Independence West	SHCS: The Future of Negotiations Research
		2147	SHR:Republic A	JS: New Directions in Customer Mistreatment
		2148	SHR:Dalton AB	JS: Multicultural Experience in Management Research
2151	SHR:Beacon A	JS: Meaning and Social Contagion		

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

Day	Start	#	Location	Session Information
Fri	8:00am	53	WES:St George BCD	OSCM Division Doctoral Consortium Breakfast
		63	BPP:White Hill	Transportation data and management/strategy theory
	10:00am	102	WES:Independence A	OSCM Division JF&D Consortium
	12:30pm	148	WES:St George BCD	OSCM Doctoral Consortium Lunch
	4:00pm	213	WES:Adams/Parliament	Africa Sustainability in Global Value Chains
	4:45pm	225	MAR:Grand Ballroom Salon G	The Promise and Problems of Inclusive Organizing
	5:00pm	230	WES:St George BCD	OSCM Doctoral Consortium Closing Drinks
Sat	8:00am	294	MAR:Grand Ballroom Salon IJ	Digital Practices: Organizing Logic for Digital
		300	WES:Empire	Incorporating LCA in Teaching and Research
	10:00am	358	WES:Courier	Cross-Disciplinary Sustainability Research
	12:15pm	404	WES:Empire	Interventionist Research in OSCM
	3:00pm	470	WES:America North	Putting the 'Network' into Supply Network Research
5:30pm	514	WES:Empire	Time as a Resource & Managing Resources Over Time	
Sun	7:00am	545	WES:Westin Copley Place Lobby	OSCM Division Sunday Morning Jog
	10:00am	605	WES:Defender	OSCM Sunday Café I
		606	WES:Essex North-West	OSCM Division Executive Committee and Officers M...
	11:00am	626	WES:North Star	OSCM Sunday Café II
	12:30pm	661	WES:St George B	Potpourri 1
	2:15pm	722	WES:St George B	Disruptions in Supply Chain
	3:00pm	750	WES:Staffordshire Ballroom	OSCM Division Business Meeting
	6:00pm	821	WES:Staffordshire Ballroom	OSCM Division Social
Mon	8:00am	922	WES:Essex Center	OSCM Division Breakfast and Meet Journal Editors
		923	WES:St George D	Business Platforms and Organizational Performance
		927	BCC:301	JS: Templates in Qualitative Research Methods
	9:45am	1026	WES:Courier	Best Student Paper Award
		1027	WES:St George D	Sustainable Operations
	11:30am	1160	WES:America North	OSCM Plenary Session
	1:15pm	1285	WES:Courier	Buyer-Supplier Relationship
		1286	WES:St George D	Chan Hahn Paper Session
	3:00pm	1403	WES:Courier	Project Management
		1404	WES:Parliament	Process Improvement
		1405	WES:St George D	Sourcing, Customer, and Performance
4:45pm	1522	WES:Courier	Capabilities and Performance	
	1523	WES:St George D	Finalists for Best SCM Paper in OSCM	
6:00pm	1556	WES:Essex South	OSCM Best SCM Paper Award and ISM Reception	
Tue	8:00am	1687	WES:North Star	Sustainability and Performance
		1688	WES:Parliament	Supply Chain Coordination
	9:45am	1812	WES:North Star	Digitization and SCs
		1813	WES:Parliament	Dispersed Supply Base
	11:30am	1935	WES:North Star	Digitization and Service Operations
		1936	WES:Parliament	Management and SC
	1:15pm	2056	WES:North Star	Potpourri 2
	3:00pm	2170	WES:North Star	HRM and Organization
2171		WES:Parliament	Blockchain	

Organization & Management Theory

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

Day	Start	#	Location	Session Information
Fri	7:30am	6	BCC:306	OMT Doctoral Student Consortium 2019
	8:00am	47	BCC:207	OMT Junior Faculty Consortium
		48	BCC:309	Socialism and Management
		49	BCC:205	Unsung Papers: Reflections from Their Authors
		50	BCC:208	Optimal Distinctiveness
		51	BCC:204	Understanding Analytics: Big Data and Culture
		59	MAR:Regis	Digital Transformation and Philosophical Methods
	9:00am	70	HIL:Belvidere Ballroom, Salon B	Institutions and Entrepreneurship
		72	BCC:202	Innovation in Professional Services
		73	BCC:201	Studying Emotions and Institutions
		76	BCC:210	Researching Open Innovation
		77	OS:Roxbury Innovation Center (RIC)	Organizational Inclusiveness
	9:45am	91	BCC:208	Foundation of the Social Sciences
		92	WES:North Star	Climate Adaptation Strategies
		93	BCC:309	Navigating Qualitative Dissertations
	10:00am	100	SHR:Commonwealth	POS as a Resource OB/Mgmt Teaching and Learning
	10:15am	106	MAR:Grand Ballroom Salon CD	Organizational Mnemonics and the Historical Turn
	10:45am	117	MAR:Simmons	Rediscovering Family Business History
	11:00am	124	BCC:201	What Do You Mean? Meaning Flows in Social Networks
	11:15am	126	BPP:Arlington	Theorizing and Measuring Social Aspirations
	11:30am	135	BCC:208	Natural Experiments in Management Research
	1:00pm	158	BCC:202	Creating Inclusive Organizations
		159	BCC:313	Temporary Organizing: Exclusion or Inclusion?
		160	BCC:104	New Computational Tools to Study Culture
		164	BPP:Berkeley & Clarendon	International Academic Job Market
		165	BPP:Cambridge	Methods to Study Organization Design
	1:30pm	171	SHR:Back Bay Ballroom A	Microfoundations of Paradox
	1:45pm	175	BCC:208	"Doing Grounded Theory"
	3:00pm	196	BCC:202	Experiments
	3:15pm	202	BCC:205	Improving Evidence Presentation
		204	FRM:State Suite AB	Qualitative Analysis Boot Camp IV
	5:15pm	232	BCC:207	OMT Member Networking and Research Forum
5:45pm	237	BCC:206	Necessary Condition Analysis	
6:30pm	248	BCC:304	Meet EGOS@OMT Social	
Sat	7:30am	258	BCC:209	OMT Yoga
	8:00am	277	WES:Essex Center	Career Mobility Within and Between Organizations
		293	SHR:Back Bay Ballroom D	Statistical Analysis of Social Networks
		296	BCC:204	Learning from Errors and Failures
		297	BCC:309	Introduction to Social Network Analysis
		298	BCC:310	Towards a Practice-Driven Institutionalism
		299	BCC:205	Language, Meaning, and Organizing
		307	BPP:Boylston	Philosophy of Science and Reliability Crisis
		309	BPP:Grand Ballroom B	AI and Machine Learning as a Tool and Topic
		318	BCC:202	Competition and Cooperation for Tech Changes
		9:00am	329	MAR:Provincetown
	339		BCC:104	Bayesian Statistics
	9:45am	348	BCC:204	Developing Stigma Research
	10:00am	352	HIL:Belvidere Ballroom, Salon B	Decolonising-Colonizing Dynamics in Management
		357	BCC:303	The Fall and Rise of Corporate Forms
	10:15am	369	BCC:310	The Future of Ethnography
		373	BPP:Terrace	Computational Models in Behavioral Strategy

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information
Sat	11:15am	381	BCC:309	Rejuvenating System Perspectives
		382	BCC:104	Using Sport Data to Advance Management Theory
		383	BCC:203	Current Research in Organization Design
		385	BCC:202	Building Novel Theory from Hot Topics
	11:30am	391	BCC:204	Trust between Individuals and Organizations
		392	BCC:205	OMT Dissertation Proposal Workshop
	12:15pm	403	BCC:103	Teaching Social Networks
		407	BPP:Whittier	Formal Modeling in Management Research
		408	BCC:206	Researching Design Thinking Implementation
	12:30pm	414	SHR:Independence West	Advanced Networks PDW
		415	BCC:310	Movements and Markets
	1:00pm	418	MAR:Grand Ballroom Salon G	The Role Resourcefulness in Entrepreneurship
		423	BCC:104	Contemporary Lessons from Mary Douglas
	1:30pm	435	BPP:Boylston	Strategy Field Experiments
	2:00pm	446	BPP:Grand Ballroom B	Psychological Perspectives on Strategy
	2:30pm	453	BCC:206	Organizational Hybridity
		454	BCC:202	Strategic CSR in Emerging Economics
	3:00pm	469	BCC:103	Behavioral Theory of the Firm
	3:15pm	474	BCC:309	QCA for Research on Organizational Configurations
	3:45pm	480	SHR:Liberty Ballroom AB	Creative Leadership Across Contexts
483		BPP:White Hill	Open Strategy: Practices and Perspectives	
4:15pm	491	BPP:Statler	Mergers & Acquisitions	
	492	BCC:206	Industry Emergence: Technology and OT Perspectives	
5:00pm	505	BCC:310	Classics of OMT: The Contingency Approach	
Sun	7:30am	548	BCC:209	OMT Yoga
	8:30am	571	BCC:111	OMT Executive Committee Meeting
	12:30pm	657	BCC:201	Status and Stigma
		658	BCC:202	Imagining Identity
		659	BCC:206	Visuality, Materiality, Spaciality & Institutions
	2:15pm	718	BCC:201	Capabilities & Strategies
		719	BCC:202	The Role of Occupations and Regulatory Bodies
		720	BCC:206	Material Artefacts and Boundary Objects
	4:00pm	781	BCC:201	Cognition and Coordination in Organizations
		782	BCC:206	Logics & Fields
Mon	6:45am	838	BCC:303	OMT Yoga
	8:00am	912	SHR:Republic A	JS: Paradox and Uncertainty
		915	MAR:Grand Ballroom Salon K	JS: Algorithms at Work
		917	BPP:Franklin	JS: Higher Purpose Organizations
		918	BCC:208	OMT Distinguished Scholar Breakfast
		947	BPP:Arlington	JS: Learning & Reporting After the Replication Crisis
		948	BPP:Beacon Hill	SHCS: Political Ideology and Organizations

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information
Mon	9:45am	1007	MAR:Grand Ballroom Salon K	JS: Digital "x": Theorizing Digital in Management
		1011	BCC:103	Gender and Career
		1012	BCC:104	Status Hierarchies
		1013	BCC:109	Exploring the Intangible in Process Studies
		1014	BCC:201	Intentionality, Silence and Meaning
		1015	BCC:202	Governing the Sharing Economy
		1016	BCC:207	Category Dynamics
		1017	BCC:209	Revisiting Organizational Design
		1018	BCC:306	Institutions, Violence and Repression
		1019	BCC:313	Intricacies of Societal and Institutional Change
		1020	BCC:309	JS: The Role of Emotions in Sensemaking
		1021	BCC:210	JS: A Place for Space
		1022	BCC:108	JS: Reviving a Political View of Organizations
		1031	BCC:308	JS: Publishing Rigorous & Impactful Literature Reviews
		1056	BPP:Georgian	JS: Resource Redeployment and Corporate Strategy
		11:30am		1071
1140	SHR:Fairfax A			SHCS: Machines vs Humans: Adapting Organizations to AI
1147	BCC:103			Stepping into Job Seekers' Shoes
1148	BCC:108			Collaboration and Interorganizational Relations
1149	BCC:109			Unpacking Organizational Routines
1150	BCC:201			Bridging Gaps through Analogy
1151	BCC:202			Legitimacy of Entrepreneurial Ventures
1152	BCC:207			Categories and Performance
1153	BCC:209			Learning from Failure
1154	BCC:306			SHCS: Situated Institutions
1155	BCC:210			JS: Expanding Approaches to Translation Studies
1156	BCC:208			SHCS: Brokers Behaving Badly
1157	BCC:104			JS: Behavioral Consequences of Status Change
1158	BCC:309			JS: Cutting-Edge Linguistic Methods
2202	BCC:313	Professions and Institutions		
1:15pm		1199	HIL:Maverick B	JS: The Defense of Corporate Power
		1268	BCC:104	Connecting across Status Distance
		1269	BCC:109	Practice Dynamics
		1270	BCC:201	Visual and Aesthetic Construction of Reality
		1271	BCC:202	Making Sense of Digitalization
		1272	BCC:207	Beyond the Categorical Imperative
		1273	BCC:209	Organizational Learning: Design and Outcomes
		1274	BCC:313	Hybrid Organizing
		1275	BCC:103	SHCS: The Ecology of Labor Markets
		1276	BCC:208	SHCS: Role of Memory and Cognition in Social Networks
		1277	BCC:306	SHCS: The Marginalized and the Marginalizing
		1278	BCC:309	JS: Collective Experiments and Institutional Change
		1279	BCC:108	SHCS: Entrepreneurship: Human Capital and Knowledge
		1280	BCC:310	JS: Fireside Chat: Qualitative Theory Building
		1281	BCC:210	JS: Framing Strategies in Innovation Contexts
1310	BPP:Arlington	SHCS: AI & the Next Frontier of Organizational Modeling		
1311	BPP:Berkeley	JS: Testing Causal Mechanisms in Corporate Governance		

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information		
Mon	3:00pm	1364	WES:St George C	SHCS: New Perspectives on Creative Processes & Practices		
		1387	MAR:Vermont	JS: Theorizing around the Hackathon Phenomenon		
		1389	BCC:104	Status Differences and Spillover		
		1390	BCC:109	Strategy Making: Passion, Technology & Complexity		
		1391	BCC:201	Material Artefacts and Status Symbols		
		1392	BCC:207	Dealing with Stigma		
		1393	BCC:209	Networks and Collaboration		
		1394	BCC:313	Hybridization and Institutional Pluralism		
		1395	BCC:202	JS: Managing Expectations in Craft Food Markets		
		1396	BCC:103	JS: Gender Gaps and Signals in Markets		
		1397	BCC:306	SHCS: Searching for Social Order in Extreme Contexts		
		1398	BCC:210	JS: Organizational Learning from Success and Failure		
		1399	BCC:309	JS: Opening the Gates of Community Research		
		1400	BCC:208	SHCS: Historical-Evolutionary Organization Studies		
		1410	BPP:Boylston	SHCS: Expanding Social Theory		
		1425	BPP:Berkeley	JS: The Drone Industry: Market Formation and Evolution		
		1428	BPP:Statler	SHCS: Technology/Innovation and Nonmarket Strategy		
			4:45pm	1500	SHR:Beacon A	JS: Scandals as Strategic Opportunities
				1505	BCC:104	Managing Evaluative Judgment
1506	BCC:109			Identity Work		
1507	BCC:201			Space, Materiality, Power, and Control		
1508	BCC:202			Communities and Entrepreneurial Activities		
1509	BCC:207			Stigma Transfer		
1510	BCC:208			Actors and Structures in Category Studies		
1511	BCC:209			The Impact of Network Embeddedness on Performance		
1512	BCC:310			Organizational Network Effectiveness		
1513	BCC:313			Navigating the Challenges of Social Enterprises		
1514	BCC:301			JS: New Perspectives on Interfirm Collaborations		
1515	BCC:103			JS: Occupational Dynamics		
1516	BCC:306			SHCS: Towards A Practice-Driven Institutionalism		
1517	BCC:108			JS: Brokerage as a Key Process for Joint Action		
1518	BCC:309	JS: Can Wall Street Save the World?				
1519	BCC:210	SHCS: New Frontiers in Organizational Learning				
	6:30pm	1567	BCC:313	OMT Business Meeting		
	7:30pm	1580	BCC:311	OMT Social Hour		
Tue	8:00am	1649	WES:Essex Center	JS: Categories and Practices		
		1668	SHR:Beacon E	JS: Relationality in Organizational Scholarship		
		1674	BPP:Charles River	JS: Optimizing Organization Systems Contrasting Views		
		1675	BCC:103	Advancing New Understandings of History		
		1676	BCC:108	New Forms of Work and Control		
		1677	BCC:109	Risk and Decision Making		
		1678	BCC:209	Networks and Knowledge Acquisition and Transfer		
		1679	BCC:309	Emotions and (De-)Institutionalization		
		1680	BCC:202	JS: Cultural Entrepreneurship: Four Domains of Inquiry		
		1681	BCC:210	JS: Microfoundations of Institutional Change		
		1682	BCC:313	SHCS: Addressing Grand Challenges in Water		
		1683	BCC:306	JS: Finance in Organization Theory		
		1684	BCC:201	JS: Authenticity and Strategy		
		1685	BCC:208	JS: Producing Technological Futures		
		1708	BPP:Statler	JS: Psychological Processes of Leaders		
1711	BPP:Boylston	JS: Understanding John Sutton's Influence on Strategy				
2203	BCC:104	Inequality and Diversity				

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information
Tue	9:45am	1735	HIL:Maverick B	JS: The Essay as an Alternative Form
		1746	MAR:Grand Ballroom Salon C	JS: Career Opportunities and Female Entrepreneurship
		1799	BCC:103	Organizational Ghosts
		1800	BCC:104	Diversity and the Workforce
		1801	BCC:109	Ambiguity as Challenge and Opportunity
		1802	BCC:201	Strategy, Firm Competitiveness and Performance
		1803	BCC:209	Networks and Social Capital
		1804	BCC:309	Fields: Configuration, Interlinkage and Settlement
		1805	BCC:210	JS: Micro-Institutional Processes
		1806	BCC:208	JS: The Changing Nature of Professionals` Work
		1807	BCC:306	SHCS: Putting B Corporations Under the Microscope
		1808	BCC:313	JS: Communities and Meaning of Social Value
		1809	BCC:108	JS: Innovation and Adaptation Within Hierarchies
		1810	BCC:202	JS: The Role of Communities
		1811	WES:Defender	JS: Circular Economy and Management Theory
		1823	MAR:Grand Ballroom Salon H	JS: Social Media and Social Evaluations
		1834	BPP:Arlington	JS: Power and Inequality in Platforms and Ecosystems
		Tue	11:30am	1849
1865	MAR:Wellesley			SHCS: Interpersonal Processes in Early-Stage Start-Ups
1866	MAR:Grand Ballroom Salon G			SHCS: Advancing Theory Development in Entrepreneurship
1917	SHR:Back Bay Ballroom C			JS: Social Causes and Consequences of LMX in Groups
1919	MAR:Regis			JS: Studying Materiality in Organizing
1922	BCC:104			Executive Boards, Diversity and Equality
1923	BCC:109			Organizing for Ambidexterity
1924	BCC:201			Decision Making and Performance
1925	BCC:202			Outcomes in Creative Industries Research
1926	BCC:209			Selling Novel Ideas
1927	BCC:210			Institutional Pluralism & Organizational Practices
1928	BCC:309			Institutional Logics: Tensions and Configurations
1929	BCC:208			JS: Social Innovation & Theory
1930	BCC:306			SHCS: Advancing Research on Modern Slavery and Business
1931	BCC:313			JS: Taking on the Challenge of Grand Challenges
1932	BCC:108			JS: Advances in the Study of Culture in Organizations
Tue	1:15pm	1987	MAR:Grand Ballroom Salon G	JS: "Regulatory Hacking": Startups & the State
		2013	WES:Essex Center	JS: March Contributions to Organizational Learning
		2034	SHR:Fairfax A	JS: Frontiers of Team and Teaming Research
		2035	SHR:Jamaica Pond	JS: New Models of Work in the Digital Platform Economy
		2042	BCC:104	Hiring, Transfer and Turnover
		2043	BCC:109	Mastering Paradoxes
		2044	BCC:201	Board Structures, Executives, and Firm Value
		2045	BCC:202	Entrepreneurship: Founding and Financing
		2046	BCC:209	Diffusion and Translation
		2047	BCC:210	Agency and Institutions
		2048	BCC:309	Integrity and Wrongdoing
		2049	BCC:306	JS: Accountability, Transparency and Monitoring
		2050	BCC:313	JS: Cross-Sector Partnerships for Social Innovation
		2051	BCC:103	JS: Qualitative Approaches to Temporality
		2052	BCC:108	JS: Cognition: Perspectives on Innovation & Adaptation
		2053	BCC:208	JS: The Trust Machine? The Promise of Blockchain
2084	BCC:205	JS: Network Churn		

Organization & Management Theory (cont.)

Day	Start	#	Location	Session Information
Tue	3:00pm	2109	BPP:Terrace	SHCS: Cross-Level Dialogue and Research on Stigma
		2120	HIL:Adams A	JS: State Capitalism
		2126	WES:Essex North-East	JS: The Value Underpinning of Market Categories
		2127	WES:Essex Center	JS: The Intersections of Cognition and Innovation
		2150	SHR:Independence East	JS: Relation of Hierarchical and Collective Leadership
		2151	SHR:Beacon A	JS: Meaning and Social Contagion
		2156	BCC:103	Time, Temporality and Organization
		2157	BCC:104	New Insights into Occupations and Profession
		2158	BCC:108	Novel Organizational Forms
		2159	BCC:109	Navigating Paradoxes and Tensions
		2160	BCC:201	Executive Boards and Performance Decline
		2161	BCC:202	Innovation and Entrepreneurship
		2162	BCC:208	Trust: Forms, Signals, and Consequences
		2163	BCC:209	Diffusion Trajectories of Ideas and Policies
		2164	BCC:210	Strategic Engagement with Institutional Logics
		2165	BCC:306	Activism and Disruption
		2166	BCC:309	Field Formation and Identity Construction
		2167	BCC:313	Processes and Mechanisms of Institutional Work
2189	BPP:Boylston	JS: Digital Transformation & Firm Innovative Strategy		
2198	BCC:206	SHCS: Coordinating Ecosystems in New Industries		

Organization Development & Change

Program Chair: David Bright, Wright State U.
Professional Development Workshop Chair: Linda Rouleau, HEC Montréal

Day	Start	#	Location	Session Information
Fri	8:00am	46	BPP:Terrace	High Impact Organizational Change
		55	SHR:Hampton AB	Artificial Intelligence
	8:30am	68	BPP:Franklin	Sparking Creativity in Business Students
	9:00am	76	BCC:210	Researching Open Innovation
	9:15am	79	WES:St George BCD	Translating Research for Practical Impact
	9:45am	87	BPP:Newbury	Positioning Academics for Societal Impact
	10:00am	97	BPP:Stuart	Management Consulting and Inclusive Organization
		101	BPP:Georgian	Publishing Qualitative Research in Top Journals
		103	SHR:Hampton AB	Worklife Quality thru Inclusive Human-Centeredness
	10:15am	108	BPP:Terrace	Meaningful Facilitation of Leadership Development
	10:45am	120	BPP:Berkeley & Clarendon	Designing Practice Research in Strategic Change
	12:00pm	140	HIL:Fenway Ballroom	Power and Boundary Spanning Leadership
	1:00pm	157	BPP:Arlington	Collective Leadership Development
		159	BCC:313	Temporary Organizing: Exclusion or Inclusion?
		161	SHR:Beacon B	Professional Doctorates
	1:15pm	167	BPP:Newbury	ODEA: Inclusive Community of Scholar-Practitioners
	1:45pm	173	WES:Adams/Parliament	Reviewing in the Rough
	2:00pm	184	BPP:White Hill	Diversity and Precarious Work
		185	BPP:Georgian	Double Impact Research for Academia and Practice
	3:30pm	208	BPP:Newbury	Management Consulting in Cross Cultural Context
4:00pm	216	BPP:Exeter	ODC Board Planning Meeting	
Sat	8:00am	281	BPP:Clarendon	Art at Work
		294	MAR:Grand Ballroom Salon IJ	Digital Practices: Organizing Logic for Digital
		295	BPP:Statler	Bringing Meaning to Our Work & the Work of Others
	9:00am	335	BPP:Beacon Hill	ODC Doctoral Consortium
		336	BPP:Cambridge	ODC Junior Faculty Consortium
	11:15am	380	BPP:Boylston	Reflexive Fieldnote-Writing
		383	BCC:203	Current Research in Organization Design
	11:30am	389	SHR:Fairfax AB	Publishing in HBR, SMR & PSJ
	1:00pm	419	SHR:Jamaica Pond	Integration Research and Practice
		424	SHR:Hampton AB	Translating Theory into Practice:
	3:45pm	483	BPP:White Hill	Open Strategy: Practices and Perspectives
	4:15pm	491	BPP:Statler	Mergers & Acquisitions
	4:30pm	496	BPP:Tremont	Global Leader and Leadership for Sustainability
	4:45pm	498	BPP:Arlington	Relational Organizing Multi-Level Systems Change
5:00pm	504	BPP:Berkeley	ODC Doctoral Student/New Faculty Reception	
Sun	12:30pm	656	BPP:Cambridge	Sustainability and Institutional Change
	2:00pm	694	BPP:Emerson	ODC Board Meeting
	2:15pm	716	BPP:Cambridge	Readiness, Resilience, and Contextual Metaphors
717		BCC:305	SHCS: ROCD: Current Trajectories	
Mon	8:00am	911	SHR:Constitution Ballroom B	JS: Workspace Design and Employee Behavior
		916	BPP:Winthrop	Effective Change Leadership
		917	BPP:Franklin	JS: Higher Purpose Organizations
	9:45am	1008	BPP:Charles River	Factors that Influence Reactions to Change
		1009	BPP:Winthrop	Characteristics of Change Leaders
		1010	BPP:Franklin	SHCS: Higher Purpose in Organizational Change
	11:30am	1144	BPP:Charles River	The Effects of Change
		1145	BPP:Winthrop	Leading to Encourage Positive Reactions to Change
		1146	BPP:Franklin	JS: Challenges to a Higher Purpose Organization
		1155	BCC:210	JS: Expanding Approaches to Translation Studies

Organization Development & Change (cont.)

Day	Start	#	Location	Session Information
Mon	1:15pm	1259	SHR:Back Bay Ballroom B	JS: Empowering Leadership Symposium
		1266	BPP:Charles River	Developing Leaders of Change
		1267	BPP:Franklin	Dialogic Mechanisms of Change
		1277	BCC:306	SHCS: The Marginalized and the Marginalizing
	3:00pm	1388	BPP:Terrace	ODC Distinguished Scholar
		1400	BCC:208	SHCS: Historical-Evolutionary Organization Studies
		1427	BPP:Arlington	SHCS: Advances in Corporate Scope & Theory of the Firm
	4:45pm	1483	WES:St George B	SHCS: Relationships and Community in the NWOW
		1502	BPP:Charles River	Elements of Informal Change
		1503	BPP:Franklin	Forces that Shape Organizational Identity
1504		BPP:Georgian	ODC Division Business Meeting	
7:00pm	1574	BPP:Georgian	ODC Division Members Reception	
Tue	8:00am	1662	SHR:Back Bay Ballroom C	JS: Multiple Team Memberships
		1670	SHR:Beacon A	JS: Temporal Dynamics in Teams
		1673	BPP:Franklin	Generative Processes in Groups
		1674	BPP:Charles River	JS: Optimizing Organization Systems Contrasting Views
		1681	BCC:210	JS: Microfoundations of Institutional Change
	9:45am	1792	SHR:Back Bay Ballroom C	JS: Leadership-as-Practice - Where Do We Go From Here?
		1797	BPP:Charles River	Advancing Frontiers in Coaching Research
		1798	BPP:Franklin	Paradoxes in Managing Change
	11:30am	1920	BPP:Franklin	Unlearning, Decline, and Sudden Death in Orgs
		1921	BPP:Charles River	SHCS: Desired Outcomes in Coaching
	1:15pm	1994	BPP:Terrace	JS: Inclusive Leadership: Practices and Insights
		2040	BPP:Charles River	HRM as both Strategic and Relational
		2041	BPP:Franklin	Learning from Failures to Create Change
	3:00pm	2150	SHR:Independence East	JS: Relation of Hierarchical and Collective Leadership
		2154	BPP:Charles River	Values-Driven Change Practices
		2155	BPP:Franklin	Bureaucracy and Change

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

Day	Start	#	Location	Session Information
Fri	8:00am	16	WES:Empire	Early Career Scholars of Management in Africa
		29	WES:Courier	Global Work Design Project
		41	SHR:Constitution Ballroom A	OB Productivity Process PDW
		42	SHR:Fairfax AB	Designing Experiential Classroom Exercises
		43	SHR:Gardner AB	New to OB? Navigating the OB Division and AOM
		44	SHR:Independence West	The Microfoundations of Inclusion in Organizations
		49	BCC:205	Unsung Papers: Reflections from Their Authors
		50	BCC:208	Optimal Distinctiveness
	9:00am	73	BCC:201	Studying Emotions and Institutions
	9:15am	79	WES:St George BCD	Translating Research for Practical Impact
	9:45am	85	BCC:203	Inclusive Academies
		86	MAR:Grand Ballroom Salon IJK	Mental Health and Well-Being
		93	BCC:309	Navigating Qualitative Dissertations
	10:00am	99	SHR:Independence East	Leadership Meets Economics
		100	SHR:Commonwealth	POS as a Resource OB/Mgmt Teaching and Learning
		101	BPP:Georgian	Publishing Qualitative Research in Top Journals
	10:45am	113	SHR:Jamaica Pond	Careers in the Rough
		118	SHR:Independence West	Affect in Interpersonal Relationships
		119	BCC:313	Ask the Experts: Quantitative Research
	11:00am	122	SHR:Back Bay Ballroom A	Can We Do It, Yes We Can
		123	SHR:Gardner AB	Digital Disruption: Toward a Research Agenda
	11:30am	129	SHR:Beacon A	Navigating the Rapids of Tenure
		135	BCC:208	Natural Experiments in Management Research
	12:30pm	147	SHR:Berkeley AB	Innovations in Teaching Teamwork
	1:00pm	150	SHR:Back Bay Ballroom B	Managing Stress in the Early Career Phase
		156	SHR:Independence East	Mentoring Graduate Students
		157	BPP:Arlington	Collective Leadership Development
	1:30pm	169	SHR:Liberty Ballroom C	Teaching Ideas --> Impactful Contributions
		170	SHR:Commonwealth	Getting Your Writing Done
171		SHR:Back Bay Ballroom A	Microfoundations of Paradox	
1:45pm	173	WES:Adams/Parliament	Reviewing in the Rough	
	175	BCC:208	"Doing Grounded Theory"	
2:00pm	179	BCC:309	Women Full Professors	
	182	WES:America North	HR Research Roundtable Forum	
	183	SHR:Back Bay Ballroom D	Resources in Organization Research	
	185	BPP:Georgian	Double Impact Research for Academia and Practice	
2:30pm	187	SHR:Constitution Ballroom B	The Analytics of Careers	
	188	BPP:Statler	Neurodiversity and Autism Inclusive Organizations	
2:45pm	194	BCC:104	Intensive Longitudinal Data Analyses with DSEM	
3:15pm	202	BCC:205	Improving Evidence Presentation	
3:30pm	209	SHR:Independence East	Publishing in Top International Journals	
	210	SHR:Fairfax AB	Teaching Positive Relationships at Work	
4:00pm	215	SHR:Berkeley AB	Presenteeism at Work	
4:15pm	219	BPP:Statler	Is the 'Inclusion Turn' Exclusionary?	
4:30pm	222	SHR:Commonwealth	OB Doctoral Consortium - Part 1	
4:45pm	223	BPP:Whittier	Using Lessons from DEI for Future Complex Issues	
5:00pm	226	SHR:Liberty Ballroom C	Faculty to Administrator Transition	
5:30pm	235	OS:Porto	OB Division Junior Faculty Workshop - Part 1	
6:45pm	249	OS:Charles Riverboat Cruises	Boston Harbor Sunset Cruise (OB Division)	

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information	
Sat	8:00am	288	SHR:Commonwealth	OB Doctoral Consortium - Part 2	
		289	SHR:Constitution Ballroom B	Halfway There, But Now What?	
		290	SHR:Fairfax AB	OB Division Junior Faculty Workshop - Part 2	
		291	SHR:Liberty Ballroom AB	Rise and Shine!	
		292	SHR:Republic B	OB Research Incubator	
		293	SHR:Back Bay Ballroom D	Statistical Analysis of Social Networks	
		295	BPP:Statler	Bringing Meaning to Our Work & the Work of Others	
		296	BCC:204	Learning from Errors and Failures	
		297	BCC:309	Introduction to Social Network Analysis	
		299	BCC:205	Language, Meaning, and Organizing	
			307	BPP:Boylston	Philosophy of Science and Reliability Crisis
	9:00am	338	BCC:206	What Were You Thinking?: Inductive Coding	
		339	BCC:104	Bayesian Statistics	
	9:45am	346	HIL:Westminister	CQ: Capabilities in Diverse, Inclusive Contexts	
	10:00am	354	BPP:Clarendon	Bridging the Gap in D&I Field Research	
	10:15am	365	WES:Essex Center	HRM, Gig Work and Online Platform Ecosystems	
		367	SHR:Back Bay Ballroom C	Fostering Work-Life Inclusive Business Schools	
		368	SHR:Liberty Ballroom AB	Writing and Publishing for Non-English Writers	
		369	BCC:310	The Future of Ethnography	
	10:45am	375	SHR:Republic B	The Road to Nowhere	
	11:30am	389	SHR:Fairfax AB	Publishing in HBR, SMR & PSJ	
		391	BCC:204	Trust between Individuals and Organizations	
	11:45am	393	SHR:Liberty Ballroom C	Gender and Inclusion in Universities	
	12:00pm	400	MAR:Vineyard	Teaching with Technology: Inclusive Learning	
	12:15pm	402	SHR:Constitution Ballroom B	Revise and Resubmit	
		403	BCC:103	Teaching Social Networks	
	12:30pm	413	SHR:Liberty Ballroom AB	Thinking of a Position Outside the US?	
		414	SHR:Independence West	Advanced Networks PDW	
	1:00pm	422	SHR:Commonwealth	Acing the Job Talk	
		424	SHR:Hampton AB	Translating Theory into Practice:	
1:45pm	440	WES:Essex Center	Teaching in the Rough		
	441	SHR:Fairfax AB	Leadership Research: Inclusive Mentoring Session		
2:15pm	449	WES:Adams	Executive Error Management		
	450	SHR:Constitution Ballroom A	Behavioral Ethics Pecha Kucha and Networking		
3:00pm	465	WES:Great Republic	Exploring Tough Compensation Research Questions		
3:15pm	473	SHR:Back Bay Ballroom CD	OB Research Roundtables		
3:30pm	477	BPP:Whittier	Inclusive Organizations: How Champions Can Help!		
3:45pm	480	SHR:Liberty Ballroom AB	Creative Leadership Across Contexts		
	481	SHR:Commonwealth	Dyads in Multilevel Theory and Methods		
4:15pm	490	SHR:Berkeley AB	Strengthening Research Partnerships in India		
4:45pm	498	BPP:Arlington	Relational Organizing Multi-Level Systems Change		
5:30pm	512	SHR:Back Bay Ballroom AB	OB Division Awards Ceremony		
Sun	1:00pm	676	SHR:Beacon E	OB Global Committee Meeting	
	2:15pm	714	SHR:Beacon E	OB Division Executive Committee Meeting	
	4:00pm	780	BCC:110	JS: State of Inclusion Research	
	4:30pm	798	SHR:Beacon E	OB Division Making Connections Committee	

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Mon	8:00am	878	SHR:Liberty Ballroom C	JS: Current Directions in Medical Error Prevention
		893	WES:Essex North-East	JS: Attachments in Today's Organizations
		896	SHR:Back Bay Ballroom B	Consequences of Unethical Behaviors at Work
		897	SHR:Back Bay Ballroom C	Team Innovation
		898	SHR:Beacon H	Empowering Leadership
		899	SHR:Dalton AB	New Perspectives on Leadership
		900	SHR:Exeter AB	Work and Working in a Changing World
		901	SHR:Fairfax A	Diversity Dynamics
		902	SHR:Jamaica Pond	Job-Specific Dynamics
		903	SHR:Liberty Ballroom B	Leadership and Self-regulation
		904	SHR:Olmsted	Job Crafting
		905	SHR:Arnold Arboretum	JS: Feedback Giving
		906	SHR:Commonwealth	SHCS: Consequences of Self-Interest and Group-Interest
		907	SHR:Constitution Ballroom A	JS: Explorations of Team Dynamics
		908	SHR:Beacon E	JS: Evaluation and Selection of Creative Ideas
		909	SHR:Hampton A	JS: Growth Mindsets Transform Organizational Cultures
		910	SHR:Berkeley AB	JS: The Impact of Proactivity on Well-Being
		911	SHR:Constitution Ballroom B	JS: Workspace Design and Employee Behavior
		912	SHR:Republic A	JS: Paradox and Uncertainty
		926	BCC:308	JS: Challenges & Pitfalls in Internet Data Collection
		947	BPP:Arlington	JS: Learning & Reporting After the Replication Crisis
	9:00am	968	SHR:Back Bay Ballroom D	OB Spotlight on Inclusion: Coffee and Breakfast
	9:45am	983	BPP:Cambridge	SHCS: New Frontiers in Diversity and Inclusion Research
		984	BPP:Brandeis	SHCS: Sexual Harassment
		1003	SHR:Back Bay Ballroom D	OB Division Plenary
		1004	SHR:Liberty Ballroom A	Unethicality at Work
	11:30am	1075	SHR:Clarendon AB	JS: Underrating Social Forces
		1076	SHR:Fairfax B	JS: Insights into Ethical Decision Making
		1098	BPP:Hancock	JS: Relational Inclusion
		1109	WES:Staffordshire Ballroom	SHCS: Advancing Perspectives on Overqualification
		1119	WES:Essex North-East	JS: Identity and Meaningful Work
		1120	WES:St George C	JS: Making Sense of Intuition
		1123	SHR:Arnold Arboretum	Humor and Laughter Symposium
		1124	SHR:Back Bay Ballroom B	Individual Perspectives on Prosocial Behavior
		1125	SHR:Beacon A	Recent Advances in Leader-Member Exchange Research
		1126	SHR:Beacon D	Innovation at Work
		1127	SHR:Beacon E	Psychology of Positive Behavior
		1128	SHR:Beacon H	Drivers of Creativity
		1129	SHR:Berkeley AB	Leadership and Emotions
		1130	SHR:Commonwealth	Dark Side of Leadership
		1131	SHR:Constitution Ballroom A	Ethical Leadership
		1132	SHR:Constitution Ballroom B	Abusive Supervision
		1133	SHR:Dalton AB	Insights on Charismatic Leaders
		1134	SHR:Exeter AB	Team Leadership Dynamics
		1135	SHR:Hampton A	Self-Regulation in OB
		1136	SHR:Jamaica Pond	Interdisciplinary Intersectional Research
		1137	SHR:Republic A	Pressures of Work
	1138	SHR:Liberty Ballroom B	JS: Effects of Voice Behaviors on Managers & Employees	
	1139	SHR:Olmsted	JS: Recovery at Work	
	1140	SHR:Fairfax A	SHCS: Machines vs Humans: Adapting Organizations to AI	
	1156	BCC:208	SHCS: Brokers Behaving Badly	
	1173	MAR:Boylston	JS: Moral Heroism at Work	

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information		
Mon	1:15pm	1192	SHR:Liberty Ballroom A	JS: Fostering Sustainable Careers		
		1197	SHR:Clarendon AB	JS: Status and Power Dynamics in Teams		
		1228	WES:Essex Center	JS: Antisocial Work Behaviors		
		1241	WES:St George B	JS: Identity Processes in Transitions		
		1242	WES:Essex North-East	JS: Positive Work Identities in the 21st Century		
		1244	SHR:Arnold Arboretum	SHCS: Upper Echelons Work-Family Interface		
		1245	SHR:Back Bay Ballroom C	Creativity Dynamics		
		1246	SHR:Beacon D	Creativity and Innovation		
		1247	SHR:Beacon E	Leader-Member Exchange		
		1248	SHR:Berkeley AB	Shared Leadership		
		1249	SHR:Commonwealth	Leadership Influences		
		1250	SHR:Constitution Ballroom A	Servant and Humble Leadership		
		1251	SHR:Dalton AB	Dynamics of Leader-Member Exchange		
		1252	SHR:Exeter AB	Leadership Emergence		
		1253	SHR:Fairfax A	How to Promote Leader Emergence of Diverse Women		
		1254	SHR:Hampton A	Culture at Work		
		1255	SHR:Jamaica Pond	Goal-Directed Behavior		
		1256	SHR:Liberty Ballroom B	Emerging Perspectives on Leadership		
		1257	SHR:Olmsted	Expanding the Conceptualization of Job Insecurity		
		1258	SHR:Republic A	Careers and Incentives		
		1259	SHR:Back Bay Ballroom B	JS: Empowering Leadership Symposium		
		1260	SHR:Beacon A	JS: Dyadic-Level Analyses in Organizational Behavior		
		1261	SHR:Constitution Ballroom B	SHCS: Harnessing Workplace Emotions		
		1262	SHR:Beacon H	JS: New Directions in Unethical Prosocial Behavior		
		1276	BCC:208	SHCS: Role of Memory and Cognition in Social Networks		
		1298	MAR:Boylston	JS: CSR and Employees		
			3:00pm	1321	SHR:Fairfax B	SHCS: Seeing Social Hierarchy in a New Light
				1363	WES:Essex North-East	JS: Managing Identities Across Time
				1364	WES:St George C	SHCS: New Perspectives on Creative Processes & Practices
1367	SHR:Arnold Arboretum			Leadership and Creativity		
1368	SHR:Back Bay Ballroom B			Psychology of Creativity		
1369	SHR:Beacon D			Positive Organizational Behavior		
1370	SHR:Berkeley AB			Dual Responses to Abusive Supervision		
1371	SHR:Commonwealth			Wild at Heart & Sound of Mind		
1372	SHR:Constitution Ballroom A			Darker Touches in Leadership		
1373	SHR:Constitution Ballroom B			Trust in Leadership		
1374	SHR:Exeter AB			New Developments in Leadership		
1375	SHR:Jamaica Pond			Status and Social Capital		
1376	SHR:Liberty Ballroom B			Undesirable Behavior at Work		
1377	SHR:Olmsted			Job Fit and Job Crafting		
1378	SHR:Republic A			Stress on the Job		
1379	SHR:Beacon A			JS: Rookie Time		
1380	SHR:Beacon H			SHCS: Challenging the Notion of Voluntary Consent		
1381	SHR:Fairfax A			JS: Predictors and Outcomes of Citizenship Behavior		
1382	SHR:Republic B			JS: Interpersonal Processes as Pathways to Inclusion		
1383	SHR:Dalton AB			SHCS: Loneliness in the Workplace		
1384	SHR:Hampton A			SHCS: The Unintended Consequences of Incentives		
1399	BCC:309			JS: Opening the Gates of Community Research		
1409	BCC:303			JS: Replacing Significance Tests with Better Methods		

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1444	SHR:Gardner A	JS: Passion and Work in Management Research
		1448	SHR:Clarendon AB	JS: Dominance-Prestige Paths to Social Rank
		1470	WES:Essex Center	JS: Advances on Mindfulness at Work
		1471	WES:Great Republic	JS: HRM Strength: Bowen & Ostroff's Model and Beyond
		1483	WES:St George B	SHCS: Relationships and Community in the NWO
		1485	SHR:Arnold Arboretum	Commitment to Lead
		1486	SHR:Beacon D	Team Creative Dynamics
		1487	SHR:Beacon H	Team Leadership
		1488	SHR:Berkeley AB	Charismatic-transformational Leadership
		1489	SHR:Commonwealth	Trait Perspectives on Leadership
		1490	SHR:Constitution Ballroom A	Sex, Power, & Gender Inclusion in the #MeToo Era
		1491	SHR:Dalton AB	Social Structure and Psychological Processes
		1492	SHR:Exeter AB	The Functions of Workplace Gossip
		1493	SHR:Fairfax A	Team Process and Performance
		1494	SHR:Hampton A	Dark Edges in OB
		1495	SHR:Jamaica Pond	Gender and Diversity Processes
		1496	SHR:Liberty Ballroom B	Negative Behavior at Work
		1497	SHR:Republic A	Fit and Self-regulation
		1498	SHR:Beacon E	JS: Multilevel Trust and Trust Dynamics Discoveries
1499	SHR:Olmsted	JS: Employee Financial Vulnerability on Organizations		
1500	SHR:Beacon A	JS: Scandals as Strategic Opportunities		
1515	BCC:103	JS: Occupational Dynamics		
	5:00pm	1552	SHR:Back Bay Ballroom C	Making Connections with OB Experts: A Networking S
Tue	8:00am	1599	SHR:Fairfax B	SHCS: Work-Family Multilevel Stressors
		1600	SHR:Liberty Ballroom B	JS: Academic Careers in Management
		1604	SHR:Clarendon AB	SHCS: Beyond Dyads: Examining Multiparty Negotiations
		1605	SHR:Beacon G	JS: Disclosure Dilemmas
		1624	BPP:Terrace	SHCS: Intersectionality at the Workplace
		1625	BPP:Cambridge	JS: Gender and Workplace Decision-Making
		1651	SHR:Beacon D	Personality at Work
		1652	SHR:Beacon H	Trait Perspectives on Dark OB
		1653	SHR:Exeter AB	Trust in Interpersonal Relationships
		1654	SHR:Gardner B	Power, Politics, and Control
		1655	SHR:Hampton A	New Directions in Leadership Vision Research
		1656	SHR:Independence West	Emotion Regulation
		1657	SHR:Liberty Ballroom C	Cognition at Work
		1658	SHR:Olmsted	Self-regulation on the Job
		1659	SHR:Fairfax A	JS: Person Perception in Teams
		1660	SHR:Berkeley AB	JS: Gratitude in the Workplace
		1661	SHR:Jamaica Pond	JS: Laugh It Up?
		1662	SHR:Back Bay Ballroom C	JS: Multiple Team Memberships
		1663	SHR:Hampton B	JS: Abusive Supervision: New Understandings
		1664	SHR:Back Bay Ballroom B	JS: The Social Nature of Moral Judgment and Behavior
1665	SHR:Back Bay Ballroom D	JS: Everyday Courage in Organizations		
1666	SHR:Republic A	JS: Self-Enhancement in Organizations		
1667	SHR:Back Bay Ballroom A	JS: Expanding the Negative Consequences of Creativity		
1668	SHR:Beacon E	JS: Relationality in Organizational Scholarship		
1669	SHR:Dalton AB	SHCS: Managing Organizational Errors		
1670	SHR:Beacon A	JS: Temporal Dynamics in Teams		
1672	MAR:Grand Ballroom Salon D	JS: Natural Language Processing in the Firm		
1681	BCC:210	JS: Microfoundations of Institutional Change		
	9:30am	1725	SHR:Constitution Ballroom A	OB Division Lifetime Achievement Award

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	9:45am	1727	SHR:Liberty Ballroom A	SHCS: Building Inclusive Career Paths around Caregiving
		1733	SHR:Beacon G	SHCS: Forgiveness, Reintegration, and Redemption
		1754	BPP:Terrace	JS: Refugee Employment and Career Success
		1777	SHR:Beacon D	Different Voices
		1778	SHR:Beacon E	Leadership Voice Dynamics
		1779	SHR:Beacon H	OB You Don't Talk About at Parties
		1780	SHR:Berkeley AB	Trait Perspectives on Creativity
		1781	SHR:Dalton AB	Social Networks at Work
		1782	SHR:Fairfax A	Age in Relationships
		1783	SHR:Gardner B	Self and Identity in Teams and Relationships
		1784	SHR:Hampton A	Negativity in Teams
		1785	SHR:Hampton B	Trust at Work
		1786	SHR:Jamaica Pond	Emotional Intelligence
		1787	SHR:Liberty Ballroom B	Positive Behavior at Work
		1788	SHR:Republic A	Expanding Accountability in the Workplace
		1789	SHR:Independence West	JS: Building a Field of Organizational Neuroscience
		1790	SHR:Back Bay Ballroom D	JS: Non-Traditional Approaches to Leadership Research
		1791	SHR:Back Bay Ballroom A	JS: New Perspectives on Compassion
		1792	SHR:Back Bay Ballroom C	JS: Leadership-as-Practice - Where Do We Go From Here?
		1793	SHR:Liberty Ballroom C	JS: Application of Agent-Based Modeling (ABM)
		1794	SHR:Back Bay Ballroom B	JS: Ethics at the Fringe
		1806	BCC:208	JS: The Changing Nature of Professionals` Work
			10:30am	1846
	11:30am	1849	SHR:Fairfax B	SHCS: Antecedents and Outcomes of Specialization
		1852	SHR:Clarendon AB	SHCS: Organizational Competition and Its Risk
		1865	MAR:Wellesley	SHCS: Interpersonal Processes in Early-Stage Start-Ups
		1870	BPP:Clarendon	JS: Advances in Disability Research
		1871	BPP:Exeter	JS: LGBT Employees and Inclusive Organizations
		1872	BPP:Terrace	JS: Women`s Inclusion at Work: It`s Complex
		1873	BPP:Cambridge	JS: Consequences of the Business Case for Diversity
		1888	HIL:Maverick A	JS: Knowledge Transfer through International Assignees
		1897	SHR:Back Bay Ballroom B	Dynamics of Withdrawal
		1898	SHR:Back Bay Ballroom D	Prosocial Behavior at Work
		1899	SHR:Beacon E	Context and Voice
		1900	SHR:Berkeley AB	Team Creativity
		1901	SHR:Constitution Ballroom A	SHCS: Dynamic Leader Behaviors
		1902	SHR:Exeter AB	Team Learning Dynamics
		1903	SHR:Fairfax A	Relationships, Creativity, and Integration
		1904	SHR:Hampton A	Dark Elements of Relationships
		1905	SHR:Hampton B	Relational Team Dynamics
		1906	SHR:Independence East	Feedback & Feedback-Seeking: Now & in the Future
		1907	SHR:Independence West	Negative Emotions at Work
		1908	SHR:Jamaica Pond	Employment Relationships Dynamics
	1909	SHR:Liberty Ballroom C	Self-Regulation and Behavior	
	1910	SHR:Olmsted	Goals and Identity	
	1911	SHR:Back Bay Ballroom A	JS: Leadership and Creativity/Innovation	
	1912	SHR:Dalton AB	JS: Familiar Questions but Novel Approaches to Justice	
	1913	SHR:Beacon D	JS: Nurturing Novelty	
	1914	SHR:Beacon H	JS: Dehumanization in Organizations	
	1915	SHR:Beacon A	JS: Harmful Narcissistic Leaders in the Workplace	
	1916	SHR:Gardner B	JS: The Process and Development of Moral Leadership	
	1917	SHR:Back Bay Ballroom C	JS: Social Causes and Consequences of LMX in Groups	

Organizational Behavior (cont.)

Day	Start	#	Location	Session Information
Tue	1:15pm	1970	SHR:Liberty Ballroom A	JS: Labor Market Inequalities
		1994	BPP:Terrace	JS: Inclusive Leadership: Practices and Insights
		2007	HIL:Adams A	JS: Trust and National Culture: Is there a Connection?
		2012	WES:Essex North-East	SHCS: Advancements in Multi-Team Systems Research
		2015	SHR:Back Bay Ballroom B	Biases and Barriers for Gender Inclusiveness
		2016	SHR:Back Bay Ballroom C	Darker Touch to Prosocial behavior
		2017	SHR:Back Bay Ballroom D	Voice in the Dark
		2018	SHR:Beacon A	Individual's Voice
		2019	SHR:Beacon E	Leadership and the Dark Side
		2020	SHR:Beacon H	Incivility at Work
		2021	SHR:Berkeley AB	Dynamics of Charismatic Leadership
		2022	SHR:Constitution Ballroom A	Leading Teams
		2023	SHR:Dalton AB	Interpersonal Dynamics
		2024	SHR:Exeter AB	Selective Incivility
		2025	SHR:Hampton A	Team Shared Cognition
		2026	SHR:Hampton B	Emotional Labor
		2027	SHR:Independence West	Positive Feelings in OB
		2028	SHR:Liberty Ballroom C	Work Design
		2029	SHR:Olmsted	A Dark Side in OB
		2030	SHR:Back Bay Ballroom A	SHCS: Feeling and Appearing Authentic
		2031	SHR:Independence East	SHCS: Making Voice Happen
		2032	SHR:Beacon B	JS: Moral Judgments of Organizational Behavior
		2033	SHR:Republic A	JS: AI in Management
		2034	SHR:Fairfax A	JS: Frontiers of Team and Teaming Research
		2035	SHR:Jamaica Pond	JS: New Models of Work in the Digital Platform Economy
		2036	SHR:Beacon D	JS: A Dynamic Perspective in Affect and Motivation
		2037	SHR:Gardner B	JS: Leadership and Identity Measurement
		2049	BCC:306	JS: Accountability, Transparency and Monitoring
			3:00pm	2092
2109	BPP:Terrace			SHCS: Cross-Level Dialogue and Research on Stigma
2125	WES:St George B			SHCS: Perceptions of the Self and Others
2128	MAR:Grand Ballroom Salon B			JS: Benefits of Mindfulness for Organisations
2129	SHR:Back Bay Ballroom A			Psychology of Turnover
2130	SHR:Back Bay Ballroom B			Social Dynamics of Prosocial Behavior
2131	SHR:Back Bay Ballroom C			Context and Prosocial Behavior
2132	SHR:Back Bay Ballroom D			Leadership and Voice
2133	SHR:Beacon B			Leadership and Regulatory Focus across Contexts
2134	SHR:Beacon E			Dynamics of Dark OB
2135	SHR:Beacon H			Social Psychology of Dark OB
2136	SHR:Constitution Ballroom A			Leadership, Adversity, and Abuse
2137	SHR:Exeter AB			News, Rumors, and Gossip at Work
2138	SHR:Fairfax A			Hierarchy and Status in the Workplace
2139	SHR:Gardner B			Team Information Integration
2140	SHR:Hampton A			Fairness in Teams
2141	SHR:Hampton B			Dark Emotions
2142	SHR:Jamaica Pond			Work-Family Interface
2143	SHR:Liberty Ballroom C			Relationships at Work
2144	SHR:Olmsted			Role of Interactions as a Site of Meaning
2145	SHR:Beacon D			JS: Workplace Ostracism and Inclusive Organization
2146	SHR:Independence West			SHCS: The Future of Negotiations Research
2147	SHR:Republic A			JS: New Directions in Customer Mistreatment
2148	SHR:Dalton AB			JS: Multicultural Experience in Management Research
2149	SHR:Berkeley AB			JS: Knowledge Hiding in Organizations
2150	SHR:Independence East			JS: Relation of Hierarchical and Collective Leadership
2151	SHR:Beacon A			JS: Meaning and Social Contagion

Organizational Communication & Information Systems

Program Chair: Jennifer Gibbs, U. of California, Santa Barbara
 Professional Development Workshop Chair: Katherine Chudoba, Utah State U.

Day	Start	#	Location	Session Information
Fri	8:00am	45	MAR:Grand Ballroom Salon G	OCIS Doctoral Consortium / Jr Faculty Consortium
		55	SHR:Hampton AB	Artificial Intelligence
	9:00am	76	BCC:210	Researching Open Innovation
	11:00am	124	BCC:201	What Do You Mean? Meaning Flows in Social Networks
	12:30pm	147	SHR:Berkeley AB	Innovations in Teaching Teamwork
	6:15pm	246	WES:St George BCD	Digitalized Talent Management
Sat	8:00am	294	MAR:Grand Ballroom Salon IJ	Digital Practices: Organizing Logic for Digital
		297	BCC:309	Introduction to Social Network Analysis
		298	BCC:310	Towards a Practice-Driven Institutionalism
	11:15am	379	MAR:Grand Ballroom Salon IJ	Challenges and Opportunities of Analytics
	11:30am	390	MAR:Grand Ballroom Salon D	Paper Development Workshop
	12:15pm	403	BCC:103	Teaching Social Networks
	3:30pm	478	MAR:Tremont	Leadership Qualities for Digital Transformation
	6:00pm	524	MAR:Grand Ballroom Salon G	OCIS Doctoral Consortium and Member Reception
	Sun	2:15pm	715	MAR:Maine
2:30pm		735	MAR:Vermont	OCIS Executive Committee Meeting
Mon	8:00am	913	MAR:Maine	Entrepreneurship in the Digital Age
		914	MAR:Vermont	Advances in Digital Innovation
		915	MAR:Grand Ballroom Salon K	JS: Algorithms at Work
	9:45am	1005	MAR:Maine	Deriving Value from Digital Data and Platforms
		1006	MAR:Vermont	Organizational Transformation
		1007	MAR:Grand Ballroom Salon K	JS: Digital "X": Theorizing Digital in Management
	11:30am	1141	MAR:Grand Ballroom Salon K	Digital Media and Public Communication
		1142	MAR:Maine	Digital Platforms and IT
		1143	MAR:Vermont	Psychological Aspects of Virtual and Digital Work
	1:15pm	1263	MAR:Maine	Data Analytics
		1264	MAR:Vermont	Privacy Issues in Digital Contexts
		1265	MAR:Grand Ballroom Salon K	JS: How People Respond to Digital Actors & Algorithms
	3:00pm	1385	MAR:Maine	New Perspectives on Crowdsourcing
		1386	MAR:Grand Ballroom Salon K	JS: Refugees and Information Technology
		1387	MAR:Vermont	JS: Theorizing around the Hackathon Phenomenon
		1438	BCC:302	JS: Microfoundations of Open Innovation
	4:45pm	1501	MAR:Grand Ballroom Salon F	OCIS Plenary Session
6:30pm	1566	MAR:Grand Ballroom Salon F	OCIS Business Meeting	
7:30pm	1579	MAR:Grand Ballroom Salon F	OCIS Social Reception	
Tue	8:00am	1671	MAR:Regis	Understanding Participation in Online Communities
		1672	MAR:Grand Ballroom Salon D	JS: Natural Language Processing in the Firm
		1724	BCC:206	JS: Makerspaces and Entrepreneurship
	9:45am	1795	MAR:Grand Ballroom Salon D	Organizational Communication and Leadership
		1796	MAR:Regis	JS: Designing Healthcare Ecosystems
		1806	BCC:208	JS: The Changing Nature of Professionals' Work
	11:30am	1918	MAR:Grand Ballroom Salon D	Emerging Technologies Research in Management
		1919	MAR:Regis	JS: Studying Materiality in Organizing
		1941	BPP:Newbury	JS: Crafting Strategy for Platforms & Ecosystems
	1:15pm	2033	SHR:Republic A	JS: AI in Management
		2035	SHR:Jamaica Pond	JS: New Models of Work in the Digital Platform Economy
		2038	MAR:Grand Ballroom Salon D	Advancing Theory on Social Media and Entrepreneurs
		2039	MAR:Regis	Artificial Intelligence and Algorithmic Management
	3:00pm	2149	SHR:Berkeley AB	JS: Knowledge Hiding in Organizations
		2152	MAR:Grand Ballroom Salon D	IT and Sociocultural Factors
2153		MAR:Regis	New Perspectives on Digital Governance	

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

Day	Start	#	Location	Session Information
Fri	8:00am	52	WES:Independence A	Regenerative Enterprise in Fragile Ecosystems
	9:45am	92	WES:North Star	Climate Adaptation Strategies
	11:30am	134	WES:Defender	ONE Doctoral Consortium
	12:00pm	139	WES:Adams/Parliament	Strategies for Managing Uncertainty
	4:00pm	213	WES:Adams/Parliament	Africa Sustainability in Global Value Chains
	4:45pm	225	MAR:Grand Ballroom Salon G	The Promise and Problems of Inclusive Organizing
Sat	8:30am	324	WES:St George B	SIM-ONE Junior Faculty Consortium
	10:00am	358	WES:Courier	Cross-Disciplinary Sustainability Research
	11:15am	381	BCC:309	Rejuvenating System Perspectives
	12:00pm	397	HIL:Adams A	Towards the Anthropocene Economy
	12:30pm	415	BCC:310	Movements and Markets
	1:15pm	431	MAR:Regis	Conceptualizing and Measuring Social Impact
	2:30pm	454	BCC:202	Strategic CSR in Emerging Economics
	3:45pm	482	WES:Empire	Social Evaluations and Sustainable Outcomes
	5:30pm	513	OS:Back Bay Social	ONE Welcome Reception
	Sun	10:00am	604	WES:Empire
12:30pm		660	WES:Independence A	Narratives and Perspectives of Sustainability
2:15pm		721	WES:Independence A	Drivers and Barriers to Sustainability Adoption
Mon	8:00am	919	WES:Adams	Partnerships and Sustainability
		920	WES:Defender	Voluntary Disclosure
		921	WES:North Star	Drivers and Measures of Sustainability Performance
	9:45am	1023	WES:Adams	Governance and Sustainability
		1024	WES:Defender	Logics and Sustainability
		1025	WES:North Star	Lenses and Approaches to Sustainability Challenges
	11:30am	1159	WES:Essex Center	ONE Plenary - Academic Activism for Sustainability
	1:15pm	1278	BCC:309	JS: Collective Experiments and Institutional Change
		1282	WES:Adams	Stakeholder Influence on Environmental Performance
		1283	WES:Defender	Strategy and Sustainability
		1284	WES:North Star	Local Sustainability
		1401	WES:Adams	CSR and Sustainability
	3:00pm	1402	WES:Defender	Frames and Sustainability
		4:45pm	1520	WES:Defender
	1521		WES:North Star	Processes of Sustainability
5:00pm	1553	WES:America North	ONE Business Meeting	
6:30pm	1568	WES:America North	ONE Social	
Tue	8:00am	1682	BCC:313	SHCS: Addressing Grand Challenges in Water
		1686	WES:Defender	JS: Open Innovation and Climate Change
	9:45am	1770	SHR:Gardner A	JS: Impacts of Sustainability
		1807	BCC:306	SHCS: Putting B Corporations Under the Microscope
		1811	WES:Defender	JS: Circular Economy and Management Theory
		1835	BPP:Beacon Hill	JS: Short-Term & Long-Term Investments of Corporations
	11:30am	1931	BCC:313	JS: Taking on the Challenge of Grand Challenges
		1933	WES:Courier	Behavior and Sustainability
		1934	WES:Defender	Action and Inaction in Sustainability Adoption
		1966	BCC:206	JS: Inclusive Innovation Dialogue
		1:15pm	2054	WES:Courier
	2055		WES:Defender	JS: Org. Strategizing for an Inclusive Planet Earth
	3:00pm	2121	HIL:Jefferson	JS: Global Environmental Regulations: The Way Forward?
		2168	WES:Defender	Legitimacy Perceptions and Institutional Drivers...
		2169	WES:Courier	JS: Environmental Sustainability in Family Firms

Public & Nonprofit

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

Day	Start	#	Location	Session Information
Fri	8:00am	54	HIL:Washington	Field Stations in Management Education
		64	BPP:Statler	Research Frontiers in Nonmarket Strategy
	10:15am	109	HIL:Belvidere Ballroom, Salon A	Leadership for Professional Emotional Labor
	11:15am	125	MAR:Nantucket	Impact Investing: Paper Development Workshop
		127	BPP:Statler	Insider Econometrics
	12:00pm	140	HIL:Fenway Ballroom	Power and Boundary Spanning Leadership
	2:00pm	177	OS:Offsite	Getting Out (of the Hotels)
	3:15pm	205	MAR:Simmons	Projects and Slavery: Causes and Cures
	4:45pm	225	MAR:Grand Ballroom Salon G	The Promise and Problems of Inclusive Organizing
	5:00pm	227	SHR:Republic A	Smart Cities in India: Are they Inclusive?
	Sat	8:00am	301	HIL:Adams A
8:30am		325	HIL:Washington	PNP Doctoral Consortium
9:45am		349	HIL:Adams A	Understanding Stakeholder Dynamics
12:30pm		415	BCC:310	Movements and Markets
3:00pm		471	HIL:Belvidere Ballroom, Salon B	PNP Academic Journal Editors Panel
Sun	12:30pm	662	HIL:Maverick B	Emerging Issues in Public and Nonprofit Management
	2:00pm	695	HIL:Adams B	PNP Division Executive Meeting
	2:15pm	723	HIL:Maverick B	Diversity and Motivation
		724	BCC:109	SHCS: Cross Cultural Public Sector Leadership
	4:00pm	783	HIL:Adams A	Public and Nonprofit Division Business Meeting
6:00pm	822	HIL:Washington	Public and Nonprofit Division Social Event	
Mon	8:00am	924	HIL:Copley	Social Enterprises
	9:45am	1028	HIL:Adams B	Workplace Incivility & the Inclusive Organization
		1043	MAR:Boylston	JS: Inclusive Practice across Disciplines
	11:30am	1161	HIL:Adams B	Advocacy/Charitable/Nonprofits
		1162	HIL:Copley	Inter-Organizational Collaboration and Networks
	1:15pm	1287	HIL:Adams B	Volunteering, Motivation, and Engagement
		1288	HIL:Copley	Diversity, Inclusion, and Leadership
	3:00pm	1406	HIL:Adams B	Charitable Organizations and Foundations
		1407	HIL:Copley	Politics, Policy, and Accountability
	4:45pm	1524	HIL:Adams B	Health Care
		1525	HIL:Copley	Bureaucratic Politics and Accountability
Tue	8:00am	1689	HIL:Adams B	Organizational Structure, Change, and Innovation
		1690	HIL:Copley	Citizen State Interactions
	9:45am	1814	HIL:Adams B	Nonprofits
		1815	HIL:Copley	Inclusion and Citizen State Interactions
		1816	HIL:Maverick A	Contracting and Privatization
	11:30am	1929	BCC:208	JS: Social Innovation & Theory
		1937	HIL:Adams B	Nonprofits and International Contexts
		1938	HIL:Copley	Diversity, Inclusion, and Representation
	1:15pm	2050	BCC:313	JS: Cross-Sector Partnerships for Social Innovation
		2057	HIL:Adams B	Nonprofits and Org Behavior
		2058	HIL:Copley	Motivation/Leadership/Performance
	3:00pm	2172	HIL:Adams B	Theory Building and Governance
		2173	HIL:Copley	Identity/Professions/Creativity

Research Methods

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

Day	Start	#	Location	Session Information	
Fri	8:00am	18	SHR:Independence East	Sequence Analysis	
		51	BCC:204	Understanding Analytics: Big Data and Culture	
		56	BCC:104	Moderated Regression	
		57	BCC:310	How to Get on the Research Methods Train	
	9:00am	73	BCC:201	Studying Emotions and Institutions	
	9:45am	90	SHR:Liberty Ballroom C	The Multidimensionality of Scholarly Impact	
		93	BCC:309	Navigating Qualitative Dissertations	
	10:30am	111	HIL:Adams A	Philosophies Of Organizational Research	
		112	BCC:104	Advancing Qualitative Research Using Interviews	
	10:45am	119	BCC:313	Ask the Experts: Quantitative Research	
	11:00am	124	BCC:201	What Do You Mean? Meaning Flows in Social Networks	
	11:30am	135	BCC:208	Natural Experiments in Management Research	
	1:00pm	160	BCC:104	New Computational Tools to Study Culture	
	1:45pm	173	WES:Adams/Parliament	Reviewing in the Rough	
		174	WES:St George BCD	Content and Text Analysis	
		175	BCC:208	"Doing Grounded Theory"	
	2:45pm	194	BCC:104	Intensive Longitudinal Data Analyses with DSEM	
	3:15pm	204	FRM:State Suite AB	Qualitative Analysis Boot Camp IV	
	4:00pm	217	BCC:208	Creating Massive Meta-Analyses	
	5:15pm	231	SHR:Liberty Ballroom AB	Synergies across SOTLE and Research Methods	
5:45pm	237	BCC:206	Necessary Condition Analysis		
Sat	8:00am	293	SHR:Back Bay Ballroom D	Statistical Analysis of Social Networks	
		297	BCC:309	Introduction to Social Network Analysis	
	9:00am	338	BCC:206	What Were You Thinking?: Inductive Coding	
		339	BCC:104	Bayesian Statistics	
	10:00am	360	BCC:207	Ask the Experts: Qualitative Research	
	10:15am	369	BCC:310	The Future of Ethnography	
	11:15am	380	BPP:Boylston	Reflexive Fieldnote-Writing	
	12:30pm	411	WES:Defender	Advancing the Social Network Paradigm in HRM	
	1:00pm	421	WES:Courier	Neurocognitive Management Research Techniques	
		426	BCC:309	New Ways of Approaching Qualitative Research	
	1:30pm	433	BCC:306	Impactful Qualitative Research	
	1:45pm	441	SHR:Fairfax AB	Leadership Research: Inclusive Mentoring Session	
	2:00pm	445	BCC:205	Precise Distribution-Fitting Procedures	
	3:00pm	470	WES:America North	Putting the 'Network' into Supply Network Research	
	3:15pm	474	BCC:309	QCA for Research on Organizational Configurations	
	3:30pm	476	SHR:Republic A	Preparing Manuscripts for Publication	
	3:45pm	481	SHR:Commonwealth	Dyads in Multilevel Theory and Methods	
	6:00pm	525	BCC:201	RM Division-CARMA Consortium/PDW Social	
	Sun	12:30pm	664	BCC:303	JS: Instrument Design for Cross Cultural Research
		3:30pm	762	BCC:111	RM Division Executive Committee Meeting
4:00pm		785	BCC:308	Promoting Robust and Rigorous Management Research	
Mon	8:00am	926	BCC:308	JS: Challenges & Pitfalls in Internet Data Collection	
		927	BCC:301	JS: Templates in Qualitative Research Methods	
	9:45am	1030	BCC:310	SHCS: Recommendations for Methods & Analysis	
		1031	BCC:308	JS: Publishing Rigorous & Impactful Literature Reviews	
	11:30am	1158	BCC:309	JS: Cutting-Edge Linguistic Methods	
	1:15pm	1260	SHR:Beacon A	JS: Dyadic-Level Analyses in Organizational Behavior	
		1289	BCC:308	Improving Qualitative Research Methods	
		1311	BPP:Berkeley	JS: Testing Causal Mechanisms in Corporate Governance	
	3:00pm	1409	BCC:303	JS: Replacing Significance Tests with Better Methods	
	4:45pm	1526	BCC:303	Meta-Analysis and Reviews	
6:30pm	1569	BCC:310	RM Division Business Meeting		

Research Methods (cont.)

Day	Start	#	Location	Session Information
Mon	7:45pm	1582	BCC:310	RM Division Reception
Tue	8:00am	1691	BCC:303	SHCS: SEM in Management Research
		1692	BCC:308	New Perspectives on Endogeneity Issues
	9:45am	1789	SHR:Independence West	JS: Building a Field of Organizational Neuroscience
		1793	SHR:Liberty Ballroom C	JS: Application of Agent-Based Modeling (ABM)
		1817	BCC:303	New Developments in Text Analysis
		1818	BCC:308	Survey-Based Research
	11:30am	1919	MAR:Regis	JS: Studying Materiality in Organizing
		1939	BCC:303	New Advancements in Statistical Methods
		1940	BCC:308	New Perspectives on Management Research Paradigms
	1:15pm	2036	SHR:Beacon D	JS: A Dynamic Perspective in Affect and Motivation
2037		SHR:Gardner B	JS: Leadership and Identity Measurement	
2059		BCC:308	Advanced Methods in Data Collection and Analysis	
3:00pm	2174	BCC:303	JS: How to Be a Good Reviewer?	

Social Issues in Management

Program Chair: Andrew C Wicks, U. of Virginia Darden School of Business
Professional Development Workshop Chair: Katherina Pattit, U. of St. Thomas

Day	Start	#	Location	Session Information	
Fri	8:00am	39	MAR:Tremont	Developing Self Awareness of Faculty and Leaders	
		40	MAR:Grand Ballroom Salon IJK	From Inclusive Thought to Action in the Real World	
		58	MAR:Wellesley	SIM Division: Doctoral Consortium	
		59	MAR:Regis	Digital Transformation and Philosophical Methods	
		64	BPP:Statler	Research Frontiers in Nonmarket Strategy	
	9:30am	80	MAR:Nantucket	Foundations for Humanistic Management Research	
	9:45am	84	SHR:Beacon A	Sociopolitically Engaged Academics	
		87	BPP:Newbury	Positioning Academics for Societal Impact	
	10:00am	104	MAR:Grand Ballroom Salon B	SIM Course Relevancy: Blogs	
	10:15am	110	MAR:Tremont	Dignity: Advancing the Inclusive Organization	
	10:30am	111	HIL:Adams A	Philosophies Of Organizational Research	
	11:15am	125	MAR:Nantucket	Impact Investing: Paper Development Workshop	
		128	BCC:107	Creating Research that Matters for Society	
	12:30pm	143	HIL:Westminister	Teaching Business Ethics Using Cases	
	3:15pm	205	MAR:Simmons	Projects and Slavery: Causes and Cures	
	4:45pm	225	MAR:Grand Ballroom Salon G	The Promise and Problems of Inclusive Organizing	
	5:15pm	233	MAR:Regis	Appreciative Inquiry to Connect Ethics Centers	
	Sat	8:00am	304	MAR:Grand Ballroom Salon D	SIM Teaching Site: Favorite Links
		8:30am	324	WES:St George B	SIM-ONE Junior Faculty Consortium
347			SHR:Hampton AB	Case Teaching and Technology Adoption	
9:45am		350	MAR:Regis	Social Media for Responsible Business Scholars	
		351	MAR:Grand Ballroom Salon D	Socio-Tech Entrepreneurship	
10:00am		357	BCC:303	The Fall and Rise of Corporate Forms	
10:15am		371	MAR:Grand Ballroom Salon G	Co-create Inclusion through Humanistic Management	
11:15am		379	MAR:Grand Ballroom Salon IJ	Challenges and Opportunities of Analytics	
12:00pm		397	HIL:Adams A	Towards the Anthropocene Economy	
12:30pm		416	MAR:Grand Ballroom Salon ABC	SIM Research Development Workshop	
12:45pm		417	SHR:Republic A	Redesigning Business Education	
1:15pm		431	MAR:Regis	Conceptualizing and Measuring Social Impact	
2:15pm		450	SHR:Constitution Ballroom A	Behavioral Ethics Pecha Kucha and Networking	
2:45pm		460	MAR:Grand Ballroom Salon E	SIM Speed Networking	
Sun		8:30am	573	MAR:Massachusetts	SIM Executive/Governance Meeting
	12:30pm	665	MAR:Tremont	Perspectives on Sustainability	
		666	MAR:Wellesley	Social and Ethical Aspects of Innovation	
	2:15pm	725	MAR:Tremont	Leadership in Morally Salient Contexts	
		726	MAR:Wellesley	CSR & Corp. (Ir)Responsibility	
		727	BCC:303	JS: Inequalities and the Fight for Inclusiveness	
	4:00pm	787	MAR:Massachusetts	SIM-Business & Society Board Meeting	
		788	MAR:Tremont	Politics and Business Activities	
	6:00pm	823	MAR:Massachusetts	SIM-IABS Board Meeting	
	Mon	7:30am	844	MAR:Provincetown	SIM-IABS Morning Jumpstart
8:00am		854	SHR:Liberty Ballroom A	JS: Impact of Intimate Partner Aggression at Work	
		931	MAR:Boylston	CSR and Corporate Activism	
		932	MAR:Columbus II	Multi-Sector Partnerships	
		933	MAR:Grand Ballroom Salon A	Sustainability Concepts and Measurement	
		934	MAR:Grand Ballroom Salon C	The Role of Social Enterprise	
		935	MAR:Grand Ballroom Salon H	Ethical Leadership	
		936	MAR:Grand Ballroom Salon I	Managing Claims and Controversies	
		937	MAR:Hyannis	Social Innovation	
		938	MAR:Nantucket	Business Ethics: Corporate and Academic Worlds	
		948	BPP:Beacon Hill	SHCS: Political Ideology and Organizations	

Social Issues in Management (cont.)

Day	Start	#	Location	Session Information	
Mon	9:45am	984	BPP:Brandeis	SHCS: Sexual Harassment	
		1010	BPP:Franklin	SHCS: Higher Purpose in Organizational Change	
		1034	MAR:Columbus I	Aftermath of Unethical Behavior	
		1035	MAR:Columbus II	Corruption and Recidivism in Organizations	
		1036	MAR:Grand Ballroom Salon A	International CSR and Firm Performance	
		1037	MAR:Grand Ballroom Salon C	The Value of CSR	
		1038	MAR:Grand Ballroom Salon H	Leadership Traits and Effects	
		1039	MAR:Hyannis	Stakeholder Hypocrisy	
		1040	MAR:Nantucket	Engagement with Stakeholders	
		1041	MAR:Orleans	Dark Side of Employee-Employer Relations	
		1042	MAR:Wellesley	Bad Workplace Relationships	
		1043	MAR:Boylston	JS: Inclusive Practice across Disciplines	
		1065	BCC:302	SHCS: Tech Platforms' Myth of Inclusion Drives Exclusion	
		11:30am	1076	SHR:Fairfax B	JS: Insights into Ethical Decision Making
			1165	MAR:Columbus II	The Commons and Public Goods
1166	MAR:Grand Ballroom Salon A		Corruption in the Global Context		
1167	MAR:Grand Ballroom Salon C		Wrongdoing and Recovery		
1168	MAR:Grand Ballroom Salon H		CSR and Hypocrisy		
1169	MAR:Hyannis		Corporate Governance		
1170	MAR:Nantucket		Responses to Corporate Irresponsibility		
1171	MAR:Provincetown		The Role of Ideology and Identity		
1172	MAR:Wellesley		International and Multi-National CSR		
1173	MAR:Boylston		JS: Moral Heroism at Work		
1174	MAR:Grand Ballroom Salon I		SHCS: The Purpose-Driven Corporate Forms		
1:15pm	1262	SHR:Beacon H	JS: New Directions in Unethical Prosocial Behavior		
	1277	BCC:306	SHCS: The Marginalized and the Marginalizing		
	1278	BCC:309	JS: Collective Experiments and Institutional Change		
	1291	MAR:Columbus II	Doing Good Through Business		
	1292	MAR:Grand Ballroom Salon A	Corporate Ethics and Technology		
	1293	MAR:Grand Ballroom Salon C	Unethical Work Climate		
	1294	MAR:Grand Ballroom Salon H	Facing Challenges and the Importance of Work		
	1295	MAR:Grand Ballroom Salon I	Deliberative Democracy & Multi-Objective Firms		
	1296	MAR:Hyannis	Language, Logics, and Approaches to Sustainability		
	1297	MAR:Nantucket	Socio-Politics and Corporate Responsibility		
	1298	MAR:Boylston	JS: CSR and Employees		
1309	BPP:Beacon Hill	SHCS: Inclusive Innovations and Institutional Failures			
3:00pm	1411	MAR:Boylston	Corporate Governance and Fostering Responsibility		
	1412	MAR:Columbus II	Moral Foundations: Reasoning in the Workplace		
	1413	MAR:Grand Ballroom Salon A	CSR and Organizational Performance		
	1414	MAR:Hyannis	Improving Lives in Low-Income Contexts		
	1415	MAR:Nantucket	Philosophy, Ethics, and Responsibility		
4:30pm	1442	MAR:Grand Ballroom Salon HI	SIM Business Meeting		
4:45pm	1517	BCC:108	JS: Brokerage as a Key Process for Joint Action		
	1518	BCC:309	JS: Can Wall Street Save the World?		
6:00pm	1557	MAR:Grand Ballroom Salon G	SIM Social		
Tue	8:00am	1618	MAR:Grand Ballroom Salon E	JS: Impact Entrepreneurship	
		1683	BCC:306	JS: Finance in Organization Theory	
		1695	MAR:Grand Ballroom Salon H	Corporate (Ir)Responsibility: Risk and Reward	
		1696	MAR:Hyannis	Moral Disengagement and Hypocrisy	
		1697	MAR:Nantucket	Family Firms	

Social Issues in Management (cont.)

Day	Start	#	Location	Session Information	
Tue	9:45am	1753	BPP:Clarendon	JS: The Black Experience in the Workplace	
		1794	SHR:Back Bay Ballroom B	JS: Ethics at the Fringe	
		1807	BCC:306	SHCS: Putting B Corporations Under the Microscope	
		1808	BCC:313	JS: Communities and Meaning of Social Value	
		1811	WES:Defender	JS: Circular Economy and Management Theory	
		1821	MAR:Hyannis	Governance Mechanisms and Access to Credit	
		1822	MAR:Nantucket	Ethical Culture and Organizational Effects	
			1823	MAR:Grand Ballroom Salon H	JS: Social Media and Social Evaluations
	11:30am		1930	BCC:306	SHCS: Advancing Research on Modern Slavery and Business
			1931	BCC:313	JS: Taking on the Challenge of Grand Challenges
			1942	MAR:Grand Ballroom Salon H	Promise and Perils of Social Finance
			1943	MAR:Hyannis	Managing Corporate Reputation
			1944	MAR:Nantucket	Organizing Towards Sustainability
			1966	BCC:206	JS: Inclusive Innovation Dialogue
	1:15pm		2032	SHR:Beacon B	JS: Moral Judgments of Organizational Behavior
			2050	BCC:313	JS: Cross-Sector Partnerships for Social Innovation
			2060	MAR:Grand Ballroom Salon H	Philanthropy: Origins and Ethics
			2061	MAR:Hyannis	Stakeholders, Shareholders, and Value Creation
			2062	MAR:Nantucket	Tensions Facing Firms that Create Public Value
			2075	BPP:Arlington	SHCS: A Stakeholder Theory of Value Creation
	3:00pm		2092	SHR:Clarendon AB	JS: Unintended Moral Consequences
			2175	MAR:Grand Ballroom Salon H	Microfoundations and Diversification in CSR
			2176	MAR:Hyannis	Corporate Innovation
			2177	MAR:Nantucket	The Role of Employees in CSR

Strategic Management

Program Chair: Tim Folta, U. of Connecticut
Professional Development Workshop Chair: Heather Berry, George Washington U.

Day	Start	#	Location	Session Information
Fri	8:00am	16	WES:Empire	Early Career Scholars of Management in Africa
		49	BCC:205	Unsung Papers: Reflections from Their Authors
		51	BCC:204	Understanding Analytics: Big Data and Culture
		60	OS:Northeastern University	STR Dissertation Consortium
		61	OS:Northeastern University	STR Doctoral Consortium 2019
		62	BPP:Arlington	Fostering Publications from Around the World
	9:00am	63	BPP:White Hill	Transportation data and management/strategy theory
		64	BPP:Statler	Research Frontiers in Nonmarket Strategy
	9:45am	66	BCC:313	Pathways to Innovation
		74	BPP:Whittier	STR Junior Faculty Teaching Consortium
	9:45am	92	WES:North Star	Climate Adaptation Strategies
	10:45am	121	BCC:202	Disintermediation in Multi-sided Platforms
	11:15am	126	BPP:Arlington	Theorizing and Measuring Social Aspirations
		127	BPP:Statler	Insider Econometrics
	11:30am	135	BCC:208	Natural Experiments in Management Research
	12:30pm	144	MAR:Boylston	Stakeholder Theory in Entrepreneurship
	1:00pm	164	BPP:Berkeley & Clarendon	International Academic Job Market
		165	BPP:Cambridge	Methods to Study Organization Design
	1:45pm	174	WES:St George BCD	Content and Text Analysis
		175	BCC:208	"Doing Grounded Theory"
	2:30pm	189	HIL:Belvidere Ballroom, Salon A	How to Write Articles for Practitioner Journals
	2:45pm	191	MAR:Tremont	Gamification of Entrepreneurial Education Topics
	3:00pm	196	BCC:202	Experiments
	3:15pm	202	BCC:205	Improving Evidence Presentation
		206	BPP:Berkeley & Clarendon	Walk-in Strategy Teaching Clinic
	3:30pm	211	BPP:Grand Ballroom B	The Evolutionary Dynamics of Corporate Strategy
4:00pm	214	HIL:Westminister	Advancing Research Ideas on ISAs	
4:45pm	224	SHR:Gardner AB	Theory in Online Simulations	
5:30pm	236	BPP:Stuart	Mid-Career Consortium	
Sat	8:00am	270	MAR:Grand Ballroom Salon G	Conducting Experiments to Advance ENT Research
		279	HIL:Fenway Ballroom	Researching National Innovation Ecosystems
		293	SHR:Back Bay Ballroom D	Statistical Analysis of Social Networks
		294	MAR:Grand Ballroom Salon IJ	Digital Practices: Organizing Logic for Digital
		297	BCC:309	Introduction to Social Network Analysis
		299	BCC:205	Language, Meaning, and Organizing
		305	OS:Northeastern University	STR Doctoral Consortium 2019
		306	BPP:Whittier	STR Managing Your Dissertation Workshop
		307	BPP:Boylston	Philosophy of Science and Reliability Crisis
		308	BPP:Terrace	STR Teaching PDW: Hybrid and Online Teaching
	309	BPP:Grand Ballroom B	AI and Machine Learning as a Tool and Topic	
	8:30am	327	BPP:Arlington	STR New Faculty Consortium
	9:00am	339	BCC:104	Bayesian Statistics
	10:00am	358	WES:Courier	Cross-Disciplinary Sustainability Research
	10:15am	370	BPP:White Hill	Visualization Techniques in Strategy Research
		372	BPP:Statler	STR Junior Faculty Paper Development Workshop
	11:15am	373	BPP:Terrace	Computational Models in Behavioral Strategy
		378	MAR:Provincetown	Crowdfunding
	382	BCC:104	Using Sport Data to Advance Management Theory	
	383	BCC:203	Current Research in Organization Design	
	384	BPP:Grand Ballroom B	Teaching the Practice of Strategy	

Strategic Management (cont.)

Day	Start	#	Location	Session Information
Sat	11:30am	387	HIL:Westminster	Global Innovation and International Strategy
		389	SHR:Fairfax AB	Publishing in HBR, SMR & PSJ
		391	BCC:204	Trust between Individuals and Organizations
		392	BCC:205	OMT Dissertation Proposal Workshop
	12:15pm	402	SHR:Constitution Ballroom B	Revise and Resubmit
		403	BCC:103	Teaching Social Networks
		406	BPP:Clarendon	Corporate Strategy in Healthcare
		407	BPP:Whittier	Formal Modeling in Management Research
	12:30pm	414	SHR:Independence West	Advanced Networks PDW
		415	BCC:310	Movements and Markets
	1:00pm	427	BPP:Statler	On-Boarding Diversity in Corporate Boards Research
	1:30pm	434	BPP:Terrace	Heuristics and Cognitive Biases
		435	BPP:Boylston	Strategy Field Experiments
	2:00pm	446	BPP:Grand Ballroom B	Psychological Perspectives on Strategy
		447	BCC:302	Lean Startups and Innovation Strategy
	2:15pm	449	WES:Adams	Executive Error Management
		450	SHR:Constitution Ballroom A	Behavioral Ethics Pecha Kucha and Networking
	2:45pm	461	BPP:Tremont	Bridging Leadership Research on Boards and TMT
		462	BCC:104	Advances in Patent Research
	3:00pm	469	BCC:103	Behavioral Theory of the Firm
3:45pm	481	SHR:Commonwealth	Dyads in Multilevel Theory and Methods	
	483	BPP:White Hill	Open Strategy: Practices and Perspectives	
4:15pm	491	BPP:Statler	Mergers & Acquisitions	
5:00pm	503	HIL:Westminster	Digitization, Platforms and International Business	
5:15pm	508	BPP:Cambridge	Coopetition - A New Type of Dominant Logic?	
Sun	12:30pm	667	BPP:Arlington	Innovation, Capabilities, and Competition
		668	BPP:Newbury	Corporate Growth and Global Challenges
		669	BPP:Whittier	Organization Design and Business Models
	2:15pm	728	BPP:Arlington	Cooperative Strategies Linking Firm to Environment
		729	BPP:Newbury	Performance Feedback and Value Capture
		730	BPP:Whittier	Resources and Relationships
	2:45pm	740	BPP:St James	STR Teaching Committee Meeting
		741	BPP:Tremont	STR Global Representatives Meeting
	4:00pm	789	BPP:Arlington	A Converging Community or Divergent Enclaves?
		790	BPP:Newbury	Information Asymmetry, Opportunism, and Knowledge
		791	BPP:Tremont	STR Executive Committee Meeting
		792	BPP:Whittier	Emerging Themes in Corporate Governance
	6:00pm	824	BPP:Statler	STR Irwin Outstanding Educator Award
	Mon	8:00am	869	MAR:Tremont
939			BPP:Berkeley	Resource Redeployment and Exit
940			BPP:Cabot	Competitive Dynamics and Rivalry
941			BPP:Constitution	Policy, Stakeholders, and Competition
942			BPP:Emerson	Corporate Governance Mechanisms
943			BPP:Exeter	Make or Buy?: New Perspectives
944			BPP:St James	Behavioral Aspects of Strategic Decision Making
945			BPP:Stuart	Alliance Portfolios
946			BPP:White Hill	Strategies and Stakeholders in Emerging Markets
947			BPP:Arlington	JS: Learning & Reporting After the Replication Crisis
948			BPP:Beacon Hill	SHCS: Political Ideology and Organizations
949			BPP:Georgian	JS: Drivers of Governance Modes and Reconfiguration
950			BPP:Grand Ballroom B	JS: Research Frontier of Platform-Based Ecosystems
964			BCC:302	JS: Strategic Disclosure of Innovation

Strategic Management (cont.)

Day	Start	#	Location	Session Information
Mon	9:45am	1022	BCC:108	JS: Reviving a Political View of Organizations
		1033	BPP:Terrace	SHCS: Inclusive Strategy
		1044	BPP:Beacon Hill	Dynamics of Competitive Interaction
		1045	BPP:Berkeley	Human Capital and Productivity Incentives
		1046	BPP:Cabot	Global Strategy and Competition
		1047	BPP:Constitution	Firm Resources and Knowledge
		1048	BPP:Emerson	Network Ties Among Managers
		1049	BPP:Exeter	Resources for Change: Scope and Competition
		1050	BPP:Grand Ballroom A	Individuals and Innovation
		1051	BPP:St James	CEO Effects & Corporate Purpose
		1052	BPP:Stuart	Strategies for Governing Alliances
		1053	BPP:White Hill	International Strategy & Emerging Markets
		1054	BPP:Grand Ballroom B	JS: Managing Multi-Sided Platforms
		1055	BPP:Arlington	JS: M&A Success and Post-Merger Integration
		1056	BPP:Georgian	JS: Resource Redeployment and Corporate Strategy
		11:30am	11:30am	1140
1157	BCC:104			JS: Behavioral Consequences of Status Change
1158	BCC:309			JS: Cutting-Edge Linguistic Methods
1174	MAR:Grand Ballroom Salon I			SHCS: The Purpose-Driven Corporate Forms
1175	BPP:Grand Ballroom A			The Next 50 Years of STR Scholarship
1:15pm	1:15pm	1279	BCC:108	SHCS: Entrepreneurship: Human Capital and Knowledge
		1280	BCC:310	JS: Fireside Chat: Qualitative Theory Building
		1281	BCC:210	JS: Framing Strategies in Innovation Contexts
		1299	BPP:Cabot	Industry Changes and Dynamic Capabilities
		1300	BPP:Constitution	Product Diversification: Sources and Challenges
		1301	BPP:Emerson	Top Management Teams: Antecedents and Effects
		1302	BPP:Exeter	Contextualizing Divestiture
		1303	BPP:Grand Ballroom A	Firm Governance and Innovation
		1304	BPP:St James	Corporate Social Responsibility
		1305	BPP:Statler	Dynamics of Governance
		1306	BPP:Stuart	Joint Ventures
		1307	BPP:White Hill	CEO Compensation: Antecedents and Effects
		1308	BPP:Winthrop	Organizational Learning, Capabilities & Heuristics
		1309	BPP:Beacon Hill	SHCS: Inclusive Innovations and Institutional Failures
		1310	BPP:Arlington	SHCS: AI & the Next Frontier of Organizational Modeling
1311	BPP:Berkeley	JS: Testing Causal Mechanisms in Corporate Governance		
3:00pm	3:00pm	1350	WES:Great Republic	SHCS: Executive Compensation: A Cross-Disciplinary View
		1398	BCC:210	JS: Organizational Learning from Success and Failure
		1409	BCC:303	JS: Replacing Significance Tests with Better Methods
		1416	BPP:Cabot	Intra-Industry Competitive Dynamics
		1417	BPP:Constitution	How Heuristics Influence Sense-making
		1418	BPP:Emerson	Political Attributes of CEOs
		1419	BPP:Exeter	Pre-deal Due Diligence
		1420	BPP:Grand Ballroom B	STR Best Dissertation Finalists' Presentations
		1421	BPP:St James	External Pressures on Managerial Decision-Making
		1422	BPP:Stuart	Managing External Stakeholders
		1423	BPP:White Hill	Understanding Platforms
		1424	BPP:Winthrop	Learning in Partnerships
		1425	BPP:Berkeley	JS: The Drone Industry: Market Formation and Evolution
		1426	BPP:Beacon Hill	JS: Moving from Data to Managerial Decisions
		1427	BPP:Arlington	SHCS: Advances in Corporate Scope & Theory of the Firm
		1428	BPP:Statler	SHCS: Technology/Innovation and Nonmarket Strategy
		1437	BCC:107	JS: Technology Acquisitions and Strategy
		1438	BCC:302	JS: Microfoundations of Open Innovation

Strategic Management (cont.)

Day	Start	#	Location	Session Information
Mon	4:45pm	1500	SHR:Beacon A	JS: Scandals as Strategic Opportunities
		1514	BCC:301	JS: New Perspectives on Interfirm Collaborations
		1518	BCC:309	JS: Can Wall Street Save the World?
		1519	BCC:210	SHCS: New Frontiers in Organizational Learning
		1528	BPP:Arlington	Institutions and Corporate Nonmarket Strategy
		1529	BPP:Berkeley	Strategy Development Under Uncertainty
		1530	BPP:Cabot	Human Capital Resources
		1531	BPP:Constitution	Performance Feedback, Aspirations, and Risk Taking
		1532	BPP:Emerson	Family Firm Dynamics
		1533	BPP:Exeter	External Ties and Innovation Outcomes
		1534	BPP:St James	Understanding CFOs in the Management Literature
		1535	BPP:Stuart	The Role of Language and Framing in Strategy
		1536	BPP:White Hill	CEO Turnover and Succession
		1537	BPP:Winthrop	Partner Formation & Selection
		1538	BPP:Beacon Hill	JS: Managing Uncertainty: Tensions and Opportunities
1539	BPP:Clarendon	JS: Firm & Industry Evolution: Deploying Capabilities		
		1548	BCC:302	SHCS: Open Source Software Development and Organizations
	6:30pm	1571	BPP:Grand Ballroom AB	STR Division Business Meeting
	7:30pm	1581	BPP:Grand Ballroom AB	STR Division Social
Tue	8:00am	1669	SHR:Dalton AB	SHCS: Managing Organizational Errors
		1674	BPP:Charles River	JS: Optimizing Organization Systems Contrasting Views
		1680	BCC:202	JS: Cultural Entrepreneurship: Four Domains of Inquiry
		1682	BCC:313	SHCS: Addressing Grand Challenges in Water
		1684	BCC:201	JS: Authenticity and Strategy
		1698	BPP:Berkeley	Stability and Change in Value Creation
		1699	BPP:Cabot	Crisis, Misconduct, and Performance
		1700	BPP:Constitution	The Effect of Overconfidence and Biases
		1701	BPP:Emerson	Business Groups: Strategy and Governance
		1702	BPP:Hancock	Corporate Governance in Family Firms
		1703	BPP:St James	Digital Orientations in Upper Echelons
		1704	BPP:Stuart	Corporate Strategy and Capital Markets
		1705	BPP:White Hill	Governance: Regulators, Investors, and Politics
		1706	BPP:Winthrop	Team Production, Decisions, and Dominant Logic
		1707	BPP:Beacon Hill	JS: Peers and Social Influence in Organizations
		1708	BPP:Statler	JS: Psychological Processes of Leaders
		1709	BPP:Arlington	JS: Perspectives on Ecosystem Research
		1710	BPP:Grand Ballroom B	JS: Innovation and Entrepreneurship in China
		1711	BPP:Boylston	JS: Understanding John Sutton's Influence on Strategy
			9:45am	1747
	1752	BPP:Cambridge		JS: Women on Boards: New Insights from Global Research
	1809	BCC:108		JS: Innovation and Adaptation Within Hierarchies
	1810	BCC:202		JS: The Role of Communities
	1823	MAR:Grand Ballroom Salon H		JS: Social Media and Social Evaluations
	1824	BPP:Berkeley		Corporate Venture Capital and VC Behavior
	1825	BPP:Boylston		Shareholder Influence in Governance
	1826	BPP:Cabot		Intellectual Property Resources
	1827	BPP:Constitution		Boards of Directors and Firm Performance
	1828	BPP:Emerson		Insider Versus Outsider CEOs
	1829	BPP:Hancock		Organizational Design in Incumbent and New Firms
	1830	BPP:St James		Managerial Risk-Taking
	1831	BPP:Stuart		Cooperation with Non-market Stakeholders
	1832	BPP:White Hill		Strategic Entrepreneurship
	1833	BPP:Winthrop	Learning From Failure	
	1834	BPP:Arlington	JS: Power and Inequality in Platforms and Ecosystems	
	1835	BPP:Beacon Hill	JS: Short-Term & Long-Term Investments of Corporations	

Strategic Management (cont.)

Day	Start	#	Location	Session Information
Tue	11:30am	1866	MAR:Grand Ballroom Salon G	SHCS: Advancing Theory Development in Entrepreneurship
		1932	BCC:108	JS: Advances in the Study of Culture in Organizations
		1941	BPP:Newbury	JS: Crafting Strategy for Platforms & Ecosystems
		1945	BPP:Beacon Hill	The Effects of Upper Echelons on Decision Making
		1946	BPP:Berkeley	Upper Echelon Effects in Mergers & Acquisitions
		1947	BPP:Cabot	Social Approval, Disapproval, and Activism
		1948	BPP:Constitution	Political Activity as Non-Market Strategy
		1949	BPP:Emerson	Dynamics of Coopetition
		1950	BPP:Hancock	Business Models: Past and Future
		1951	BPP:St James	Diversity in the Upper Echelons
		1952	BPP:Stuart	Resource Flows in Partnerships
		1953	BPP:White Hill	Complementarities and Competition
		1954	BPP:Winthrop	Governance, Employee Mobility, and Adaptation
		1955	BPP:Arlington	JS: Maps and Geography in Strategy and Innovation
	1956	BPP:Boylston	JS: Competitive Dynamics and Resource Allocation	
	1957	BPP:Grand Ballroom B	JS: Coopetition and Innovation in the Digital Age	
	1:15pm	1987	MAR:Grand Ballroom Salon G	JS: "Regulatory Hacking": Startups & the State
		1988	MAR:Grand Ballroom Salon E	JS: Human Capital of Startups: Founding Team Dynamics
		2013	WES:Essex Center	JS: March Contributions to Organizational Learning
		2051	BCC:103	JS: Qualitative Approaches to Temporality
		2052	BCC:108	JS: Cognition: Perspectives on Innovation & Adaptation
		2053	BCC:208	JS: The Trust Machine? The Promise of Blockchain
		2063	BPP:Beacon Hill	Clusters, Communities, and Labor Mobility
		2064	BPP:Berkeley	Complex Problem Solving and Adaptation
		2065	BPP:Boylston	Talent and Knowledge Flows in Firms
		2066	BPP:Cabot	On Value Creation
		2067	BPP:Constitution	Social, Environmental, and Financial Performance
		2068	BPP:Emerson	Institutional Effects on Partnerships
		2069	BPP:Hancock	Predicting Entrepreneurial Success
		2070	BPP:St James	CEO Characteristics and Their Consequences
	2071	BPP:Stuart	M&A Process: Governance and the Need for Speed	
	2072	BPP:White Hill	Categories and Competition	
	2073	BPP:Winthrop	Focus of Attention, Learning, and Options	
	2074	BPP:Grand Ballroom B	JS: Forward-Looking Strategy	
	2075	BPP:Arlington	SHCS: A Stakeholder Theory of Value Creation	
	3:00pm	2120	HIL:Adams A	JS: State Capitalism
2121		HIL:Jefferson	JS: Global Environmental Regulations: The Way Forward?	
2126		WES:Essex North-East	JS: The Value Underpinning of Market Categories	
2169		WES:Courier	JS: Environmental Sustainability in Family Firms	
2178		BPP:Beacon Hill	Strategic Change or Status Quo?	
2179		BPP:Berkeley	Navigating New Technologies	
2180		BPP:Cabot	Stakeholder Theory	
2181		BPP:Constitution	Opportunity Creation and Erosion	
2182		BPP:Emerson	Resources, Knowledge, and Learning	
2183		BPP:Hancock	Managing Political Connections	
2184		BPP:St James	Temporal CEO Focus: The Role of Short-Termism	
2185		BPP:Stuart	New Approaches to Sustainable Advantage	
2186		BPP:White Hill	Innovation and Rivalry	
2187		BPP:Winthrop	Performance Feedback and Problemistic Search	
2188	BPP:Arlington	JS: Creating New Industries and Navigating Change		
2189	BPP:Boylston	JS: Digital Transformation & Firm Innovative Strategy		
2197	BCC:205	JS: Geography, Policy, and Ecosystem Emergence		
2198	BCC:206	SHCS: Coordinating Ecosystems in New Industries		

Strategizing Activities and Practices

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

Day	Start	#	Location	Session Information
Fri	8:00am	51	BCC:204	Understanding Analytics: Big Data and Culture
	10:30am	112	BCC:104	Advancing Qualitative Research Using Interviews
	10:45am	120	BPP:Berkeley & Clarendon	Designing Practice Research in Strategic Change
	1:00pm	164	BPP:Berkeley & Clarendon	International Academic Job Market
	1:30pm	171	SHR:Back Bay Ballroom A	Microfoundations of Paradox
	2:00pm	185	BPP:Georgian	Double Impact Research for Academia and Practice
	2:30pm	189	HIL:Belvidere Ballroom, Salon A	How to Write Articles for Practitioner Journals
	3:15pm	204	FRM:State Suite AB	Qualitative Analysis Boot Camp IV
	3:30pm	211	BPP:Grand Ballroom B	The Evolutionary Dynamics of Corporate Strategy
	7:00pm	252	OS:Cinquecento	SAP Dinner
Sat	8:00am	294	MAR:Grand Ballroom Salon IJ	Digital Practices: Organizing Logic for Digital
		298	BCC:310	Towards a Practice-Driven Institutionalism
		303	BPP:White Hill	Understanding Strategic Concepts
	10:15am	370	BPP:White Hill	Visualization Techniques in Strategy Research
	11:15am	384	BPP:Grand Ballroom B	Teaching the Practice of Strategy
	3:45pm	483	BPP:White Hill	Open Strategy: Practices and Perspectives
Sun	8:00am	562	OS:Joe's American Bar & Grill	SAP Meet & Greet Breakfast
	4:00pm	786	BPP:Cambridge	SAP Discussion Paper Session
	5:00pm	807	BPP:Franklin	SAP Executive Committee Meeting
Mon	8:00am	927	BCC:301	JS: Templates in Qualitative Research Methods
		928	BPP:Holmes	Tools in Strategizing
		929	BPP:Terrace	Space in Strategy Making
		930	BPP:Whittier	Emotions in Strategizing
	9:45am	1021	BCC:210	JS: A Place for Space
		1032	BPP:Holmes	New Avenues for Strategy as Practice Research
		1033	BPP:Terrace	SHCS: Inclusive Strategy
	11:30am	1120	WES:St George C	JS: Making Sense of Intuition
		1163	BPP:Holmes	Empowering Strategic Actors
		1164	BPP:Newbury	Strategy as Practice in Public Organizations
	1:15pm	1290	BPP:Grand Ballroom B	SAP Keynote
	3:00pm	1410	BPP:Boylston	SHCS: Expanding Social Theory
	4:45pm	1516	BCC:306	SHCS: Towards A Practice-Driven Institutionalism
		1527	BPP:Newbury	Strategizing for World
	6:30pm	1570	BPP:Boylston	SAP Business Meeting
7:00pm	1575	BPP:Boylston	Strategizing Activities and Practices Social	
Tue	8:00am	1683	BCC:306	JS: Finance in Organization Theory
		1693	BPP:Holmes	Hiding and Revealing in Strategy as Practice
		1694	BPP:Newbury	Inclusive Strategizing
	9:45am	1792	SHR:Back Bay Ballroom C	JS: Leadership-as-Practice - Where Do We Go From Here?
		1819	BPP:Holmes	Strategy as Practice and Middle Managers
		1820	BPP:Newbury	Emerging Strategizing
	11:30am	1941	BPP:Newbury	JS: Crafting Strategy for Platforms & Ecosystems
	1:15pm	2055	WES:Defender	JS: Org. Strategizing for an Inclusive Planet Earth

Technology & Innovation Management

Program Chair: Rahul Kapoor, U. of Pennsylvania
Professional Development Workshop Chair: Janet E.L. Bercovitz, U. of Colorado, Boulder

Day	Start	#	Location	Session Information	
Fri	8:00am	50	BCC:208	Optimal Distinctiveness	
		57	BCC:310	How to Get on the Research Methods Train	
		63	BPP:White Hill	Transportation data and management/strategy theory	
		66	BCC:313	Pathways to Innovation	
	9:00am	75	BCC:206	2019 AOM TIM Doctoral Student Consortium - PART 1	
		76	BCC:210	Researching Open Innovation	
	9:30am	81	BCC:103	Junior Faculty Consortium	
	9:45am	94	BCC:205	Obtaining Data from the Internet	
	10:45am	121	BCC:202	Disintermediation in Multi-sided Platforms	
	11:15am	128	BCC:107	Creating Research that Matters for Society	
	12:30pm	145	MAR:Tremont	Entrepreneurial Action and Artificial Intelligence	
	1:00pm	149	BCC:205	Natural Experiments Approach in Historical Studies	
		159	BCC:313	Temporary Organizing: Exclusion or Inclusion?	
		165	BPP:Cambridge	Methods to Study Organization Design	
	1:45pm	172	WES:North Star	LeapAfricaContextualEntrepreneurshipInnovation	
	2:00pm	185	BPP:Georgian	Double Impact Research for Academia and Practice	
	3:15pm	202	BCC:205	Improving Evidence Presentation	
	4:00pm	214	HIL:Westminister	Advancing Research Ideas on ISAs	
	Sat	8:00am	268	MAR:Wellesley	Demystifying the Revise and Resubmit Process
			279	HIL:Fenway Ballroom	Researching National Innovation Ecosystems
297			BCC:309	Introduction to Social Network Analysis	
307			BPP:Boylston	Philosophy of Science and Reliability Crisis	
308			BPP:Terrace	STR Teaching PDW: Hybrid and Online Teaching	
309			BPP:Grand Ballroom B	AI and Machine Learning as a Tool and Topic	
315			BCC:103	Junior Faculty Consortium - Saturday	
316			BCC:203	Behavioural Innovation	
317			BCC:313	2019 AOM TIM Doctoral Student Consortium - PART 2	
318			BCC:202	Competition and Cooperation for Tech Changes	
9:00am		339	BCC:104	Bayesian Statistics	
9:45am		347	SHR:Hampton AB	Case Teaching and Technology Adoption	
10:00am		361	BCC:306	TIM Meet the Editors	
10:15am		373	BPP:Terrace	Computational Models in Behavioral Strategy	
		378	MAR:Provincetown	Crowdfunding	
11:15am		385	BCC:202	Building Novel Theory from Hot Topics	
		387	HIL:Westminister	Global Innovation and International Strategy	
12:00pm		399	BCC:304	TIM Distinguished Scholar Luncheon	
12:15pm		407	BPP:Whittier	Formal Modeling in Management Research	
		408	BCC:206	Researching Design Thinking Implementation	
1:30pm		435	BPP:Boylston	Strategy Field Experiments	
		436	BCC:203	TIM Doctoral Research Development Workshop	
1:45pm		442	BCC:204	How to do an Effective Peer Review	
2:00pm		447	BCC:302	Lean Startups and Innovation Strategy	
2:45pm		462	BCC:104	Advances in Patent Research	
4:15pm		492	BCC:206	Industry Emergence: Technology and OT Perspectives	
5:00pm		503	HIL:Westminister	Digitization, Platforms and International Business	
		506	BCC:203	TIM Research Networking	
5:15pm		508	BPP:Cambridge	Coopetition - A New Type of Dominant Logic?	
Sun		7:30am	550	BCC:205	Welcome to TIM Orientation Breakfast
			670	BCC:103	Corporate Strategy & Innovation
		12:30pm	671	BCC:104	Innovation & Networks
	672		BCC:204	Novelty and Radicalness	

Technology & Innovation Management (cont.)

Day	Start	#	Location	Session Information
Sun	2:15pm	731	BCC:103	Digitization
		732	BCC:104	Innovation Process
		733	BCC:204	Perspectives on Innovation
	2:30pm	737	BCC:107	TIM Best Dissertation Presentations
	3:30pm	763	BCC:108	TIM Executive Committee Meeting
	4:00pm	793	BCC:103	Government and Innovation
		794	BCC:104	Intellectual Property
	5:30pm	811	BCC:208	TIM Business Meeting
	6:30pm	829	BCC:207	TIM Social
	Mon	7:00am	842	BCC:107
8:00am		915	MAR:Grand Ballroom Salon K	JS: Algorithms at Work
		949	BPP:Georgian	JS: Drivers of Governance Modes and Reconfiguration
		950	BPP:Grand Ballroom B	JS: Research Frontier of Platform-Based Ecosystems
		956	BCC:108	External Sources of Innovation
		957	BCC:110	Knowledge-based Acquisitions
		958	BCC:111	Ecosystems & Platforms: Perspectives on Ecosystems
		959	BCC:203	TIM Conversations - AI and Human Interaction
		960	BCC:204	Open Innovation: Community and User Innovation
		961	BCC:205	TIM Conversations - Modularity and Design
		962	BCC:206	Technological Change: Digital Transformation
		963	BCC:305	The role of CEOs in Innovation
964		BCC:302	JS: Strategic Disclosure of Innovation	
9:45am		1007	MAR:Grand Ballroom Salon K	JS: Digital "x": Theorizing Digital in Management
		1054	BPP:Grand Ballroom B	JS: Managing Multi-Sided Platforms
		1055	BPP:Arlington	JS: M&A Success and Post-Merger Integration
		1056	BPP:Georgian	JS: Resource Redeployment and Corporate Strategy
		1057	BCC:110	Strategic Drivers of Innovation
		1058	BCC:111	Ecosystems & Platforms: Platform Business Models
		1059	BCC:203	TIM Conversations Collaboration&Diversity in Teams
		1060	BCC:204	Open Innovation: Knowledge Sourcing and Flows
		1061	BCC:205	Supply and Demand in Knowledge-Intensive Industry
		1062	BCC:206	TIM Conversations - Incumbent Disruption
		1063	BCC:303	Behavioral Perspectives on Innovation
1064		BCC:305	Organizational Innovation: Networks and Innovation	
1065		BCC:302	SHCS: Tech Platforms' Myth of Inclusion Drives Exclusion	
11:30am		1176	BCC:107	Technology Strategy and Competition: Alliances
		1177	BCC:110	Public Funding and Knowledge Dissemination
		1178	BCC:111	Ecosystems & Platforms: Platform Competition
		1179	BCC:203	Individuals and Innovation
		1180	BCC:204	TIM Conversations Crowd-based funding & evaluation
		1181	BCC:205	Innovation Processes: Multi-level Design Processes
		1182	BCC:303	Corporate Generation of Knowledge
	1183	BCC:305	Organizational Innovation: New Ventures	
1184	BCC:302	JS: Ecosystem Research 2.0: Where Next?		
1:15pm	1265	MAR:Grand Ballroom Salon K	JS: How People Respond to Digital Actors & Algorithms	
	1281	BCC:210	JS: Framing Strategies in Innovation Contexts	
	1310	BPP:Arlington	SHCS: AI & the Next Frontier of Organizational Modeling	
	1312	BCC:304	Plenary on Emerging Technologies	

Technology & Innovation Management (cont.)

Day	Start	#	Location	Session Information		
Mon	3:00pm	1387	MAR:Vermont	JS: Theorizing around the Hackathon Phenomenon		
		1425	BPP:Berkeley	JS: The Drone Industry: Market Formation and Evolution		
		1426	BPP:Beacon Hill	JS: Moving from Data to Managerial Decisions		
		1427	BPP:Arlington	SHCS: Advances in Corporate Scope & Theory of the Firm		
		1428	BPP:Statler	SHCS: Technology/Innovation and Nonmarket Strategy		
		1429	BCC:110	Patents, Regulation and Litigation		
		1430	BCC:111	Ecosystems & Platforms: Platform Firms		
		1431	BCC:203	Human Aspects of Innovation: Innovation Careers		
		1432	BCC:204	TIM Conversations - Modes of IP Rights Protection		
		1433	BCC:205	Innovation Processes: The Process of Innovation		
		1434	BCC:206	Innovation Adoption, Diffusion		
		1435	BCC:301	Managing Technology Trajectories		
		1436	BCC:305	TIM Conversations - Organization Design		
		1437	BCC:107	JS: Technology Acquisitions and Strategy		
		1438	BCC:302	JS: Microfoundations of Open Innovation		
			4:45pm	1538	BPP:Beacon Hill	JS: Managing Uncertainty: Tensions and Opportunities
				1539	BPP:Clarendon	JS: Firm & Industry Evolution: Deploying Capabilities
				1540	BCC:107	Firm-level Competitiveness
				1541	BCC:110	Publication and Science
1542	BCC:111			TIM Conversations - Platform Complementors		
1543	BCC:203			Inventor Collaboration		
1544	BCC:204			TIM Conversations - Open Innovation Studies		
1545	BCC:205			Social Process Underlying Innovation		
1546	BCC:206			Technological Change: New Technological Paradigms		
1547	BCC:305			Organizing for Innovation		
Tue	8:00am	1685	BCC:208	SHCS: Open Source Software Development and Organizations		
		1686	WES:Defender	JS: Producing Technological Futures		
		1709	BPP:Arlington	JS: Open Innovation and Climate Change		
		1710	BPP:Grand Ballroom B	JS: Perspectives on Ecosystem Research		
		1711	BPP:Boylston	JS: Innovation and Entrepreneurship in China		
		1716	BCC:107	JS: Understanding John Sutton's Influence on Strategy		
		1717	BCC:110	Industry Dynamics		
		1718	BCC:111	Ecosystems & Platforms: Building Ecosystems		
		1719	BCC:203	TIM Conversations - Protecting and Disclosing IP		
		1720	BCC:204	Government Incentives and Regulation		
		1721	BCC:205	Regimes and Institutions		
		1722	BCC:205	Regional Dynamics and Knowledge Flows		
		1722	BCC:301	TIM Conversations - Emerging technologies		
		1723	BCC:305	Inventors and Innovators		
		1724	BCC:206	JS: Makerspaces and Entrepreneurship		
	9:45am	1834	BPP:Arlington	JS: Power and Inequality in Platforms and Ecosystems		
		1836	BCC:107	Innovation Performance		
		1837	BCC:110	Innovation processes: Customers and Technology		
		1838	BCC:111	Open Innovation: Technology Sourcing		
		1839	BCC:203	Innovation Management		
		1840	BCC:204	TIM Conversations - Search and Innovation		
		1841	BCC:205	TIM Conversations University & Industry Connections		
		1842	BCC:206	SHCS: New Ways of Funding Science and Innovation		
		1843	BCC:301	Technological Change: Technology driven Change		
		1844	BCC:305	Team Dynamics, Incentives and Innovation		

Technology & Innovation Management (cont.)

Day	Start	#	Location	Session Information		
Tue	11:30am	1882	WES:Helicon	JS: Promoting Well-Being in Virtual Work		
		1955	BPP:Arlington	JS: Maps and Geography in Strategy and Innovation		
		1956	BPP:Boylston	JS: Competitive Dynamics and Resource Allocation		
		1957	BPP:Grand Ballroom B	JS: Coopetition and Innovation in the Digital Age		
		1958	BCC:107	Innovation Drivers		
		1959	BCC:110	Innovation Drivers & Processes		
		1960	BCC:111	Ambidexterity and Performance		
		1961	BCC:203	Institutions and Innovation		
		1962	BCC:204	Search & Knowledge Management		
		1963	BCC:205	TIM Conversations - Science and Commercialization		
		1964	BCC:301	TIM Conversations - The Digital Economy		
		1965	BCC:305	Leadership and Innovation		
		1966	BCC:206	JS: Inclusive Innovation Dialogue		
		1:15pm		2052	BCC:108	JS: Cognition: Perspectives on Innovation & Adaptation
				2053	BCC:208	JS: The Trust Machine? The Promise of Blockchain
				2076	BCC:107	Innovation Strategy
				2077	BCC:110	Innovation and Imitation across Boundaries
				2078	BCC:111	Networks and Collaboration
				2079	BCC:203	Novel Perspectives and Methods
2080	BCC:204			TIM Conversations - Entrepreneurial Ventures		
2081	BCC:206			Business Model Innovation and Change		
2082	BCC:301			Technological Change: Work and Technology		
2083	BCC:305			Trust, Culture and Innovation		
2084	BCC:205			JS: Network Churn		
3:00pm		2127	WES:Essex Center	JS: The Intersections of Cognition and Innovation		
		2188	BPP:Arlington	JS: Creating New Industries and Navigating Change		
		2189	BPP:Boylston	JS: Digital Transformation & Firm Innovative Strategy		
		2190	BCC:107	Inter-firm Collaboration		
		2191	BCC:110	Innovation Processes: Innovation with Constraints		
		2192	BCC:111	Ambidexterity and Organizations		
		2193	BCC:203	Patenting and Patent Value		
		2194	BCC:204	Search Proximity and Scope		
		2195	BCC:305	Perspectives on Diversity and Innovation		
		2196	BCC:301	JS: How Do Innovators Learn from Others?		
		2197	BCC:205	JS: Geography, Policy, and Ecosystem Emergence		
		2198	BCC:206	SHCS: Coordinating Ecosystems in New Industries		

In Conjunction With Activities

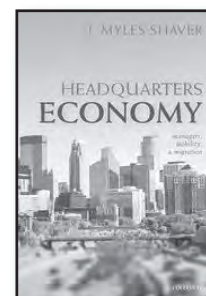
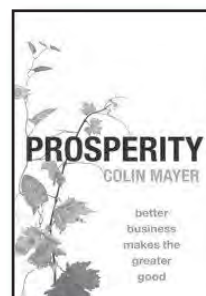
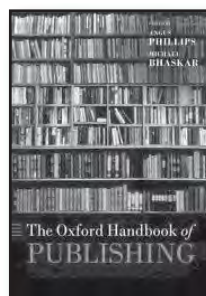
Program Chair: Quinetta M. Roberson, Villanova U.
Professional Development Workshop Chair: Herman Aguinis, The George Washington U.

Day	Start	#	Location	Session Information
Fri	6:00pm	243	SHR:Independence East	MMD Debriefing
Sat	9:00am	331	MAR:Maine	Organization Management Journal Annual Meeting
		332	SHR:Olmsted	Administrative Science Quarterly Editors Meeting
		333	BPP:Hancock	ODEA@AOM Meeting
	2:00pm	444	MAR:Columbus I	Palgrave Business History Meeting
	3:00pm	466	MAR:Provincetown	Journal of Family Business Strategy Board Meeting
		467	WES:Parliament	JMI Editorial Board Meeting
	4:30pm	494	BCC:204	ORM Editorial Review Board Meeting
		495	MAR:Boylston	NOCA Debriefing Session 2
	5:00pm	499	BCC:208	'Across the Universe' ULMS Drinks Reception
		500	BCC:210	University of Bath Reception
		501	BCC:304	CityU of HK Reception
		502	HIL:Mariner	Management Learning 'Meet the Editors' Social
	5:30pm	510	BCC:207	JSCM Reception and Awards
	6:00pm	517	BCC:202	CEIBS Reception
		518	BCC:302	Hong Kong PolyU MM Reception
		519	BCC:306	Reception by Dept. of Management, Chinese U of HK
		520	SHR:Back Bay Ballroom CD	Human Relations Reception
		521	SHR:Hampton AB	MMD Debriefing (2)
		522	BPP:Georgian	ISB Reception on Aug 10th, 2019
		6:30pm	529	BCC:311
	530	SHR:Commonwealth	CMSC Reunion	
Sun	7:30am	547	SHR:Constitution Ballroom A	POS Gathering
	8:00am	559	HIL:Fenway Ballroom	WU Vienna Breakfast Reception
	8:30am	570	BCC:303	JABS Editorial Review Board Meeting
	9:00am	586	SHR:Fairfax A	JME Ed Board Mtg
	10:00am	600	BCC:303	Group & Organization Management
		601	SHR:Back Bay Ballroom A	JME Special Issues Writers Workshop
		602	BPP:Whittier	Long Range Planning Editorial Board Meeting
	10:30am	611	WES:Great Republic	PPSYCH editorial board meeting
	11:00am	624	BCC:204	Organization Studies Editorial Board Meeting
	11:30am	631	BCC:301	ETP Senior Editors and Editors Meeting
	12:00pm	633	SHR:Beacon F	CVDL C5 Gathering
	1:00pm	675	SHR:Clarendon AB	IACMR Board Meeting
	2:00pm	690	SHR:Back Bay Ballroom D	ASQ Editorial Board Meeting
		691	SHR:Commonwealth	The Leadership Quarterly Editorial Board Meeting
		692	SHR:Hampton A	MTR Editorial Board Meeting
		693	BPP:Berkeley	EMR Board Meeting; DM/PhD Engaged Practitioners
		3:00pm	747	SHR:Back Bay Ballroom A
		748	SHR:Republic B	Administrative Science Quarterly Reception
	4:00pm	771	MAR:Regis	Business & Society Editorial Board Meeting
		772	SHR:Back Bay Ballroom A	NLS Awards Presentation
773		WES:Empire	HRMR Editorial Board Meeting	
4:30pm	795	FRM:Forum Room	NOCA Debriefing Session 3	
	796	SHR:Independence West	IACMR-RRBM Responsible Research Award Ceremony	
	797	WES:St George CD	JOM Awards Presentation	
5:00pm	803	FRM:State Suite AB	IIM Ahmedabad Social	
	804	MAR:Yarmouth	Information & Organization Editorial Board Meeting	
	805	SHR:Berkeley AB	London School of Economics Reception	
	806	SHR:Republic A	Network of Leadership Scholars (NLS) Reception	
5:30pm	809	MAR:Boylston	Identity in Purchasing and Supply Management	
	810	SHR:Liberty Ballroom A	Sigma Iota Epsilon Annual Reception	

In Conjunction With Activities (cont.)

Day	Start	#	Location	Session Information
Sun	6:00pm	815	BCC:202	Org. Studies & Org. Theory Reception
		816	BCC:301	O&E Editorial Review Board Meeting
		817	BCC:309	Reception hosted by BI Norwegian Business School
		818	SHR:Commonwealth	The HKUST Reception
		819	SHR:Independence East	MMD Debriefing (3)
	6:30pm	827	HIL:Belvidere Ballroom, Salon A	IIM Calcutta Social Reception
		828	HIL:Fenway Ballroom	Kauffman Networking Reception
	6:45pm	830	SHR:Back Bay Ballroom B	IACMR/MOR/GSM-PKU Joint Reception
	7:00pm	831	SHR:Liberty Ballroom B	Institute for Humane Studies Networking Reception
	8:00pm	833	BPP:Arlington	Management Faculty of Color Assn Business Meeting
Mon	7:00am	839	BCC:306	Christian Management Scholars Network Breakfast
		840	HIL:Belvidere Ballroom, Salon B	Family Business Review (FBR) Board Meeting
	12:00pm	1186	WES:America Center	JMS Editorial Board Meeting
	5:00pm	1550	HIL:Belvidere Ballroom, Salon B	IIM Bangalore Reception
	6:00pm	1554	SHR:Liberty Ballroom A	MMD Debriefing (4)
	7:30pm	1577	WES:Staffordshire Ballroom	Michigan Ross
	8:00pm	1583	MAR:Grand Ballroom Salon G	Annual BYU Ice Cream Social
	8:30pm	1585	BPP:Terrace	CWRU, WSOM, ORBH and DM Annual Reception
Tue	10:00am	1845	BPP:Whittier	Pass the Torch
	4:30pm	2199	FRM:State Suite B	NOCA Debriefing Session 4

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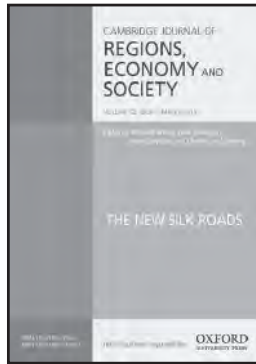
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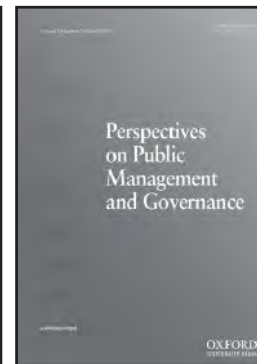
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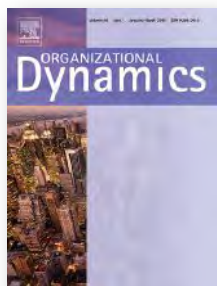
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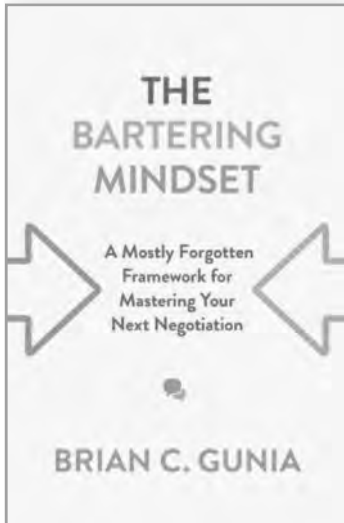
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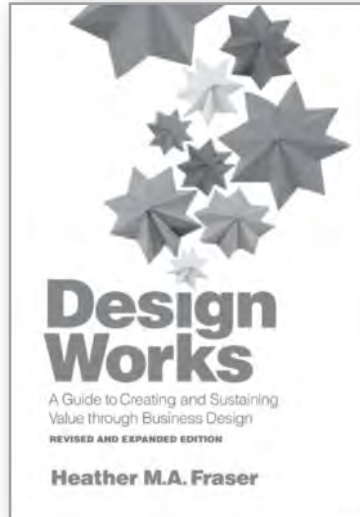
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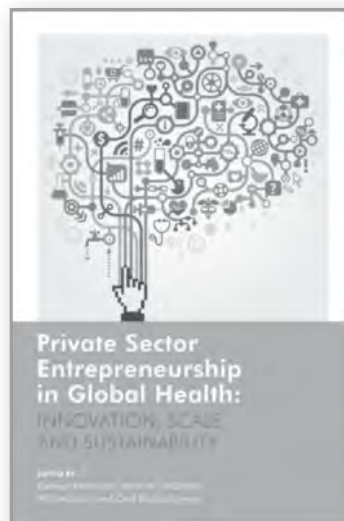
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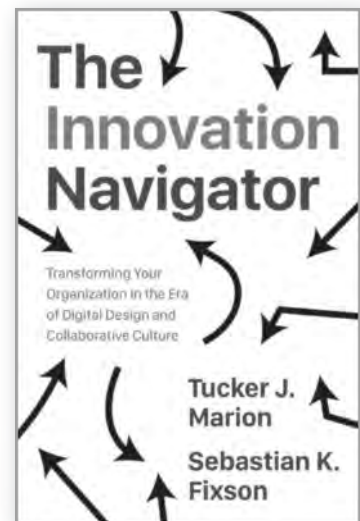
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Friday 12:01AM**1 : (SVC) Technology Center (Marriott)**

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.

2 : (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.

3 : (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.*

4 : (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.

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.

Organizers: Michael Smets, U. of Oxford; Lisa Ellen Cohen, McGill U.

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 Gabbioneta, 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 Schildt, 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. Aguilera, 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 Stopford Harvey, U. of Exeter

7 : (SVC) Conference Registration

7:30am - 8:00pm Boston Hynes Convention Center: Exhibition Hall A
Pre-Registration Badge Pick-up, Onsite Registration and Exhibitor/Press Registration

8 : (SVC) Express Self Check-In Kiosks (Hynes Convention Center - Hall A Foyer)

7:30am - 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.*

9 : (SVC) AOM Resource Center

7:30am - 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.

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 Boston: Essex Center
Organizers: David B. Zoogah, Xavier U.; Eileen Kwesiga, Bryant U.
Presenters: Moses N. Kiggundu, Carleton U.; Benedicta S. Quao, U. of Professional Studies, Accra, Ghana; David B. Zoogah, Xavier U.; Joseph Ebot Eyong, leadership
Participants: Elham Kamal Metwally, Adjunct Faculty; Richard Bawulengbeug Zoogah, 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. Zoogah, Xavier U.

17 🗣️ 📄 📱 📱: (CAR, GDO) The Career Experiences of Individuals with Autism: 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.
Presenters: Susanne Bruyere, Cornell U. Yang-Tan Institute; Tara Cunningham, Specialisterne USA; Caitlin Rosica, Thomas Jefferson U.; Gundars Kaupins, Boise State U.; Felice Klein, Boise State U.; Tim Chenoweth, Boise State U.; Jillian Saylor, Washington State U. Vancouver; Heather Jia, Illinois State U.; Christine Nittrouer, U. of Houston-Downtown; Jill Ann Hosmer-Jolley, California State U., Monterey Bay

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/PDWRreg>. The deadline to register online is August 1, 2019. This session is sponsored by FGV EAESP (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 Ulus, U. of Leicester; Marie Hasbi, U. paris 2; Garance Christine Marechal, U. of Liverpool; Patrizia Zaroni, U. Hasselt; Virpi Orvokki 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 Marriott 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 Klostén, Linköping U.; Sarfraz A. Mian, State U. of New York at Oswego; Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.; Phillip 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 Marriott 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-Oyry, 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

Facilitators: Jonathan Clark, U. of Texas At San Antonio; Cathleen O. Erwin, Auburn U.; Eric W. Ford, U. of Alabama, Birmingham; Jemima Frimpong, Johns Hopkins Carey Business School; Soo-Hoon Lee, Old Dominion U.; Shouu-Yih Daniel Lee, U. of Michigan, Ann Arbor; Rebecca S Wells, The U. of Texas

Moderators: Geoffrey Silvera, Auburn U.; Alden Lai, New York U.

Presenters: Lawton R Burns, The Wharton School, U. of Pennsylvania; Alberto Cardelle, Fitchburg State U.; Christy Harris Lemak, U. of Alabama, Birmingham; Hector P. Rodriguez, UC Berkeley; Jill A. Marsteller, Johns Hopkins Bloomberg School of Public Health

Participants: Ingrid Nembhard, The Wharton School, U. of Pennsylvania; Thomas D'Aunno, New York U.; Ann Scheck McAlearney, Ohio State U.; Deirdre McCaughey, U. of Calgary

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; Rebecca 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: Courier

Organizers: Elaine Farndale, Penn State U./ Tilburg U.; Frederick Morgeson, Michigan State U.; Eleni 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, Radha R. Sharma, MDI; Frederik Anseel, King's College London; Peter Odrakiewicz, Global Partnership Management Institute and GSW Milenium U.; Maria Victoria Caparas, U. of Asia & the Pacific; Sen Sendjaya, Swinburne U.; Maria Järilström, U. of Vaasa; Li-Yun Sun, Macau U. of Science and Technology; Arney Einarsdottir, U. of Iceland; József Poór, J.Selye U.; Svala Gudmundsdottir, 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 Ebisuya, 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 Gostauteite, 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 States

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 Creative Problem Solving – Envisioning a More Inclusive AOM Community

8:00am - 9:30am 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.
Presenters: Dawn M. Newman, Saint Louis U.; Janet Ann Kirby, -; Deborah Colwill, Trinity International 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 Paecpke-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 Thornthwaite, Macquarie U.

38 📖🗣️👥📖: (MSR) Strengthened Leadership/Management Through Inclusive Spiritual Practices: New Research & Tools

8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon B
Presenters: Nancy Sayer, Benedictine U.; Fahri Karakas, 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; Eleftheria 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 IJK
Coordinator: Isabel Rimanoczy, PRME Working Group on the Sustainability Mindset
Presenters: Aleandra Scafati, Pontificia U. Catolica Argentina; Karthyeni Sridaran, U. of Melbourne; Claudio Senna Venzke, U. Federal do Rio Grande do Sul; Marta Fabiano Sambiase, U. Mackenzie; Mehdi Majidi, George Washington U.; Aizhamal Sarbayeva, -; Alexander Tetteh Kwasi Nuer, U. of Cape Coast, Ghana; Shirley Mo Ching Yeung, Gratia Christian College Hong Kong; Ashish Pandey, Indian Institute of Technology, Bombay; Nisha Pandey, Vivekanand Education Society's Institute of Management, Mumbai, India; Radha Rani Sharma, Radha R. Sharma, MDI; Amelia N. Indrajaya, IPMI International Business School, Jakarta, (sekolah Tinggi Manajemen Ipmi); Beate Klingenberg, The Italian International Institute Lorenzo de'Medici; Henrietta Ngozi Onwuegbuzie, Lagos Business School Pan Atlantic U. Nigeria; Eunice Mareth Areola, U. of St. Gallen; Ekaterina A. Ivanova, The Russian Presidential Academy of National Economy and Public Administration; Yulia Aray, Graduate School of Management, St. Petersburg State U.; Isabel Rodriguez Tejedo, -; Fatima Annan-Diab, Kingston U.; Ana M. Pedraz Marcos, Kingston U., London; Anil K. Maheshwari, Maharishi U. of Management; Brian Martin Hanssen, New York U.; George L. De Feis, Stockton U.; Kent D. Fairfield, Fairleigh Dickinson U.; Marco Tavanti, DePaul U.; Richard Peregoy, U. of Dallas, Satish &

Yasmin Gupta College of Business; Margaret Goralski, Quinnipiac U.

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 Khalil 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: Fairfax AB

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

Facilitators: Amanda Hinojosa, Howard U.; Inga Jasmin Hoever, Erasmus U. Rotterdam; Howard Klein, Ohio State U.; Suzanne S. Masterson, U. of Cincinnati; Jeanine Pieterneel Porck, Oklahoma State U.; Elizabeth Eve Umphress, U. of Washington

Speaker: Don Vandewalle, 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.; Ean 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 Ehrhardt, U. of Colorado, Denver

Panelists: Sally Maitlis, U. of Oxford; John Paul Stephens, Case Western Reserve U.; Laura Morgan Roberts, U. of Virginia Darden School of Business; Julianna Pillemer, New York U.

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 (jgehman@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

Facilitators: Christine Beckman, U. of Southern California; Yerodin Sekou Bermess, The U. of Texas at Austin; Daniel Beunza Ibanez, Cass Business School, City U. London; Emily Cox-Pahnke, U. of Washington; Matthew Grimes, Cambridge Judge Business School; Martine Haas, The Wharton School, U. of Pennsylvania; Heather Haveman, U. of California, Berkeley; Pursey Heugens, Erasmus U. Rotterdam; Markus A. Höllerer, UNSW Sydney & WU Vienna; Jennifer Howard-Grenville, Cambridge Judge Business School; Brayden G. King, Northwestern U.; Brandon H. Lee, Melbourne Business School; Danielle Logue, U. of Technology, Sydney; Xiaowei Luo, INSEAD; Johanna Mair, Hertie School of Governance; Christopher Marquis, Cornell U.; Tim G. Pollock, U. of Tennessee, Knoxville; Silviya Svejenova, Copenhagen Business School; Anne S. Tsui, U. of Notre Dame; Marc Ventresca, U. of Oxford; Balagopal Vissa, INSEAD; April L. Wright, U. of Queensland; Tammar B. Zilber, Hebrew U. of Jerusalem; Konstantinos Andriopoulos, Cass Business School, City U. London

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

8:00am - 9:30am Boston Hynes Convention Center: 309

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: 205

Organizers: Laura Sunday, 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 Tripsas, 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 ➔🗺️🗺️: (ONE) **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 Degraevl, 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 Khalil, ICD international business school

Participants: Elisabeth Joyce, Edinboro U.; Yun Tan, Mitsui Kinzoku ACT (Shanghai) Management Co., Ltd; Weifang Zhao, -; Haibing Pan, Scott Systems China; Yi Ru Wu, -; Tony (Jiangping) Yu, Jiangsu Holysun 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
Organizers: Tine Koehler, U. of Melbourne; Lisa Schurer Lambert, Oklahoma State U.; Kathleen Keeler, The Ohio State U. Fisher College of Business; Zitong Sheng, Virginia Commonwealth U.
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
Panelists: Bradley R. Agle, Brigham Young U.; Michael L. Barnett, Rutgers U.; Bruce Barry, Vanderbilt U.; Jill Ann Brown, Bentley U.; Denis Collins, Edgewood College; Niki Den Nieuwenboer, U. of Kansas; Robert Edward Freeman, U. of Virginia; Michelle Greenwood, Monash U.; Jennifer Griffin, Loyola U. Chicago; Irene Henriques, York U.; Colin Patrick Higgins, Deakin U.; Arno Eerikki Kourula, U. of Amsterdam; Jae Hwan Lee, Hamline U.; Dirk Matten, York U.; Francois Neville, McMaster U.; Katherina Pattiit, U. of St. Thomas; Jared Peifer, City U. of New York, Baruch College; Kathleen Rehbein, Marquette U.; David Risi, U. of St. Gallen; Andreas Georg Scherer, U. of Zurich; Douglas A Schuler, Rice U.; Erica Steckler, U. of Massachusetts, Lowell; Harry J. Van Buren, U. of New Mexico; Pushpika Vishwanathan, U. of Amsterdam; David Wasieleski, Duquesne U.; Andrew C Wicks, U. of Virginia Darden School of Business; Donna J. Wood, U. of Northern Iowa, Emerita; Stelios C. Zyglidopoulos, Kedge Business School

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 Eabrasu**, 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@mcombs.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 Kuo-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 Zaheer**, 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 johnj2@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 Mulaa 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 Acquah**, 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**, Warwick 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 Dorobantu**, 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;

Danqing 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.

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://umassherst.co1.qualtrics.com/jfe/form/SV_clywmKNmEH4cPD7 An approval code will be issued in late June to register for this session. If you have any questions, please contact Michael 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 - 11:00am 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 Ahlstrom**, 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 🗄️→🗣️: (INDAM) **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. Budhwar**, Aston U.
Presenter: **Shlomo 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
Presenters: **Michael Barrett**, U. of Cambridge; **Johnathan Cromwell**, U. of San Francisco; **Heidi K. Gardner**, Harvard U.; **Giovanni Radaelli**, Warwick Business School

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) **Strategic Management Division Junior Faculty Teaching Consortium**

9:00am - 4:30pm Boston Park Plaza: Whittier
Interested participants should apply via the application website: <http://tinyurl.com/STRJrFacTeachConsortium2019>. Please contact the session organizer to obtain 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
Facilitators: **Allan N Afuah**, U. of Michigan; **Esteve Almirall**, ESADE Business School; **Gloria Barczak**, Northeastern U.; **Sabine Brunswicker**, Purdue U., West Lafayette; **Alberto Di Minin**, UC Berkeley; **John E. Ettlie**, Rochester Institute of Technology; **Dries Faems**, WHU; **Lars Frederiksen**, Aarhus BSS, Aarhus U.; **Marc B. Gruber**, Ecole Polytechnique Fédérale de Lausanne; **Stefan Haefliger**, Cass Business School, City U. London; **Dennis Hilgers**, Johannes Kepler U. Linz; **Keld Laursen**, Copenhagen Business School; **Ann Majchrzak**, U. of Southern California; **Kathrin Moeslein**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Ian**





McCarthy, Simon Fraser U.; Susanne Ollila, Chalmers U. of Technology; Markus Perkmann, Imperial College London; Frank T. Piller, RWTH Aachen U.; Marion Kristin Poetz, Copenhagen Business School; Jonathan Sims, Babson College; Anne L.J. Ter Wal, Imperial College Business School & ETH Zurich; Wim Vanhaverbeke, Neoma Business School and ESADE Business School; Ann-Kristin Zobel, ETH Zurich

77    : (TTC, ENT, OMT) **Growing the Seeds of Inclusive Practices - Off-Site Visit**





9:00am - 11:30am Offsite: Roxbury Innovation Center (RIC)
Registered PDW attendees should meet at the entrance to the RIC at 9:00 am. The RIC is 1.5 miles from the Hynes Convention Center, easily accessible via public transportation (e.g., Bus route 1) and rideshare services (e.g., Lyft). Please contact the session organizer to obtain the approval code.

Organizers: Natalie C. Cotton-Nessler, Bentley U.; Paul Prosper, U.S. Air Force Academy; Kimberly M Ellis, Florida Atlantic U.; Darryl Rice, Miami U.; J'Aime Jennings, U. of Louisville; Diane Lawong, Florida State U.; Courtney Hart, U. of Kentucky; Marcus Stewart, Bentley U.

Friday 9:15AM

78    : (HR) **Publishing in Top Tier US Journals for Non-US Scholars**

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 Kelliher, Cranfield U.; Sunghoon 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-Søderholm, 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.; Emilija Djurdjevic, U. of Rhode Island; Gretchen Gavett, -; Brad Harris, Texas Christian U.; Courtney Lynn McCluney, U. of Virginia Darden School of Business; Jaap Paauwe, 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
Moderator: Tyson Rallens, U. of Oxford, Said Business School



Presenters: David Wasieleski, Duquesne 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 Cattani, New York U.

Friday 9:45AM

82   : (AAM) **Corporate Reputation, Environment and Governance in Asia**




9:45am - 11:45am Boston Hynes Convention Center: 204
Chairs: Aditi Mitra, -; Sanjaya Singh Gaur, Sunway U.
Participants: Mary Philomena Anthony, Sunway U.; Yang Zhao, Department of Management, Sunway U. Business School; Shikui Gao, China U. of Geosciences (Beijing)

83   : (AFAM) **The Future of Management Education and Training in Africa in the Context of Globalization**

9:45am - 11:45am Westin Copley Place Boston: Helicon
This will be an interactive workshop. Based on relevant theories of business and models of managerial competence a comprehensive program for future management education and training is envisaged as the outcome.





Moderators: Baba Vishwanath, McMaster U.; Benson Honig, McMaster U.

Presenter: Joseph Ebot Eyong, leadership
Participants: Moses Acquah, U. of North Carolina, Greensboro; Ethel Brundin, Jonkoping International Business School; Bella Galperin, U. of Tampa; Lars Hartvigson, Jonkoping International Business School; Sibylle Heilbrunn, Kinneret Academic College; Haifa U.; Daniel LeClair, Global Business School Network; Terri R. Lituchy, CETYS U.; Mohammed Seid, Addis Ababa U.

84   : (CAR, SIM) **Sociopolitically Engaged Academics: Why, How, and Career Implications**

9:45am - 11:15am Sheraton Boston Hotel: Beacon A
Organizer: Ariane Berthoin Antal, WZB Berlin Social Science Center

Speakers: Ozan Nadir Alakavuklar, Utrecht U., School of Governance; Guillaume Carton, Institut Supérieur de Gestion; André Sobczak, Audencia Business School; Anna Svirina, Kazan National Research Technical U.

85    : (D&ITC, GDO, OB, HR) **Inclusive Academies: Understanding, Creating and Operating Inclusive Academies in Management**

9:45am - 11:45am Boston Hynes Convention Center: 203
Organizers: Arabella Mocchiari Li Destri, U. of Palermo; Sandro Castaldo, Bocconi U.; Laura Penco, U. of Genoa; Alessandra Perri, Ca' Foscari U., Venice

Speakers: Isabel Metz, Melbourne Business School, U. of Melbourne; David A. Kravitz, George Mason U.

Panelists: Melanie Bryant, Charles Sturt U.; Markus A. Höllerer, UNSW Sydney & WU Vienna; Alberto Pastore, U. of Rome La Sapienza; Susan Vinnicombe, Cranfield U.; Xavier Castaner, U. of Lausanne

86 🗣️📄: (ENT, OB, HCM) **Mental Health and Well-Being as the Link between Entrepreneurship and Leadership Research**

9:45am - 11:45am Boston Marriott Copley Place: Grand Ballroom Salon IJK
Please contact the session organizer to obtain the approval code
Organizers: Joel B. Carnevale, Syracuse U.; Peter Harms, U. of Alabama; Isabella Hatak, U. of St. Gallen; Phillip Phan, Johns Hopkins U.; Ute Stephan, King's College London; Johan Wiklund, Syracuse U.
Presenters: Robert A Baron, Oklahoma State U.; Shane Connelly, U. of Oklahoma; Marie Dasborough, U. of Miami; Dimo P. Dimov, U. of Bath; Maw-Der Foo, Nanyang Technological U.; Janaki Gooty, U. of North Carolina, Charlotte; Ilke Inceoglu, U. of Exeter; Dana Joseph, U. of Central Florida; Daniel Lerner, IE Business School; Timothy P. Munyon, U. of Tennessee, Knoxville; Marilyn Ang Uy, Nanyang Technological U.; Marcus Wolfe, U. of Oklahoma

87 🗣️➔🗣️: (GDO, HR, ODC, SIM) **Positioning Academics for Societal Impact**

9:45am - 11:15am Boston Park Plaza: Newbury
All attendees please bring either a lap top 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

88 🗣️📄📄: (HR) **The Use of Serious Games in HRM Research, Teaching and Practice**

9:45am - 11:15am Westin Copley Place Boston: Courier
Chairs: Luuk Collou, U. of Twente; Tanya Bondarouk, U. of Twente; Jeroen Meijerink, U. of Twente

89 📄: (HR, MED, TTC) **Innovative and Experiential Approaches to Teaching HRM I**

9:45am - 12:15pm Westin Copley Place Boston: Essex Center
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.

90 📄📄: (MED, RM) **The Multidimensionality of Scholarly Impact and the Future of Institutionalized Practice**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C
Organizers: Joowon Lee, George Washington U.; James R Bailey, George Washington U.; Nawaf Alabduljader, Kuwait U.; Ravi Ramani, Purdue U. Northwest

91 🗣️📄: (OMT, ENT) **Understanding the Foundation of the Social Sciences**

9:45am - 11:15am Boston Hynes Convention Center: 208
Participants: Russ McBride, U. of California, Merced; Teppo Felin, U. of Oxford; Michael D Ryall, U. of Toronto; Dimo 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.

92 ➔🗣️📄: (ONE, OMT, STR) **Management Research on Corporate Adaptation to Climate Change**

9:45am - 11:15am Westin Copley Place Boston: North Star
limit of 50 people to accommodate interaction
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

93 📄: (RM, MOC, OB, OMT, CAR) **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 Ladge, Northeastern U.; Kisha Lashley, U. of Virginia; Christi Lockwood, U. of Virginia - McIntire School of Commerce; Courtney R. Masterson, 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 - Católica Lisbon School of Business & Economics; Trish Reay, U. of Alberta; Kristie May Rogers, Marquette U.; Beth Schinoff, Boston College; Heather Ciara Vough, U. of Cincinnati; John A. Wagner, Michigan State U.

94 📄: (TIM) **Obtaining Data from the Internet: Data Crawling in Management Research**

9:45am - 11:45am Boston Hynes Convention Center: 205
Organizers: Dainis Zegners, Rotterdam School of Management, Erasmus U.; Jörg Claussen, LMU Munich & Copenhagen Business School

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

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 Hillon, 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. Olivias-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

Facilitators: Dorothea Roupni, Pennsylvania State U.; Jennifer Griffith, U. of New Hampshire; Renée Smith-Maddox, U. of Southern California; Stephanie L. Black, Texas A&M U., San Antonio

Discussants: Andrew Marcinko, Aston Business School; Christine Nittrouer, 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. Hiller, 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 - 12:00pm 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 - 12:00pm 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: Hamplon 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
Coordinators: **Jim Combs**, U. of Central Florida; **Jill R. Kickul**, USC Marshall School of Business; **John Martin Mueller**, St. Edward's U.

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. Olivias-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 - 12:15pm 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.; **Ivano 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 Trincherio**, CER GAS SDA Bocconi; **Paresh Wankhade**, Edgehill University, UK

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 10:30AM**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.
Participants: **Michelle Greenwood**, Monash U.; **Haridimos Tsoukas**, U. of Cyprus / U. of Warwick; **Cristina Neesham**, Swinburne U. of Technology; **Ali H. 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 Peticca-Harris**, Grenoble Ecole de Management; **David M. Boje**, New Mexico State U.; **Anna Stevenson**, Lund U., School 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.; **Berrin 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 Hirsch**, U. of Bern; **Bert Schreurs**, Vrije U. Brussel; **Jamie Jocelyn Ladge**, 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 Datta, S P Jain Institute of Management and Research; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Rupashree Baral, IIT Madras; Shivganesh 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 reinterpret 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 at ati.sasaki@lancaster.ac.uk.

Organizers: Roy R. Suddaby, 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: Chahrazad Abdallah, Singapore U. of Social Sciences; Katharina Ditttrich, Warwick Business School, U. of Warwick
Participants: Christina Angelika Wawarta, Warwick Business School; Katharina Ditttrich, Warwick Business School, U. of Warwick; Leonhard Dobusch, U. of Innsbruck; Vern Glaser, U. of Alberta; Feng Liu, Saint Mary's U., Canada; Krista Pettit, Richard Ivey School of Business; Violetta Splitter, U. of Zurich; Tamim Elbasha, Audencia Business School; Laure Cabantous, Cass Business School, City, U. of London; Loizos Th. Heracleous, U. of Warwick; Viviane Sergi, UQAM; Danielle Zandee, Nyenrode Business U.; Simone Gutzan, U. of St. Gallen; Jean-Pascal Gond, Cass Business School, City U. London

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
Presenters: Paolo Aversa, Cass Business School, City U. London; Grace Gu, Harvard U.; Andrei Hagiu, MIT Sloan School of Management; Marshall Van Alstyne, Boston U.; Feng Zhu, Harvard U.

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 Roeck, U. of Vermont; David A. Jones, U. of Vermont; Lindred L. Greer, U. of Michigan, Ross School of Business; Jasmien 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

Organizers: Anja Bodenschatz, Technical U. of Munich

Chair: Ulrike Schaede, 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 Uhl, 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 Lönnqvist, U. of Helsinki; Christoph Luetge, 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: Alnoor Ebrahim, Tufts U.; Arno Eerikki Kourula, U. of Amsterdam; Julia Roloff, Rennes School of Business; Mary Sully De Luque, Thunderbird School of Global Management at ASU; Harry J. Van Buren, U. of New Mexico
Coordinators: Lisa K. Hehenberger, ESADE 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 for approval code. 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).

Organizers: Gerardus JM Lucas, Nottingham U. Business School; Hugo Verver, Tilburg U.; Marino Van Zelst, Tilburg U.

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 Collage

127 🗨️📄: (STR, PNP) **Insider Econometrics: Advancing Management Research with Unique Organizational Data**

11:15am - 2:15pm Boston Park Plaza: Stalter

Organizers: Sergio G. Lazzarini (Inspere) Sandro Cabral (Inspere)
Panelists: Jackson Nickerson (Washington University in St. Louis), Tomasz Obloj (HEC Paris) Ricardo Rodrigues (Avon) Daniela Scur (MIT) Thomaz Teodorovicz (Inspere)

Organizers: Sergio Giovanetti Lazzarini, Inspere Institute of Education and Research; Sandro Cabral, Inspere Institute of Education and Research

Panelists: Jack A. Nickerson, Washington U.; Tomasz Obloj, HEC

Paris; Daniela Scur, Massachusetts Institute of Technology;

Thomaz Teodorovicz, Inspere 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

Speakers: Sebastian Gurtner, Bern U. of Applied Sciences; Julia Katharina Binder, École Polytechnique Fédérale de Lausanne

Friday 11:30AM

129 🗨️: (CM, OB) **Accountability and Power Struggles 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 U.

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-Mizaur, 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 Vandenbroucke, 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
Organizers: Sylvia Grewatsch, Ivey Business School; Steven Kennedy, Rotterdam School of Management, Erasmus U.
Discussants: A. Wren Montgomery, Ivey Business School; Panikos G. Georgallis, U. of Amsterdam; Garima Sharma, U. of New Mexico; Anna Kim, HEC Montreal; Daniel Nyberg, U. of Newcastle, Australia; Ralf Barkemeyer, Kedge Business School; Mark R. DesJardine, Penn State Smeal College of Business; Nancy Bocken, Lund U.; Erik G. Hansen, Johannes Kepler U. Linz; Olga Hawn, U. of North Carolina, Chapel Hill; Irene Henriques, York U.; Johannes Meuer, ETH Zurich; Natalie Slawinski, Memorial U. of Newfoundland; Paul Tracey, U. of Cambridge; Charlene E. Zietsma, Penn State U.; Tobias Hahn, ESADE Business School

135 : (RM, IM, OB, OMT, STR) **Natural Experiments in Management Research: A Hands-on Introduction and Paper Development Workshop**
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; Paulo Arvate, FGV-EAESP
Presenters: Simone Santoni, Cass Business School, City U. London; Mary-Hunter McDonnell, The Wharton School, U. of Pennsylvania; Michael C. Withers, Texas A&M U.

Friday 12:00PM

136 : (ENT, MH) **Entrepreneurship and History**
12:00pm - 2:00pm Boston Marriott Copley Place: Grand Ballroom Salon IJK
Chair: Trevor Lyle Israelsen, U. of Victoria (PhD Student)
Participants: David A. Kirsch, U. of Maryland; Christina Lubinski, Copenhagen Business School; Rob Mitchell, Colorado State U.; Daniel Raff, The Wharton School, U. of Pennsylvania; Andrew D A Smith, U. of Liverpool; Daniel Wadhvani, U. of the Pacific; Ricardo Zozimo, Lancaster U.

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
Speakers: Andrew Carton, The Wharton School, U. of Pennsylvania; Katherine Ann DeCelles, U. of Toronto; Rachel Arnett, The Wharton School, U. of Pennsylvania; Blake E. Ashforth, Arizona State U.; Susan J. Ashford, U. of Michigan

139 : (ONE) **Strategies for Managing Uncertainty: Hedging in the Energy Industry**
12:00pm - 1:30pm Westin Copley Place Boston: Adams/Parliament
Participants: Alfred Marcus, U. of Minnesota; Jorge Rivera, George Washington U.; Juan-Alberto Aragon-Correa, U. of Granada; Moshe Farjoun, York U.; Timo Busch, U. of Hamburg; Tobias Hahn, ESADE Business School; Sanjay Sharma, U. of Vermont; Gunneeta Vasudeva, U. of Minnesota; Jeff York, U. of Colorado Boulder

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 Results; Anne Kathrine 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 Olesen, UKON Human Results

141 : (PUBS) **AMD Shark Tank PDW**
12:00pm - 2:00pm Sheraton Boston Hotel: Fairfax AB
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 🗣️👤: (MC, MSR) 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 PDW 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 Riivari, U. of Jyväskylä; Jason M. Pattit, U. of St. Thomas; Kenneth Molbjerg Jorgensen, Aalborg U.; Debapratim 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 Schrempf-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 Bévort, Copenhagen Business School; József Poór, J.Selye 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. DeChurch, Northwestern U.*Facilitators:* Raquel Asencio, Purdue U., West Lafayette; Dorothy R. Carter, U. of Georgia*Presenters:* Ethan Scott Bernstein, Harvard Business School; Mark A. Clark, American U.; Noshir Contractor, Northwestern U.; M. Travis Maynard, Colorado State U.; Lindsay Elizabeth Larson, Northwestern U.; Thomas Alexander O'Neill, U. of Calgary; Patricia Satterstrom, New York U.; Holly Schroth, U. of California, Berkeley; Stephen J. Zaccaro, George Mason U.**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 Wadhvani, U. of the Pacific*Chairs:* Gino Cattani, New York U.; Yasuo Sugiyama, Kyoto U.*Discussant:* Daniel Wadhvani, 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*Panelists:* Katherine W. Phillips, Columbia U.; Lindred L. Greer, U. of Michigan, Ross School of Business; Nathan Pettit, New York U.; Jayanth Narayanan, National U. of Singapore; Elizabeth Margaret Campbell, U. of Minnesota; Kyle J. Emich, U. of Delaware; Kira Franziska Schabram, U. of Washington**151 🗣️👤: (CMS, D&ITC) Organizational Fringework: Methodological Incursions into Research and Inclusivity**

1:00pm - 2:30pm Hilton Boston Back Bay: Adams B

Organizers: Torkild Thanem, 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 Lillevik, College of New Jersey; Kahlil 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.

Panelists: Katalin T. Haynes, U. of Delaware; Aaron Hill, U. of Florida; Michael A. Hitt, Texas A&M U. / Texas Christian U.; Donald Neubaum, Florida Atlantic U.; G Tyge Payne, Texas Tech U.; Kai Xu, U. of Texas At San Antonio

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; Kathleen De Stobbeleir, 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.

Presenters: Richard C. Hoffman, Salisbury U.; Marjorie Kelly, The Democracy Collaborative; Douglas Kruse, Rutgers U.; Nancy B Kurland, Franklin & Marshall College; Ian MacFarlane, EA Engineering, Science, and Technology, Inc., PBC; Francesca Nugnes, untfsse

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 Söderlund, BI Norwegian Business School; Fredrik Tell, Uppsala U.

160 🗣️📱👤: (OMT, 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, ICD 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 Noguera, U. Paul Valery, Montpellier; Jean-Michel Plane, U. Paul Valery, Montpellier; 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.; Haibing Pan, Scott Systems China; Tony (Jiangping) Yu, Jiangsu Holysun Electronic Technology Co; Yi Ru Wu, -; Weifang Zhao, -; Yun Tan, Mitsui Kinzoku ACT (Shanghai) Management Co.,Ltd; Christina Ying, CSC capital management; Alana Pierce, HEC Montréal; Omaya Kuran, U. of Balamand; Ziad Nabil Nehme, U. of Balamand; Fatiha Fort, -; Olivier Voyant, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

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.

Organizers: Lisa Day, U. of Liverpool; Rangapriya Kannan-Narasimhan, U. of San Diego; Katharina Dittrich, Warwick Business School, U. of Warwick
Speakers: Paula Jarzabkowski, City U. London; Eero Vaara, Aalto U. School of Business; Saku Mantere, McGill U.; Rebecca Bednarek, Victoria Business School; Saouré Kouamé, 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 aompdworgdesign2019@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 Csaszar, 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
Distinguished Speakers: Sabine Hoidn, U. of St. Gallen; Kim Gower, U. of Mary Washington
Chairs: Emmanuel Monod, Shanghai SUIBE U.; Michal Biron, U. of Haifa; Olivia Hernandez-Pozas, Tecnológico de Monterrey
Discussant: Sergio Madero, Tecnológico de Monterrey
Presenters: Madina Rival, LIRSA-Cnam Paris; Vance Johnson Lewis, U. of Central Arkansas; Ushe Makambe, -; 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
Organizers: Deborah A. O'Neil, Bowling Green State U.; Corrie Voss, Bowling Green State U.; Jackie Milbrandt, U. of St. Thomas; David Jamieson, U. of St. Thomas

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 Courtright, Texas A&M U.
Chairs: Caren Goldberg, Bowie State U.; Suzanne C. De Janasz, George Mason U.
Participants: Lynn Bowes-Sperry, Western New England U.; Scott J Behson, 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; Smriti 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, Shippensburg 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. Crocitto, 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
Panelists: Modupe Akinola, Columbia U.; Dolly Chugh, New York U.; Sally Maitlis, U. of Oxford; Niro Sivanathan, London Business School

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

Facilitators: Rebecca Bednarek, Victoria Business School; Eric Knight, U. Of Sydney; Josh Keller, U. of New South Wales; Linda L. Putnam, U. of California, Santa Barbara; Jonathan Schad, Cass Business School, City, U. of London; Dustin J. Slesman, U. of Delaware; Tatbeeq Raza Ullah, Umeå School of Business and Economics, Umeå U.

Discussant: 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.

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 Pfarrer, U. of Georgia; Jason Kiley, Oklahoma State U.

Facilitators: Aaron Anglin, Texas Christian U.; John R.

Busenbark, U. of Notre Dame; Jonathan Nicholas Bundy, Arizona

State U.; Daniel Gamache, U. of Georgia; Lorenz Graf-Vlachy, U.

of Passau; Timothy Hannigan, U. of Alberta; Andreas Sebastian

Konig, U. of Passau; Abbie Griffith Oliver, Georgia State U.;

Rhonda K. Reger, U. of Missouri; Shane Reid, U. of Oklahoma;

Jeremy Collin Short, U. of Oklahoma; Xinran Joyce Wang, U. of

Missouri; Miles A. Zachary, Auburn 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

Friday 1:45PM172 📄🗣️📄: (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: (GIBS) 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 Houvet: 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

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"

(Kreiner, Hollensbe, & 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 generally into grounded theory). Reading

it ahead of time will be necessary for many of our tips/insights to make sense.

Organizers: Glen E. Kreiner, Pennsylvania State U.; Elaine Cahalan Hollensbe, U. of Cincinnati; Mathew Laurence Sheep, Florida Gulf Coast U.

Friday 2:00PM173 📄: (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 Pijl, U. of Pittsburgh; Christian Resick,

Drexel U.; Kristie May Rogers, Marquette U.; John Paul

Stephens, Case Western Reserve U.

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) **LGBTQQA+ 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.; **Michel 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 - 3:30pm 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 Coglisser**, Texas Tech U.; **Elizabeth George**, U. of Auckland; **Abbie Griffin**, U. of Utah; **Christina Shalley**, Georgia Institute of Technology; **Mary Uhl-Bien**, Texas Christian U.; **Silviya Svejenova**, 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. Hearld**, 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.

Facilitators: **Michal Biron**, U. of Haifa; **Joseph P. Broschak**, U. of Arizona; **Zhaoli Song**, National U. of Singapore; **Samantha A. Conroy**, Colorado State U.; **Anthony J. Nyberg**, U. of South Carolina; **Barry Gerhart**, U. of Wisconsin, Madison; **Ingrid Fulmer**, Rutgers U.; **Patrick F. McKay**, Rutgers U.; **Sabrina DeeAnn Volpone**, U. of Colorado, Boulder; **Mo Wang**, U. of Florida; **David J Woehr**, U. of North Carolina, Charlotte; **Dana B. Minbaeva**, Copenhagen Business School; **Michael Howe**, Iowa State U.; **Mevan M. Jayasinghe**, Michigan State U.; **Maria Kraimer**, Rutgers U., School of Management and Labor Relations; **Juan I. Sanchez**, Florida International U.; **Murray R. Barrick**, Texas A&M U.; **Erich C. Dierdorff**, DePaul U.; **Ronald F. Piccolo**, U. of Central Florida; **Jason Dahling**, College of New Jersey; **Christopher M. Berry**, Indiana U.; **Chu-Hsiang Chang**, Michigan State U.; **Jeremy M. Beus**, Louisiana State U.; **David A Hofmann**, U. of North Carolina, Chapel Hill; **Angelo J. Kinicki**, Arizona State U.; **Cheri L. Ostroff**, U. of South Australia; **Nikolaos E. Dimotakis**, Oklahoma State U.; **Bard Kuvaas**, BI Norwegian Business School; **Christopher C. Rosen**, U. of Arkansas; **Shuhua Sun**, Tulane U.; **Jenna Renae Pieper**, U. of Nebraska, Lincoln; **Jerel Slaughter**, U. of Arizona; **Daniel Turban**, U. of Missouri; **Brian W. Swider**, U. of Florida; **Chad Van Iddekinge**, Florida State U.; **Denise Potosky**, Pennsylvania State U., Great Valley; **Kaifeng Jiang**, Ohio State U.; **Rebecca Rheinhardt Kehoe**, Cornell U.; **Corine Boon**, U. of Amsterdam; **Songqi Liu**, Georgia State U.; **Anthony Klotz**, Texas A&M U.; **Wendy R Boswell**, Texas A&M U.; **Talya N. Bauer**, Portland State U.; **Kristen Price Jones**, U. of Memphis; **James Summers**, Iowa State U.; **Justin Weinhardt**, U. of Calgary; **Bradford S. Bell**, Cornell U.; **Traci Sitzmann**, U. of Colorado, Denver; **Michael Frese**, National U. of Singapore; **Anthony R. Wheeler**, West Chester U. of Pennsylvania; **Ryan D. Zimmerman**, Virginia Tech; **Clint Chadwick**, U. of Kansas; **Brian Harney**, Dublin City U.; **Theresa M. Welbourne**, U. of Alabama; **Sarah Doyle**, U. of Arizona; **David Collings**, Dublin City 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.; **Bramme Sonnentag**, 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 🗣️➔📖🗣️👤: (ODC, CMS) **Diversity and Precarious Work during Socio-Economic Upheaval: Exploring the Missing Link**

2:00pm - 4:00pm Boston Park Plaza: White Hill

Organizers: **Elina Meliou**, Aston Business School; **Joana Vassilopoulou**, Brunel Business School

Facilitators: **Natalia Slutskaya**, U. of Sussex; **Tania Jain**, U. of Oxford; **Florence Villeseche**, Copenhagen Business School; **Angela Kornau**, Helmut Schmidt U.; **Lotte Holck**, Copenhagen Business School; **Ileana Steccolini**, Newcastle U.; **Helen Mussell**, Cambridge U.; **Kimberly Dillaby**, Newcastle U.; **Nour Nicole Dados**, Macquarie U.

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: Quy Nguyen Huy, INSEAD; Dolly Chugh, New York U.; Melissa Graebner, 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

Discussant: Stojan Debariliev, Ss Cyril and Methodius U.

Presenters: 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 Scutto, U. of Turin; Erik Stam, Utrecht U.; David Urbano, U. Autònoma de Barcelona; Olli Vuola, Georgia Institute of Technology; Bernd Wurth, U. of Strathclyde; Ted Zoller, UNC Chapel Hill Kenan-Flagler Business School

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

Organizers: Federica De Stefano, The Wharton School, U. of Pennsylvania; Matthew James Bidwell, U. of Pennsylvania
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 Inclusive Organizations and Autism @ Work**

2:30pm - 4:00pm Boston Park Plaza: Statler

Please email Susan Hayward at susan.hayward@mq.edu.au that you will be attending so that she can send you brief background material to read prior to attending the session. Please contact the session organizer to obtain the approval code.

Organizers: Anna Krzeminska, Macquarie U.; Charmine E. J. Hartel, U. of Queensland; Susan Hayward, Macquarie U.

Presenter: Justin Carrero, U. of Queensland Business School

189 🌐➔✈️🗣️: (IM, STR, SAP) **How to Write Articles for Practitioner Journals such as CMR, HBR and SMR**

2:30pm - 4:00pm Hilton Boston Back Bay: Belvidere Ballroom, Salon A

Chair: George S. Yip, Imperial College Business School
Speakers: George S. Yip, Imperial College Business School; Rita Gunther McGrath, Columbia U.; Gundars Strads, -; Bruce Posner, MIT Sloan Management Review

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.; Georgianna Melendez, U. of Massachusetts Boston; Alison Pullen, Macquarie U.; Fernanda Filgueiras Sauerbronn, U. Federal do Rio de Janeiro; Sheena Vachhani, Department of Management, U. of Bristol, UK

Speakers: Mark Edward Meaney, U. of Colorado, Boulder; Mary Sue Love, Southern Illinois U., Edwardsville; Janet E. Salmons, Vision2Lead; Gregory K. Stephens, Texas Christian U.; J Goosby Smith, The Citadel, Charleston, SC; Margaret A. White, Maynooth U., Ireland

Participants: Gwendolyn Combs, U. of Nebraska, Lincoln; Amanda Hinojosa, Howard U.; Michàlle Mor Barak, U. of Southern California; Lynn Offermann, George Washington U.; Sanjeeva Samanmali Perera, U. of South Australia; Tal Simons, Tilburg U.; Tiffany Trzebiatowski, U. of Massachusetts, Amherst; Yang Yang, Rowan U.; David B. Zoogah, Xavier U.; David A. Kravitz, George Mason U.; Waheeda Lillevik, 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 Fourné, 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; Majja 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 Rajadhyaksha, 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*

Friday 3:00PM

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*

197 : (PUBS) Meet the AMP Editors

3:00pm - 4:00pm Boston Hynes Convention Center: Exhibition Hall A
Come meet the editor of AMP, Phillip Phan, 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: *Phillip Phan, Johns Hopkins U.*

198 📖: (PUBS) AMLE PDW: The Scholarship of Teaching, Learning, and Education

3:00pm - 4:00pm Sheraton Boston Hotel: Gardner AB
 AMLE PDW: *The Scholarship of Teaching, Learning, and Education*

Friday 3:15PM

199 📖🗣️🗣️🗣️: (AAM) Organizational Excellence in Asian Context: Implications for Business Education

3:15pm - 5:45pm Boston Hynes Convention Center: 204
 Organizers: *Yama Temouri, U. of Wollongong in Dubai; Flevy Lasrado, U. of Wollongong in Dubai; Vijay Edward Pereira, Khalifa U., Abu Dhabi, UAE; Ashish Malik, Newcastle U.*
 Presenter: *Shlomo Yedidia Tarba, U. of Birmingham*

200 🗣️🗣️🗣️: (MC, CM) Constructive Use of Power in Understanding the Inclusive Organization

3:15pm - 4:45pm Boston Park Plaza: Arlington
 Presenters: *Morten Kusk Fogsgaard, Aalborg U.; Claus Westergaard Elmholdt, Aalborg U.; Kasper Elmholdt, Aalborg U.; Anne Kathrine Kirk Bebe, UKON*

201 📖: (MED, TTC) Being One of the Best: Applying Bain's Recommendations to Management Education

3:15pm - 4:45pm Sheraton Boston Hotel: Liberty Ballroom C
 Organizer: *Thomas Arthur Conklin, Georgia State U.*
 Participants: *Artemis Boulamatsi, Georgia State U.; Ryan Phillip Currie, Abraham Baldwin Agricultural College; Joseph M. Goodman, Illinois State U.; Leah Katell Grubb, East Carolina U.; Nathan S. Hartman, Illinois State U.; Joy Humphries Karriker, East Carolina U.; Eric Kinnamon, Alabama A&M U.; Leah Katell Grubb, East Carolina U.*

202 📖: (OMT, STR, OB, TIM) Evidence Presentation: How to Visualize Your Data and Why It is Important

3:15pm - 4:45pm Boston Hynes Convention Center: 205
 Organizers: *Anne Bowers, U. of Toronto; Amy Zhao-Ding, INSEAD*
 Presenters: *Michael A. Bikard, INSEAD; Ryan L. Raffaelli, Harvard U.; Aruna Ranganathan, Stanford U.; Florenta Teodoridis, California Southern U.; Keyvan Vakili, London Business School; Christopher B. Yenkey, Darla Moore School of Business, U. of South Carolina*
 Panelists: *Mary J. Benner, U. of Minnesota; Henrich Greve, INSEAD; Christopher I. Rider, U. of Michigan, Ross School of Business; Marc-David Seidel, U. of British Columbia*

203 : (PTC) Inclusiveness of Practice-Oriented Research Across AOM Divisions and Journals

3:15pm - 5:15pm Sheraton Boston Hotel: Hampton AB
 Organizers: *Yue Cai Hillon, Western Carolina U.; Mark Hillon, Lafayette Institute*
 Distinguished Speaker: *Usha C.V. Haley, Wichita State U.*

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 P. Antonacopoulou, U. of Liverpool

204 📄: (SAP, RM, OMT) **Qualitative Analysis Boot Camp IV: Working with different types of data**

3:15pm - 5:45pm 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 for the approval code at asmith51@utk.edu.

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.; Sotirios 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 Brookes, 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; Isin 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

Organizers Prof Caren Scheepers: Gordon Institute of Business Science, Prof Ofer Zwikael: ANU College of Business and Economics. Panel members Agnes Ruoro, Strathmore Business School, Prof Ethne Swartz: Feliciano School of Business, Dr Daniela Gimenez Jimenez: Technische Universität München, Germany Prof Nasima Carrim: University Pretoria, South Africa Dr Anastacia Mamabolo, GIBS, Dr Kerrin Myres, GIBS

Organizers: Caren Brenda Scheepers, Gordon Institute of Business Science; Ofer Zwikael, Australian National U.
Panelists: Agnes Ruoro, STRATHMORE BUSINESS SCHOOL; Ethne Swartz, Montclair State U.; Nasima Mohamed Hoosen Carrim, GDO; Anastacia Mamabolo, GIBS / U. of Pretoria; Kerrin Myres, GIBS / U. of Pretoria; Daniela Alejandra Gimenez Jimenez, TUM School of Management, Technische U. München

208 🗣️👤: (MC, ODC) **Management Consulting Practices and Technics of Inclusive Organizations in Cross-Cultural Context**

3:30pm - 5:30pm Boston Park Plaza: Newbury
Organizer: Maite Rateau, ISEOR, Magellan, IAE Lyon, U. Jean Moulin
Distinguished Speakers: Peter Sorensen, Benedictine U.; Therese F. Yaeger, Benedictine U.

Chair: Amandine Savall, ISEOR
Presenters: Lara Khabbaz, Notre Dame U.-Louaize; Ziad Nabil Nehme, U. of Balamand; Jocelyne Boulos Eid, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

209 🗣️👤: (OB) **Publishing in Top International Journals – Why and How?**

3:30pm - 5:30pm Sheraton Boston Hotel: Independence East
Organizers: Kyle Ehrhardt, U. of Colorado, Denver; Minna Marinova Paunova, Copenhagen Business School
Panelists: Jonathan Pinto, Imperial College London; Dermot Breslin, U. of Sheffield; Matthew A. Cronin, George Mason U.; Trish Reay, U. of Alberta; Riikka Sarala, U. of North Carolina, Greensboro; Nick Turner, U. of Calgary

210 📄🗣️👤: (OB, MED) **Teaching Positive Relationships (Across Differences) at Work**

3:30pm - 6:30pm Sheraton Boston Hotel: Fairfax AB
Please contact the session organizer at kgibson@babson.edu, to obtain the approval code.
Organizers: Jason Kanov, Western Washington U.; Kerry Roberts Gibson, Babson College
Presenters: Kristina Marie Workman, Cornell U.; Stephanie J. Creary, The Wharton School, U. of Pennsylvania; Laura Morgan Roberts, U. of Virginia Darden School of Business; Brent John Lyons, Schulich School of Business

211 🗣️👤: (STR, MC, SAP) **The Evolutionary Dynamics of Corporate Strategy**

3:30pm - 6:00pm Boston Park Plaza: Grand Ballroom B
Organizer: Lalit Manral, U. of Central Oklahoma
Participants: Alan Amling, Kennesaw State U.; Robert A Burgelman, Stanford U.; Xavier Castaner, U. of Lausanne; David J. Collis, Harvard U.; Benjamin Gomes-Casseres, Brandeis U.; Tomi MM Laamanen, U. of St. Gallen; Doug Miller, Rutgers Business School; Willy Shih, Harvard Business School; Yuliya Snihur, Toulouse Business School; J C. Spender, Kozminski U.; Llewellyn D W Thomas, LaSalle U. Ramon Llull; Irving Wladawsky-Berger, IBM

Friday 3:45PM**212 🗺️: (TTC) Teaching and Learning with Humor: A Tool for Successful Education**

3:45pm - 5:45pm Boston Marriott Copley Place: Provincetown

Organizers: William Obenauer, Rensselaer Polytechnic Institute; Florian Findler, WU Vienna U. of Economics and Business**Presenters:** Andre Martinuzzi, WU Vienna U. of Economics and Business; Lisa T. Stickney, U. of Baltimore; Smriti Anand, Illinois Institute of Technology Stuart School of Business; G. James Lemoine, U. at Buffalo, The State U. of New York

Business School; Mariella Miraglia, U. of Liverpool; Pawan S. Budhwar, Aston U.

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**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; Chunguang 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 (CfP) 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 CfP. 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****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 Groutsis, 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 Cutcher, U. Of Sydney; Kathleen Riach, Monash U.**Facilitators:** Dorothea Roumpi, Pennsylvania State U.; Florence Villeseche, Copenhagen Business School; Niki T. Dickerson, -
Discussants: Diane Rongo Ruwhiu, U. of Otago; Elina Meliou, Aston Business School; Joana Vassilopoulou, Brunel Business School; Sarosh Asad, Copenhagen Business School; Vanessa Bernauer, Helmut Schmidt U.; Zubeida Rossenkhan, Sunway U. Business School; Yuka Fujimoto, Sunway 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 recent version of your management education and learning manuscript for this workshop to mgmtdlearnwritersworkshop@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 Elsass, Clark U/Organization Management Journal; Charles Fornaciari, La Salle U.; Cynthia

Fukami, U. of Denver; **Thomas F. Hawk**, Frostburg State U.; **Olivia Hernandez-Pozas**, Tecnologico de Monterrey; **Patricia R. Hedberg**, U. of St. Thomas; **Kathleen Hess**, Salem State U.; **Stephen J Jaros**, Southern U.; **Mark Learmonth**, Durham U.; **Laurie L. Levesque**, Suffolk U.; **Gavriel Meirovich**, Salem State U.; **Dirk C. Moosmayer**, Nottingham U. Business School China; **Leah Ellen Ritchie**, Salem State U.; **Rita J. Shea-Van Fossen**, Nova Southeastern U.; **Shalei Simms**, State U. of New York College at Old Westbury; **James C. Spee**, U. of Redlands; **John B. Stark**, California State U., Bakersfield; **Paul W. Thurston**, Siena College; **Carolyn Wiley**, Roosevelt U.
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 - 7:30pm Sheraton Boston Hotel: Commonwealth
Organizers: Keith Norman Leavitt, Oregon State U.; **Ashleigh Shelby Rosette**, Duke U.
Speakers: Tsedal Neeley, Harvard U.; **Bradley L. Kirkman**, North Carolina State U.
Participants: Sandy Lim, National U. of Singapore; **Markus Groth**, UNSW Sydney; **Brooks C Holtom**, 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**, -; **Niru Kumar**, Ask Insights; **Mary Wacek**, wacekethecoach; **Naseem Yasin**, Diverse and Inclusive Solutions




224 : (MED, STR) **Design Online Games and Simulations to Express Theory**
4:45pm - 6:45pm Sheraton Boston Hotel: Gardner AB
This session focuses solely on simulation design. A companion session in the Teaching and Learning Conference will focus on the mechanics of building an online simulation.
Organizer: Ted Ladd, Hult International Business School
Speakers: Nicole Harris, -; **Sarah Toms**, The Wharton School, U. of Pennsylvania; **Renzo Weber**, SimCase; **Michael Bean**, Forio

225 : (SIM, OSCM, ONE, PNP) **The Promise and Problems of Inclusive Organizing: Socratic Dialogues for Grand Challenges**

4:45pm - 6:45pm Boston Marriott Copley Place: Grand Ballroom Salon G
This session's theme addresses "inclusive organizing" by hosting a conversation between practitioners and academics about inclusivity within, across, and beyond organizations extending the discussion to the domain of collective governance. We highlight examples of inclusive organizing related to Grand Challenges: e.g energy management, quality education, system transformation. We employ the Socratic Method of public dialogue to develop the collective capacity for shared wisdom led by expert researchers in social issues, cross-sector partnerships, and supply chain management
Organizers: Jennifer Leigh, Nazareth College; **Arno Eerikki Kourula**, U. of Amsterdam; **Anne Quarshie**, LUT U., School of Business and Management; **Lea Stadler**, Grenoble Ecole de Management; **Maria May Seitanidi**, U. of Kent
Facilitators: Paul Battaglio, -; **Jeremy Hall**, U. of Central Florida; **Sylvain Colombero**, Grenoble Ecole de Management; **Amydee Fawcett**, Weber State U.; **Aline Gatignon**, The Wharton School, U. of Pennsylvania; **Wesley Helms**, Brock U.; **Jukka Rintamäki**, Cass Business School, City U. London; **Veronica Haydee Villena**, Pennsylvania State U.; **Susanna Kislenko**, -; **Riccardo Maiolini**, John Cabot U.; **Fu Jia**, U. of York; **Laura Albareda**, Lappeenranta U. of Technology
Discussant: Michael L. Barnett, Rutgers U.
Presenters: Frank G.A. De Bakker, IESEG School of Management; **Lisa Ellram**, Miami U.; **Jennifer Griffin**, Loyola U. Chicago; **Tyrone Pitsis**, Durham U.; **John W. Selsky**, Institute for Washington's Future; **Steve Waddell**, SDG Transformations Forum; **Marlene Janzen Le Ber**, Brescia U. College; **Stewart R. Clegg**, U. of Technology, Sydney; **Andrew Peterman**, Google Inc
Panelists: Dirk Matten, York U.; **Sanjay K Pandey**, George Washington U.; **Mark Pagell**, U. College Dublin; **Robert A. Phillips**, Schulich School of Business; **Susan Phillips**, Carleton U.; **Wendy Tate**, U. of Tennessee; **Maurizio Zollo**, Imperial College Business School

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.
Organizers: I. M. Jawahar, Illinois State U.; **Steve H Barr**, North Carolina State U.
Speakers: Sharon Oswald, Mississippi State U.; **Annette L. Ranft**, Auburn U.
Panelists: Terry Leap, U. of Tennessee, Knoxville; **Gillian Warner-Søderholm**, 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 State 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 Besharov**, Cornell U.; **Mark Ebers**, U. zu Koeln; **Matthew Grimes**, Cambridge Judge Business School; **Vibha Gaba**, 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 Wasieleski**, 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 Moriarty**, Bentley U.; **Benito Teehankee**, 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 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
Participants: **Jack Anthony Goncalo**, U. of Illinois at Urbana-Champaign; **Randall S Peterson**, London Business School; **Kristina Diekmann**, U. of Utah; **Joseph Magee**, New York U.; **Gilad Chen**, U. of Maryland; **Anita Williams Woolley**, Carnegie Mellon U.; **Prithviraj Chattopadhyay**, U. of Auckland; **Eden King**, Rice U.; **Nancy Rothbard**, U. of Pennsylvania; **Roderick Ingmar Swaab**, INSEAD; **Melissa C. Thomas-Hunt**, Vanderbilt U.

236    : (STR) **STR Mid-Career Consortium: Managing your evolving career**

5:30pm - 8:00pm Boston Park Plaza: Stuart
Chairs: **Sucheta Nadkarni**, 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; **Dovev 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.irim.nl/nca
Organizer: **Jan Dul**, Rotterdam School of Management, Erasmus U.
Presenters: **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 - 8:00pm 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 Courtright, 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 Charwood, 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, Louisiana State U., Baton Rouge; Christina Angelika Wawarta, Warwick Business School; Seray Ergene, U. of Rhode Island
Host: Sotirios Paroutis, Warwick Business School*

Saturday 12:01 AM

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

Saturday 7:30AM

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 - 8:00pm 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.

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 - 11:00am 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, Jonkoping U.; Catherine M. Faherty, Northwestern Kellogg School of Management; Luis Diaz Matajira, 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 Cater, 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', Jonkoping International Business School; Patricia Angus, Columbia U.; Ana Cristina Gonzalez, Grand Valley State U.; Fernando Sandoval, Tecnológico 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 Urbig, 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 Baldrige (david.baldrige@orgonstate.edu). The application deadline is May 31, 2019 Please contact the session organizers to obtain the approval code.

Chairs: David Baldrige, Oregon State U.; Eddy S. Ng, Bucknell U.
Speakers: Michel Anteby, Boston U.; Alexandra Beauregard, Birkbeck, U. of London; Lynn Bowes-Sperry, Western New England U.; Bernardo M. Ferdman, Ferdman Consulting; Oscar Holmes, Rutgers U.; Bryant A. Hudson, IESEG 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.

Facilitators: Lihua Dishman, A. T. Still U.; Cathleen O. Erwin, Auburn U.; Naleef Fareed, Ohio State U.; Eric W. Ford, U. of Alabama, Birmingham; Kristine Ria Hearld, U. of Alabama, Birmingham; Timothy Huerta, Ohio State U.; Jami Leanne Dellifraire, Medical U. of South Carolina; Amy Yarbrough Landry, U. of Alabama, Birmingham; Ricky Leung, U. at Albany, State U. of New York; Peter F. Martelli, Suffolk U.; Deirdre McCaughey, U. of Calgary; Laura McClelland, Virginia Commonwealth U.; Nir Menachemi, Indiana U.; Deborah M. Mullen, U. of Tennessee, Chattanooga; Stephen O'Connor, U. of Alabama, Birmingham; Victoria Parker, U. of New Hampshire; Nitish Patidar, Quinnipiac U.; Geoffrey Silvera, Auburn U.; Timothy J. Vogus, Vanderbilt U.; Eric S. Williams, U. of Alabama
Moderators: Cheryl Rathert, Virginia Commonwealth U.; Tracy Hopkins Porter, Cleveland State 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

Participants: Katina Thompson, Illinois State U.; Sanghee Park, Rutgers U.; Julie Irene Hancock, U. of North Texas; Charlice Hurst, U. of Notre Dame; Anthony C. Hood, U. of Alabama, Birmingham; Kristie Lynne McAlpine, Rutgers U.; John P. Hausknecht, Cornell U.; Jaap Paauwe, Tilburg U. / Erasmus U.; Mark Huselid, Northeastern U.; Jenna Renae Pieper, U. of Nebraska, Lincoln; Elizabeth McClean, U. of Arizona; Steven Kilroy, Tilburg U.; Sargam Garg, California State U., Sacramento

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 contact info., education, research/teaching interests, publications, and conference presentations for distribution to all attendees. Please contact the session organizer for the approval code.*
Organizers: Cody Jackson Reeves, Brigham Young U.; Lindsey Greco, Oklahoma State U.
Distinguished Speaker: John R. Hollenbeck, 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 Koung Kim, Texas A&M U.; David T. Wagner, U. of Oregon; Semin Park, U. of Iowa; Jordan Nielsen, U. of Iowa; 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 Amsterdam; Remus Ilies, National U. of Singapore

276 → 📧: (HR) 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.; Kaifeng 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 Paauwe, Tilburg U. / Erasmus U.; Sebastian

Reiche, IESE 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 DeeAnn 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 Kafourous, Leeds U. Business School; Lauren Lanahan, U. of Oregon; Michael Leatherbee, Pontificia U. Católica de Chile; E. Geoffrey 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
8:00am - 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, Benedictine 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, Benedictine U.; Jean E. Neumann, Tavistock Institute; Henri Savall, Magellan, IAE Lyon, U. Jean Moulin; Veronique Zardet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Marc Bonnet, ISEOR, Magellan, iaelyon, 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

Juliet 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 Acquaaah, 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 Korngo 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: Berkeley AB

Organizers: Kevin M. Kniffin, Cornell SC Johnson College of Business; Richard A Wolfe, U. of Victoria

Participants: Sim B. Sitkin, Duke U.; Stephen Greyser, Harvard Business School; Marvin Washington, U. of Alberta; Nancy Katz, Harvard U.; Nefertiti Walker, Isenberg School of Management; Kwame J.A. Agyemang, Ohio State U.; Brian P. Soebbing, U. of Alberta; Chad Seifried, Louisiana State U.

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.

Organizers: Aimee L. Hamilton, U. of Denver; Christopher G. Myers, Johns Hopkins Carey Business School; Hieu Nguyen, U. of Queensland

Facilitators: Neal M. Ashkanasy, U. of Queensland; Andrea Casey, George Washington U.; Marlys K. Christianson, U. of Toronto; Kevin G. Corley, Arizona State U.; Erik Ian Dane, Rice U.; Viktor Dorfler, U. of Strathclyde Business School; Janet M. Dukerich, The U. of Texas at Austin; Colin Muneo Fisher, UCL School of Management; Raghu Garud, Pennsylvania State U.; Margaret D. Gorman, Northeastern U.; Ashley Elizabeth Hardin, Washington U. in St. Louis; Gerard P. Hodgkinson, U. of Manchester; Jennifer J. Kish-Gephart, U. of Arkansas; Theresa K Lant, Pace U.; Sean Martin, U. of Virginia; Luis L Martins, The U. of Texas at Austin; Alyson Meister, IMD Business School; Stephen Mezas, INSEAD; C. Chet Miller, U. of Houston; Frances J. Milliken, New York U.; Kevin W. Rockmann, George Mason U.; Sim B. Sitkin, Duke U.; David Sluss, Georgia Institute of Technology; Kathleen M. Sutcliffe, Johns Hopkins U.; Subrahmaniam Tangirala, U. of Maryland

286   : (MSR) In Times Like These: Spiritual Discernment in Troubled Waters

8:00am - 9:30am Boston Marriott Copley Place: Regis

•Define the concept of spiritual intelligence and discuss opportunities to promote the same from a theoretical perspective. •Establish relevance to spiritual approaches that reveal the inner person. •Establish relevance to spiritual approaches that provide divine guidance in challenging times. •Encourage academic rigor and credibility for acquiring Spiritual Intelligence (SI) through research conducted within disciplines that study spirituality as a foundation to achieve positive, sustainable improvements in management outcomes.

Organizer: Orneita Burton, Abilene Christian U.

Discussant: Kanti Mohan Saini, Mohanlal Sukhadia U.

Panelists: Sunny Jeong, Wittenberg U.; Portia L. Brown, Ursuline College

287 : (NDSC) New Doctoral Student Consortium (NDSC)

8:00am - 4:00pm Boston Hynes Convention Center: 311

Pre-registration is required for this workshop as space is limited to 110 participants. Lunch will be provided for all registrants. To register online, please visit <https://secure.aom.org/PDWRReg>. Please send an email to aom.ndsc20@gmail.com to obtain the approval code. The deadline to register online is June 30, 2019.

Organizers: Kylie Heales, organization and management theory; Jamila Maxie, U. of North Texas; Christine Anna Mihelcic, Penn State Smeal College of Business; Kristen Raney, Arizona State U.; Christoph Bernhard Riess, WU Vienna
Chair: Carolyn Miller, Arizona State U.

288 : (OB) Organizational Behavior Doctoral Consortium - Part 2

8:00am - 12:30pm Sheraton Boston Hotel: Commonwealth

Please contact Ashleigh Rosette (ashleighshelby.rosette@duke.edu) for any questions you may have on this PDW.

Organizers: Ashleigh Shelby Rosette, Duke U.; Keith Norman Leavitt, Oregon State U.

Speakers: Dolly Chugh, New York U.; Blake E. Ashforth, Arizona State U.; Suzanne S. Masterson, U. of Cincinnati

Participants: Robert Litchfield, Washington and Jefferson College; Ruchi Sinha, U. of South Australia; Danna Greenberg, Babson

College; **Sankalp Chaturvedi**, Imperial College London; **Claire Elizabeth Collins**, Henley Business School, U. of Reading; **Todd C. Darnold**, Creighton U.; **Nathan J. Hiller**, Florida International U.; **Mike Crant**, U. of Notre Dame; **David Welsh**, Arizona State U.; **Anthony C. Hood**, U. of Alabama, Birmingham; **Angelica Gutierrez**, Loyola Marymount U.; **Jason Shaw**, Department of Management and Marketing, The Hong Kong Polytechnic U.; **Eden King**, Rice U.; **Allan N Afuah**, U. of Michigan; **Daan Van Knippenberg**, Drexel U.; **Paul Bliese**, Darla Moore School of Business, U. of South Carolina; **Maria Kraimer**, Rutgers U., School of Management and Labor Relations; **Richard Paul Larrick**, Duke U.; **George Banks**, UNC Charlotte; **Gilad Chen**, U. of Maryland

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

8:00am - 12:00pm 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.

Participants: **Ji Koung Kim**, Texas A&M U.; **Min-Hsuan Tu**, U. of Florida; **Semin Park**, U. of Iowa; **Kathleen Keeler**, The Ohio State U. Fisher College of Business; **Hudson Sessions**, U. of Oregon; **Jordan Nielsen**, U. of Iowa; **Yifan Song**, Temple U.; **Harshad Girish Puranik**, U. of Illinois Chicago; **Zhenyu Yuan**, U. of Illinois at Chicago; **Insiya Hussain**, U. of Maryland R.H. Smith School of Business; **Jonathan Hendricks**, U. of South Carolina; **YeunJoon Kim**, U. of Cambridge

290 📄: (OB) **OB Division Junior Faculty Workshop - Part 2**

8:00am - 11:00am Sheraton Boston Hotel: Fairfax 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.

291 📄🗺️👤: (OB) **Rise and Shine! How to Present Your Academic Research**

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

Organizer: **Christine Moser**, VU Amsterdam

Presenters: **Dirk Deichmann**, Erasmus U. Rotterdam; **Alexandra Gerbasi**, U. of Exeter Business School; **Markus Perkmann**, Imperial College London; **Thorsten Grohsjean**, Bocconi U.

292 📄: (OB) **OB Research Incubator**

8:00am - 10:00am Sheraton Boston Hotel: Republic B

Please contact the session organizer to obtain the approval code.

Organizers: **Hilary Schloemer**, Arkansas State U.; **Donald H. Kluemper**, U. of Illinois at Chicago; **Dejun Kong**, U. of Houston
Facilitators: **Chao Chen**, Rutgers U.; **Lindred L. Greer**, U. of Michigan, Ross School of Business; **Stephen Humphrey**, Pennsylvania State U.; **Ronit Kark**, Bar Ilan U.; **Hettie Richardson**, Texas Christian U.; **Christina Shalley**, Georgia Institute of Technology; **Shannon G. Taylor**, U. of Central Florida; **Michele Williams**, U. of Iowa; **Thomas Joseph Zagenczyk**, Clemson U.;

Blake E. Ashforth, Arizona State U.; **Liuba Belkin**, Lehigh U.; **Brian R. Dineen**, Purdue U.; **Mansour Javidan**, Thunderbird School of Global Management at ASU

293 📄: (OB, RM, OMT, STR) **The Statistical Analysis of Social Networks Across Multiple Teams, Groups and Organizations**

8:00am - 11:30am Sheraton Boston Hotel: Back Bay Ballroom D

Organizers: **Filip Agneessens**, U. of Surrey; **Julija Mell**, Rotterdam School of Management, Erasmus U.; **Travis Grosser**, U. of Connecticut; **Giuseppe Labianca**, U. of Kentucky; **Francisco Trincado**, Surrey Business School

294 🗺️👤📄🗺️: (OCIS, ODC, STR, SAP, OSCM) **Digital Practices: Unpacking the New Logics of Organizing in a Digital Age**

8:00am - 11:00am Boston Marriott Copley Place: Grand Ballroom Salon IJ

Interested participants are required to submit a 5-page max PDF or MS Word file (excluding references) to aba.digi@cbs.dk. Extended abstract of the paper to be discussed in the round table session.

Please contact the session organizer to obtain the approval code.

Participants: **Abayomi Baiyere**, Copenhagen Business School; **Michel Avital**, Copenhagen Business School; **Michael Barrett**, U. of Cambridge; **Nicholas Berente**, U. of Notre Dame; **Ioanna Constantiou**, Copenhagen Business School; **Daniel Fuerstenau**, Freie U. Berlin; **Raghu Garud**, Pennsylvania State U.; **Ola Henfridsson**, Warwick Business School; **C. R. Hinings**, U. of Calgary; **Sirkka Jarvenpaa**, The U. of Texas at Austin; **Natalia Levina**, New York U.; **Kalle Lyytinen**, Case Western Reserve U.; **Philipp Tuertscher**, Vrije U. Amsterdam; **Lauri Kristian Wessel**, Free U. Berlin; **Youngjin Yoo**, Case Western Reserve U.

295 📄🗺️👤: (ODC, OB) **Higher Purpose and Personal Passion: Bringing Meaning to Our Work and the Work of Others**

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

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

296 📄: (OMT, OB, ENT) **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.

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

Organizers: Deborah Anderson, U. of Oxford; Michael Smets, U. of Oxford

Discussants: Richard Whittington, U. of Oxford; Haridimos

Tsoukas, U. of Cyprus / U. of Warwick

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 Pfarer, 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 Westin Copley Place Boston: Empire

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 Hilton Boston 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

Organizers: Anna Plotnikova, Leeds U. Business School; Vern Glaser, U. of Alberta

Presenters: Henri Schildt, Aalto U. School of Business; Kari Jalonen, Stanford U.; Sotirios Paroutis, Warwick Business School; Vern Glaser, U. of Alberta

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, Churchill Hall, 380 Huntington Ave, Boston, MA 02115

Please contact John Joseph at johnj2@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; 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/VVszEHRF6eYST7HV7 in order to receive the approval code. Space is limited, so early registration is encouraged.

If you have any questions, please contact Sruthi Thatchenkery (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: Sruthi Monica Thatchenkery, 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 Hoetker, 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.

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 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.; Dimitrios 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; Dovev 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

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) Corinne Bendersky, University of CA, Los Angeles (corinne.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; Corinne 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 Cuyppers, 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
Presenters: Jay B. Barney, U. of Utah, David Eccles School of Business; Sjoerd Beugelsdijk, Groningen U. (RuG); Christine M. Chan, U. of hong kong; Luis Alfonso Dau, Northeastern U.; Jonathan P Doh, Villanova U.; Tarun Khanna, Harvard U.; Kendall Roth, U. of South Carolina; Robert Salomon, NYU Stern; Srilata Zaheer, U. of Minnesota; Martine Haas, The Wharton

School, U. of Pennsylvania; Julian M Birkinshaw, London Business School; Raj Echambadi, Northeastern U.

324 : (ONE, SIM) SIM-ONE Junior Faculty Consortium

8:30am - 1:00pm Westin Copley Place Boston: St George B
Attendance is by application only. Please contact the session organizer to obtain the approval code.
Organizers: Garima Sharma, U. of New Mexico; Aoife Brophy Hanev, U. of Oxford; Nolywé Delannon, U. Laval; Pushpika Vishwanathan, U. of Amsterdam
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@uncc.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

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 Afioni, American U. of Beirut; Ricardo Rodrigues, King's College London
Facilitators: Evgenia Lysova, Vrije U. Amsterdam; Richard Cotton, 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 Borislavova 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, Dordrecht U. Nijmegen
Panelists: Herminia Ibarra, London Business School; Belle Rose Ragins, U. of Wisconsin, Milwaukee; Wolfgang Mayrhofer, WU

Vienna; Nikos Bozionelos, 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 fwagstaff@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 Giacomini, Assistant Professor, Copenhagen

Business School; Stephanie Ginalskey, U. de Lausanne; Geoffrey

Jones, Harvard Business School; Si-Hyun Kim, U. of La Verne;

Giacomo Laffranchini, U. of La Verne; Andrea Lluch, U. de los

Andes, Colombia; Alberto Rinaldi, U. of Modena and Reggio

Emilia; Giulia Tagliacuzzi, -; 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'Neil, Bowling Green State U.

334 : (INDAM) Sustainable Business Model Innovation in Social Enterprises

9:00am - 10:30am Sheraton Boston Hotel: Beacon B

Participants: Ashish Malik, Newcastle U.; Nandakumar Mankavil

Kovil Veetil, 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; Sonja 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; Shaul 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 Maitlis,

Michael ("Mike") 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.

Facilitators: Elaine Cahalan Hollensbe, U. of Cincinnati; Frank J Barrett, Naval Postgraduate School; Elana Feldman, U. of Massachusetts, Lowell; Lyndon Earl Garrett, Boston College; Karen Golden-Biddle, Boston U.; Sally Maitlis, U. of Oxford; Michael G Pratt, Boston College

339 📄: (RM, STR, OB, OMT, TIM) **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/>). 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 Schwab, Iowa State U.; David Krackhardt, Carnegie Mellon U.; Mark H Hansen, Brigham Young U.; Jeffrey P. Dotson, Brigham Young U.; Jerker C. Denrell, U. of Warwick

340 📄🗣️: (TTC) **Early Career and Doctoral teaching CPD programme**

9:00am - 11:30am Boston Marriott Copley Place: Tremont

Presenter: Emilee Lauran Simmons, Leeds U. Business School

Saturday 9:45AM

341 →📄: (AAM) **Meeting the Editorial Team of Asia Pacific Journal of Management (APJM)**

9:45am - 11:45am Boston Hynes Convention Center: 313

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

342 🗣️→🗣️🗣️: (D&ITC, GDO) **Do I Fit in at AOM? Concealed Identities and Engaging Your True Self at the Academy**

9:45am - 11:15am Boston Hynes Convention Center: 205

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

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: Normand Peladeau, Provalis Research

344 📄: (HCM) **HCM Research Incubator: Research in the Rough**

9:45am - 11:45am Sheraton Boston Hotel: Independence West

All attendees must submit an application by June 21, 2019. To submit an application, go here: <https://tinyurl.com/HCMRIR2019> Applicants will be notified no later than July 12, 2019 if they have been accepted and should register for this session by July 27, 2019. Questions? Contact: AOMHCMResearch@gmail.com Please contact the session organizer to obtain the approval code.
Organizers: Ingrid Nembhard, The Wharton School, U. of Pennsylvania; Laura McClelland, Virginia Commonwealth U.; Olena Mazurenko, Indiana U.

Facilitators: Ariel Avgar, U. of Illinois at Urbana-Champaign; Emmeline Chuang, U. of California, Los Angeles; Thomas D'Aunno, New York U.; Mattia J. Gilmartin, New York U.; Karen Golden-Biddle, Boston U.; Elizabeth Goodrick, Florida Atlantic U.; Larry R. Heard, U. of Alabama, Birmingham; Timothy Hoff, Northeastern U.; Timothy Huerta, Ohio State U.; Kimberley Roussin Isett, Georgia Institute of Technology; L Michele Issel, U. of North Carolina, Charlotte; Jami Leanne DelliFraine, Medical U. of South Carolina; Tal Katz-Navon, Arison School of Business, The Interdisciplinary Center (IDC), Israel; Ann Scheck McAleerney, Ohio State U.; Nir Menachemi, Indiana U.; Victoria Parker, U. of New Hampshire; Pavani Rangachari, Augusta U.; Cheryl Rathert, Virginia Commonwealth U.; Trish Reay, U. of Alberta; Peter Rivard, Suffolk U.; Grant T. Savage, U. of Alabama, Birmingham; Patrick Shay, Trinity U.; Sara Singer, Stanford U.; Kathleen M. Sutcliffe, Johns Hopkins U.; Michal Tamuz, Health Services Researcher; Joshua Ryan Vest, Indiana U., Indianapolis; Timothy J. Vogus, Vanderbilt U.; Robert J Weech-Maldonado, U. of Alabama, Birmingham; Eric S. Williams, U. of Alabama

345 🗣️🗣️→🗣️🗣️: (IM, MED) **Interactive Exercises Which Help Teach International Business Effectively**

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

Presenters: Carl Fey, Aalto U. School of Business; Gerhard Apfelfhaler, California Lutheran U.; Stephane Girod, IMD; Henry W. Lane, Northeastern U.; Joyce Osland, San Jose State U.; Andreas P.J. Schotter, Ivey Business School

346 📄→🗣️🗣️🗣️: (IM, OB, HR) **Cultural Intelligence: Capabilities in Crossing Cultures & Working in Diverse, Inclusive Teams**

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

Organizers: Linnea Van Dyne, Michigan State U.; Soon Ang, Nanyang Technological U.
Presenters: Xiao-Ping Chen, U. of Washington; Tina Davidson, Rotterdam School of Management, Erasmus U.; Kok Yee Ng, Nanyang Technological U.; Jana L. Raver, Queen's U.; Nicole Richter, U. of Southern Denmark; Thomas Rockstuhl, Nanyang Technological U.

347 📄: (MED, TTC, TIM, SIM, IM) **Hopscotch, Marbles, Jacks, or Jump Rope of Case Teaching and Technology Adoption**

9:45am - 11:45am 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.

Facilitators: Tania Casado, U. of São Paulo; Oussama Darouichi, U. of Neuchatel; Gina Grandy, U. of Regina; Nadir Ali Kolachi, Skyline U., UAE; Philippe Lamb, U. of Neuchatel; Neng Liang, China Europe International Business School (CEIBS); Virpi Orvokki Malin, U. of Jyväskylä; Richard McCracken, The Case Centre; Leonard Ortolano, Stanford U.; Jaime Ruiz-Gutierrez, U. de los Andes, Colombia; Neo Boon Siong, Nanyang Technological U.; Mikael Sondergaard, Aarhus BSS, Aarhus U.; Ning Su, Ivey Business School; Noriko Yagi, Seigakuin U.; Deniz Tuncalp, Istanbul Technical U.; Rachel Gordon, Harvard Law School

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 Rita 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. Roulet, U. of Cambridge; Paul Tracey, U. of Cambridge; Marvin Washington, U. of Alberta

349 🗣️: (PNP) **Understanding Stakeholder Dynamics for Effective Policy Development**

9:45am - 11:45am 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 Beschorner, U. of St. Gallen; Chris MacDonald, -; Kam Phung, 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 tech ventures in their technology innovation process and social ventures in their orientation to social and environmental issues and governance mechanisms.

Chair: Latha Poonamallee, The New School

Facilitator: Simy Joy, U. of East Anglia & Center for Social Innovation, Michigan Tech

Discussant: Joanne Lee Scillitoe, California State U-Northridge
Presenters: Simona Simmons, Thrive Projects; Priya Rajeev, Indian Institute of Management, Kozhikode; Simy Joy, 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; Dharendra Shukla, U. of New Brunswick; Muthu Singaram, IIT Madras; David Foord, U. of New Brunswick; Shantam 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); Pushkara Prasad, Skidmore College; Sadhvi Dar, Queen Mary U. of London

353 🗣️👤👤: (D&ITC, GDO) Co-Creating Enabling Conference Environments

10:00am - 12:00pm Boston Hynes Convention Center: 103

Coordinators: Jannine Williams, Queensland U. of Technology; David Baldrige, Oregon State U.; Mark E. Moore, East Carolina U.; Kathy Moore, Queensland U. of Technology; Koen Van Laer, Hasselt U.; Eline Jammaers, UCLouvain

354 🗣️👤👤👤: (GDO, D&ITC, OB) Integrate, Initiate, Innovate! Bridging the Gap in Diversity & Inclusion Field Research

10:00am - 12:00pm Boston Park Plaza: Clarendon

Organizers: Ihsan Beezer, U. of North Carolina, Chapel Hill; Terrance L. Boyd, Louisiana State U.; James T. Carter, Columbia Business School; Rohan Crawley, Indiana U. - Kelley School of Business; Monique Alexandria Alvarez Domingo, U. of Connecticut; Lyangela Gutierrez, U. of California, Los Angeles; Courtney Hart, U. of Kentucky; Amber Johnson, Northwestern Kellogg School of Management; Shakenya Johnson, Auburn U.; MaQueba Massey, Entrepreneurship; Kalan Robert Norris, U. at Buffalo; Monique E. Okumakpeyi, Rutgers Business School; Merrick Osborne, USC Marshall School of Business; Catrina Palmer, Rutgers U., Newark; Brittany Torrez, Yale U.
Chairs: Ayana N. Younge, U. of North Carolina, Chapel Hill; McKenzie Preston, The Wharton School, U. of Pennsylvania
Coordinator: Jamila Maxie, U. of North Texas
Panelists: Donna Maria Blancero, Bentley U.; Lisa H. Nishii, Cornell U.; Stella M. Nkomo, U. of Pretoria; Ian O. Williamson, Victoria U. of Wellington
Participant: Manuel Alejandro Crespo, -

355 📖👤👤👤: (MH, HR) Meet the Editors: Monographs & Book Series

10:00am - 12:00pm Boston Marriott Copley Place: Yarmouth

Organizer: James M. Wilson, U. of Glasgow
Participants: Kevin D. Tennent, U. of York; Alex Gillett, U. of York; Miguel R. Olivas-Lujan, Clarion U. of Pennsylvania; Tanya Bondarouk, U. of Twente; Bill Lee, U. of Sheffield; Vadake Narayanan, Drexel U.

356 📖👤👤👤: (MSR, PTC, MC) Humanistic Organizing: Using Improvisation for Inclusiveness

10:00am - 11:30am Boston Marriott Copley Place: Simmons

No powerpoint presentations. No presenters or audience. Everyone included as participants.

Chair: Jyoti Bachani, Saint Mary's College of California
Participants: Tanusree Jain, Trinity College School of Business; Mikael Sondergaard, Aarhus BSS, Aarhus U.; Wolfgang Amann, HEC Paris; J C. Spender, Kozminski U.; Marco Aponte, Saint Mary's College of California; Nisha Pandey, Vivekanand Education Society's Institute of Management, Mumbai, India; R Ray Gehani, U. of Akron; Mary Vradelis, Saint Mary's College of California

357 🗣️👤: (OMT, CMS, MH, SIM) The Fall and Rise of Corporate Forms: Post-Corporate Futures and Corporate Alternatives

10:00am - 11:30am Boston Hynes Convention Center: 303

Organizers: Stephan Leixnering, WU Vienna U. of Economics and Business; Kevin Levillain, Mines ParisTech; Blanche Segrestin, Mines ParisTech; Jeroen Veldman, Cass Business School, City U. of London

Panelists: Paul S. Adler, U. of Southern California; Gerald F. Davis, U. of Michigan; Joel Gehman, U. of Alberta; Renate Elisabeth Meyer, WU Vienna & Copenhagen Business School; Blanche Segrestin, Mines ParisTech

358 🗣️👤: (OSCM, ONE, STR) Sustainability Research at the Strategy-Supply Chain Interface: Current Work and Future Agenda

10:00am - 11:30am Westin Copley Place Boston: Courier

Organizer: Veronica Haydee Villena, Pennsylvania State U.
Discussant: Glenn Hoetker, Melbourne Business School, U. of Melbourne
Presenters: Michael Toffel, Harvard U.; Dennis A. Gioia, Pennsylvania State U.; Robert D Klassen, U. of Western Ontario; Craig R. Carter, Arizona State U.

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, Queensland U. of Technology; Frederik Von Briel, 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

Panelists: David G. Allen, Texas Christian U.; John Baur, U. of Nevada, Las Vegas; Dora Scholarios, U. of Strathclyde, Scotland, UK; Patrick Wright, U. of South Carolina

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

Chairs: Jeroen Meijerink, U. of Twente; Anne Keegan, U. College Dublin, Ireland; Anthony McDonnell, U. College Cork

Facilitators: Tanya Bondarouk, U. of Twente; Ronan Carbery, Cork U. Business School; Ultan Sherman, Cork U. Business School

Presenters: Jeroen Meijerink, U. of Twente; James Duggan, Cork U. Business School; Sut I Wong, BI Norwegian Business School; Mark Boons, Vrije U. Amsterdam

366 🗄️🗣️: (MH) **Getting Published: Tips for Success**

10:15am - 12:15pm Boston Marriott Copley Place: Wellesley

Chair: Julia Teahen, Baker College

Participants: Bradley Gerald Bowden, Griffith U.; Regina Greenwood, Nova Southeastern U.; Sean Hannah, Wake Forest U.; Foster B. Roberts, Auburn U. At Montgomery; Kenneth R Thompson, DePaul U.

367 🗣️🗣️🗣️🗣️: (OB, CAR, GDO) **Fostering Work-Life Inclusive Business Schools: Improving Organizational Science & Women's Equality**

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

Organizers: Ellen Ernst Kossek, Purdue U.; Kyung-Hee Lee, Purdue U.

Participants: Sharon Parker, Curtin Business School; Michèle Mor Barak, U. of Southern California; Ariane Ollier-Malaterre, UQAM U. of Quebec in Montreal, Canada; Stephanie J. Creary, The Wharton School, U. of Pennsylvania; Tracy Dumas, Ohio State U.; Jamie Jocelyn Ladge, Northeastern U.; Russell A. Matthews, U. of Alabama; Stefanie Johnson, U. of Colorado, Boulder; Laura McAndrews Little, U. of Georgia; Tae-Youn Park, Vanderbilt U.

368 🗣️🗣️: (OB, HR) **The Art of Writing and Publishing for Non-English Writers**

10:15am - 12:15pm Sheraton Boston Hotel: Liberty Ballroom AB

Organizers: Marjo-Riitta Diehl, EBS International U.; C. Ashley Fulmer, Georgia State U.; Hongxia Peng, Rouen U. (Nimec); Abiola Sarnecki, EBS Business School

Panelists: Laurie Barclay, Wilfrid Laurier U.; Mehdi Boussebaa, U. of Glasgow; Jochen I. Menges, U. of Zurich; Susan Carita Meriläinen, U. of Lapland; David Leonard Patient, UCP - Católica Lisbon School of Business & Economics

369 🗣️: (OMT, RM, OB) **Being There / Being Them: The Future of Ethnography**

10:15am - 12:15pm Boston Hynes Convention Center: 310

The workshop is organized into two parts: a general panel session and a breakout session where presenters will engage in small-group discussions of participants' projects and questions.

Organizers: Michel Anteby, Boston U.; Audrey Holm, Boston U.; Ayinwi Muma, Stanford U.

Presenters: Jeanette L. Blomberg, IBM; Siobhan O'Mahony, Boston U.; Susan Silbey, Massachusetts Institute of Technology

370 🗣️🗣️: (SAP, STR) **Visualization Tools and Techniques in Strategy Research**

10:15am - 12:45pm Boston Park Plaza: White Hill

This PDW is divided into panel presentations and round-table sessions. The panel presentations are open to all. Pre-registration is required for the round-table sessions. Please contact Professor Ofer Meilich at meilich@csusm.edu for the approval code and indicate in your email which 2-3 of our 6 panelists you would like to join for their round-table. Seats will be assigned at a first come-first served basis.

Organizers: Jeanine Pieterneel Porck, Oklahoma State U.; Ofer Meilich, California State U., San Marcos; Nufer Yasin Ates, Bilkent U.

Presenters: Martin Eppler, U. of St. Gallen; Gokhan Ertug, Singapore Management U.; Gerard P. Hodgkinson, U. of Manchester; Eric Knight, U. Of Sydney; Ofer Meilich, California State U., San Marcos; Murat Tarakci, Erasmus U.

371 🗣️🗣️🗣️🗣️: (SIM, MSR) **Co-creating Inclusion: Advancing Well-Being, Dignity & Inclusivity through Humanistic Management**

10:15am - 12:45pm Boston Marriott Copley Place: Grand Ballroom Salon G

This PDW convenes action-oriented scholars from diverse management disciplines to share ideas, spark inspiration, and co-generate integrative solutions for organizations and organizational members to increase inclusivity and well-being across social, environmental, political, and economic dimensions.

Organizers: Erica Steckler, U. of Massachusetts, Lowell; Elizabeth A. Castillo, Arizona State U.

Distinguished Speakers: Donna Hicks, Harvard U.; Rajendra Sisodia, -; Otto Scharmer, MIT Management S School; Sandra A. Waddock, Boston College

Facilitators: Elena P. Antonacopoulou, U. of Liverpool; Osmar Arandia, U. de Monterrey; Alim J. Beveridge, The U. of Nottingham, China; Oana Branzei, U. of Western Ontario; Elizabeth A. Castillo, Arizona State U.; Claus Dierksmeier, U. of Tuebingen; Christopher Gohl, Global Ethic Institute; David Greenway, UMass Lowell Manning School of Business; Reut Livne-Tarandach, U. of Oregon; Erica Steckler, U. of Massachusetts, Lowell; James A F Stoner, Fordham U.; Clark H. Warner, Toulouse School of Management

372 🗣️: (STR) **STR Junior Faculty Paper Development Workshop**

10:15am - 12:45pm Boston Park Plaza: Statler

Please contact the session organizer for the approval code.

Organizers: Giada Di Stefano, Bocconi U.; Aleksandra Joanna Kacperczyk, okacperczyk@london.edu; Hong Luo, HBS; Exequiel Hernandez, U. of Pennsylvania

Panelists: Mary J. Benner, U. of Minnesota; Emily Cox-Pahnke, U. of Washington; J.P. Eggers, New York U.; Gokhan Ertug, Singapore Management U.; Caroline Flammer, Boston U.; Andrea Fosfuri, Bocconi U.; Giovanni Gavetti, Dartmouth College (TUCK); Stine Grodal, Boston U.; Benjamin L. Hallen, U. of Washington, Seattle; Nan Jia, U. of Southern California; Samina Karim, Northeastern U.; Aseem Kaul, U. of Minnesota; Andrew King, Dartmouth College; Denisa Mindruta, HEC Paris; Lamar Pierce, Washington U. in St. Louis; Robert Channing Seamans, NYU Stern; Edward Bishop Smith, Northwestern Kellogg School of Management; Ithai Stern, INSEAD; David Tan, U. of Washington;

Anthea (Yan) Zhang, Rice U.; David H. Zhu, Arizona State U.; Rosemarie Ziedonis, Boston U.

373 📄: (STR, OMT, TIM) Using Computational Models in Behavioral Strategy Research

10:15am - 1:15pm Boston Park Plaza: Terrace

Organizers: Maciej Workiewicz, ESSEC Business School; Christina Fang, New York U.; Luigi Marengo, Luiss Guido Carli U.
Presenters: Mario Raveendran, U. of California, Riverside; Giovanni Gavetti, Dartmouth College (TUCK); Thorbjørn Knudsen, U. of Southern Denmark; Melissa Schilling, New York U.

374 📄🗣️ (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 p
Organizer: Thomas J. Mierzwa, U. of Maryland
Facilitators: G. James Lemoine, U. at Buffalo, The State U. of New York; Robert Gemmill, Georgia Institute of Technology

Saturday 10:45AM

375 📄: (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: (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: (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 📄: (ENT, STR, TIM) Crowdfunding: Moving from Phenomenon-Based to Theory-Building

11:15am - 1:15pm Boston Marriott Copley Place: Provincetown

Please contact the session organizer for the approval code.
Organizers: Ines Alegre, IESE 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 🗣️📄🗣️ (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 🗣️🗣️📄: (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 📄: (OMT, ONE) Rejuvenating System Perspectives in Management Research

11:15am - 12:45pm Boston Hynes Convention Center: 309

Organizers: Sylvia Grewatsch, Ivey Business School; Pratima Bansal, U. of Western Ontario; Johanna Mair, Hertie School of Governance; Christian Seelos, Stanford U.
Distinguished Speakers: John Sterman, Massachusetts Institute of Technology; Philip C. Anderson, INSEAD; Janelle Knox, -; W. Richard Scott, Stanford U.; Michael R. Lissack, -

382 📄: (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 📄: (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; Dorte Doejbak Haakonsson, Aarhus U.; Phanish Puranam, INSEAD;

Marlo Raveendran, U. of California, Riverside; **Nils Stieglitz**, Frankfurt School of Finance & Management; **Charles Williams**, Bocconi U.; **Brian Wu**, U. of Michigan
Panelists: **Richard M Burton**, Duke U.; **Kathleen Eisenhardt**, Stanford U.; **Dongil Daniel Keum**, Columbia Business School; **Ramon Lecuona**, Duke U.; **Daniella Laureiro Martinez**, ETH Zurich; **Henning Piezunka**, INSEAD
Participant: **John Joseph**, U. of California, Irvine

384 🗄️➔: (SAP, 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
Distinguished Speakers: **Henry Mintzberg**, McGill U.; **David J. Collis**, Harvard U.
Facilitators: **Russell Coff**, U. of Wisconsin-Madison and Bocconi U.; **Stephen Cummings**, Victoria U. of Wellington; **Julia Hautz**, U. of Innsbruck; **David Oliver**, U. Of Sydney; **Pinar Ozcan**, Warwick Business School; **Basak Yakis-Douglas**, U. of Oxford

385 🗄️: (TIM, OMT) Building Novel Theory from Hot Topics: Strategies for Theorizing from Emerging Phenomena

11:15am - 2:15pm Boston Hynes Convention Center: 202
Organizers: **Rebecca Karp**, Boston U.; **Siobhan O'Mahony**, Boston U.; **Susan L. Cohen**, U. of Georgia
Panelists: **Violina Rindova**, U. of Southern California; **Sonali Shah**, U. of Illinois at Urbana-Champaign; **Ethan Mollick**, The Wharton School, U. of Pennsylvania; **Natalia Levina**, New York U.; **Sarah Lebovitz**, New York U.

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.

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 🗄️: (MSR, 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 or and people/vendors they serve).*
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.
Participants: **Melinda A. Merino**, Harvard Business Review; **Lisa Burrell**, MIT Sloan Management Review; **Anna A. Tavis**, nyu; **Bradley L. Kirkman**, North Carolina State U.; **Ethan Scott Bernstein**, Harvard Business School; **Margaret M. Luciano**, Arizona State U.

390 🗄️: (OCIS) Paper Development Workshop

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon D
Organizer: **Emmanuelle Vaast**, McGill U.

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 in 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 AOM website (<http://events.aom.org/d/s6qxzy>) 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 Boxenbaum, 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 Alcadipani Da Silveira, FGV-EAESP; Alexandre Faria, EBAPE/FGV; Gavin Jack, Monash U.; Nimruji Jammulamadaka, Indian Institute of Management, Calcutta; Hèla 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. Mangaliso, 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 Cardiff U.

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 anchorpoint 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. Jermier,

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. Kazeroony, 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

Barzanthy, 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, Tecnológico de Monterrey; John Hollwitz,

Fordham U.; **Amelia N. Indrajaya**, IPMI International Business School, Jakarta, (sekolah Tinggi Manajemen Ipmi); **Cynthia A. Ingols**, Simmons College; **Fauzia Jabeen**, Abu Dhabi U.; **K. Janardhanam**, CANARA BANK SCHOOL OF MANAGEMENT STUDIES, BANGALORE U.; **Corinne Jenni**, United States U.; **Kenneth Molbjerg Jorgensen**, Aalborg U.; **Silva Karkouljian**, Lebanese American U.; **Hamid H. Kazeroony**, Minnesota State U.; **Violetta Khoreva**, Hanken School of Economics; **Nadir Ali Kolachi**, Skyline U., UAE; **Robert Krug**, St. Joseph's College; **Oliver Laasch**, The U. of Nottingham, China; **Limor Kessler Ladelsky**, Tel Aviv U.; **Foster School of Business The U. of Washington**; **Alfred Lewis**, Canadian U.-Dubai; **Leonardo Liberman-Yaconi**, -; **Waheeda Lillevik**, College of New Jersey; **Terri R. Lituchy**, CETYS U.; **Chris Long**, Saint John's U.; **Slawomir Magala**, Erasmus U. Rotterdam; **Mehdi Majidi**, George Washington U.; **Gianluigi Mangia**, U. degli Studi di Napoli Federico II; **Marjorie L. McInerney**, Marshall U.; **Adela Jana McMurray**, RMIT U.; **Czeslaw Mesjasz**, Cracow U. of Economics; **Leila Messarra**, Lebanese American U.; **David Odrakiewicz**, Global Partnership Management Institute; **Peter Odrakiewicz**, Global Partnership Management Institute and GSW Milenium U.; **Eugene Agboifo Ohu**, Lagos Business School Pan Atlantic U. Nigeria; **Gokce Hatice Dervisoglu Okandan**, Istanbul Bilgi U.; **Hsu O'Keefe**, Pace U.; **Aleksy Poczowski**, Cracow U. of Economics; **Betty Jane Punnett**, U. of the West Indies; **Leire San-Jose**, U. of the Basque Country (UPV/EHU) ECRU & U. Huddersfield (UK); **Aizhamal Sartbayeva**, -; **Leon Schjoedt**, Mahasarakham U.; **Ünsal Sigrí**, Baskent U.; **Throstr Olaf Sigurjonsson**, CBS / RU; **Agata Stanusch**, Silesian U. of Technology; **Natalia Stanusch**, John Cabot U.; **James A F Stoner**, Fordham U.; **Augustin Suessmair**, U. of Lueneburg; **Adam J. Sulkowski**, Babson College; **Anna Svirina**, Kazan National Research Technical U.; **Marco Tavanti**, DePaul U.; **Hayfaa A. Tlaiss**, Alfaisal U.; **John P. Ulhoi**, Aarhus U.; **Elza Fátima Rosa Veloso**, Faculdades Metropolitanas Unidas; **Kate Walker**, Harvard U.; **Charles Wankel**, St. John's U., New York; **Yaakov Weber**, College of Management, Israel; **Jae Eon Yu**, Keimyung U.; **Jie Zhang**, U. of Victoria

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

400 📚🗣️👏: (TTC, 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
Chairs: Stephanie J. Creary, The Wharton School, U. of Pennsylvania; **Karoline Strauss**, ESSEC Business School
Facilitators: Garry L. Adams, Auburn U.; **Marla Baskerville Watkins**, Northeastern U.; **Raina A. Brands**, London Business School; **Teresa Cardador**, U. of Illinois at Urbana-Champaign; **Gwendolyn Combs**, U. of Nebraska, Lincoln; **Emily Dunham Heaphy**, U. of Massachusetts, Amherst; **Stefanie Johnson**, U. of Colorado, Boulder; **Luis L. Martins**, The U. of Texas at Austin; **Olivia Amanda O'Neill**, George Mason U.; **Tina R. Opie**, Babson

College; **Michael G Pratt**, Boston College; **Kristie May Rogers**, Marquette U.; **Pauline Schilpzand**, Oregon State U.; **Paul Tracey**, U. of Cambridge; **Herman Tse**, Monash U.; **Timothy J. Vogus**, Vanderbilt U.; **Maxim Voronov**, Schulich School of Business; **Batia Mishan Wiesenfeld**, New York U.
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 B
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**, UTA/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.
Panelists: Arun Rai, Georgia State U.; **Jan Holmstrom**, Aalto U.; **Raghu Garud**, Pennsylvania State 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
Panelists: Russell James Funk, U. of Minnesota; **Monica Noether**, Charles River Associates; **Lawton R Burns**, The Wharton School, U. of Pennsylvania




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. To register online, please visit <https://secure.aom.org/PDWReg>. 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: Liyue 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? Researching Design Thinking Implementation in Real Organizations**

12:15pm - 2:15pm Boston Hynes Convention Center: 206

Organizers: Sebastian Fixson, Babson College; Christi Zuber, Northwestern U.; Lisa Carligen, 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

Saturday 12:30PM

409    : (ENT) **Entrepreneurship and Innovation Intermediaries (Incubators, Accelerators, Science Parks): Definitional Challenges**

12:30pm - 2:30pm Boston Marriott Copley Place: Wellesley

Chairs: Sarfraz A. Mian, State U. of New York at Oswego; Aline Figlioli, CENTRIM, Brighton U.

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 Klostén, Linköping U.; Willem Hulsink, Erasmus U. Rotterdam; Wadid Mohamed Lamine, Telfer 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.

410: (HR) **HR Division New Faculty Lunch (Offsite)**

12:30pm - 2:00pm Offsite: Post 390

This session will be held offsite at Post 390, 406 Stuart Street (corner of Clarendon Street) Boston, MA. Please contact Julie Hancock at julie.hancock@unt.edu for more information.

Organizers: Michal Biron, U. of Haifa; Philip L. Roth, Clemson U.

411  : (HR, RM) **Building a Research Community: Advancing the Social Network Paradigm in Human Resource Management**

12:30pm - 2:30pm Westin Copley Place Boston: Defender

Organizers: Jessica Rae Methot, Rutgers U.; Scott Soltis, U. of Kentucky

Presenters: Gary A. Ballinger, U. of Virginia; Ruolian Fang, U. of Western Australia; Robert Kase, U. of Ljubljana; Carrie R. Leana, U. of Pittsburgh; Andrew Parker, U. of Exeter Business School; Adina D. Sterling, Stanford GSB

412   : (INDAM) **Strategic Choices in Emerging Economies: A Case of Indian Firms**

12:30pm - 2:30pm Sheraton Boston Hotel: Beacon B

Facilitator: Sumit Kumar Kundu, Florida International U.



Panelists: Surender Munjal, U. of Leeds; Shubhabrata Basu, Indian Institute of Management, Indore; Amit Karna, Indian Institute of Management, Ahmedabad; Manoj Bayon, Pontificia U. Javeriana; Bimal Arora, Aston Business School

413  : (OB) **Thinking of a Position Outside the US? "Dos and Don'ts" of International Business Schools**

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; Jill Waymire Paine, IE Business School; Michael Bashshur, Singapore Management U.; Markus Groth, UNSW Sydney; Celine Abecassis-Moedas, U. Católica Portuguesa



414  : (OB, OMT, STR, CM) **Advanced Networks PDW: Cutting-Edge Social Network Theoretical Work and ERGM Workshop**

12:30pm - 4:30pm 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

415  : (OMT, ONE, PNP, STR) **Social Movements, Stakeholders, and Non-Market Strategy**

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

Discussants: Michael L. Barnett, Rutgers U.; Edward Carberry, U. of Massachusetts, Boston; Robert J. David, McGill U.; Sinziana Dorobantu, New York U.; Tim Hargrave, Central Washington U.; Witold Jerzy Henisz, U. of Pennsylvania; Thomas Peyton Lyon, U. of Michigan; Mary-Hunter McDonnell, The Wharton School, U. of Pennsylvania; Desiree F. Pacheco, Portland State U.; Jo-Ellen Pozner, Santa Clara U.; Sara B. Soderstrom, U. of Michigan; Ion B. Vasi, U. of Iowa; Daniel Waeger, Wilfrid Laurier U.; Edward T. Walker, U. of California, Los Angeles; Timothy Werner, The U. of Texas at Austin; Lori Qingyuan Yue, U. of Southern California

Speakers: Amy Hillman, Arizona State U.; Thomas Peyton Lyon, U. of Michigan; Edward T. Walker, U. of California, Los Angeles

416 🗣️📄: (SIM) **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 - 3:15pm 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 - 3:00pm 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

Participants: Ted Baker, Rutgers U.; Steven Walter Bradley, Baylor U.; Joel Gehman, U. of Alberta; Shon R. Hiatt, U. of Southern California; E. Erin Powell, Clemson U.; Jeffery S. McMullen, Indiana U., Bloomington; Violina Rindova, U. of Southern California; David G. Sirmon, U. of Washington; Scott Sonenshein, Rice U.; Wesley Sine, Cornell U.; Johan Wiklund, Syracuse U.

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 Krikorian Atkinson, Harvard U.

420 ✈️🗣️🗣️🗣️: (IAM, AFAM, IM) **Decoding Female Entrepreneurship in Latin America**

1:00pm - 3:30pm 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; Efsthios Kefallonitis, SUNY Oswego; Eufrosina Young, Upstate Medical U.

422 🗣️🗣️📄: (OB) **Acing the Job Talk: Tips from Experts and Recent Grads**

1:00pm - 3:30pm 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.; Lingtao 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 - 2:30pm 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, MED, 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; Geoffery Seaver, National Defense U.
Participants: Christof Backhaus, Aston Business School; Dharm Prakash Sharma Bhawuk, U. of Hawaii at Manoa; Gigi Johnson, Marel Institute; Stefan Krummacker, 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. Händschke, Friedrich Schiller U. Jena; Sonja Sackmann, U. Bundeswehr, Munich; Winfried Ruigrok, U. of St. Gallen; Ruth T. Norman, Wilmington U.; Protiti 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 Madonna, 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: Statter

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 Doldor, 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

Organizers: Beverly J Demarr, Ferris State U.; Claudia J. Ferrante, U.S. Air Force Academy

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 1:15PM**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

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 Nikolas 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

Presenters: 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; Charlotta 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.

435 → 📄 🗣️: (STR, TIM, OMT) **Strategy and Innovation Field Experiments: How to Design and Run Experiments in Firms and Markets**

1:30pm - 4:30pm Boston Park Plaza: Boylston

Organizers: Rembrand Michael Koning, Harvard Business School; Charles Eric Eesley, Stanford U.; Khonika Gope, Stanford U.; Leena Kinger Hans, INSEAD

Speakers: Aaron Chatterji, Duke U.; Alfonso Gambardella, Bocconi U.; Matt Marx, Boston U. Questrom School of Business; Kevin Boudreau, Northeastern & NBER; Jana Gallus, UCLA Anderson School of Management; Vanessa Burbano, Columbia Business School; Sharique Hasan, Stanford U.; Chiara Spina, Bocconi U.; Hyunjin Kim, Harvard Business School; Solene Delecourt, Stanford GSB; Stefan Dimitriadis, Harvard U.; Ethan Mollick, The Wharton School, U. of Pennsylvania; Balagopal Vissa, INSEAD; Karim R. Lakhani, Harvard U.

436 📄: (TIM) **TIM Doctoral Research Development Workshop**

1:30pm - 4:30pm Boston Hynes Convention Center: 203

Registration Required

Organizers: Sandra Teresa Corredor Waldron, U. of Connecticut; Laurie Ciaramella, Max Planck Institute for Innovation and Competition; Dongil Daniel Keum, Columbia Business School; Joshua Lev Krieger, Massachusetts Institute of Technology; Janet E.L. Bercovitz, U. of Colorado, Boulder

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; 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.

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.; Ajai Singh Gaur, Rutgers U.

439 → 🗣️ 📄 🗣️: (ITC) **English Writing for German Native Speakers**

1:45pm - 3:45pm 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: Lillian M. Ellis, Cornell U.; Ludvig Levasseur, Oklahoma State U.

Facilitators: Kathy Lund Dean, Gustavus Adolphus College; Tyler Burch, Idaho State U.; Jennifer L. Eury, Pennsylvania State U.; Andrew Molinsky, Brandeis U.; Martin N. Davidson, U. of Virginia; Shimul Melwani, U. of North Carolina, Chapel Hill; Kumaran Rajaram, Nanyang Technological 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

Discussants: Leanne Atwater, U. of Houston; Nicolas Bastardoz, U. of Zurich; Claudia Coglisser, Texas Tech U.; Michael S. Cole, Texas Christian U.; Shelley D Dionne, Binghamton U.-State U. of New York; Olga Epitropaki, Durham U.; William L. Gardner, Texas Tech U.; Ryan Gottfredson, California State U., Fullerton; Ronald H. Humphrey, Lancaster U.; Ronit Kark, Bar Ilan U.; Gregory Lee, U. of the Witwatersrand; Kevin B. Lowe, U. of Sydney; Robin Martin, U. of Manchester; Jochen I. Menges, U. of Zurich; Jeremy D. Meuser, U. of Mississippi; Peter G. Northouse, -; Ronald E. Riggio, Claremont McKenna College; Terri A Scandura, U. of Miami; Chester A. Schriesheim, U. of Miami; Mary Sully De Luque, Thunderbird School of Global Management at ASU; Mary Uhl-Bien, Texas Christian U.; Frankie Jason Weinberg, Loyola U. New Orleans; Francis J. Yammarino, Binghamton U.-State U. of New York; Gary A Yukl, U. at Albany, State U. of New York; Angelina Zubac, Australian Institute of Management; John Antonakis, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne

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

445 📄: (RM) **How to Use More Precise Distribution-Fitting Procedures to Advance Management Theory and Practice**

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 fitting 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 fitting. This section is the final one and also will be optional, because participants may run into errors that cause significant time de
Presenters: Harry Joo, U. of Dayton; Kyle J. Bradley, Kansas State U.

446 📄: (STR, OMT, MOC) **Psychological Perspectives on Strategy**

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.

Organizers: Timothy David Hubbard, U. of Notre Dame; M. K. Chin, Indiana U. Bloomington; David H. Zhu, Arizona State U.
Discussants: Guoli Chen, INSEAD; Cynthia E. Devers, Texas A&M U., College Station; Sydney Finkelstein, Dartmouth College; Scott Graffin, U. of Georgia; Constance E. Helfat, Tuck School of Business at Dartmouth; Gerry M. McNamara, Michigan State U.; Sucheta Nadkarni, U. of Cambridge; William Ocasio, Northwestern U.; Tim G. Pollock, U. of Tennessee, Knoxville; James D. Westphal, U. of Michigan; Margarethe F Wiersema, U. of California, Irvine; Edward Zajac, Northwestern U.; Anthea (Yan) Zhang, Rice U.

447 📄🗺️📄: (TIM, STR) **Lean Startups and Innovation Strategy: Lacuna for Emerging Research**

2:00pm - 4:30pm Boston Hynes Convention Center: 302

Organizers: David R. Clough, Sauder School of Business, U. of British Columbia; Soubh Ghosh, Harvard Business School; Andy Wu, Harvard Business School

Speakers: Howard Aldrich, U. of North Carolina; Gary Dushnitsky, London Business School; Kathleen Eisenhardt, Stanford U.; Thomas R. Eisenmann, Harvard U.; Marc B. Gruber, Ecole Polytechnique Fédérale de Lausanne; Riitta Katila, Stanford U.; Ted Ladd, Hult International Business School; Michael Leatherbee, Pontificia U. Católica de Chile; Scott Stern, Massachusetts Institute of Technology

448 : (VOL) **Orientation for Session Chairs and Discussants**

2:00pm - 3:00pm Sheraton Boston Hotel: Gardner AB

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.

Saturday 2:15PM

449 🗺️🗺️🗺️: (MOC, OB, STR) **Executive Error Management: Making Sense of and Acting upon Organizational Errors**

2:15pm - 4:15pm Westin Copley Place Boston: Adams

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.lei@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

450 🗺️: (OB, SIM, CM, MOC, STR) **The Annual Behavioral Ethics Pecha Kucha Springboard and Networking Session**

2:15pm - 5:15pm Sheraton Boston Hotel: Constitution Ballroom A

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.

Presenters: Maureen L. Ambrose, U. of Central Florida; Christopher Barnes, U. of Washington; Jonathan Nicholas Bundy, Arizona State U.; Jason Colquitt, U. of Georgia; Daniel A. Efron, London Business School; Joshua Greene, Harvard U.; Elizabeth Eve Umphress, U. of Washington; Scott Wiltermuth, U. of Southern California

Participants: Ethan Burriss, The U. of Texas at Austin; Ryan Fehr, U. of Washington, Seattle; Keith Norman Leavitt, Oregon State U.; Michael Pfarrer, U. of Georgia; Marshall J. Schminke, U. of Central Florida; Tony Simons, Cornell U.; Ann Tenbrunsel, U. of Notre Dame; Edward McClain Wellman, Arizona State U.

Saturday 2:30PM

451 🗺️🗺️🗺️: (GDO, D&ITC) **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 Smeal College of Business; Eden King, Rice U.; Alison M. Konrad, Western U.; David A. Kravitz, George Mason U.; Barbara S. Lawrence, U. of California, Los Angeles; Patrick F. McKay, Rutgers U.; Tanya Menon, Ohio State U.; Katherine W. Phillips, Columbia U.; Ashleigh Shelby Rosette, 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 Tosti-Kharas, Babson College; Julie Levinson, Babson College; Tatiana Andreeva, Maynooth U.; Lakshmi Balachandran Nair, Utrecht U.; Siddhartha Satish Saxena, Ahmedabad U.; Christopher Michaelson, U. of St. Thomas; Marina McCarthy, Nova Southeastern U.; Sunyoung Park, Louisiana State U.; Kevin Wayne, Rivier U.; Michael Joseph Urlick, 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

453 🗣️📺: (OMT) Organizational Hybridity: Perspectives, Contexts, Processes

2:30pm - 4:00pm Boston Hynes Convention Center: 206

Organizers: Marya Besharov, Cornell U.; Bjoern C. Mitzinneck, Groningen U. (RuG)

Panelists: Patricia H. Thornton, Texas A&M U., College Station; Anne-Claire Pache, ESSEC Business School; Tyler Wry, The Wharton School, U. of Pennsylvania; Silvia Dorado, U. of Rhode Island; Tommaso Ramus, UCP - Católica Lisbon School of Business & Economics

454 📺📖: (OMT, ONE) Strategic Corporate Social Responsibility in Emerging Economics

2:30pm - 4:00pm Boston Hynes Convention Center: 202

Organizers: Christopher Marquis, Cornell U.; Qi Li, Cornell SC Johnson College of Business

Panelists: Chi-Nien Chung, National U. of Singapore; Rajiv Krishnan Kozhikode, Simon Fraser U.; Aldo Musacchio, Brandeis U.; Markus David Taussig, Rutgers Business School; Danqing Wang, Hong Kong U. of Science and Technology; Christopher B. Yenkey, Darla Moore School of Business, U. of South Carolina

Saturday 2:45PM

455 : (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.

456 🗣️🗣️🗣️🗣️: (HR) Boomerangs, Lift Outs, Clusters, Acqui-Hiring, Referrals, and Pipelines

2:45pm - 4:15pm Westin Copley Place Boston: Defender

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 Bhawuk, 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 Rimanoczy, 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

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 Boivie, 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 - 4:30pm 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 - 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

465 🗣️📄: (HR, OB) **Exploring Tough Research Questions with Compensation Scholars**

3:00pm - 5:30pm 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/btof2019> 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 btof.pdw@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
Distinguished Speakers: Daniel Levinthal, U. of Pennsylvania; Linda Argote, Carnegie Mellon U.; Henrich Greve, INSEAD
Facilitators: Sucheta Nadkarni, U. of Cambridge; Stephan Billinger, U. of Southern Denmark; Thomas Keil, U. of Zurich; Vibha Gaba, INSEAD; Metin Sengul, Boston College; Sebastien Briha, IESE Business School; Julien Clement, Stanford U.; Marlo Raveendran, U. of California, Riverside; Horacio Enrique Rousseau, Florida State U.; Songcui Hu, U. of Arizona; Tiona Zuzul, Foster School of Business; Felipe Csaszar, U. of Michigan; Pino G. Audia, Dartmouth College; Hart E. Posen, U. of Wisconsin, Madison; Daniella Laureiro Martinez, ETH Zurich
Speakers: Felipe Csaszar, U. of Michigan; Hart E. Posen, U. of Wisconsin, Madison; Pino G. Audia, Dartmouth College; Daniella Laureiro Martinez, ETH Zurich

470 📄: (OSCM, RM) **Putting the 'Network' into Supply Network Research**

3:00pm - 5:00pm Westin Copley Place Boston: America North

Presenters: Jon Johnson (U. Arkansas), Stephen Borgatti (U. Kentucky), Ronald Burt (U. Chicago), Thomas Choi (Arizona State U.), Kevin Linderman (Arizona State U.), Marat Davletshin (U. Arkansas), Jury Gualandris (Western U.), Annachiara Longoni (U. Ramon Llull) Please contact the session organizer to obtain the approval code.

Organizers: Jonathan Johnson, U. of Arkansas; Mark Pagell, U. College Dublin; Brian S. Fugate, U. of Arkansas Sam M. Walton College of Business; Barbara B. Flynn, Indiana U.

471 : (PNP) PNP Academic Journal Editors Panel
3:00pm - 4:30pm Hilton Boston Back Bay; Belvidere Ballroom, Salon B
Panelists: Susan Phillips, Carleton U.; Bryan W. Husted, Tecnologico de Monterrey; Jeremy Hall, U. of Central Florida; Stephanie Newbold, -; Deneen Hatmaker, U. of Connecticut

Saturday 3:15PM

472 : (HCM) "Hot Topics" in Health Care Management: Research Roundtables

3:15pm - 4:45pm Sheraton Boston Hotel: Gardner AB
Organizers: Timothy Hoff, Northeastern U.; Laura McClelland, Virginia Commonwealth U.; Ingrid Nembhard, The Wharton School, U. of Pennsylvania; Amber Stephenson, The David D. Reh School of Business, Clarkson U.; Maiké Vanessa Tietschert, Stanford U.

Facilitators: Ariel Avgar, U. of Illinois at Urbana-Champaign; Yvonne Brunetto, Southern Cross U.; Sandra Catherine Buttigieg, U. of Malta; Thomas D'Aunno, New York U.; Samer Faraj, McGill U.; Jody Hoffer Gittell, Brandeis U.; Larry R. Hearld, U. of Alabama, Birmingham; Timothy Hoff, Northeastern U.; Tal Katz-Navon, Arison School of Business, The Interdisciplinary Center (IDC), Israel; Laura McClelland, Virginia Commonwealth U.; Hector P. Rodriguez, UC Berkeley; Sara Singer, Stanford U.; Kathleen M. Sutcliffe, Johns Hopkins U.; Robert J Weech-Maldonado, U. of Alabama, Birmingham

473 : (OB, IM) OB Research Roundtables

3:15pm - 5:15pm Sheraton Boston Hotel: Back Bay Ballroom CD
Organizers: Emilija Djurdjevic, 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 Nifadkar, 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; Huiwen 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
Organizers: Johannes Meuer, ETH Zurich; Ruth V. Aguilera, Northeastern U.; Joanna Tochman Campbell, U. of Cincinnati; Donal Crilly, London Business School; Peer Fiss, U. of Southern California; Santi Furnari, Cass Business School, City U. London; Thomas Greckhamer, Louisiana State U.; Vilmos F. Misangyi, Pennsylvania State U.; Rodney Lacey, Arizona State U.

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.

477 : (MC, OB) An Inclusive Organization: The Great and the Not so Great. How Champions Can Help

3:30pm - 5:30pm Boston Park Plaza: Whittier
Chair: Rida Elias, American U. of Beirut
Facilitators: Ursula El Hage, Saint Joseph U. of Beirut; Fouad Zablith, 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; Omayya Kuran, U. of Balamand; Ziad Nabil Nehme, U. of Balamand; Veronique Zardet, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; Hasan Youness, Consultancy; Yazeed Alhezzani, ya
Participants: Maha Mohamed Mohsen Abdelsattar Aly, TU Dortmund U.; Mounir 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 Beechler, 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

479 🗨️📄: (ENT) Escaping Schumpeter's Shadow: The Power of Contextualization in the Rigor-Relevance Debate

3:45pm - 5:45pm Sheraton Marriott Copley Place: Grand Ballroom Salon U
Organizers: Sophie Catherine Bacq, Indiana U. - Kelley School of Business; David Matthew Townsend, Virginia Polytechnic Institute and State U.
Panelists: Dean Shepherd, U. of Notre Dame; G. T. Lumpkin, U. of Oklahoma; Friederike Welter, IfM Bonn / U. of Siegen; Ted Baker, Rutgers U.; Richard Hunt, Virginia Tech; William B. Gartner, Babson College

480 📄: (OB, OMT) Understanding the Nuances of Creative Leadership Across Contexts

3:45pm - 5:45pm Sheraton Boston Hotel: Liberty Ballroom AB
Organizers: Charalampos Mainemelis, ALBA Graduate Business School; Olga Epitropaki, Durham U.; Ronit Kark, Bar Ilan U.
Distinguished Speaker: Teresa M. Amabile, Harvard U.
Presenters: Maria Kakarika, NEOMA Business School; G. James Lemoine, U. at Buffalo, The State U. of New York; Elizabeth Long Lingo, Worcester Polytechnic Institute; Robert Litchfield, Washington and Jefferson College; Jennifer Mueller, U. of San Diego; Christina Shalley, Georgia Institute of Technology; Marc B. Stierand, Ecole hôtelière de Lausanne, HES-SO UAS and Arts Western Switzerland; Silviya Svejnova, Copenhagen Business School

481 🗨️📄: (OB, RM, STR, HR) Dyads in Multilevel Theory and Methods: Deeper Appreciation for an Essential Level of Analysis

3:45pm - 5:45pm Sheraton Boston Hotel: Commonwealth
Organizers: Alia Crocker, Babson College; Rory Eckardt, Binghamton U.-State U. of New York; Yoojung Ahn, City U. of Hong Kong; Steven W Floyd, U. of Massachusetts, Amherst
Presenters: Raina A. Brands, London Business School; Janaki Gooty, U. of North Carolina, Charlotte; Steve W J Kozlowski, Michigan State U.; Anneloes M. L. Raes, IESE Business School; Olaf N. Rank, U. of Freiburg; Francis J. Yammarino, Binghamton U.-State U. of New York

482 🗨️📄: (ONE) Social Evaluations and Sustainable Outcomes

3:45pm - 5:00pm Westin Copley Place Boston: Empire
Organizers: W Chad Carlos, Brigham Young U.; Shon R. Hiatt, U. of Southern California; Ben William Lewis, Brigham Young U.
Panelists: Rodolphe Durand, HEC Paris; Olga Hawn, U. of North Carolina, Chapel Hill; Andrew J. Hoffman, U. of Michigan; Michael Lenox, U. of Virginia; Thomas Peyton Lyon, U. of Michigan; Judith Louise Walls, HSG U. of St. Gallen

483 🗨️📄: (SAP, ODC, OMT, STR) Open Strategy: Practices and Perspectives

3:45pm - 6:15pm Boston Park Plaza: White Hill
Organizers: David Nils Seidl, U. of Zurich; Violetta Splitter, U. of Zurich; Richard Whittington, U. of Oxford
Presenters: Leonhard Dobusch, U. of Innsbruck; Julia Hautz, U. of Innsbruck; Loizos Th. Heracleous, U. of Warwick; Eric Knight, U. of Sydney; Linda Rouleau, HEC Montréal; Daniel Schlagwein, U. of New South Wales; Basak Yakis-Douglas, U. of Oxford

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 Nguessan, 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; 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.

486 ➔📄: (IM) Meet the IM Editors

4:00pm - 5:30pm Hilton Boston Back Bay: Maverick B
Organizer: Prithwiraj Choudhury, Harvard U.
Presenters: Alvaro Cuervo-Cazurra, Northeastern U.; Ajai Singh Gaur, Rutgers U.; Subramanian Rangan, INSEAD; Jiatao Li, Hong Kong U. of Science and Technology; Witold Jerzy Henisz, U. of Pennsylvania; Tanya Menon, Ohio State U.

487 🗨️🗨️: (PTC, MSR) A Contemplative Arts Salon: How Theater, Dance, Visual Arts & Poetry Humanize Management

4:00pm - 6:00pm Sheraton Boston Hotel: Fairfax AB
Humanistic Management, Art, Contemplation
Organizer: Jyoti Bachani, Saint Mary's College of California
Speakers: Dharm Prakash Sharma Bhawuk, U. of Hawaii at Manoa; Vasanthi Srinivasan, Indian Institute of Management, Bangalore; Steven S. Taylor, Worcester Polytechnic Institute; Nancy J. Adler, McGill U.
Participants: Marco Aponte, Saint Mary's College of California; Christopher Michaelson, U. of St. Thomas

488 : (PUBS) AMD Advisory Committee and Editorial Review Board with Reception

4:00pm - 6:00pm Sheraton Boston Hotel: Constitution Ballroom B
By Invitation Only
Presenter: Peter Bamberger, Tel Aviv U.

489 : (PUBS) AMLE Editorial Review Board with Reception

4:00pm - 6:00pm Sheraton Boston Hotel: Republic B
By Invitation Only
Organizer: Susan Zaid, Academy of Management
Presenter: William Foster, U. of Alberta

Saturday 4:15PM**490 → 🏠: (INDAM, IM, OB) Building and Strengthening Research Partnerships in India**

4:15pm - 6:15pm Sheraton Boston Hotel: Berkeley AB

Organizers: Nagaraj 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: Staller

Organizers: Quy Nguyen Huy, INSEAD; Stevo Pavicevic, 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 Meaney, U. of Colorado, Boulder**Speakers:** Henry Mintzberg, McGill U.; Teresa M. Amabile, 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 - 8:00pm 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 Cutcher-Gershenfeld, Brandeis U.; Callie Watkins Liu, Stonehill College; J. Phillip Thompson, Office of the Mayor, New York City; Angela Aristidou, 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 Jebson, Insitute for Cocreating Leadership; Ninna Meier, Aalborg U.; Victoria Parker, U. of New Hampshire; Nancy Whitelaw, Nevans Consulting Inc; Yaminette Diaz-Linhart, Brandeis U.; Jeffrey Grim, U. of Michigan**Chairs:** Jody Hoffer Gittel, 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

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: Westminster
Organizer: Satish Nambisan, Weatherhead School of Management, Case Western Reserve U.
Presenters: Erko 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. London; Clifford Oswick, City U. London

505 → 🗺️: (OMT, MH, IM) Classics of Organization and Management Theory: The Contingency Approach

5:00pm - 7:00pm Boston Hynes Convention Center: 310
Organizers: Pedro Monteiro, EMLYON 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 Wiesenfeld, 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 Chiambaretto, 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. 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.; Sanjeewa 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 & Fairfield), 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 - 7:30pm 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 Guzelsu**, 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.

Saturday 5:45PM

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

Saturday 6:00PM

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.
Presenters: **Sinziana Dorobantu**, New York U.; **Alexander Eapen**, Australian National U.; **Elisa Alvarez-Garrido**, U. of South Carolina; **Srividya Jandhyala**, ESSEC Business School; **Amol M. Joshi**, Oregon State U.; **Randi Lunnan**, BI Norwegian Business School; **Anupama Phene**, George Washington U.; **Elizabeth L. Rose**, U. of Leeds; **Grazia D. Santangelo**, Copenhagen Business School; **Charles Edward Stevens**, Lehigh U.; **Xiaohua Yang**, U. of San Francisco; **Yingqi Wei**, U. of Leeds

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 Offsite: Legal Sea Foods - Park Square
Committee Social (By Invitation Only)
Organizer: **Stefan Krummaker**, Queen Mary U. of London

Saturday 6:30PM

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; **Ajmesh 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, ISEOR, Magellan, iaelyon, U. Jean Moulin

534 : (MED) MED/MOBTS/NDSC/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 Charpiet, -; Lynn Huddon, -

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. Olivares-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

Coordinators: Olivia Hernandez-Pozas, Tecnológico de Monterrey;

Nicole M. Coomber, U. of Maryland; Lisa Burke-Smalley, U. of

Tennessee, Chattanooga; Patrick James McGuigan, Pace U.; Ana

Cristina O. Siqueira, William Paterson U.; James R Bailey,

George Washington U.; Charles Roy Fenner, State U. of New York Canton

Newsletter Editor: Drusilla Haskett, U. of St. Andrews

Representatives-at-Large: Tine Koehler, U. of Melbourne; Brett Paul Matherne, Georgia State U.; Emmanuel Monod, Shanghai 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

This session will be held offsite at Kings, 50 Dalton St., Boston, MA 02115.

Please contact Jos Akkerman at j.akkermans@vu.nl or Serge Da Motta Veiga at damottav@american.edu for additional information.

Organizer: Jos Akkermans, Vrije U. Amsterdam

537 : (D&ITC) Diversity and Inclusion Theme Committee: Executive Committee Business Dinner

7:30pm - 9:30pm Boston Hynes Convention Center: 308

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; Michèle 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 02199-8142. Please contact Sarah Jack at sarah.jackent@hhs.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.

Sunday 12:01 AM**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

544 : (MSR) MSR Executive Committee Meeting

7:00am - 8:30am Boston Marriott Copley Place: Vineyard

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

Organizer: Jacob Feinberg, U. of Michigan

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

551 : (TLC) TLC@AOM Welcome Breakfast

7:30am - 8:20am Boston Marriott Copley Place: Grand Ballroom Salon EF

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://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 8:00AM**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.

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 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; 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. Kazeroony, 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 ENT 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 Spee, U. of Queensland; Sotirios 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. Höllner,

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

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.
Presenters: **Melissa Pike**, U. of Guelph; **Katherine Gibbard**, U. of Guelph; **Parco Sin**, U. of Guelph; **Brooke Charbonneau**, U. of Guelph; **Jessica Sorenson**, U. of Guelph; **M. Gloria Gonzalez-Morales**, U. of Guelph

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.
Participants: **Shawn G. Komar**, Wilfrid Laurier U.; **Jennifer Komar**, Wilfrid Laurier U.; **Peter Fisher**, Wilfrid Laurier U.

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
Presenters: **Karen MacMillan**, Wilfrid Laurier U.; **Karin Schnarr**, Wilfrid Laurier U.; **Meredith J. Woodwork**, Wilfrid Laurier U.

593 📖✈️🌍: (TLC) Strategies for Teaching to Large, Internally Diverse Classes

9:40am - 10:40am 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: Katarzyna Bachnik, Hult International Business School; Ted Ladd, Hult International Business School; Manpreet Dhillon, Hult International Business School; Tessa Misiaszek, Hult International Business School
Participant: Deepali D'mello, Hult International Business School

594 📖: (TLC) Outside of These Four Walls: Using Out-of-Class Activities to Put Course Concepts into Practice

9:40am - 10:40am 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.
Presenter: Jennifer L. Eury, Pennsylvania State U.

595 📖🗣️🗳️: (TLC) Teaching Governance in the Age of #MeToo: A Short, In-class Case to Review the Role of the Board

9:40am - 10:40am 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: Norman T. Sheehan, U. of Saskatchewan

596 📖: (TLC) Deconstructing Traditional and Co-operative Business Models Through an Interactive Game

9:40am - 10:40am 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: Jennifer Komar, Wilfrid Laurier U.; Shawn G. Komar, Wilfrid Laurier U.

597 📖: (TLC) Teach Me To Fish: Changing Curriculum and Vision for Greater Student Success

9:40am - 10:40am 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.
Presenters: Katherine Kamachi, Pepperdine U.; Kristy Grayson, Dixie State U.

Sunday 9:45AM

598 : (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

Sunday 10:00AM

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. Professional Development Workshop Chair: Faith Wambura Ngunjiri, Concordia College
Treasurer: Eileen Kwesiga, Bryant U.
Facilitators: Moses Acquaaah, 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) OSCM Sunday Café I

10:00am - 11:00am Westin Copley Place Boston: Defender

606 : (OSCM) OSCM 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.

Sunday 10:30AM**609 : (AAC) Midwest Academy of Management Board Meeting**

10:30am - 12:30pm Sheraton Boston Hotel: Arnold Arboretum

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: Maria Kraimer, Rutgers U., School of Management and Labor Relations

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

Sunday 10:50AM**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.
Participant: Ronald A.D Dyer, U. of Sheffield Management School

614 : (TLC) A Modular and Cross-disciplinary Approach to a Professional Development Course for Graduate Students

10:50am - 11:50am 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: 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.
Organizers: Gamze Koseoglu, U. of Melbourne; G. James Lemoine, U. at Buffalo, The State U. of New York; Sejin Keem, Portland State U.

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

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, Keele U., U.K.; **Juergen Bleicher**, DHBW Villingen-Schwenningen / Germany
Presenter: **Jaensch Alexander**, DHBW Mannheim / 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 Paladino**, U. of Melbourne

622 : (TLC) **Teaching with Business Simulation Games**

10:50am - 11:50am 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.

Participant: **Tim Rogmans**, Zayed U.

Sunday 11:00AM

623  : (AAT) **Nevertheless She Persisted: Succeeding as a Woman Academic**

11:00am - 2:00pm 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 Paine**, IE Business School

Moderators: **Grace Augustine**, Northwestern Kellogg School of Management; **Emily S. Block**, U. of Alberta; **Emily Dunham Heaphy**, U. of Massachusetts, Amherst; **Sandy Hershcovis**, 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

Review Progress and Plan for the Future

Professional Development Workshop Chairs: **Emmanuel Monod**, Shanghai SUIBE U.; **Christof Backhaus**, Aston Business School
Chairs: **Usha C.V. Haley**, Wichita State U.; **Marc Bonnet**, ISEOR, Magellan, iaelyon, U. Jean Moulin

628 : (PUBS) **Meet the AMD Editors**

11:00am - 12:00pm Boston Hynes Convention Center: Exhibition Hall A

Come meet the editor of AMD, 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

629 : (VOL) **Incoming Professional Development Workshop Chairs Meeting**







11:00am - 12:00pm 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: **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 (DVs) 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

<https://www.gopeaks.org/2019-aom-pdw-on-management-knowledge-navigator>

Organizer: **Victor Zitian Chen**, U. of North Carolina, Charlotte
Facilitators: **George Banks**, UNC Charlotte; **Frank A. Bosco**, Virginia Commonwealth U.; **William H. Glick**, Rice U.; **Charles Dhanaraj**, Fox School of Business, Temple U.; **Steve Sauerwald**, U. of Illinois at Chicago; **Marc Van Essen**, U. of South Carolina; **Anne S. Tsui**, U. of Notre Dame; **Flore Bridoux**, U. of Amsterdam

631 : (ICW) Entrepreneurship Theory and Practice Senior Editors and Editors Meeting

11:30am - 1:00pm Boston Hynes Convention Center: 301

By Invitation Only.

Organizer: **Cynthia Nalevanko**, Sage Publications

Sunday 12:00PM

632 🗣️👤: (AAT) What Has Changed? Barriers and Facilitators to Women's Career Advancement in the 21st Century

12:00pm - 2:00pm Boston Hynes Convention Center: 203

Scholars have investigated women's slow and difficult foray into paid white-collar work for several decades (Metz & Kumra, in press). In their quests for answers, researchers have focused on factors that women can control to some extent (e.g., education and work experience) and on factors that they have little or no control over (e.g., gender stereotypes and social roles). Some have also investigated what helps and what hinders women's careers across nations and cultures (e.g., Glick et al., 2000). As a result of this collective research effort, women have adopted many practical recommendations, such as seeking mentors and developing work networks. Organizations have also implemented practical recommendations, such as flexible work policies. Yet, little seems to have changed over the decades. For example, the expected increase in women's representation in management has been, in the main, slow and patchy (e.g., Catalyst, 2017). This disappointing result has all but discredited the 'pipeline' and 'generation' rationales. The former is based on the belief that women's ascension to leadership positions is a matter of time; as the years pass and they gain work experience, they will have similar opportunities to advance in management as their male counterparts. The latter is based on the belief that social roles, gender biases and negative stereotypes of women will ease as new cohorts of decision makers replace old ones. Neither rationale has eventuated. The 'pipeline' seems to be 10 years longer for women than for men, at least in academia (Metz & Harzing, 2009). In turn, management stereotypes have become less masculine primarily among women, meaning that the new generations of decision makers (most of whom are still men) hold largely similar views to their predecessors. Not surprisingly, women's perceptions of the barriers to their advancement have changed little, as has the chasm between theirs and male leaders' perceptions of what holds women back. In a survey conducted more than 20 years ago in the US, female executives were more likely than male CEOs to mention interpersonal factors such as male stereotyping and preconceptions (52% women vs. 25% men; Ragins, Townsend, & Mattis, 1998). This disparity was again found in a recent survey of 842 members of the Australian business community with women mentioning more often than men interpersonal factors such as perceptions and undervaluation of women's leadership style (78% women vs 39% men; Sanders, Hrdlicka, Hellicar, Cottrell, & Knox, 2011). In addition

to the misplaced reliance on time to effect change, organizations' tendency to focus on short-term quick fixes to women's 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

636 🗣️👤: (AAT) Rebooting Sexual Harassment Prevention Efforts: Recommendations from 2016 E.E.O.C. Task Force

12:30pm - 2:00pm Boston Hynes Convention Center: 109





Moderator: **Jennifer Griffith**, 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

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

 Perceived Overqualification, Counterproductive Performance and the Moderating Role of Ambition | Bert Schreurs, Vrije U. Brussel; I. M. Jawahar, Illinois State U.; Jos Akkermans, Vrije U. Amsterdam



  Friends or Foes: Attorneys' Narratives of Balancing Work and Life | Spela 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 Guthey, 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

  Wellbeing or Workaholism - Critical Perspectives on Employee Engagement in New Work Practices | Farheen Fathima Shaik B, Indian Institute of Management, Tiruchirappalli; Upam Pushpak Makhecha, Indian Institute of Management, Tiruchirappalli; Biju Varkkey, Faculty, HRM, Indian Institute of Management, Ahmedabad

641      JS: (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. Kazeroony, 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


Presenters: Paulina Segarra, U. Anáhuac México; Ajnesh Prasad, EGADE Business School; Hamid H. Kazeroony, Minnesota State U.; Yusuf M. Sidani, American U. of Beirut; 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 Cruppe, 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


 Entrepreneurial Orientation, Firm Performance, and the Moderating Role of Management Control Systems | Chaffik Bakkali, Institut Montpellier Management; Jonathan Maurice, Toulouse School of Management


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, Tecnológico 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 Guerrazzi, U. Nove de Julho - UNINOVE - São Paulo; Fernando A R Serra, Uninove; Manuel

Anibal Portugal Ferreira, Nove de Julho U.; **Vanessa Scaciotta**, Fundacao Getulio Vargas

- 📄 When do Family Firms Change their Internationalization Strategies? | **Ivan Miroshnychenko**, Free U. Bozen, Bolzano; **Kimberly A. Eddleston**, Northeastern U.; **Alfredo De Massis**, Free U. Bozen, Bolzano and Lancaster U.

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? | **Seungryul 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.

Anticipatory Entrepreneurial Passion and its Role in Shaping Affect/Effort of Nascent Entrepreneurs | **Daniel A. Cohen**, Wake Forest U.; **Melissa S. Cardon**, U. of Tennessee; **Jagdeep Singh**, Case Western Reserve 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 Kuppaswamy**, 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: **Maike Vanessa Tietschert**, 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

🗣️ 🗣️ 📄 The Process of Formal and Direct Voice Practices: The Role of Participative Climate | **Bora Kwon**, Pennsylvania State U.; **Elaine Farndale**, Penn State U./ Tilburg U.; **Jong Gyu Park**, Penn State Altoona

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

- 🗣️📄 Individual-Level Absorptive Capacity and Knowledge Transfer During International Assignments | **Angelo DeNisi**, Tulane U.; **Wilson Flores**, U. de los Andes, Colombia
- Nesting Ambidexterity Strategies in High-Security Contexts | **Jacobo Ramirez**, Copenhagen Business School; **Sergio Madero**, Tecnologico de Monterrey; **Claudia Vélez-Zapata**, U. Pontificia Bolivariana
- 🏠👨👩 Work-Life Balance Satisfaction of Parents in Fragile Families across Canada | **Maryam Dilmaghani**, Saint Mary's U., Canada; **Vurain Tabvuma**, Saint Mary's U., Canada

650 🗣️📄👨👩 SHCS: (HR, AAT) **Crossing the Line: 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

Organizational Diversity Paradigms | **Isabel Metz**, Melbourne Business School, U. of Melbourne; **Sanjeewa Samanmali Perera**, U. of South Australia
 Validation of a Measurement of Organizational Diversity Paradigms | **Kelly Pledger Weeks**, Rhodes College; **Anita Davis**, Trinity College

Best Practice Gender Equality: Policies and Procedures that Translate into Positive Change | **Terrance William Fitzsimmons**, U. of Queensland; **Miriam Yates**, U. of Queensland

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; **Donna Chrobot-Mason**, U. of Cincinnati
 Boundary Permeability--the Key to Bridging the "Above" and "Below" the Line Gaps in Inclusion | **Dinika Jones Travis**, Catalyst; **Michälle 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; **Elissa Perry**, Teachers College, Columbia U.; **Donna Chrobot-Mason**, U. of Cincinnati; **Michälle Mor Barak**, U. of Southern California; **Adriana Clomax**, U. of Southern California

651 : (DISC Paper Session) - (IM) **Emerging Topics of International Management (1)**
 12:30pm - 2:00pm Hilton Boston Back Bay: Maverick A
Chair: **Seung-Hyun Lee**, U. of Texas at Dallas
 The Effect of International Licensing-in Experience on Latecomer's International Licensing-out | **Byungjun Min**, Seoul National U.

🏠 Home Country Subnational Environment and Internationalization of Emerging Market Firms | **Arpit Raswant**, U. Of Sydney; **Chinmay Pattnaik**, U. Of Sydney
 Competition effect and spillover effect among competitors from the same country in foreign markets | **Kyun Kim**, U. of Texas at Dallas; **Seung-Hyun Lee**, U. of Texas at Dallas; **Omer N. Gokalp**, Suffolk U.

The impact of relational asset on automotive supplier's performance in international market | **Kazuyuki Motohashi**, U. of Tokyo
 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

→ Emerging Market Firms' Dynamic Capabilities: Case Studies of Traditional Industries in China | **Mohan Song**, Florida International U.; **William Newbury**, Florida International U.; **Arun Kumaraswamy**, Florida International U.; **Sam Park**, Nanyang Technological U.; **Jinlin Zhao**, Florida International U.

652 🗣️📄👨👩: (DISC Paper Session) - (MED) **Learning Environment Design**
 12:30pm - 2:00pm Sheraton Boston Hotel: Jamaica Pond
Chair: **Sonja Förster**, ETH Zurich

Developing Inclusive Learning Environments at Management Education Institutions | **Seerat Kaur Gill**, LM Thapar School of Management Thapar U. Patiala (Punjab) India; **Gurparkash Singh**, LM Thapar School of Management Thapar U. Patiala (Punjab) India

🗣️→ 🗣️👨👩 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

🗣️ Moral Identity and the Influence of PBL-E: A DSR Approach | **Chrissann Ruehle**, Florida Gulf Coast U.; **Jennifer Grace Manegold**, Florida Gulf Coast U.; **Eric B. Dent**, Florida Gulf Coast U.

🗣️ Chasing A Moving Target: Using Design Thinking to Blend Rational and Foolish Problem-Solving | **Sonja Förster**, ETH Zurich; **Philipp Bubbenzer**, HES-SO / ETH Zurich

653 🗣️→ 🗣️: (DISC Paper Session) - (MH) **Discussions on history, methods and industry.**
 12:30pm - 2:00pm Boston Marriott Copley Place: Massachusetts
Chair: **James M. Wilson**, U. of Glasgow

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

🗣️ Cultural theorizations in business history: how histories shape cultures and vice versa | **Guilherme Azevedo**, Audencia Business School

🗣️👨👩 Intersectionality as a Matter of Time: The Case of British Airways (1924-1974) | **Kerry Hendricks**, Saint Mary's U., Canada; **Nicholous Mark Deal**, Saint Mary's U., Canada; **Jean Helms Mills**, St. Mary's U.

Usable History in Organizations: Specters of Reith and the BBC | **Chris Carter**, U. of Edinburgh business school; **Michael**

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.

MSR Method for Speaking Truth to Power: Criterion-Predictors and Insight-based Critical Realism | **Charles Thomas Tackney**, Copenhagen Business School

Moving mountains: An examination of faith and organizations | **Joshua Marineau**, North Dakota State U.; **Laura Egan**, U. of North Dakota

Buddhist Coping and Social Factors: Empirical Evidence from Chinese entrepreneurs | **Zheng (Daniel) Duan**, Victoria U. of Wellington; **Christian Yao**, Victoria U. of Wellington; **Yang Yu**, Victoria U. of Wellington

656: (DISC Paper Session) - (ODC) **Sustainability and Institutional Change**

12:30pm - 2:00pm Boston Park Plaza: Cambridge

Chair: **Estelle Archibold**, 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

Why do Institutional Changes Fail? Institutional Elasticity and Petroleum Sector Reforms in India | **Kshitij Awasthi**, Indian Institute of Management, Lucknow; **K V Gopakumar**, Indian Institute of Management, Ahmedabad; **Abhoy Kumar Ojha**, Indian Institute of Management, Bangalore

Tracing the Global Diffusion of Corporate Social Responsibility | **Lutz Preuss**, U. of Sussex

CSR Practices among New Zealand Firms: Myth or Reality | **Rashid Zaman**, Aspire2 International; **Muhammad Nadeem**, U. of Otago, New Zealand

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**, Luiss Guido Carli U.; **Riccardo Maiolini**, 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 Paolino**, 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

Being, Doing and Becoming: Organizational Identity Work and the Process of Managing Exogenous Shocks | **Francois Bastien**, U. of Alberta; **William Foster**, U. of Alberta

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

How Frontliners Enact Strategy: Role of Visual Digital Artifacts in Strategy Realization Process | **Bijan Azad**, American U. of Beirut; **Fouad Zabli**, 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: Independence A

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**,

HSG U. of St. Gallen; **Nardia Haigh**, U. of Massachusetts;
Anandh Gopal, Nanyang Technological U.
 In Fair Markets, There Is No Unfair Business! And No
 Responsible Consumption? (WITHDRAWN) | **Anna
 Jasinenko**, HHL - Leipzig Graduate School of Management;
Fabian Christandl, Hochschule Fresenius; **Timo Meynhardt**,
 HHL Leipzig Graduate School of Management
 An Ethic of Organizational Responsibility? Decoupling in the
 light of Weberian Types of Rationality | **Steve Michael
 Loren**, U. of Massachusetts, Boston

661 : (DISC Paper Session) - (OSCM) **Potpourri 1**
 12:30pm - 2:00pm Westin Copley Place Boston: St George B
 Chair: **Buddhika Chathurangani Mannaperuma**, U. of Melbourne
 Fit in buyer-supplier relationships | **Marie Sende**, U. of Twente;
Frederik G. S. Vos, U. of Twente; **Holger Schiele**, U. of Twente
 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

662 : (DISC Paper Session) - (PNP) **Emerging Issues in
 Public and Nonprofit Management**
 12:30pm - 2:00pm Hilton Boston Back Bay: Maverick B
 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
 Understanding Motives of Mega-gift Donors: A Study of
 the Higher Education Sector | **Michael Worth**, George
 Washington U.; **Sheela Pandey**, Pennsylvania State U.,
 Harrisburg; **Sanjay K Pandey**, George Washington U.; **Suhail
 Qaddumi**, Pennsylvania State U., Harrisburg
 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

663 : (PUBS) **AMR Editorial Review Board**
 12:30pm - 2:00pm Sheraton Boston Hotel: Constitution Ballroom B
 By Invitation Only
 Organizer: **Susan Zaid**, Academy of Management
 Presenter: **Jay B. Barney**, U. of Utah, David Eccles School of
 Business

664 : JS: (RM, AAT) **GLOBE Phase 4: Improving
 Culture Dimension Measures and Measuring Trust Across
 Cultures**
 12:30pm - 2:00pm Boston Hynes Convention Center: 303

Chair: **Mansour Javidan**, Thunderbird School of Global
 Management at ASU
 Participants: **Ali Dastmalchian**, Simon Fraser U.; **Peter W.
 Dorfman**, New Mexico State U.; **Carolyn Egri**, Simon Fraser U.;
Richard Cotton, U. of Victoria; **Anirban Kar**, Simon Fraser U.

665 : (DISC Paper Session) - (SIM) **Perspectives on
 Sustainability**
 12:30pm - 2:00pm Boston Marriott Copley Place: Tremont
 Chair: **Beverly Connelly**, Benedictine U.
 Climate Change, Drought, and Wildfire Policy in the Rocky
 Mountains | **Christopher Craig**, Murray State U.; **Myria Allen**,
 U. of Arkansas; **Song Feng**, U. of Arkansas; **Matthew L.
 Spialek**, U. of Arkansas
 Exploring Multi-Party Collaboration towards Shared Value
 Across a Platinum Mine | **Ashina Buddu**, Gordon Institute of
 Business Science; **Caren Brenda Scheepers**, Gordon Institute
 of Business Science
 Business Model Sustainability and Firm Performance: An
 Organizational Perspective | **Muhammad Imran**, EMLYON
 Business School
 Exploring the Merits of Sustainability Ranking Lists: Do They
 Matter? | **Saveena Patara**, U. of Guelph; **Rumina Dhalla**, U. of
 Guelph

666 : (DISC Paper Session) - (SIM) **Social and Ethical
 Aspects of Innovation**
 12:30pm - 2:00pm Boston Marriott Copley Place: Wellesley
 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. Pfothenauer**, 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

667 : (DISC Paper Session) - (STR) **Innovation,
 Capabilities, and Competitive Interaction**
 12:30pm - 2:00pm Boston Park Plaza: Arlington
 Innovation Strategy and Industry Dynamics Track
 Chair: **Stephen Thomas Downing**, National Chiao Tung U.
 R&D Alliances Between Incumbents and New Ventures:
 Dynamic Interplay Between Inter-Firm Governance |
Julius-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 Abdi**, 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; **Efstathios 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; **Erin Chang**, Erasmus U.

Trust-building Process for the Medical-sharing Business Model: A Case Study of D&U Platform in China | **Ma Zicheng**, Lingnan U. / Sun Yat-sen U.; **Heng Liu**, Lingnan U. / Sun Yat-sen U.; **Jianqi Zhang**, Lingnan U. / Sun Yat-sen 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 Golra**, 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 Faultant**, 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: Gardner 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 Boston Hotel: Arnold Arboretum

675 : (ICW) The International Association for Chinese Management Research Board Meeting

1:00pm - 4:00pm Sheraton Boston Hotel: Clarendon AB

Organizer: **Lerong He**, State U. of New York, College at Brockport

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 - 2:30pm 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.

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.

Chair: Karen MacMillan, Wilfrid Laurier U.

Presenters: Meredith J. Woodwark, Wilfrid Laurier U.; Karin Schnarr, Wilfrid Laurier U.; Brent D Beal, U. of Texas at Tyler

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.

Presenters: Srivardhini K. Jha, Indian Institute of Management, Bangalore; Sourav Mukherji, Indian Institute of Management, Bangalore

684 : (TLC) Making it a Reality: AR/VR in Teaching 21st Century Business Leaders

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.

Presenters: Julita 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.

Presenters: 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

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.

Presenters: 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.

Presenters: W. Scot Atkins, D. of Gender and Diversity in Organizations; Torrence E. Sparkman, -

- *Publishing a Journal Article with SAGE – editor perspective (15 min)*
- *Other ways of working with SAGE (15 min): Reviewer; Content Creator (digital resources, contributor, expert reviewers, cases, video scripts); Library Products (Case Writer, Video)*
- *Publishing with SAGE – author perspective (15 min)*
- *Q&A (30 min)*

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.

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.

Panelists: Yvonne Benschop, Radboud U. Nijmegen; Maddy Janssens, KU Leuven; Stella M. Nkomo, U. of Pretoria; Jane O'Leary, U. of Queensland; Jorgen Sandberg, U. of Queensland

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. Presbiteriana 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
Organizers: Anna Katherine Ward, Virginia Tech; Lynn Shore, Colorado State U.; Lisa H. Nishii, Cornell U.
Panelists: Derek R. Avery, Wake Forest U.; David J. G. Dwertmann, Rutgers U.; Patrick F. McKay, Rutgers U.; Mich lle Mor Barak, U. of Southern California

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: Nancy J. Adler, McGill U.

701 🗺️👤🗣️📄👤: (DISC Paper Session) - (CAR) **Careers and Inclusivity**

2:15pm - 3:45pm Sheraton Boston Hotel: Berkeley AB
Chair: Sharon Segrest, U. of South Florida, St. Petersburg
 🗺️👤🗣️📄👤 "I may not have eye-sight, but vision should not be lost": Non-acceptance of Rejection& Relatability | Uday Bhaskar, Institute of Management Technology Ghaziabad, India; Seeta Gupta, Genesis; Yehuda Baruch, Southampton Business School, U. of Southampton
 Predictors and Consequences of Job Crafting Strategies of Older Workers: A Latent Profile Analysis | Noemi Nagy, Kalaidos U. of Applied Sciences
 Women's Career Advancement for Inclusive Growth : Determining Facilitators and Moderators | Sonam Chawla, MDI; Radha Rani Sharma, Radha R. Sharma, MDI
 🗺️👤🗣️📄👤 Immigrant Employee Well-Being: A Review and Research Agenda | Melika Shirmohammadi, Idaho State U.; Mina Beigi, Southampton Business School, U. of Southampton

702 🗺️: (DISC Paper Session) - (CM) **Moral and Ethical Dimensions of Conflict in Organizations**

2:15pm - 3:45pm Sheraton Boston Hotel: Gardner B
Discussant: Gabrielle Adams, U. of Virginia
 🗣️📄 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
 🗺️👤🗣️📄👤 Courage and Punishment: Consequence Type Increases Judgments of Moral Courage | Evan Bruno, U. of Virginia; Erin Frey, U. of Virginia Darden School of Business; Gabrielle Adams, U. of Virginia

🗺️ Varying Effects of Unethical Pro-group Behavior on Team and Individual Performances | Young Won Rhee, U. of Washington
 🗺️ I May Not Agree With You, but I Trust You: Caring About Social Issues Signals Integrity (WITHDRAWN) | Julian Jake Zlatev, Harvard Business School

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 Survivabi | Fahreen Alamgir, Monash U.
 🗺️ Infusing fieldwork with an ethics of care: How to care for research participants? | Anne Antoni, Grenoble Ecole de Management; Haley Allison Beer, U. of Warwick
 🗣️ Inclusion in coworking spaces: tension and struggle in an emerging field | Boukje Cnossen, Leuphana U. L neburg; Lena Knappert, Tilburg U.
 🗣️🗺️ Potentially Performative Programs: Comparing Concepts of Inclusive and Open Organizing | Laura Dobusch, Radboud U., Netherlands; Leonhard Dobusch, U. of Innsbruck; Katharina Kreissl, WU Vienna U. of Economics and Business

704 🗺️👤: (DISC Paper Session) - (ENT) **Policy and Institutions**

2:15pm - 3:45pm Boston Marriott Copley Place: Boylston
Chair: Eric C. Mota, Baylor U.
 🗣️ Picking the Right Winners: Government Business Support Programs and Entrepreneurial Growth | Micka l Buffart, Aalto U. School of Business; Gr goire Pierre Antoine Croidieu, Grenoble Ecole de Management; Phillip H. Kim, Babson College; Ray DeArmond Bowman, -
 🗺️ Innovative Strategies and Performance: What Makes Institutional Entrepreneurs so Distinctive? | Sylvain Pierre Bureau, ESCP Europe; Charles Eric Eesley, Stanford U.; Catherine Laffineur, -
 Institutions in Attracting the Entrepreneurial Potential: A Multilevel Approach | Sebastian Aparicio, Durham U. Business School; David Urbano, U. Autonomia De Barcelona; Pekka Stenholm, U. of Turku, Finland
 🗣️🗺️ Government-led Entrepreneurship: Beyond the Boundaries of Public Administration | 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 Amezcua, Syracuse U.
 Theoretical Validation of the Open Strategy Construct: A Study of Collective Social Entrepreneurship | Thomas Pittz, U. of Tampa; Terry R. Adler, New Mexico State U.; Sean E. Rogers, U. of Rhode Island; Carol Flinchbaugh, New Mexico State U.
 🗺️ Does Gender Matter on Corporate Entrepreneurship? A Cross-Country Study | Linda Elizabeth Ruiz, EGADE Business School, Tecnologico de Monterrey; Jose Ernesto Amoros, EGADE Business School, Tecnologico de Monterrey; Maribel Guerrero, Newcastle Business School

📚🗣️ Using Autoethnography to Address the Plus Zone Challenge of Entrepreneurship | **R. Duncan M. Pelly**, McMurry U.

👉🗣️ Blockchain's Roles in Facilitating Entrepreneurial Activities in the Food and Beverage Industry | **Nir Kshetri**, U. of North Carolina, Greensboro

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 Osiyevskyy**, 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

→ 📄 Founder Social Identity and the Financial Performance of New Ventures | **Emmanuelle Fauchart**, Ecole Polytechnique Fédérale de Lausanne & U. of Strasbourg; **Philipp Sieger**, U. of Bern; **Thomas Markus Zellweger**, U. of St. Gallen

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 Padova

📄 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 Atay**, Monash U., Malaysia; **Serkan Bayraktaroglu**, Sakarya U., Turkey; **Yin Teng Chew**, Monash U., Malaysia

🗣️ 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 Burkinshaw**, 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

709 📄: (DISC Paper Session) - (HCM) **Systems and networks in health care delivery**

2:15pm - 3:45pm Sheraton Boston Hotel: Beacon A

Chair: **Sandra Catherine Buttigieg**, U. of Malta

🗣️📄 Structure of Inter-Professional Knowledge Exchange Related to "EHR MedRec" within an SKN System | **Pavani Rangachari**, Augusta U.; **Karl Rethemeyer**, U. at Albany, State U. of New York

🗣️ Trauma Certification and Hospital Referral Region Diversity: A System Approach Theory | **Hanadi Hamadi**, U. of North Florida; **Nazik Zakari**, AlMaarefa U.; **Aurora Tafilii**, U. of North Florida; **Emma Apatu**, U. of North Florida; **Aaron Spaulding**, Mayo Clinic

🗣️📄 Distributed Leadership Enactment in the Implementation of Inter-Organizational Networks | **Jennifer Gutberg**, U. of Toronto; **Sobia Khan**, U. of Toronto, Institute of Health Policy, Management & Evaluation; **Reham Abdelhalim**, U. of Toronto, Institute of Health Policy, Management & Evaluation; **Walter Wodchis**, U. of Toronto, Institute of Health Policy, Management & Evaluation; **Agnes Grudniewicz**, U. of Ottawa

The Role of Proximity in Explaining Patient Transfer Networks in Outpatient Healthcare | **Eva Kesternich**, U. of Freiburg; **Olaf N. Rank**, U. of Freiburg

710 : (DISC Paper Session) - (HR) **HR and Learning**

2:15pm - 3:45pm Westin Copley Place Boston: Parliament

Discussant: **Kristina Bauer**, Illinois Institute of Technology

📄 A Contemporary Perspective on Training Motivation: A Meta-Analytic Review | **Seunghoo Chung**, Ohio State U.; **Raymond A Noe**, Ohio State U.; **Yuhan Zhan**, Ohio State U.; **Kaifeng Jiang**, Ohio State U.

Learning Microdynamics: Explanation for Variability in Learning Behavior and Outcomes | **Jerome P. Flynn**, Virginia Tech; **Kevin Carlson**, Virginia Tech

The Competencies Managers Need - Do Companies and Business Schools Speak the Same Language | **Fabiola Maciel Sarubbi Marangoni**, ESE - Escola Superior de Empreendedorismo Sebrae/SP; **Eduardo Pinto Vilas Boas**, ESE - Escola Superior de Empreendedorismo Sebrae/SP; **Fernando Nascimento**, ESE - Escola Superior de Empreendedorismo Sebrae/SP; **Ana Lucia Pedrazzi**, ESE - Escola Superior de Empreendedorismo Sebrae/SP

🗣️🗣️ Rucksack to Backpack: Psychological Contracts between Veterans and "Military Friendly" Campuses | **Daniel M. Peat**, U. of Cincinnati; **Jaelyn Permann**, Northern Kentucky U.

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: Consequences for International New Ventures | **Ajay Rama Ponnappalli**, Florida International U.; **Chen Wang**, Florida International U.; **Ravi Shanker Gajendran**, Florida International U.; **Sumit Kumar Kundu**, Florida International U.
- 📄 The appropriation mechanism of outsourcing innovation in the weak IPR countries | **Tung-Min Hung**, Rutgers U.; **Ajai Singh Gaur**, Rutgers U.; **Farok Contractor**, Rutgers U.
- 📄 National Innovation Ecosystems in the G-20 Countries: A Longitudinal Comparative Study | **Joseph L C Cheng**, U. of Illinois at Urbana-Champaign; **E. Geoffrey Love**, U. of Illinois at Urbana-Champaign; **Deepika Chhillar**, U. of Illinois at Urbana-Champaign

712 : (DISC Paper Session) - (MC) Global Discussion Papers in Action Research

2:15pm - 3:45pm Boston Park Plaza: Hancock

Chair: **Rita Kowalski**, Work Life Consulting LLC

Discussant: **Eric Gautier**, U. Pantheon-Assas (Paris II)

- 📄 Strategic Planning for Acer: Using Strategy-Formulation Analytical Framework | **Lung-Tan Lu**, Fo Gunag U.
- 📄 🗣️ 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); **Lingxiu (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 Jyväskylä; **Anu Sivunen**, U. of Jyväskylä
- 🗣️ Interstitial Space in Cyberspace: A Mixed-Methods Exploration of Cypherpunk Practices | **Moritz Jan Kleinaltenkamp**, Hertie School of Governance
- 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 | **Jinzhao Deng**, Hubei U. of Economics; **Ruiqi Deng**, westsyde secondary school
- Do Empowered Employees Boost Organizational Resilience? A Case Study in the Dutch Home Care Industry | **Georges Romme**, Eindhoven U. of Technology; **Jennifer Van Den Berg**, Eindhoven U. of Technology; **Pascale Le Blanc**, Eindhoven U. of Technology; **Alex Alblas**, Eindhoven U. of Technology
- 🗣️ → 🗣️ Communicating Organizational Development: Metaphors in Strategic Plans | **Maris G Martinsons**, City U. of Hong Kong; **Robert Davison**, 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**

Jathol, NEOMA Business School; Charles-Clemens Ruling, Grenoble Ecole de Management

ODC Division Best Paper Based on a Dissertation

717 📄📍SHCS: (ODC, AAT) Research Trajectories in Org 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

Humility as an Enabler of Organizational Growth and Change

| **Melissa A. Norcross**, Naval Post Graduate School; **Michael R.**

Manning, Benedictine U.

A Social-Economic Approach to OD: Learning from an

Intervention with a Large Company | **Olivier Voyant**, ISEOR,

Magellan, IAE Lyon, U. Jean Moulin; **Frantz Datry**, ISEOR;

Amandine Savall, ISEOR; **Marc Bonnet**, ISEOR, Magellan,

iaelyon, U. Jean Moulin

Key Tensions in Purposive Action by Middle Managers

Leading Change | **Jean E. Neumann**, Tavistock Institute; **Kim**

James, Cranfield U.; **Russ Vince**, U. of Bath

Facilitating Change through Groups: Formation of Collective

Attitudes towards Change | **Dave Bouckennooghe**, Brock U.;

Gavin M. Schwarz, UNSW Sydney; **Bradley J. Hastings**,

UNSW Sydney; **Sandor Gabor Lukacs De Pereny**, AOM

Leading in Social Entrepreneurship: Development

Organizational Resources in the Face of Paradoxes | **Laura**

Galuppo, U. Cattolica del Sacro Cuore; **Mara Gorli**, Catholic U.

of the Sacred Heart, Milan; **Benjamin Nathan Alexander**,

California Polytechnic State U.; **Giuseppe Scaratti**,

Agile Thriving Teams: Model for Environments of Continual

Change | **Rachael Narel**, Benedictine U.; **Therese F. Yaeger**,

Benedictine U.; **Peter Sorensen**, Benedictine U.

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.

→ 📄📍 Knowledge Transfer Strategy Under Complexity -

Developing Emergency Management Capability | **Johannes**

Schmied, Nord U. Business School

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.

Regulatory Multiplicity: An Exploration of Underpinnings and

Constituent Relationships | **Deborah Anderson**, U. of Oxford

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 Oxford

📄 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

📄 Materiality of Attention: How Selective Use of Materiality

Sustains Designing Shared Representations | **Linda**

Mitroorgji, Cass Business School, City U. London

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 Köttnitz**, 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 Gehrlein**, 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 | **Mehrnoush Sarafan**, U. of Bath

723 🗣️📄📄: (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 | **Erynn Elizabeth Beaton**, Ohio State U.; **Megan LePere-Schloop**, 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

724 🗣️🗣️🗣️ 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; **Rona 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 Trincheri**, CERGAS SDA Bocconi; **Silvia Rota**, SDA Bocconi; **Raffaella Saporito**, -

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 Trincheri**, CERGAS SDA Bocconi; **Silvia Rota**, SDA

Bocconi; **Raffaella Saporito**, -; **Esme Huia Franken**, Victoria U. of Wellington; **Rona 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

725 : (DISC Paper Session) - (SIM) Leadership in Morally Salient Contexts

2:15pm - 3:45pm Boston Marriott 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

726 : (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 Affectivity Gap in Stakeholder Theory | **Mollie Painter-Morland**, Nottingham Trent U.; **Deslandes Ghislain**, -; **Mar Perezts**, EMLYON Business School

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

727 🗣️🗣️🗣️ 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 Logistics 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

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 Gueler**, U. of Kassel

➔ Trusting Others 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 Gueler**, 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

Performance Feedback in Academic Journals: The Effect of Impact Factor on Manuscript Rejection Rates | **Elio Shijaku**, U. of Barcelona; **Nathalie Marcela Cerón Hurtado**, U. of Vic

🗨️📄👏 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 Graziadio Business School

➔🗨️📄 A Stakeholder Resource-based View of CSI: Evidence from Shareholder Value Destruction in China | **Maretno Agus Harjoto**, Pepperdine Graziadio Business School;

Andreas Hoepner, U. College Dublin, Smurfit; **Qian Li**, Cardiff Business School

➔📄 Guanxi Orientation, Value Creation, and Value Capture in Buyer-Supplier Relationships: A Dyadic View | **Lucy Sojung Lee**, Seoul National U.

Valuation of Resources Under Risk and Uncertainty | **Ipek Koparan**, PhD Candidate, Kent State U.; **Asli Musaoglu Arikan**, Kent State U.; **Ilgaz Tahir Arikan**, Kent State U.; **Shuo Yang**, Kent State U.

Emergence of Modern Impersonal Exchange: Role of Formalization | **Prateek Raj**, Indian Institute of Management, Bangalore

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**, Luiss 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 Henningson**, Copenhagen Business School

➔🗨️📄 The Resilient Versus The Resistant Approach To Social Media Storms | **Pernille Rydén**, Technical U. of Denmark; **Efthymia 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-Nordtvedt**, 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; **Huiying 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
Presenters: Royston Greenwood, U. of Alberta & Edinburgh U.; C. R. Hinings, U. of Calgary; Donald Siegel, Arizona State U.; Gretchen Marie Spreitzer, U. of Michigan; Andrew H. Van de Ven, U. of Minnesota; Laurie R. Weingart, Carnegie Mellon U.

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

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-Elects: Stephen Cummings, Victoria U. of Wellington; Ajnesh Prasad, EGADE Business School
Program Chairs: Patrizia Zaroni, 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

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.

Participants: Elizabeth Siler, Worcester State U.; Mim Plavin-Masterman, Worcester State U.; Victoria Gruzynski, Worcester State U.; Leslie Campbell, Southern NH U.

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.

Presenters: Karen MacMillan, Wilfrid Laurier U.; Alison M. Konrad, Western U.; Andreas P.J. Schotter, Ivey Business School

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; Francee M. Preston, U. of Memphis; Michelle Amy Montague-Mfuni, 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: 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.

Facilitators: **Heike Vogel-Pöschl**, WU Vienna U. of Economics and Business; **Florian Findler**, WU Vienna U. of Economics and Business

Moderator: **Andre Martinuzzi**, WU Vienna U. of Economics and Business

Presenter: **Norma Schoenherr**, WU Vienna U. of Economics and Business

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 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: **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
Technical Solutions Architect: **Justin A. DeSimone**, U. of Alabama
Meeting and Conferences Specialist: **Njoke Thomas**, The Wharton School, U. of Pennsylvania

763 : (TIM) **TIM Executive Committee Meeting**
 3:30pm - 5:00pm Boston Hynes Convention Center: 108

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; **Cynth 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
The Digital Credit Divide: The Effect of Marketplace Lending on Entrepreneurship | **Douglas Cumming**, Florida Atlantic U.; **Danny McGowan**, Birmingham Business School; **Hisham Farag**, Birmingham Business School; **Sofia A. Johan**, Florida Atlantic U.
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.; **Ludvig Levasseur**, Oklahoma State U.
Entrepreneurship and the Fruits of Delusion | **Daniel Newark**, HEC Paris
Bouncing Back or Letting Go? A Study of Entrepreneurs' Persistence in Distressed Ventures. | **Karlien Coppens**, Ghent U.; **Mirjam Knockaert**, Ghent U.; **Annelore Huyghe**, Cass Business School, City U. London
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.

A New Method for Assessing the Multidimensional Nature of White Racial Attitudes | **Mathea Krogstad**, Seattle Pacific U.; **Vatia Caldwell**, Seattle Pacific U.; **Dana Lynn Kendall**, Seattle Pacific U.; **Phi Nguyen**, Seattle Pacific U.; **Sam Cannon**, Seattle Pacific 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 disability : dyslexic workers challenging skills . | **Damien Aimar**, U. of Paris, Dauphine; **Chanlat Jean-François**, PSL, U. of Paris, Dauphine, DRM, Management & Organisation
When do I ask? How do I Tell? Accommodation and Sensitization Strategies of Disabled Employees | **Swati Ghulyani**, Indian Institute of Management, Indore

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

Organizers: Jordana Moser, Arizona State U.; Kristen Raney, Arizona State U.

Discussant: Kimberly D. Elsbach, U. of California, Davis

Presenters: Kathrina 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:

(Dis)agreement from an uncertainty reduction perspective | Frances Jorgensen, Royal Roads U.; Yvonne Van Rossenberg, Radboud U. Nijmegen

Making Sense of the HRM Tension in Asian Business Groups:

Insights from the Paradoxes of Governance | Fangjian Wu, Shandong U.; Guiyao Tang, Shandong U.; Shuang Ren, Deakin U.; Huanxin Liu, Shandong U., China

🗣️👤 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, Yonsei 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

→ 🗣️👤 Metamorphosis Strategy of Emerging Multinationals and Destinations of the Springboard Strategy | Yi Yang, Yonsei U.; Yong-Suhk Pak, Yonsei U.

→ Terrorism and Corporate Social Responsibility: Testing the Impact of Attacks on CSR Behavior | Elizabeth Marie Moore, Northeastern U.; Luis Alfonso Dau, Northeastern U.; Max Abrahms, Northeastern U.

→ 🗣️👤 A Longitudinal Study of MNE Innovation Enhancement at Home via Cross-Border Acquisitions | Juan Bu, Indiana U.; Yadong Luo, U. of Miami; Yinuo Tang, U. of hong kong

🗣️→ Does Property Appropriation Hazard Matter in Cross-border Venture Capital Syndication? | Lang Shi, Peking U.; Changqi Wu, Peking U.; Yue Yuan, Peking U.

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

Embodied Phronetic Pedagogy: Cultivating Ethical Capabilities in Postgraduate Business Students | Marco Berti, U. of Technology, Sydney; Natalia Nikolova, U. of Technology, Sydney; Walter Jarvis, U. of Technology, Sydney; Alexandra Pitsis, U. of Technology, Sydney

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; Sareh Pouryousefi, 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.

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.; Marieke Caroline Lisette Van Den Brink, Radboud U. Nijmegen; Julie Nugent, Catalyst; Bernardo M. Ferdman, 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

📖The Tiny Acts of Management: Microfoundations of the (21st Century) Manager | Robert Conan Ryan, U. of Pittsburgh; Barry M. Mitnick, U. of Pittsburgh

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 Sustainability Logics | Luna Ansari, MIT/Aalto School of Business

A Framework of Dialectical Meaning Making in Emerging Technological Fields | Andrea Carlo Lo Verso, Alma Mater Studiorum U. di Bologna

Everything Must Change so That Everything Can Stay the Same: Open Access in UK Academic Publishing. | Sara Marquez, De Montfort U.

🗣️📖When Alt 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

📖Definitions Matter! When Big Data Takes on Biased Theory Building in International HRM Research | David S. A. Guttormsen, BI Norwegian Business School; Trifon Pavkov, U. of Exeter Business School; Stanley Gyoshev, U. of Exeter Business School; Miana Plesca, U. of Guelph

🗣️📖Evolving a Repository for the Behavioral Sciences | Deepa Adiga, Tata Consultancy Services (TCS); Maitry 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 Strategizing 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

How Clusters Self-organize in a Turbulent Environment:

Emergent Strategy Through Network Flexibility | **Zheng He**, U. of Electronic Science and Technology of China; **Lez Rayman-Bacchus**, Winchester Business School, U. of Winchester, SO22 HT UK; **Leida Chen**, Orfalea College of Business, California Polytechnic State U., USA

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) | **Nicolai J. Foss**, Bocconi U.; **Siegwart 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.

CSR Strategy, Strategic Orientation and Multinationals'

Business Value in Ghana | **Alex Anlesinya**, U. of Ghana Business School, U. of Ghana, Legon

🗣️ 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.; **Ziyan 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.

🗣️ CAN PIRACY INCREASE INNOVATION? The Software Industry's Response to Online File Sharing | **Wendy Bradley**, Southern Methodist U.; **Julian Kolev**, Southern Methodist U.

Private and public values of innovation | **Barbara Ribeiro**, Alliance Manchester Business School; **Philip Shapira**, Alliance Manchester Business School

Sunday 4:30PM

795 : (ICW) **NOCA Debriefing Session 3**
 4:30pm - 8:00pm 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 on 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)
 Representatives-at-Large: **Vern Glaser**, U. of Alberta; **Lisa Day**, U. of Liverpool; **Paula Jarzabkowski**, City U. London
 Participants: **Christina Angelika Wawarta**, Warwick Business School; **Katelynn 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 a 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 (IPSESA) . Co-organizers include Wendy Tate (University of Tennessee), Stephan Wagner (Swiss Federal Institute of Technology Zurich) and Craig Carter (Arizona State University)

Organizer: Lisa Ellram, Miami U.

810 : (ICW) **Sigma Iota Epsilon Annual Reception**
5:30pm - 8:00pm Sheraton Boston Hotel: Liberty Ballroom A
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

Sunday 6:00PM

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**
6:00pm - 8:00pm Boston Park Plaza: Stalter
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 12:01 AM

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 6:45 AM

838 : (OMT) **OMT Yoga**
 6:45am - 7:45am Boston Hynes Convention Center: 303
*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*

Monday 7:00 AM

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 Anndrea_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 7:30 AM

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 8:00 AM

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.

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

Career 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.; **Jinlian Luo**, Tongji U.; **Yinghong Shao**, Tongji U.

🗨️ Abusive Supervision and Newcomers' Turnover Intention: A Perceived Workplace Ostracism Perspective | **Zhenyuan Wang**, East China Normal U.; **Jianghong Du**, East China Normal U.; **Junhong Wu**, Shanghai U.; **Mingyang Yu**, Antai College of Economics and Management, Shanghai Jiao Tong 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 Yujucio**, 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 Yujucio**, 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) Comparative Analysis of Inclusivity: The Other Side of Exclusivity

8:00am - 9:30am The Fairmont Copley Plaza Hotel: Back Bay Room

Organizers: **Hamid H. Kazeroony**, Minnesota State U.; **Beverly Dawn Metcalfe**, American U. of Beirut

Participants: **Sujana 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-Therese Claes**, U. Catholique de Louvain; **Lu Yu**, U. of Wisconsin, Milwaukee; **Drew Mallory**, -

856 🗨️📄👤 CAU: (CAU) LGBTQQIA+ 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 LGBTQQIA+) 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 Ghodoosi, 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 Ghodoosi, 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 Perrew, 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 Zulfqar, 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
 From Alertness to Firm Performance: A Cross-National Study | Robert A Baron, Oklahoma State U.; Samuel Adomako, U. of Bradford; Jintong Tang, Saint Louis U.; Andy Yu, U. of Wisconsin, Whitewater
 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 | Zafrin 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 Farshahi, Concordia U.; Gwyneth Edwards, HEC Montreal

➤ The Emergence of a Transnational Entrepreneurial Ecosystem for East Africa | **Stephan Davys Manning**, U. of Massachusetts, Boston; **Stanislav Vavilov**, U. of Massachusetts, Boston

🕒 Creating High Potential Entrepreneurs: The Waterloo Story | **Nada Basir**, U. of Waterloo; **Margaret Dalziel**, U. of Waterloo

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 Wdowiak**, Alpen-Adria U. Klagenfurt, Austria; **Patrick Gregori**, Alpen-Adria U. Klagenfurt, Austria; **Erich J. Schwarz**, Alpen-Adria U. Klagenfurt, Austria; **Robert Breitenecker**, 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

🕒 From Happy Idealist to Troubled Realist The Role of Mission Drift in Becoming a Balanced Entrepreneur | **Sebastian Gram Rasmussen**, Aarhus BSS, Aarhus U.; **Franziska Günzel-Jensen**, Aarhus BSS, Aarhus U.

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; **Dhirendra 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 Ebbers**, 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 Baldrige**, Oregon State U.

🗣️📄👤 Getting Stuck on the Corporate Ladder: The Effect of Disability on Career Progress | **Stephan Alexander Boehm**, U. of St. Gallen; **Christoph Breier**, U. of St. Gallen; **Miriam Karin Baumgaertner**, U. of St. Gallen

🗣️📄👤 Perspective Taking May Hurt Employees with Disabilities | **Dan Yang**, Chinese U. of Hong Kong; **Xiji 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 | **Xiji 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

👤 Race Matters: The Effects of Race in Evaluating Prospective Supervisors | **Christianne Varty**, Wilfrid Laurier U.; **Victoria Daniel**, Wilfrid Laurier U.; **Ivona Hideg**, Wilfrid Laurier U.; **Yujie Zhan**, Wilfrid Laurier U.

🗣️📄👤 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 Frear**, 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_2 | **Katrin Scharfenkamp**, U. of Duisburg-Essen; **Jasmin Joecks**, 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
Participants: **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

A Social Identity Exploration of the Role of Employee Resource Groups in Organizations | **Jonathan Ashong-Lamprey**, 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.

Out of the Shadows: LGBT Employee Resource Group Leaders Embracing Their Identity | **Kevin England**, Lynn 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; **Paul Wilson**, U. of Manchester; **Greta Cummings**, U. of Alberta; **Anna Ehrenberg**, Dalarna U.; **Wendy Gifford**, U. of Ottawa; **Janet Kelly**, U. of Adelaide; **Alison Kitson**, Flinders U.; **Lena Petterson**, Dalarna U.; **Lars Wallin**, Dalarna U.; **Gill Harvey**, U. of Adelaide

🎧 Listening and Learning: A Case for Indigenous 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.

🔗 Epistemic Influences on Knowledge Translation in Healthcare: The Mediating Role of Social Networks | **Harry Scarbrough**, City U. London; **Jacky Swan**, U. of Warwick

878 🗨️ JS: (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 (IQUES)

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

➔ 🗨️👏 A Cross-Cultural Investigation of Individual- and Collective-Focused Leadership | **Ute Poethke**, TU Dortmund U.; **Sarah Lange**, TU Dortmund U.

Douglas Nigh Award Finalist

➔ 🗨️ How Does Global Diversification Strategy Affect Firm Performance? A Modelling and Simulation Study | **Thomas Lindner**, WU Vienna

Douglas Nigh Award Finalist

🔗➔ 🗨️ State Control, Internal Legitimacy, and the Internationalization Process of a State-Owned Enterprise | **Zeerim Cheung**, Aalto U.; **Eero Juhani Aalto**, Aalto U.; **Pasi Nevalainen**, U. of Jyväskylä

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.

Douglas Nigh Award Finalist

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; **Anastasiia Laskovaia**, Graduate School of Management St.Petersburg State U.

🗨️ Managing Hybridization: Transferring Production Practices within Japanese MNCs | **Katsuki Aoki**, Meiji U.; **George Olcott**, 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 Skovoroda**, 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; **Srividya Jandhyala**, ESSEC Business School; **Laug 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 Venaik**, U. of Queensland Business School; **Demetris Christopoulos**, National and Kapodistrian U. of Athens
- Global Cities: A New Perspective on Cultural Differences at the Sub- and Supra-national Levels | **Anthony Goerzen**, Queen's U.; **Torben Pedersen**, Copenhagen Business School; **Valerio Veglio**, Free U. of Bozen, Bozen; **Frank Elter**, BI Norwegian Business School; **Paul Gooderham**, NHH Norwegian School of Economics
- Market Reaction to Cross-Border Acquisition Announcements: The Effect of Added Cultural Distance | **Hyun Gon Kim**, Rutgers U.; **Deeksha Singh**, Rutgers U.
- 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: **Sungyong Chang**, London Business School

- Formality and Informality in Global Norm-Making in Multinationals | **Phil Almond**, U. of Leicester; **Tony Edwards**, Loughborough U.; **Philipp Kern**, Loughborough U.; **Kyoungmi Kim**, Loughborough U.; **Olga Tregaskis**, U. of East Anglia, Norwich Business School
- In or Out? Attention Allocation in Dispersed Teams in Multinational Corporations | **Susan Anne Hill**, Cass Business School, City U. London; **Anne-Katrin Neyer**, U. of Halle-Wittenberg; **Luiz Felipe Monteiro**, INSEAD; **Julian M Birkinshaw**, London Business School
- Mi Casa Es Tu Casa: Immigrant Entrepreneurs as Pathways to Foreign Venture Capital Investments | **Sarath Balachandran**, The Wharton School, U. of Pennsylvania; **Exequiel Hernandez**, U. of Pennsylvania
- Network Effects and Latecomers' Born-Global Strategy: Social Network Effect vs. Ecosystem Effect | **Sanghyun Park**, INSEAD; **Sungyong 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 Hawaii at Manoa; **Charlotte Louise Hildebrand**, U.S. Army-Baylor U.

- Defining Offshoring: Towards an Integrative Understanding | **Michael Gusenbauer**, JKU Linz; **Silvia Massini**, U. of Manchester
- The Effect of Geographic Proximity to the National Capital City at Inception on the Speed of Subsequent Investments in Emerging and Advanced Economies | **Thomas Hutzschenreuter**, TUM School of Management, Technical U. of Munich; **Philippa-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
- Women in Management Consulting: Beyond Inclusion and Thriving as Partners | **Amandine Savall**, ISEOR; **Yue Cai Hillon**, Western Carolina U.; **Veronique Zardet**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin; **Alana Pierce**, HEC Montréal; **Grace Ann Rosile**, New Mexico State U.

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
- Experiential Learning and the Moral Duty of Business Schools | **Sarah Wright**, U. of Canterbury; **Jean M. Forray**, Western New England U.; **Kathy Lund Dean**, Gustavus Adolphus College
- New Life for an Old Trick: Re-Conceptualizing the Live Case Method for Impact | **Yasser A. Bhatti**, Queen Mary U. of London; **Andromachi Athanasopoulou**, Queen Mary U. of London; **Rafael Ramirez**, Said Business School
- How Arnstein's Ladder of Citizen Participation Can Enhance Community Engaged Teaching and Learning | **Chelsea Willness**, U. of Saskatchewan; **Colleen George**, U. of Saskatchewan; **Brittany Michael**, Edwards School of Business, U. of Saskatchewan

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.

📖 Developing Listening and Oral Expression Skills: Pillars of Influential Oral Communication | Robert D Costigan, St. John Fisher College; Kyle Edward Brink, Western Michigan U.

📖 Jujutsu Persuasion: Coopting With Values | Robert D Costigan, St. John Fisher College; Kyle Edward Brink, Western Michigan U.

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📖 Time to Face Your Feedback: Combining the Benefits of Written and Face-To-Face Feedback in Teams | Eric Lamm, San Francisco State U.; Antoaneta Petkova, San Francisco State U.; Monique Alexandria Alvarez Domingo, U. of Connecticut

889 📖📖: (Paper Session) - (MED) Student Outcomes and Predictors

8:00am - 9:30am Sheraton Boston Hotel: Hampton B

Chair: Cynthia S. Cycyota, U.S. Air Force Academy

📖 The Cognitive Base of Educational Background and its Impact on Entrepreneurial Knowledge Structures | Michela Loi, U. of Cagliari; Marco Cogoni, crs4-CENTER FOR ADVANCED STUDIES, RESEARCH AND DEVELOPMENT IN SARDINIA; Maria Chiara Di Guardo, U. of Cagliari; Igor Filatotchev, King's College London

📖 Entrepreneurship Education Enrollment Intentions: The Effect of Attitudes, Norms, and Personality | Tyler Burch, Idaho State U.; Gregory B Murphy, Idaho State U.; Neil Michael Tocher, Idaho State U.

📖 Impact of Academic Motivation, Learning Style, and Locus of Control on Retention in Online Courses | Vondra 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) - (MH) 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

📖 Mayo's Beacon: How Hawthorne, Logical Positivism, and Psychology Shaped Social Exchange Theory | Jeffrey Muldoon, Emporia State U.; Yaron J. Zoller, Lakeland U. 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.

📖 Mind Does Not Mind? Curvilinear Effects between Mindfulness and Individual Innovation Behavior | Jessica Niedermair, U. of Bern; Julia Katharina de Groot, U. of Bern; Andreas Hack, U. of Bern

📖 When Good is Not Enough: The Importance of Brokers' Metaknowledge to Their Creativity (WITHDRAWN) | Sara Lombardi, U. of Florence; Luca Giustiniano, 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

🗣️📖 Individual Learning from Nonroutine Situations: Integrating Mindful and Less-Mindful Views of Search | Ravi S. Kudesia, Fox School of Business, Temple U.; Samah Shaffakat, Liverpool John Moores U.

🗣️📖 Should You Follow Your Gut? The Impact of Expertise on Intuitive Hiring Decisions for Complex Jobs | Vinod U. Vincent, Clayton State U.; Rebecca Monette Guidice, U. of North Carolina, Wilmington; Neal P. Mero, Stetson U.

🗣️➔📖 Mindfulness in the Regulatory Shadow: How Institutional Rules Enhance Organizational Safety | Tingting Lang, Singapore Management U.; Ravi S. Kudesia, Fox School of Business, Temple U.; Jochen Matthias Reb, Singapore Management U.

893 📖JS: (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.; **Lizabeth A. Barclay**, Oakland U.

Conversational Spaces for Lived Religion at the Workplace | **Tone Lindheim**, VID Specialized U.

🗣️ 📄 **Workplace Spirituality and Incivility at Work: A Conceptual Framework** | **Madhu Lata**, Indian Institute of Technology Patna; **Richa Chaudhary**, Indian Institute of Technology Patna

🗣️ 📄 **Meaning in Work and Meaning at Work: Empirically Based Clarity of the Constructs** | **Anirban Kar**, Simon Fraser U.; **A R Elangovan**, U. of Victoria

MSR Best Paper

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 → 🗣️ 📄 🗣️: (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 Coaching 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 Heydarifard**, 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 | **Kyuji 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.; **Wanxing Jiang**, Shanghai Lixin U. of Accounting and Finance; **Fulei Chu**, Capital U. of Economics and

Business: **Changhua Hua**, Shanghai Lixin U. of Accounting and Finance

Paradoxical leadership and employee performance: the role of adaptability and zhongyong thinking | **Wei Zhang**, Huazhong U. of Science and Technology; **Yingjun Zhu**, HUST; **Jianqiao Liao**, Huazhong U. of Science and Technology

Autobiographical memory and individual authenticity | **Trevor Lyle Israelsen**, U. of Victoria (PhD Student)

☞→📄 Tradeoffs of Brokerage: The Contingent Value of Supervisor's Network and Group Network Attributes | **Jar-Der Luo**, Tsinghua U.; **Xiaoyun Cao**, Renmin U. of China

900 📄: (OB) **Work and Working in a Changing World**

8:00am - 9:30am Sheraton Boston Hotel: Exeter AB

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.

📄 Race and Reactions to Negative Feedback: Examining the Effects of the "Angry Black Woman" Stereotype | **Daphna Motro**, Hofstra U.; **Jonathan Evans**, U. of Arizona; **Aleksander P.J. Ellis**, U. of Arizona; **Lehman Benson**, U. of Arizona

🗣️📄👤 Convergence, divergence, and contextualization of multigenerational workforce: A multi-stage analysis | **Vibhav 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 Workplace 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

☞→🗣️📄 Finding dignity in dirty work: Influence of perceived social worth & impact on job performance | **Helena Nguyen**, U. Of Sydney; **Yumeng Yue**, U. of Edinburgh business school; **Markus Groth**, UNSW Sydney; **Stephen J. Frenkel**, U. of New South Wales

☞→📄 Knowledge Workers: How Are They Different? (And Why Does It Matter?) | **Abdallah Wumpini Issahaka**, NHH Norwegian School of Economics; **Rune Lines**, NHH 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.

📄 Is Self-Leadership Energizing or Depleting? An Experimental Study | **Teresa Mueller**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Cornelia Niessen**, Friedrich-Alexander U. of Erlangen-Nürnberg

One Thinks 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

☞📄 Crafting Jobs and Sharing Social Space with Robots | **Bernadeta Gostautaitė**, ISM U. of Management and Economics; **Irina Liubertė**, ISM U. of Management and Economics; **Ilona Bucuniene**, ISM U. of Management and Economics; **Žilvė Stankeviciute**, -; **Egle Staniškiene**, Kaunas U. of Technology, School of Economics and Business; **António Brandão Moniz**, U. Nova Lisbon

📄 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

Organizers: **Jaewon Yoon**, Harvard Business School; **Hayley Blunden**, Harvard Business School

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.

Think or Feel before Delivering Feedback?: Perspective Taking & Empathy Result in Different Feedback | **Kian Siong Tey**, INSEAD; **Elizabeth Baily Wolf**, INSEAD; **Roderick Ingmar Swaab**, INSEAD; **Michael Schaerer**, Singapore Management U.

Asking for Advice (vs. Feedback) Yields More Critical, Specific, and Actionable Input | **Jaewon Yoon**, Harvard Business School; **Hayley Blunden**, Harvard Business School; **Ariella Kristal**, Harvard Business School; **Ashley Whillans**, Harvard Business School

Presenters: **Lily E. Jampol**, London Business School; **Paul Isaac Green**, U. of Texas, McCombs; **Kian Siong Tey**, INSEAD
Participants: **Elizabeth Baily Wolf**, INSEAD; **Ting Zhang**, Harvard Business School; **Bradley R. Staats**, U. of North Carolina, Chapel Hill; **Francesca Gino**, Harvard U.; **Roderick Ingmar Swaab**, INSEAD; **Michael Schaerer**, Singapore Management U.; **Ariella Kristal**, Harvard Business School; **Ashley Whillans**, Harvard Business School

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

Multiple Tasks and Multiple Teams: Exploring Team Process Dynamics in Emergency Response Systems | **Margaret M. Luciano**, Arizona State U.; **Semin Park**, U. of Iowa; **Virgil Fenters**, Arizona State U.; **John Mathieu**, U. of Connecticut

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

Capturing the Dynamics of Team Interaction Processes | **Steve W J Kozlowski**, Michigan State U.; **Chu-Hsiang Chang**, Michigan State U.; **Subir Biswas**, Michigan State U.; **Christopher Dishop**, Michigan State U.; **Jeffrey Olenick**, Michigan State U.; **Michael Morrison**, Michigan State U.; **Anthony Misco**, Michigan State U.

Presenters: **Thomas Alexander O'Neill**, U. of Calgary; **Margaret M. Luciano**, Arizona State U.; **Catherine Grace Collins**, U. of New South Wales; **Steve W J Kozlowski**, Michigan State U.

Participants: **Malika Khakhar**, U. of Calgary; **Amy Barron**, U. of Calgary; **Matthew McLarnon**, Oakland U.; **Nicole Larson**, U. of Calgary; **Semin Park**, U. of Iowa; **Virgil Fenters**, Arizona State U.; **John Mathieu**, U. of Connecticut; **Narda Quigley**, Villanova U.; **Man Mandy Fong**, U. of New South Wales; **Chu-Hsiang Chang**, Michigan State U.; **Subir Biswas**, Michigan State U.; **Christopher Dishop**, Michigan State U.; **Jeffrey Olenick**, Michigan State U.; **Michael Morrison**, Michigan State U.; **Anthony Misco**, Michigan State U.

908 🗺️📄JS: (OB, MOC) Evaluation and Selection of Creative Ideas in Organizations

8:00am - 9:30am Sheraton Boston Hotel: Beacon E

Organizers: **Haoyue Zhang**, Washington U. in St. Louis, Olin Business School; **Brendon Michael Cummiskey**, Washington U. in St. Louis; **Dae-hyeon Kim**, Washington U. in St. Louis, Olin Business School

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 Reyt**, 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

Sifting for Creativity: A Theory and Process for Idea Selection in Groups | **Haoyue Zhang**, Washington U. in St. Louis, Olin Business School; **Markus Baer**, Washington U. in St. Louis; **Brendon Michael Cummiskey**, Washington U. in St. Louis

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

909    JS: (OB, MOC) **Growth Mindsets Transform Organizational Cultures: Impact on Collaboration, Burnout, Bias, & Equity**
8:00am - 9:30am Sheraton Boston Hotel: Hampton A
Chairs: **Aneeta Rattan**, London Business School; **Herminia Ibarra**, London Business School
Discussant: **Herminia Ibarra**, London Business School
Growth Mindset Cultures at Work | **Mary Murphy**, Indiana U.
Bettering Organizations after Overt Bias: Mindsets & The Confrontation of Biased Statements | **Aneeta 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.; **Aneeta 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: Berkeley AB
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; **Lamees 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; **Lamees Tanveer**, London School of Economics and Political Science; **Mouna El Mansouri**, ESSEC Business School; **Karoline Strauss**, ESSEC Business School; **Julia Smith**, ESSEC Business School

911  JS: (OB, MOC, ODC) **Workspace Design and Employee Behavior: New Theoretical Perspectives and Empirical Insights**
8:00am - 9:30am Sheraton Boston Hotel: Constitution Ballroom B
Discussant: **Gretchen Marie Spreitzer**, U. of Michigan
Coordinators: **Therese Sprinkle**, Quinnipiac U.; **Brenda Ghiculescu**, College of New Jersey; **Shalini Khazanchi**, Rochester Institute of Technology
Rhetoric vs Reality in Open Plan Offices: A Discourse Analysis of Media Reports | **Oluremi B. Ayoko**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland; **Lisa Kelly**, U. of Queensland; **Neal William Waddell**, U. of Queensland
The Impact of Workspace Design: Developing a Spatial Model of Employee Collaboration | **Shalini Khazanchi**, Rochester Institute of Technology; **Brenda Ghiculescu**, 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 Khapova**, 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
Presenters: **Oluremi B. Ayoko**, U. of Queensland; **Neal M. Ashkanasy**, U. of Queensland; **Lisa Kelly**, U. of Queensland; **Neal William Waddell**, U. of Queensland; **Julia Schlegelmilch**, Vrije U. Amsterdam; **Svetlana Khapova**, Vrije U. Amsterdam; **Evgenia Lysova**, Vrije U. Amsterdam; **Robert Litchfield**, Washington and Jefferson College; **Rachael Woldoff**, West Virginia U.; **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.
Contextual Ambidexterity, Paradox and Team Performance under Uncertainty | **Nick Oliver**, U. of Edinburgh; **Melike Senturk**, U. of Edinburgh business school; **Kristina Potocnik**, U. of Edinburgh; **Thomas Stephen Calvard**, U. of Edinburgh; **Maurizio Tomasella**, U. of Edinburgh
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

🔗 A Risk Perspective on the Relation Between Investors and the Digital Infrastructure of Startups | **Matthias**

Schulte-Althoff, Freie U. Berlin; **Kai Ingo Schewina**, Freie U. Berlin; **Daniel Fuerstenau**, Freie U. Berlin

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 Reibenspiess**, 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 → 📄 JS: (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

Data, Algorithms, and Scale: The Case of Healthcare Quality Measurement | **Kathleen Pine**, Arizona State U.; **Melissa Mazmanian**, U. of California, Irvine

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
Presenters: **Kathleen Pine**, Arizona State U.; **Melissa Mazmanian**, U. of California, Irvine; **Lauren Waardenburg**, Vrije U. Amsterdam; **Joao Cunha**, -; **Stella Pachidi**, 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 Heckscher**, 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**, WU 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: **Sandor Gabor Lukacs De Pereny**, AOM

📄 Environmental Alliances: The Performance Drivers of Creating and Internalizing Externalities | **Eva Niesten**, 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 Paauw**, 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 Tatoglu**, 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

🗨️ → 🗨️ Corporate Carbon Performance Data: Quo Vadis? | **Timo Busch**, U. of Hamburg; **Matthew Johnson**, U. of Hamburg; **Thomas Pioch**, 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.

How Does Customer Orientation (In)Congruence Affect Platform Firm Performance? | **Wei Gao**, Shanghai Jiao Tong U.; **Yi Liu**, Shanghai Jiao Tong U.; **Daniel Chen**, Texas Christian 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 Tsing Hua U.; **Cho-Yun Huang**, National Taipei U.

→ 🗨️ 🗨️ Cross-Sector Social Partnerships for Social Entrepreneurship Organizing | **Jiawei Sophia Fu**, Rutgers 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 🗨️ JS: (RM, HR, OB) Addressing Challenges and Pitfalls in Internet Data Collection

8:00am - 9:30am Boston Hynes Convention Center: 308

Organizers: **Herman Aguinis**, The George Washington U.; **Ravi Ramani**, Purdue U. Northwest; **Isabel Villamor**, George Washington U.

Addressing Challenges and Pitfalls in Internet Data Collection | **Herman Aguinis**, The George Washington U.; **Ravi Ramani**, Purdue U. Northwest; **Isabel Villamor**, 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

False Identities: Unobtrusive Solutions to Minimize Validity Threats to Web-Based Data Collection | **Jeremy Bernerth**, San Diego State U.; **Herman Aguinis**, The George Washington U.; **Erik Taylor**, East Carolina U.

Presenters: **Melissa G. Keith**, Bowling Green State U.; **Justin A. DeSimone**, U. of Alabama; **Karen Landay**, U. of Alabama; **Jeremy Bernerth**, San Diego State U.; **Erik Taylor**, East Carolina U.

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

Strategy tools as metaphors: how strategy tools frame strategy formulation | **Tatiana Dia**, Lancaster U. Management School; **Laure Cabantous**, Cass Business School, City, U. of London

Between representation and tool: Strategizing with quantitative models | **Laure Cabantous**, Cass Business School, City, U. of London; **Andreas Tsanakas**, Cass Business School, City, U. of London

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 Weinfurter**, U. of Zurich; **David Nils Seidl**, U. of Zurich

How do material discursive practices produce meaning of strategic accounts: Studying temporal work | **Robert Gigliotti**, 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: Whittier

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 | **Suvi-Tuuli Helin**, Aalto U.; **Timo Olavi Vuori**, Aalto U.

Formal Organizational Structures and Emotion Regulation Actions in Organizational Innovation | **Natalia Vuori**, Aalto U.; **Marina Biniari**, 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

Why Do Corporations Engage in Activism on LGBT Issues? | **Josiah Drewry**, George Washington U.; **Cory Maks-Solomon**, George Washington U.

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

A Helping Hand? Intermediary Structures for Hybrid Collaboration | **Lea Stadler**, Grenoble Ecole de Management; **Ozgu Karakulak**, GSEM - U. of Geneva

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

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 Management 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 Grubnic**, Loughborough U.; **Christian Herzog**, -; **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

Social-Commercial-Cultural Tensions in Remote Indigenous Social Enterprises: A Study of Paradoxes | **Janice Jones**, Flinders U.; **Pi-Shen Seet**, Edith Cowan U.; **Tim Acker**, Tracker Development; **Michelle Whittle**, Flinders U.

Shaping the Field of Equal Opportunities: Social Entrepreneurship for Social Inclusion? | **Marie Boitier**, Toulouse Business School; **Wafa Khlif**, 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

Moral Repair for Corporate Human Rights Wrongs: The Role of Symbolic Remedies | **Jordi Vives Gabriel**, U. of Sankt Gallen; **Florian Wettstein**, U. of St. Gallen

The Specter of Complicity: A Natural Experiment of Elites' Response to a Disgraced Peer in Hollywood | **Franz Wohlgezogen**, 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; **Bhumika 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. Anáhuac México

Social Activism Through E-Petitions: Predicting Activists' Targeting Petitions and Firm Responses | **Kathleen Rehbein**, Marquette U.; **Michelle Karen Westermann-Behaylo**, 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

The Two Faces Of Janus: A Mixed-Method Study Of Legitimacy Struggles | **Sonia Siraz**, IE Business School; **Bjorn Paul Claes**, The Open U.; **Julio O. De Castro**, IE U. - IE Business School Madrid, Spain

Assessing the Risk of Sharewashing in the Sharing Economy: An Analytical Framework | **Maximilian Schormair**, U. of Hamburg

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**, IESEG 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

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

- 📄 Who Will Have the Last Word? Legalist and Non-Legalists in the Formalization of Business Ethics | **Wafa Ben Khaled**, U. of Birmingham; **Anne-Laure Farjaudon**, U. of Bordeaux; **Benoit Gerard**, U. Paris-Dauphine, PSL Research U., DRM
- 📄 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

Raised by Wolves? The Marginalization of Moral Inquiry in Business Doctoral Education | **Ryan Burg**, Bucknell U.; **Ruben Flores**, U. College Dublin

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

Corporate and International Strategy Track

Chair: **Ilze Kivleniece**, INSEAD

- 📄 Adaptive Portfolio Rightsizing in the Multi-Business Firm: An Evolutionary Framework | **Robert A Burgelman**, Stanford U.; **Yuliya Snihur**, Toulouse Business School; **Llewellyn D W Thomas**, LaSalle U. Ramon Llull
- ➔ 📄 Water for People? The Effect of Institutional Shocks on Divestitures in Latin America’s Water Sector | **Caterina Moschieri**, IE Business School; **Ilze Kivleniece**, INSEAD
- 📄 Re-Allocation of Resources in the Multi-Business Firm: Dynamism vs. Persistence | **Niklas Martin Lindlbauer**, Cambridge Judge Business School; **Yasemin Y Kor**, Cambridge Judge Business School

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

Competitive Strategy and Heterogeneity Track

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**, Insper Institute of Education and Research

- 🗣️ 📄 Heterogeneous Stakeholder Resources: Effects on Value Creation and Appropriation in Microcredit | **Leandro Nardi**, Insper Institute of Education and Research; **Sergio Giovanetti Lazzarini**, Insper Institute of Education and Research; **Sandro Cabral**, Insper Institute of Education and Research

Enjoy Today, because Nothing is Sure About Tomorrow: Unintended Effects of Temporal Debt Suspension | **Riccardo Savio**, Luiss Guido Carli U.; **Francesco Castellaneta**, SKEMA Business School; **Alessandro Zattoni**, Luiss 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 Tilleman**, U. of Montana

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 NoghaniBehambari**, 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; **Cuili 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

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: St James
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** | **Thomaz Teodorovicz**, Insper 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 🗄️JS: (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 🗄️SHCS: (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
Unpacking Political Ideology: CEO Social and Economic Ideologies, TMT Processes, and Corporate Entre | **M. K. Chin**, Indiana U. Bloomington; **Stephen Xu Zhang**, U. Of Sydney; **Asghar Jahanshahi**, Pontifical Catholic U. of Peru
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 Vashevko**, 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 Vashevko**, ESSEC Business School

949 🗄️JS: (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 Kavadis**, 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
Participants: **Jaideep Anand**, Ohio State U.; **Xavier Castaner**, U. of Lausanne; **Pierre Dussauge**, HEC Paris; **Nikolaos Kavadis**, U. Carlos III de Madrid; **William G. Mitchell**, U. of Toronto; **Louis Mulotte**, Tilburg U.; **Srikanth Paruchuri**, Pennsylvania State U.; **Charlotte Ren**, Fox School of Business, Temple U.

950 🗺️📄JS: (STR, TIM) **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: 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.

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 | **Ruijia 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 Fliaster**, U. of Bamberg

957 🗺️: (Paper Session) - (TIM) **Technology, Strategy and Competition: Knowledge-based Acquisitions**

8:00am - 9:30am Boston Hynes Convention Center: 110

Chair: **Orietta Marsili**, U. of Bath

🗺️ **Firm acquisitions, resource complementarity, and the access to localized knowledge** | **Christoph Grimpe**, Copenhagen Business School; **Katrin Hussinger**, U. of Luxembourg; **Wolfgang Sofka**, Copenhagen Business School

🗺️ **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 Vincze**, 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 Eloranta**, Aalto U. School of Business; **Esko Hakanen**, Aalto U.; **Pekka Töytäri**, Aalto U.; **Taija 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; **Jbid 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 / Queensland 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 Seamans**, 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 Berthinier-Ponchet**, LIRSA-Cnam Paris; **Luciana Castro Goncalve**, ESIEE Paris; **Sandra Dubouloz**, U. Savoie Mont Blanc - IREGE; **Catherine Thevenard-Puthod**, USMB - IREGE; **Emilie Ruiz**, U. de Strasbourg - CNRS BETA

📄 **Managed Ecosystems, and Translucent Institutional Logics: Engaging Communities** | **Elizabeth J. Altman**, U. of Massachusetts, Lowell; **Frank Nagle**, Harvard Business School; **Michael L. Tushman**, Harvard U.

📄 **When users become innovators: The role of pre-innovation community experience** | **Jörg Claussen**, LMU Munich & Copenhagen Business School; **Maria Anna Halbinger**, City 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

📄 **Resources, Broad Distribution Strategy, Identity and Firm Performance In Digital Environments** | **John Anthony De Leon**, Texas A&M U., Corpus Christi; **Lee Warren Brown**, Texas Woman's U.; **Liliana Pérez-Nordtvedt**, U. of Texas At Arlington

Digitally enabled professional service organizations: Institutional entrepreneurship in legal tech | **Frida Perner**, 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: 305

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** | **Andreea 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 Stulting Chiles**, Columbia Business School

Participant: **Oliver T. Alexy**, Technical U. of Munich

965 : (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.

966 : (MBR) Community of Academy Senior Scholars (CASS)

8:00am - 11:00am The Fairmont Copley Plaza Hotel: Venetian Room

Then and Now: Entrepreneurial Orientation

Over the years, the management field has had many important contributors to its theoretical development and practical application of major concepts. As a relatively young academic discipline, we have the good fortune to have access to many of those pioneers who are responsible for its foundation, history, and evolution. The "Then and Now" program actively involves these people and provides a forum to engage with those who are following in their footsteps. This session represents a cross-section of researchers at different stages of their careers, and follows foundational concepts across generations of scholars, decades of time, and divisions of the Academy.

*This year's "Then and Now" session focuses on **Entrepreneurial Orientation**. The "Then" panelist, Dr. Danny Miller, will present the history and evolution of his research on the strategic posture of organizations known as Entrepreneurial Orientation. This literature has grown exponentially over the past three decades, largely influenced by the works of Dr. Miller.*

Drs. Tom Lumpkin and Johan Wiklund will be representing a "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 Teahen, Baker College
Presenters: 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 Graziadio 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

Organizers: Sean E. Rogers, U. of Rhode Island; Kenneth Michael Sweet, Texas A&M U., San Antonio

Participants: Curtis Wesley, U. of Houston; Mason Ameri, Rutgers Business School; J Goosby Smith, The Citadel, Charleston, SC; Rhet Andrew Brymer, U. of Cincinnati; Daniel M. Peat, U. of Cincinnati; Georg Wernicke, HEC Paris; Rohan Crawley, Indiana U. - Kelley School of Business; Stephanie J. Creary, The Wharton School, U. of Pennsylvania; Hise O. Gibson, Harvard U.; Scott Heyler, U.S. Air Force Academy; Jeanne J. Holmes, North Carolina A&T State U.; C. Justice Tillman, City U. of New York, Baruch College; Katerina Gonzalez, Suffolk U.; Alexander McKelvie, Syracuse U.; Angela Jackson-Summers, United States Coast Guard Acad; Christine M. Westphal, -; Paul Prosper, U.S. Air Force Academy

972 CAU: (CAU) Understanding the Inclusive Organization for Indigenous People

9:45am - 11:15am The Fairmont Copley Plaza Hotel: Forum Room

Chairs: Kiri Dell, U. of Auckland; Dara Kelly, Simon Fraser U.

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

MONDAY

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. Of Chicago; **Ovul 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 L. Greer**, U. of Michigan, Ross School of Business; **Alisa Yu**, Stanford U.; **Preeti Srinivasan**, 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 | **Shereen 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 L. Greer**, U. of Michigan, Ross School of Business; **Jared R. Curhan**, MIT Sloan School of Management; **Shereen J. Chaudhry**, U. of Chicago Booth School of business

Participants: **Emma Levine**, U. Of Chicago; **Ovul Sezer**, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; **Eric VanEpps**, Carnegie Mellon U.; **Alisa Yu**, Stanford U.; **Preeti Srinivasan**, 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 🗨️JS: (CM, MOC) **Looking at the Full Spectrum of Hierarchy**

9:45am - 11:15am Sheraton Boston Hotel: Fairfax B

Organizers: **Jieun 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**, Columbia Business School; **Steven Blader**, New York 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 Foulk**, U. of Maryland; **Christilene Du Plessis**, Singapore Management U.; **Min-Hsuan Tu**, U. of Florida; **Satish Krishnan**, Indian Institute of Management, Kozhikode

Striving for the Status Quo: Stasis-Striving, Inauthenticity, and Psychological Distress in High-Achievement Contexts | **Jieun Pai**, U. of California, Los Angeles; **Eric Anicich**, U. of

Southern California; **Jennifer Ann Whitson**, U. of California, Los Angeles

975 🗨️👤: (Paper Session) - (CMS) **Advancing the Frontiers of Critical Diversity Research**

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

Chair: **Patrizia Zanoni**, U. Hasselt

→👤👤 Governing Global Value Chains: The Role of Masculinities | **Lauren McCarthy**, Royal Holloway, U. of London; **Vivek Soundararajan**, U. of Bath; **Scott Taylor**, U. of Birmingham

👤👤 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 Hilton Boston Back Bay: Maverick B

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 Giazitzoglu**, Newcastle U. Business School

Putting Humour to Work - A Complex Resource for Meaning Making | **Guy Huber**, Oxford Brookes U.

👤👤 Oddity as Commodity: The Narrative Identity Work of Creatives with Dwarfism | **Eline Jammaers**, UCLouvain; **Sierk Bart Ybema**, U. of Amsterdam

The Changing Context of Dirty Work: Does the Past Matter? | **Natalia Slutskaya**, U. of Sussex; **Annielee Game**, U. of East Anglia

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 Kistruck**, 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

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.

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

📄 Work-Life Balance of Dual-Career Professional Couples without Children: A Qualitative Study | **Galina Boiarintseva**, York U.; **Souha R. Ezzedeen**, York U.; **Christa L. Wilkin**, York U.

- 🗣️👤 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 | **Sasmitha Dash**, XLRI-Xavier School of Management

📄👤 Gender, Ethnicity, and Emotional Responses to Daily Family Interference with Work | **Seonyoung Hwang**, Warwick Business School; **Shainaz Firfiray**, 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

Chairs: Angelica Leigh, U. of North Carolina, Chapel Hill; **Edward Chang**, The Wharton School, U. of Pennsylvania

Discussant: Margaret Shih, U. of California, Los Angeles

Choice Bracketing and Its Implications for Gender Diversity in Organizations | **Edward Chang**, The Wharton School, U. of Pennsylvania; **Erika Kirgios**, The Wharton School, U. of Pennsylvania; **Aneesh Rai**, The Wharton School, U. of Pennsylvania; **Katherine Milkman**, U. of Pennsylvania

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; **Sreedhari Desai**, U. of North Carolina

Speakers: Edward Chang, The Wharton School, U. of Pennsylvania; **Ashli Carter**, Columbia U.; **Anastasia Usova**, -;

Angelica Leigh, U. of North Carolina, Chapel Hill

Participants: Erika Kirgios, The Wharton School, U. of Pennsylvania; **Aneesh Rai**, The Wharton School, U. of

Pennsylvania; **Katherine Milkman**, U. of Pennsylvania; **Claudia Toma**, -; **Katherine W. Phillips**, Columbia U.; **Michael North**, New York U.; **Sreedhari Desai**, U. of North Carolina

984 🗨️📄👤 SHCS: (GDO, OB, SIM) **Sexual Harassment in and around Organizations: A Broader Scope**

9:45am - 11:15am Boston Park Plaza: Brandeis

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

"Hireability" Prospects for Known Sexual Harassers and Interveners | **Anjier Chen**, Pennsylvania State U.; **Linda K Trevino**, Pennsylvania State U.

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

Participants: **Ann Tenbrunsel**, U. of Notre Dame; **McKenzie Rees**, Southern Methodist U.; **Kristina Diekmann**, U. of Utah; **Stephanie Brown**, Texas A&M U.; **Ramona L Paetzold**, Texas A&M U.; **Isaac Emmanuel Sabat**, Texas A&M U., College Station; **Linda K Trevino**, Pennsylvania State U.; **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 Karrissey**, 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 | **Wadih 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

🗨️🗨️➔🗨️🗨️🗨️ The Complementarity of Health Information & HIT For Reducing Opioid-Related Mortality and Morbidity | **Lucy Xiaolu Wang**, Cornell U.

HCM Division Best Paper Based on a Dissertation

🗨️📄 Exploring System Features of Primary Care Practices that Promote Better Provider Experience | **Lingrui Liu**, Yale School of Public Health; **Alyna Chien**, Boston Children's Hospital and Harvard Medical School; **Sara Singer**, Stanford U.

Emergence, Convergence, and Differentiation of Organizational Forms of Health Data Governance | **Jenifer Winter**, U. of Hawaii at Manoa; **Elizabeth Davidson**, U. of Hawaii at Manoa; **Crystal Boyce**, U. of Hawaii; **Victoria Fan**, U. of Hawaii

987 🗨️➔🗨️ SHCS: (HCM) **Management Theory for the Scale and Spread of Integrated Care: A Critique of Conventional Approaches**

9:45am - 11:15am Sheraton Boston Hotel: Liberty Ballroom C

Chairs: **Jay Shaw**, U. of Toronto; **Jennifer Gutberg**, U. of Toronto

Panelists: **G Ross Baker**, U. of Toronto; **Jean-louis Denis**, U. de Montréal; **Timothy Hoff**, Northeastern U.; **Maiké Vanessa Tietschert**, Stanford U.

988 : (Plenary) - (HR) **HR Division Plenary Session**

9:45am - 11:15am Westin Copley Place Boston: America South

989 : (Paper Session) - (IM) **GWU-CIBER Best Paper on Emerging Markets Finalist**

9:45am - 11:15am Hilton Boston Back Bay: Adams A

Chair: **Jin Hyung Kim**, George Washington U.

🗨️➔🗨️🗨️ Political Institutions and Corporate Transparency in Emerging Economies | **Richard Carney**, China Europe International Business School; **Omrane Guedhami**, Darla Moore School of Business, U. of South Carolina; **Sadok El Ghouli**, U. of Alberta; **Ruiyuan Chen**, West Virginia U.

IM Division GWU-CIBER Best Paper on Emerging Markets Finalist

🗨️➔ 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

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**

Liu, Loughborough U.; **Ekaterina Aleksandrova**, National Research U. Higher School of Economics

→ How CEO Power within Boards and TMT Moderate Effect of CEO's International Experience on Firms' Earnings Management | **Tianyu Gong**, School of Economics and Management, Tongji U.; **Yijia Tang**, School of Economics & Management, Tongji U.

CEO Overconfidence and Divestments | **Filadina Zijla**, BI Norwegian Business School

→ CEO Duality in Internationalization Decisions: Agent or Steward? | **Yu Li**, Xi'an 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 |

Sunhwan 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 | **Chengguang Li**, Ivey Business School; **Michele Joy Gelfand**, U. of Maryland

→ Multinational Enterprises, Cross-Border M&A Deals, and Their Performance: A Regional Perspective | **In Hyeock 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 Abdinnour**, 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.

The Contribution of Dual Structure to the Enhancement of Higher Education Institutions | **Omayya Kuran**, U. of Balamand; **Lara Khabbaz**, Notre Dame U.-Louaize; **Ursula El Hage**, Saint Joseph U. of Beirut

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 Baroncelli**, -; **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 | **Isabell Diermann**, U. of Kassel; **Silja Christina Kotte**, U. of Kassel; **Kathrin Rosing**, U. of Kassel; **Heidi Möller**, U. of Kassel

→  With Coaching, I Get Back Up : Psychological Capital as a Cognitive-Emotional Enabler of Creativity | **Robin Mengxi Yang**, School of Economics and Management Tsinghua U.; **Hilary Schloemer**, Arkansas State U.; **Yucheng Zhang**, Southwestern U. of Finance and Economics

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 Hulliger**, Fachhochschule Nordwestschweiz; **Stefan Gürtler**, Fachhochschule Nordwestschweiz

■ How Does Supervisor Negative Feedback Influence Employee Learning? An Attribution Perspective | **Lu Xing**, Macquarie U.; **Jianmin 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 Shoaib**, Institute of Management Sciences, Peshawar- Pakistan

→ Transnational Challenges in Learning and Teaching in Management Education | **Nattavud Pimpa**, 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.

● Captains of Industry? Value Allocation and the Partnering Effect of Managerial Discretion | **Blanche Segrestin**, Mines

ParisTech; **Armand Hatchuel**, Mines ParisTech; **Kenneth Starkey**, U. of Nottingham

Historic 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 Endrejat**, 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) - (MOC) 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.

Distinguished Speaker: **Neal M. Ashkanasy**, U. of Queensland
Presenter: **Peter J. Jordan**, Griffith 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; **Sabrina 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

Meaningfulness 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**, IESE Business School; **Bartlomiej Brach**, Warsaw School of Economics; **Kelly McKenna**, U. of Massachusetts, Amherst; **Yumei Wang**, Shanghai Jiao Tong U.

Participants: **Evgenia Lysova**, Vrije U. Amsterdam; **Sabrina El Baroudi**, Vrije U. Amsterdam; **Anneloes M. L. Raes**, IESE Business School; **Yih-teen Lee**, IESE 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 Sheraton Boston Hotel: 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 Strojcek**, 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 Dungan**, 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 Dungan**, U. of Chicago Booth School of business; **Ariella Kristal**, Harvard Business School

Participants: **Scott Reynolds**, U. of Washington; **Brendan Strojcek**, 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

Unlocking the relationship between IS capabilities and firm performance: Evidence from Turkish firms | **Arafat Salih**

Aydiner, 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. München

The Dilemma of Data's Future Value: User Perceptions of the Sharing Economy | **Christoph Lutz**, BI Norwegian Business School; **Gemma Newlands**, 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 Sedera**, 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 : (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 Vankola**, Athens U. of Economics and Business; **Paraskevas Petrou**, Erasmus U. Rotterdam; **Kleanthis Katsaros**, Athens U. of Economics and Business

- 🗣️📄 Bounded Authenticity during Strategic Change | **Zahira Jaser**, U. of Sussex Business School
- 📄 Impact of Transformational Leadership on Positive Reactions to Change through Self-Efficacy | **Secil Bayraktar**, Toulouse Business School; **Alfredo Jimenez**, Kedge Business School

1009 : (Paper Session) - (ODC) **Characteristics of Change Leaders**

9:45am - 11:15am Boston Park Plaza: Winthrop

Chair: **Donald D. Warrick**, U. of Colorado, Colorado Springs
Implications of Mindfulness for Leaders: A Review and Future Research Directions | **Laura Ilona Urrila**, 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.

- 🗣️📄 The Development and Validation of the Appreciative Intelligence® Scale | **Brian Whitaker**, Appalachian State U.; **Tojo Thatchenkery**, George Mason U.; **Lindsey Godwin**, Champlain College

1010 🗣️📄 SHCS: (ODC, MOC, SIM) **Higher Purpose in Organizational Development and Change**

9:45am - 11:15am 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.

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

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, a Critical Perspective | **Martin Sposato**, Middlesex U. Dubai
- 🗣️📄 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
Finalist for the OMT Division Best Paper Award

- 🗣️📄 Educational Prestige and Gender Differences in Financial Crisis Experiences | **Wooseok Jung**, HEC Paris; **Roxana Barbulescu**, HEC Paris
- 🗣️📄 Homophily, Biased Attention, and the Gender Gap in Science | **Marc Lerchenmueller**, Yale U.; **Karin Hoisl**, Mannheim U.; **Leo Schmallenbach**, Mannheim U.

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.
- Captain or the Ship? How Individual and Organizational Status Affect Innovation in Orchestras | **Keunwoo Jeong**, Seoul National U.; **Sun Hyun Park**, Seoul National U.
- 📄 Trading Rare Events and Status Inconsistency | **Emmanuel Kypraios**, National U. of Ireland, Maynooth
- 📄 The symbolic effect of status on performance: Effect or fable? | **Massimo Maoret**, IESE Business School; **Giacomo Marchesini**, IESE Business School

1013 🗣️📄 (Paper Session) - (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)

- 📄 Interdependent 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 (WITHDRAWN) | **Nora Meziani**, HEC Montreal; **Hervé Laroche**, -; **Linda Rouleau**, HEC Montréal

- 🗣️ "I Have a Bad Feeling. Now What?" How Film Crews Act Their Intuitions into Sense | **Nora Meziani**, HEC Montreal
- Liminality, Disorganization and the Becoming of a Consultant | **Claire McKenzie**, Manchester Metropolitan U. Business School; **Michael Zundel**, U. of Liverpool Management School

1014 : (Paper Session) - (OMT) **Frontiers of Discourse: Intentionality, Silence and Meaning**

9:45am - 11:15am Boston Hynes Convention Center: 201

Chair: **Elizabeth Goodrick**, Florida Atlantic U.

Silencing Emotions: Survival through Narrating and Narrating for Survival | **Madeleine Stefanie Rauch**, Copenhagen Business School

Finalist for OMT Division Best Paper on Environmental and Social Practices Award

- 📄 Intentionality: Bring Meaning Back in the Micro-Macro Processes of Institutional Theory | **Yuan Li**, Saint Mary's College of California

Strategic Silences and Their Impact on Discursive Processes in Organizations and Fields | **Dennis Clemens Jancsary**, WU Vienna

- 📄 Ambition in Organizational Life: What the Heck Are We Talking About? | **Masoud Shadnam**, MacEwan U.; **Charles Keim**, MacEwan U.

1015 : (Paper Session) - (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 | **Yaomin Zhang**, U. of Manchester; **Jonatan Pinkse**, U. of Manchester; **Andrew McMeekin**, U. of Manchester

→ Collective Action Theories (CATs) Explaining the Sharing Economy | **Claudia Loebbecke**, U. of Cologne; **Denise Depner**, U. of Cologne; **Stefan Cremer**, U. of Cologne
 Presentation of Self as Good and Right: How Values and Features are Linked in the Sharing Economy | **Dominika Wruk**, U. of Mannheim; **Achim Oberg**, WU Vienna U. of Economics and Business; **Jennifer Klutt**, U. of Goettingen
 Hierarchy at Play: Governance as Balancing Act | **Philipp Mosmann**, U. of Goettingen; **Indre Maurer**, U. of Goettingen; **Achim Oberg**, WU Vienna U. of Economics and Business

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 Ubisch**, 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 Kirchnerberger**, 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

Dimensional Models of Organization Structure: A Meta-Analysis of their Contemporary Relevance | **John A. Wagner**, Michigan State U.

Organization Design for Coordination and Cooperation: Model Analysis and Behavioral Experiment | **Daisuke Nakama**, U. of Tokyo & Recruit Management Solutions; **Yoshio Kamijo**, Kochi 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 | **Yuan 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, HEC 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 Same: Variability in Discrimination after Salient Events | **Andreea Gorbatai**, U. of California, Berkeley; **Peter Younkin**, U. of Oregon; **Gordon Burtch**, U. of Minnesota

Unintended Consequences: Institutional Work and the Inadvertent Maintenance of Grand Challenges | **Jesper Edman**, Waseda U.; **Yumiko Oda**, Hitotsubashi U.

1020 JS: (OMT, MOC, HCM) **The Role of Emotions in Sensemaking**

9:45am - 11:15am Boston Hynes Convention Center: 309

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

Presenters: **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

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 | **Saija Katila**, Dr.Sc. (Econ. & Bus. Adm.) Senior Lecturer; **Ari Kuismin**, Aalto U. School of Business

“Making and Using History” in a (Twice) Entrepreneurial Space | **Thomas Davis**, U. of Liverpool Management School; **Yihan Liu**, U. of Liverpool Management School; **Kathleen Ann Stephenson**, U. of Liverpool Management School

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 | **Boukje Cnossen**, Leuphana U. Lüneburg; **Nicolas Bencherki**, U. du Québec, TÉLUQ

Presenters: **Ari Kuismin**, Aalto U. School of Business; **Elizabeth Wilhoit-Larson**, Auburn U.; **Thomas Davis**, U. of Liverpool Management School; **Boukje Cnossen**, Leuphana U. Lüneburg
Participants: **Saija Katila**, Dr.Sc. (Econ. & Bus. Adm.) Senior Lecturer; **Yihan Liu**, U. of Liverpool Management School; **Nicolas Bencherki**, 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

Organizers: **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**, Ivey 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 Cooperation: Experienced Tensions and Cooperation Capabilities | **Lori Divito De Paauw**, Amsterdam U. of Applied Sciences; **Garima Sharma**, U. of New Mexico

Converging Logics: Cooperative Ties and Innovation in the Early Clean Transportation Industry | **Claudia Doblinger**, Technical U. of Munich; **Birthe Soppe**, 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

Corporate Environmental Sustainability and Ecosystem Services: A 21st Century Solution? | **Angela Small**, U. of Leeds; **Sally V. Russell**, U. of Leeds; **Jouni Paavola**, U. of Leeds

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: Courier

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 Zaid**, 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:

Recommendations for Reviewers, Editors, & Authors | **Herman Aguinis**, The George Washington U.; **N. Sharon Hill**, George Washington U.; **James R Bailey**, George Washington U.

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

Linking Theory to Methods in Social Network Research: The Case of Structural Holes | **Richard DeJordy**, California State U., Fresno; **Stephen P. Borgatti**, U. of Kentucky

Presenters: **Herman Aguinis**, The George Washington U.; **N. Sharon Hill**, George Washington U.; **James R Bailey**, George Washington U.; **Lisa Schurer Lambert**, Oklahoma State U.; **Daniel A. Newman**, U. of Illinois at Urbana-Champaign; **Brian Boyd**, City U. of Hong Kong; **Ernest O'Boyle**, Indiana U.; **Justin A. DeSimone**, U. of Alabama; **Ji Woon Ryu**, Indiana U. - Kelley School of Business; **Richard DeJordy**, California State U., Fresno; **Stephen P. Borgatti**, U. of Kentucky

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: **Sotirios Paroutis**, Warwick Business School

🗣️📄 Body and affect in strategizing | **Susan Carita Meriläinen**, U. of Lapland; **Pikka-Maaria 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

Organizers: **Richard Whittington**, U. of Oxford; **Tanja Ohlson**, U. of Oxford

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

Public Shaming in The Social Media: Underlying Mechanisms and Future Research Agenda | **Pingshu Li**, U. of Texas Rio Grande Valley; **Gerardo A. Miranda**, U. of Texas Rio Grande Valley; **Jennifer L. Welbourne**, U. of Texas Rio Grande Valley

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 | **Kewen 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**, Tecnológico 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

☑️ The Business Case for CSR: A Trump Card against Hypocrisy? | **Sebastian Hafenbrädl**, IESE Business School; **Daniel Waeger**, Wilfrid Laurier U.

1040 : (Paper Session) - (SIM) Engagement with Stakeholders

9:45am - 11:15am Boston Marriott Copley Place: Nantucket

A Knowledge Problems Approach to Conceptualizing Stakeholder Engagement Research | **Ronald K. Mitchell**, Texas Tech U.; **Rob Mitchell**, Colorado State U.; **Richard Hunt**, Virginia Tech; **David Matthew Townsend**, Virginia Polytechnic Institute and State U.; **Jae Hwan Lee**, Hamline U.

☑️ Stakeholders' Relationships as a Microfoundation for Open Innovation | **Fernanda Rosalina Da Silva Meireles**, U. of Sao Paulo (FEA/USP); **João Mauricio Gama Boaventura**, U. of Sao Paulo (FEA/USP); **Jennifer Griffin**, Loyola U. Chicago

Grateful Exchange Process: A Theoretical Framework of Gratitude in Workplace Relationships | **Florencio F. Portocarrero**, U. of California Irvine

☑️ ☑️ Unpacking Stakeholder Management as a Practice | **Pushpika Vishwanathan**, U. of Amsterdam; **Siri Nordland Boe-Lillegraven**, 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**

Syed, assistant professor; **Muhammad Waheed Akhtar**, COMSATS U. Islamabad, Sahiwal Campus; **Kashif Saeed**, Gift U. Pakistan; **Mudassir Husnain**, International Islamic U., Islamabad, Pakistan

1042 : (Paper Session) - (SIM) Bad Workplace Relationships

9:45am - 11:15am Boston Marriott Copley Place: Wellesley

Chair: **Marick F Masters**, Wayne State U.

- 🗣️🗣️🗣️ The Sociomateriality of Technological Surveillance: Breaking the Vicious Circle | **Farheen Fathima Shaik B**, Indian Institute of Management, Tiruchirappalli; **Biju Varkkey**, Faculty, HRM, Indian Institute of Management, Ahmedabad; **Upam Pushpak Makhecha**, Indian Institute of Management, Tiruchirappalli

The Effect of Managers' Unethical Pro-Organizational Behavior (UPB) on Subordinates' UPB | **Canh Minh Nguyen**, Ulsan National Institute of Science and Technology; **Lu Zhang**, Ulsan National Institute of Science and Technology; **David Morand**, Pennsylvania State U.

- 🗣️🗣️ Job Insecurity and Work-Family Conflict: Mediating Roles of Work Withdrawal and Emotional Exhaustion | **Shazia Nauman**, Riphah International U.; **Connie Shao-mei Zheng**, Deakin U.; **Saima Naseer**, International Islamic U., Islamabad, Pakistan

- 🗣️🗣️ How Workplace Bullying Jeopardizes Employees' Life Satisfaction: Roles of Job Anxiety and Insomnia | **Shazia Nauman**, Riphah International U.; **Sania Zahra Malik**, the U. of Punjab; **Faryal Jalil**, the U. of Punjab

1043 🗣️🗣️🗣️ JS: (SIM, PNP) Surveying the Landscape of Inclusive Practices: Perspectives from Across Management Disciplines

9:45am - 11:15am Boston Marriott Copley Place: Boylston

Organizers: **Jeanne Liedtka**, U. of Virginia; **Martin N. Davidson**, U. of Virginia

Panelists: **Steven W Floyd**, U. of Massachusetts, Amherst; **Ryan Quinn**, U. of Louisville

1044 🗣️: (Paper Session) - (STR) Dynamics of Competitive Interaction

9:45am - 11:15am Boston Park Plaza: Beacon Hill

Innovation Strategy and Industry Dynamics Track

Chair: **Chunhu Jeon**, Arizona State U.

- 🗣️🗣️ Competition, Status, and Markets | **Tejaswi Channagiri Ajit**, U. of Florida; **Walter J Ferrier**, U. of Kentucky
- 🗣️🗣️ Climbing the Mountain: Firm's Competitive Actions and Emergence of Dominant Design | **Tianxu Chen**, Portland State U.; **Vadake Narayanan**, Drexel U.; **Xiumei Li**, Drexel U.

The Impact of Horizontal Mergers on the Operational Performance in the U.S. Airline Industry | **C. Jennifer Tae**, Temple U.; **Min-Seok Pang**, Fox School of Business, Temple U.

Glue or Gasoline? The Role of Interorganizational Relationships in the Spillover of Price Wars | **Tieying Yu**, Boston College; **Wei Guo**, Hong Kong Polytechnic U.; **Yu Zhang**, China Europe International Business School (CEIBS); **Javier Gimeno**, INSEAD

1045 🗣️: (Paper Session) - (STR) Human Capital and Incentives to Increase Productivity

9:45am - 11:15am Boston Park Plaza: Berkeley

Behavioral Strategy, Process, and Change Track

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

- 🗣️🗣️ Workplace Knowledge Flows | **Richard Saouma**, Eli Broad School of Business, Michigan State U.; **Jason Sandvik**, U. of Utah; **Nathan Seegert**, U. of Utah; **Christopher Stanton**, Harvard Business School

1046 🗣️: (Paper Session) - (STR) Global Strategy and Competition

9:45am - 11:15am Boston Park Plaza: Cabot

Competitive Strategy and Heterogeneity Track

Chair: **Guilhem Bascle**, Catholic U. of Louvain

- ➔🗣️ Addressing Strategy Endogeneity and Performance Heterogeneity: Evidence from Firm Multinationality | **Guilhem Bascle**, Catholic U. of Louvain; **Louis Mulotte**, Tilburg U.; **Jau-er Chen**, Tokyo International U.

- 🗣️🗣️ Speed of Institutional Change and Firm Performance: The Moderating Effect of Institutional Advantage (WITHDRAWN) | **Minerva González**, U. of Zaragoza; **Lucio Fuentelsaz**, U. of Zaragoza; **Elisabet Garrido Martinez**, U. of Zaragoza

- ➔🗣️ Challenging the Market Leader Presence of Windows of Opportunity | **Elisabet Garrido Martinez**, U. of Zaragoza; **Juan Pablo Maicas-Lopez**, U. of Zaragoza; **Claudio Giachetti**, U. Ca' Foscari of Venice

- 🗣️🗣️ Incumbent Responses to a Low-Cost Entry: Empirical Evidence from the German Airline Industry | **Marieke Funck**, Paderborn U.

1047 🗣️: (Paper Session) - (STR) 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 Paoletta**, 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.

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.

- 📄 Exposed: When and How Do Relational Institutional Investors Become Vigilant Monitors? | **Daisuke Uchida**, Kyushu U.
- 🗣️📄 The Death of the Inner Circle: Understanding the Perpetuation of the Corporate Elite | **Holly Loncarich**, U. of Arkansas; **Jacqueline Tilton**, U. of Arkansas; **Jonathan Johnson**, U. of Arkansas; **Jason Ridge**, U. of Arkansas
- 📄 Normative Pressure and Corporate Social Performance | **Jianan Li**, U. of Texas at Dallas; **Chunlin Liu**, Nanjing U.; **Yu Liu**, U. of Texas at Dallas
- 📄 Do You See Them Coming? Attention to Nontraditional Competitors | **Jinyuan Song**, Pennsylvania State U.; **Wenpin Tsai**, Pennsylvania State U.

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 Firm Boundary Choices Alter Over Time: Building a Dynamic Model for the UK Pension Industry | **Peter Galvin**, Edith Cowan U.; **Norbert Bach**, Ilmenau U. of Technology
- 📄 Corporate Spearhead Development as a Source of Transformative Capabilities: Evidence from Saab Group | **Joakim Hans Netz**, Jönköping U.; **Ari Ginsberg**, New York U.
- 📄 How Do Interactions between Interfirm Real Options Affect Companies' Investment Decisions | **Zhuo 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
- 📄 Boundary Choices in Innovation: How Does Availability of Hiring Affect Technology Sourcing Strategy? | **Xiaoshu Bei**, Duke U.
- 📄 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 Roots of Success: How CEO Social Class Origin Affects Firm Growth | **Maximilian Franz-Josef Göbel**, U. of Salzburg, Austria; **Dominik Van Aaken**, U. of Salzburg; **Hannes Winner**, U. of Salzburg, Austria
- 🗣️🗣️📄 Corporate Purpose and Firm Ownership | **Claudine Madras Gartenberg**, The Wharton School, U. of Pennsylvania; **George Serafeim**, Harvard U.
- 📄 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

- 🗣️📄 Fiat 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.; **Evan 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 | **Anierudh Vishwanathan**, Research Associate; **Nupur Pavan Bang**, Indian School of Business; **Ramachandran Kavil**, 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, ENT) **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

Acquihired | **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

Human Resource Redeployment: The Redirection of R&D Employees after Restructuring of R&D | **Nicholas Argyres**, Washington U. in St. Louis; **Luis Rios**, The Wharton School, U. of Pennsylvania; **Brian Silverman**, U. of Toronto

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. Klueter**, 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.

MONDAY

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: **Srikanth Paruchuri**, Pennsylvania State U.

Inventor Mobility, Team Technological Diversity, and Innovation | **Melody Chang**, Yale School of Management

🔗 Interdisciplinary project teams: dynamics of interdisciplinarity, collaboration and performance | **Florian Dufour**, HEIG-VD // HES-SO // U. of Applied Sciences & Arts W. Switzerland; **Zarina Mariam Charlesworth**, HEG Arc // HES-SO // U. of Applied Sciences and Arts W. Switzerland

🗣️📄👤 Overcoming Integration Barriers in Team Innovation: The Role of Gender Composition | **Tian Heong Chan**, Emory U., Goizueta Business School; **Steffen Keck**, U. of Vienna; **Haibo Liu**, U. of California, Riverside; **Wenjie Tang**, National U. of Singapore

The Product Modularity Paradox: Collaboration 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

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 Poege**, Max Planck Institute for Innovation and Competition

Knowledge Acquisition Obstructs Application: Qualitative Study on Collaborative R&D Project | **Shohei Funatsu**, Shohei Funatsu; **Yasuo Sugiyama**, Kyoto U.

Learning Dynamics in Vertical Relationships | **Jose Mauricio Galli Geleilate**, 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 Gailly**, 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 Cooshneapa**, Aoyama Gakuin U.; **Sean Hackett**, Aoyama Gakuin U.

🔗📄 The Influence of Scientists' Knowledge Diversity, Dissimilarity, and Experience on Publications | **Turanay Caner**, North Carolina State U.; **Melissa Appleyard**, Portland

State U.; **Beverly B. Tyler**, North Carolina State U.; **Griffin Weber**, Harvard Medical School

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 Dinckol**, 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: 303

Chair: **Yevgen Bogodistov**, Frankfurt School of Finance & Management

A novel approach to managing uncertainty for innovation | **Liisa Naar**, U. of Technology Sydney Business School; **Alberto Feduzi**, SOAS U. of London; **Natalia Nikolova**, U. of Technology, Sydney; **Stewart R. Clegg**, U. of Technology, Sydney

"When You Wish Upon a Star": The Impact of High Performers on Exploratory Innovation | **Chantale Dornez**, U. of Manitoba; **Victor Cui**, U. of Manitoba

📄 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: 305




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

  Who Networks? – A Meta-Analysis of the Relationship Between Networking and Personality | **Hadjira Bendella**, U. of Cologne; **Hans-Georg Wolff**, U. of Cologne
The Careers Best Overall Paper Award Nominee



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

  Noncompetes and Employee Mobility | **Evan Penniman Starr**, U. of Maryland, College Park; **J.J. Prescott**, U. of Michigan Law School; **Norman David Bishara**, U. of Michigan

The Careers Michael Driver Best Applied Paper 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.

Chairs: **Sebastiano Massaro**, Surrey Business School; **David A. Waldman**, Arizona State U.

Discussants: **Herman Aguinis**, The George Washington U.; **Richard E. Boyatzis**, Case Western Reserve U.; **Phillip Phan**, Johns Hopkins U.; **Johan Wiklund**, Syracuse U.; **John Antonakis**, Faculty of Business and Economics (HEC Lausanne), U. of Lausanne

1074 → 🗨️ 📄 🌐 CAU: (CAU) Revisiting Gender Entrepreneurship Research in a Post #MeToo World

11:30am - 1:00pm The Fairmont 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) Underrating 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

Presenters: **Charles A. Dorison**, Harvard U.; **Martha Jeong**, Harvard Business School; **Erica Boothby**, Cornell U.; **James Dungan**, U. of Chicago Booth School of business

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.; **Krithiga 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.

An Investigation of the Causes and Consequences of Prosocial Rule Breaking in the Workplace | **Samuel Skowronek**, The Wharton School, U. of Pennsylvania; **Maurice Schweitzer**, U. of Pennsylvania

Is Emotional Ambivalence a Malleable Moral Compass? | **Naomi Beth Rothman**, Lehigh U.; **Kristin Smith-Crowe**, Boston U.; **Krithiga 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.

Dark Side Case Award
 DARK SIDE CASE: A South-South Postcolonial Perspective in Human Relations at Petrobras Bolivia | **Ana Christina Celano**, IBMEC, Rio de Janeiro; **Fernanda Filgueiras Sauerbronn**, U. Federal do Rio de Janeiro; **Ana beatriz gomes de Gomes De Mello Moraes**, IBMEC, Rio de Janeiro

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

- 🗣️👤 Inclusion with Strings Attached: Good, Glorious and Grateful Refugees at Work | **Renate Ortlieb**, U. of Graz; **Elena Glauning**, U. of Graz; **Silvana Weiss**, U. of Graz
- Struggling for Recognition: Highly-Skilled Migrants' Cultural Capital in the Inclusive Organization | **Miguel Morillas**, Stockholm School of Economics; **Laurence Romani**, Stockholm School of Economics
- ➔👤 Inclusion to be Excluded? | **Dide Van Eck**, Radboud U.; **Marieke Caroline Lisette Van Den Brink**, Radboud U. Nijmegen
- 🗣️ Inclusive Management: Management by Planned Dispossession and Differentiation | **Gerry Hanlon**, Critical Management Studies; **Matteo Mandarini**, Queen Mary U. of London; **Amitabh Rai**, Queen Mary U. of London

1079 🗣️: (Paper Session) - (ENT) Entrepreneurial Cognition 1

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; **Maike Lex**, Leuphana U. Lüneburg
- Tenacity and Self-Efficacy Across Contexts: Effects on Quitting and Continuing | **James Robert Van Scotter**, U. of Colorado, Colorado Springs; **Swapnil Garg**, Indian Institute of Management, Indore
- 🗣️ 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; **Anneli 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 Khobdeh**, 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.; **Orsola 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 Zhelyazkov**, 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 Coeurderoy**, Escp; **Andrew Zacharakis**, Babson College

🗣️ Partner Selection Strategies of Poorly Embedded VC Firms and Their Syndication Performance | **Jiguo 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

🗣️ Emotional Costs of the Entrepreneurial Process: A Review and Agenda for Future Research | **Amanda Jasmine Williamson**, Waikato Management School, U. of Waikato, Hamilton, New Zealand; **Andreana Drencheva**, U. of Sheffield

📄 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 Owalla**, 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 Entrepreneurship | **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 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.

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



📄 Financial Adequacy Affects Changes in Temporal Focus and Goal Striving Strategies Throughout Life | **Yi-ren Wang**, U. of Alabama; **Michael Thomas Ford**, U. of Alabama

1091   : (Paper Session) - (GDO) **New Perspectives on LGBT Workers**



11:30am - 1:00pm Boston Park Plaza: Brandeis



Chair: **Kevin England**, Lynn U.

 The Effect of CEO Political Ideology on Firms' Support for LGBT 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 State 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  : (Paper Session) - (GDO) **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 Kremser**, 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


  Princess Bee Effect: The Reverse Queen Bee Phenomenon | **Hannah Kremer**, George Washington U.; **Isabel Villamor**, George Washington U.; **Margaret Ormiston**, George Washington U.




1093   : (Paper Session) - (GDO) **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

 Leveraging Diversity to Enhance Inclusion Efforts for Team Processes and Outcomes | **Phoenix Van Wagoner**, U. of Colorado, Boulder; **Elizabeth Embry**, U. of Colorado, Boulder; **Liza Yasemin Barnes**, U. of Colorado, Boulder; **Jessica Mariah Rivin**, U. of Colorado, Boulder; **Rick Reed**, Ph.D Candidate in Organizational Behavior; **David R. Hekman**, U. of Colorado; **Sabrina DeeAnn Volpone**, U. of Colorado, Boulder; **Stefanie Johnson**, U. of Colorado, Boulder

   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  : (Paper Session) - (GDO) **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.

Backlash Response Theory: How Women Leaders Use Emotional Regulation to Address Backlash Events | **Monique Alexandria Alvarez Domingo**, U. of Connecticut

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.; **Dilene Crockett**, Northeastern State U.

1095   : (GDO) **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.

Institutional or Strategic? An Empirical Investigation of Adoption of Work-Family Policies | **Yin Lee**, U. of Illinois at Urbana-Champaign; **Amit Kramer**, U. of Illinois at Urbana-Champaign

👤 Work from Home and Organizational Commitment: The Sequential Mediation of Job Stress and Satisfaction | **Golshan Javadian**, Morgan State U.; **Yemisi Awotoye**, Morgan State U.; **Israel Kpekpena**, Morgan State U.

📄👤 Intrinsic Motivation and Observed Work-to-Family Conflict: Individual- and Couple-Level Analyses | **Hongcai Li**, West Texas A&M U.; **Ping Shao**, California State U. Sacramento

👤📄 Mercurial Hearts: Affect Spin, Work-Family Conflict, and Marital Satisfaction in Dual-Earner Couples | **Tao Yang**, Purdue U. Fort Wayne; **Patricia Caulfield Dahm**, California Polytechnic State 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

Chairs: **Katherine Kay Bae**, U. of Michigan, Ross School of Business; **Dave Mayer**, U. of Michigan, Ross School of Business
Discussant: **Alice H Eagly**, Northwestern U.

Women's Leadership Aspiration Goes Up when Their Supervisors are More Feminine | **Katherine Kay Bae**, U. of Michigan, Ross School of Business; **Dave Mayer**, U. of Michigan, Ross School of Business

Are Feminine Teams More Creative? | **Alaina Segura**, -; **Katherine Kay Bae**, U. of Michigan, Ross School of Business; **Dave Mayer**, U. of Michigan, Ross School of Business

Choice of Circumstance: When are Women Penalized for Violating Gender Norms? | **Yanitsa Toneva**, New York U.; **Madeline E Heilman**, New York U.

What Kind of Men Support Female-Friendly Policies? | **Brendan Strejcek**, Sauder School of Business, U. of British Columbia; **Karl Aquino**, U. of British Columbia; **Maja Graso**, U. of Otago

Agency and Expressiveness as Dimensions of 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 🗣️🗣️📄 JS: (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.

Panelists: **Stephanie J. Creary**, The Wharton School, U. of Pennsylvania; **Martin N. Davidson**, U. of Virginia; **Bernardo M. Ferdman**, Ferdman Consulting; **Lisa H. Nishii**, Cornell U.; **Veronica C. Rabelo**, San Francisco State U.; **Laura Morgan Roberts**, U. of Virginia Darden School of Business

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 | **Krithika Venkat Raman**, Indian Institute of Technology, Madras; **Nandan Sudarsanam**, Indian Institute of Technology, Madras; **V Vijayalakshmi**, IIT Madras

Exploring the Impact of Perceived Organizational Support in the Context of Patient Violence | **Josianne Lamothe**, 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: Saliency 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; **Ludivine 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 Perceptual Congruence and Employee Well-being | **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.

Through the Looking Glass: The Complex Mediation of Perceived HRM and Employee Outcomes | **Matthew Sykes**, Macquarie U.; **Andrew Heys**, Macquarie U. (GSM)

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) | **Vaneet 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
- ☞ 📄 Organizational Context, Staffing Events, and Work Outcomes: A Dynamic Analysis Approach | **Sima Sajjadiani**, Sauder School of Business, U. of British Columbia; **John Kammeyer-Mueller**, U. of Minnesota; **Alan M. Benson**, U. of Minnesota
- 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; **Mei 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

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.

- Carrots, Sticks and Performance: Is It Commitment, or Is It Commitment Plus Control? | **Patrick Wright**, U. of South Carolina
- 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; **Scott A Snell**, U. of Virginia; **Clint Chadwick**, U. of Kansas
- Participant:* **Spenser 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 Anshah 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 Laffranchini**, 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

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

Participants: **Kim Huat Goh**, Nanyang Technological U.; **Kapil Verma**, Indian Institute of Management, Kozhikode; **Brian R. Dineen**, Purdue U.; **David G. Allen**, Texas Christian U.; **Nick Bacon**, Cass Business School, City U. London; **Julian Ernesto Martinez-Moreno**, Cornell U.; **Ante Glavas**, U. of Vermont; **Tobias Hahn**, ESADE Business School

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.

Perceived Overqualification and Career Outcomes: The Moderating Role of Manager Job Security | **Berrin Erdogan**, Portland State U.; **Zahide Karakitapoglu Aygun**, Bilkent U.; **David Ellis Caughlin**, Portland State U.; **Talya N. Bauer**, Portland State U.; **Lale Gumusluoglu**, Bilkent U.

A Career Opportunities Perspective on Overqualification | **Barbara Körner**, U. of Zurich; **Maïke 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

Leader-Follower Congruence in Perceived Overqualification: An Experimental Investigation | **Lin Wang**, Sun Yat-Sen U.; **Zhen Zhang**, Arizona State U.; **Lihua Shi**, Guangzhou U.; **Manuel J. Vaulont**, Arizona State U.

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; **Ajai 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 Scalera**, Amsterdam Business School, U. of Amsterdam

IM Division HKUST Best Paper in Global Strategy Finalist

Managerial Decision Making and the Evolutionary Process of Internationalization | **Manfred Fuchs**, U. of Graz; **Sierk Horn**, U. of Applied Sciences Dornbirn

IM Division HKUST Best Paper in Global Strategy Finalist

Who Stays and Who Goes? The Role of Reputation in Firms' Divestment Decisions | **Ishva Minefee**, Iowa State U.; **Andreea Noemi Kiss**, Lehigh U.

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.

What Drives Dispute Resolution in Global Multilateral Organizations? An Analysis of the WTO 1995-2011 | **Amol M. Joshi**, Oregon State U.; **Nandini Lahiri**, American U.; **Iman Hemmatian**, Oregon State 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 | **Abdulla Al Mamun**, Charles Sturt U.

Subsidiary CEO Staffing and CSR in the Host Country: Focusing on Corporate Philanthropy | **Jaekyung Ko**, Seoul National U.; **Chul Hyung Park**, Ajou U.; **Young-Gon Cho**, Sangmyung 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); **Dinorá 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 Makhoul**, 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; **Jiatao Li**, Hong Kong U. of Science and Technology

Microfoundations of Novelty in Foreign Locations—Exaptation in First-Time FDI Modes | **Päivi Hanna Maria Aaltonen**, 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

↻ Characteristics of Effective Expatriate Leaders in Thailand | **Davina E. Vora**, State U. of New York at New Paltz; **Astrid Kainzbauer**, 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 Oliviera**, Queensland U. of Technology; **Miriam Moeller**, U. of Queensland

Challenges of Conducting Experimental Research in IHRM: Review and Recommendations for Expatriation | **Daniela Noethen**, ESADE Business School / Ramon Llull U.; **Rocio Alcazar**, 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. Birtch**, 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-learned 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 Study of the Effective Three-Way Joint Coaching Alliance: A Social Identity Theory Perspective | **Yi-Ling Lai**, U. of Portsmouth

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 Novicevic**, U. of Mississippi

Strategy in Business History: Review and Future Prospects | **Juha-Antti Lamberg**, U. of Jyväskylä; **Jari Ojala**, U. of Jyväskylä

📄 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. Suddaby**, 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

Chair: **Tyrone Pitsis**, Durham U.

I Believe I Am Creative and Therefore Less Exhausted | **Na 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 Existentially 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 | **Weiyei 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

Panelists: **Blake E. Ashforth**, Arizona State U.; **Sally Maitlis**, U. of Oxford; **Jennifer Petriglieri**, INSEAD; **Kira Franziska Schabram**, U. of Washington

1120 JS: (MOC, OB, SAP) Intuition in Organizations:

Making Sense of Intuition

11:30am - 1:00pm Westin Copley Place Boston: St George C

Organizers: **Cinla Akinci**, U. of St Andrews; **Marta Sinclair**, Griffith U.Illuminating Leaders' Intuitive Ways of Knowing with Metaphor | **Heather Cairns-Lee**, Surrey Business SchoolMaking Sense of the Subjective Experience of Intuition | **Cinla Akinci**, U. of St Andrews; **Wolfgang Garn**, U. of Surrey; **Eugene Sadler-Smith**, U. of SurreyIntuiting 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 SchoolExperience-Based "Genbaism" in Japan: Integrating Action, Knowledge, and Intuitive Thinking | **Kazuhiro Isomura**, CHUO U.; **Izumi Mitsui**, 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

11:30am - 1:00pm 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 Zigan**, 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 Verdorfer**, 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 Bharanitharan 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

11:30am - 1:00pm 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

11:30am - 1:00pm Sheraton Boston Hotel: Arnold Arboretum

Organizer: **Thomas Bradford Bitterly**, U. of Michigan, Ross School of Business*Discussant:* **Cecily Cooper**, U. of MiamiInside Jokes: Humor as Social Exclusion | **Ovul Sezer**, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; **Thomas Bradford Bitterly**, U. of Michigan, Ross School of Business; **Alison Wood Brooks**, Harvard U.; **Michael Norton**, Harvard U.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.The Impression Management Benefits of Humorous Self-Disclosures: How Humor Influences Perceptions of | **Thomas Bradford Bitterly**, U. of Michigan, Ross School of BusinessThe Laughter Gap: Why Women Laugh More Frequently Than Men | **Thomas Bradford Bitterly**, U. of Michigan, Ross School of Business; **Alison Wood Brooks**, Harvard U.; **Jennifer Aaker**, Stanford Graduate School of Business*Presenters:* **Ovul Sezer**, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; **Michael Norton**, Harvard U.; **Alison Wood Brooks**, Harvard U.

1124 📄: (Paper Session) - (OB) Individual Perspectives on Prosocial Behavior

11:30am - 1:00pm Sheraton Boston Hotel: Back Bay Ballroom B

Chair: **Jessica Siegel Christian**, U. of North Carolina, Chapel HillReversing the Pollyanna: Relationships between Core Self-Evaluations and Perceived Social | **Kingshan 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.📄 "If I Can Change, So Can You": The Growth Mindset at Work and Daily Prosocial Behavior | **Benjamin Alan Rogers**, U. of North Carolina, Chapel Hill; **Jessica Siegel Christian**, U. of North Carolina, Chapel Hill; **Remy E. Jennings**, U. of Florida🗣️📄 Shedding some Light on the Blind Spots concerning Organizational Citizenship Behavior | **Duysal Askun Celik**, City U. of New York, Baruch College; **Fatih Çetin**, Nigde Ömer 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

11:30am - 1:00pm Sheraton Boston Hotel: Beacon A

Organizers: **Cécile Emery**, U. of Exeter Business School; **Robin Martin**, U. of Manchester; **Geoff Thomas**, U. of SurreyA State-Of-Art Review of Affect and Leader-Member Exchange in the New Millennium. | **Herman Tse**, Monash U.; **Ashlea Troth**, Griffith U.Does Leader-Member Exchange Differentiation Impair Individual Psychological Well-Being in Teams? | **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**

Seo, California State U., Fullerton; Jennifer Nahrgang, Arizona State U.

LMX Relative Position and Work-related outcomes: The Role of LMX Comparison Processes | Robin Martin, U. of Manchester; Geoff Thomas, U. of Surrey; Silvia Dello Russo, Toulouse Business School; Alison Legood, Aston Business School

Seeing “Eye to Eye” About Our Relationship Makes me Good at Being Fair | Fadel Khalil Matta, U. of Georgia; Emma Laier Frank, U. of Georgia; Cindy Zapata, Texas A&M U.

Presenters: Herman Tse, Monash U.; Jooyeon Son, U. of Melbourne; Jungmin Seo, California State U., Fullerton; Robin Martin, U. of Manchester; Fadel Khalil Matta, U. of Georgia
Participants: Ashlea Troth, Griffith U.; Daejeong Choi, U. of Melbourne; Eun Kyung Lee, La Trobe U.; Jennifer Nahrgang, Arizona State U.; Geoff Thomas, U. of Surrey; Silvia Dello Russo, Toulouse Business School; Alison Legood, Aston Business School; Emma Laier Frank, U. of Georgia; Cindy Zapata, Texas A&M U.

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 Vandenberghe, 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

📄 Phoenix from the Ashes: Posttraumatic Growth Process through Emotion Work and Identity Work | Swati Ghulyani, Indian Institute of Management, Indore

1128 📄: (Paper Session) - (OB) Drivers of Creativity

11:30am - 1:00pm Sheraton Boston Hotel: Beacon H

Chair: Karoline Evans, U. of Massachusetts, Lowell

🗨️ Working in the Shadow of a Brilliant Leader: Curvilinear Effects on Empowerment and Creativity | Dae-hyeon Kim, Washington U. in St. Louis, Olin Business School; Markus Baer, Washington U. in St. Louis; Karoline Evans, U. of Massachusetts, Lowell; Chris Long, Saint John's U.

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: Sushil 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 | Sushil Nifadkar, Georgia State U.; Wen Wu, Beijing Jiaotong U.

📄 Leader Humor Extends Beyond Work: How and When Followers Have Better Family Lives | Ling Tan, Sun Yat-Sen U.; Hailing Lu, Sun Yat-Sen U.; Yongli Wang, -

🗨️ Beyond Emotion Valence: A New Focus on the Target of Leader Emotion Expression | Anthony Silard, California State U. San Bernardino

1130 📄: (Paper Session) - (OB) Dark Side of Leadership

11:30am - 1:00pm Sheraton Boston Hotel: Commonwealth

Chair: David B. Zoogah, Xavier U.

When does Supervisor Support Backfire | Shike Li, IE Business School; Kriti Jain, IE Business School; Konstantina Tzini, INCAE Business School

➔ Unethical Behavior in Organizations: A Test of Strain, Interest, and Ethnos Oblige Theories | David B. Zoogah, Xavier U.; Ruby Agbola, Central U., Accra; George S. M. Wee, Perez U. College; Tendency Matenge, U. of Botswana

The destructive effect of laissez-faire leadership on job performance: A social exchange perspective | Cangyan Li, U. of hong kong; Ying Zhang, U. of hong kong; Yiwen Zhang, U. of hong kong; Feng Wei, Tongji U.

📄 Beyond the Full-range Leadership: Incremental Effects of Machiavellian Leadership in Predicting Trust | Tatjana Llic-balas, Husky Energy 707 8th Avenue SW Calgary, Alberta T2P 1H5; Amy Wei Tian, Curtin Business School; John P Meyer, U. of Western Ontario; Susan Pepper, Department of Psychology, Social Science Centre, Western U., Ontario

1131 📄: (Paper Session) - (OB) **Ethical Leadership**

11:30am - 1:00pm 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. Jacezko**, 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 ChinaExploring 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**

11:30am - 1:00pm 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.📄 How Does Abusive Supervision Hurt Employee Performance? Let's Count the Ways: A Meta-Analysis | **Shannon G. Taylor**, U. of Central Florida; **Marcus Butts**, Southern Methodist U.; **Sharon Sheridan**, U. of North Dakota; **Regina Michelle Taylor**, Creighton U.Triggering 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**

11:30am - 1:00pm Sheraton Boston Hotel: Dalton AB

Chair: **Julia Kensbock**, Maastricht U., School of Business & EconomicsDual-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 Kensbock**, 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 SciencesIdentification and Sense-making in Organizations | **Leila Afshari**, La Trobe U.1134 → 🗣️📄: (Paper Session) - (OB) **Team Leadership Dynamics**

11:30am - 1:00pm 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🗣️ Inclusive Leader, Divisive Leader: What is the Difference? | **William D Spangler**, Binghamton U.-State U. of New York; **Aleksey A. Tikhomirov**, Binghamton U.-State U. of New York; **Alka Gupta**, Bernard M. and Ruth R. Bass Center for Leadership StudiesEmpowering Leadership and Follower Good and Bad Behaviour: A Dual Mediation Model | **Arpana Rai**, IIMU; **Minseo Kim**, Hankuk U. of Foreign StudiesWhy 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 China1135 📄: (Paper Session) - (OB) **Self-Regulation in OB**

11:30am - 1:00pm 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 Karelaia**, 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. Bisht**, Management Development Institute Gurgaon, India1136 🗣️🗣️📄: (OB) **An Interdisciplinary Path for Intersectional Research**

11:30am - 1:00pm Sheraton Boston Hotel: Jamaica Pond

Organizer: **Aditi Vashist**, Washington U. in St. Louis, Olin Business SchoolDiscussants: **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; **Jaee 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? | **Banu 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.; **Banu 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.; **Qingxiong Weng**, U. of Science and Technology of China
 📄Too Tired from Helping: A Dual-Stage Model of OCB's Implications for Performance | **Teng lat Loi**, Washington State U.; **Kristine Kuhn**, Washington State U.
 Cognitive Demands and Error Management Climate Affecting Stress and Engagement: A Multilevel Study | **Lea Christina Ameres**, Technical U. of Munich; **Tanja Schwarzmüller**, Technical U. of Munich; **Prisca Brosi**, 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 🗨️🗨️🗨️JS: (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 Legitimacy: How Ideas for Change Become Legitimate Issues | **Elizabeth McClean**, U. of Arizona; **Sijun Kim**, U. of Arizona; **Tomas M. Martinez**, U. of Arizona
 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.; **Qiyang 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.; **Qiyang Du**, City U. of Hong Kong

1139 🗨️🗨️🗨️JS: (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 🗨️🗨️🗨️➔🗨️🗨️SHCS: (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
Panelists: **Phanish Puranam**, INSEAD; **Jerker C. Denrell**, U. of Warwick; **Bo Cowgill**, Columbia Business School; **Zur Shapira**, New York U.; **Sidney G. Winter**, U. of Pennsylvania

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

- ☞→📄 Free Shipping Promotion: Leveraging Scarcity and Popularity Information | **Ting Li**, Erasmus U.; **Dimitrios Tsekouras**, Rotterdam School of Management, Erasmus U.; **Aaron Cheng**, Fox School of Business, Temple U.
- 📄 Unpacking Online Firestorms in Organizational Fields: Towards a Research Agenda | **Yevgeniya Li**, Victoria U. of Wellington; **Jean-Gregoire Bernard**, Victoria U. of Wellington; **Markus Luczak-Roesch**, Victoria U. of Wellington
- 📄 Connective Affordances, Mashups & Activism: Cross-platform Social Media Use | **Oana Brindusa Albu**, U. of Southern Denmark; **Michael Andreas Etter**, King's College London
- 📄 Front-Line Professionals in the Wake of Digital Scrutiny: The Paradox of Public Accountability | **Arvind Karunakaran**, McGill U.

OCIS Best Paper Award Finalist
OCIS Best Student Paper Award Finalist
OCIS Gerardine DeSanctis Dissertation Award

1142 ☞→📄: (Paper Session) - (OCIS) **Digital Platforms, Worker Concerns, and Social Impacts**

11:30am - 1:00pm Boston Marriott Copley Place: Maine

Chair: **Greetje Frankje Corporaal**, U. of Oxford

- ☞📄 Platform Ecosystems as Complex Adaptive Systems: Exploring Emergence in India's Aadhaar Project | **Atta Addo**, London School of Economics and Political Science; **Silvia Masiero**, Loughborough U.
- Situational Constraints and Job Frustration in Platform-Mediated Work | **Kim Strunk**, U. of Passau; **Andreas Ihl**, U. of Passau; **Marina Fiedler**, U. of Passau
- Understanding IT-Specific Job Embeddedness to Prevent Turnover of IT Professionals | **Barbara Prommegger**, TUM School of Management, Technische U. München; **Christoph Pflügler**, TUM School of Management, Technische U. München; **Manuel Wiesche**, TUM School of Management, Technische U. München; **Helmut Krömar**, TUM School of Management, Technische U. München
- ☞📄 Digital Platforms and Women's Health: An Analysis of Peer-to-Peer Lending and Abortion Rates | **Gorkem Turgut Ozer**, The U. of Texas at Austin; **Brad Greenwood**, U. of Minnesota; **Anand Gopal**, U. of Maryland

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 Berntzen**, U. of Oslo; **Gillian Warner-Søderholm**, BI Norwegian Business School
- ☞→📄👤 Substantive Theory of Cultural Intelligence for Virtual Team Performance: A Mixed Methods Approach | **Anuragini Shirish**, Institut Mines-Telecom Business School, LITEM, U. Paris-Saclay, France
- 📄 Creative and deserving: Digital workers' transformation of subjective into objective creativity | **Matej Cerne**, U. of

- Ljubljana; **Aldijana Bunjak**, U. of St. Gallen; **Sut I Wong**, BI Norwegian Business School; **Shaima' Moh'd**, U. of Udine
- ☞📄 Reach for your cell phone at your own risk: The cognitive costs of media choice for breaks | **Sang Hoon Kang**, Rutgers Business School; **Terri R Kurtzberg**, Rutgers Business School

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; **Till 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: Winthrop

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.
- 📄 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-Samardzic**, 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

1146 📄👤JS: (ODC, HR) **Challenges on the Journey to Developing Higher Purpose Organization: Research, Theory and Practice**

11:30am - 1:00pm 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.

Organizers: **Michael Beer**, Harvard Business School; **Darren Jason Good**, Pepperdine U.; **Christopher James Lyddy**, Providence College

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 📄: (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 Corritore, 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 Reyt, McGill U.; Batia Mishan Wiesenfeld, New York U.

Haphazard Wording or Systematic Bias? The Prevalence of Gendered Language in US Job Postings | Matthew Corritore, 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 Reyt, 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 Kalra, 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.; Yiyang 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 | Dionysis 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 Luebecke, German Maritime Search and Rescue Service; Norbert Steigenberger, Jonkoping 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
📄 The Role of Analogy in the Implementation of Distant Alternatives for Path-breaking Change | Christian Garaus, WU Vienna U. of Economics and Business; Irina Koprax, Johannes Kepler U. Linz; Wolfgang H. Guettel, Johannes Kepler U. Linz

📄 A Cognitive and Analogical Approach to the Market Competitiveness of Social Enterprises | Romain Boulongne, IESE

1151 📄➔: (Paper Session) - (OMT) Legitimacy of Entrepreneurial Ventures

11:30am - 1:00pm Boston Hynes Convention Center: 202

Chair: Markus A. Höllerer, UNSW Sydney & WU Vienna

The Role of Institutional Fields in Entrepreneurial Emergence and Venture Mortality | Heli Helanummi-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

→ Turning Antagonists into Supporters: Establishing Legitimacy in Hostile Environments | **Isabel Bruggemann**, U. of Cambridge; **Jochem Kroezen**, U. of Cambridge
Winner of the OMT Division Best International Paper Award
Finalist for the OMT Division Best International Paper Award

1152 : (Paper Session) - (OMT) Categories and Performance
 11:30am - 1:00pm 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 | **Mijeong Kwon**, U. of Michigan, Ann Arbor

→ Moving Beyond Labels: Text, Images and Biases in Categorization | **Jonathan Sitruk**, LMU Munich; **Stine Grodal**, Boston U.; **Fernando Suarez**, Northeastern U.; **Ludovic Dibiaggio**, SKEMA Business School
Finalist for the OMT Division Best Paper on Entrepreneurship Award

All that Rhythm of Identity Propagation: At the Nexus of Intersubjective Sensemaking Arenas | **Sorah Seong**, U. of Washington

1153 : (Paper Session) - (OMT) Learning from Failure
 11:30am - 1:00pm Boston Hynes Convention Center: 209

Chair: **Peter Micah Madsen**, Brigham Young U.

→ The Impact of Collaborative Failure on Persistence and Course Adjustment of Dyadic Relationships | **Ramin Vandaie**, U. at Buffalo, The State U. of New York

→ Attention Disorders in Organizations, Incompetence Traps and Business Failure | **Dmitry Mikhail Khanin**, Alfaisal U.; **Adelina Gnanlet**, California State U., Fullerton

→ The Unsafe Act That Just Happened: Bounded Rationality Meets Bounded Reliability | **Jacob Derks**, Tilburg U.; **Niels G. Noorderhaven**, Tilburg U.; **Henk Akkermans**, Tilburg U.

→ 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

11:30am - 1:00pm 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 Svejnova**, 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

The Institutional Custodianship of Land and Cloth: Protecting, Promoting and Reviving Harris Tweed | **Robin Canniford**, Department of management and marketing, The U. of Melbourne; **Tina Dacin**, Queen's U.; **Peter Dacin**, Queen's U.

Presenters: **Barbara Gray**, Pennsylvania State U.; **Linda L. Putnam**, U. of California, Santa Barbara; **Silviya Svejnova**, Copenhagen Business School; **Eva Boxenbaum**, Copenhagen Business School; **Ewald Kibler**, Aalto U.; **Steffen Farny**, Aalto U. School of Business; **Dean Shepherd**, U. of Notre Dame; **Robin Canniford**, Department of management and marketing, The U. of Melbourne; **Tina Dacin**, Queen's U.; **Peter Dacin**, Queen's U.

Finalist for the OMT Division Best Symposium Award

2202 : (Paper Session) - (OMT) Professions and Institutions
 11:30am - 1:00pm Boston Hynes Convention Center: 313

Chair: **Christopher W. J. Steele**, U. of Alberta

→ → Meta Organizations and the Emergence of Corporate Professionalism: The Case of UK Consultancy | **Ian Kirkpatrick**, U. of Warwick; **Daniel Muzio**, U. of York; **Matthias Kipping**, Schulich School of Business; **C. R. Hinings**, U. of Calgary

Identity Construction of Nascent Occupational Groups under Organizational and Institutional Pressure | **Evelyn Rita Micelotta**, U. of New Mexico; **Giulia Cappellaro**, Bocconi U.; **Claudia Gabbioneta**, Newcastle U.

→ → Institutional Work and Professional Values: Values Work by Nurses in the Emergency Department | **April L. Wright**, U. of Queensland; **Gemma Irving**, U. of Queensland
 Professional Modularity | **Alexander Lewis**, UTSA; **Chad Benjamin Murphy**, Oregon State U.; **Jonathan Clark**, U. of Texas At San Antonio

1155 → → JS: (OMT, MOC, ODC) Translation of Ideas and Practices: Expanding Theoretical and Methodological Approaches

11:30am - 1:00pm 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

11:30am - 1:00pm Boston Hynes Convention Center: 208

Discussant: **Marissa 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

Presenters: **Martin J. Kilduff**, UCL School of Management; **Eric Quintane**, U. de los Andes, Colombia; **Tiziana Casciaro**, U. of Toronto; **Ronald S. Burt**, U. Of Chicago

Finalist for MOC Division Best Symposium Award

Winner of the OMT Division Best Symposium Proposal Award

Finalist for the OMT Division Best Symposium Award

1157 🗣️JS: (OMT, STR) **Understanding Behavioral Consequences of Status Change**

11:30am - 1:00pm Boston Hynes Convention Center: 104

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

Great Minds Don't Think Alike: The Effects of Winning Awards on Stock Analysts' Herding Behaviors | Liyue Yan, Robert H. Smith School of Business, U. of Maryland

Stealing Status: How Labor-Market Status Increase Firm Turnover | Justin Frake, U. of Michigan

Information Availability and Reevaluation of Status Influenced Hierarchy | Siddharth Sharma, Indian School of Business

1158 🗣️JS: (OMT, STR, RM) **Cutting-Edge Linguistic Methods: Taking Stock of Advances in the Study of Meaning Structures**

11:30am - 1:00pm Boston Hynes Convention Center: 309

Organizers: Hovig Tchalian, 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.

1159 : (Plenary) - (ONE) **ONE Plenary - Academic Activism for Sustainability**

11:30am - 1:00pm Westin Copley Place Boston: Essex Center

1160 : (Plenary) - (OSCM) **OSCM Plenary Session**

11:30am - 1:00pm Westin Copley Place Boston: America North

1161 🗣️🗣️: (Paper Session) - (PNP) **Organizational Theory in Advocacy, Charitable, and Nonprofit Organizations**

11:30am - 1:00pm Hilton Boston Back Bay: Adams B

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 Ouimette, 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 🗣️: (Paper Session) - (PNP) **Inter-Organizational Collaboration and Networks**

11:30am - 1:00pm Hilton Boston Back Bay: Copley

Chair: Karl Rethemeyer, U. at Albany, State U. of New York
Accountability in Collaborative Governance: A Framework for Research and Practice | Seulki Lee, New York U.

Buyer Power, Conflict & Status and its Influence on Supplier Satisfaction in Public Procurement | Frederik G. S. Vos, U. of Twente; Robbin Van Der Lelij, 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.

Intermediary Organizations as Catalysts for Cross-sector Collaboration | Stephanie Antonia Maas, Erasmus U. Rotterdam; Lucas C.P.M. Meijs, Erasmus U. Rotterdam

1163 → 🗣️🗣️: (Paper Session) - (SAP) **Empowering Strategic Actors: Social Position, Belonging, and Flexibility in Strategy Making**

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 → 🗣️: (Paper Session) - (SAP) **Strategy as Practice in Public Organizations: Experiments, Paradoxes, and Politics**

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

🗣️→ 🗣️Strategy as Carnival: Orchestration of Dialogical Dynamics in Strategy-Making in a City Organization | Eero Vaara, Aalto U. School of Business; Anniina Rantakari, U. of Oulu

→ 🗣️🗣️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 trialities: Evolving dynamics in paradox theory | Suvi Einola, U. of Vaasa; Marko Kohtamäki, U. of Vaasa; Rajiv Nag, Drexel U.

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

- 🗣️📖 Commons Paradigm: Embedding Common Good and Collective Action | **Laura Albareda**, Lappeenranta U. of Technology; **Alejo José G. Sison**, U. of Navarra

- 🗣️ Commons 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

- 🗣️📖 Audit Committee Directors' Characteristics: Implications for Reducing Financial Corruption | **Mikhail Gorshunov**, Western Illinois U.; **Achilles A Armenakis**, Auburn U.; **Stanley G. Harris**, Auburn U.; **Harvell Jackson Walker**, Auburn U.

- ➔ 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 | **Uisung David Park**, Syracuse U.; **Warren Boeker**, U. of Washington, Seattle; **David M. Gomulya**, Singapore Management U.

- 🗣️ Managerial Reintegration in the Workplace: A Restorative Justice Approach | **Natalie Liberman**, Washington State U.; **Kenneth D. Butterfield**, Washington State U.; **Jerry Goodstein**, Washington State U.

- 🗣️ For The Love of Sport? Immoral Acts and Identity Construction in Elite Sports Community | **Marjo Elisa Siltaoja**, U. of Jyväskylä; **Jukka Rintamäki**, Cass Business School, City U. London

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 I. 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 Fracarolli 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

- ➔ Alone in Doing Good? Board Interlock Network and CSR Performance of US Firms, 2003-2013 | **Yi Zhao**, U. of Arizona

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 Hennchen**, U. College Dublin; **Judith Schrempf-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 Shame? Exploring the Reputation Penalties of Corporate Irresponsibility Attributions | **Giulio Nardella**, U. of Reading; **Stephen Brammer**, 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 Zilic**, 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 Delannon**, U. Laval; **Natalia Aguilar Delgado**, HEC Montreal

🗣️📄 From Hippies to Suits: Nested Paradoxical Tensions in CSR Consultants' Identity Work | **Szilvia Mosonyi**, Queen Mary U. of London; **Laura Empson**, Cass Business School, City U. London

🗣️📄 CEO Ideological Dissonance and its Impact on Lobbying Investment and Strategy | **Michael Seth Nalick**, U. of Denver; **Scott Kuban**, Tulane U.

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 | **Ralf 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 📄JS: (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

A Social Exchange-Based Model of Ostracism and Whistle-Blowing in Teams. | **Trevor Spoelma**, U. of New Mexico; **Nitya Chawla**, U. of Arizona; **Aleksander P.J. Ellis**, U. of Arizona; **Jeeyoon Park**, U. of Arizona

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

Winning an Ally to Advocate for Ethics in a Business Group. | **Anjier Chen**, Pennsylvania State U.; **Linda K Trevino**, Pennsylvania State U.; **Carolyn Thi Dang**, Pennsylvania State U.

Presenters: **Trevor Spoelma**, U. of New Mexico; **Kenneth Tai**, Singapore Management U.; **Anjier Chen**, Pennsylvania State U. *Participants:* **Nitya Chawla**, U. of Arizona; **Aleksander P.J. Ellis**, U. of Arizona; **Jeeyoon Park**, U. of Arizona; **Maryam Kouchaki**, Northwestern Kellogg School of Management; **Linda K Trevino**, Pennsylvania State U.; **Carolyn Thi Dang**, 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 Cooperative Value Dynamics in New Product Development Alliances with Experts | **Ricarda B. Bouncken**, U. of Bayreuth; **Viktor Fredrich**, U. of Bayreuth

1177 📄: (Paper Session) - (TIM) Technology, Policy & Society: Public Funding and Knowledge Dissemination

11:30am - 1:00pm Boston Hynes Convention Center: 110

Chair: **Mahmoud Abdelrahman**, Newcastle Business School

📄 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

🗣️📄 Technology Appropriation in Public Funded Research Organizations: An Empirical Evidence using Patent | **Muqbil Burhan**, Indian Institute of Management Jammu

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

1179 📄: (Paper Session) - (TIM) **Human Aspects of Innovation: Individuals and Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: 203

Chair: **Roshni Raveendhran**, U. of Virginia Darden School of Business

🗣️ Individual Specialization, Group Functional Diversity, and Corporate Venturing Within Firms | **Xu Han**, College of New Jersey; **Martine Haas**, The Wharton School, U. of Pennsylvania

📄 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 Mamonov**, 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 Crowdfunders' 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 Haussler**, 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

📄 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. Amatullo**, Case Western Reserve U.; **Kalle Lyytinen**, 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 Gefen**, Drexel U.; **Kai R. Larsen**, U. of Colorado, Boulder; **Vadake Narayanan**, Drexel U.

1182 📄: (Paper Session) - (TIM) **Organizational Learning & Search: Corporate Generation of Knowledge**

11:30am - 1:00pm Boston Hynes Convention Center: 303

Chair: **Paolo Aversa**, Cass Business School, City U. London

Towards a theory of serendipity in innovation: evidence from patent data | **Mariano Mastrogiorgio**, IE Business School; **Juan Antonio Candiani**, U. of Antwerp/ Antwerp Management School; **Victor Gilsing**, U. of Antwerp & Free U. Amsterdam

Big pharma, bad science? An analysis of retractions in bio-medical journals | **Bastian Rake**, Maynooth U.

Short-Sighted? Double-Edged Sword of Appropriability of Knowledge Assets in Firm Innovation | **Kunxian Zhang**, Peking U. Guanghua School of Management; **Yifei Pan**, Peking U. Guanghua School of Management; **Wentao Hu**, Peking U. Guanghua School of Management; **Zimin Liu**, Peking U. Guanghua School of Management; **Wayne Shu**, Peking U. Guanghua School of Management

When Less is More: The Effects of Subtracting Knowledge Components on Innovation Outcomes | **Ting Xiao**, Peking U.; **Mona V Makhija**, Ohio State U.

1183 📄: (Paper Session) - (TIM) **Organizational Innovation: New Ventures**

11:30am - 1:00pm Boston Hynes Convention Center: 305

Chair: **Jens Schmidt**, Aalto U.

Incubation of Technology Startups in India | **Joanne Lee Scillitoe**, California State U-Northridge

How Can New Ventures Obtain and Maintain Legitimacy through Incubators | **Ying Cheng**, Chongqing U.; **Yanyan Liu**, Chongqing U.

📄 What Kind of Village Fosters Entrepreneurial New Venture Development? | **Rebecca Karp**, Boston U.; **Siobhan O'Mahony**, Boston U.

Different Founders, Different Firms: A Comparative Analysis of Academic and Non-academic Startups | **Maria Roche**, Georgia Institute of Technology; **Annamaria Conti**, Georgia Institute of Technology; **Frank T. Rothaermel**, Georgia Institute of Technology

1184 🗣️ JS: (TIM, ENT) **Ecosystem Research 2.0: Where Next?**

11:30am - 1:00pm Boston Hynes Convention Center: 302

Organizer: **Michael G Jacobides**, London Business School
Participants: **Ron Adner**, Dartmouth College; **Carliss Baldwin**, Harvard U.; **Constance E. Helfat**, Tuck School of Business at

Dartmouth; **Marco Iansiti**, Harvard Business School; **Martin Reeves**, reeves

Monday 11:45AM

1185 : (ITC) **ITC Committee Meeting**
11:45am - 12:45pm Hilton Boston Back Bay: Belvidere 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**

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

Intrapersonal Competencies and Individual Career Outcomes: The Influence of Self-Directedness | **Lakshmi Bose**, UNSW Business School, Australia

Gastronomic Adventurers: Anticipating a Boundaryless Future through Early Career Investments | **Nathalie Louisgrand**, Grenoble Ecole de Management; **Mark Smith**, Grenoble Ecole de Management

1192 : (Paper Session) - (CAR, OB) **Fostering Sustainable Careers: Conceptual and Empirical Research on Different Categories of Workers**

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom A
Organizers: **Beatrice Van Der Heijden**, Radboud U. Nijmegen; **Ans De Vos**, U. of Antwerp/ Antwerp Management School; **Jos Akkermans**, Vrije U. Amsterdam

Discussant: **Julia Richardson**, Curtin U.
Purposeful Sustaining: The Role of Purpose and Relational Leadership in the Sustainable Career | **Jon P. Briscoe**, Northern Illinois U.; **Brittany Buis**, U. of Illinois at Chicago
Desperately Seeking Sustainable Careers: Redesigning Professional Jobs for the Collaborative Crafting of Reduced-Load Work | **Ellen Ernst Kossek**, Purdue U.; **Ariane Ollier-Malaterre**, UQAM U. of Quebec in Montreal, Canada
The Role of Sustainable Leadership in the Relation between Career Management and Indicators of Sustainable Careers | **Daniel Kooistra**, The Open U., Netherlands; **Sara De Hauw**, The Open U., Netherlands; **Judith Hilde Semeijn**, The Open U., Netherlands; **Beatrice Van Der Heijden**, Radboud U. Nijmegen
Flexible Work Arrangements and Psychological Contracts in Light of Sustainable Careers | **Jana Retkowsky**, Vrije U. Amsterdam; **Jos Akkermans**, Vrije U. Amsterdam; **Sanne Nijs**, VU Amsterdam; **Paul G W Jansen**, Vrije U. Amsterdam; **Svetlana Khapova**, Vrije U. Amsterdam

Applying a Multiple Stakeholders' Perspective on Career Management to Foster Sustainable Careers: The Cases of Project-Based Workers and Dual Earner Employees | **Marijke Verbruggen**, KU Leuven; **Ans De Vos**, U. of Antwerp/ Antwerp Management School; **Marie Antoine**, U. Catholique de Louvain; **Lynn Germeys**, KU Leuven; **Francois Pichault**, U. of Liege; **Elisabeth Abraham**, KU Leuven; **Sofie Jacobs**, U. of

Liège; **David Stuer**, U. of Antwerp/ Antwerp Management School; **Jérôme Sulbout**, U. of Liege

1193 🗉🗉CAU: (CAU) Are Work-Life Policies and Practices Inclusive? Assessment and Planning for More Inclusion

1:15pm - 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

1:15pm - 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?

1:15pm - 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) Fake News and Misinformation: Problems and Solutions

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax B
Estimating the Prevalence of Fake News on Twitter During the 2016 Election | **Nir Grinberg**, Northeastern U.; **Kenneth Joseph**, U. at Buffalo; **Lisa Friedland**, Northeastern U.; **Briony Swire-Thompson**, Northeastern U.; **David Lazer**, Northeastern U.

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

Fake News Seems Less Unethical When Encountered Before | **Daniel A. Effron**, London Business School; **Medha Raj**, U. of Southern California

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

1:15pm - 2:45pm Sheraton Boston Hotel: Clarendon AB
Chairs: **Huisi 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 Impact of Power, Status, and Regulatory Focus on Team Performance | **Nicholas Hays**, Michigan State U.; **Bradley Jamieson**, Michigan State U.; **Jo K. Oh**, Michigan State U.; **Andrew Yu**, U. of Melbourne; **John R. Hollenbeck**, Michigan State 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

Presenters: **Nicholas Hays**, Michigan State U.; **Jieun Pai**, U. of California, Los Angeles; **Min Zhang**, U. of California, San Diego
Participants: **Corinne Bendersky**, U. of California, Los Angeles; **John R. Hollenbeck**, Michigan State U.; **Bradley Jamieson**, Michigan State U.; **Jessica Alynn Kennedy**, Vanderbilt U.; **Jo K. Oh**, Michigan State U.; **Pamela K. Smith**, U. of California, San Diego; **Xue Yang**, Nanjing U.; **Andrew Yu**, U. of Melbourne

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

Entrepreneurship 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 Sevilla; **Paul Donnelly**, Technological U. Dublin

Praying and Playing as Entrepreneurship: 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.

🗉🗉Entrepreneurship Discourse as a Cultural Tool to Gain Legitimacy: The Case of Uber and Ola in India | **Shalini**, Indian Institute of Management, Calcutta; **Dharma 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.

Panelists: **H. C. Willmott**, City U. London Cardiff U.; **David Levy**, U. of Massachusetts, Boston; **Lynne Andersson**, Temple U.; **Fernanda Filgueiras Sauerbronn**, U. Federal do Rio de Janeiro; **Jeroen Veldman**, Cass Business School, City U. of London

1200 🗉🗉: (Paper Session) - (ENT) Impacts of Effectuation

1:15pm - 2:45pm Boston Marriott Copley Place: Columbus I
Chair: **Ona Akemu**, 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 Deutrich**, 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 Agnete Alsos**, Nord U. Business School

Effects of Network Bricolage on Entrepreneurs' Resource Creation | **Frances Chang**, Macquarie U.; **Cynthia M. Webster**, Macquarie U.

🗣️📄 Government Support and SME Performance: The Moderating Effects of Diagnostic and Support Services (WITHDRAWN) | **Soonae Park**, Seoul National U.; **In Hyeock Ian Lee**, Loyola U. Chicago; **Jung Eun Kim**, Small Business Corporation

Start-Up Subsidies: Does the Policy Instrument Matter? | **Hanna Hottenrott**, TUM School of Management, Technische U. München; **Robert Richstein**, U. of Duesseldorf

➔ Outcomes of Government Entrepreneurship Support Programs for Innovation Driven Entrepreneurship | **Saadat Saeed**, Durham U.; **Tazeeb Rajwani**, U. of Surrey; **Tahiru Azaaviele 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: **María Carolina Dams**, Facultad de Ciencias Empresariales, U. Austral

📄 Path Dependency in New Ventures' Capital Structures | **Mikael Samuelsson**, U. of Cape Town Graduate School of Business; **Anna Söderblom**, Stockholm School of Economics; **Alexander McKelvie**, Syracuse U.

Accelerators, Entrepreneurial Self-Efficacy and Venture Capital: A Gender Perspective Model | **María Carolina Dams**, Facultad de Ciencias Empresariales, U. Austral; **Virginia Sarria Allende**, IAE Business School - Argentina; **Magdalena Cornejo**, Facultad de Ciencias Empresariales, U. Austral; **Ricardo Pasquini**, FCE U. Austral; **Gabriela Robiolo**, Facultad de Ingeniería, U. Austral

Does Religiosity Influence Venture Capital Investment Decisions? | **Justin Chircop**, Lancaster U. Management School; **Sofia A. Johan**, Florida Atlantic U.; **Monika Tarsalewska**, U. of Exeter Business School

How Does Patent Litigation Affect New Venture Funding? | **Mingtao Xu**, Purdue U., West Lafayette

1203 🗣️📄: (Paper Session) - (ENT) **Role of Social Capital in Entrepreneurial Ecosystems**

1:15pm - 2:45pm Boston Marriott Copley Place: Massachusetts
Chair: **Joris Ebbers**, Amsterdam Business School, U. of Amsterdam

📄 Knitting Community: Human and Social Capital in the Transition to Entrepreneurship | **Hyejun Kim**, MIT Sloan School of Management

🗣️📄 Political Connections Intensity: A New Measure for Political Connections and Firms' Outcomes | **Antonio Crupi**, Scuola Superiore Sant'Anna; **Xihua Mu**, Chongqing U.

The Impact of Microfinance Community on Entrepreneurship: A Social Capital Perspective | **Junyon Im**, Asper School of business, U. of Manitoba; **Xian Cao**, Ball State U.

Regional Social Capital and the Entrepreneurial Establishment Process: A Multi-Level Study | **Johannes Kleinhempel**, Groningen U. (RuG); **Sjoerd Beugelsdijk**, Groningen U. (RuG); **Mariko Klasing**, U. of Groningen, Faculty of Economics and Business

1204 🗣️📄: (Paper Session) - (ENT) **Family Firms**

1:15pm - 2:45pm Boston Marriott Copley Place: New Hampshire
Chair: **Massimo Bau'**, Jonkoping International Business School

Motivating and Retaining Nonfamily Employees in the Absence of Fair Policies and Procedures | **Jeffrey Joseph Haynie**, Louisiana Tech U.; **Ana Franco-Watkins**, Auburn U.; **J. Kirk Ring**, Louisiana Tech U.

🗣️ Role of Sovereignty Goals in Explaining Stakeholder Orientation in Family Firms | **Baris Istiqliler**, U. of Mannheim / Germany; **Jan-Philipp Ahrens**, U. of Mannheim

🗣️➔ Benefitting from Benefits – A Comparison of Employee Happiness in Family and Non-Family Firms | **Stephanie Querbach**, WHU – Otto Beisheim School of Management; **Matthias Waldkirch**, EBS Business School

Are Family Firms Loss Averse? | **Francesco Chirico**, Jonkoping International Business School; **Massimo Bau'**, Jonkoping International Business School; **William S Schulze**, U. of Utah

1205 📄: (Paper Session) - (ENT) **Entrepreneurial Cognition 2**

1:15pm - 2:45pm Boston Marriott Copley Place: Orleans
Chair: **Dominic Buccieri**, Missouri Southern State U.

Role of Entrepreneurial Cognition in the Performance of High Technology International New Ventures | **Dominic Buccieri**, Missouri Southern State U.

Decision-Making in Small Oil Businesses: An Exploration of Cognition, Heuristics, & Expertise | **Jeremy Woods**, California State U., Bakersfield; **Gloria Sweida**, Southern Illinois U., Edwardsville

📄 Cognition, Dual Embeddedness, and Entrepreneurial Action: Evidence from Refugee Entrepreneurs | **Yi Jiang**, ESCP Europe; **Caroline Straub**, Bern U. of Applied Sciences; **Rene Mauer**, ESCP Europe

Imagining Possible Opportunities through Business Development Practices: A Practice-Based Study | **Orla Byrne**, U. College Dublin; **Neil Aaron Thompson**, Vrije U. Amsterdam; **Dimo P. Dimov**, U. of Bath

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

Partnering with Whom and How? Institutional Transition and Entrepreneurial Team Formation in China | **Chenjian Zhang**, U. of Bath; **Guido Moellering**, Witten/Herdecke U.; **Yipeng Liu**, Henley Business School, U. of Reading

Solo vs. Co: Under What Conditions Can Solo-Founded Ventures Perform as well as Co-Founded Ventures? | **Travis Howell**, U. of North Carolina, Chapel Hill

1207 📄: (Paper Session) - (ENT) Social Entrepreneurship

1:15pm - 2:45pm Boston Marriott Copley Place: Simmons

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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 | **Yingzhao 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.; **Thijs 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. Kellstadt 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 Marriott Copley Place: Wellesley

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

🔗 Venture Capital and the Effects of Gender Diversity in New Venture Board Interlocks | **Manuel Hess**, U. of St.Gallen; **Charlotta Agneta Siren**, U. of St.Gallen; **Joakim Wincent**, Luleå U. of Technology; **Dietmar Grichnik**, U. of St. Gallen

📄 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

Institutions and Venture Capital Market Creation: A Historical Analysis of an Emerging Market | **Carla Valentina Bustamante**, U. Adolfo Ibañez; **Sharon Matusik**, U. of Colorado, Boulder; **Santiago Mingo**, U. Adolfo Ibañez

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 Scheibmayr**, 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**, Columbia Business School; **Kristina Wald**, U. of Chicago Booth School of Business; **Mabel Abraham**, Columbia 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-Serafin**, 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 🗣️📖👤 JS: (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**, Specialisterne USA

Autism and Employment: A Critical Assessment and Proposed Research Agenda | **Brett Neely**, Pennsylvania State U.; **Samuel T. Hunter**, Pennsylvania State U.

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

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 Riaz Hamdani**, 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.

📄 Do Medicare and Medicaid Payer-Mixes Change after the Privatization of Public Hospitals? | **Zo Ramamonjiravelo**, Texas State U.; **Robert J Weech-Maldonado**, U. of Alabama, Birmingham; **Luceta McRoy**, Southern Adventist U.; **Josué Patien Epané**, U. of Nevada, Las Vegas; **Ferhat Zengul**, U. of Alabama, Birmingham; **Larry R. Hearld**, U. of Alabama, Birmingham

👉📄 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

How Acquisitions Affect Firm Behavior and Performance: Evidence from the Dialysis Industry | **Paul J. Eliason**, Brigham Young U.; **Benjamin Heebsh**, Duke U.; **Ryan McDevitt**, Duke U.; **James Roberts**, Duke U.

1219 📄: (Paper Session) - (HCM) Impact of innovations in financing and incentives 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-U. 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 Lilie Josephine Pattyn**, 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.; **Maike 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: **Chidiebere 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 | **Chidiebere 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 Rohlfert**, 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 Seeck**, 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. Kazeroony**, Minnesota State U.

HR Outsourcing in the US: Reducing Employment

Transaction Costs in Small Firms | **Mark Geiger**, Duquesne U.; **Jeong-Yeon Lee**, Seoul National U.Global Talent Management & its Career Implications: What Does the Talent Want? | **Sara Chaudhry**, U. of Edinburgh;**Maryam Aldossari**, U. of Edinburgh→ 📄 Does Extant Work-Family Research Generalize to African Nations? Meta- Analytic Tests | **Jenny M. Hoobler**, U. of Pretoria; **Eileen Koekemoer**, U. of Pretoria; **Suzanne Lillian Gericke**, U. of Pretoria, South AfricaGlobal Differences in Applicant Reactions to Virtual Interview Synchronicity | **Kaytlynn Griswold**, Pennsylvania State U.;**Jean Phillips**, Penn State U.; **Josh Liff**, HireVue, Inc; **Stanley M. Gully**, Pennsylvania State U.

1224 : (Paper Session) - (HR) HR Pay and Rewards

1:15pm - 2:45pm Westin Copley Place Boston: Great Republic

Chair: **Ormonde Cragun**, 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→ 📄 Pay for (Individual) Performance: A Longitudinal Study of Merit Pay Plans and Firm Performance | **Ilhwan Na**, U. of Kansas; **Mengwei Li**, U. of Kansas; **James P Guthrie**, U. of Kansas; **Gyu- Chang Yu**, Hanyang U.; **Min-Soo Kim**, Hanyang U.📄 The Influence of Total Rewards Satisfaction on Creativity among R&D Employees | **Zhenyuan Wang**, East China Normal U.; **Jianghong 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🗣️ Recontextualizing Work and HRM in the Digital Economy: A New Integrated Framework | **Rory Donnelly**, U. of Liverpool; **Jennifer Johns**, U. of Bristol→ 📄 Selection and Internal Training Practices on Firm Performance: The Role of Work Process Automation | **Youngsang Kim**, Sungkyunkwan U.; **Eun-Ji Oh**, HR📄 How Do Applicants React 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.

Attributional Uncertainty Affecting Sustained Performance |

Cyriac Pattathil Joy, Iowa State U.; **Marc H. Anderson**, Iowa State U.; **Patrick Kreiser**, U. of Wyoming→ 📄 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 Collings**, Dublin City U.; **Aida Hajro**, WU Vienna U. of Economics and Business→ 📄 Does HR Investment Work as Organizational Resilience? A Longitudinal Investigation | **Mijeong Kim**, Korea U.; **Johngseok 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 📄: (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 SchoolDiscussant: **Leisa Deborah Sargent**, UNSW AustraliaBeliefs 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 SchoolPresenters: **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 SchoolParticipants: **Sibel Ozgen**, Florida International U.; **Nathan J. Hiller**, Florida International U.; **Margaret Toich**, Montclair State U.; **Valerie I. Sessa**, Montclair State U.; **Jennifer Bragger**, Montclair State U.; **Nishi Patel**, Montclair State U.; **Jie Cao**, Shanghai U. of Finance and Economics; **Monika D. Hamori**, IE Business School; **Elisa Adriasola**, U. Adolfo Ibanez; **Kerrie Unsworth**, U. of Leeds; **Tamara Hernandez**, U. Adolfo Ibanez; **Sheldon Carvalho**, ESSEC Business School

1228 JS: (HR, OB) **Examining the Instigation and Receipt of Antisocial Work Behaviors**

1:15pm - 2:45pm Westin Copley Place Boston: Essex Center

Chairs: **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.

Cognitive Ability and Victimization: Examining the Role of Gender and Perceived Hostility | **Nitya Chawla**, U. of Arizona; **Trevor Spoelma**, U. of New Mexico; **Allison S. Gabriel**, U. of Arizona; **Aleksander P.J. Ellis**, U. of Arizona

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

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; **Aleksander 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.

→ Liquidity Constraints and Base-of-Pyramid

Customer Behavior: Evidence from a Quasi-Experiment | **Arzi Adbi**, INSEAD; **Jasjit Singh**, INSEAD

→ How Outward Foreign Investment Affects Home-Country Economic Development | **Guus Hendriks**, U. of Warwick

Diaspora Ownership and Technological Licensing by Emerging Market Firms | **Aleksandra Gregoric**, Copenhagen Business School; **Larissa Rabbiosi**, Copenhagen Business School; **Grazia D. Santangelo**, Copenhagen Business School

1231: (Paper Session) - (IM) **Geography & Locational Choices**

1:15pm - 2:45pm Hilton Boston Back Bay: Mariner

Chair: **Iiris Saittakari**, Aalto U. School of Business

How Global Diversification and Home-Region Concentration Shapes Performance Fluctuation | **Shubin Wu**, U. of Liverpool; **Jane Lu**, China Europe International Business School

→ Economic Diplomacy at Work: The Role of Friendship Cities in Chinese Firms' OFDI Location Choices | **Jue Wang**, Southwestern U. of Finance and Economics; **Gang Wu**, Southwestern U. of Finance and Economics; **Yingqi Wei**, U. of Leeds; **Elizabeth L. Rose**, U. of Leeds; **Chengang Wang**, U. of Bradford; **Xiaming Liu**, Birkbeck, U. of London

Can I Go Further? The Space of MNEs and Their Sequential Subnational Location Choice | **Kaige Li**, Xi'an Jiaotong U.; **Qiaozhuan Liang**, Xi'an Jiaotong U.; **Yong Wang**, Xi'an Jiaotong U.

Where Are Headquarters Located? Building a Multi-Level Theoretical Framework | **Iiris Saittakari**, Aalto U. School of Business

1232: (Paper Session) - (IM) **Global R&D and Innovation**

1:15pm - 2:45pm Hilton Boston Back Bay: Maverick A

Chair: **Alvaro Cuervo-Cazurra**, Northeastern U.

→ Ties that Bind: The Role of Ethnic Inventors in Multinational Enterprises' Knowledge Creation | **Alba Marino**, Alma Mater Studiorum U. di Bologna; **Ram Mudambi**, Temple U.; **Alessandra Perri**, Ca' Foscari U., Venice; **Vittoria Giada Scalera**, Amsterdam Business School, U. of Amsterdam

→ Foreign Ownership, Informal Competition and Innovation in Emerging Economies | **Alvaro Cuervo-Cazurra**, Northeastern U.; **Ajai Singh Gaur**, Rutgers U.; **Nuruzzaman Nuruzzaman**, Rutgers Business School

→ The Advantages of Orchestration and Ownership on Dispersed Innovation | **Yi-Ju Lo**, Yuan Ze U.; **Ming-Je Tang**, National Taiwan U.

→ Impact of R&D Offshore Outsourcing on Innovation Performance of Outsourcing Vendors | **Pooja Thakur**, Wichita State U.

1233: (Paper Session) - (IM) **Home and Host Country Institutions and International Management**

1:15pm - 2:45pm Hilton Boston Back Bay: Westminster

Chair: **Chang Hoon Oh**, Simon Fraser U.

→ Institutional Determinants of Environmental, Social, and Corporate Governance Performance | **Chang Hoon Oh**, Simon Fraser U.; **Jiyoung Shin**, Groningen U. (RuG)

- 📚📖 The Performance Effect of Inter-Firm Trust in Corrupt Environments: A Signaling Theory Perspective | **Wenjin Hu**, Zhejiang U.; **Yongyi Shou**, Zhejiang U.
- ➔ MNC Interactions with Host Country Institutions: A Systematic Review and Future Research Agenda | **Liudmyla Svystunova**, Loughborough U.; **Tony Edwards**, Loughborough U.
- ➔ Home Country Institutions and Exporting Strategy: A Multi-Country Analysis | **B. Elango**, Illinois State U.; **Nitin Pangarkar**, National U. of Singapore

1234 📚➔📖: (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
- 📚📖 Transorganization 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 Charyyaro**, Accenture

1236 : (MC) **MC Distinguished Scholar-Practitioners Session**

1:15pm - 2:45pm Boston Park Plaza: Whittier

Program Chair: **Eric Sanders**, Elmhurst College

Presenters: **Judith H Katz**, -; **Fred Miller**, Kaleel 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.; **Rasmi 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; **Ainurul Afizah Rosli**, Brunel Business School; **Ashleigh Jackson**, U. of Sussex
- Strategic Choices in the Design of Entrepreneurship Education: An Explorative Study of Swedish HEIs | **Olof**

Zaring, -; **Ethan Gifford**, School of Business, Economics and Law U. of Gothenburg; **Maureen McKelvey**, U. of Gothenburg

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

📚📖 De- and Recoupling Reflective Episodes: The Case of a Top Management's Learning Expedition | **Thomas Schumacher**, U. of St. Gallen; **Marc Krautzberger**, U. of St. Gallen

📚📖 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 Wadhvani**, 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: **Maily 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; **Yih-teen Lee**, IESE Business School; **Sebastian Reiche**, IESE Business School
 The Role of the “Self Left Behind” in Cross-Cultural Transitions | **Maily 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 Mell**, Rotterdam School of Management, Erasmus U.; **Frederik Anseel**, King’s College London
 Betwixt and Between: Identity-Related Mechanisms in Work Role Transitions | **Achira Sedari Mudiyansele**, U. of Cincinnati; **Elaine Cahalan Hollensbe**, U. of Cincinnati
Participants: **Eren Akkan**, IESE Business School; **Yih-teen Lee**, IESE Business School; **Sebastian Reiche**, IESE Business School; **Maily George**, ESSEC Business School; **Karoline Strauss**, ESSEC Business School; **Annemijn Loermans**, ESSEC Business School; **Julija Mell**, Rotterdam School of Management, Erasmus U.; **Frederik Anseel**, King’s College London; **Achira Sedari Mudiyansele**, U. of Cincinnati; **Elaine Cahalan 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
 What’s More to G.I.V.E.? Empirical Investigations for Positive Work Identities | **Courtney Lynn McCluney**, U. of Virginia Darden School of Business; **Jeffrey Bednar**, Brigham Young U.; **Brianna Barker Caza**, U. of Manitoba; **Laura Morgan Roberts**, U. of Virginia Darden School of Business; **Jane E. Dutton**, U. of Michigan
 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.

Presenters: **Elise Bair Jones**, Boston College; **Kimberly Ramsdell**, Boston College; **Courtney Lynn McCluney**, U. of Virginia Darden School of Business; **Sandra Cha**, Brandeis U.

Participants: **Laura Morgan Roberts**, U. of Virginia Darden School of Business; **Stephanie J. Creary**, The Wharton School, U. of Pennsylvania; **Andrew Molinsky**, Brandeis U.; **Jane E. Dutton**, U. of Michigan

1243 : (MSR) **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 Peticca-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
Presenters: **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 Peticca-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 Markoczy**, 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 pigtailed 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 Choirat**, Harvard U.
 Marriage in family firms: The influence of owner-manager’s capital on firm performance | **Xi Yang**, U. of Texas Rio Grande Valley; **Wanrong Hou**, U. of Texas Rio Grande Valley; **Sibin Wu**, U. of Texas Rio Grande Valley
 Do female CEOs become more successful after a divorce? | **Ipek Kocoglu**, Stevens Institute of Technology
Presenters: **Arjun Mitra**, U. of Illinois at Chicago; **Corinne A. Post**, Lehigh U.; **Gabriela Flores**, The U. of Texas at El Paso; **Xi Yang**, U. of Texas Rio Grande Valley; **Wanrong Hou**, U. of Texas Rio Grande Valley; **Sibin Wu**, U. of Texas Rio Grande Valley; **Ipek**

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.

Ides in the Space Between Selection and Rejection: Towards a Theory of Stockpiling Creative Ideas | **Poornika Anantha Ramakrishnan**, U. College London

📄 CEO learning goal orientation and firm innovation: Examining the CEO-TMT interface | **Cuilian 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

Leader-Member Exchange Development: A Multilevel Investigation | **Chou-Yu Tsai**, Binghamton U.-State U. of New York; **San-Fu Kao**, National Tsing Hua U., Hsinchu, Taiwan; **Jason Marshall**, Binghamton U.-State U. of New York; **Minyoung Cheong**, Pennsylvania State U., Great Valley

📄 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.; **Sebastian 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 Wilhelm**, 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); **Qingxiang 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 Karelala**, 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**, IESEG 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 Cojuharenco**, Surrey Business School; **Natalia Karelaia**, INSEAD

☞☝ Servant Leadership Philosophy Across Intergenerational Cohorts: An Empirical Inquiry | **John E. Barbuto**, California State U., Fullerton; **Shahin Davoudpour**, U. of California, Irvine
 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

Embeddedness 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-Curcic**, 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.

☞☝ Social Class and Leadership Emergence: A Test of Alternative Pathways | **Andrew Loignon**, Louisiana State U.; **Georg Kodydek**, WU Vienna U. of Economics and Business

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
 Participants: **Jun-Yeob Kim**, U. of Illinois at Urbana-Champaign; **Daniel A. Newman**, U. of Illinois at Urbana-Champaign; **Peter Harms**, U. of Alabama; **Dustin Wood**, U. of Alabama; **Serenity Lee**, Harvard Business School; **Lakshmi Ramarajan**, Harvard U.; **Seval Gündemir**, U. of Amsterdam; **Astrid Carlotta Homan**, U. of Amsterdam; **Katherine W. Phillips**, Columbia U.; **Zoe Kinias**, INSEAD

1254 📄: (Paper Session) - (OB) Culture at Work

1:15pm - 2:45pm Sheraton Boston Hotel: Hampton A

Chair: **Elijah Wee**, U. of Washington

☞☞☝ Blurring the Line Between Nationalities: Effect of Supervisor's CQ on Learning in Diverse Teams | **Elijah Wee**, U. of Washington; **Beng-Chong Lim**, Nanyang Technological U.

📄 The Antecedents and Consequences of Impression Management Across Culture: A Meta-Analysis | **Joseph Kim**, Fox School of Business, Temple U.; **In-Sue Oh**, Fox School of Business, Temple U.; **Brian C. Holtz**, Temple U.; **Soojung Han**, Fox School of Business, Temple U.; **Dishi Hu**, Fox School of Business, Temple U.

📄 Past, Present, and Future of Personal Values Research: Inspirations from Literature | **Yuanmei Ou**, Rowan U.; **Ping Ping Fu**, The U. of Nottingham, China; **Cong Sun**, The Chinese U. of Hong Kong, Shenzhen

Manufacturing Value: A Reciprocal model of Work Goal Attainment across Cultures | **Rahman Khan**, U. de pau et des pays de l'Adour; **Jean Pierre Neveu**, U. de pau et des pays de l'Adour; **Ghulam Murtaza**, U. de pau et des pays de l'Adour

1255 📄: (Paper Session) - (OB) Goal-Directed Behavior

1:15pm - 2:45pm Sheraton Boston Hotel: Jamaica Pond

Chair: **Kaitlin Woolley**, Cornell SC Johnson College of Business

📄 A Cross-Lagged Analysis of The Reciprocal Effects of Goal Orientation and Performance | **Federico Magni**, Hong Kong U. of Science and Technology

📄 Goal Orientation and Perceived Motivational Climate: A Longitudinal Perspective | **Christina Nerstad**, OsloMet - Oslo Metropolitan U.; **Robert Buch**, OsloMet - Oslo Metropolitan U.; **Reidar Säfvenbom**, Department of Physical Education, Norwegian School of Sport Sciences

☞📄 The Dissimilarity Bias: The Effect of Dissimilarity on Goal Progress Perceptions and Motivation | **Kaitlin Woolley**, Cornell SC Johnson College of Business; **Marissa Sharif**, The Wharton School, U. of Pennsylvania

📄 Trait Activation in Goal Commitment: Interactions between Achievement Striving and Situational Cues | **Eda Aksoy**, Koç U.; **Mahmut Bayazit**, Sabanci U.

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.; **Abdulah 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.; **Sebastian 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.; **Xiaomin 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

Pregnancy-related Job Insecurity and the Development of Stereotype Threat | **Tahira M. Probst**, Washington State U., Vancouver; **Lindsey Lavaysse**, Washington State U., Vancouver

Presenters: **Lara Christina Roll**, North-West U.; **Danyang Du**, School of Economics and Management, Tongji U.; **Yan Tu**, Huazhong U. of Science and Technology; **Nicole Carusone**, U. of Central Florida; **Tahira M. Probst**, Washington State U., Vancouver
Participants: **Sebastian Rothmann**, -; **Hans DeWitte**, KU Leuven; **Xiaomin Xu**, U. of Edinburgh; **Lirong Long**, Huazhong U. of Science and Technology; **Ziyi Li**, Huazhong U. of Science and Technology; **Lindsey Lavaysse**, Washington State U., Vancouver

1258 📄: (Paper Session) - (OB) **Careers and Incentives**

1:15pm - 2:45pm Sheraton Boston Hotel: Republic A

Chair: **Julia D. Hur**, New York U.

I-deals 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.

Who Wants Performance Incentives? Resource Deprivation Increases Aversion to Performance Incentives | **Julia D. Hur**, New York U.; **Loran F. Nordgren**, Northwestern U.

➔📄 Of Discovery and Dread: Unpacking the Complex Effects of International Business Travel Frequency | **Mihaela Dimitrova**, WU Vienna

🗑️📄 Pay Form Type Choice in Pay-For-Performance and Perceptions of Expectancy Theory's 'Valence' | **Andre Havrylyshyn**, Darla Moore School of Business, U. of South Carolina

1259 🗑️📄 JS: (OB, HR, ODC) **Empowering Leadership: When and Why Is It Beneficial for Employee and Manager Performance**

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B

Chair: **Tobias Dennerlein**, IESE Business School

Discussant: **Frederick Morgeson**, Michigan State U.

Interactive Effects of Empowering Leadership and Leader Prototypicality on Contextual Performance | **Eric Kearney**, U. of Potsdam; **Florian Scholz**, U. of Potsdam; **Tobias Dennerlein**, IESE Business School

Interactive Effects of Team Empowering Leadership and Individual Goal Striving on Performance | **Tobias Dennerlein**, IESE Business School; **Bradley L. Kirkman**, North Carolina State U.

Beneficial Effects of Empowering Leadership on Leaders | **Troy Smith**, U. of Nebraska, Lincoln; **Andrew A. Hanna**, U. of Nebraska, Lincoln; **Pengcheng Zhang**, Huazhong U. of Science and Technology

When Leaders Empower: Pathways from Psychological Power and Empowerment | **Nicolas Chighizola**, U. of Maryland; **Trevor Foulk**, U. of Maryland; **Gilad Chen**, U. of Maryland

1260 ➔📄 JS: (OB, HR, RM) **Dyadic-Level Analyses in Organizational Behavior: The Utility of the Social Relations Model**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon A

Organizer: **Avraham N. Kluger**, Hebrew U. of Jerusalem

Moderator: **Hillary Anger Elfenbein**, Washington U. in St. Louis

Presenters: **Noah Eisenkraft**, U. of North Carolina, Chapel Hill;

Michal Lehmann, Hebrew U. of Jerusalem; **Sarit Pery**, Hebrew U.

of Jerusalem; **Rachel Lea Campagna**, U. of New Hampshire

Participants: **David R. Hekman**, U. of Colorado; **Kurt T Dirks**,

Washington U. in St. Louis; **Thomas E. Malloy**, Rhode Island

College

1261 SHCS: (OB, MOC, CM) **Harnessing Workplace Emotions: New Intrapersonal and Interpersonal Perspectives**

1:15pm - 2:45pm Sheraton Boston Hotel: Constitution Ballroom B

Organizers: **Alisa Yu**, Stanford U.; **Julian Jake Zlatev**, Harvard Business School

Discussant: **Sigal Barsade**, The Wharton School, U. of Pennsylvania

Is Self-Insight into Emotional and Cognitive Abilities Related to Adjustment? | **Joyce He**, U. of Toronto; **Stephane Côté**, U. of Toronto

Surface Acting Can be Good... or Bad: Exploring the Influence of Expressing Inauthentic Emotion | **Matthew LaPalme**, The Wharton School, U. of Pennsylvania; **Felipe Rojas**, Pontificia U. Católica de Chile; **Julio A. Pertuze**, Pontificia U. Católica de Chile; **Pilar Espinoza**, U. San Sebastian, Chile

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)inferring Work Quality from Evaluators' Expressions | **Elizabeth Baily Wolf**, INSEAD

Signaling Recognition of Emotions: The Influence of Emotional Acknowledgment on Interpersonal Trust | **Alisa Yu**, Stanford U.; **Julian Jake Zlatev**, Harvard Business School; **Justin M. Berg**, Stanford GSB

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 Espinoza**, 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: **Taiyi 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 : (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 Baijens**, 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 Rezazade Mehrizi**, KIN Research, VU Amsterdam; **Joey Van Angeren**, VU Amsterdam

Innovation or Imitation? An Examination of Project 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 : (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 | **Swanand 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

Algorithm Appreciation: People Prefer Algorithmic to Human Judgment | **Jennifer Marie Logg**, Harvard U.; **Julia Alexandra Minson**, Harvard Kennedy School; **Don Moore**, U. of California, Berkeley

HR Algorithms, Reductionism, and Employee Perceptions of Procedural Justice | **David T. Newman**, U. of Southern California; **Nathanael Fast**, U. of Southern California

Presenters: **Poruz Khambatta**, Stanford Graduate School of Business; **Hengchen Dai**, U. of California, Los Angeles; **Jennifer Marie Logg**, Harvard U.; **David T. Newman**, U. of Southern California

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 Develop Resilience: 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 Barelka**, 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**, NHH Norwegian School of Economics; **Inger G. Stensaker**, NHH Norwegian School of Economics

🗣️ → Global Integration in the MNE: Sensemaking and Stakeholder Management During Change Implementation | **Inger G. Stensaker**, NHH 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.

Counteracting Status Homophily (Heterophily): Microlevel Mechanisms in an Online Peer-to-Peer Market | **Yanhua Bird**, Harvard 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.; **ChuanRen 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 | **Saija Katila**, 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

📖 The Marginal Utility Effect of Formalization for Digital Product Innovation | **Robin Pesch**, U. of Bayreuth; **Herbert Endres**, U. of Regensburg

- 🗨️📄 The Construction of Social Performance in Digital Communication Channels | **Thomas Cyron**, Jönköping International Business School; **Norbert Steigenberger**, Jönköping International Business School; **Leona Achtenhagen**, Jönköping International Business School
- 📄 The Perception of Rationality in a Digitized World | **Peter Thomas Bryant**, IE Business School

1272 : (Paper Session) - (OMT) **Beyond the Categorical Imperative: Discrepancy and Atypicality**

1:15pm - 2:45pm Boston Hynes Convention Center: 207

Chair: **Eva Maria Kirchberger**, Imperial College Business School
 Categorization and Boundary Objects at a Science-Based Start-up | **Tetsu Hirasawa**, CHUO U.

"Some Like It Odd": Organizational Atypicality, Audience Expertise and Valuation in Venture Capital | **Arnaud Cudennec**, HEC Paris

📄 Who Gets Admitted? The Gatekeeper Effect in Peer Accreditation | **Riccardo Fini**, U. of Bologna; **Julien Jourdan**, U. Paris-Dauphine, PSL Research U., DRM; **Markus Perkmann**, Imperial College London; **Laura Toschi**, U. of Bologna

🗨️📄 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**

1:15pm - 2:45pm Boston Hynes Convention Center: 209

Chair: **Christina Fang**, New York U.

Financing Choices in Learning-intensive Industries:

Implications for Firm Survival | **Palash Deb**, -; **Vipin Sreekumar**, Indian Institute of Management, Calcutta

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**

1:15pm - 2:45pm Boston Hynes Convention Center: 313

Chair: **Robert Bauer**, Johannes Kepler U. Linz

Hybrid Organizing in Complex and Turbulent Fields: Liberté, Egalité ... Ambition? | **Anne Riviere**, Toulouse Business School; **Marie Boitier**, Toulouse Business School; **Wafa Khlif**, 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**

1:15pm - 2:45pm Boston Hynes Convention Center: 103

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

Bringing the Inside Out and the Outside In: How Hiring Processes Bridge Startup-Ecosystem Boundaries | **Lisa Ellen Cohen**, McGill U.; **Marc-David Seidel**, U. of British Columbia

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**

1:15pm - 2:45pm Boston Hynes Convention Center: 208

Chairs: **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 | **Jiyin 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

Dormant Ties: A Review and Agenda for Research | **Jason Rekus Ross**, U. of Kentucky; **Ajay Mehra**, U. of Kentucky; **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, George Washington U.

Is Tie Maintenance Really Necessary? | **Daniel Z. Levin**, Rutgers U.; **Jorge Walter**, George Washington U.

OB Division Best Symposium Award, sponsored by Cambridge University Press

1277 🗨️SHCS: (OMT, ODC, SIM) **The Marginalized, the Marginalizing and the Quest for Legitimacy**

1:15pm - 2:45pm Boston Hynes Convention Center: 306

Organizers: **Christopher Klinghardt**, U. of Edinburgh business school; **John Matthew Amis**, U. of Edinburgh

Discussant: **Paul Tracey**, U. of Cambridge
Socially Reintegrating the Homeless: Identity Work, Place and
Overcoming Stigma | **Christopher Klinghardt**, U. of Edinburgh
business school

Presenters: **Bryant A. Hudson**, IESEG School of Management;
Laura Claus, U. College London; **Emily S. Block**, U. of Alberta;
Karen Diane Walker Patterson, U. of New Mexico; **Jo-Ellen
Pozner**, Santa Clara U.

Finalist for the OMT Division Best Symposium Award

1278 📄 JS: (OMT, ONE, SIM) From Collective Experiments
to Institutional Change

1:15pm - 2:45pm Boston Hynes Convention Center: 309

Chairs: **Melodie Cartel**, UNSW Business School, Australia; **Eva
Boxenbaum**, Copenhagen Business School

Discussant: **Fabrizio Ferraro**, IESE Business School

Panelists: **Charlene E. Zietsma**, Penn State U.; **Santi Furnari**,
Cass Business School, City U. London; **Emilio Marti**, Rotterdam
School of Management, Erasmus U.

1279 📄 SHCS: (OMT, STR, ENT) Strategic

Entrepreneurship: Human Capital and Knowledge

1:15pm - 2:45pm Boston Hynes Convention Center: 108

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 📄 JS: (OMT, STR, MOC) Fireside Chat: Conversations
around Qualitative Theory Building

1:15pm - 2:45pm Boston Hynes Convention Center: 310

Organizers: **Philip Gylfe**, 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

1281 📄 JS: (OMT, TIM, STR) Framing and Innovation:
Discursive Strategies in Organizations

1:15pm - 2:45pm Boston Hynes Convention Center: 210

Organizers: **Yuliya Snihur**, Toulouse Business School; **Llewellyn D
W Thomas**, LaSalle U. Ramon Llull

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 Llull

Taxis against Uber: The effectiveness of public versus private
tactics and issue framing in incumben | **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.; **Thinley Tharchen**, EMLYON Business
School

Presenters: **Llewellyn D W Thomas**, LaSalle U. Ramon Llull; **Pinar
Ozcan**, Warwick Business School; **Maxim Voronov**, Schulich
School of Business; **Raghu Garud**, Pennsylvania State U.

1282 📄 (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 Lvina**, 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 Rehbein**,
Marquette U.; **Elise Perrault Crawford**, College of Charleston

📄 Mobilising Management Control Systems to Manage
Stakeholder Relationships | **Fong Ching Lam**, Loughborough
U.; **Suzana Grubnic**, Loughborough U.; **Jacqueline Glass**, U.
College London

1283 📄 (Paper Session) - (ONE) Strategic Responses to
Environmental Sustainability

1:15pm - 2:45pm Westin Copley Place Boston: Defender

Chair: **Erin Bass**, U. of Nebraska, Omaha

📄 Towards a Contingency View of Corporate Sustainability:
Strategy and Performance | **Farley Simon Nobre**, Federal U.
of Parana; **David Walker**, U. of Birmingham; **Rhubens Ribeiro**,
Federal U. of Parana

Strategic Responses to Global Climate Change: Empirical
Evidence from Canadian Oil & Gas Companies |
FRANCISCO SAVIO Mauricio Araújo, Federal U. of Ceará;
Mônica Cavalcanti Sá De Abreu, Federal U. of Ceará; **Silvia
Rebouças**, Federal U. of Ceará; **Kernaghan Robert Webb**,
Ryerson U.

Unveiling the Micro- and Macrofoundations of the
Development of Firms' Environmental Capabilities: A |
Remy Balarezo, U. de Piura; **Gregorio Martín 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 : (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; **Smirti 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**

Miguel Cordero, U. of Texas At San Antonio; **Alexander Lewis**, UTSA

From Rules to Practices: A Practice Lens for Studying Local Performances of Sustainability Standards | **Maja Tampe**, ESADE Business School

1285 : (Paper Session) - (OSCM) **Buyer-Supplier**

Relationship

1:15pm - 2:45pm Westin Copley Place Boston: Courier

Chair: Nitin Joglekar, Boston U.

📄 Reexamining the impact of TSIs on supplier performance: A multilevel model of value co-creation view | **Ming-Chang Huang**, National Yunlin U. of Science and Technology; **Min-ping Kang**, National Taiwan Normal U.

📄 Supply Chain Triads: Supplier-Supplier Co-Opetition, 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

🗣️📄 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.

1286 : (Paper Session) - (OSCM) **Chan Hahn Paper Session**

1:15pm - 2:45pm Westin Copley Place Boston: St George D

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

1:15pm - 2:45pm Hilton Boston Back Bay: Adams B

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

🗣️ Expanding Socialization Theory: Volunteering for Refugees in France and Australia | **Charlotte Traeger**, Doctoral student at ESCP Europe Business School; **Debbie Haski-Leventhal**, Macquarie U.; **Kerstin Alfes**, 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

1288 🗣️📄🗣️: (Paper Session) - (PNP) **Diversity, Inclusion, and Leadership**

1:15pm - 2:45pm Hilton Boston Back Bay: Copley

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

Leading Towards Inclusiveness: Developing a Measurement Instrument for Inclusive Leadership | **Tanachia Ashikali**, Leiden U., The Netherlands

🗣️📄🗣️ 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**

1:15pm - 2:45pm Boston Hynes Convention Center: 308

Chair: Michel Anteby, Boston U.

📄 Problematizing Categories in Qualitative Analysis: Implications for Theory Building | **Stine Grodal**, Boston U.; **Michel Anteby**, 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**

1:15pm - 2:45pm Boston Park Plaza: Grand Ballroom B

Distinguished Speaker: John Van Maanen, Massachusetts Institute of Technology

Moderator: A. Paul Spee, U. of Queensland

Discussant: Anne D. Smith, U. of Tennessee, Knoxville

1291 : (Paper Session) - (SIM) **Motivations and Justifications for Doing Good Through Business**

1:15pm - 2:45pm Boston Marriott Copley Place: Columbus II

Chair: Luc Pierre Bres, Laval U.

Constituting a Reasonable Corporation | **Sandrine Blanc**, KU Leuven, Faculty of Economics and Business & Institute of

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.

Theorizing Corporate Philanthropic Strategies: How Companies Seek Social Impact and Social Influence | **Vontrese Deeds Pamphile**, George Washington U.

📖 From Donor Motivation To Recipient's Welfare: A New Agenda For Corporate Philanthropy Research | **Marian Eabrasu**, 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 León; **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 Fadlallah**, Schulich 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**

Branicki, 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; **Johnna 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

Panelists: **Bradley R. Agle**, Brigham Young U.; **Julie Battilana**, Harvard U.; **Martyn Griffin**, U. of Leeds; **Jeffrey S. Harrison**, U. of Richmond; **Ronald K. Mitchell**, Texas Tech U.

1296 : (Paper Session) - (SIM) Language, Logics, and Approaches to Sustainability

1:15pm - 2:45pm Boston Marriott Copley Place: Hyannis
Chair: **Sebastian Gurtner**, Bern U. of Applied Sciences

🗣️ An Experimental Comparison of Regulatory and Information Based Environmental Decision-Making | **Tapan Kumar Sarker**, Griffith Business School, Griffith U.

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 Broström**, 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 Oikkonen**, LUT U., School of Business and Management; **Jannica 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

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; **Danielle E. Warren**, Rutgers U.; **Mohammed Al Suwaidi**, United Arab Emirates U.

When Stakeholders Respond Negatively to CSR | **Chelsea Willness**, 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; **Danielle E. Warren**, Rutgers U.; **Mohammed Al Suwaidi**, United Arab Emirates U.; **Chelsea Willness**, 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

→ Where Have All the Large Firms Gone? Exit Archetypes in the History of the Pulp and Paper Industry | **Khoa Ngoc Duy Nguyen**, U. of Jyväskylä School of Business; **Jari Ojala**, U. of Jyväskylä; **Juha-Antti Lamberg**, U. of Jyväskylä

Dynamic Capabilities and Systemic Friction: When System Interdependencies Cause Product Errors | **Jose Mauricio Galli Geleilate**, UMass Lowell; **Stav Fainshmidt**, Florida International U.

Competitive Heterogeneity in Growing and Shrinking Markets | **Jody Magliolo**, Southern Methodist U.; **Tammy L. Madsen**, Santa Clara U.; **Gordon Walker**, Southern Methodist 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.

Attentional Allocation and Firm Performance: The Interactive Effects of Product Diversification | **Junichi Yamanoi**, Waseda U.; **Takumi Shimizu**, Waseda U.; **Susumu Nagayama**, Hosei U.

→ Interplay between Product and Geographic Diversification and its Effect on Firm Performance | **Abu Rehan Abbasi**, Indian Institute of Management, Bangalore; **Reje 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 Woelfle**, 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

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

Strategic Leadership and Governance Track

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 | **Haram 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: Staller

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 Møller 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 Møller 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 Voigtsberger**, 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

➔📄 Short-Termism, CEO Pay, Slack And Their Effects On Long-Term Investment: A Content Analysis Approach |

Didier Cossin, International Institute for Management Development - IMD; **Stephen Smulowitz**, International Institute for Management Development - IMD; **Abraham Lu**, International Institute for Management Development - IMD

Stakeholder Management and CEO Compensation: Main Effects and Interactions | **Anand Ramaswamy Vijayasankaran**, U. of Illinois at Urbana-Champaign; **Michael Kay Bednar**, U. of Illinois

📄 Non-Compete Agreements, Agglomeration, and CEO Compensation | **Kathleen Keeler**, The Ohio State U. Fisher College of Business; **Zitong Sheng**, Virginia Commonwealth U.; **Joseph E Coombs**, Virginia Commonwealth U.; **Leah Katell Grubb**, East Carolina U.

🗣️ 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 Kratochvil, BI Norwegian Business School

🗣️📄 Requisite Simplicity of Strategic Learning of Organizations: Applying a Heuristics Process Method | **Johanna Gruenauer**, Johannes Kepler U. Linz; **Renate Kratochvil**, BI Norwegian Business School; **Wolfgang H. Guettel**, Johannes Kepler U. Linz

📄 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

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**, Insper 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 Levinthal, 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: 304
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 1:45PM

1313: (PUBS) **AMLE Showcase Session: Special Issue on Scholarly Impact**

1:45pm - 2:45pm Sheraton Boston Hotel: Independence West
All are Invited.
Organizer: Susan Zaid, Academy of Management
Presenter: William Foster, U. of Alberta

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; **Cheris 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 Marstand**, Birkbeck, 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

🗨️🗨️ **(In)Congruence of Perceiving and Living A Calling and Employee Behavioral Work Outcomes | Wenjing Cai**, Vrije U. Amsterdam; **Jingzhou Pan**, Tianjin U.; **Tang ZiYang**, College of Management and Economics, Tianjin U.; **Fuxi Wang**, U. of International Business and Economics

Two Time-Waved Relationships between Calling Living-Perceiving 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: **Tiantian 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 Wakslak**, 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: **Alexandra 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: **Kyoung 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 | **Kyoung 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

Legitimacy, Financialization and Valuation Devices: The Case

of PEP in the English Legal Profession | **Daniel Muzio**, U. of

York; **James Faulconbridge**, Lancaster U. Management School

(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

Best Critical Ethics Paper

'Culture for Sale': The Effects of Corporate Colonization on

the UK Museum Sector | **Jeremy Aroles**, Durham U. Business

School; **Paula Hyde**, U. of Manchester; **John S Hassard**, U. of

Manchester

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**

Nyberg, U. of Newcastle, Australia; Christopher Wright, U. of Sydney Business School

Best Critical Paper

- 📄 "When Executives Turned Revolutionaries": Moral Panic through Image and Sound in 1960s Brazil | Denise Franca Barros, Unigranrio - U. do Grande Rio; Amon Barros, FGV EAESP; Sergio Wanderley, Unigranrio - U. do Grande Rio
- Post-Truth, Lies and Brexit | Kevin Morrell, Durham U. Business School; Martyn Griffin, U. of Leeds
- The Coming Crisis of Organization Studies: Gaiagraphy and New Political Imaginaries | Damian O'Doherty, Critical Management Studies; Matt Statler, New York U.
- How CSR Transmits Perceptions of Corporate Hypocrisy to Perceived Community Hypocrisy | Rajiv Maher, Trinity College Dublin

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 Fourne, Wilfrid 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 Hensellek, U. of Duisburg-Essen; Karl Lucas Kleine-Stegemann, 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 St.Petersburg State U.; Galina Shirokova, Graduate School of Management 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

Labor Unions and Entrepreneurship: An Occupational Choice Analysis of the Shifting US Labor Market | Lauren A. Atkinson, U. of Louisville; Malcolm Muhammad, U. of Louisville

→ 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, Doctoral Candidate - WHU Otto Beisheim School of Management; Max Peter Leitterstorf, 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 | Doohee Chung, Handong Global U.; Seung-lin 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

Lisbon; **Rui Baptista**, CEG-IST, U. of Lisbon; **Francisco Lima**, CEG-IST, U. of Lisbon & Statistics Portugal
 Career Outcomes Post-Entrepreneurship | **Leigh Mellish**, UNSW Sydney; **Siran Zhan**, U. of New South Wales
 → Toward an Entrepreneurial Failure Index | **Marcus Crews**, Rutgers Business School

1329 → 🗨️: (Paper Session) - (ENT) Predictors of Entrepreneurial Entry

3:00pm - 4:30pm Boston Marriott Copley Place: Provincetown
 Chair: **Mujtaba Ahsan**, San Diego State U.

🗨️ Social Media and New Product Introduction: Role of Proactiveness, Risk-Taking and Market Dynamism | **Avimanyu Datta**, Illinois State U.; **Smita Srivastava**, Washington State U.; **Stoney Brooks**, Middle Tennessee State U.

Flying from Idea Conception towards a Profitable Venture Emergence | **José Luis González**, -; **Javier Montero**, U. of Zaragoza; **Iñaki Peña**, U. of Deusto

→ 🗨️ Examining the Antecedents and Outcome of Entrepreneurial Persistence | **Mujtaba Ahsan**, San Diego State U.; **Albert Danso**, De Montfort 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

3:00pm - 4:30pm Boston Marriott Copley Place: Regis
 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 Vahidnia**, Tulane U.

🗨️🗨️ Helping and Hindering Factors for Inmates Meeting the Challenges for Successful Community Reentry | **Joseph Harford**, Pennsylvania State U.; **Chungil 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

3:00pm - 4:30pm Boston Marriott Copley Place: Simmons
 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 Isidor**, 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

3:00pm - 4:30pm Boston Marriott Copley Place: Tremont

Chair: **Svenja Jarchow**, TUM School of Management, Technische U. München

🗨️ Discouragement Among Women Entrepreneurs and the Effect of Community Empowerment | **Juanita Kimiyo Forrester**, Mercer U.; **Francois Neville**, McMaster U.

🗨️🗨️ He Says, She Says: The Impact of Gender-Specific Linguistic Style on Crowdfunding Outcomes | **Annaleena 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**, Jönköping U.; **Magdalena Markowska**, Jönköping U.

1333 → 🗨️: (Paper Session) - (ENT) Entrepreneurial Intent 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 Sloof**, U. of Amsterdam

1334 🗨️🗨️🗨️: (Paper Session) - (ENT) Entrepreneurial Human Resources

3:00pm - 4:30pm Boston Marriott Copley Place: Wellesley

Chair: **R H Hamilton**, U. of Mississippi

🗨️🗨️ We're Hiring! Entrepreneur Characteristics and Talent Sorting in Innovative Startups | **Emanuele Giraud**, Politecnico di Milano School of Management; **Vera Rocha**, Copenhagen Business School; **Luca Grilli**, Politecnico di Milano School of Management

- 🗣️📖 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
- 📖 Human Resource Management, Environmental Dynamism and Firm Innovation: A Study of Small Businesses | **Ho Do**, Musashi U.; **Bach Nguyen**, Aston Business School
- 1335 🗣️📖👉📖: (Paper Session) - (ENT) IPOs and ICOs
3:00pm - 4:30pm Boston Marriott Copley Place: Yarmouth
Chair: **Aleksandar Giga**, U. of Southern California
- 📖🗣️📖 Signal Fitness and Verifiability, Divergence of Investor Opinions, and IPO Underpricing | **Sayan Sarkar**, London Business School
- 👉🗣️ 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 Skorodzyevskiy**, Mississippi State U.
- 📖 The Impresario 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 Ehrhardt**, U. of Colorado, Denver
- 🗣️📖👉📖 Discretion, Discrimination, and Oversight in Federal Contracting: Examining New Theory and Evidence | **Todd Inouye**, U. of Hawaii at Hilo; **Iman Hemmatian**, Oregon State U.; **Amol M. Joshi**, Oregon State U.; **Jeffrey Robinson**, Rutgers U.
- 🗣️📖👉📖 Bystander Intervention in Bias Incidents the Academic Workplace: Interrupting Incivility | **Christine Shea**, U. of New Hampshire; **Mary Malone**, U. of New Hampshire; **Jennifer Griffith**, U. of New Hampshire; **Karen Graham**, U. of New Hampshire
- 📖 Limitations of the Female Role Modeling Approach: Including Gender and Career Success | **Typhaine Lebegue**,

- IAE-Tours; **Franck Gavaille**, ESSCA School of Management; **Annabelle Hulin**, IAE-Tours; **Elise Bonneveux**, IAE-Tours; **Lindsay Georges**, IAE-Tours
- 🗣️📖👉📖 The Effects of Managers Sharing Struggles on Stereotype Threat Reduction in STEM Workplaces | **Aitong Li**, Columbia U. Teacher's College; **Caryn J Block**, Teachers College, Columbia U.
- 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 U. 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**, Birkbeck, U. of London; **Andreas P D Liefoghe**, Birkbeck, 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 Khavul**, UTA/LSE
- 👉📖 The Paradox of Diversity At The Top | **Priyanka Dwivedi**, Texas A&M U., Mays Business School; **Sucheta Nadkarni**, U. of Cambridge; **Lionel Paoletta**, 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**,

Washington State U.; **Tiffany Trzebiatowski**, U. of Massachusetts, Amherst

Gender Workplace Harassment and Upward Displaced Aggression | **Olivier D. Boncoeur**, U. of Texas at Dallas; **Riki Takeuchi**, U. of Texas at Dallas; **Orlando C Richard**, U. of Texas at Dallas

Understanding Sexual Harassment and Assault Climate: A Latent Profile Investigation | **Henry Robin 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 Ramamonjivarivelo**, 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 Hefner**, Ohio State U.; **Carolyn Tory 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 Whelpley**, College of Charleston; **Jaime Bochantin**, U. of North Carolina, Charlotte; **George Banks**, UNC Charlotte; **Rosalyn Grace Sandoval**, U. of N.C. At Charlotte

An Examination of the Prevalence and Consequences of Identity Disclosures Among Job Seekers | **Lynn A. McFarland**, U. of South Carolina; **Jonathan Hendricks**, U. of South Carolina; **Alyson Meister**, IMD Business School; **Sherry M Thatcher**, U. of South Carolina

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 | **Joochan 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.; **Joochan 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 | **Ilro Lee**, U. of New South Wales; **Julie Ann Cogin**, U. of Queensland

Human Resource Management in Project-Based Organizations: Revisiting the Permanency Assumption | **Ehsan Samimi**, Freie U. Berlin; **Joerg Sydow**, Freie U. Berlin Is Strategic HRM Losing Its Way - and Possibly Its Identity? A Social Network Perspective | **Scott Rankin**, Thompson Rivers U.; **Peter D Sherer**, U. of Calgary

Three Decades of Human Resource Management Research: A Scientometric Analysis of IJHRM, 1990-2018 | **Nidheesh Joseph**, Indian Institute of Management, Tiruchirappalli; **Parijat Lanke**, Indian Institute of Management,

Tiruchirappalli; **Vijaya Venkateswaran**, Indian Institute of Management, Tiruchirappalli

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

1347 : (Paper Session) - (HR) **HR Training and Evaluation**

3:00pm - 4:30pm Westin Copley Place Boston: Helicon

Chair: **Monika D. Hamori**, IE Business School

Training and Organizational Performance: A Review and Suggestions for Future Research | **Joonyoung Kim**, Cornell U.; **Huikun Chang**, Seoul National U.; **Bradford S. Bell**, Cornell U.

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

🗣️📄 The Effect of Sexual Harassment Training on Knowledge, Skill, and Attitudes: A Meta-Analysis | **Mark V Roehling**, Michigan State U.; **Dongyuan Wu**, Michigan State U.; **James Dulebohn**, Michigan State U.; **Mahl Geum Choi**, Michigan State U.

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 Garmendia**, Mondragon Unibertsitatea; **Unai Elorza**, 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

➔ High Performance Work Systems, Resilience and Performance | **Qin Zhou**, Durham U.; **Tinkuma Edafioghior**, U. of the West of England; **Robert Doherty**, U. of York

📄 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; **Beth Ann Livingston**, 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 Bobbala Csillag**, 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 Bobbala Csillag**, 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 Influence of Boards on Executive Compensation: A Grounded Theory Approach | **Steven Boivie**, Texas A&M U.; **Kevin G. Corley**, Arizona State U.; **Scott Graffin**, U. of Georgia

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

MONDAY

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

→ Returnee Executives and Firm Innovation: An Investigation of the Underlying Mechanisms | **Wenlong He**, U. of International Business and Economics; **Daomi Lin**, Sun Yat-Sen U.; **Zijie Li**, The U. of International Business and Economics; **Jiasi Fan**, U. of International Business and Economics

→ 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 Newburry**, Florida International U.

Presenters: **Dwarka Chakravarty**, San Diego State U., Fowler College of Business; **Georg Guttmann**, U. of St. Gallen; **Iiris Saittakari**, 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 | **Xiaoqing 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 | **Cuifen Weng**, 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.

Resource Asymmetry, Institutional Heterogeneity & Institutional Distance in the Multi-Party Alliance | **Rachel Pacheco**, The Wharton School, U. of Pennsylvania

→ From Formal Contracts to Relational Governance Function: Aggravated Conflicts in IJVs | **Oded Shenkar**, Ohio State U.; **Ilgaz Tahir Arikan**, Kent State U.; **Asli Musaoglu Arikan**, Kent State U.; **Shuo Yang**, Kent State U.; **Zivit Inbar**, Beakin U.

→ Equal Ownership Split in International Joint Ventures: Performance Implications in an Emerging Market | **Hyo Eun Cho**, Korea U.; **Jon Jungbien Moon**, Korea U.; **Insik Jeong**, Korea U. Business School

→ 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 Laffranchini**, 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. Rundshagen**, U. of Applied Sciences Stralsund

Secretary: **Mairead Brady**, Trinity Business School, Trinity College Dublin - U. of Dublin

Coordinators: **Olivia Hernandez-Pozas**, Tecnologico de Monterrey;

Nicole M. Coomber, U. of Maryland; **Lisa Burke-Smalley**, U. of

Tennessee, Chattanooga; **Patrick James McGuigan**, Pace U.;

Ana Cristina O. Siqueira, William Paterson U.;

James R Bailey, George Washington U.;

Charles Roy Fenner, State U. of New York Canton

Newsletter Editor: **Drusilla Haskett**, 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 ULaval (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 Høgdal**, 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 Hueske**, 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 ULaval (Laval U.); **Matthias Pepin**, FSA ULaval (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 Khanin**, 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

Gamification of Online Training and its Relation to Engagement and Problem-Solving Outcomes | **Sofia Schöbel**, U. of Kassel, Information Systems; **Andreas Janson**, U. of Kassel, Information Systems; **Jennifer Christin Hopp**, U. of Kassel, Information Systems; **Jan Marco Leimeister**, U. of St. Gallen / U. of Kassel

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 Jiexiong 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.

1363 JS: (MOC, OB) **Managing Identities Across Time: The Influence of Past, Present, and Future Identities on the Self**

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

1364 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
 Embodied Creativity | **Philip Gylfe**, 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 Stigliani**, 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

1365 : (Plenary) - (MSR) **MSR Plenary**

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon B

1366 : (Paper Session) - (MSR) **MSR: Mindfulness Practice and Impact**

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon J
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 Hafenbrack**, U. of Washington
MSR Best Paper

Effect of Mindfulness Practice on Self-Efficacy Among Employees in an Organization | **Naama Katan**, U. of Haifa; **Shay Tzafrir**, 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

1367 : (Paper Session) - (OB) **Leadership and Creativity**

3:00pm - 4:30pm Sheraton Boston Hotel: Arnold Arboretum

Chair: **Ellen Weber**, U. of Hohenheim

Shaping Creative Contexts: How Creative Leadership Modes Affect Innovation Behavior and Satisfaction | **Lea-Therese Strobel**, Technical U. of Munich; **Maria Strobel**, TUM School of Management, Technische U. München; **Isabell Melanie Welpel**, Technical U. of Munich

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

The Digital Leadership Framework: Insights into New Leadership Roles Facing Digital Transformation | **Ellen Weber**, U. of Hohenheim; **Eva-Helen Krehl**, U. of Hohenheim; **Marion Buettgen**, U. of Hohenheim; **Karsten Schweikert**, U. of Hohenheim

Creativity is Allowing for Failures: Leader Failure Tolerance and Employee Creativity | **Shenjiang Mo**, Zhejiang U.; **Siu Yin Cheung**, Hong Kong Baptist U.; **Yaping Gong**, Hong Kong U. of Science and Technology

1368 : (Paper Session) - (OB) **Psychology of Creativity**

3:00pm - 4:30pm Sheraton Boston Hotel: Back Bay Ballroom 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

1369 📄: (Paper Session) - (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 Civic-Employee Identity Relationships and Positive Change Behavior in the Workplace | **Jeong-won Lee**, Yonsei U.

Do Ethical Leadership and Psychological Capital enhance Knowledge Creation in Research Organizations | **Anil Kumar Goswami**, Indian Institute of Management, Kashipur; **Rakesh K. Agrawal**, Indian Institute of Management, Kashipur

1370 🗣️📄: (Paper Session) - (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 Organisational-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.; **Junhyok Yim**, Texas A&M U.; **Troy Smith**, U. of Nebraska, Lincoln

➔📄 My Fault or Yours? Leaders' Dual Reactions to Rumination after Abusive Supervision | **Hong Deng**, Durham U. Business School; **Catherine K. Lam**, Durham U. Business School; **Yanjun Guan**, Durham U.

📄 The Role of Work Passion in the Forgiveness of Abusive Supervision and Employee Behaviors | **Yuanmei Qu**, Rowan U.; **Jingdan Yao**, Department of Management & Marketing, Faculty of Business, Hong Kong Polytechnic; **Marie Dasborough**, U. of Miami

1371 🗣️🗣️📄: (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.

1372 📄: (Paper Session) - (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.

Ineffective Leadership: Intentionality and Attribution to Explain Unintended Hostility | **Jie Guo**, Center for Leadership; **Shelley D Dionne**, Binghamton U.-State U. of New York; **Chou-Yu Tsai**, Binghamton U.-State U. of New York

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.

1373 📄: (Paper Session) - (OB) **Trust in Leadership**

3:00pm - 4:30pm Sheraton Boston Hotel: Constitution Ballroom B

Chair: **Maartje E. Schouten**, Iowa State U.

📄 Subordinates' Responses to Distrust in Their Supervisor: A Mixed Method Study | **Katinka Bijlsma-Frankema**, U. of Groningen; **Hendrik Johan Van De Brake**, U. of Groningen; **Susanne Täuber**, U. of Groningen

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

Granting Leadership: The Attribution of Social Motivation Shapes Influence Trajectories | **Maartje E. Schouten**, Iowa State U.; **James Garrett Matusik**, Michigan State U.; **Stephanie Myunghee Lee**, Baylor U.

🗣️🗣️ From mindfulness to job performance: The role of self-efficacy and self-leadership | **Yueqiao Zhu**, Doctoral Candidate; **Zucheng Zhou**, Shanghai Jiao Tong U.; **Liang Chen**, East China U. of Science and Technology

1374 📄: (Paper Session) - (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 Alfes**, ESCP Europe

🗣️ The Role of Leader Humor in Stimulating Newcomer Proactive Socialization Behaviors | **Han Liu**, Huazhong U. of Science and Technology; **Changhong Lyu**, 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

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; Zhiqiang 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 Glasø, 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

How Long are Newcomers New? Occupational Differences in Socialization Periods | Johnna Capitano, West Chester U. of Pennsylvania; Vipanchi Mishra, West Chester U. of Pennsylvania; Priyatharsini Selvarathinam, West Chester U. of Pennsylvania; Amy Collins, West Chester U. of Pennsylvania

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 Humberd, U. of Massachusetts, Lowell

Newcomer Socialization under Multiple Team Membership: The Pivotal Role of Polychronicity | 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

Presenters: Tess Wilkinson-Ryan, The U. of Pennsylvania; Vanessa Bohns, Cornell U.; Lauren DeVincent, Cornell U.; Sunita Sah, Cornell SC Johnson College of Business; Roseanna Sommers, U. of Chicago Law School

1381 🗣️📖📄JS: (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.

Opening Up the Black Box Between CEO Self-Esteem and Firm Performance: The Mediation Role of CEO Helping and TMT Managerial Consensus | **Yiduo Shao**, U. of Florida; **Yifan Song**, Temple U.; **Jaclyn Koopmann**, Auburn U.; **Aaron Hill**, U. of Florida; **Junqi Shi**, Lingnan U. / Sun Yat-sen 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

Organizational Citizenship Behavior and Its Implications for Moral Licensing | **Russell Eric Johnson**, Eli Broad School of Business, Michigan State U.; **Hun Whee Lee**, Michigan State U.; **Chu-Hsiang Chang**, Michigan State U.

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 🗣️📖📄JS: (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. Rockmann**, 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. Rockmann**, 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**

Whillans, Harvard Business School; **Jaewon Yoon**, Harvard Business School; **Allan Schweyer**, Incentive Research Foundation


Presenters: **Julia D. Hur**, New York U.; **Colin West**, UCLA Anderson School of Management; **Tae-Youn Park**, Vanderbilt U.; **Ashley Whillans**, Harvard Business School

Participants: **Yuan Tian**, Northwestern Kellogg School of Management; **Sanford Ely DeVoe**, UCLA; **Sanghee Park**, Rutgers U.; **Bruce Barry**, Vanderbilt U.; **Jaewon Yoon**, Harvard Business School; **Allan Schweyer**, Incentive Research Foundation


1385 *(Paper Session)* - (OCIS) New Perspectives on Crowdsourcing

3:00pm - 4:30pm Boston Marriott Copley Place: Maine

Chair: **Steven Lawrence Johnson**, U. of Virginia

 Social Value Orientation, Social Influence and Crowdsourced Creativity | **Bei Yan**, U. of California, Santa Barbara

Confirmation Bias in Adoption of Seeker Exemplars in Crowdsourcing Ideation Contests | **Tat Koon Koh**, Hong Kong U. of Science and Technology; **Muller Y. M. Cheung**, HKUST

 The Crowd Classification Problem | **Joshua Becker**, Northwestern Kellogg School of Management; **Douglas Guilbeault**, U. of Pennsylvania; **Edward Bishop Smith**, Northwestern Kellogg School of Management

Falling from Digital Grace: Participation in Online Software Contests Following Loss of Status | **Swanand Janardan Deodhar**, Indian Institute of Management, Ahmedabad; **Yash Babar**, Carlson School of Management; **Gordon Burtch**, U. of Minnesota

1386 *JS: (OCIS, GDO) Refugees and Information Technology: Greater Opportunities or Novel Concerns?*

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon K

Organizers: **Randa Salamoun**, American U. of Beirut; **Charlotte M. Karam**, American U. of Beirut; **Fida Afioni**, American U. of Beirut; **John E. Katsos**, American U. of Sharjah

Chairs: **Randa Salamoun**, American U. of Beirut; **Charlotte M. Karam**, American U. of Beirut

Discussants: **Benson Honig**, McMaster U.; **Jennifer Leigh**, Nazareth College

Impact of ICT on Community Participation in Refugee Camps | **Raymond Saner**, CSEND research SDGs RBC; **Lichia Saner-Yiu**, Centre for Socio-Eco-Nomic Development

Social Innovation for the Win: How an "AirBnB for Refugees" Shapes Refugee Integration | **Hans Van Dijk**, Tilburg U.; **Sophie Alkhaled**, Lancaster U. Management School; **Lena Knappert**, Tilburg U.; **Gabi Dodoiu**, -; **Quita Muis**, tilburg uni

Refugees and feminist notions of work: how the smartphone transformed power dynamics and work | **Randa Salamoun**, American U. of Beirut; **Charlotte M. Karam**, American U. of Beirut

How to improve societal impact by technology firms in fragile and conflict settings | **John E. Katsos**, American U. of Sharjah; **Jason Miklian**, U. of Oslo

ICTs and resettlement of refugees: Practitioner stories from the trenches | **Michael Coniff**, Rochester Refugee Resettlement Services

Presenters: **Raymond Saner**, CSEND research SDGs RBC; **Lichia Saner-Yiu**, Centre for Socio-Eco-Nomic Development; **Hans Van Dijk**, Tilburg U.; **Sophie Alkhaled**, Lancaster U. Management School; **Randa Salamoun**, American U. of Beirut; **Charlotte M. Karam**, American U. of Beirut; **John E. Katsos**, American U. of Sharjah; **Michael Coniff**, Rochester Refugee Resettlement Services

1387 *JS: (OCIS, OMT, TIM) Hacking Hackathons: What Can We Learn from the Burgeoning Phenomenon?*

3:00pm - 4:30pm Boston Marriott Copley Place: Vermont

Organizers: **Sarah Lebovitz**, New York U.; **Hila Lifshitz-Assaf**, New York U.

Discussant: **Ethan Scott Bernstein**, Harvard Business School

Importance of Breaking Instead of Compressing Time: A Study of Accelerated Innovation at Makeathons | **Hila Lifshitz-Assaf**, New York U.; **Sarah Lebovitz**, New York U.; **Lior Zalmanson**, New York U.

Speeding Up Innovation With Business Hackathons: Insights Into Three Case Studies | **Christopher L. Tucci**, Imperial College Business School & EPFL; **Myrna Flores**, -

The Relational Dynamics of Field-Configuring Events in Field Emergence: The Case of Digital Health | **Karl-Emanuel Dionne**, HEC Montreal; **Paul R. Carlile**, Boston U.

"I Might Need Security": How Values of Utility and Novelty Impact Team Creativity. | **Wayne Johnson**, Cornell SC Johnson College of Business; **Wesley Sine**, Cornell U.

Presenters: **Christopher L. Tucci**, Imperial College Business School & EPFL; **Karl-Emanuel Dionne**, HEC Montreal; **Paul R. Carlile**, Boston U.; **Wesley Sine**, Cornell U.

1388 *(Plenary)* - (ODC) ODC Distinguished Scholar Presentation: Amy Edmondson

3:00pm - 4:30pm Boston Park Plaza: Terrace


Program Chair: **David Bright**, Wright State U.

1389 *(Paper Session)* - (OMT) Status Differences and Spillover

3:00pm - 4:30pm Boston Hynes Convention Center: 104

Chair: **Michael Jensen**, U. of Michigan

Status and Egocentric Uncertainty: Theoretical Development and Empirical Evidence from Two Settings | **Pengfei Wang**, BI Norwegian Business School; **Erik Aadland**, BI Norwegian Business School

 Category Kings and Commoners: Within and Across Cross-Category Spillovers in the Sharing Economy | **Cagla Pinar Ozcan Van Rens**, Warwick Business School; **Kerem Gurses**, La Salle, U. Ramon Llull; **Mareike Moehlmann**, Warwick Business School

CEO and Organizational Celebrity: Investigating Media Attributions and Organizational Agency | **Laura D'Oria**, Iowa State U.

→ Not All Status Are Created Equal: Inter-Subjective Uncertainty and the Use of Status Indicators | **Xirong Shen**, Cornell U.; **Letian Zhang**, Harvard Business School

1390 *(Paper Session)* - (OMT) Strategy Making: Passion, Technology and Complexity

3:00pm - 4:30pm Boston Hynes Convention Center: 109

Chair: **Robin Gustafsson**, Aalto U.

📄 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

📄 Capturing "Affordability" in Institutional Maintenance Works. | Marco Bottura, EDC Paris Business School; Ludovico Bullini Orlandi, U. of Verona

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, -

🔗🗣️ What's in a Model? Computer Simulations and the Management of Ignorance | Eugenia Cacciatori, Cass Business School, City U. London; Paula Jarzabkowski, City U. London; Rebecca Bednarek, Victoria Business School; Konstantinos Chalkias, Birkbeck, U. of London

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 Leibel, 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 🗣️📄👋 JS: (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

Juggling Hats: How Female Entrepreneurs Navigate Role Incongruity in Nascent Ventures | Jo-Ellen Pozner, Santa Clara U.; Jennifer Woolley, Santa Clara U.

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 🗣️📄👋 JS: (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

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 | **Andreea 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

Presenters: **Aleksandra Joanna Kacperczyk**, okacperczyk@london.edu; **Peter Younkin**, U. of Oregon; **Andreea Gorbatai**, U. of California, Berkeley; **Laura Nelson**, Northwestern Kellogg School of Management; **Adina D. Sterling**, Stanford GSB; **Natasha Overmeyer**, Stanford Graduate School of Business

1397 📖📧📍: (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.

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; **Nina Granqvist**, Aalto U.; **Mark de Rond**, U. of Cambridge; **April L. Wright**, U. of Queensland

1398 📖📧📍📧📍📍: (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.

1399 📖📧📍: (OMT, OB) **Opening the Gates of Community Research: Deepening Connections Between Organization and Community**

3:00pm - 4:30pm Boston Hynes Convention Center: 309

Organizers: **Anna Elise Roberts**, Pennsylvania State U.;

Alexandra Rheinhardt, Pennsylvania State U.

Discussant: **W E Douglas Creed**, U. of Rhode Island

Profiting from Lack of Cohesion: Bank Profitability in Fractured Communities | **Horacio Enrique Rousseau**, Florida State U.

Community Embeddedness as an Opportunity Structure for Employee Activism: The Take a Knee Movement | **Alexandra Rheinhardt**, Pennsylvania State U.

Not Just Small Potatoes: Community Collaborations, Social Movements, and Organizational Change | **Leanne Mara Hedberg**, U. of Alberta School of Management; **Michael Lounsbury**, U. of Alberta

Space Oddity: How Online Community Spaces Frustrate Possible Moments of Foment and Collective Action | **Anna Elise Roberts**, Pennsylvania State U.

Presenters: **Horacio Enrique Rousseau**, Florida State U.; **Leanne Mara Hedberg**, U. of Alberta School of Management

Participant: **Michael Lounsbury**, U. of Alberta

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 Bodrozcic**, U. of Leeds;

Chailin Cummings, California State U., Long Beach; **Mauro F Guillen**, 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

📄 Sustainability Reporting and Management Control - A Systematic Literature Review | **Daniela Schrack**, Johannes Kepler U. Linz; **Albert Traxler**, Johannes Kepler U. Linz; **Dorothea Greiling**, Johannes Kepler U. Linz

1402 : (Paper Session) - (ONE) **Framing Environmental Sustainability Practices and Beliefs**

3:00pm - 4:30pm Westin Copley Place Boston: Defender

Chair: **Frederik Dahmann**, U. of Warwick

📄 Managerial Responses to Paradoxes in Corporate Sustainability: A Cognitive Framing Perspective | **Eunice Ng**, Nanyang Technological U.; **Judith Louise Walls**, HSG U. of St. Gallen

Deforestation: Evolution and Micro-Foundations of Frames in a Transnational Field | **Silvia Pianta**, Bocconi U.; **Valentina Bosetti**, Bocconi U.

→ 🗣️📄👤 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 Zwikael**, Australian National U.

🗣️📄 Effective Comprehensive Practices to Enhance Project Investment Decisions and Operations Performance | **Ofer Zwikael**, Australian National U.; **Jack R. Meredith**, emeritus Wake Forest U.

🗣️📄 Constructing Algorithms for Forecasting High (Low) Project Management Performance | **Olajumoke Awe**, Coastal Carolina U.; **Arch Woodside**, Coastal Carolina U.; **Sridhar Nerur**, U. of Texas At Arlington; **Edmund Prater**, U. of Texas At Arlington

🗣️📄 An Integrated Project Evaluation Framework: Appraisal, Monitoring and Performance Judgement | **Elham Merikhi**, Australian National U.; **Ofer Zwikael**, Australian National U.

🗣️📄 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**, HAN U. of Applied Sciences; **Kristina Lauche**, Radboud U. Nijmegen; **Roel Schouteten**, -; **Jannes Slomp**, 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

Lean Systems and Financial Performance: A Large-Scale Test and effect size estimation | **Arnaldo Camuffo**, Bocconi U.

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 | **Kiho Kwak**, Pukyong National U.; **Namil Kim**, Korea Advanced Institute of Science and Technology (KAIST), College of Business

→ 📄 A Double-Edged Sword Role of Competition 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 Zomorodi**, RMIT U.; **Kwok Hung Lau**, RMIT U.; **Adela Jana McMurray**, RMIT U.; **Sajad Fayezi**, 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 | **Bersisa Berri**, Birmingham Business School; **Rory Donnelly**, U. of Liverpool

Linear Panel Data Analysis in Nonprofit Studies: Embracing the Potential of Longitudinal Data | **Yuhao Ba**, North Carolina State U.; **Jessica Berrett**, North Carolina State U.; **Jason Coupet**, North Carolina State U.

🗣️📄👤 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.

Assessing the Impact of the Whistleblower Protection Enhancement Act of 2002: A Quasi-experiment | **Minsung Michael Kang**, U. at Albany (SUNY)

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 Zundel**, 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

Keeping Good Secrets: A Normative Defense of Pay Secrecy | **Matthew Thomas Caulfield**, The Wharton School, U. of Pennsylvania

Is High-Frequency Trading Fulfilling 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**, Jonkoping U.; **Karin Maria Kristina Hellerstedt**, Jonkoping 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.

Authentic Leadership and Meaningfulness at Work: Role of Employees' CSR Perceptions and Evaluations | **Richa Chaudhary**, Indian Institute of Technology Patna

The Role of Managerial Hierarchy on the Moral Reasoning of Women and Men: Evidence from Australia | **Nicole El Haber**, La Trobe U.; **Swati Nagpal**, La Trobe U.; **Shalinka Jayatileke**, La Trobe U.

Caring for Coworkers: An Empirical Exploration of the Dilemma of Care Allocation at Work | **Anne Antoni**, Grenoble Ecole de Management; **Marianna Fotaki**, Warwick Business School

Moral Foundation Sensitivity: A Perspective Specific Moral Foundation Approach | **Maxim Egorov**, TUM School of Management, Technische U. München; **Ulf Steinberg**, Technical U. of Munich

1413 : (Paper Session) - (SIM) **CSR and Organizational Performance**

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon A

Chair: **Marwan Ahmad Alshammari**, Savannah State U.

Effects of Employee-Focused CSR Changes on Acquisition Performance | **Gunae Choi**, Manhattan College; **Petra Christmann**, Rutgers U.; **Ivan Montiel**, City U. of New York, Baruch College

Unpacking a Fuzzy Link between CSR and Organizational Performance | **Byung-Jik Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Tae-Hyun Kim**, Korea Advanced Institute of Science and Technology (KAIST); **Hannes Leroy**, Erasmus Research Institute of Management; **Tony Simons**, Cornell U.

Top Management Team Diversity and Corporate Social Performance in Multinational Enterprises | **Verena Juliane Patock**, HEC Paris; **Guenther Stahl**, WU Vienna U. of Economics and Business

Beyond Good Intentions: How Much Does CSR Really Help Society? | **Michael L. Barnett**, Rutgers U.; **Irene Henriques**, York U.; **Bryan W. Husted**, Tecnológico de Monterrey; **Francisco Alberto Layrisse Villamizar**, EGADE Business School

1414 : (Paper Session) - (SIM) **Improving Lives in Low-Income Contexts**

3:00pm - 4:30pm Boston Marriott Copley Place: Hyannis

Chair: **Richard E. Wokutch**, Virginia Tech

Compassion Organizing under Resource Scarcity: Providing Free Quality Health Care in India | **Yidi Guo**, School of Economics and Management Tsinghua U.; **Quy Nguyen Huy**, INSEAD; **Enlan Wang**, U. of Southern California; **Ankur Jain**, Indian Institute of Management, Bangalore; **Ravi Shankar Pandey**, Indian Institute of Management, Bangalore

Improving Healthcare Access for Low-Income Populations: Bonding the Ecosystem Actors | **Constance Dumalanède**, MAGELLAN, IAE Lyon, U. of Lyon, France

Transforming Work Practices of Informal Waste Pickers: A Case Study of an Indian Enterprise | **Vaibhavi Kulkarni**, Indian Institute of Management, Ahmedabad; **Supriya Sharma**, CIE, Indian Institute of Management Ahmedabad; **Rajesh Chandwani**, Indian Institute of Management, Ahmedabad

☞➔ **Building a Theoretical Foundation for Management Research on Poverty Alleviation** | **Geoffrey Kistruck**, Schulich School of Business; **Patrick D. Shulist**, Aalto 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 Schnider**, 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.

☞▣ MMC, 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

Play to 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 Svizzera Italiana; **João Duarte**, U. della Svizzera 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; **Haibin Yang**, City U. of Hong Kong

▣ The Influence of CEO Political Outspokenness on Stock Market Reaction and Firm Performance | **Keshab Acharya**, U. of Texas Rio Grande Valley; **Michael A. Abebe**, U. of Texas Rio Grande Valley; **Mark Kroll**, U. of Texas Rio Grande Valley

☞▣ MODERATING THE MESSAGE: Politically Connected Boards of Directors and Media Coverage | **Jeferson Lana**, U. do Vale do Itajaí (UNIVALI); **Marina Gama**, FGV-EAESP; **Rodrigo Bandeira De Mello**, Merrimack College; **Giovana Bueno**, U. do Vale do Itajaí (UNIVALI); **Rosilene Marcon**, U. do Vale do Itajaí (UNIVALI)

▣ In a Holding Pattern: CEO Political Ideology, the National Political Climate, and R&D Investment | **Matthew Semadeni**, Arizona State U.; **M. K. Chin**, Indiana U. Bloomington; **Ryan Adam Krause**, Texas Christian U.

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.; **Geoffrey 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

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

▣ Does Mandatory CSR Disclosure Have an Impact on Stock Price Informativeness? | **Chuang Wu**, Shanghai Jiao Tong U.;

Xiaoping Zhao, Shanghai Jiao Tong U.; **Yu Chen**, Shanghai Jiao Tong U.

- 📄 Responding to Regulatory Uncertainty: Government Agency Signalling and Greenhouse Gas Emissions | **Eun-Hee Kim**, Fordham U.; **Yue Maggie Zhou**, U. of Michigan
- 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)

- 📄 Hidden In Plain View: Managerial Obfuscation, External Monitoring, and Their Effects On CSR | **Didier Cossin**, International Institute for Management Development - IMD; **Stephen Smulowitz**, International Institute for Management Development - IMD; **Abraham Lu**, International Institute for Management Development - IMD

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 Müllner, 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

- ➔ 📄 Electoral Uncertainty, Political Constraints, and Political Capabilities in Cross-Border Investment | **Martin Fraissler**, WU Vienna; **Sinziana Dorobantu**, New York U.; **Jonas F. Puck**, WU Vienna U. of Economics and Business; **Jakob Müllner**, WU Vienna U. of Economics and Business

- ➔ 📄 Acquisition's Impact on Alliance Network and Market's Revaluations on Alliance Partners | **Rui Yang**, U. of California, Riverside; **Jeray M. Haleblan**, 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 Business School; **Evila Piva**, Politecnico di Milano; **Cristina Rossi Lamastra**, Politecnico di Milano School of Management

- ➔ 🌐 📄 Smart Timing for Smart Products? Complementor Multihoming in Nascent Platform Markets | **Senem Aydin**, Cass Business School; **Fernando Suarez**, Northeastern U.; **Yakov Bart**, Northeastern U.; **Dirk Libaers**, U. of South Florida

- 🌐 📄 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: Competition, 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? Asymmetric Learning Partners and Learning Outcomes | **Ya Lin**, Hong Kong Baptist U.; **Ruchunyi Fu**, City U. of Hong Kong; **Akbar Zaheer**, U. of Minnesota

- 📄 When Do Firms Really Share? Common Benefits Versus Private Benefits for Alliance Partners | **Shantala Samant**, Western Washington U.; **Jongwook Kim**, Western Washington U.

1425 🌐 ➔ 📄 JS: (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

- Leading in Tech as an Emerging Economy - China's Institutional Infrastructure in the UAV Industry | **Dian Yu**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Daniel Erian Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.

- 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

Presenters: Anavir Shermon, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; **Dian Yu**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Rory Morgan McDonald**, Harvard U.; **Jue Wang**, U. of Southern California

1426 JS: (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

Presenters: Rembrand Michael Koning, Harvard Business School; **Hyunjin Kim**, Harvard Business School; **Bo Cowgill**, Columbia Business School

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-Ally and Performance | Samina Karim, Northeastern U.

Paper 3: Coase Meets Gekko: Firm Boundary Dynamics and Financial Engineering | Jordan Nikolai Boslego, Boston U. Questrom School of Business

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

Organizers: Dennis A. Yao, Harvard U.; Jin Hyung Kim, George Washington U.

Moderator: Aseem Kaul, U. of Minnesota

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) | Jiyeon Chung, CUHK Business School

Patent Litigation and Firm Performance | Mario Kafourous, Leeds U. Business School; Murod Aliyev, Leeds U. Business School; Sorin Krammer, U. of Exeter Business School

Patent Renewals as Intellectual Property Rights Management Strategy | Jung H. Kwon, U. of Texas at Dallas; Haemin Dennis Park, U. of Texas at Dallas

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? | Kyeonggook Park, Tilburg U.

Towards A Theory of Platform Firms: Platform Firms As An Organizational Innovation | Kenan Guler, Rutgers Business School

Hitting Reset: How the Dynamics of Platform Evolution Affect the Value of Firm Experience | Hakan Ozalp, Vrije U.

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 Crowdwork 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 Popaitoon, Mahasarakham 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.

Proprietary Rights and the Market for Technology: Evidence from the Invalidated Gene Patents | Sina Khoshokhan, Boston 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.

Quantum Leaps: The Effect of Creative Endowment and Innovative Aversion on Gambling on Novelty | Matthew Mount, Deakin U.; Tyrone Pitsis, Durham U.

From idea to prototype: Documenting innovation in corporate hackathons | Marta Caccamo, Jonkoping International Business School; Thomas Kohler, Hawaii Pacific U.

- 📄 Ambivalent Framing and Coping Process Underlying New Product Development | **Ei Shu**, ESLSCA Business School Paris
- 📄 Hard to get? Tracking Knowledge Heritage From Invention to Product Market Innovation Using NLP | **Sheryl Winston Winston Smith**, BI Norwegian Business School

1434 📄: (Paper Session) - (TIM) **Technological Change: Innovation Adoption, Diffusion**

3:00pm - 4:30pm Boston Hynes Convention Center: 206

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 Bröring**, 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 Reinhardt**, 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
- Coherence between Firm Innovation Strategy and Structuring Innovation Projects: A Framework | **Jonathon N. Cummings**, Duke U.; **Wesley Cohen**, Duke U.; **Jon Fjeld**, Duke U.; **Christian Mealey**, Duke U.

1437 JS: (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**, ESADE 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 Tzafir**, U. of Haifa
- Presenters: **George Chondrakis**, ESADE Business School; **Nir N. Brueller**, U. of Haifa; **Panos Desyllas**, U. of Bath

1438 JS: (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.

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 Cross-lagged 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 | **Aristides 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 📄JS: (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
 Speakers: **Charles Murnieks**, Oregon State U.; **Nathalie Houlfort**, U. du Québec à Montréal; **Marina Astakhova**, U. of Texas at Tyler; **Lyn Taylor Peyton**, -; **Jon Michael Jachimowicz**, Harvard Business School

1445 📄🗣️🗣️🗣️CAU: (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.; **Huong Le**, Deakin U.; **Connie Shao-mei Zheng**, Deakin U.; **Steven R. Cofrancesco**, Grand Canyon U.

1446 📄CAU: (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 Zagenczyk**, 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 Ogliastrri**, 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; **Erika 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 : (CM, OB, MOC) **Antecedents and Consequences of Dominance and Prestige Paths to Social Rank**

4:45pm - 6:15pm Sheraton Boston Hotel: 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.

How Leader's Status Strategies Influence Accountability and Moral Hazard | **Garrett L. Brady**, London Business School; **Hemant Kakkar**, Fuqua School of Business, Duke U.; **Niro Sivanathan**, London Business School

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: Fenway 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**, Henan U.; **Ning Chen**, Clarion U. of Pennsylvania; **Li Zhang**, Henan U.; **Xixi Gu**, Hofstra U.

Wise Folks Rush in: Affective Bases of Legitimacy Judgements and the Expectation of Thriving | **Sean R. White**, U. of Groningen; **Erno Tornikoski**, 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

Entrepreneurial Orientation and Firm Performance: The Enabling Effect of Entrepreneurial Alertness | **Kevin Francis Mole**, U. of Warwick; **Samuel Adomako**, U. of Bradford; **Jintong Tang**, Saint Louis U.; **Andy Yu**, U. of Wisconsin, Whitewater

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: Massachusetts

Chair: **Garry D. Bruton**, Texas Christian U.

Barriers to SME Access to Credit and Growth in Laos: An Emerging Economy Perspective | **Malaykham 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.

📄➔📄👤 Microfinance and Entrepreneurship at the Base of the Pyramid | **Jasjit Singh**, INSEAD; **Pushan Dutt**, INSEAD

1454 ➔📄: (Paper Session) - (ENT) Impact of Family

Ownership

4:45pm - 6:15pm Boston Marriott Copley Place: New Hampshire

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

➔📄 Corporate Expansion of Family Businesses in Emerging Economies: Impact of Institutional Transitions | **Amit Baran Chakrabarti**, Indian Institute of Management, Visakhapatnam; **Deepika R. Gupta**, Indian Institute of Management Visakhapatnam

Intermittent Exporting and Family Ownership | **Andrea Kuiken**, Jonkoping International Business School

1455 ➔📄👤: (Paper Session) - (ENT) Conceptual Issues in Informal Entrepreneurship

4:45pm - 6:15pm Boston Marriott Copley Place: Orleans

Chair: **Joel Bothello**, John Molson School of Business, Concordia U.

📄 Frugal Entrepreneurship for and from the Grassroots Level: An Emerging Phenomenon | **Mokher 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

1456 📄: (Paper Session) - (ENT) Getting Started on the Right Foot

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.

1457 📄: (Paper Session) - (ENT) Academic

Entrepreneurship

4:45pm - 6:15pm Boston Marriott Copley Place: Simmons

Chair: **Georgios Afxentiou**, CTL Eurocollege

📄 Academic Hybrid Entrepreneurs and the Choice of Funding Sources | **Wonsang Ryu**, Korea Advanced Institute of Science and Technology (KAIST), College of Business; **Joonhyung 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.

1458 ➔📄👤: (Paper Session) - (ENT) Gender and Entrepreneurship 2

4:45pm - 6:15pm Boston Marriott Copley Place: Tremont

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. Ca' Foscari of Venice; **Augustine Awuah Pehrah**, U. of Professional Studies, Accra; **Abednego Feehi Okoe Amartey**, U. of Professional Studies, Accra; **Bylon Abeeku 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

1459 📄: (Paper Session) - (ENT) Process and Performance in Family Firms

4:45pm - 6:15pm Boston Marriott Copley Place: Vermont



Chair: **Maura McAdam**, Dublin City U.

Cui Bono? Dyad-Level Norms of Social Exchange in Family Business | **Bruno Noisette**, ESSEC Business School; **Jan M. W. N. Lepoutre**, ESSEC Business School

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

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 Tseitlin**, TUM School of Management, Technische U. München

 How Do Resource Assessments Matter for Entrepreneurial Intentions among Women? | **Leena Kinger Hans**, INSEAD; **Juan Ma**, INSEAD

Youth Entrepreneurial Intentions and Family Support: A Cross-Level, Cross-National Study | **Amir Hossein Maleki**, U. of Wisconsin, Oshkosh; **John B. Cullen**, Washington State U.; **Edwin Sanusi**, SolBridge International School of Business

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 Calabrò**, 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; **Nidhida Lin**, Macquarie U.

Interacting Institutional Logics that Shape Academic Entrepreneurship and Diversity in the UK | **Melike Nur Tunalioglu**, Southampton Business School, U. of Southampton; **Mine Karatas-Ozkan**, 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.

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.

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 Crowdfunder Participation on Digital Work Platforms | **Markus Ellmer**, U. of Salzburg; **Thomas Karl Gegenhuber**, Leuphana U. Lüneburg; **Elke Sybille Schuessler**, JKU 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 Idzert Sarkies Lee**, Amsterdam Business School, U. of Amsterdam
 ☞☞☞ Applicant Perceptions of Hiring Algorithms - Uniqueness and Discrimination Experiences as Moderators | **Chris Kaibel**, U. of Mannheim; **Irmela 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
 Organizational Political Affiliation and Job Seekers: If I Hate Your Party, am I Still Attracted? | **Philip L. Roth**, Clemson U.; **John D. Arnold**, Florida State U.; **Harvell Jackson Walker**, Auburn U.; **Liwen Zhang**, U. of new south wales, Sydney; **Chad Van Iddekinge**, Florida State U.
 ☞ It Takes Two to Tango: A Dyadic Perspective on the Reputation-Collective Turnover Relationship | **David Antons**, RWTH Aachen U.; **Erk Peter Piening**, Johannes Gutenberg U. Mainz; **Torsten Oliver Salge**, RWTH Aachen U.
 ☞ Why Comply with Workplace Law? A Qualitative Investigation of Human Resource Practitioners | **Shayna Frawley**, West Chester U. of Pennsylvania; **David J. Doorey**, York U.; **Marie-Helene Elizabeth Budworth**, York U.; **Parbudyal Singh**, York 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
 Presenters: **Anna Mayo**, Johns Hopkins Carey Business School; **Mark Mortensen**, INSEAD
 Participants: **Matthew A. Diabes**, Carnegie Mellon U. - Tepper School of Business; **Jessica R. Mesmer-Magnus**, U. of North Carolina, Wilmington; **Leslie A. DeChurch**, Northwestern U.; **Noshir Contractor**, Northwestern U.

1469 ☞SHCS: (HR, CAR) **New Conceptual Directions in Talent Management Research**
 4:45pm - 6:15pm Westin Copley Place Boston: Empire
 Organizer: **Deidra J. Schleicher**, Iowa State U.
 Discussant: **David Collings**, Dublin City U.
 Talent Management: From Frontier to Forefront | **Stephen Hyrum Courtright**, Texas A&M U.; **Deidra J. Schleicher**, Iowa State U.; **Ricky W. Griffin**, Texas A&M U.
 Firm Value Capture from Employee Talent: A Multi-Disciplinary Perspective | **Matt Call**, Texas A&M U., College Station
 Mid-Level Manager Succession Management: Integrating HRM System Strength and HR Attributions | **Cyriac Pattathil Joy**, Iowa State U.; **Marc H. Anderson**, Iowa State U.; **James Summers**, Iowa State U.; **Deidra J. Schleicher**, Iowa State U.
 Disconnected in Time: Examining Employees' Experience of Untapped Potential from a Temporal Identity | **Giverny De Boeck**, KU Leuven; **Nicky Dries**, KU Leuven
 Presenters: **Stephen Hyrum Courtright**, Texas A&M U.; **Matt Call**, Texas A&M U., College Station; **Cyriac Pattathil Joy**, Iowa State U.; **Giverny De Boeck**, KU Leuven
 Participants: **Deidra J. Schleicher**, Iowa State U.; **Ricky W. Griffin**, Texas A&M U.; **Marc H. Anderson**, Iowa State U.; **James Summers**, Iowa State U.; **Nicky Dries**, KU Leuven

1470 ☞☞JS: (HR, MOC, OB) **Theoretical and Empirical Advances on Mindfulness at Work**
 4:45pm - 6:15pm Westin Copley Place Boston: Essex Center
 Chairs: **Tao Yang**, Purdue U. Fort Wayne; **Zen Goh**, Monash Business School
 Discussant: **Andrew Hafenbrack**, U. of Washington
 A Field Experiment of a Mindfulness Intervention and Work-to-Family Spillover | **Tao Yang**, Purdue U. Fort Wayne; **Zen Goh**, Monash Business School; **Joyce Bono**, U. of Florida
 Mindfulness and Helping Behavior at Work: The Role of Prosocial Motivation | **Elizabeth E. Stillwell**, U. of Minnesota; **Michelle K Duffy**, U. of Minnesota; **Katina Sawyer**, George Washington U.; **Christian Noble Thoroughgood**, Villanova U.; **Elizabeth A. Adair**, U. of Minnesota
 Trait Mindfulness Related to Less Social Loafing | **Christopher James Lyddy**, Providence College; **Darren Jason Good**, Pepperdine U.
 On the Merits of a Work-Specific Multidimensional Measure of Mindfulness: The Mindfulness@Work Scale | **Ute Regina Hulsheger**, Maastricht U.; **Hugo Alberts**, Mindfulness-Extended
 Mindfulness Heightens Moral Emotions Yet Lowers Punishment of Corporate Deviance | **Adam Austen Kay**, U. of Queensland; **Pavlos Vlachos**, ALBA Graduate Business

School: **Jochen Matthias Reb**, Singapore Management U.; **Theodore Charles Masters-Waage**, Singapore Management U.
Presenters: **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.
Participants: **Zen Goh**, Monash Business School; **Joyce Bono**, U. of Florida; **Michelle K Duffy**, U. of Minnesota; **Katina Sawyer**, George Washington U.; **Christian Noble Thoroughgood**, Villanova U.; **Elizabeth A. Adair**, U. of Minnesota; **Darren Jason Good**, Pepperdine U.; **Hugo Alberts**, Mindfulness-Extended; **Adam Austen Kay**, U. of Queensland; **Pavlos Vlachos**, ALBA Graduate Business School; **Jochen Matthias Reb**, Singapore Management U.

1471 → 🗨️ 📄 📅 JS: (HR, OB) HRM Strength: Bowen & Ostroff's Model and Beyond

4:45pm - 6:15pm Westin Copley Place Boston: Great Republic
Organizers: **Huadong Yang**, U. of Liverpool; **Timothy Colin Bednall**, Swinburne Business School, Swinburne U. of Technology; **Karin Sanders**, UNSW Business School, Australia
Discussant: **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.

Taking Care of Employees: The Roles of Paternalism and HRM Systems | **Elaine Farndale**, Penn State U./ Tilburg U.; **Zipporah Metto**, "Moi U., Kenya"; **Samer Nakhle**, AZM U., Lebanon

Transformational Leadership, High Performance Work System Consensus, and Customer Satisfaction | **Ingo Weller**, LMU Munich; **Julian Sub**, FunctionHR 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./ 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**, FunctionHR 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., Gozuieta Bus Sch; **Eunjung Hyun**, Hongik U. College of Business

→ 🗨️ An Organizational Field Position Lens on MNCs' Post-Entry Strategies in Emerging Markets | **Dimitry Jacob**, Newcastle U. Business School; **Liudmyla Svystunova**, Loughborough U.; **Rekha Rao-Nicholson**, Newcastle U. London
 🗨️ 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**, Sprott School of Business, Carleton U.; **Michael A. Sartor**, Smith School of Business, Queen's U.
 → Disruptive Institutions and Institutional Change in Emerging Markets: Corruption Domain Evidence | **Neli Kouneva LOewenthal**, George Washington U.; **Jennifer Spencer**, George Washington 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 Salvaj**, 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**, Uppsala U.
 → 🗨️ Balancing of Risk between Markets: Tolerable Risk and the Internationalization Process of the Firm | **Lipeng Ge**, U. of Groningen; **Olof Lindahl**, Uppsala 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 Hilton Boston Back Bay: Westminster

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 Petersburg 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 | **Yuanfei Kang**, Massey U. Albany; **Chao Zhao**, Massey U. Albany

Beyond the Internationalization-Performance Relationship: Institutional Asymmetries and Complexity | **Abhijit Sengupta**, U. of Kent, Canterbury; **Mehmet Demirbag**, U. of Essex; **Keith Glaister**, Leeds U. Business School

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

📄 📄 That's Interesting! Or Is It? On the Incommensurability of Academic and Practitioner Interests | **Ted A. Paterson**, Oregon State U.; **Peter Harms**, U. of Alabama

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 Ahmadi**, 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 Hajro**, WU Vienna U. of Economics and Business; **Cristina Gibson**, Pepperdine Graziadio 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 Rafaeli**, 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.

Who Will Retaliate? Inconsistent Leadership, Personality, & Counterproductive Work Behaviors | **Agnieszka Karolina Shepard**, Mercer U.; **Juanita Kimiyo Forrester**, Mercer U.; **Shan Ran**, Mercer 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 Rafaeli**, 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 📄 JS: (MOC, 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.

Mindsets and Self-Labeling: Poison Pill or Potential Resource? | **Lauren A. Keating**, EMLYON Business School
 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 Nanakdewa**, -; **Manchi Chao**, Hong Kong U. of Science and Technology; **Krishna Savani**, Nanyang Technological U.

Presenters: **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 Nanakdewa**, -

Participants: **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

4:45pm - 6:15pm Westin Copley Place Boston: St George B

Organizers: **Hilary M. Hendricks**, U. of Michigan; **Gretchen Marie Spreitzer**, U. of Michigan

Discussant: **Emily Dunham Heaphy**, U. of Massachusetts, Amherst
Transient Relationships with Transient Colleagues | **Elizabeth George**, U. of Auckland; **Kevin W. Rockmann**, George Mason U.; **Marie-Rachel Jacob**, EMLYON Business School

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

Your Presence Is Requested: How Mindful Leadership Fosters Relationships and Community | **Glen E. Kreiner**, Pennsylvania State U.; **Chris Reina**, Virginia Commonwealth U.; **Christine Anna Mihelcic**, Penn State Smeal College of Business; **Alexandra Rheinhardt**, Pennsylvania State U.

1484 📄: (Paper Session) - (MSR) MSR: Exploring Family Businesses

4:45pm - 6:15pm Boston Marriott Copley Place: Yarmouth

Chair: **Louis W. Fry**, Texas A&M U. Central Texas

Discussant: **Denise Daniels**, Seattle Pacific U.

📄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.- Louaize

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

4:45pm - 6:15pm Sheraton Boston Hotel: Arnold Arboretum

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 | **Mirit K. Grabarski**, U. of Western Ontario; **Hina Kalyal**, U. of Western Ontario

Presenters: **Mary M. Crossan**, Western U.; **Hina Kalyal**, U. of Western Ontario; **Mirit K. Grabarski**, U. of Western Ontario

Participant: **Zunaira Saqib**, NUST Business School

1486 📄: (Paper Session) - (OB) Team Creative Dynamics

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon D

Chair: **Li-Yun Sun**, Macau U. of Science and Technology

🗣️📺 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; **Jinlong Zhu**, Renmin U. of China

1487 📄: (Paper Session) - (OB) Team Leadership

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon H

Chair: **Chia-Yen Chiu**, U. of South Australia

How and when can proactive leaders induce or beat social loafing in teams? | **Ashlea Bartram**, U. of South Australia; **Chia-Yen Chiu**, U. of South Australia; **Chiahuei Wu**, Durham U.

🗣️ Leader – Team Contextual Effects on Member Psychological Empowerment – Performance Relations | **Monique Alexandria Alvarez Domingo**, U. of Connecticut; **Peter Gallagher**, Uconn Business School; **John Mathieu**, U. of Connecticut; **M. Travis Maynard**, Colorado State U.; **Lauren D'Innocenzo**, Drexel U.

Multiple Supervisor Information-Processing Characters and Subordinate Knowledge Exchange | **Jianghua Mao**, Zhongnan U. of Economics and Law

1488 📄: (Paper Session) - (OB)

Charismatic-transformational Leadership

4:45pm - 6:15pm Sheraton Boston Hotel: Berkeley AB

Chair: **Charlotte Fritz**, Portland State U.

🗨️ Too inclusive? How Likert-scale Surveys may Overlook Cross-cultural Differences in Leadership | **Jan Ketil Arnulf**, BI Norwegian Business School; **Kai R. Larsen**, U. of Colorado, Boulder

Reattachment to work in the morning and day-level leader outcomes | **Charlotte Fritz**, Portland State U.; **Dana Auten**, Portland State U.; **David Ellis Caughlin**, Portland State U.

📄 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 📄: (Paper Session) - (OB) **Trait Perspectives on Leadership**

4:45pm - 6:15pm Sheraton Boston Hotel: Commonwealth

Chair: **Susanne Helena Braun**, Durham U.

📄 Maniac or Master? Leader Self-Control of Affective Experiences in Shaping Charismatic Leadership | **John J. Sosik**, Pennsylvania State U., Great Valley; **Jae Uk Chun**, Korea U.; **Ziya Ete**, Durham U.; **Minyoung Cheong**, Pennsylvania State U., Great Valley; **Fil J. Arenas**, USAF; **Joel Scherer**, USAF

🗨️ Vulnerable Narcissists in Leadership? A Bifactor Model of Narcissism and Abusive Supervision Intent | **Susanne Helena Braun**, Durham U.; **Birgit Schyns**, NEOMA Business School; **Yuyan Zheng**, Durham U.; **Robert G. Lord**, 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**, IESE Business School; **Dorothy R. Carter**, U. of Georgia

1490 🗨️🗨️🗨️🗨️: (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 🗨️: (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

Hidden Networks: Who Sees the Social World as a Network and Why | **Tanya Menon**, Ohio State U.; **Catherine Shea**, Carnegie Mellon U. - Tepper School of Business

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

Lay Theories of Instrumental Relations: Implications for Homophily in Work Relations | **Ko Kuwabara**, Columbia Business School; **Jiyin Cao**, Stony Brook U.-State U. of New York

A Glorified View of Their Networks: How Narcissists Achieve Personal Success | **Jigyasu Shukla**, U. of Central Florida; **Prasad Balkundi**, U. at Buffalo, The State U. of New York; **Amit K. Nandkeolyar**, Indian Institute of Management, Ahmedabad
Presenters: **Catherine Shea**, Carnegie Mellon U. - Tepper School of Business; **Raina A. Brands**, London Business School; **Ko Kuwabara**, Columbia Business School; **Prasad Balkundi**, U. at Buffalo, The State U. of New York

Participants: **Tanya Menon**, Ohio State U.; **David A. Harrison**, U. of Texas at Austin; **Jiyin Cao**, Stony Brook U.-State U. of New York; **Jigyasu Shukla**, U. of Central Florida; **Amit K. Nandkeolyar**, Indian Institute of Management, Ahmedabad

1492 🗨️🗨️: (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; **Huiwen 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; **Huiwen Lian**, U. of Kentucky; **Jingzhou Pan**, Tianjin U.

Negative Gossip as a Response to Supervisor Lack of Support: The moderating Role of Upward Feedback | **Deshani Buddhika Ganegoda**, Melbourne Business School; **Maria Rotundo**, U. of Toronto; **Parul Acharya**, Columbus State U.

Perceived Gossip Prevalence in the Workplace: Implications on OCB, Work Engagement, and Well-being | **Noriko Tan**, National U. of Singapore; **Kai Chi Yam**, National U. of Singapore; **Pok Man Tang**, National U. of Singapore; **Jingxian Yao**, National U. of Singapore

Dishing the Dirt: An Affective Perspective of Gossip in Dyads and Teams | **Shimul Melwani**, U. of North Carolina, Chapel Hill
Presenters: **Deshani Buddhika Ganegoda**, Melbourne Business School; **Noriko Tan**, National U. of Singapore; **Shimul Melwani**, U. of North Carolina, Chapel Hill

Participants: **Jingzhou Pan**, Tianjin U.; **Maria Rotundo**, U. of Toronto; **Parul Acharya**, Columbus State U.; **Kai Chi Yam**, National U. of Singapore; **Pok Man Tang**, National U. of Singapore; **Jingxian Yao**, National U. of Singapore

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.

Knowledge Sharing and Respectful Leadership: The Roles of Perspective Taking and Empathic Concern | **Fabiola Heike Gerpott**, WHU - Otto Beisheim School of Management; **Ulrike Fasbender**, Justus-Liebig U. Giessen

A multilevel investigation on predictors and outcomes of shared leadership | **Kai Klasmeier**, TU Dortmund U.; **Jens Rowold**, TU Dortmund U.

🌐➔🗣️📄👤 The Role of Cultural Transactive Memory Systems in Team Performance | **Dennis Wajda**, U. of Miami; **Seul Ki Chin**, U. of Miami; **Seoyoon 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**, Southwestern U. of Finance and Economics; **Xiaoyu 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.; **Kubilay 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 Blickle**, 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 Wakslak**, 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

🌐 Daily Interactions with Cynical Coworkers Affect Employee Energy and Behavior | **Salvatore Affinito**, U. of North Carolina, Chapel Hill; **Michael Christian**, U. of North Carolina, Chapel Hill; **Matthew Pearsall**, U. of North Carolina, Chapel Hill; **Leah Morgan**, U. of North Carolina, Chapel Hill; **Erin C. Long**, U. of Georgia; **Cheryl Jones**, U. of North Carolina, Chapel Hill

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

The Measurement and Meaning of the Implicit Power Motive | **William D Spangler**, Binghamton U.-State U. of New York; **Jayoung Kim**, Binghamton U.-State U. of New York; **Kristin Lee Sotak**, SUNY Oswego; **Jason Marshall**, Binghamton U.-State U. of New York

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 Waterwall**, East Carolina U.

Dual Fit: The simultaneous Effects of Intrapersonal and Interpersonal Regulatory Fit on Motivation | **Brian Waterwall**, East Carolina U.

Adding Mindfulness to Psychological Capital: A Two Study Investigation into why Mindfulness Matters | **Maree Roche**, U. of Waikato; **Jarrold Haar**, Auckland U. of Technology

🗣️📄 Toward an Integrative Nomological Network of Congruence: Time to Break New Ground? | **Yongheng 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.

1498 📄JS: (OB, CM) **New Discoveries on Multilevel Trust and Trust Dynamics**

4:45pm - 6:15pm Sheraton Boston Hotel: Beacon E

Chairs: **Jonathan Lee**, Washington U. in St. Louis; **Bart De Jong**, Australian Catholic U.; **Dejun Kong**, U. of Houston; **Myungsun Kim**, U. of Houston

Discussant: **Nicole Gillespie**, U. of Queensland

When Our Friends Make Us Trust Less: Social Networks and Trust Judgments | **Stephen Jones**, U. of Washington, Bothell; **Pri Pradhan Shah**, U. of Minnesota

Consequences of Interpersonal Trust: A Meta-Analysis across Levels and Culture | **Jae Young Choi**, Drexel U.; **Christian**

Resick, Drexel U.; **Bart De Jong**, Australian Catholic U.; **Jungyoun Shin**, Drexel U.; **Edward Hyatt**, -
 Trust in Women's Entrepreneurial Ability: Multi-Level Effects of Person, Place, and Past | **Michele Williams**, U. of Iowa; **Arturs T. Kalnins**, U. of Iowa; **Majid Ghorbani**, Renmin U. of China
 Determinants of Trustor and Trustee Effects on Trustworthiness Levels and Change | **Nicole Larson**, U. of Calgary; **Anneloes M. L. Raes**, IESE Business School
 The Aftermath of Lost Trust: Trustee Reactions to Trust Loss | **So Young Jeong**, Zayed U.; **Dora C. Lau**, Chinese U. of Hong Kong; **M Audrey Korsgaard**, U. of South Carolina

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; **Heejung 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 Zandee**, 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**

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 Graziadio 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

📄 Categorical Identity Change: the Privatization of Royal Mail | **Mislav Radic**, Cass Business School, City U. London

📄 Idle Hands Are the Devil's Tools: Organizational Identity Work as Situated Interaction | **Fernando Fachin**, Royal Military College of Canada

Battling 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 Svejnova**, Copenhagen Business School

Appropriating the Refugee Camp. Exploring Volunteers' Spatial Organization | **Mona Florian**, European Uni Viadrina, Frankfurt (Oder)

📄 Control in Interactive Space Production. The Role of Lived Space | **Jeanne Mengis**, U. of Lugano; **Federica De Molli**, -; **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.

🗣️ Equality and the Spirit of Capitalism: The Impact of Income Equality on Entrepreneurship | **Ryan Scott Coles**, Cornell U.

🗣️📄🗣️ Why Physical Connectivity Still Matters: New Bridges and Entrepreneurship in Geographic Communities | **Sunasir Dutta**, U. of Minnesota; **Daniel Erian Armanios**, Engineering & Public Policy (EPP), Carnegie Mellon U.; **Jaison Desai**, U.S. Army

Winner of the OMT Division Best Paper on Environmental and Social Practices Award

Finalist for OMT Division Best Paper on Environmental and Social Practices Award

🗣️📄 The Impact of Entrepreneurship on Community Integration: Evidence from a Quasi-Natural Experiment | **Vera Rocha**, Copenhagen Business School

Finalist for the OMT Division Best Paper on Entrepreneurship Award

Winner of the OMT Division Best Paper on Entrepreneurship Award

🗣️📄 Civic Engagement in The Creation of Entrepreneurship | **Dali Ma**, Drexel U.; **Cheng Wang**, Drexel U.

Finalist for the OMT Division Best Paper on Entrepreneurship Award

1509 : (Paper Session) - (OMT) Stigma Transfer

4:45pm - 6:15pm Boston Hynes Convention Center: 207

Chair: **Giulia Cappellaro**, Bocconi U.

Navigating Organizational Stigma Transfer Through Identity Affirmation and Practice Preservation | **Jan Stephen Lodge**, Cambridge Judge Business School; **Jennifer Howard-Grenville**, Cambridge Judge Business School

The Broad versus the Pointed Brush: Status Change, Stigma, Blame and Organizational Failure | **Agnieszka Nowinska**, Copenhagen Business School; **Kristina Vaarst Andersen**, Copenhagen Business School; **Mark Lorenzen**, Copenhagen Business School

🗣️📄 Identity Exposure as a Remedy for Stigma Transfer Concerns in the Medical Marijuana Market | **Olga Khessina**, U. of Illinois at Urbana-Champaign; **Samira Reis**, U. Carlos III de Madrid; **Cameron Verhaal**, Tulane U.

➔📄 Stigma Transfer, Social Evaluations, and Category Dynamics in the U.S. Luxury Hotel Industry | **Margarita Cruz**, Ecole hôtelière de Lausanne, HES-SO / U. of Applied Science Western Switzerland; **Jan Goldenstein**, Friedrich Schiller U. Jena; **Patrick Haack**, U. of Lausanne, HEC Lausanne

1510 📄: (OMT) The Duality of Actors and Structures in Category Studies

4:45pm - 6:15pm Boston Hynes Convention Center: 208

Organizers: **Eunice Yunjin Rhee**, Seattle U.; **Jade Lo**, Drexel U.

Discussant: **Peer Fiss**, U. of Southern California

Panelists: **Mark Kennedy**, Imperial College Business School; **Ozgecan Kocak**, Emory U., Goizueta Business School; **Lionel Paoletta**, U. of Cambridge; **Amanda Sharkey**, U. Of Chicago

1511 : (Paper Session) - (OMT) The Impact of Network Embeddedness on Performance

4:45pm - 6:15pm Boston Hynes Convention Center: 209

Chair: **Song Wang**, Zhejiang U.

Network, Strategy, and Time: the Network-Time Compression Hypothesis | **Sonja Oppen**, Lund U.; **Ronald S. Burt**, U. Of Chicago

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.; **Shipeng Yan**, City U. of Hong Kong

📄 Navigating Identity Tensions with Oppositional 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

📄📄 Managing Attentional Challenges in Social Enterprises: The Key Role Board Structure and Processes | **Anne-Claire Pache**, ESSEC Business School; **Julie Battilana**, Harvard U.; **Channing Spencer**, Harvard Business School

📄 The Emotionality of Social Enterprises: Mechanisms and Challenges for Generating Emotional Energy | **Diego Moreira Soares**, Smith School of Business, Queen's U.

1514 📄JS: (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.; **Dovev Lavie**, Bocconi U.

1515 📄JS: (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: (OMT, 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 Schildt**, 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 Schildt**, Aalto U. School of Business; **Farah Kodeih**, Aalto U. School of Business; **Tarabichi Tarabichi**, Aalto U., Department of Industrial Engineering and Management

1517 📄📄📄📄JS: (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 Krlev**, 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 Krlev**, 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 | **Iteke Van Hille**, VU Amsterdam; **Frank G.A. De Bakker**, IESEG School of Management; **Peter Groenewegen**, Vrije U. Amsterdam; **Julie E. Ferguson**, U. of Amsterdam

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 → 🗳️: (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 Chuah**, 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. Aguilera**, 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.

Getting in the Set: The Counterintuitive Effects of Impact Investing in Global Microfinance | **Tyler Wry**, The Wharton School, U. of Pennsylvania; **Eric Y.-F. Zhao**, Indiana U., Bloomington

Focused on the Goals? Examining Investors' Attention to the Sustainable Development Goals | **Kevin Chuah**, London Business School

Presenters: **Juliane Reinecke**, King's College London; **Ruth V. Aguilera**, 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 🗳️: (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

Participants: **Linda Argote**, Carnegie Mellon U.; **Joel Baum**, U. of Toronto; **J.P. Eggers**, New York U.; **Kristina Dahlin**, U. of Oxford; **John Joseph**, U. of California, Irvine

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

→ **Dysfunctional Understanding of Partnership in Sustainable Wind Energy Investments** | **Jacobo Ramirez**, Copenhagen Business School

🗳️ **Does Bank Financing Enhance Clean Technology Innovation? Evidence from Banking Deregulation** | **Youngbin Joo**, U. of Leeds

🗳️ **Capital Market Response to Environmental Performance: The Role of Organizational Status** | **Shinhye Gloria Ahn**, Seoul National U.; **Theresa Cho**, Seoul National U.; **Cecile K. Cho**, Korea U.

🗳️ **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 Broström**, 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 Studiorum 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; **Suvrat 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: Adams B

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, Griffith U.; **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 | **Yousueng 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.

📄 Does Organization Research Have a File Drawer Problem? | **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 Gusenbauer**, 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: **Chahrazad Abdallah**, Singapore U. of Social Sciences

📄 CEO's Temporal Strategies to Pacify Warring Coalitions | **Sauré Kouamé**, Telfer School of Management, U. of Ottawa
SAP Best Paper Award

➔🗨️📄 Inclusion of illegitimate actors through arts: a perspective from the Colombian peace process | **Luis Javier Serrano**, U. of Manchester; **Paul W. Chan**, U. of Manchester

🗨️📄 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

➔🗨️📄 Humanistic Management Performativity 'in the Wild': The Role of Performative Bundles of Practices | **Oliver Laasch**, 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.

Activism, Ideology, and the Corporate Pursuit of Philanthropy | **Hye Joon Park**, Pennsylvania State U.; **Razvan Lungeanu**, Northeastern 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 Iv**, 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 Iv**, 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

📄➔📄📄Fostering Socially-Desirable Government Venture

Funding Activity: A Real Options Lens | **Anna Scedrova**, Copenhagen Business School; **Robert E. Morgan**, Cardiff Business School; **Luigi M. De Luca**, Cardiff Business School; **Ron Adner**, Dartmouth College

Organizational Design, Overconfidence, and Learning in Entrepreneurial Teams | **John S. Chen**, U. of Florida; **Daniel Walter Elfenbein**, Washington U. in St. Louis; **Hart E. Posen**, U. of Wisconsin, Madison; **Ming Zhu Wang**, Washington U. in St. Louis, Olin Business School

📄📄➔📄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 Kavil**, Indian School of Business; **Anierudh Vishwanathan**, Research Associate

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

📄🗨️The Effect of Multiple Stars on the Creation and Division of Firm Surplus | **Diptiprakash Pradhan**, Indian Institute of Mgmt Indore

To Shoot or Not Shoot for the Stars: Exploitative and Exploratory Tacit Knowledge and Performance | **Philippe Henderson**, IMD; **James Henderson**, IMD

📄Complementarities and Human Capital Rents | **Rory Eckardt**, Binghamton U.-State U. of New York; **Seth M. Spain**, Binghamton U.-State U. of New York; **Dane Patrick Blevins**, U. of Central Florida

🗨️📄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 Grimpe**, 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

📄Aspirations of Peers - A Neglected Antecedent of Organizational Aspiration Levels? | **Di Bian**, U. of St.Gallen; **Xena Welch Guerra**, Erasmus U. Rotterdam

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

📄🗨️📄🗨️Identity and Turnaround Performance - Evidence from S&P 1500 | **Jan-Philipp Ahrens**, U. of Mannheim; **Marc Kowalzik**, U. of Mannheim; **Jochim Lauterbach**, Technical U. of Munich; **Michael Woywode**, U. of Mannheim

Primary and Secondary Agency Conflicts in Family Firms: An Empirical Investigation | **Saptarshi Purkayastha**, Indian Institute of Management, Calcutta; **Rajaram Veliyath**, Kennesaw State U.; **Rejie George Pallathitta**, Indian Institute of Management, Bangalore

🗨️📄Predecessor CEO Retention as Board Chair in Family and Nonfamily Firms | **Christine Scheef**, U. of St. Gallen; **Thomas Markus Zellweger**, U. of St. Gallen

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 Ndofor**, 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**

Borgholthaus, U. of Nebraska, Lincoln; **Jonathan O'Brien**, U. of Nebraska

The Influence of Generalist/Specialist CFOs on Finance and Accounting Policies | **David Enzenhoefer**, 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.; **Dasol 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 Golesorkhi**, Manchester Metropolitan U. Business School; **Roy Merstrand**, full professor; **Rebecca Piekkari**, Aalto U. School of Business; **Trond Randoy**, U. of Agder; **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 Meaningless: 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 Näsholm**, Umea U.

Looking Up the Ladder: Organizational Uncertainty and the Formation of Advice Ties (WITHDRAWN) | **Hendrik Leeendert Aalbers**, Radboud U. Nijmegen; **Alexander Smit**, assistant professor

Selecting Partners for Success: Collaborations between Entrants and Incumbents | **Erik Aadland**, BI Norwegian Business School; **Jamal Shamsie**, 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. Klueter**, IESE Business School

Synergies and Redeployment in Related Diversification - Organizational Structure and Incentives | **Arkadiy 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 Braguinsky**, 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 Braguinsky**, 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. Klueter**, IESE Business School; **Arkadiy 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

Performance Effects of Speed of Change Between

Specialization Strategies | **Evangelia Mavroudi**, Leeds U. Business School; **Effie Kesidou**, U. of Leeds; **Krsto Pandza**, U. of Leeds

➔ 📄 More than money: the effect of public sponsorship on non-sponsored firms' 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; **Nicola 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 Rietveld**, 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 Routines and Capabilities: A Microfoundations Perspective | **Krithika Randhawa**, U. of Technology Sydney; **Ralf Wilden**, Macquarie Business School; **Siegfried P. Gudergan**, Waikato Management School, U. of Waikato, Hamilton, New Zealand

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 Groemminger**, 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 Barbosa**, 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. Autònoma de Barcelona; **Teresa Garcia-Marco**, U. Publica de Navarra; **Peter Michael Vogel**, IMD Business School

1546 📄: (Paper Session) - (TIM) Technological Change:

New Technological Paradigms

4:45pm - 6:15pm Boston Hynes Convention Center: 206

Chair: **Kwanghui Lim**, U. of Melbourne

Hacking System Change | **Paulo Savaget**, U. of Cambridge;

Steve Evans, U. of Cambridge Department of Engineering;

Frank Tietze, U. of Cambridge Department of Engineering; **Ali Kharrazi**, U. of Tokyo

🗣️ Crowd science program coordination: learning by doing to deal with grand challenges | **Olga Kokshagina**, RMIT U.

➔ Fostering Skills for the 21st Century: The Role of Fab Labs and Makerspaces | **Ludmila Striukova**, SKEMA Business School; **Thierry Rayna**, Ecole Polytechnique

📄 Sustainability, 3D Printing Technologies, and New Product Performance: A Comparative Study | **Mengli Zhao**, Xi'an Jiaotong U.; **Chengli Shu**, Xi'an Jiaotong U.

1547 📄: (Paper Session) - (TIM) Organizational Innovation:

Organizing for Innovation

4:45pm - 6:15pm Boston Hynes Convention Center: 305

Chair: **Sebastian Gurtner**, Bern U. of Applied Sciences

🗣️ Division Of Innovative Labor And The Organization Of

Corporate Science And Invention | **Hakki Dogan Dalay**, Bocconi U.; **Andrea Fosfuri**, Bocconi U.

📄 How Collaboration with Different Level of Engagement Influence Firm's Radical Innovation | **Zixu Liu**, Tsinghua U.; **Jianghua Zhou**, Beijing Normal U.; **Yudong Qi**, Beijing Normal U.; **Yifan Liu**, Beijing Normal U.

📄 Routines as truces in temporary multi-organizations | **Lena Elisabeth Bygballe**, BI Norwegian Business School; **Anna Sward**, BI Norwegian Business School; **Anne-Live Vaagaasar**, BI Norwegian Business School

🗣️ Variety of R&D Governance Structures: A Transaction Cost Economics Perspective | **Kanhaiya Kumar Sinha**, Haskayne School of Business, U. of Calgary

1548 ➔ 🗣️📄 SHCS: (TIM, STR) Open Source Software

Development and Organizations

4:45pm - 6:15pm Boston Hynes Convention Center: 302

Organizers: **Michael Zaggl**, TUM School of Management, Technische U. München; **Juliane Wissel**, TUM School of Management, Technical U. of Munich; **Frank Nagle**, Harvard Business School

Blurring the Boundaries: Programmers' Online Community Contributions and Day Job Productivity | **Hila Lifshitz-Assaf**, New York U.; **Frank Nagle**, Harvard Business School

Star Developers and Open Source Software | **Sirui Wang**, The Wharton School, U. of Pennsylvania; **Prasanna Tambe**, The Wharton School, U. of Pennsylvania

Tackling Dilemmas in Company-Involved Open Source Software Development | **Juliane Wissel**, TUM School of Management, Technical U. of Munich; **Michael Zaggl**, TUM School of Management, Technische U. München

Digital Hybrids in Open Source: Hybridization Crises in Linux | **Maha Shaikh**, King's College London

Presenters: **Hila Lifshitz-Assaf**, New York U.; **Sirui Wang**, The Wharton School, U. of Pennsylvania; **Prasanna Tambe**, The Wharton School, U. of Pennsylvania; **Maha Shaikh**, King's College London

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
Treasurer: **Volker M. Rundshagen**, U. of Applied Sciences Stralsund
Secretary: **Mairead Brady**, Trinity Business School, Trinity College Dublin - U. of Dublin
Coordinators: **Olivia Hernandez-Pozas**, Tecnologico de Monterrey; **Nicole M. Coomber**, U. of Maryland; **Lisa Burke-Smalley**, U. of Tennessee, Chattanooga; **Patrick James McGuigan**, Pace U.; **Ana Cristina O. Siqueira**, William Paterson U.; **James R Bailey**, George Washington U.; **Charles Roy Fenner**, State U. of New York Canton
Newsletter Editor: **Drusilla Haskett**, U. of St. Andrews
Representatives-at-Large: **Tine Koehler**, U. of Melbourne; **Brett Paul Matherne**, Georgia State U.; **Emmanuel Monod**, Shanghai SUIBE U.

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 gdokko@ucdavis.edu

1559 : (CMS) CMS Main Program Social

6:30pm - 8:30pm Hilton Boston Back Bay: Fenway Ballroom
Division Chair: **Mark Learmonth**, Durham U.
Division Chair-Elects: **Stephen Cummings**, Victoria U. of Wellington; **Ajнеш 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; **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 HI

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

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.
Newsletter Editor: **Violetta Splitter**, U. of Zurich
Listserv Manager: **Matthias Wenzel**, European Uni Viadrina, Frankfurt (Oder)
Representatives-at-Large: **Vern Glaser**, U. of Alberta; **Lisa Day**, U. of Liverpool; **Paula Jarzabkowski**, City U. London
Participants: **Leonhard Dobusch**, U. of Innsbruck; **Christina Angelika Wawarta**, Warwick Business School; **Katelynn M. Sell**, Louisiana State U., Baton Rouge

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 work 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

Monday 7:00PM

1572 : (AFAM) Africa Academy of Management Social
 7:00pm - 9:00pm Westin Copley Place Boston: Empire
A great meet, greet, eat and network event hosted by the Africa Academy of Management

1573 : (MED) MED/SAGE Monday Evening Member Social
 7:00pm - 9:30pm Sheraton Boston Hotel: Constitution Ballroom B
All are welcome! Come along and share your stories of management education and research over food and a drink, as you meet old friends and make new ones.
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
Coordinators: **Olivia Hernandez-Pozas**, Tecnologico de Monterrey; **Nicole M. Coomber**, U. of Maryland; **Lisa Burke-Smalley**, U. of Tennessee, Chattanooga; **Patrick James McGuigan**, Pace U.; **Ana Cristina O. Siqueira**, William Paterson U.; **James R Bailey**, George Washington U.; **Charles Roy Fenner**, State U. of New York Canton
Newsletter Editor: **Drusilla Haskett**, U. of St. Andrews
Representatives-at-Large: **Tine Koehler**, U. of Melbourne; **Brett Paul Matherne**, Georgia State U.; **Emmanuel Monod**, Shanghai SUIBE U.

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: **Sotirios 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: **Sotirios Paroutis**, Warwick Business School
Newsletter Editor: **Violetta Splitter**, U. of Zurich
Representatives-at-Large: **Lisa Day**, U. of Liverpool; **Paula Jarzabkowski**, City U. London; **Vern Glaser**, U. of Alberta

Monday 7:30PM

1576 : (GDO) GDO Social Extravaganza
 7:30pm - 9:00pm Boston Park Plaza: Statler
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 Whitmer**, 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 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.

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!

Monday 7:45PM**1582 : (RM) RM Division Reception**

7:45pm - 9:45pm Boston Hynes Convention Center: 310

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.*

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 12:01AM

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 7:00AM

1590 : (MSR) **MSR Morning Meditation**
 7:00am - 8:00am Boston Marriott Copley Place: Columbus I

Tuesday 7:30AM

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 8:00AM

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. Zatzick**, 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 Zelderen**, 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 Barga**, 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**

Needham, Edinburgh Business School; **Thea House**, Edinburgh Business School; **Dimitris Christopoulos**, Edinburgh Business School

1598 🌐➔📄: (CAR) **Meaningful Work in Times of Uncertainty and Career Crises**

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom A

Organizers: **Katja Wehrle**, Justus-Liebig U. Giessen; **Mari Kira**, U. of Michigan

Discussant: **Sally Maitlis**, U. of Oxford

Seeing a Silver Lining: Refugees' Experiences of Meaningful Work | **Katja Wehrle**, Justus-Liebig U. Giessen; **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Mari Kira**, U. of Michigan

Role of Values in Constructing Meaningful Work and Careers: Experiences of Hmong and Somali Refugees | **Mari Kira**, U. of Michigan; **Andrea Belgrade**, U. of Michigan; **Fiona Lee**, U. of Michigan

Work Devotion? How People with Family Aspirations Navigate Career Decision-Making | **Carrie Oelberger**, U. of Minnesota

Constructing Work Meaningfulness in a Challenging Organizational Context: The Role of the Team | **Josine L. Janssen**, VU Amsterdam; **Evgenia Lysova**, Vrije U. Amsterdam

Conformity or Commitment? An Inductive Study of Members' Judgements of New Purpose Claims | **Douglas Lepisto**, Western Michigan U.

Presenters: **Katja Wehrle**, Justus-Liebig U. Giessen; **Mari Kira**, U. of Michigan; **Carrie Oelberger**, U. of Minnesota; **Josine L. Janssen**, VU Amsterdam; **Douglas Lepisto**, Western Michigan U.

Participants: **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Andrea Belgrade**, U. of Michigan; **Fiona Lee**, U. of Michigan; **Evgenia Lysova**, Vrije U. Amsterdam

1599 📄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

Managing a Financial Hardship: A Multilevel Analysis of Community- and Individual-Level Predictors | **Heather Odle-Dusseau**, Gettysburg College; **Russell A. Matthews**, U. of Alabama; **Julie Holliday Wayne**, Wake Forest U.

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 Dalmoro**, Univates 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 Ratle**, 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 Dalmoro**, Univates 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 Ratle**, U. of the West of England

1601 🌐🗣️📄👤CAU: (CAU) **Enhanced Career Success via Inclusive Networks: Developmental Networks Incubator**

8:00am - 9:30am The Fairmont Copley Plaza Hotel: Back Bay Room

Organizers: **Richard Cotton**, U. of Victoria; **Yan Shen**, U. of Victoria

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 Dabrowska, School of Management, RMIT U.; Anne-Laure Mention, RMIT U.

Participants: Bruno K. Woeran, OBS - Oulu Business School Finland; Marcel Bogers, U. of Copenhagen & 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
Chairs: Jonathan Lee, Washington U. in St. Louis; Haoyue Zhang, Washington U. in St. Louis, Olin Business School
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

Blowback: Retaliation against Anger in Group Decision Making and the Role of Individual Differences | Haoyue Zhang, Washington U. in St. Louis, Olin Business School; 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

Poison Parasite Defense | Robert Cialdini, Arizona State U.; Jessica Lasky-Fink, Harvard Kennedy School; Todd Rogers, Harvard U.

Presenters: Rebecca Schaumberg, The Wharton School, U. of Pennsylvania; Kristina Wald, U. of Chicago Booth School of

business; Thomas Bradford Bitterly, U. of Michigan, Ross School of Business; Jessica Lasky-Fink, Harvard Kennedy School

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 Jayne 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 M. Mol, U. of Melbourne; Laurent Taskin, -

🌐➔🏢🗣️The Era of Digital Colonial(tour)ism | Vanessa Sa, UCP - Católica Lisbon School of Business & Economics; Andrew Hafenbrack, U. of Washington

🏢Translations in Biobanking: Socio-Material Networks in Health Data Business | Ilpo Helen, 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 Aeon, John Molson School of Business, Concordia U.; Alexandra Joelle Panaccio, Concordia U.

🏢Performative Power Flows through Overflows: Hearing to Be Seen, Speak, and Act | Neva Bojovic, Grenoble Ecole de Management; Raghu 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 - Excelia Group

🗣️🗣️🗣️Care for the Self, Overcompensation and Bodily Crafting: The Work- Life Balance of Disabled People | Eline Jammaers, UCLouvain; Jannine Williams, Queensland U. of Technology

1608 📄: (Paper Session) - (ENT) **Entrepreneurial Cognition 3**

8:00am - 9:30am 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

A Systematic Review and Agenda for Entrepreneurship Research on Regulatory Focus | **Susan Mueller**, U. of St. Gallen; **Thierry Volery**, U. of St. Gallen; **Denis A. Gregoire**, HEC Montreal; **Justus Von Grone**, HSG U. of St. Gallen
 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
 Chair: **Lakshmi Mudigonda**, U. at Buffalo, The State U. of New York

Assessing the Impacts of Patent Litigations on the Venture Capital Financing of Young Firms | **Lakshmi Mudigonda**, U. at Buffalo, The State U. of New York

🗄️📄 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

🗄️📄 How Redeployable are Patent Assets? Evidence from Failed Startups | **Carlos Javier Serrano**, U. Pompeu Fabra and Barcelona GSE; **Rosemarie Ziedonis**, Boston U.

The Family Fills Voids? Institutional Context and Firms' Reliance on IPR Protection in R&D Decisions | **Jasper Brinkerink**, Free U. of Bozen-Bolzano; **Emanuela Rondi**, Free U. Bozen, Bolzano

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 Ling Qin**, 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
 🗄️📄 Entrepreneurial Disappointment and its Link with Mental Illness: A Machine Learning Study | **Amanda Jasmine Williamson**, Waikato Management School, U. of Waikato, Hamilton, New Zealand; **Martina Battisti**, Portsmouth Business School; **Andreana Drencheva**, U. of Sheffield; **César Ferri**, Polytechnic U. of Valencia

Analyzing Big Data in Management: Re-Visiting the Entrepreneurial Entry Problem | **Xian Cao**, Ball State U.;

Frederic Delmar, EMLYON Business School; **Ruoqing 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. Saylor**, 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 Dowejko**, 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 Gottschalck**, 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

Investigating the Impact of Entrepreneurs' Regulatory and Temporal Focus on Venture Performance | **Aakash Sapru**, Iowa State U.; **Brandon Mueller**, Iowa State U.; **Marcus Wolfe**, 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 1

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

Antecedents of Corporate Entrepreneurship in Private Firms of China: A Nonmarket Strategy Perspective | **Weiqi Dai**, ZHEJIANG U. OF FINANCE AND ECONOMICS; **Juelin Yin**, Sun Yat-Sen U.

Corporate Entrepreneurship Research (1979-2018) – A Domain Ontology and Process Clarification | **Maria Calisto**, Estoril Higher Institute for Tourism and Hotel Studies; **Soumodip Sarkar**, U. of Évora

Venture's Loyalty to Parent Corporation in the Context of Organizational Platformization | **Fei Shen**, China Europe International Business School; **Weiru Chen**, China Europe International Business School; **Yuchang Hwang**, China Europe International Business School

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; **Stefania Zerbinati**, Cass Business School, City U. London; **Vangelis Souitaris**, Cass Business School, City U. London

Bad Boys, Bad Boys, Whatcha Gonna Do...? The Fall of Brand Trust in Family Firms Following a Crisis | **Maximilian Joachim Lude**, TUM School of Management, Technical U. of Munich; **Dinah Isabel Spitzley**, FIF@Zeppelin U.; **Reinhard Prugl**, FIF@Zeppelin U.; **Natalie Rauschendorfer**, FIF@Zeppelin U.

The Deleterious Dark Triad: Implications for Entrepreneur Burnout and New Venture Sales | **Jonathan Craig Butler**, Oklahoma State U.; **Imran Syed**, Ball State U.

Anxiety and Entrepreneurship | **Ahmed Maged Nofal**, Warwick Business School; **Nicos Nicolaou**, U. of Warwick; **Noni E. Symeonidou**, Warwick Business School

1616 🗄️➔📄: (Paper Session) - (ENT) **Corporate Entrepreneurship 2**

8:00am - 9:30am Boston Marriott Copley Place: Wellesley

Chair: **Supradeep Dutta**, U. at Buffalo, The State U. of New York

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 📄JS: (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

Entrepreneurial 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.

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; **William B. Gartner**, Babson College; **Kimberly D. Elsbach**, U. of California, Davis; **Torsten Michael Pieper**, U. of North Carolina, Charlotte; **Blake D. Mathias**, Indiana U.; **Trenton A. Williams**, Indiana U. - Kelley School of Business; **Miruna Radu-Lefebvre**, Audencia; **Vincent Lefebvre**, Audencia Business School; **Jean Siobhan Clarke**, EMLYON Business School; **Mattias Nordqvist**, Jonkoping U.
Finalist for MOC Division Best Symposium Award

1618 📄JS: (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**, Rupp 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**, Indiana U. - Kelley School of Business; **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.

Constructing Green Building: Industry Transition Towards Environmentally Beneficial Practices | **Jessica Jones**, U. of Colorado, Boulder; **Michael Lenox**, U. of Virginia; **Michael Conger**, Miami U.; **Siddharth Vedula**, Babson College

Presenters: **Yolanda A Sarason**, Colorado State U.; **Anusha Ramesh**, U. of Virginia Darden School of Business; **G. T. Lumpkin**, U. of Oklahoma; **Jonathan P Doh**, Villanova U.; **Jessica Jones**, U. of Colorado, Boulder

Participants: **Thomas J Dean**, Colorado State U.; **Saras Sarasvathy**, U. of Virginia; **Sophie Catherine Bacq**, Indiana U. - Kelley School of Business; **Pete Tashman**, UMass Lowell; **Mirko Benischke**, Rotterdam School of Management, Erasmus U.; **Jeff**

York, U. of Colorado Boulder; **Michael Lenox**, U. of Virginia; **Michael Conger**, Miami U.; **Siddharth Vedula**, Babson College

1619 : (GDO) **The Impact of Gender on Teaching, Research, and Career Trajectories for Business School Faculty**

8:00am - 9:30am Boston Park Plaza: Brandeis
Chairs: **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 Simarasi**, California State Polytechnic U., Pomona

Gender Discrimination and HR Managers in Saudi Arabia | **Hayfaa A. Tlaiss**, Alfaisal U.; **Mohammed Al Waqfi**, *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

A Cross-Cultural Meta-Analytic Investigation of the Prevalence of Workplace Mistreatment | **Lindsay Dhanani**, Ohio U.; **Matthew LaPalme**, The Wharton School, U. of Pennsylvania; **Dana Joseph**, U. of Central Florida

Stereotypical Impressions and Job Discrimination Against the Female Southern California Accent | **Saera Khan**, U. of San Francisco; **Tzipporah 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

Gendering Resilience – The Oak and Willow Against the Wind | **Hope Witmer**, Malmö U.

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

From Corporate Employment to Entrepreneurship: A Gendered Perspective. | **Lucia Garcia-Lorenzo**, London School of Economics and Political Science; **Ishan Jalan**, Nottingham Business School

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 | **Huong 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

TUESDAY

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.

Do White Women Prioritize Gender over Race? Implications for Intersectionality and Female Leadership | **Katina Sawyer**, George Washington U.; **Kisha Shannon Jones**, Pennsylvania State 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 🗣️👤 JS: (GDO, OB, MOC) **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 Kirgios**, The Wharton School, U. of Pennsylvania

Do Clearly Stated Qualifications Help Attract Talented Female Applicants? | **Katherine Coffman**, Harvard Business School; **Manuela Collis**, Harvard Business School; **Leena Kulkarni**, Harvard T.H. Chan School of Public Health

Dropping Anchor: The Effect of Salary History Bans on Gender-Related Disparities in Hiring | **Raina A. Brands**, London Business School; **Eliot Sherman**, London Business School; **Gillian Ku**, London Business School

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

Going It Alone: Competition Increases the Attractiveness of Minority Status | **Erika Kirgios**, The Wharton School, U. of Pennsylvania; **Edward Chang**, The Wharton School, U. of Pennsylvania; **Katherine Milkman**, U. of Pennsylvania

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; **Christopher 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

Organizer: **Ingrid Nembhard**, The Wharton School, U. of Pennsylvania

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 | **Joey L. Soehardjo**, 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

→ 🗣️👤👤 Diversity Climate and Trust, In Context: A Multi-Level General Cross-Lagged Model | **Anna Katherine Ward**, Virginia Tech; **Daniel Judson Beal**, Virginia Tech; **Michael James Zyphur**, U. of Melbourne; **Haozhen Zhang**, Virginia Tech

🗣️👤👤 Racial Sorting in Executive Recruitment in Higher Education | **Jeraul Mackey**, Harvard U.

1628 🗣️👤👤: (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 Paoletti**, 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

Simulation-Based Leadership Training for Emergency Medical Teams | **Rosemarie Fernandez**, U. of Florida; **Elizabeth Rosenman**, U. of Washington; **Sarah Brolliar**, U. of Washington; **Anthony Misisco**, Michigan State U.; **Jeffrey Olenick**, Michigan State U.; **Georgia T Chao**, Michigan State U.; **Steve W J Kozlowski**, Michigan State U.

Frozen Over Time? Dynamic Equilibrium in ICE Teams | **Anthony Misisco**, Michigan State U.; **Jeffrey Olenick**, Michigan State U.; **Christopher Dishop**, Michigan State U.; **Chu-Hsiang Chang**, Michigan State U.; **Steve W J Kozlowski**, Michigan State U.

Presenters: **Alina Lungeanu**, Northwestern U.; **Jensine Paoletti**, 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 | **Changqin 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 Listening 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; **Changqin Lu**, Peking U., School of Psychological and Cognitive Science; **Tiffany Kriz**, MacEwan U.; **Guohua Huang**, Hong Kong Baptist U.

Participants: **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; **Pan Jin**, -; **Shan Liu**, Huazhong U. of Science and Technology; **Yan Duan**, Peking U.; **Jichang Ma**, Peking U., School of Psychological and Cognitive Science; **Phillip M. Jolly**, Pennsylvania State U.; **Mindy Krischer Shoss**, U. of Central Florida; **Cynthia Lee**, Northeastern U.; **Katleen De Stobbeleir**, Vlerick Business School; **Li Wang**, School of Economics and Management, Tongji U.

1630 : (Paper Session) - (HR) **HR and Talent Acquisition**

8:00am - 9:30am Westin Copley Place Boston: Essex North-West

Chair: **Nhung T. Hendy**, Towson U.

📄 The Promise of Potential: The Predictive Power of Selection Criteria on Career Performance | **Monika Kackovic**, U. of Amsterdam; **Joop Hartog**, U. of Amsterdam; **Hans Van Ophem**, U. of Amsterdam; **Nachoem Wijnberg**, U. of Amsterdam

📄 Talent Sourcing Concentration: Source Abundance, Recruiter Power, and Organizational Performance | **Rhett Andrew Brymer**, U. of Cincinnati; **John-Patrick Paraskevas**, 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 Idzert 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

Needs Fulfillment and Core Affect as Antecedents to Person-Organization Fit: A Dynamic Approach | **Abdifatah Ahmed Ali**, U. of Minnesota; **Ann Marie Ryan**, Michigan State U.

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.

Participants: **Yihao Liu**, U. of Illinois at Urbana-Champaign; **Le Zhou**, U. of Minnesota; **Ann Marie Ryan**, Michigan State U.; **Sushil Nifadkar**, Georgia State U.; **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: **Mahbulul Alam**, York U., Toronto

🗺️ Human Capital Resource Orchestration: Does Human Resource Function Really Matter? | **Jinhwan Jo**, U. of Kansas; **Clint Chadwick**, U. of Kansas

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 Bormann**, 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 Nicolaidis**, 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 Fernani**, National U. of Singapore

🗣️ The Interaction between HR Practices and Age for Sustainable Careers across the Lifespan | **Núria Tordera**, U. of Valencia; **José M. Peiró**, U. of Valencia; **Yarid Ayala**, Pontificia U. Javeriana Bogotá; **Esther Villajos**, U. of Valencia; **Donald M. Truxillo**, Portland State U.

HR Practitioners' Evaluations of the Old and New HR Professional Certifications | **Brian Martinson**, Tarleton State U.; **John Anthony De Leon**, Texas A&M U., Corpus Christi; **Randy McCamey**, Tarleton State U.

🗣️📄 Role Context Change and Actionable Career Knowledge for Practicing Managers | **Jorge Alexis Arevalo**, William Paterson U.; **Robert Laud**, ORGANIZATIONAL BEHAVIOR

1634 : (Paper Session) - (HR) HR and Individual Turnover

8:00am - 9:30am Westin Copley Place Boston: St George D

Chair: **Hyesook Chung**, Cornell U.

📄 Positive and Negative Work/Personal Life Interface and Intention to Stay in the Profession | **Farimah Hakem Zadeh**, Thompson Rivers U.; **Jennifer Plenderleit**, McMaster U.; **James Chowhan**, York U., Canada; **Elena Neterman**, U. of Waterloo; **Johanna Geraci**, College of Midwives of Ontario; **Isik Urla Zeytinoglu**, McMaster U.; **Derek Lobb**, McMaster U.

➔🗣️ Perceived Organizational Change Intensity and Voluntary Employee Turnover in Latin America | **Michel Hermans**, IAE Business School - Argentina

📄 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

1635 : (Paper Session) - (IM) Knowledge, Networks, and Innovation in International Management

8:00am - 9:30am Hilton Boston Back Bay: Adams A

Chair: **Ronaldo C. Parente**, Florida International 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; **Ronaldo C. Parente**, Florida International U.; **Steven Carnovale**, Rochester Institute of Technology

➔🗣️📄 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 | **Mehdi Rasouli Ghahroudi**, Institute for management and planning studies (IMPS); **Maziar Chabok**, Institute for management and planning studies (IMPS); **Saeed Najafi Tavani**, Senior lecturer at Manchester Metropolitan U.

1636 : (Paper Session) - (IM) 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.

📄 Cross-Cultural Distance in the EU: The Case of Bulgaria | **Mariya A. Bobina**, Western Illinois U.

🗣️📄 Clarifying Competencies: A Qualitative Synthesis of Cross-Cultural Training Objectives | **Julie Dinh**, 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.

1637 : (Paper Session) - (IM) Language in International Management I

8:00am - 9:30am Hilton Boston Back Bay: Jefferson

Chair: **Ashish Malik**, Newcastle 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

➔🗣️🗣️ United yet Divided: Within-Subsidiary Linguistic Diversity and Knowledge Sharing in Teams | **Komal Kiran Kalra**, U. of Victoria (PhD Student); **Michal Szymanski**, EGAD Business School, Tecnológico de Monterrey

➔🗣️🗣️ The Plurilingual Advantage: Practices in Intercultural Communication | **Stephanie Jo Kent**, Learning Lab for Resiliency; **Jeffrey Kappen**, Drake U.

1638 : (Paper Session) - (IM) Language in International Management II

8:00am - 9:30am Hilton Boston Back Bay: Mariner

Chair: **Sachiko Yamao**, Keio U. Japan

🗣️➔📄 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

1639 : (Paper Session) - (IM) Learning and Innovation in the International Context

8:00am - 9:30am Hilton Boston Back Bay: Westminster

Chair: **Juan Bu**, Indiana U.

➔🗣️📄 Innovation for Social Inclusion in Emerging Markets | **Stephanie L. Wang**, Indiana U., Bloomington; **Vladislav Maksimov**, U. of North Carolina, Greensboro; **Can Ouyang**, Cornell U.

- Neutrality in Internationalized R&D-Portfolios: An NKC-Application | **Sokol Celso**, Suffolk U.
- Ambidextrous FDI of Emerging Multinationals: A Set-Theoretical Analysis | **Xinli 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 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.

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 Degraevl**, 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

📄 Inclusive management consulting: a study of client-consultant relationship | **Richard Jackson Major**, Institut de Gestion Sociale Paris; **Madina Rival**, LIRSA-Cnam Paris; **Maryse Carmes**, CNAM Paris (France); **Michel Seccia**, LIRSA-Cnam Paris

👥 Stakeholders in Strategy: Their 'invisible' but significant presence | **Colin Eden**, U. of Strathclyde; **Fran Ackermann**, Curtin Business School; **Peter McKiernan**, U. of St. Andrews

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; **Angelin 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; **Hongtao Xie**, Kunming U. of Science and Technology

👥 Transfer of Soft Skills in Mission-Critical Work Situations | **Jolanda Botke**, Vrije U. Amsterdam; **Paul G W Jansen**, Vrije U. Amsterdam; **Maria Tims**, VU Amsterdam

1644 📄 📄 : (MH) **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

Guilty as Charged: Spillover Effects of Employees' Post-Work Maladaptive Interactions | **Nitya Chawla**, U. of Arizona

Lenient Reactions to Misconduct: Examining the Role of Self-Conscious Emotions | **Katelyn Zipay**, U. of Oregon; **Marie S. Mitchell**, U. of Georgia; **Michael Baer**, Arizona State U.; **Hudson Sessions**, U. of Oregon; **Robert Bies**, Georgetown U.

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

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
 → Cognitive Process of Absorptive Capacity: An
 Identity-Based Approach At Yamaha 1938-1960 | **Yusaku
 Takeda**, Harvard Business School
 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 Courtois**, 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 JS: (MOC, ENT) **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
 The Downside of Delegation: The Interpersonal
 Consequences of Decision Support Choices | **Hayley
 Blunden**, Harvard Business School; **Mary Steffel**, -
 Reverse Advising: What Goes Down When Advice Goes Up
 the Hierarchy | **Ting Zhang**, Harvard Business School; **Michael
 North**, New York U.
 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 JS: (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.
 Family Supportive Practices in the Sacred Sector: A
 Study of Motives, Practices, and Barriers | **Denise Daniels**,
 Seattle Pacific U.; **John Godek**, Seattle Pacific U.; **Randal S
 Franz**, Seattle Pacific U.; **Vicki Eveland**, Seattle Pacific U.;
Rachel Anderson, Center for Public Justice
 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; **Chenduo Du**, U. of
 Oklahoma
 Proactive Self-monitors and Interpersonal Deviance in a
 Health Care Profession | **Daejeong 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 | **Youngduk 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

📄 What You See Is Not What You Get: Social Skill and Impulse Control Camouflage Machiavellianism | **Bastian Paul Kückelhaus**, U. of Bonn; **Iris Kranefeld**, U. of Bonn; **Nora Schuette**, U. of Bonn; **Dominic Gansen-Ammann**, -; **Andreas Wihler**, Frankfurt School of Finance & Management; **Gerhard Blickle**, U. of Bonn

📄 The Accelerating Effects of Psychopathy on Counterproductive Work Behavior | **Min Carter**, Southern Illinois U. Carbondale; **Michael S. Cole**, Texas Christian U.; **Joshua C. Palmer**, Florida State U.; **Aric Wilhau**, Southern Illinois U. Carbondale

📄 The dark side of psychological ownership: When pro-organization becomes pro-self. | **Koustab 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.

Psychological Contracts in Algorithmic Management | **Maria Tomprou**, Carnegie Mellon U.; **Min Kyung Lee**, Carnegie Mellon 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.

Group Political Climate and Political Skill Effects on Performance and Citizenship Behavior | **Ye Li**, Nanjing U. School of business; **Minya Xu**, Guanghua School of Management, Peking U.; **Gerald R Ferris**, Florida State U.; **Liam Patrick Maher**, Boise State U.

1655 📄: (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

Re-Envisioning Leadership Vision: Sci-fiction or Sci-fact? | **Michelle Bligh**, Claremont Graduate U.

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

In Pursuit of Visions: How Leader Vision Communication Affects Collective Vision Pursuit | **Daan Alexander Stam**, Erasmus U. Rotterdam; **Timo Hans Van Balen**, Rotterdam School of Management, Erasmus U.

Neural Foundations of Visionary Leadership | **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.

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 Irvine; **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

1657 📄: (Paper Session) - (OB) **Cognition at Work**

8:00am - 9:30am Sheraton Boston Hotel: Liberty Ballroom C

Chair: **Stephanie Payne**, Texas A&M U.

When, Why and How do Functional Counterfactual Thoughts Influence Work-related Outcomes? | **Yimin He**, Texas A&M U.; **Rachel Smallman**, Texas A&M U.; **Stephanie Payne**, Texas A&M U.; **Kyle Dickey**, 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: Olmsted

Chair: **Alexandra Henderson**, Zayed U.

📄 Are we in Time? An Actor-Partner Interdependence Approach toward Time Pressure | **Roman Briker**, Justus-Liebig U. Giessen; **Sebastian Hohmann**, Justus-Liebig-U. Giessen; **Frank H. Walter**, Justus-Liebig U. Giessen

📄 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 | **Changzhe 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

1659 📄JS: (OB, CM, MOC) **When Team Relationships****Suffer: Novel Person Perception Biases in Teams**

8:00am - 9:30am Sheraton Boston Hotel: Fairfax A

Chairs: **Daniel Stein**, U. of California, Berkeley; **Jennifer Chatman**, U. of California, Berkeley*Discussant:* **Michelle Duguid**, Cornell U.

When 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 Virginia1660 📄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

The Social Functions of Gratitude in Organizations: A Multi-Method Study | **Olivia Amanda O'Neill**, George Mason U.; **Hooria Jazaieri**, Northwestern Kellogg School of Management

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; **Hooria Jazaieri**, Northwestern Kellogg School of Management1661 📄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:* **Yuanyuan 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 Singapore1662 📄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: **Ozias 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.

A Multilevel Perspective on Individual and Firm Multiple Team Membership | **Stefan Berger**, U. of St.Gallen; **Hendrik Johan Van De Brake**, U. of Groningen; **Heike Bruch**, U. of St. Gallen

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

1663 📄JS: (OB, MED) **Abusive Supervision: New Understandings and Practical Implications**

8:00am - 9:30am Sheraton Boston Hotel: Hampton B

Organizers: **Mingyun Huai**, Tongji U.; **Huiwen Lian**, U. of Kentucky
Discussant: **Stefan Thau**, INSEAD

When Critical Supervisory Feedback is Perceived as Abusive Supervision: Social Hierarchy Perspective | **Jo K. Oh**, U. of Connecticut; **Hun Whee Lee**, Michigan State U.

Too Much Self-Control? The Case of Abusive Supervision and Employee Job Tension | **Lindie Hanyu Liang**, Wilfrid Laurier U.; **Douglas J. Brown**, U. of Waterloo; **Dan Ni**, School of Economics and Management Tsinghua U.; **Xiaoming Zheng**, Tsinghua U.

Impulsive and Strategic Abuse: An Actor-Centric Model with a Self-Regulation Perspective | **Mingyun Huai**, Tongji U.; **Huiwen Lian**, U. of Kentucky; **Jiing-Lih Farh**, China Europe International Business School (CEIBS); **Haijiang Wang**, School of Management, Huazhong U. of Science and Technology

Worse Together? A Latent Profile Analysis of Abusive and Supportive Supervisory Behaviors | **Lingtao Yu**, U. of British Columbia

Presenters: **Jo K. Oh**, U. of Connecticut; **Lindie Hanyu Liang**, Wilfrid Laurier U.; **Mingyun Huai**, Tongji U.; **Lingtao Yu**, U. of British Columbia

Participants: **Hun Whee Lee**, Michigan State U.; **Douglas J. Brown**, U. of Waterloo; **Dan Ni**, School of Economics and Management Tsinghua U.; **Xiaoming Zheng**, Tsinghua U.; **Huiwen Lian**, U. of Kentucky; **Jiing-Lih Farh**, China Europe International

Business School (CEIBS); **Haijiang Wang**, School of Management, Huazhong U. of Science and Technology

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-Kyun 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 Insecthood | **Nina Strohming**, 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 Strohming**, 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.

Discussant: **Robert E. Quinn**, U. of Michigan

Beyond Moral Courage | **Moran Anisman Razin**, Duke U.; **Sim B. Sitkin**, Duke U.; **Ronit Kark**, Bar Ilan U.

The Workplace Courage Acts Index (WCAI): Observations and Impact | **Evan Bruno**, U. of Virginia; **James R. Detert**, U. of Virginia

Dispositional Courage Positively Predicts Leadership Perceptions | **Pauline Schilpzand**, Oregon State U.; **Amir Erez**, U. of Florida

The Courage to Say Yes; The Courage to Say No: Courage as a Response to the Paradox of Stretch Goals | **Sim B. Sitkin**, Duke U.; **Kelly E. See**, U. of Colorado, Denver; **C. Chet Miller**, U. of Houston

Participants: **Moran Anisman Razin**, Duke U.; **Sim B. Sitkin**, Duke U.; **Ronit Kark**, Bar Ilan U.; **Evan Bruno**, U. of Virginia; **James R. Detert**, U. of Virginia; **Pauline Schilpzand**, Oregon State U.; **Amir Erez**, U. of Florida; **Kelly E. See**, U. of Colorado, Denver; **C. Chet Miller**, U. of Houston

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

Panelists: **Lance Ferris**, Michigan State U.; **Elizabeth R. Tenney**, U. of Utah, David Eccles School of Business; **Melissa J. Williams**, Emory U.; **David H. Zhu**, Arizona State U.

1667 🗣️📄JS: (OB, MOC, HR) **Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity**

8:00am - 9:30am Sheraton Boston Hotel: Back Bay Ballroom A
Organizers: Joel B. Carnevale, Syracuse U.; Lynne Catherine Vincent, Syracuse U.

Discussant: Jing Zhou, Rice U.

Creating Alone: When and Why Creative Performance Leads to Coworker Aggression. | **Sejin Keem**, Portland State U.; **Amy Breidenthal**, Georgia Institute of Technology; **Dong Liu**, Georgia Institute of Technology; **Chunyan Jiang**, Nanjing U.

Examining the Reputational and Knowledge Sharing Consequences of Employee Creativity. | **Joel B. Carnevale**, Syracuse U.; **Lei Huang**, Auburn U.; **Lynne Catherine Vincent**, Syracuse U.; **Steven M Farmer**, Wichita State U.

Empowering Creative Performance or Creative Unethicality? The Role of Performance Pressure. | **Ke Michael Mai**, National U. of Singapore; **David Welsh**, Arizona State U.; **Fuxi Wang**, U. of International Business and Economics; **Kaifeng Jiang**, Ohio State U.; **John Bush**, Arizona State U.

Fat, Drunk, and Lazy - How Engaging in Creative Tasks can Cause Unhealthy Choices. | **Verena Krause**, UCL School of Management; **Lynne Catherine Vincent**, Syracuse U.; **Jack Anthony Goncalo**, U. of Illinois at Urbana-Champaign

Presenters: Joel B. Carnevale, Syracuse U.; **Lynne Catherine Vincent**, Syracuse U.; **Sejin Keem**, Portland State U.; **Ke Michael Mai**, National U. of Singapore; **David Welsh**, Arizona State U.; **Verena Krause**, UCL School of Management

Participants: **Lei Huang**, Auburn U.; **Steven M Farmer**, Wichita State U.; **Amy Breidenthal**, Georgia Institute of Technology; **Dong Liu**, Georgia Institute of Technology; **Chunyan Jiang**, Nanjing U.; **Fuxi Wang**, U. of International Business and Economics; **Kaifeng Jiang**, Ohio State U.; **John Bush**, Arizona State U.; **Lynne Catherine Vincent**, Syracuse U.; **Jack Anthony Goncalo**, U. of Illinois at Urbana-Champaign

1668 🗣️📄📄JS: (OB, MOC, OMT) **Exploring Relationality in Organizational Scholarship: Past and Future, Convergences and Tensions**

8:00am - 9:30am Sheraton Boston Hotel: Beacon E
Organizers: **Hongguo Wei**, U. of Central Oklahoma; **Njoke Thomas**, The Wharton School, U. of Pennsylvania

Discussant: **Mustafa Ozbilgin**, 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 Giolito**, 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

1670 ➔📄JS: (OB, ODC) **Advancing Team Research along the Temporal-Dynamic Avenue**

8:00am - 9:30am Sheraton Boston Hotel: Beacon A
Organizer: **Jia Li**, Eindhoven U. of Technology
Discussant: **Florian Kunze**, U. of Konstanz

Team Structural Adaptation in Dynamic Task Environments | **Neal Outland**, U. of Georgia

How the Temporal Dynamics of Team Processes Predicts Effectiveness | **José Navarro**, U. of Barcelona

Temporal Dynamics of Relational Demography: Exploring Effects and Interventions | **Max Reinwald**, U. of Konstanz

How Disparity Change in Top Management Teams Affects Firm Ambidexterity | **Jia Li**, Eindhoven U. of Technology

Participants: **Neal Outland**, U. of Georgia; **José Navarro**, U. of Barcelona; **Max Reinwald**, U. of Konstanz

1671 🗣️📄: (Paper Session) - (OCIS) **Understanding Participation in Online Communities**

8:00am - 9:30am Boston Marriott Copley Place: Regis
Chair: **Maha Shaikh**, King's College London

🗣️🗣️Coordinating openness to diversity and contesting contributions in online communities | **Aljona Zorina**, Leeds 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

1672 📄JS: (OCIS, OB) **What Are We Talking About? Natural Language Processing in the Firm**

8:00am - 9:30am Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: **Mike Yeomans**, Harvard U.

What are Brokers Spanning? | **Govind Mainan**, Stanford GSB

Politeness Effects in Negotiations: Evidence from Craigslist, speed dates and sales calls. | **Michael Yeomans**, Harvard Business School

Cognitive diversity in globally distributed virtual teams: Effects on team performance. | **Katharina Lix**, Engineering Dept., Stanford U.; **Melissa Valentine**, Stanford U.

Bias and Productivity in Humans and Algorithms: Theory and Evidence from Resume Screening | **Bo Cowgill**, Columbia Business School

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

- 📖🗨️📄 The Generative Properties of Secrecy in Idea Development. A Case Study in Pharmaceutical Innovation | **Birke Dorothea Otto**, European Uni Viadrina, Frankfurt (Oder)
- 🗨️ 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 of Knowledge and Creativity in Work Teams | **Hyunjee Hannah Kim**, Seoul National U.; **Jin Nam Choi**, Seoul National U.

1674 🗨️📄📖: (ODC, STR, OMT) **Optimizing Organizational Systems: Contrasting Viewpoints or Two Parts of One Systemic Approach?**

8:00am - 9:30am Boston Park Plaza: Charles River

Chair: Alec Levenson, U. of Southern California

Panelists: Michael Beer, Harvard Business School; **Lynne Camp**, TruePoint Partners; **Alexis Fink**, Facebook; **Michael L. Tushman**, Harvard U.

1675 🗨️📄📖: (OMT) **Advancing New Understandings of History in the Management Field**

8:00am - 9:30am Boston Hynes Convention Center: 103

Organizers: Kunyuan Qiao, Cornell U.; **Christopher Marquis**, Cornell U.

Discussant: Howard Aldrich, U. of North Carolina

Breaking a Path by Creating a New One—Insights from a Healthcare Setting | **Joerg Sydow**, Freie U. Berlin; **Florian Stache**, 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.; **Kunyuan 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

2203 : (Paper Session) - (OMT) **Inequality and Diversity**

8:00am - 9:30am Boston Hynes Convention Center: 104

Chair: Mabel Abraham, Columbia Business School

- 📄 Corporate Demography and Income Inequality: Revisited | **Niklas Bomark**, Uppsala U.; **Karl J. Wennberg**, Linköping U.
- Towards 'Dirty Realism' in Inequality Research: is Inequality Always Dirty? | **Florian Noseleit**, U. of Groningen; **Evelien PM Croonen**, U. of Groningen; **Michael Wyrwich**, U. of Groningen

🗨️🗨️ 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 Ramaboa**, U. of Cape Town

1676 : (Paper Session) - (OMT) **New Forms of Work and Control**

8:00am - 9:30am Boston Hynes Convention Center: 108

Chair: 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

Bringing Control back in: Using Coworking Spaces for Motivation-as-Control in Independent Work | **Clarissa E. Weber**, U. of Goettingen; **Jennifer Klutt**, U. of Goettingen

How Control-Trust Dynamics Influence Trust and Control Perceptions | **Chris Long**, Saint John's U.; **Sven Horak**, St. John's U.

1677 : (Paper Session) - (OMT) **Risk and Decision Making**

8:00am - 9:30am Boston Hynes Convention Center: 109

Chair: Koen Heimeriks, Warwick Business School

→ 📄 Implications of Prospect Theory for the Asymmetric Behavior of Costs | **Aleksandra Klein**, Stockholm School of Economics in Riga; **Thomas Lindner**, WU Vienna; **Markus Wabnegg**, WU Vienna

Risk or Uncertainty? The Effect of Performance on Risk Taking in the Mutual Fund Industry (WITHDRAWN) | **Letian Zhang**, Harvard Business School

🗨️ Performance Feedback and Information Processing: How Do Organizations Regulate Risk-Taking? | **Xavier Sobrepere**, U. of Zurich; **Thomas Keil**, U. of Zurich

📄 Stakeholder Sentiment, Problemistic Search, and Firm Risk Taking: A Behavioral Investigation | **Steffen Nauhaus**, GSEM - U. of Geneva; **Johannes Luger**, Copenhagen Business School; **Sebastian Raisch**, GSEM - U. of Geneva

1678 : (Paper Session) - (OMT) **Mobilizing Indirect and Informal Ties for Knowledge Acquisition and Transfer**

8:00am - 9:30am Boston Hynes Convention Center: 209

Chair: 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**

Maoret, IESE Business School; Lucas Dufour, Montpellier Business School

📄 The Benefits of Adopting Powerful Knowledge or Connecting to Powerful People During a Merger | Jesse Michael Fagan, U. of Exeter

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

🏆 Fear and Deinstitutionalization: The Case of Identity Threat by Mass Immigration | Christian Stutz, U. of Jyväskylä; HWZ U. of Appl. Sci. Zurich

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; Madeline Toubiana, U. of Alberta; Giuseppe Delmestri, WU Vienna U. of Economics and Business; Thomas B. Lawrence, -

1680 📄 JS: (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 Soublière, 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 🗣️📄 JS: (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 | Hayagreeva 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 Tilcsik, 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: Hayagreeva Rao, Stanford U.; Andrea Freund, Stanford Graduate School of Business; Ethan Scott Bernstein, Harvard Business School; Andras Tilcsik, 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

Do for Profit Firms Degrade Quality? Evidence from U.S. Drinking Water Systems | Thomas Peyton Lyon, U. of Michigan; A. Wren Montgomery, Ivey Business School; Dan Zhao, U. of Michigan, Ann Arbor

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 🗣️🗣️📄 JS: (OMT, SIM, SAP) Finance in Organization Theory: State of the Art and Future Research Agenda

8:00am - 9:30am Boston Hynes Convention Center: 306

Organizers: Andrea Lagna, Loughborough U.; Daniel Beunza Ibanez, Cass Business School, City U. London; Mark R.

DesJardine, Penn State Smeal College of Business

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, Erasmus U.; **Derek Harmon**, U. of Michigan; **Daniel Beunza Ibanez**, Cass Business School, City U. London

1684 🗣️📺📄JS: (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 🗣️📺📄JS: (OMT, TIM) **Producing Technological Futures: Reflecting on Workplace Automation, Inequality, and Ethics**

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

Organizers: **Rohini Jalan**, U. of Oxford; **Kevin Woojin Lee**, New York U.

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 Woojin 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 Woojin Lee**, New York U.; **Matthew Beane**, U. of California, Santa Barbara; **Rohini Jalan**, U. of Oxford

1686 🗣️➔📄JS: (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

Panelists: **Wim Vanhaverbeke**, Neoma Business School and ESADE Business School; **Henry Mintzberg**, McGill U.; **Nancy Bocken**, Lund U.; **David Levy**, U. of Massachusetts, Boston

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 McKee**, 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
Exploring Financial Flows, Contagion, and the Financial

Bullwhip in the Context of Greece | **Lydia Bals**, Mainz U. of Applied Sciences; **Wendy Tate**, U. of Tennessee; **Cristof Bals**, Technical U. Dortmund; **Yvonne Kreis**, Mainz U. of Applied Sciences

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? | **Jaehee 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

➔🗣️📄👋Coproduct of Public Leadership: The Engagement of Mayors With Citizens, Managers and Politicians | **Alessandro Sancino**, The Open U. Business School; **Giacomo Carli**, The Open U.; **Davide Giacomini**, U. of Brescia; **Michela Pagani**, The Open U. Business School

👋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 Krøtel**, Aarhus U.

📄📊 Managerial Communication and Role Ambiguity in Coproduction: An Experimental Test (WITHDRAWN) | **Ulrich Jensen**, Arizona State U.; **Mette Thomsen**, U. of Southern Denmark

1691 📄📊 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

1692 📄📊: (Paper Session) - (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 Hyunjung 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 Bastardo**, 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 Rottner**, U. of California, Santa Barbara; **Robert Neal Eberhart**, Santa Clara U.

1693 → 📄📊: (Paper Session) - (SAP) **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

SAP 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

📄📊 The 'Art' of Framing Risk: The Attentional Process of Risk Framing in Organizations | **Julie Mayer**, U. Paris-Dauphine, PSL Research U., DRM, Management&Organisation

📄📊 Capability Evolution in the Armed Forces: Agents, Practices, and Processes of Dynamic Capabilities | **Florian Andresen**, Helmut Schmidt U.; **Benjamin Schulte**, Helmut Schmidt U.; **Hans Ulrich Koller**, Helmut Schmidt U.

1694 → 📄📊: (Paper Session) - (SAP) **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

1695: (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

📄📊 Insured for Risks: Risk-Favoring CEO Compensation Plans and Corporate Social Responsibility | **Donghoon Shin**, U. of Wisconsin, Whitewater; **Sunghun Chung**, U. of Queensland Business School; **Byungki Kim**, U. of Queensland

Does Corporate Social Responsibility Reduce Directors' and Officers' Liability Risk? | **Hao Lu**, U. of Calgary; **Anne Kleffner**, U. of Calgary

1696 : (Paper Session) - (SIM) Moral Disengagement and Hypocrisy

8:00am - 9:30am Boston Marriott Copley Place: Hyannis

Chair: **Mauro Fracarolli Nunes**, NEOMA Business School

The Social Production of Moral Disengagement: Meaning, Agency, and Social Structure | **Niki Den Nieuwenboer**, U. of Kansas; **Gary R. Weaver**, U. of Delaware

📄 Doubling Down When You Should Fold: Immoral Entrenchment in the Face of Crisis | **Miranda Welbourne Eleazar**, UT Dallas

📄 Organizational Responsibility Devolvement: 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

➔ Corporate Control and Employment in Emerging Economies: Do Family Firms Provide More Jobs? | **Pedro Vazquez**, FCE U. Austral & IAE Business School; **Magdalena Cornejo**, Facultad de Ciencias Empresariales, U. Austral

📄 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

Strategic Decision-Making Under Uncertainty: Fixing Stability and Change in Public Organizations | **Ntorina Antoni**, Eindhoven U. of Technology; **Sharon Dolmans**, Eindhoven U. of Technology; **Isabelle Reymen**, Eindhoven U. of Technology

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; **Jiuchang 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; **Dovev Lavie**, Bocconi U.

1700 : (Paper Session) - (STR) The Effect of Overconfidence and Biases on Decision Making

8:00am - 9:30am Boston Park Plaza: Constitution

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 AND Pontificia U. Católica de Chile, Ingeniería Industrial; **Diamela 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.

📄 Business Group Affiliate's Director Social Capital, Resource Status in the Group, and Performance | **Chien-Nan Chen**, National Dong Hwa U.; **Tingko Lee**, Graduate School of Resource Management and Decision Science, National Defense U.

📄 Business Group Affiliation and Firm Performance: The Mediating Role of Competitive Repertoire Volume | **T V Arunkumar**, Indian Institute of Management, Tiruchirappalli; **Manikandan Karayambadi Srinivasan**, Indian Institute of Management, Tiruchirappalli

📄 Governance Reforms and Corporate Transparency in Business Groups: Evidence from India | **Mueen Ahmed**, Indian Institute of Management, Tiruchirappalli; **Manikandan Karayambadi Srinivasan**, Indian Institute of Management, Tiruchirappalli

🗣️ 📄 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, Tiruchirappalli;
Ramachandran J, Indian Institute of Management, Bangalore

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.

🗣️ Adjusting to the Digital Age: The Effects of TMT Characteristics on the Digital Orientation of Firms | **Gonzalo Garcia De Lomana**, RWTH Aachen U.; **Steffen Strese**, TU Dortmund U.; **Jan Brinckmann**, ESADE Business School

Digital in the C-Suite: Antecedences and Performance Effects of Chief Digital Officer Appointments | **Sebastian Firk**, U. of Goettingen; **Andre Hanelt**, U. of Kassel; **Jana Oehmichen**, U. of Groningen; **Michael Wolff**, U. of Goettingen

📄 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 | **Ghahhar 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 | **Kalin 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; **Maximilian Palmié**, U. of St. Gallen; **Oliver Gassmann**, HSG U. of St. Gallen

📄 A Literature Review on an Unfinished Tale: Definitions and Investigations of the Dominant Logic | **Alexander Engemann**, Vienna U. of Applied Sciences of WKW; **Barbara Kump**, WU Vienna U. of Economics and Business; **Christina Schweiger**, Vienna U. of Applied Sciences of WKW

1707 📄 JS: (STR, HR) **Peers and Social Influence in Organizations**

8:00am - 9:30am Boston Park Plaza: Beacon Hill

Organizers: **Christine Beckman**, U. of Southern California; **Hyeon 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 | **Hyeun 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.
Participants: **Andrew Carton**, The Wharton School, U. of Pennsylvania; **Cynthia E. Devers**, Texas A&M U., College Station; **Nathan J. Hiller**, Florida International U.; **James D. Westphal**, U. of Michigan

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

Leveraging Patent-Firm Linked Data for Innovation Research on China | **Tony Tong**, U. of Colorado, Boulder; **Wenlong He**, U. of International Business and Economics
Presenters: **You Wu**, Stanford U.; **Kun Yao**, U. of Illinois at Urbana-Champaign; **Tony Tong**, U. of Colorado, Boulder
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 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.

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 Aaltonen**, 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**

Chalmers, U. of Glasgow; Russell Matthews, U. of Strathclyde; Norin Arshed, U. of Dundee; Simon Scott Fraser, Robert Gordon U.

📄 Entry, Competition and Survival in Vertically-Related Industries | Pamela Adams, Seton Hall U.; Gianluca Capone, U. of Pisa; Roberto Fontana, U. of Pavia & Bocconi U.; Franco Malerba, Bocconi U.

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.

🗣️📄 From Chicken-or-Egg to Platform Ecosystem: 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 new ventures: 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 Valentini, 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 | Araksya Ayzayan, 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; Seoki Lee, Penn State U.

📄 Do Tax Incentives Lead to Firm Innovation? An Empirical Study on China's Tax Incentive Schemes | Jianghua Zhou, Beijing Normal U.; Yifan Liu, Beijing Normal U.; Yudong Qi, Beijing Normal U.; Ning Gu, Beijing Normal 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 Freel, 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 Esch, 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

The Evolution of the Innovation Connectivity of Italian Industrial Districts | Alexander Berman, Fox School of Business, Temple U.; Alba Marino, Alma Mater Studiorum U. di Bologna

📄 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 Koghut**, 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 | **Wenyao Zhang**, 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 | **Elona Marku**, U. of Cagliari; **Emanuele Castriotta**, U. of Cagliari; **Maria Chiara Di Guardo**, U. of Cagliari

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.; **Zhilin Dong**, Peking U.

📄 Engineering Serendipity: Atypical Encounters, Collaborations, and Knowledge Production | **Jacqueline Ng**, Harvard Business School; **Ina Ganguli**, Harvard U.; **Patrick Gaule**, CERGE-EI; **Karim R. Lakhani**, Harvard U.

Innovators' Preference Structures for Seizing Scientific Discoveries: A Mixed-Method Approach | **Susanne Beck**, Ludwig Boltzmann Gesellschaft; **Karin Beukel**, U. of Copenhagen; **Marion Kristin Poetz**, Copenhagen Business School

1724 🗣️📄: (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

Tinkerers in Community: Collaboration, Cumulative Innovation and Entrepreneurship | **Joel West**, Keck Graduate Institute

Emerging New Contexts for Entrepreneurial Innovation: The Case of Makerspaces | **Valeria Dammicco**, 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

➔📄🗣️ The Curse of Extremes: Generalist vs. Specialist Experience and Initial CEO Compensation | **Philipp Mueller**, U. of St.Gallen; **Dimitrios Georgakakis**, U. of St. Gallen; **Peder Greve**, Henley Business School, U. of Reading; **Winfried Ruigrok**, U. of St. Gallen; **Simon Peck**, Case Western Reserve U.

In Search of Pearls: How Strategic Backgrounds Help CFOs to Achieve Managerial Labor Market Outcomes | **Daniel Spogat**, U. of Goettingen

➔📄🗣️ 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 Gounden Rock**, McGill U. - Desautels Faculty of Management; **Julie Wellmann**, U. of Minnesota; **Sarah Wittman**, George Mason U.

Moderator: **Lotte Baily**, 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

Chairs: Jamie Jocelyn Ladge, Northeastern U.; Daniel Spurk, U. of Bern

Discussant: Itai Vardi, U. of Massachusetts - Boston
The Careers Best Symposium Award Nominee

1729 → 🗨️📄👤CAU: (CAU) Innovative, Interesting, and Inclusive Research on Expatriates

9:45am - 11:15am The Fairmont Copley Plaza Hotel: Back Bay Room
Organizers: Richard Posthuma, The U. of Texas at El Paso; Cynthia S. Halliday, The U. of Texas at El Paso

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

🗨️📄The Costs of Autonomy: Decisional Autonomy Undermines Advisees' Judgements of Experts | Samantha Kassirer, Northwestern Kellogg School of Management; Celia Gaertig, The Wharton School, U. of Pennsylvania

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 Munguia 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
Chairs: 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

Second Acts and Second Chances: Forgiveness and Redemption in a Postmodern World | Robert Bies, Georgetown U.; Thomas M. Tripp, Washington State U.
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)
Sharing Economy as a Dispositif for Reforming Work and Employment Practices | Kirsi Eräranta, Aalto U.; Johanna K. Moisander, Aalto U.; Visa Penttilä, Aalto U.
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; Marlei Pozzebon, HEC Montreal & FGV/EAESP

→ 🗨️📄The Social Life of Gold: How A Gendered Asset Serves Social Reproduction and Finance in South Asia | Ghazal Zulfiqar, Lahore U. of Management Sciences

1735 🗨️📄JS: (CMS, OMT) The Essay as an Alternative Form of Knowledge Creation

9:45am - 11:15am Hilton Boston Back Bay: Maverick B
Chairs: 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

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

➔📄 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

🗄️➔📄 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 Staessens**, 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 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**, U. 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 Sedeh**, 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**, Vidyapeeth U.

Achieving Employee Performance through CEO Altruism in Small and Medium Enterprises | **Dedi Muhammad Siddiq**, Macquarie U.; **Salahudin Muhidin**, 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 Education, Yangou 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

🗄️ Antecedents 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 Scaciotta**, Fundacao Getulio Vargas; **Tales Andreassi**, EAESP - FGV; **Fernando A R Serra**, Uninove; **José Esperança**, -; **Luiz Guerrazzi**, U. Nove de Julho - UNINOVE - São 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 Poggese**, U. of Rome Tor Vergata; **Michela Mari**, U. of Rome Tor Vergata; **Luisa De Vita**, U. of Rome La Sapienza

🗄️ Family Firms' Concern for the Environment: Does It Pay Off to Pollute Less? | **Luis R. Gomez-Mejia**, Arizona State U.; **Gustavo Lannelongue**, U. of Salamanca; **Fernando Muñoz-Bullón**, U. Carlos III de Madrid; **Ignacio Requejo**, U. of Salamanca; **María J. Sanchez-Bueno**, U. Carlos III de Madrid

🗄️ Sustainable Superior Performance in Family Firms | **Hanqing Chevy Fang**, U. of Missouri / Rolla; **Josip Kotlar**,

Politecnico di Milano School of Management; **James J Chrisman**, Mississippi State U.

🗄️ German Family Firm Performance Affected by CEO and TMT Behavior and Emotional Intelligence? | **Carolyn 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 Fazlelahi**, 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
What Makes a Corporate Investor Desirable? - An Investigation of Entrepreneurial Decision-Making | **Stefanie Weniger**, TUM School of Management, Technische U. München; **Svenja Jarchow**, TUM School of Management, Technische U. München

Swimming in a Shark Tank: Effect of Multiple Corporate Venture Capitalists on a Venture's Performance | **Christine Choi**, U. of Michigan

1746 🗄️JS: (ENT, 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 Strohmeier**, 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 JS: (ENT, 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 Adriasola**, 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.

Conflict in Goal Hierarchies: Impact of Cognitive Self-Construct Structure on Women Leaders | **Elisa Adriasola**, U. Adolfo Ibanez; **Karol Suchan**, U. Adolfo Ibáñez

The Role of Inclusive Followers in Fostering More Diverse Leaders | **Tamara Hernandez**, U. Adolfo Ibanez; **Elisa Adriasola**, U. Adolfo Ibanez

'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)

Presenters: **Richard Morgan**, Durham U. Business School; **Elisa Adriasola**, U. Adolfo Ibanez; **Tamara Hernandez**, U. Adolfo Ibanez; **Karolina Wenefrieda Nieberle**, Ludwig Maximilian U. of Munich (LMU)

Participants: **Richard Morgan**, Durham U. Business School; **Susanne Helena Braun**, Durham U.; **Elisa Adriasola**, U. Adolfo Ibanez; **Karol Suchan**, U. Adolfo Ibanez; **Tamara Hernandez**, U. Adolfo Ibanez; **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 Murnighan**, 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.; **Qiaozhuan 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 Shang**, 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: **Sanjeewa 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.

How Communal are Workplace Inclusion Groups? A Grounded Theory Study of Affinity Groups | **Vic Marsh**, -; **Sabrina DeeAnn Volpone**, U. of Colorado, Boulder

Presenters: **Rebecca Ponce de Leon**, Duke U.; **Linda Nguyen**, UCLA; **Gabrielle Rose Lopiano**, Emory U.; **Vic Marsh**, -

1752 ✈️🗣️🗣️JS: (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: **Laufey Axelsdóttir**, U. of Iceland; **Jill Ann Brown**, Bentley U.; **Cynthia E. Clark**, Bentley U.; **Elena Doldor**, Queen Mary U. of London; **Thorgerdur Einarsdottir**, 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 Seierstad**, Queen Mary U. of London; **Joanne Tyrowicz**, IAAEU, FAME / GRAPE, U. of Warsaw and IZA; **Philip Yang**, U. of Tuebingen

1753 🗄️🗣️🗣️JS: (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 McCluney**, 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 Lumbreras**, 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

Presenters: **Laura Morgan Roberts**, U. of Virginia Darden School of Business; **Danielle D. King**, Rice U.; **Aspen Robinson**, U. of Georgia; **Courtney Cole**, Regis College
Participants: **Courtney Lynn McCluney**, U. of Virginia Darden School of Business; **Jorge Lumberras**, U. of Georgia; **Brian James Hoffman**, U. of Georgia; **Sarah Assante**, Regis College

1754 → 🗣️📄👤 JS: (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

Integration: A Model of Tertius Iungens Strategy | **Eun Su Lee**, U. of Sydney Business School; **Betina Agata Szkudlarek**, U. of Sydney Business School; **Luciara Nardon**, Carleton U.

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 | **ByeongJo 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; **ByeongJo Kim**, California State U. Chico; **Vickie Coleman Gallagher**, Cleveland State U.

Participants: **Betina Agata Szkudlarek**, 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 Knobben**, 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

🗣️➔📄 What Do HR Analytics Practitioners Do? Analysing Analytics-Based Roles Through Discourse | **Sharna Lee Wiblen**, Sydney Business School, U. of Wollongong; **Andrew Charlwood**, U. of Leeds

🗣️ App-Work, Algorithmic Management & HRM in the Emerging Gig Economy: A Research Agenda | **James Duggan**, Cork U. Business School; **Ultan Sherman**, Cork U. Business School; **Ronan Carbery**, Cork U. Business School; **Anthony McDonnell**, U. College Cork

Linking HR Analytics to Organizational Performance through Evidence-Based Management | **Steven McCartney**, Trinity College Dublin; **Na Fu**, Trinity College Dublin

🗣️🗣️📄👤 A Critical Review of Algorithms in HRM: Definition, Theory, and Practice | **Maggie Minghui Cheng**, McMaster U.; **Rick D. Hackett**, McMaster U.

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 Burkert**, 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

🗣️📄 Positivity in the Executive Suite: CEO Performance Management Behaviors and Flourishing Climate | **Amanda Christensen-Salem**, U. of Cincinnati; **Jaclyn Permann**, Northern Kentucky U.; **Angelo J. Kinicki**, Arizona State U.; **Harshad Girish Puranik**, U. of Illinois Chicago

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.

Is Advice-Taking a Double-Edged Sword for Leaders? Examining Subordinates' Perceptions and Outcomes | **Xiaoyuan Zhu**, Society for Human Resource Management

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.

1759 → 📄: (HR) **Evolving Role of Frontline Service Employees: Multidisciplinary Perspectives & Research Directions**

9:45am - 11:15am Westin Copley Place Boston: Great Republic

Organizer: Mahesh Vaidyanathan Subramony, Northern Illinois U.

Discussants: S Douglas Pugh, Virginia Commonwealth U.;

Katherine Lemon, Boston College

Interpersonal Interactions on the Frontline: Review and Recommendations | Anya Madeleine Johnson, U. Of Sydney; Markus Groth, UNSW Sydney; Yu Wu, UNSW Sydney; Helena Nguyen, U. Of Sydney

Customer Mistreatment and Frontline Employee Retaliation | Mahmut Bayazit, Sabanci U.; Danielle Van Jaarsveld, U. of British Columbia; Pascale Fricke, U. of British Columbia

Does Frontline Employee Engagement Influence Customer Engagement?: A Meta-Analysis | Eric J. Michel, Northern Illinois U.; Kristina Lindsey Hall, Louisiana State U.; Sven Kepes, Virginia Commonwealth U.; Matthew Leon, U. of North Florida; Ji Qi, Grand Valley State U.; Laurence Weinzimmer, Bradley U.; Anthony R. Wheeler, West Chester U. of Pennsylvania

Delivering Compassionate Services in Health Care | Timothy J. Vogus, Vanderbilt U.; Laura McClelland, Virginia Commonwealth U.; Yuna Lee, Columbia U.; Kathleen McFadden, Northern Illinois U.; Xinyu Hu, Northern Illinois U.

Positioning Frontline Employees for the Delivery of Hospitable Services | David Solnet, U. of Queensland; Mahesh Vaidyanathan Subramony, Northern Illinois U.; Robert C. Ford, UCF & Roy E. Crummer School of Business, Rollins College; Maria Golubovskaya, U. of Queensland; Hee Jung Kan, Virginia Tech; Murat Hancer, U. of Central Florida

Participants: Anya Madeleine Johnson, U. Of Sydney; Markus Groth, UNSW Sydney; Yu Wu, UNSW Sydney; Helena Nguyen, U. Of Sydney; Mahmut Bayazit, Sabanci U.; Danielle Van Jaarsveld, U. of British Columbia; Pascale Fricke, U. of British Columbia; Eric J. Michel, Northern Illinois U.; Kristina Lindsey Hall, Louisiana State U.; Sven Kepes, Virginia Commonwealth U.; Matthew Leon, U. of North Florida; Ji Qi, Grand Valley State U.; Laurence Weinzimmer, Bradley U.; Anthony R. Wheeler, West Chester U. of Pennsylvania; Timothy J. Vogus, Vanderbilt U.; Laura McClelland, Virginia Commonwealth U.; Yuna Lee, Columbia U.; Kathleen McFadden, Northern Illinois U.; Xinyu Hu, Northern Illinois U.; David Solnet, U. of Queensland; Robert C. Ford, UCF & Roy E. Crummer School of Business, Rollins College; Maria Golubovskaya, U. of Queensland; Hee Jung Kan, Virginia Tech; Murat Hancer, U. of Central Florida

1760 📄: (HR) **Multiple Commitments within and beyond the Organization: Interactions, Conflict and Consequences**

9:45am - 11:15am Westin Copley Place Boston: Helicon

Organizers: Ana Carolina De Aguiar Rodrigues, U. of Sao Paulo (FEA/USP); Yvonne Gerarda Theod Van Rossenberg, Radboud U. Nijmegen; Heiko Breitsohl, U. of Klagenfurt, Austria

Discussant: Omar Solinger, VU Amsterdam

Commitment Conflict, Activation, and Enactment | Bryce Linfood, -; Howard Klein, Ohio State U.

Dual Commitment to the Organization and Occupation: A Latent Transition Analysis | Heiko Breitsohl, U. of Klagenfurt,

Austria; Sascha Alexander Ruhle, Heinrich-Heine U. of Dusseldorf

Workplace Commitment in the Dutch Work Context: It Is in the Mix of Targets, Tenure and Performance | Yvonne Gerarda Theod Van Rossenberg, Radboud U. Nijmegen

Community Commitment: Parallels to and Influence on Organizational Commitment | Ana Carolina De Aguiar Rodrigues, U. of Sao Paulo (FEA/USP); Howard Klein, Ohio State U.; Yuhuan Zhan, Ohio State U.

1761 : (Paper Session) - (HR) **HR and Job Design**

9:45am - 11:15am Westin Copley Place Boston: Independence A

Chair: Peter Gahan, U. of Melbourne

📄 Unpacking the Effects of Reduced Load Work Arrangements via Perceived Job Autonomy & Overall Justice | Farooq Mughal, U. of Bath; Matthijs Bal, U. of Bath; Juani Swart, U. of Bath; Mine M. Afacan Findikli, Beykent U.

📖🗣️📄 Job Design, Satisfaction, and Vocational Development in Paid and Unpaid Internships | Sean E. Rogers, U. of Rhode Island; Carliss D. Miller, Sam Houston State U.; Mark Giddarie, U. of South Florida; Brian Barker, DePaul U.

📄📄 A Meta-Analytic Structural Model of Self-Monitoring, Interpersonal Effectiveness, and Status at Work | Michael P. Wilmot, U. of Toronto at Scarborough; Deniz S Ones, U. of Minnesota; John E. Barbuto, California State U., Fullerton

📄 Setting the Scene of the Brave New Workplace: What is Left for Managers? | Claudia Manca, KTH Royal Institute of Technology, Dept of Industrial Economics and Management; Lena Falkman, Stockholm School of Economics; Matti Kaulio, KTH Royal Institute of Technology, Dept of Industrial Economics and Management; Mercedes Grijalvo, U. Politécnic de Madrid

1762 📄: (HR) **The Use and Collection of Social Media Information and Its Impact on Human Resource Management**

9:45am - 11:15am Westin Copley Place Boston: St George D

Chairs: Kimberly Lukaszewski, Wright State U.; Andrew Franklin Johnson, Texas A&M U., Corpus Christi

Discussant: Linda C. Isenhour, Eastern Michigan U.

Molding the Online Self: How Job Seekers Modify Their Social Media Profiles During Recruitment | Sara Murphy, Wilfrid Laurier U.; Peter Fisher, Wilfrid Laurier U.; Lisa M. Keeping, Wilfrid Laurier U.

Applicants' Use of an Organization's Social Networking Sites in Perceptions of Person-Organization Fit | Andrew Franklin Johnson, Texas A&M U., Corpus Christi; Kimberly Lukaszewski, Wright State U.; Katherine Roberto, Texas A&M U., Corpus Christi

Predictive Validity of Unstructured Versus Structured Social Media Assessments | Liwen Zhang, U. of new south wales, Sydney; Chad Van Iddekinge, Florida State U.; Filip Lievens, Singapore Management U.; John D. Arnold, Florida State U.

Work Social Media, Data Privacy and Law: Employer Obligations, Considerations, and Human Resources | Kimberly W. O'Connor, Indiana U. / Purdue U., Fort Wayne; Gordon Bruce Schmidt, IPFW

Employment Discrimination and Sexual Orientation in the Age of Social Networking Systems | Katherine Roberto, Texas

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 JS: (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

Building Organizational Trust: Towards Understanding Religious Cultural Diversity | **Roger C. Mayer**, North Carolina State U.; **Adam Cohen**, -; **Joseph Barbour**, Arizona State U.

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; **Isabell Melanie Welp**, 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

Presenters: **Roger C. Mayer**, North Carolina State U.; **Ann-Marie Nienaber**, Centre for Trust, Peace and Social Relations, Coventry U.; **Edward C. Tomlinson**, West Virginia U.; **Kai Frank Uhlemann**, TUM School of Management, Technische U. München; **M Audrey Korsgaard**, U. of South Carolina

Participants: **Adam Cohen**, -; **Joseph Barbour**, Arizona State U.; **Martina Hartner-Tiefenthaler**, TU Wien; **Nancy H. McIntyre**, West Virginia U.; **Huaizhong Chen**, West Virginia U.; **Marcus Armin Drescher**, Technical U. of Munich; **Maria Strobel**, TUM School of Management, Technische U. München; **Isabell Melanie Welp**, Technical U. of Munich; **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
- **Is Foreignness an Asset or a Liability? Host Market Industry Characteristics and Firm Survival** | **Kun Yang**, Central Michigan U.; **Luis Antonio Perez-Batres**, Central Michigan U.; **Jamie Collins**, U. of Canterbury
- **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; **Xueli Wang**, Tsinghua U.
- **Liability of Foreign-Associatedness: Evidence in the U.S. Automobile Industry** | **Sangbum 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?** | **Chris Michael Jones**, Aston U.; **Yama 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**, King's College London; **Igor Filatovchev**, King's College London
- **Financial Hedging to Neutralize or Operational Flexibility to Exploit Exchange Rate Fluctuations** | **Jan Hendrik Fisch**, WU Vienna; **Harald Pühr**, 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

- **Toward Universalizing Lessons from a Man-Made Disaster: Theoria, Praxis, and Empathia** | **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

- Does Individual-Level Multiculturalism Matter in Cross-Cultural Negotiation? | **Davina E. Vora**, State U. of New York at New Paltz; **Napatsorn Jiraporn**, State U. of New York at Oswego; **Wendy J. Casper**, U. of Texas At Arlington

→ 🗣️🌐 Intersectionality and the Immigrant Experience: When Multiple Group Memberships Matter | **Stacey Fitzsimmons**, U. of Victoria; **Jen Baggs**, U. of Victoria; **Mary Yoko Brannen**, U. of Victoria

→ 📖🌐 Multicultural Individuals' Creative Work in New Product Development | **Hae-jung Hong**, NEOMA Business School; **Anca Metiu**, ESSEC Business School

→ The Impact of Perceived Multicultural and Multilingual Strengths and Deficits on Bridging Strategies | **Tomke Jerena Augustin**, Eberhard Karls U. Tübingen

1768 : (Paper Session) - (IM) International Marketing & Digitization

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

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

→ How 'Flat' is the Digital World, Really? Evidence on the Corporate Globalization of Digital Firms | **Maximilian Stallkamp**, Virginia Tech; **Andreas P.J. Schotter**, Ivey Business School

→ 📖🌐 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 Boston Park Plaza: Tremont

Chair: **Jeremy Salmeron**, ISEOR, Magellan, IAE Lyon, U. Jean Moulin

Discussant: **Majdi Qutainah**, Kuwait U.

→ 🗣️🌐 How Can Lean Six Sigma Foster Organizational Entrepreneurship in a Military Bureaucracy? | **R. Duncan M. Pelly**, McMurry U.

The Accentuation of Psychological Taint in 'Dirty' Work - The Case of Mangement Consulting | **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 📖🌐 JS: (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 Brunnuell**, U. Presbiteriana MacKenzie; **Victoria Marsick**, Columbia U.; **Roland Bardy**, Lutgert College of Business Executive Professor; **Anne-Karen Hueske**,

Technische U. Dresden; **Caroline Pontoppidan Aggestam**, -; **Kai N. Hockerts**, Copenhagen Business School; **Maribel Blasco**, Copenhagen Business School

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

→ 📖🏢 Corporate Archives, History-as-Sensemaking: Evidence from Banking | **Andrew D A Smith**, U. of Liverpool; **Wim Van Lent**, Montpellier Business School; **Ian Jones**, U. of Liverpool

→ Trademarks and Competitiveness in the Global Ugg Boot Industry, 1979- 2017 | **Amanda Budde-Sung**, U. Of Sydney
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

→ 📖🏢 Self-Help or Vassal? State Ideology and Discursive Legitimization of Turkish Cooperatives, 1934-1960 | **Cemil Ozan Soydemir**, Istanbul Technical U.; **Mehmet Ercek**, Istanbul Technical 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 | **Elizabeth 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)

Vicarious Involvement and Strategy Implementation Outcomes | **Daniel Z. Mack**, Singapore Management U.; **Jared Nai**, Singapore Management U.

📖 Betwixt and Between Competition and Cooperation: Manager Interpretations of Identifying Cooperitors | **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 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

🗣️📖🌐🗣️🌐 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 Mudiyansele**, 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 | **Lillian M. Ellis**, Cornell U.

Participants: **Emilia Bunea**, Vrije U. Amsterdam; **Arthur S. Jago**, U. of Washington - Tacoma; **Martin Spraggon**, Mohammed Bin Rashid School of Government; **Pedro Aceves**, 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 Stollberger**, 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.; **Kraivin 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**, Elon 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

📖 Empirical Mapping of Value Structures in Dynamic Healthcare Teams | **Stephanie Christine Schleimer**, Griffith U.; **Len Coote**, U. of Queensland Business School

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 Coaching

9:45am - 11:15am Boston Marriott Copley Place: Grand Ballroom Salon B

Chair: **Diana Rajendran**, Swinburne Business School, Swinburne U. of Technology

Discussant: **Ian Stuart Mercer**, Auburn U.

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
MSR Best Paper

📖 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.
MSR Best Paper

"Good Work" Through Good Relationships: A Longitudinal Intervention Study About Well-Being at Work | **Kathryn Kissell**, London South Bank U.; **Karin S. Moser**, London South Bank 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.

📖 Servant Leadership and Follower Promotive & Prohibitive Voice Behaviors: A Moderated Mediation Model | **Ghulam Ali Arain**, American U. of Ras Al Khaimah; **Imran Hameed**, Lahore School Of Economics; **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; **I-Heng Wu**, U. of Iowa; **Huiyao Liao**, U. of Iowa

1778 📖: (Paper Session) - (OB) Leadership Voice Dynamics

9:45am - 11:15am Sheraton Boston Hotel: Beacon E

Chair: **Zhenyu Liao**, Washington U. in St. Louis, Olin Business School

📖 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

To voice or not? The role of leader power base on employees' response to LMX differentiation | **Yanan Dong**, School of Economics and Management Tsinghua U.; **Jing Jiang**, Beijing International Studies U.; **Yan Rong**, -; **Baiyin Yang**, Tsinghua U.

📄 Receiving Gossip from Your Leader? Leader Gossip and Employee Voice Behavior | **Chunling Zhu**, Renmin U. of China; **Fangliang Zhang**, Renmin U. of China

📄👤 The Impact of Congruence in Managerial and Self-Ratings of Voice on Employee Proactivity | **Limei Zhang**, Antai College of Economics and Management, Shanghai Jiao Tong U.; **Liang Jian**, Tongji U.

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: Consequences of Unethical Pro-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

👤📄 Act vs. Assess: Effects of Regulatory Modes on Innovative Behavior and the Group-Level Contingency | **Yuntao Dong**, U. of Connecticut; **Jing Zhou**, Rice U.; **Xin Wei**, U. of International Business and Economics

📄👤 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.

👤📄 Colleagues and Friends: A Theoretical Framework of Workplace Friendship | **Tal G. Zarankin**, Radford U.; **Danylle Kunkel**, 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

A Meta-analysis of Structural Holes and Individual Performance | **Wan Cheng**, Shanghai Jiao Tong U.; **Haifeng Wang**, Shanghai International Studies U.

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 | **Huisi 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.

I 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; **Shagini 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. | **Danni Wang**, Rutgers Business School; **Oliver Sheldon**, Rutgers U.; **Wu Wei**, Wuhan U.

Unaccounted for No More: Explicating Managers' Role in Accountability Enactment | **B. Parker Ellen**, Northeastern U.; **Jeremy Ray Brees**, Northern Arizona U.

Collective Team Accountability. | **Virginia Ruth Stewart**, U. College Dublin; **Deirdre Gobeille 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; **Danni 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 Gobeille Snyder**, Providence College; **Chia-yu Kou**, U. College Dublin; **Jennifer Franczak**, Pepperdine U.

1789 JS: (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 🗺️📄JS: (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

Self-Compassion at Work: A Self-Regulation Perspective on Its Beneficial Effects for Work and Home | Remy E. Jennings, U. of Florida; Klodiana Lanaj, U. of Florida; You Jin Kim, Fox School of Business, Temple U.

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; Klodiana 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.

Collaborative Autoethnography: A Multivocal, Democratic, Dialogic Approach to L-A-P Studies | Faith Wambura Ngunjiri, Concordia College

The Role of Materiality in Leadership-as-Practice | Perttu Juhana Salovaara, Tampere U.

Insider Action Research as Leadership-as-Practice | David Coghlan, Trinity College Dublin
Authorship and the Communicative Constitution of Leadership | Tim Kuhn, U. of Colorado, Boulder

Practicing and Consulting on Leadership-as-Practice Development | Sebastian Salicru, PTS Consultants

Presenters: Faith Wambura Ngunjiri, Concordia College; Perttu Juhana Salovaara, Tampere U.; David Coghlan, 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.

Presenters: James Andrew Grand, U. of Maryland; Pranav Gupta, Carnegie Mellon U.; 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 DeCelles, U. of Toronto; Nir Halevy, Stanford U.

Business as Usual: Consumer Behavior Following Mass Shootings in America | Lamar Pierce, Washington U. in St. Louis; Daniel Snow, Oxford U., Said Business School; Dennis Zhang, Washington U. in St. Louis

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 DeCelles, 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 Halevy, 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

Chair: Julia Eisenberg, Pace U.

The Relationship Between Motivating Language and Servant Leadership | Sandra Gutierrez-Wirsching, Texas A&M International U.

🗨️ Leadership Emergence and Impact on Open Source Software Project Success: A Comparative Case Study | Derrick J. Neufeld, Ivey Business School; Haoyue Gu, Ivey Business School

CEO Rhetorical Communication Strategies Following Large-Scale Data Breaches | Tanzeer Ahmed, -; Michael A. Abebe, U. of Texas Rio Grande Valley

🗨️ Uncertainty and Rhetoric: Letting the numbers speak for themselves | Michael S. McLeod, Wichita State U.
OCIS Best Paper Award Finalist
OCIS Best Student Paper Award Finalist

1796 🗨️ JS: (OCIS, HCM) Designing Healthcare Ecosystems with Relational Coordination Principles: Leveraging Technology

9:45am - 11:15am Boston Marriott Copley Place: Regis

Moderator: Anne Quaadgras, Massachusetts Institute of Technology

Discussants: Elizabeth Davidson, U. of Hawaii at Manoa; Christopher Miller, Harvard Medical School, CHOIR VA Boston Healthcare System

Assessing the Impact on Performance of Information Technology that Facilitates Care Coordination | Farbod Hagigi, Brandeis U.

VA-Community Interorganizational Care Coordination through Relational Coordination and Health IT | Lynn Garvin, Boston U. School of Public Health, VA Boston Healthcare System CHOIR

Applying New Ecosystem Digital Partnering Models in Healthcare | Ina Sebastian, Massachusetts Institute of Technology

Rethinking Healthcare Coordination – How Space Matters | Samer Faraj, McGill U.

Presenters: Ina Sebastian, Massachusetts Institute of Technology; Lynn Garvin, Boston U. School of Public Health, VA Boston Healthcare System CHOIR; Farbod Hagigi, Brandeis U.; Samer Faraj, McGill U.

Participants: Stephanie L Woerner, MIT; Karla Sayegh, McGill U.

1797 🗨️ 🗨️: (ODC) Advancing Frontiers in Coaching Research

9:45am - 11:15am Boston Park Plaza: Charles River

Organizers: Ellen B. Van Oosten, Case Western Reserve U.; Melvin L. Smith, Case Western Reserve U.

Panelists: Claudy Jules, Accenture; Terrence Earl Maltbia, Columbia U.; Scott Taylor, Babson College; Njoke Thomas, The Wharton School, U. of Pennsylvania; Lyle Yorks, Columbia U.

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; Kätlin 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

The Interplay of Lean Healthcare and Organizational Culture: A Paradox Theory Lens | Alice Erthal, Coppead/UFRJ - Federal U. of Rio de Janeiro; Leonardo Marques, Coppead/UFRJ - Federal U. of Rio de Janeiro; Marianna Frangeskou, U. of Tilburg

🗨️ On Connectivity, Temporality, and Organizational Change Processes | Lena Elisabeth Bygballe, BI Norwegian Business School; Anna Sward, 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: 103

Organizers: Joelle Basque, TELUQ U.; Ann Langley, HEC Montréal; Nora Meziani, HEC Montreal; Viviane Sergi, UQAM

Discussant: Daniel Wadhvani, 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 Montreal; 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: 104

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

🗨️ 🗨️ How Organizations Perpetuate Social Inequality – The Simultaneity of Advantage and Disadvantage | Andrea Wessendorf, Cambridge Judge Business School; Kamal A Munir, U. of Cambridge

Bridging Cultural Distance in Elite Occupations: The Case of a Media Company | Celine Flipo, HEC Paris; Thierry Amslem, FUNDACION INSTITUTO EMPRESA 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

🗨️🗨️ **Ambiguous Authority and Hidden Hierarchy: Collective Leadership in a Professional Service Firm** | **Laura Empson**, Cass Business School, City U. London

🗨️ **Momentum and Inferential Strategies: How Rational are R&D Investment Decisions?** | **Ambra Mazzelli**, MIT Sloan School of Management

The Benefits of Not Being Known for Something: How the Reputation of a New Organisation Evolves | **Dimitrios Spyridonidis**, Warwick Business School; **William Stopford Harvey**, U. of Exeter; **Graeme Currie**, U. of Warwick

To be Vague, or Not to Be: Firms' Avoidance of Vague Language and Performance below Aspirations | **Aneesht 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.

Mid-Size Firm Growth: The Process and Empirical Examination of Resource Orchestration by Managers | **Gary Wolbers**, Illinois State U.; **Arun K. Pillutla**, St. Ambrose U.

🗨️🗨️ **Being Extraordinary: How CEOs' Special Names Predict Their Distinctive Strategies and Performance** | **Yungu Kang**, Arizona State U.; **David H. Zhu**, Arizona State U.; **Anthea (Yan) Zhang**, Rice 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

🗨️➔ **Cruising past the Scrutiny. Toward a General Theory of Social Exchanges in Issue Settlements** | **Claudio Biscaro**, WU Vienna; **Giuseppe Delmestri**, WU Vienna U. of Economics and Business; **Mia Raynard**, WU Vienna U. of Economics and Business

1805 🗨️JS: (OMT, MOC) **Micro-Institutional 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: (OMT, 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.

Selling Sustainability Practices: Theory of Authenticity | **Matthew Grimes**, Cambridge Judge Business School; **Joel Gehman**, U. of Alberta

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
Organizers: **Amit Nigam**, City U. London; **Diana Trujillo**, New York U.; **Henri Schildt**, Aalto U. School of Business; **Farah Kodeih**, Aalto U. School of Business

Discussant: **Marya Besharov**, Cornell U.
 Enabling Collective Action in Violent Institutional Fields | **Diana Trujillo**, New York U.; **Amit Nigam**, City U. London
 Leveraging Social Impact Investing for Community Development | **Tiffany Darabi**, Cornell U.

Crafting and Appropriating Social Value in a Nascent Non-Profit Organization | **Henri Schildt**, 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: 108
Organizer: **Luke Rhee**, U. of California, Irvine
Presenters: **Zur Shapira**, New York U.; **Felipe Cszaszar**, U. of Michigan; **John Joseph**, U. of California, Irvine; **Samina Karim**, Northeastern U.; **Metin Sengul**, Boston College

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: Reshaping the Boundary of the Firm | **Weslynn S. Ashton**, Illinois Institute of Technology; **Andre Martins Nogueira**, Illinois Institute of Technology

Beginner's Luck? Ad-Hoc versus Developing Capabilities Approaches for Closing Material Cycles | **Suzanne Gladys Tilleman**, U. of Montana; **Raymond L. Paquin**, Concordia U.; **Jennifer Howard-Grenville**, Cambridge Judge Business School

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: **Weslynn 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

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 Maliatsina**, 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
- 📄 Defusing the Supply Chain: How the Application of IoT Changes SCRM | **Hendrik Sebastian Birkel**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Evi Hartmann**, Friedrich-Alexander U. of Erlangen-Nürnberg
- 🗣️ 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 | **Cristiane Biazzin**, EAESP - FGV; **Priscila Laczynski De Souza Miguel**, Fundacao Getulio Vargas; **Maria Jose Tonelli**, Fundacao Getulio Vargas; **Danilo Soares**, Fundação Getulio Vargas - EAESP
- ➔ 📄 The (Complex) Relationship between Experience and Decisions to Source from Offshore Providers | **Sean M. Handley**, 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 Hilton Boston Back Bay: Adams B

Chair: **Erynn Elizabeth Beaton**, Ohio State U.

- Organizational Sensegiving: Indicators and Nonprofit Signaling | **Jamie Levine Daniel**, Indiana U. / Purdue U., Indianapolis; **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.; **Mirae 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

- Openness in Public Management and Inclusive Ecosystems: Creating Cost-Advantage for Energy Start-ups | **Muhammad Aftab Alam**, Macquarie U.; **Kashif Mateen Ansari**, Harvard Business School; **Murray Taylor**, Macquarie U.
- 🗣️ 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
- 📄 Unlocking Politicians' Potential: The Motivational Mechanisms Underlying Performance Information Use | **Sebastian Desmidt**, Ghent U.; **Kevin Decock**, Ghent U.; **Kenn Meyfrootd**, Ghent U.
- 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

- 🗣️ The Politics of Contracting Out: Evidence from a Regression Discontinuity Design | **Jose Manuel Alonso**, U. of Cantabria; **Rhys Andrews**, Cardiff U.
- 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 | **Obinna Chinewubeze**, ESSEC Business School; **Srividya Jandhyala**, ESSEC Business School
- 📄 Understanding the Interaction of Human, Social and Organizational Capitals 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**, Aarhus U.; **Lea Hansen**, Aarhus BSS, Aarhus U.
- 📄 Identifying Meaningful Dimensions in Textual Data: From Theory-Driven to Data-Driven Approaches | **Laura D'Orta**, 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

U. School of Business; **Ana M. Aranda**, Catolica Lisbon School of Business and Economics; **Helen Etchanchu**, Montpellier Business School; **Kathrin Sele**, Aalto U. School of Business; **Jonne Guyt**, Amsterdam Business School, U. of Amsterdam
 ☉ Corporate Communication and Textual Analysis: Toward A Better Empirical Approach | **Dane Patrick Blevins**, U. of Central Florida; **Roberto Ragazzino**, U. of Tennessee, Knoxville

1818 🗄️: (Paper Session) - (RM) Challenges and

Applications of Survey-Based Research

9:45am - 11:15am Boston Hynes Convention Center: 308

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: **Saku 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

🗄️ The Secret Life of Business Models: How Market Devices Frame Action in Practice | **Katy Jane Mason**, Lancaster U.; **Teea Palo**, U. of Edinburgh business school

☉ 🗄️ 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 Schwens**, 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 Nikolas 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.; **Qingqing 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 | **Tahiru 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

🗄️ How Organizational Permissiveness Mediates the Effect of Strategy on Innovation and Wrongdoing | **William Grieser**, Texas Christian U.; **Ryan Adam Krause**, Texas Christian U.; **Rachel Li**, Michigan State U.; **Richard L. Priem**, Texas Christian U.; **Andrei Simonov**, Michigan State U.

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; **Anastasiya 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 🗣️📄: (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.

Participants: Brian Connelly, Auburn U.; Amy Hillman, Arizona State U.; Mary-Hunter McDonnell, The Wharton School, U. of Pennsylvania; Hans Van Oosterhout, Erasmus U. Rotterdam; Karen Schnatterly, U. of Missouri

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

📄📄📄 The Valuation of Patent Real Options — An Analysis Using Patent- 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

📄 Value Appropriation Mechanisms and Resource Valuation: A Theory of Patent Monetization | **Mingtao Xu**, Purdue U., West Lafayette

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.

📄 Does Board Turnover Enhance Firm Performance? A Contingency Approach | **Sze Sze Wong**, Nanyang Technological U.; **Wei Qiang**, Lingnan U.; **Kevin Koh**, Nanyang Technological U.; **Yen H. Tong**, Nanyang Technological U.

📄 Does Task-Related Conflict Mediate the Board Diversity-Firm Performance Relationship? | **Bart Beerens**, Tilburg U.; **Koen van den Oever**, Radboud U. Nijmegen

📄 Extending Insights from TMT Pay—Performance Research to Director Compensation - A Quasi-Replication | **Fariss Mousa**, James Madison U.; **Aditya Simha**, U. of Wisconsin, Whitewater; **Jaideep Chowdhury**, James Madison U.

📄 Board Interlocks with Shell Companies and Firm Value: Evidence from Director Disqualifications | **Ajay Bhaskarabhatla**, Erasmus U. Rotterdam; **Rajani Singh**, Indian Institute of Management, Bangalore

1828 📄: (Paper Session) - (STR) Insider Versus Outsider CEOs

9:45am - 11:15am Boston Park Plaza: Emerson

Strategic Leadership and Governance Track

Chair: Ying Schwarte, Auburn U.

📄 Hiring and Acquiring: The Role of New CEO Origin and Learning in Post-acquisition Performance | **Ying Schwarte**, Auburn U.; **Manjot Singh Bhussar**, Iowa State U.; **Michelle Zorn**, Auburn U.

📄 Why Do Some New Insider CEOs Make More Strategic Changes Than Others? | **Qi Zhu**, Arizona State U.; **Songcui Hu**, U. of Arizona; **Wei Shen**, Arizona State U.

📄 When to Take the Leap: The Antecedents and Consequences of Leapfrog CEOs | **J. Yo-Jud Cheng**, U. of Virginia

When Do Firms Use Interim Succession? An Adverse Selection Framework | **Jue Gao**, Peking U.; **Xuanli Xie**, Peking U.

1829 📄: (Paper Session) - (STR) Organizational Design and Management in Incumbent and New Firms

9:45am - 11:15am Boston Park Plaza: Hancock

Strategic Entrepreneurship Track

Chair: David Gordon Cohen, Skidmore College

📄 The Consequences of Start-ups' Organizational Structure | **Saerom Lee**, U. of Michigan

📄 The Microfoundations of Middle Manager Strategic Influence in a High Tech Firm | **David Gordon Cohen**, Skidmore College

Institutional Intrapreneurship Inside Organizations: Outside-In or Bottom-up? | **Zhang Wenhong**, Healthcare Researcher; **Silei Chen**, Nanjing U.; **Yapu Zhao**, Tongji U.; **Beilei Dang**, Nanjing U.

How Incumbents Create Ecosystems Around Products: A Model of Accumulated Learning | **Joachim Stonig**, U. of St. Gallen; **Torsten Schmid**, U. of St. Gallen; **Guenter Mueller-Stewens**, U. of St. Gallen (HSG)

1830 📄: (Paper Session) - (STR) Managerial Risk-Taking

9:45am - 11:15am Boston Park Plaza: St James

Strategic Leadership and Governance Track

Chair: Georg Wernicke, HEC Paris

Slack Resources and Corporate Spending for Innovation: The Moderating Role of CEO Self-Regulation | **Seunghye Lee**, Sogang U.; **Youngkyun Chang**, Sogang U.; **Won Yong Oh**, U. of Nevada Las Vegas

📄📄 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 Kleinknecht**, U. of Amsterdam

The Effect of Litigation Risk on Managerial Risk-Taking | **Eunyoung Park**, Arizona State U.; **Donald A. Lange**, Arizona State U.

1831 📄: (Paper Session) - (STR) **Cooperation with Non-market Stakeholders**

9:45am - 11:15am Boston Park Plaza: Stuart

Cooperative Strategy Track

Chair: Weiting Zheng, U. of New South Wales

📄 Political Ties' Impact on Firms' Strategic Actions and Performance during Institutional Transition | **Weiting Zheng**, U. of New South Wales; **Siah Hwee Ang**, U. of Auckland; **Kulwant Singh**, National U. of Singapore

Political Connections and Firm Innovation | **Jieyu Zhou**, Technical U. of Denmark; **Cuili Qian**, UT Dallas

➔ Do Political Connections Offer Sustainable Performance Benefits: An Institutions Based Approach | **Debtanu Lahiri**, HEC Paris; **Ashton Lewis Hawk**, U. of Colorado, Boulder; **Goncalo Pacheco-de-Almeida**, HEC Paris

🗣️📄 Contracting Beyond the Market: Contractual Agreements between Firms and Nonmarket Stakeholders | **Sinziana Dorobantu**, New York U.; **Kate Odziemkowska**, The Wharton School, U. of Pennsylvania

1832 📄: (Paper Session) - (STR) **Strategic Entrepreneurship**

9:45am - 11:15am Boston Park Plaza: White Hill

Competitive Strategy and Heterogeneity Track

Chair: Francesco Castellaneta, SKEMA Business School

🗣️📄 Get Rich or Die Trying: Unpacking Revenue Model Choice Using Machine Learning and Multiple Cases | **Ron Tidhar**, Stanford U.; **Kathleen Eisenhardt**, Stanford U.

📄🗣️ The (Un)intended Consequences of Lowering Entry Barriers: Evidence from an Entry Deregulation Reform | **Francesco Castellaneta**, SKEMA Business School; **Raffaële Conti**, Catolica Lisbon School of Business and Economics

🗣️📄 The Use of Metaphorical Communication and Language Concreteness in An Equity Crowdfunding Setting | **Dennis Holding Jacobsen**, Copenhagen Business School; **Diego Stea**, Copenhagen Business School

The Dynamic Impact of Institutional Logic on New Venture Strategy | **Bart Clarysse**, ETH Zürich; **Jana Thiel**, ETH Zurich

1833 📄: (Paper Session) - (STR) **Learning From Failure**

9:45am - 11:15am Boston Park Plaza: Winthrop

Behavioral Strategy, Process, and Change Track

Chair: Helge JD Klapper, Rotterdam School of Management, Erasmus U.

📄 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

1834 📄🗣️🗣️🗣️ JS: (STR, OMT, TIM) **Power and Inequality in a World of Platforms and Ecosystems**

9:45am - 11:15am Boston Park Plaza: Arlington

Coordinator: Michael G Jacobides, London Business School

Participants: Martin Creaner, Centernode Limited; **Michael Cusumano**, Massachusetts Institute of Technology; **Andrei Hagiu**, MIT Sloan School of Management; **Lina M Khan**, Columbia U. / FTC; **Karim R. Lakhani**, Harvard U.

1835 📄 JS: (STR, ONE) **Short-Term vs Long-Term Investments of Public Corporations: Past and Frontiers for the Future**

9:45am - 11:15am Boston Park Plaza: Beacon Hill

Chairs: Rosa Kim, U. of Minnesota; **David Souder**, U. of Connecticut

Participants: Caroline Flammer, Boston U.; **Catherine Maritan**, Syracuse U.; **Yu Zhang**, China Europe International Business School (CEIBS)

1836 📄: (Paper Session) - (TIM) **Technology Strategy and Competition: Innovation Performance**

9:45am - 11:15am Boston Hynes Convention Center: 107

Chair: Jan-Michael Ross, Imperial College London

Examining the effect of problem solving approach on resource allocation process and performance | **Min-Huei Yang**, MGSM, & School of Management, Faculty of Business & Economics; **Feifei Yang**, East China Normal U.; **Long Zhang**, School of Business Administration, Hunan U.

🗣️➔🗣️🗣️ More Innovation, More Money? Innovation Performance, Financial Constraints, and Financial Performance | **Benlu Hai**, Henan Normal U.; **Haitao Li**, Huazhong U. of Science and Technology

🗣️📄 Latecomer Firms' Isomorphism In R&D Activities: Antecedents, Mechanism And Performance | **Banghao Zhou**, School of management, Zhejiang U.; **Xiaobo Wu**, Zhejiang U.; **Ziyi Zhao**, Alibaba Business School

The Deployment of Reverse Innovations: Adaptations from Emerging to Advanced Markets | **Marine Hadengue**, SKEMA Business School; **Florence Charue Duboc**, Cnrs - Ecole Polytechnique of Paris; **Sihem Ben Mahmoud-Jouini**, HEC Paris

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

- 📄 Do Fine Feathers Make Fine Birds? Examining the Role of Packaging Functionality on Consumer Behavior | **Christian V. Baccarella**, FAU Erlangen-Nürnberg; **Lukas Maier**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Anna-Laura Himmelreich**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Kai-Ingo Voigt**, Friedrich-Alexander U. of Erlangen-Nürnberg
- 📄 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 Demougin**, 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 Strese**, 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**, Lehigh U.; **Ali Samei**, 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**, Umeå School of Business and Economics, Umeå 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

The Impact of Performance Feedback on Exploration and Speed in New Product Introductions | **Anna Pak**, Fox School of Business, Temple U.; **Charlotte Ren**, Fox School of Business, Temple U.; **C. Jennifer Tae**, Temple U.

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 Saueremann**, 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 Sauermann, 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 Qiuzhu Mei**, Grenoble Ecole de Management

Not All Technological Change Is Equal: Disentangling Labor
Demand Effects of Simultaneous Changes | **Christophe
Combemale**, Engineering & Public Policy (EPP), Carnegie
Mellon U.; **Kate S. Whitefoot**, Engineering & Public Policy
(EPP), Carnegie Mellon U.; **Laurence Ales**, Carnegie Mellon U. -
Tepper School of Business; **Erica R.H. Fuchs**, Carnegie Mellon
U.

👉 The Cognitive Base of CTO and the Technological
Radicalness of Inventions | **Junghyun Park**, Sungkyunkwan
U.; **Doohee 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
Araújo Burcharth**, 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 Pairolero**,
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

📄 Trade-offs of Specialization: The Effect of Specialization on
R&D Productivity of Scientific Teams | **Amit Jain**, National U.
of Singapore; **William G. Mitchell**, U. of Toronto

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
Coffee*

10:30am - 11:30am Sheraton Boston Hotel: Constitution Ballroom B

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

The Effects of Destructive Deviance in Adolescence on
Career Success: A Longitudinal Examination | **Weichun
Zhu**, Guangzhou U.; **Jinyi Zhou**, Tsinghua U.; **John J. Sosik**,
Pennsylvania State U., Great Valley

📄 Still Relevant? An Updated Meta-Analysis of Classic Career
Success Predictors | **Peter Heslin**, UNSW Sydney; **Wolfgang
Mayrhofer**, WU Vienna; **Michael Schiffinger**, WU Vienna; **Petra
Eggenhofer-Rehart**, WU Vienna; **Markus Latzke**, IMC Krams;
Astrid Reichel, U. of Salzburg; **Johannes Steyrer**, 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; **Byoung Kwon Choi**, College of Business, Sangmyung
U.

📄 How, Why and When Family Intrusiveness Affects
Subjective Career Success | **Yan Liu**, Wuhan U.; **Julie N.Y.
Zhu**, U. of Macau; **Xin Shu**, Wuhan 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

So Emotional: How Affective Trust in Leader Can Reduce
Employee Turnover | **Mirit K. Grabarski**, U. of Western
Ontario; **Charlice Hurst**, U. of Notre Dame

Networking Agency across the Career Life Cycle | **Claudia D.
Jonczyk**, U. of Neuchâtel; **Charles Drago Galunic**, INSEAD;
Ben M. Bensaou, INSEAD

A Multilevel Investigation of Antecedent Mechanisms for
Organizational Embeddedness | **Julia Muehlhausen**, 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 Muehlhausen**, 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

Who Gets Promoted? Specialization and Early Career Mobility
for Professional Managers | **Jennifer M. Merluzzi**, George
Washington U.

Knowledge Dimensions and Promotions: Rewards to Generalists | **Shinjinee Chattopadhyay**, 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.

How Search Firms Shape Mobility within Managerial Careers | **Matthew James Bidwell**, U. of Pennsylvania; **Isabel Fernandez-Mateo**, London Business School; **Kira Choi**, London Business School

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 Chattopadhyay**, 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 idea 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 📄📍🌐🗣️📱CAU: (CAU) **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 Rudeness Boosts 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.

Participants: **Nathan Pettit**, New York U.; **Sijun Kim**, U. of Arizona; **Christopher To**, New York U.; **Robert B. Lount**, Ohio State U.; **Troy Wesley Pounds**, U. of Central Florida; **Amir Erez**, U. of Florida; **Stefan Wuorinen**, Michigan State U.; **Nicholas Hays**, Michigan State U.; **Gavin J. Kilduff**, New York U.; **Elad Netanel Sherf**, Kenan-Flagler Business School, U. of North Carolina at Chapel Hill; **Michael Slepian**, Columbia Business School; **Nir Halevy**, Stanford U.

1853 📄📍: (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

What is Critical Theory in CMS? | **Nidhi Srinivas**, The New School

📖📍🌐In the Shadow of Empire: Global Britain and the UK Business School | **Mehdi Boussebaa**, U. of Glasgow

🗣️Inclusion from an Inclusive Epistemology: Contributions of Milton Santos to Organization Studies | **Daniel D. Lacerda**, PPGA - EA -UFRGS

1854 📄📍: (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 // U. of Applied Sciences Wes

Applying Role Theory to International New Ventures | **Chen Wang**, Florida International U.; **Ajay Rama Ponnappalli**, Florida International U.; **Ravi Shanker Gajendran**, Florida International U.; **Sumit Kumar Kundu**, Florida International U.; **Hock-Peng Sin**, Florida International U.

Academics as Entrepreneurs: The Role of Role Identity Transitions | **Metin Onal Vural**, IE Business School

1855 📄📍: (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

🗣️A Behavioral Process Theory of Entrepreneurial Growth | **Daniel Z. Mack**, Singapore Management U.; **Weiru Chen**, China Europe International Business School; **Quy Nguyen Huy**, INSEAD

🗣️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 Strohmeier**, 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)

1856 📄🗨️: (Paper Session) - (ENT) Entrepreneurial

Legitimacy

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon A

Chair: **Emily Neubert**, Indiana U. - Kelley School of Business

🗨️📄 When the Going Gets Tough: New Venture Legitimacy Buffering to Mitigate Product Development Failure | **Amrita Lahiri**, Washington State U.; **Arvin Sahaym**, Washington State U.; **Chandresh Baid**, Washington State U.; **Greg Fisher**, Indiana U.

🗨️📄 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

1857 ➔🗨️🗨️🗨️: (Paper Session) - (ENT) Firm Founders 1

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon C

Chair: **Federico Munari**, U. of Bologna

➔📄 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

1858 📄: (Paper Session) - (ENT) Crowdfunding 1

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 | **Erk Peter Piening**, Johannes Gutenberg U. Mainz; **Ferdinand Thies**, U. of Liechtenstein; **Michael Wessel**, Copenhagen Business School; **Benlian Alexander**, Technische U., Darmstadt

🗨️ Social Capital in a Syndicate Investment Platform: Effects on Syndicate Lead Performance | **Ye Zhang**, Loughborough U.; **Louise Scholes**, Loughborough U.; **Kun Fu**, Loughborough U.

📄 Human Capital, Innovativeness, and Crowdfunding Outcomes: The Moderating Effect of Project Category | **Chien-Sheng Richard Chan**, Stony Brook U.-State U. of New

York; **Lin Jiang**, U. of South Florida; **Annaleena Parhankangas**, South Dakota State U.

Confirmation and Disconfirmation in the Evaluation Process of Investors in Equity Crowdfunding | **Roxana Turturea**, Aalto U. School of Science; **Magdalena Cholakova**, Erasmus U. Rotterdam; **Ingrid Verheul**, Rotterdam School of Management, Erasmus U.

1859 📄: (Paper Session) - (ENT) Entrepreneurial Finance

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon I

Chair: **Douglas Cumming**, Florida Atlantic 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 Fundraising 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

1860 🗨️🗨️: (Paper Session) - (ENT) Scaling in Social Ventures

11:30am - 1:00pm Boston Marriott Copley Place: Massachusetts

Chair: **Joshua Ault**, Thunderbird School of Global Management at ASU

🗨️📄 Uncovering the Scaling of Innovations Developed by Grassroots Entrepreneurs in Low-Income Settings | **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

1861 ➔🗨️: (Paper Session) - (ENT) Nature of Entrepreneurial Networks

11:30am - 1:00pm Boston Marriott Copley Place: Orleans

Chair: **Cyrine Ben-Hafaiedh**, 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**

Martina, Hogeschool van Amsterdam; **Ingrid Wakke**, Amsterdam U. of Applied Sciences; **Rene Mauer**, ESCP Europe
 🗨️📄 Recognition of Entrepreneurs' Social Ties and Firm Innovation in Emerging Market | **Wenting Chen**, Dongbei U. of Finance and Economics; **Lei Wang**, Dongbei U. of Finance and Economics; **Chunjia Han**, U. of Southampton

1862 🗨️📄👉: (Paper Session) - (ENT) Processes in Ecosystems and Platforms

11:30am - 1:00pm Boston Marriott Copley Place: Simmons

Chair: **Bonnie Rohde**, Albright College

🗨️📄 Circumventing Disintermediation in Multi-Sided Platforms with Experiential Services | **Ted Ladd**, Hult International Business School

🗨️ Ambidexterity in Age of Asset-Sharing: Development of Dynamic Capabilities in Open Source Ecosystems | **Parisa Haim Faridian**, Florida Atlantic U.; **Donald Neubaum**, Florida Atlantic U.

Resources in Entrepreneurial Ecosystems - A Multi-Level Perspective | **Shruti Sardeshmukh**, U. of South Australia; **Allan O'Connor**, U. of South Australia; **Ronda M. Smith**, Ball State U.

👉 Field Transformations: Cross-Field and Intra-Field Institutional Work in Entrepreneurial Ecosystems | **Agata Kapturkiewicz**, Said Business School; **Masahiro Kotosaka**, Keio U. Japan

1863 🗨️📄👉: (Paper Session) - (ENT) Macro Topics in Entrepreneurship

11:30am - 1:00pm Boston Marriott Copley Place: Vineyard

Chair: **June Lee**, U. of San Francisco School of Management

📄 The Influence of Institutions on the Ethnic Entrepreneurship of Different Immigrant Generations | **Cat My Dang**, U. of Bremen, Germany

Economic Inequality and Niche Entrepreneurship: Evidence from the Brewery Industry | **J. Jeffrey Gish**, U. of Central Florida; **Lauren Lanahan**, U. of Oregon; **Joshua Beck**, U. of Oregon

📄 Support from Established Industries: Development of Institutions in New Industries | **Jue Wang**, U. of Southern California

📄 The Historical Prevalence of Infectious Diseases and Global Innovation | **Daniel L. Bennett**, Baylor U.; **Boris Nikolaev**, Baylor U.

1864 📄: (Paper Session) - (ENT) Business Models

11:30am - 1:00pm Boston Marriott Copley Place: Yarmouth

Chair: **Maya Kumar**, IE Business School

🗨️📄 From Experience to Action: The Role of Business Models in Nascent Technology Ventures | **Lien Denoo**, Tilburg U.; **Helena Yli-Renko**, U. of Southern California

📄 Developing Business Models in Sustainable Entrepreneurship: An Institutional Logics Perspective | **Patrick Gregori**, Alpen-Adria U. Klagenfurt, Austria; **Malgorzata Anna Wdowiak**, Alpen-Adria U. Klagenfurt, Austria; **Erich J. Schwarz**, Alpen-Adria U. Klagenfurt, Austria

How Product Novelty Shapes Sales Performance of New Ventures with Deviant Business Models | **Jonas Janisch**, U. of Siegen; **Alexander Vossen**, U. of Siegen

To Pivot or Not To Pivot? How Core Venture Identity Inhibits Early Business Model Revision | **Devin Burnell**, 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 Catholic 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 | **Danielle 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; **Danielle 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

Theory Building 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

- 📄👤 When Does Gender Diversity Help Performance? A Need for Transformational Leadership and Team Tenure | **Thomas Kelemen**, U. of Oklahoma; **Xin-an Zhang**, Shanghai Jiao Tong U.; **Bret Bradley**, U. of Oklahoma; **Hui-hua Liu**, Shanghai Jiao Tong U.; **Samuel Matthews**, U. of Northern Iowa
- 👤 Not Just a Woman or a Man: Influence of Team Faultlines on Board Gender Diversity- Firm Performance | **Esha Mendiratta**, Groningen U. (RuG)
- Entrepreneurial Team Performance: The Effects of Gender Composition and Team Dynamics | **Xaver Neumeyer**, U. of North Carolina, Wilmington; **Susana Correia Santos**, Rowan U.; ISCTE-IUL
- 🏆 **Kauffman Award for the Best Paper on Entrepreneurship**
- 🗣️ Volunteering in Membership Associations: Does Gender Diversity Make a Difference? | **Khaloudn AbouAssi**, American U.; **Alberto 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

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 | **Jacqueline Tilton**, U. of Arkansas; **Jennifer J. Kish-Gephart**, U. of Arkansas; **Kristen Lucas**, U. of Louisville
- How We Differ as Function of Power: Team Superior-Subordinate Relations in Inbreeding Context | **Juhui Geng**, Shanghai Jiao Tong U.; **Runtian Jing**, Shanghai Jiao Tong U.
- 📄👤 "Organised Crime is a Feminist Issue!": Patriarchy, Power and Resistance in a Mafia-Dominated City | **Lilja Giugni**, -
- Gender, Perceived Power, and Desire to Lead: Why Women Don't "Lean In" to Leadership Positions | **Rachael Goodwin**, U. of Utah; **Samantha Dodson**, U. of Utah, David Eccles School of Business; **Jacqueline Chen**, U. of Utah

1869 📄👤: (Paper Session) - (GDO) **Gendered Tactics**

11:30am - 1:00pm Boston Park Plaza: Gloucester

Chair: **Kyle Ehrhardt**, U. of Colorado, Denver

- You Want How Much?! Perceptions of Extreme First Offers and The Men and Women Who Make Them | **Margaret Lee**, Haas School of Business, UC Berkeley; **Gillian Ku**, London Business School
- 🗣️ Does it Pay Off to "Lean In"? Promotion-Focused Men Are Rewarded; Promotion-Focused Women Are Not | **Dinah Gutermuth**, Maastricht U.; **Melvyn Hamstra**, Maastricht U.
- 👤📄👤 Covering in Cover Letters: Gender and Self-Presentation in Job Applications | **Joyce He**, U. of Toronto; **Sonia Kang**, U. of Toronto

Transparency Increases Negotiation Rates for Men and Women Alike | **Tamara Montag-Smit**, UMass Lowell Manning School of Business; **Ursula Sanborn-Overby**, SUNY Oneonta; **Cassandra 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 Baldrige**, 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 | **Eline 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.

1871 🗣️👤 JS: (GDO, OB) **Organizational Implications of Perceptions of LGBT Employees**

11:30am - 1:00pm Boston Park Plaza: Exeter

Organizers: **Hannah Kremer**, George Washington U.; **Kelly Gabriel**, George Washington U.

Discussant: **Jennica R. Webster**, Marquette U.

- A Systematic Review of Management Research on Sexual Orientation | **Georg Frederic Bernhard Tamm**, 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 Relational Authenticity for Transgender Employees | **Kelly Gabriel**, George Washington U.; **Hannah Kremer**, George Washington U.; **Christian Noble Thoroughgood**, Villanova U.
- The Intersection of Gender Identity and Race in the Workplace | **Shovna Crystal Tripathy**, U. of Memphis; **Kristen Price Jones**, U. of Memphis
- Presenters: **Georg Frederic Bernhard Tamm**, U. Of Sydney; **Nicholas Salter**, -; **Shovna Crystal Tripathy**, U. of Memphis
- Participants: **Eliza Byington**, U. Of Sydney; **Raymond Trau**, Macquarie U.; **Leah Warner**, Ramapo College of New Jersey; **Christian Noble Thoroughgood**, Villanova U.; **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 Frear**, 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 Queensland; **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.

Diversity Policies Supporting Racial Minority Women: Not So Supported | **Ivona Hideg**, Wilfrid Laurier U.; **Lance Ferris**, Michigan State U.; **Christy Zhou Koval**, Eli Broad School of Business, Michigan State 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.

Participants: **Nathan Dhaliwal**, U. of British Columbia; **Ela Bandari**, U. of British Columbia; **Jennifer L. Berdahl**, U. of British Columbia; **Morela Hernandez**, U. of Virginia Darden School of Business; **Tyler Gene Okimoto**, U. of Queensland; **Xinxin Li**, Antai College of Economics and Management, Shanghai Jiao Tong U.; **Lance Ferris**, Michigan State U.; **Christy Zhou Koval**, Eli Broad School of Business, Michigan State U.

1873    JS: (GDO, OB, MOC) **Reevaluating the Business Case for Diversity: Consequences for Advocates, Women, Leaders, & Scholars**
11:30am - 1:00pm Boston Park Plaza: Cambridge
Chairs: **Oriane Georgeac**, London Business School; **Sarah Kaplan**, U. of Toronto
Discussant: **Miguel Unzueta**, U. of California, Los Angeles

Why Do Feminists Make the Business Case for Investing in Women? | **Sarah Kaplan**, U. of Toronto; **Bretton Fosbrook**, U. of Toronto

The Business Case Undermines Women's Sense of Belonging at Work: Mechanisms and Consequences | **Oriane Georgeac**, London Business School; **Anita Rattan**, London Business School







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**







11:30am - 1:00pm Sheraton Boston Hotel: Beacon F


Chair: **Amy Yarbrough 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**

11:30am - 1:00pm Sheraton Boston Hotel: Beacon G





Chair: **Eva Maria Oppel**, U. of Hamburg

   **Role of Organizational and Market Factors in Nursing Home Hospitalizations: A Longitudinal Analysis | Neeraj Dayama**, U. of Arkansas Medical Sciences; **Rohit Pradhan**, U. of Arkansas Medical Sciences; **Holly Felix**, U. of Arkansas Medical Sciences

The Role of Resources in Reducing Citizenship Fatigue among Healthcare Workers | **Matthew B. Perrigino**, Elon U.; **Sofia Montalbo**, Elon U.; **Robert Dickey**, Elon U.; **Benjamin B. Dunford**, Purdue; **Matt Troup**, Conway Regional Health System; **Wayne Boss**, U. of Colorado, Boulder

Examining the Influence of Proximal Density to Nurse Education Resources on Quality of Care Outcomes | **Courtney Nichole Haun**, Auburn U.

Managing Constraints in Interdisciplinary Teams: Tactics for Continued Learning and Progress | **Mariam Krikorian Atkinson**, Harvard U.; **Sophie Higgins**, Harvard T.H. Chan School of Public Health; **Sara Singer**, Stanford U.

1876    : (HR) **Consequences of Abusive Supervision at Work: Expanding Boundary Conditions and Mechanisms**

11:30am - 1:00pm Westin Copley Place Boston: Empire

Organizers: **Wei Wang**, U. of Minnesota; **Simon Lloyd D. Restubog**, U. of Illinois at Urbana-Champaign; **Anna Carmella Ocampo**, Australian National U.

Discussant: **Sandy Hershcovis**, U. of Calgary

Demons 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; **Yonghong 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

Illinois at Urbana-Champaign; **Yueyang Chen**, U. of Illinois at Urbana-Champaign; **Wei Wang**, U. of Minnesota

Participants: **Hieu Nguyen**, U. of Queensland; **Jun Yang**, U. of North Carolina, Greensboro; **Yonghong Liu**, U. of North Carolina, Greensboro; **Lu Wang**, Australian National U.; **Mindy Krischer Shoss**, U. of Central Florida; **Anthony Decoste**, Global Virtuoso; **Yueyang Chen**, U. of Illinois at Urbana-Champaign

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 Alfes**, 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 Service Performance and Depression | **Qiang Fu**, U. of Nebraska, Lincoln; **Jia Yu**, U. of Nebraska, Lincoln; **Wansi 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 Alfes**, 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; **Wansi 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 : (Paper Session) - (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 Noncompetitive 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

📄 Work-Life Balance Programs and Organizational Profitability: Existence, Availability and Usage | **Duckjung Shin**, Chung-Ang U.; **Jackson E. I. Enoch**, U. of Lethbridge

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: **Duha 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.

📄 A Systematic Literature Review on Support Mechanisms for Work-Life Balance | **Yuyang Fan**, U. of Edinburgh; **Kristina Potocnik**, U. of Edinburgh; **Sara Chaudhry**, U. of Edinburgh

🗣️ 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

Organizers: **N. Sharon Hill**, George Washington U.; **Sumita Raghuram**, Pennsylvania State U.

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

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

Unpacking the Duality of Well-Being in Virtual Work: An Integrative Conceptual Model | **N. Sharon Hill**, George Washington U.; **Carolyn Axtell**, U. of Sheffield; **Niina Nurmi**, Aalto U. School of Business; **Sumita Raghuram**, Pennsylvania State U.

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 - 1:00pm Hilton Boston Back Bay: Adams A

Chair: **Changwha Chung**, Korea U.

→ How Do Low-Power Actors Gain Influence, Legitimacy and Power in a Global Corporation's Network? | **Joey L. Soehardjojo**, IDE-JETRO, Japan and Warwick Business School, UK

Inventors' Mobility from MNC Subsidiaries: The Role of Institutional Distance and Experience | **Dhruba Jyoti Borah**, U. of Liverpool; **Silvia Massini**, U. of Manchester; **Lucia Piscitello**, Henley Business School, U. of Reading

→ Foreign Subsidiaries, Intellectual Property Regimes, and Recruitment of Local Talents in the U.S. | **Qian Xiang**, Sun Yat-Sen U.; **Victor Cui**, U. of Manitoba; **Jianqi Zhang**, Lingnan U. / Sun Yat-sen U.

Global Terrorism and Foreign Subsidiary with Local Embeddedness to Stakeholders in Weak Institution | **Junho Cheon**, Korea U. Business School; **Changwha Chung**, Korea U.; **Hyoungjin Lee**, Korea U.

1884 : (Paper Session) - (IM) Georgetown Best Paper in International Business and Policy Finalist

11:30am - 1:00pm 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.

IM Division Georgetown Best Paper in International Business and Policy Finalist

→ Corporate Renewal through Resource Exploitation and Augmentation: Evidence from US Multinationals, 1999-2014 | **Heather Berry**, George Washington U.; **Aseem Kaul**, U. of Minnesota

IM Division Georgetown Best Paper in International Business and Policy Finalist

→ 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 - 1:00pm 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 Pongelli**, Luiss Guido Carli U.; **Andrea Calabrò**, IPAG Business School; **Alessandro Minichilli**, Bocconi U.; **Fabio Quarato**, 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 Halaszovich**, Poznan U. of Economics and Business; **Tilo Piaskowska-Lewandowska**, Jacobs U. Bremen; **Dorota Piaskowska-Lewandowska**, U. College Dublin

1886 : (Paper Session) - (IM) Political and Economic Institutions and Foreign Direct Investment

11:30am - 1:00pm Hilton Boston Back Bay: Mariner

Chair: **Hongjia Ma**, -

→ 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 - 1:00pm 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

- Technological U.; **Marie K Harder**, School of Computing, Engineering and Mathematics, U. of Brighton
- 📖 **Making Waves in a Huge Pond: Subsidiary Attention-Building Behaviour to Gain Strategic Influence** | **Alexander Nikola Gorgijevski**, Dept of Business Studies Uppsala U.; **Katarina Lagerstrom**, -; **Christine Holmström**, Dept of Business Studies Uppsala U.
- 🌐 → 📖 **Regional Headquarters Subsidiary Governance, Int'l Corporate Income Tax Rates, & Subsidiary Survival** | **Bassam Farah**, American U. of Beirut; **Rida Elias**, American U. of Beirut
- 📖 **Unpacking Influences on Motivation in Headquarters-Subunit Capability Transfers in the MNC** | **Olof Lindahl**, Uppsala U.; **Muhammad Akash Bin Nasir**, Dept of Business Studies Uppsala U.; **Henrik Dellestrand**, Dept of Business Studies Uppsala U.

1888 → 🗣️ 📖 🌐 JS: *(IM, OB)* **Didn't You Know? Taking Stock of Research on Knowledge Transfer through International Assignees**

11:30am - 1:00pm Hilton Boston Back Bay: Maverick A

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

What Reduces 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

Prepare 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 | **Sebastian 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

1889: *(Paper Session) - (MC)* **Boundary Spanners Across Organizational and National Differences**

11:30am - 1:00pm Boston Park Plaza: Tremont

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 Holysun Electronic Technology Co
Winner of the Benedictine University Scholar-Practitioner Collaboration Award

📖 **Understanding Trust across Cultures: Implications for Organization Development and Change Consulting** | **Namporn Thanetsunthorn**, Pennsylvania State U.-Shenango; **Rattaphon Wuthisatian**, Southern Oregon U.

→ **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

1890 🌐 → 📖 (Paper Session) - *(MED)* **Leadership Development**

11:30am - 1:00pm Sheraton Boston Hotel: Gardner A

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 McQuire**, U. of Melbourne

Learning to Lead From Disruption: The Relational Dynamics Explained | **Sinead O'Flanagan**, Royal College of Surgeons in Ireland

📖 **Contextualized Leadership Development: The Concurrent Enhancement of Leadership and Expertise** | **William Swart**, East Carolina U.; **Richard O'Dor**, East Carolina U.; **Judy Siguaw**, East Carolina U.; **Joy Humphries Karriker**, East Carolina U.

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 🌐 → 🗣️ 📖 🌐 JS: *(Paper Session) - (MOC)* **"Keep Your Head Up:" Errors, Failures, and Interruptions**

11:30am - 1:00pm Westin Copley Place Boston: Adams

Chair: **Aakash Sapru**, Iowa State U.

Discussant: **Ravi S. Kudesia**, 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

Interrupted Work: An Integrated Review of Task Transitions and Future Directions | **Sophie Leroy**, U. of Washington

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

🗨️ Revisiting the Work-Play Relationship: Empirical Vignettes and Practice Analysis of Spontaneous Play | Martin Spraggon, Mohammed Bin Rashid School of Government; Virginia Bodolica, American U. of Sharjah

Linguistic Relativity, Collective Cognition, and Team Performance | Pedro Aceves, Bocconi U.

Finalist for MOC Division Best Paper Award

🗨️🗨️ Hot Strategic Cognition: A Review of Strategists' Affective Experiences Within Strategy Formulation | Steven R. Cofrancesco, Grand Canyon U.; Barry K. Spiker, Professor and Dissertation Chair

📄 Leisureship: The Role of Serious Leisure in Leadership Identity Development | Emilia Bunea, Vrije U. Amsterdam; Ronit Kark, Bar Ilan U.

Finalist for MOC Division Best Student-Led Paper Award

Generating Authenticity in Automated Work | Arthur S. Jago, U. of Washington - Tacoma

Finalist for MOC Division Best Submission with Practical Implications for Organizations

Participants: Keimei Sugiyama, Northeastern U.; Queen Jaks, Weatherhead School of Management, Case Western Reserve U.; Diana Bilimoria, Case Western Reserve U.; Yi Ren, Boston College; Minjung Koo, SKK Graduate School of Business; Hengchen Dai, U. of California, Los Angeles; Camilla Eunyoung Song, U. of Florida; Natalie Longmire, Tulane U.; Achira Sedari Mudiyansele, U. of Cincinnati; Heather Ciara Vough, U. of Cincinnati; Lillian M. Ellis, Cornell U.

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

📄 Thank You for the Justice: Can Gratitude Explain Why Fairness Experiences Enhance Work Engagement? | Kapil Verma, Indian Institute of Management, Kozhikode; Kang Yang Trevor Yu, Nanyang Technological U.

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

🗨️📄 Measuring Attitudes towards Slack Resources: Construct Development and Empirical Validation | Selim Cakir, U. of Nottingham; Gerard P. Hodgkinson, U. of Manchester; Keith Glaister, Leeds U. Business School

Collective Knowing About Organizational Risk: Evidence From Pre-Financial Crisis Mortgage Lending | Dane Richard D'Alessandro, Benedictine U.; Ram Tenkasi, Benedictine U.; William Brock, Colorado Christian U.

1895 → 📄: (Paper Session) - (MOC) **"You've Got to Learn": Organizational Learning and Change**

11:30am - 1:00pm Westin Copley Place Boston: St George B

Chair: Yaron J. Zoller, Lakeland U.

Discussant: Daniela Blettner, 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, Alfaisal U.

Discussant: Tesilimi Aderemi Lawanson, Life Pacific College

🗨️👤📄 Islam and Women's Entrepreneurship in the Arab World: A Country-Specific Investigation | Hayfaa A. Tlaiss, Alfaisal 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

📄 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.; **Shenjiang 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 Permann**, 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 Permann**, Northern Kentucky U.; **Amanda Christensen-Salem**, U. of Cincinnati; **Suzanne S. Masterson**, U. of Cincinnati

📄 Group Brainstorming: The Effects of Collective Intelligence, Individual Ability, and Task Structure | **Benjamin Ostrowski**, Carnegie Mellon U. - Tepper School of Business; **Anita Williams Woolley**, Carnegie Mellon U.; **Ki-won Haan**, Rep of Korea Ministry of National Defense

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**, IÉSEG School of Management; **Michaela Schippers**, Erasmus U. Rotterdam; **De Maeyer Sven**, U. of Antwerp

Cognitive Team Diversity 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 iungens perspective | **Qin Su**, Chinese U. of Hong Kong; **Dora C. Lau**, Chinese U. of Hong Kong; **Lynn Shore**, Colorado State U.; **Yahua Cai**, Shanghai U. of Finance and Economics

A Model of Expertise Utilization in Teams | **Daniel Barry Shannahan**, 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 Leliveld**, U. of Groningen

🗣️ Need to Belong under Attack: Workplace Ostracism Brings Workplace Loneliness and Damaged Performance | **Ye Li**, Nanjing U. School of business; **Jih-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; **Xiaoyu 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**, Tippie College of Business, U. of Iowa; **Rong Su**, Tippie College of Business, U. of Iowa; **Seung Whan Ryu**, U. of Iowa; **Christina Li**, U. of Iowa; **Kun Yu**, Renmin U. of China

1906 🗣️📄: (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 Sockbeson**, 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 | **Changjun Li**, School of Management, Xi'an Jiaotong U.; **Hong Deng**, Durham U. Business School; **Yu Wang**, Xi'an Jiaotong U.

➔🗣️📄 Towards Making Inclusive Organizations: A Conditional Process Analysis of Workplace Loneliness | **Ameer A. Basit**, GIFT U.; **Muhammad Umer Azeem**, U. of Management & Technology, Lahore Pakistan; **Inamul Haq**, U. of Lahore

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**

Nasr, EMLYON Business School; **Melanie Richards**, U. of Bristol; **Mathieu Molines**, ESCE International Business School
Benefits Satisfaction and Employee Performance from the View of Employment Relationships (WITHDRAWN) | **Ya-Hui Ling**, I-Shou U., Taiwan; **Pei-Wen Tsai**, I-Shou U.

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 Baur**, U. of Nevada, Las Vegas

🗣️➔📄 Dual Ethical-Creative Goals Conflict: More than Meets the Eye | **Andra Toader**, Alliance Manchester Business School; **Lukas Thürmer**, U. of Salzburg, Austria

🗣️📄👤 Generational meta-stereotypes: Generational stereotypes in action | **Annick Van Rossem**, KU Leuven

🗣️📄 How Reliable is Your Diary?: Solutions for Reliability Issues in Experience Sampling Measurement | **Liu-Qin Yang**, Portland State U.; **Wei Wang**, U. of Central Florida; **Po-Hsien Huang**, National Cheng Kung U.; **Anthony Nguyen**, Portland State U.

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 Coopetition and Unit and 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; **Winnie Shen**, U. of Waterloo; **Ramona Bobocel**, U. of Waterloo

Woke Up on the Right Side of the Bed? Morning Mood on Daily Justice Rule Perceptions and Performance | **Edwyna Theresa Hill**, U. of Georgia; **Fadel Khalil Matta**, U. of Georgia; **Marie S. Mitchell**, U. of Georgia

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; **Winnie 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 H

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 Brokerhof, Vrije U. Amsterdam

Discussant: 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 Brokerhof, 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

An Empirical Investigation and Distinction of Three Moral Approaches to Leadership | G. James Lemoine, U. at Buffalo, The State U. of New York; Hamed Gahremani, U. at Buffalo; Chad Hartnell, Georgia State U.; Hannes Leroy, Erasmus Research Institute of Management

Trusting the Enemy Within: How Market Competition Affects Leader Acceptance of Amoral Behavior | 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 Rakshit 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 JS: (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: Jistine 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 | Prithwiraj

Choudhury, Harvard U.; **Dan Jun Wang**, Columbia Business School; **Natalie Carlson**, Columbia Business School; **Tarun Khanna**, Harvard U.

Is Virtual Reality a Killer Technology for Leadership Assessment and Training? | **Mariano Alcañiz Raya**, Polytechnic U. of Valencia; **Elena Parra**, Polytechnic U. of Valencia; **Irene Chicchi Giglioli**, Polytechnic U. of Valencia
 When Does Autonomous Learning Benefit Employers? A Study of Learners Enrolled In MOOCs | **Monika D. Hamori**, IE Business School

Engineering Collaboration with Big Data: How Orthodox Spaces Suspend Interorganizational Tensions | **Katharina Cepa**, Aalto U. School of Business

A Framework to Design User-Centric Information Security | **Ivano Bongiovanni**, Adam Smith Business School, U. of Glasgow

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 Orlikowski**, 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. Catolica 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

Doubling Down in Hollywood: Escalation of Commitment in the Product Launch Stage | **Donald E Conlon**, Michigan State U.; **Jamal Shamsie**, Michigan State U.

Complexity, Cognition, and the Search for a New Strategy | **Joosef 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; **Simone Ferriani**, 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

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 Kallio**, 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.

Museums, Money, and Markets: Crisis and Attention-based Imitation in US Art Museums 2007-2011 | **Kangsan Lee**, New York U. Abu Dhabi; **Bruce Carruthers**, Northwestern 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 Krlev**, 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 Krlev**, 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 - 1:00pm 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

Business and Human Trafficking: A Social Connection and Political Responsibility Model | Judith Schrempf-Stirling, GSEM - U. of Geneva; Harry J. Van Buren, U. of New Mexico; Michelle Karen Westermann-Behaylo, U. of Amsterdam

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 - 1:00pm Boston Hynes Convention Center: 313

Organizers: Helen Etchanchu, Montpellier Business School; M Suhaib Riaz, Telfer 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 Whiteman, Lancaster U. Management School

1932 🗨️📄JS: (OMT, STR) **Old Constructs, New Frontiers: Advances in the Study of Culture in Organizations and Markets**

11:30am - 1:00pm 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 Mobasser, 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 Mobasser, 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 | Smirti Kutaula, Kingston Business School; Alvina Gillani, 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.

How do firms adopt green strategies in emerging economies? An information processing perspective | Adnan Ali, Xi'an Jiaotong U.; Gang Wang, Wuhan U.; Xu Jiang, Xi'an Jiaotong U.; Afzaal Ali, International Islamic U., Islamabad, Pakistan

📄 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. Budhwar, 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

Action and Inaction

Chair: Sukhbir Kaur Sandhu, U. of South Australia

➔🗨️🗨️🗨️🗨️ Intermediary role dynamics in system-level transitions: A case from energy transition | Madis Talmar, Eindhoven U. of Technology; Bob Walrave, 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

Out of Sight, Out of Mind: Headquarters Attention to Facilities' Environmental Performance | **Juyoung Lee**, Ivey Business School

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

Behind the Scenes of Digital Servitization: Actualizing IOT-Enabled Affordances | **Parikshit Naik**, Aston Business School; **Andreas Schroeder**, Aston Business School; **Kawaljeet Kapoor**, Aston Business School; **Ali Ziaee Bigdeli**, Aston Business School; **Tim Baines**, Aston 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 Rajagopal**, 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 Nikookar**, 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: Adams B

Chair: **Sandro Cabral**, Insper Institute of Education and Research

Achieving Legitimacy in Challenging Institutional Contexts: The Case of Russian Non-Profits | **Jo Crotty**, Edge Hill U.; **Sergej Ljubownikow**, 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

Dual Effects of Internationalization and Program Diversification On Nonprofits' Revenue Diversity. | **Jiaju Yan**, U. of Tennessee, Knoxville; **Nick A. Mmbaga**, U. of Tennessee, Knoxville; **David Gras**, U. of Tennessee

1938 : (Paper Session) - (PNP) **Diversity, Inclusion, and Representation**

11:30am - 1:00pm Hilton Boston Back Bay: Copley

Chair: **Deneen Hatmaker**, U. of Connecticut

Penalty-Costs of Ethno-Racial Board Diversity: A Social Capital Perspective | **Ruth Bernstein**, U. of Washington, Tacoma; **Christopher A. Fredette**, U. of Windsor

Engaging Differences: How Socially Diverse Organizations Can Effectively Mobilize Their Resources | **Brad Fulton**, Indiana U. Bloomington

Role Incongruity or Expectation Disconfirmation? The Role of Gender in Performance Evaluations | **Ulrich Jensen**, Arizona State U.; **Kendall Funk**, Arizona State U.; **Angel Luis Molina, Jr.**, Arizona State U.; **Justin Michael Stritch**, Arizona State U.

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 Tierens**, KU Leuven

The Assessment of Moderating Effects of Categorical Moderators under Variance Heterogeneity | **Gwonen Shieh**, National Chiao Tung U.; **Show-Li Jan**, Chung Yuan Christian U.

Never Will I Ever: Multilevel Mixture Cure Modeling | **Hans Tierens**, 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 JS: (SAP, STR, OCIS) **Digital Strategizing: Crafting Strategy in the Age of Platforms, Ecosystems, and Online Communities**

11:30am - 1:00pm Boston Park Plaza: Newbury
Organizers: **Violetta Splitter**, U. of Zurich; **Georg Reischauer**, WU Vienna U. of Economics and Business; **Maximilian Heimstädt**, Witten/Herdecke U.; **Thomas Karl Gegenhuber**, Leuphana U. Lüneburg
Discussant: **Werner Helmut Hoffmann**, WU Vienna U. of Economics and Business
Panelists: **Shahzad Ansari**, Cambridge U.; **Tomi MM Laamanen**, U. of St. Gallen; **Ann Majchrzak**, U. of Southern California; **Richard Whittington**, U. of Oxford

1942 : (SIM) **Promise and Perils of Social Finance: The Impact of Big Finance & Tech on the World's Most Vulnerable**

11:30am - 1:00pm Boston Marriott Copley Place: Grand Ballroom Salon H
Chair: **Gayle Lynn Peterson**, U. of Oxford
Panelists: **Ellen Knebel**, U. of Oxford; **Robert M. Yawson**, Quinnipiac U.
Participant: **Jeremy Nicholls**, U. of Oxford

1943 : (Paper Session) - (SIM) **Managing Corporate Reputation**

11:30am - 1:00pm Boston Marriott Copley Place: Hyannis
Chair: **Juliana Celestini**, UNISINOS U. do vale do Rio dos Sinos
Anthropomorphization and the Dynamics of Corporate Reputation | **Giulio Nardella**, U. of Reading; **Layla Jayne Branicki**, Macquarie U.; **Stephen Brammer**, Macquarie U.
Exploring the Mechanisms of Corporate Reputation and Financial Performance: A Meta-Analysis | **Xiaoyu Liu**, Saint Mary's U.; **Harrie Vredenburg**, U. of Calgary; **Piers Steel**, U. of Calgary
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**, -

1944 : (Paper Session) - (SIM) **Organizing Towards Sustainability**

11:30am - 1:00pm 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**

11:30am - 1:00pm 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 | **Nongnat Thosuwanchot**, 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 Klarner**, 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**

11:30am - 1:00pm 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 M. Halebian**, 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**

11:30am - 1:00pm Boston Park Plaza: Cabot
Stakeholder Strategy Track
Chair: **Jennifer J. Lee**, Michigan State U.
Examining a Cost of Shareholder Activism: Heightened General Investor Uncertainty | **Jennifer J. Lee**, Michigan State U.; **Gerry M. McNamara**, Michigan State U.; **Haeyoung Koo**, U. of California, Irvine
Strategic Mobilization of Shareholder Activists on ESG Issues | **Kevin Chuah**, London Business School
Sharing the Spotlight: Examining the Celebrity Spillover Effect | **Kevin Curran**, U. of Oxford; **Eric Y. Lee**, U. of Georgia

- 🗂️🗂️ Attaining Social Approval in High-Hazard Contexts: A Relational Perspective | **Erin Bass**, U. of Nebraska, Omaha; **Ivana Milosevic**, College of Charleston

1948 🗂️: (Paper Session) - (STR) **Political Activity as Non-Market Strategy**

11:30am - 1:00pm Boston Park Plaza: Constitution

Stakeholder Strategy Track

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 Restraint Mechanisms Within Markets | **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
- 🗂️ Dynamic 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

- 🗂️🗂️ Designing Digital Business Models: A Qualitative Empirical Study | **Sven M. Laudien**, Macromedia U. of Applied Sciences; **Alexandra Fibitz**, Hochschule Aalen

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.

- ➔ 🗂️ Minority-in-Minority: Impact of Foreign Technocrats in Top Management Teams on Firm Innovation | **Yameng Zhang**, Sun Yat-Sen U.; **Piyush Sharma**, Curtin U.; **Yekun Xu**, Liaoning U. Business School; **Zhan Wu**, U. Of Sydney
- 🗂️🗂️ Women Family Members in Family Business: Performance Implications | **Hanqing Chevy Fang**, 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 | **Hyeun 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
- 🗂️ Social Capital of Capital Market Stakeholders and Firm Strategy: A Resource-dependence Perspective | **Hansin Bilgili**, Kansas State U.; **Holly Loncarich**, U. of Arkansas; **Tsvetomira Bilgili**, Kansas State U.; **Alan E Ellstrand**, U. of Arkansas
- 🗂️ 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.
- 🗂️ Digital Platforms: Theoretical Foundations of Governance Strategy | **Jennifer Kuan**, U. of North Carolina, Chapel Hill; **Gwendolyn Kuo-fang Lee**, U. of Florida

🗺️→📄📖 Strategic Management of Airline Performance Through Engine Fleet Harmonization and Servitization | **Rico Merkert**, U. Of Sydney
 📄 Competition in Markets with Complements | **Elena Plaksenkova**, Fisher College of Business, Ohio State U.; **Olivier Chatain**, HEC Paris

1954 📄: (Paper Session) - (STR) **Governance, Employee Mobility, and Adaptation**

11:30am - 1:00pm Boston Park Plaza: Winthrop

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

Impact of Regulatory Shocks on Firm Misconduct: Evidence from Commercial Fishing | **Parasuram Balasubramanian**, Washington U. in St. Louis, Olin Business School

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

Intra-Industry Product Market Competition and Cross-Industry Resource Reallocation to Substitutes | **Aldona Kapacinskaite**, London Business School

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) **Coopetition 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

Institutional Influence on Innovation Process-an Operational Framework for Institutional Analysis | **Shanyun Sam Lu**, Jönköping International Business School

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.; **Sidhartha 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 Knobens**, Radboud U. Nijmegen

- 📄 How fast is a novel technology going to be a hit? Antecedents predicting follow-on inventions | **Michele Pezzoni**, U. of Nice and Bocconi U.; **Reinhilde Veugelers**, KU Leuven; **Fabiana Visentin**, Maastricht U., School of Business & Economics
- Above-Normal Growth of Innovative Nomads in the Perennial Gale of Creative Destruction | **Eucman Lee**, Nanyang Business School; **Jingoo Kang**, Nanyang Technological U.; **Jeho Lee**, Seoul National U.
- 📄 How Does Competition Affect Innovation? Evidence from U.S. Antitrust Cases | **Hyo Kang**, Haas School of Business, UC Berkeley

1960 📄: (Paper Session) - (TIM) **Organizational Innovation: Ambidexterity and Performance**

11:30am - 1:00pm Boston Hynes Convention Center: 111

Chair: **Taiyuan Wang**, China Europe International Business School (CEIBS)

- Does openness to innovation matter? | **Lihua Fu**, U. of Science and Technology of China
- 📄 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; **Dietfried Globocnik**, Alpen-Adria U. Klagenfurt, Austria; **Rupert J. Baumgartner**, U. of Graz
- How to Make Exploratory Unit Ambidextrous? Navigating Contradictions of Exploration | **Fathiro Hutama Reksa Putra**, U. of Leeds; **Saeed Khanagha**, Vrije U. Amsterdam

1961 📄: (Paper Session) - (TIM) **Technology, Policy & Society: Institutions and Innovation**

11:30am - 1:00pm Boston Hynes Convention Center: 203

Chair: **Maria Anna Halbinger**, City U. of New York, Baruch College

- 📄 The Innovation Economy as an Institution: UNESCO's effect on the Expansion of Innovation | **Gonzalo Valdes**, U. of Talca, Chile
- Innovation Studies in China and Future Perspectives | **Rebecca Wenjing Lv**, MIT Sloan School of Management; **Jin Liu**, Beijing Institute of Technology
- 🔗 The Inadvertent Internal Influence of Bottom-up Innovation on International Organizations | **Katherine Tatarinov**, GSEM - U. of Geneva; **Tina C. Ambos**, U. of Geneva
- Linguistic Structures and Innovation: A Behavioral Approach | **Alexander Berman**, Fox School of Business, Temple U.; **Amir Shoham**, Fox School of Business, Temple U.

1962 📄: (Paper Session) - (TIM) **Organizational Learning & Search: Search & Knowledge Management**

11:30am - 1:00pm Boston Hynes Convention Center: 204

Chair: **Sheryl Winston Winston Smith**, BI Norwegian Business School

- 📄 → 📄 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; **Annapoornima Manathattai Subramanian**, National U. of Singapore

1963 📄: (Paper Session) - (TIM) **Technology, Policy & Society: TIM Conversations - Science and Commercialization**

11:30am - 1:00pm Boston Hynes Convention Center: 205

Chair: **Markus Perkmann**, Imperial College London

- Unraveling the Mechanisms and Contingencies through which Firms benefit from Science Park Residence | **Laura Lecluyse**, Ghent U.; **Mirjam Knockaert**, Ghent U.; **Annelore Huyghe**, Cass Business School, City U. London
- 📄 The Entrepreneurial Commercialization of Science: Evidence from "Twin" Discoveries | **Matt Marx**, Boston U. Questrom School of Business; **David Hsu**, The Wharton School, U. of Pennsylvania
- Crossing trajectories of firm innovation and scientific research: Going beyond basic versus applied | **Chandrika Rathee**, IE U. - IE Business School Madrid, Spain; **Marco S. Giarratana**, IE Business School; **Konstantina Valogianni**, IE Business School
- 📄 How Industry Affiliation of Academic Scientists Affect the Rate and Direction of Research | **Amir Sariri**, Rotman School of Management

1964 📄: (Paper Session) - (TIM) **Technological Change: TIM Conversations - The Digital Economy**

11:30am - 1:00pm Boston Hynes Convention Center: 301

Chair: **Stefan Haefliger**, Cass Business School, City U. London

- 📄 From Electronic Nose to Digital Olfaction: Emergence of Markets and Meanings for Enabling Technology | **Neva Bojovic**, Grenoble Ecole de Management
- 🗣️ Being digital v. Doing digital. Empowering employees to embrace a corporate digital transformation | **Chiara Eleonora De Marco**, Haas School of Business, UC Berkeley; **Henry Chesbrough**, U. of California, Berkeley; **Monika Lessl**, Bayer AG; **Mélanie Heroult**, Bayer AG
- 🗣️ → 🗣️ 📄 The Disruptive Effects of Generational Innovation in Digital Economy | **Liang Chen**, U. of Melbourne; **Pengxiang Zhang**, Darla Moore School of Business, U. of South Carolina; **Sali Li**, U. of South Carolina; **Scott F. Turner**, U. of South Carolina
- Opening innovation across Layers: An Integrative View of the Emergence of Digital Health | **Karl-Emanuel Dionne**, HEC Montreal; **Paul R. Carlile**, Boston U.

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 | **Afsar Bilal**, Hazara U.

🗣️ Inclusive leadership and creative self-efficacy: Testing the moderating and mediating mechanisms | **Umar Safdar**, Information Technology U., Punjab; **Adeel Tariq**, National U. of Sciences and Technology; **Tahira Saudagar**, Information Technology U., Punjab; **Rabiya Razzaq**, 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

🗣️ How CEOs Shape Knowledge Utilization: A Micro-foundation of Organizational Problem Solving Capacity | **Susan K. Cohen**, U. of Pittsburgh; **Peiyuan Huang**, U. of Pittsburgh; **Turanay Caner**, North Carolina State U.

1966 🗣️➔🗣️JS: (TIM, 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 Huljenic**, 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

🗣️ Self-Perceptions of Social Class and Career Success: A Bi-directional Analysis | **Demetria Henderson**, James Madison U.

🗣️ Different Starting Lines, Different Finish Times: The Role of Social Class in the Job Search Process | **Philip DeOrtentiis**, Michigan State U.; **Chad Van Iddekinge**, Florida State U.; **Connie Wanberg**, U. of Minnesota

🗣️ Identity as Career Capital: Navigating Careers in the Creative Industries | **Jina Mao**, Skidmore College; **Yan Shen**, U. of Victoria

1969 🗣️➔🗣️JS: (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.; **Annika Wilhelmy**, U. of Zurich; **Katrin Hasler**, Skills garden AG; **Mirjam Ambuehl**, Skills garden 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 Hooff**, U. of Amsterdam; **Jessie Koen**, U. of Amsterdam; **Anouk Kranenburg**, U. of Amsterdam

How Low Self-Efficacy and Few Career Alternatives Hamper Unemployed Job-Seekers' Career Adaptation | **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Thomas Kruppe**, Institute for Employment Research; **Ulrike Fasbender**, Justus-Liebig U. Giessen

Does Recovery Benefit Job Seekers? A Weekly Investigation | **Rebecca MacGowan**, U. of Arizona; **Allison S. Gabriel**, U. of Arizona; **Serge P. Da Motta Veiga**, American U.

Presenters: **Serge P. Da Motta Veiga**, American U.; **Jomel Wei Xuan Ng**, National U. of Singapore; **Edwin A.J. Van Hooff**, U. of Amsterdam; **Ute-Christine Klehe**, Justus-Liebig U. Giessen; **Rebecca MacGowan**, U. of Arizona

Participants: **Annika Wilhelmy**, U. of Zurich; **Katrin Hasler**, Skills garden AG; **Mirjam Ambuehl**, Skills garden AG; **Martin Kleinmann**, U. of Zurich; **Zhaoli Song**, National U. of Singapore; **Jessie Koen**, U. of Amsterdam; **Anouk Kranenburg**, U. of Amsterdam; **Thomas Kruppe**, Institute for Employment Research; **Ulrike Fasbender**, Justus-Liebig U. Giessen; **Allison S. Gabriel**, U. of Arizona; **Serge P. Da Motta Veiga**, American U.

1970 🗣️🗣️🗣️JS: (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

Presenters: **Emilio J. Castilla**, Massachusetts Institute of Technology; **Hye Jin Rho**, MIT Sloan School of Management; **Amy Wrzesniewski**, Yale U.; **Jirs Meuris**, U. of Wisconsin, Madison; **Hannah Birnbaum**, -; **Nicole Stephens**, Northwestern U.; **Evan P. Apfelbaum**, MIT Sloan School of Management; **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

Pay Disparity, Leader-Member Exchange and Incivility - A Contextual Approach | **Tine Koehler**, U. of Melbourne; **M. Gloria Gonzalez-Morales**, U. of Guelph; **Jose M. Cortina**, Virginia Commonwealth U.; **Jesse E. Olsen**, U. of Melbourne;

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

Presenters: **Jana L. Raver**, Queen's U.; **Victoria Louise Roberts**, U. of Melbourne; **David Jay Howard**, U. of South Florida; **Tine Koehler**, U. of Melbourne

Participants: **Felix Grant**, U. of Melbourne; **Ingrid Chadwick**, Concordia U.; **Xiaoxi Chang**, Smith School of Business, Queen's U.; **Cheryl Gray**, U. of South Florida; **Logan Macray Steele**, U. of South Florida; **Paul E Spector**, U. of South Florida; **M. Gloria Gonzalez-Morales**, U. of Guelph; **Jose M. Cortina**, Virginia Commonwealth U.; **Jesse E. Olsen**, U. of Melbourne; **Adriana Vargas-Saenz**, U. of Melbourne; **Rebecca Schachtman**, U. of Melbourne; **Elise Holland**, 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.

Motives, Managers, and Maslow: The Hierarchy of Needs in American Management, 1960-1985 | **Kira Lussier**, Rotman School of Management
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

📖📖 A Decolonial Approach to Intersectionality | **Arpita Mathur**, National Institute of Construction Management and Research, Pune, India

1976 📖📖: (Paper Session) - (ENT) **New Drivers of Entrepreneurial Growth**

1:15pm - 2:45pm Boston Marriott Copley Place: Columbus I

Chair: **Gorkem Aksaray**, Koç U., College of Administrative Sciences and Economics

📖📖 The Effect of Founder Industry Related Experience on New Firm Growth | **Niron Hashai**, Arison School of Business, The Interdisciplinary Center (IDC), Israel; **Shaker A. Zahra**, U. of Minnesota

📖 How Does Passion Affect Small Firm Growth? The Mediating Role of Entrepreneurial Alertness | **Mwansa Chabala**, Vrije U. Amsterdam; **Elco Van Burg**, Vrije U. Amsterdam; **Leonard Paas**, Massey U. New Zealand; **Enno Masurel**, Vrije U. Amsterdam; **John Lungu**, Copperbelt U.

📖 It Is Time to Make a Change! How the Outside CEO Succession Influences Newly Public Ventures' Growth | **Leven Jianwen Zheng**, U. of Liverpool; **Tao Bai**, Xi'an Jiaotong-Liverpool U.; **Adam Cross**, Xi'an 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

1977 📖📖: (Paper Session) - (ENT) **Drivers of Entrepreneurial Passion**

1:15pm - 2:45pm Boston Marriott Copley Place: Columbus II

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 Gerleve**, TU Dortmund U.; **Tessa Christina Flatten**, 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.

1978 → 📖📖📖: (Paper Session) - (ENT) **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 | **Eleni Georgiadou**, Nord U. Business School; **Marianne Terese Steinmo**, 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 Alkær sig**, Technical U. of Denmark; **Danny Miller**, HEC Montreal

🗣️ The Dueling Nature of ADHD and Its Link to Entrepreneurship | **Nathan Sidney Greidanus**, U. of Manitoba; **Chi Liao**, Asper School of business, U. of Manitoba

1979 → 📖📖: (Paper Session) - (ENT) **Crowdfunding 2**

1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon C

Chair: **Regis Cabral**, FEPRO - Funding for European Projects

The Role of Lead Investors in Fundraising Performance of Equity Crowdfunding: Evidence from China | **Tao Shen**, Southwestern 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 Helmig**, 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.

1980 → 📖📖: (Paper Session) - (ENT) **Risk and Uncertainty: New Evidence**

1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon I

Chair: **Tony Briggs**, U. of Alberta

→ 📖 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? Technological Rent and Political Rent | **JiaMin Zhang**, Department of management and marketing, The U. of Melbourne

→ 📖 The Effect of Entrepreneur's Needs for Achievement and Risk Perception on SME's Internationalization | **Radityo Putro Handrito**, Ghent U.; **Hendrik Slabbinck**, Ghent U.; **Johanna Vanderstraeten**, U. of Antwerp

On Missed Boats and Sunken Ships: Asymmetric Tolerance for Errors in Entrepreneurial Entry Decisions | **Aaron Sackett**, U. of St. Thomas; **Oliver Sheldon**, Rutgers U.

1981 📖📖→ 📖📖: (Paper Session) - (ENT) **Health and the Entrepreneur**

1:15pm - 2:45pm Boston Marriott Copley Place: Massachusetts

Chair: **Tim Michaelis**, 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 Prevention – Coercion Model of Physical and Mental Health and Self-Employment Likelihood | **Tim Michaelis**, Northern Illinois U.; **Jon C. Carr**, North Carolina State U.; **April Spivack**, Coastal Carolina U.; **Alexander McKelvie**, Syracuse U.

→ 📖 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.

1982 📄: (Paper Session) - (ENT) **New Qualitative Tools**

1:15pm - 2:45pm Boston Marriott Copley Place: Orleans

Chair: Nada Basir, U. of Waterloo

📄 A Multi-Method Analysis of Categorical Imperative Effect in a Two- Dimension Space | **Bo Peng**, Birkbeck College School of Management; **Vangelis Souitaris**, Cass Business School, City U. London; **Stefania Zerbinati**, Cass Business School, City U. London

Using Sociological Theory to Problematize Current Business Research | **Eric Kushins**, Berry College-Campbell Sch. of Bus; **Elaina 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.

📄 Meeting Its Waterloo? Recycling in Entrepreneurial Ecosystems After Anchor Firm Collapse | **Ben Spigel**, U. of Edinburgh; **Tara Vinodrai**, U. of Waterloo

📄 Local Economic Freedom and Creative Destruction in America | **Daniel L. Bennett**, Baylor U.

Entrepreneurial Ecosystem Advantage: Ecosystem Interactions and Business Model Innovation | **Erkko 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 Hoelzle, U. of Potsdam

Blessing or Blight? New Venture Units and the Survival of Internal New Ventures | **Gundula Lücke**, Uppsala U.; **Eve-Michelle Basu**, Uppsala U.; **Ivo Zander**, Uppsala U.

Do Venture Firms Outlearn Investor Firms? CVC 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; **Pursej 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

Accounting for the Entrepreneurial Story: How Accountability Shapes Projective Storytelling | **Duncan Chapple**, U. of Edinburgh; **Neil Pollock**, U. of Edinburgh business school

📄➔ 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? | **Ashgar 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; **Joonhyung 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

📄 Before Strategic Windows of Opportunity Close! Absorptive Capacity in the Entrepreneurial Process. | **Indu Ramachandran**, Texas State U.; **Josh Daspit**, Texas State U.

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 JS: (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 Bermiss**, 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

➔👤 Non-Work Caregiving Responsibilities and Changes in the Job Scope of Female Employees | **Hugh Bainbridge**, U. of New South Wales; **Esther Palm**, U. of Innsbruck

📄👤 The Effect of Taking a Paternity Leave on Men's Career Outcomes: The Role of Communitality Perceptions | **Anja Krstic**, Wilfrid Laurier U.; **Ivona Hideg**, Wilfrid Laurier U.

📄📄 Sails Versus Anchors: Spousal Personality Configurations and Career Success | **Brittany Solomon**, U. of Notre Dame; **Joanna Tochman Campbell**, U. of Cincinnati

📄 A Tale of Two Ambitions: Caregiving and Career Ambitions among Men and Women | **Julia Bear**, Stony Brook U.-State U. of New York

1990 🗨️👤: (Paper Session) - (GDO) **Organizational Practices to Improve D&I**

1:15pm - 2:45pm Boston Park Plaza: Brookline

Chair: **Alyson Byrne**, Memorial U. of Newfoundland

🗨️👤 Employee Resource Groups: What We Know about Their Impact on Individuals and Organizations | **Erica Gabrielle Foldy**, New York U.

Does Training Promote Equitable Access to Employment? The Role of Gender in Work Release Programs | **Nicole C. Jones Young**, Franklin & Marshall College; **Jakari Griffith**, Bridgewater State U.; **Kemi Anazodo**, York U.

📄🗨️👤 The Role of Authenticity at Work in Understanding the Effects of LGBT+ Friendly HRM Practices | **Luke Fletcher**, Aston Business School; **Benjamin A. Everly**, U. of Sussex

🗨️ Adversaries or Allies of High Performing Women in a Politicized World | **Min Young Yoon**, Penn State U.

🗨️👤 A Disentanglement of the Effects that Diversity and Inclusion have on Applicant Reactions | **William Benjamin Ward**, U. of South Carolina; **Robert E Ployhart**, U. of South Carolina

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: **Mirit 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 | **Mirit 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

🗨️ Organizational Socialization: How Can Organizations Support Refugee Newcomers' Adjustment? | **Dina Gericke**, Leuphana U. Lüneburg; **Anne-Grit Albrecht**, Leuphana U. Lüneburg; **Leena Pundt**, City U. of Applied Sciences Bremen; **Jürgen Deller**, Leuphana U. Lüneburg

➔📄 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

1994 🗨️👉👈 JS: (GDO, ODC, OB) Inclusive Leadership: Practices and Insights

1:15pm - 2:45pm Boston Park Plaza: Terrace

Chair: **Bernardo M. Ferdman**, Ferdman Consulting

Speakers: **Bernardo M. Ferdman**, Ferdman Consulting; **Audrey Murrell**, U. of Pittsburgh; **Ilene Wasserman**, ICW Consulting Group/Wharton Leadership/PCOM Applied Psychology; **Hans Van Dijk**, Tilburg U.; **J Goosby Smith**, The Citadel, Charleston, SC

1995 🗨️: (Paper Session) - (HCM) Provider Experience: Antecedents and Outcomes

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon F

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.

➔🗨️ Making Do by Getting Real: Psychological Contract Violations and Physicians' Early Career Agency | **Mahima Mitra**, Oxford U., Said Business School; **Sue Dopson**, U. of Oxford; **Timothy Hoff**, Northeastern U.

1996 : (Paper Session) - (HR) HR and Teams

1:15pm - 2:45pm Westin Copley Place Boston: Empire

Chair: **Catherine Grace Collins**, U. of New South Wales

Organizationally Promoted Networking, Team-Working, Career and the Institutional Context | **Marianna Marra**, U. of Essex; **Chris Brewster**, Henley Business School, U. of Reading; **Michael Brookes**, U. of Hertfordshire, UK; **Geoffrey T. Wood**, U. of Western Ontario

🗨️➔🗨️ Carrots or Sticks? Which HR Practices Can Reduce Conflicts in Asymmetrically Task Dependent Teams? | **Simon Barend De Jong**, Maastricht U., School of Business & Economics; **Matthijs Bal**, U. of Bath

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.

🗨️ Chain 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 HRD Practices Supporting Creativity in Finnish Growth Organisations | **Kajja Marjukka Collin**, U. of Jyväskylä; **Soila Johanna Lemmetty**, U. of Jyväskylä; **Elina 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.

🗨️ How Does Servant Leadership Fuel Employee Innovative Behavior? A Moderated Mediation Framework (WITHDRAWN) | **Fangliang Zhang**, Renmin U. of China; **Chunling Zhu**, Renmin U. of China

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

- 📖 Human Resource Management, Entrepreneurial Behavior, and Unit Performance in a Retail Context | **Hyun Young Jo**, Leeds U. Business School; **Samuel Aryee**, U. of Surrey; **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 Islam**, Tongji U.; **Ikram Ullah Khan**, U. of Science and Technology, Bannu; **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

- 📖 Effects of Workplace Ostracism on Family Social Support: A Moderated Mediation Model | **Haina Zhang**, Lancaster U.; **Ziwei Yang**, Henan U. of Economics and Law; **Ho Kwong Kwan**, China Europe International Business School (CEIBS)
- 📖 Formal Mentoring Advantage for Leadership Development and Thoughts of Quitting | **Min Kyu Joo**, U. of Houston
- 📖 Until You're One of Us: Comparing Workplace Hazing 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 Irwing**, 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
- 📖 Investigating the Human Factor in SCM: A Systematic Citation Network Review from 1998 to 2018 | **Matthias**

Kopyto, Friedrich-Alexander U. of Erlangen-Nürnberg; **Edda Feisel**, Friedrich-Alexander U. of Erlangen-Nürnberg; **Larry C Giunipero**, Florida State U.; **Evi Hartmann**, Friedrich-Alexander U. of Erlangen-Nürnberg

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: **Bjoern Schmeisser**, 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
- ➔ 📖 Uncertain Principals, Opaque Agents? Elections and State-Owned MNE Disclosure | **Anthony Cannizzaro**, Catholic U. of America; **Robert J. Weiner**, George Washington U.
- 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
- ➔ 📖 The Institutional Effect: A Cross-National Meta-Analysis of Founder and Professional CEO Performance | **Aten Zaandam**, U. of Arkansas; **Dinesh Hasija**, Augusta U.; **Alan E Ellstrand**, U. of Arkansas; **Michael Cummings**, U. of Arkansas
- 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

Organizer: **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: **Malika 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
- ➔ 📖 Overqualification among Migrants: A Social Judgment Theory Perspective | **Heidi Wechtler**, U. of Newcastle, Australia; **Alexei Koveshnikov**, Aalto U.; **Colin Idzert Sarkies** Lee, Amsterdam Business School, U. of Amsterdam
- IM Division Best Paper in OB/HRM/OT Finalist

→ 🗂️🗣️ First Language, Language Proficiency and Communication about Problems at Work (WITHDRAWN) | Birgit Pauksztat, Uppsala U.

2006 🗣️: (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.

Presenters: Kaifu Zhang, Senior Director, Taobao Seller Platform, Alibaba Group; Lei Wang, Senior Director of Marketing and Public Relations Committee, Alibaba Group; 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

🗂️🗣️🗂️ Integrating Harmony with Rhythm: Transcending the Interdisciplinary Discord of Modern Academia | Mai P. Trinh, Arizona State U.; Robert Kirsch, Arizona State U.; Elizabeth A. Castillo, Arizona State U.; Denise Bates, Arizona State U.

🗂️🗣️ 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 Nujella, 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

🗂️ The Social/Personal Identity Dichotomy Revisited: A Critical Conceptual Review | Benjamin Webster Walker, Victoria U. of Wellington

🗂️ High Performance Work Systems and Employee Job Burnout: A Cross-Level Moderated Mediation Model | Honglei Wang, Northeast Agricultural U.; Yejun Zhang, U. of Oklahoma

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 Radfard, Azad U. of Kerman; Ali Radfard, 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.

Discussants: **Margaret M. Luciano**, Arizona State U.; **John R. Hollenbeck**, Michigan State U.
 Capturing 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.
 Greater or Less Than the Sum of Its Parts? The Impact of Component Team Ability on Multiteam System | **Rebecca Mitchell**, Michigan State U.; **Bryan Cornfield**, Eli Broad School of Business, Michigan State U.; **James Garrett Matusik**, Michigan State U.; **John R. Hollenbeck**, Michigan State U.
 Leading MTSs: 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 Valikangas**, Hanken School of Economics

2014  : (MSR) **Exploring the Relationship Between Intersectionality and Inclusion: A Research Agenda**
 1:15pm - 2:45pm Boston Marriott Copley Place: Grand Ballroom Salon B
Chairs: **Alain Klarsfeld**, 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 Contextualised Research Agenda for Gender | **Alain Klarsfeld**, Toulouse Business School
 Just Beauties of the Skies? An Intersectional Perspective on First Class Flight Attendants | **Vanessa Bernauer**, Helmut Schmidt U.
 A [K]ink in the Armor: How the Intersection of Racial and Gender Prototypicality Affect Perceptions | **Tarani M Woodson**, Teachers College, Columbia 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

2015  : (OB) **Understanding Biases and Overcoming Barriers for Promoting Gender Inclusive Organizations**
 1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom B
Organizer: **Ashleigh Shelby Rosette**, Duke U.
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 Nittrouer**, 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 Mobasseri**, Boston U. Questrom School of Business; **Sameer B. Srivastava**, U. of California, Berkeley; **Laura Kray**, U. of California, Berkeley
 Corporate-Sponsored Egg Freezing: A New Frontier in Work-Life Policy | **Elinor Flynn**, New York U.; **Lisa Michelle Leslie**, New York U.
Presenters: **Anyi Ma**, Duke U.; **Christine Nittrouer**, U. of Houston-Downtown; **Sanaz Mobasseri**, 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.; **Changqing 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

2017 📄: (Paper Session) - (OB) **Voice in the Dark**

1:15pm - 2:45pm Sheraton Boston Hotel: Back Bay Ballroom D

Chair: **Melvyn Hamstra**, Maastricht U.

- 📄 Manager Narcissism and Employee Silence: A Socio-Analytic Theory Perspective | **Melvyn Hamstra**, Maastricht U.; **Bert Schreurs**, Vrije U. Brussel; **I. M. Jawahar**, Illinois State U.; **Maxim Laurijssen**, U. of Groningen, Faculty of Economics and Business
- 📄 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**, -

2018 📄: (Paper Session) - (OB) **Individual's Voice**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon A

Chair: **Mercy Chinenye Oyet**, U. of New Brunswick Saint John

- 🗣️ Image Risk and the Decision to Remedial Voice: The Moderating Role of Moral Identity | **Mercy Chinenye Oyet**, U. of New Brunswick Saint John; **Michael J Withey**, Memorial U. of Newfoundland
- 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, Xi'an Jiaotong U.; **Fuli Li**, Xi'an 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 Germeys**, KU Leuven; **Maria Jose Bosch**, ESE Business School; **Yasin Rofcanin**, School of Management, U. of Bath; **Mireya Las Heras**, IESE Business School; **Can Ererdi**, 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.; **Ye Zhuang Tian**, -; **Guyang Tian**, -

2020 📄: (Paper Session) - (OB) **Incivility at Work**

1:15pm - 2:45pm Sheraton Boston Hotel: Beacon H

Chair: **Lindsay Dhanani**, Ohio U.

- 🗣️ Is it the Person or the Place? A Meta-Analytic Test of the Antecedents of Workplace Incivility | **Lindsay Dhanani**, Ohio U.; **Amanda Wolcott**, Lynn U.; **Andrew Pueschel**, Ohio U.
- 📄 Why do employees instigate incivility? The role of contempt and coworker appraisals | **Gerardo A. Miranda**, U. of Texas Rio Grande Valley; **Jennifer L. Welbourne**, U. of Texas Rio Grande Valley
- An affective events theory viewpoint of the relationship between incivility and potential outcomes | **Yariv Itzkovich**, Kinneret Academic College; **Sibylle Heilbrunn**, Kinneret Academic College; **Haifa U.**; **Niva Dolev**, Kinneret Academic College
- 📄 The Impact of Customer Incivility on Employees' Family Undermining | **Hong Zhu**, Sun Yat-Sen U.; **Yijing Lyu**, Shanghai U. of Finance and Economics; **Yijiao Ye**, Xiamen U.

2021 📄: (Paper Session) - (OB) **Dynamics of Charismatic-Transformational Leadership**

1:15pm - 2:45pm Sheraton Boston Hotel: Berkeley AB

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 ; **Kong Zhou**, 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 seen as a 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

2022 📄: (Paper Session) - (OB) **Leading Teams**

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 Moderating the Transformational Leadership Contextual Performance Relationship | **Rylan Charlton**, Doctoral Student; **Kevin Joseph Eschleman**, -
- ➔ 📄 Leader humility and team proactive performance: The mediating role of group silence | **Nate Zettina**, U. of Sydney Business School

📄 Motivate to Learn: Antecedents and Consequences of Learning Goal Orientation in Teams | **Hao-Chieh Lin**, National Sun Yat-Sen U.; **Hai Viet Nguyen**, National Sun-Yat Sen U.; **Xin-En Wu**, National Sun Yat-Sen U.; **Wan-Chien Lien**, National Chengchi U.

2023 📄: (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.; **Jeffery 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 Paoletti**, 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 🗣️📄👤: (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 📄: (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 Laulié**, 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.; **Brittney Amber**, Indiana U. / Purdue U., Indianapolis; **Adam C. Stoverink**, U. of Arkansas; **Dominique Burrows**, IUPUI

2026 📄: (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 📄: (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 Affect 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.; **SungHyoung Hong**, Hanyang U.; **Hyunju Yoon**, -

Passion Ignites: Effect of Expert-worker's Passion on Employee Performance | **Edward Tang**, Zhongnan U. of Economics and Law; **Jialing Xiao**, Hong Kong Baptist U.

2028 📄: (Paper Session) - (OB) **Work Design**

1:15pm - 2:45pm Sheraton Boston Hotel: Liberty Ballroom C

Chair: **Roshni Raveendhran**, 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 Raveendhran**, 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: Olmsted

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 🗣️🗄️👤 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 Too | **Li Huang**, INSEAD

Bounded 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 GSB; **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 GSB; **Laura L. Rees**, Queen's U.

2031 🗄️ 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. Milliken, New York U.

Voice Quality: A Theory of Its Dimensions, Dynamics, and Downstream Implications for Performance | **Crystal I Chien Farh**, U. of Washington; **Junchao Li**, Rutgers Business School; **Thomas W. Lee**, U. of Washington

Imprints 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

Igniting or Extinguishing Voice: Why and When HR Voice Systems Activate Employee Voice Behavior | **Michael Parke**, London Business School; **Daniel M Cable**, U. of North Carolina, Chapel Hill; **Jennifer Lynch**, London Business School

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 🗄️ 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

Solving the Apportionment Problem: How We Assign Praise and Blame in Groups | **Chelsea Schein**, The Wharton School, U. of Pennsylvania; **Joshua Jackson**, U. of North Carolina, Chapel Hill; **Terri Frasca**, Pennsylvania State U.; **Kurt Gray**, U. of North Carolina, Chapel Hill

When, How, And Why A Brazen Organizational Response To Wrongdoing Works | **Arthur S. Jago**, U. of Washington - Tacoma; **Jeffrey Pfeffer**, Stanford U.

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

Why Anti-Egalitarians Judge Organizational Misconduct Less Harshly | **Jeffrey Martin Lees**, Harvard Business School; **Jim Sidanius**, Harvard U.

Presenters: Arthur S. Jago, U. of Washington - Tacoma; **Chelsea Schein**, The Wharton School, U. of Pennsylvania; **Simone Tang**, Cornell U.

2033 🗄️ JS: (OB, OCIS, MOC) **Artificial Intelligence in the Management of Knowledge Production, Organizations, and Teams**

1:15pm - 2:45pm Sheraton Boston Hotel: Republic A

Organizers: Anita Williams Woolley, Carnegie Mellon U.; **Ella Glikson**, Carnegie Mellon U. - Tepper School of Business; **Pranav Gupta**, Carnegie Mellon U.

Discussant: Paul Leonardi, 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.

Theoretical Framework for Understanding Human Trust in Artificial Intelligence | **Ella Glikson**, Carnegie Mellon U. - Tepper School of Business; **Anita Williams Woolley**, Carnegie Mellon 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 🖥️👤JS: (OB, OMT, MOC) **Frontiers of Team and Teaming Research: Discovering New Directions and Opportunities**

1:15pm - 2:45pm Sheraton Boston Hotel: Fairfax A

Organizers: Zhike Lei, Pepperdine U.; Zhanna Novikov, Technion - Israel Institute of Technology

Discussant: Amy C. Edmondson, Harvard U.

A Multiteam System Model of Organizational Change | **Henrik M. Bresman**, INSEAD

Adaptable Approaches for Studying Low-Stability Teams | **Michaela Kerrissey**, Harvard U.; **Amy C. Edmondson**, Harvard U.

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

Presenters: Henrik M. Bresman, INSEAD; **Michaela Kerrissey**, Harvard U.; **Zhanna Novikov**, Technion - Israel Institute of Technology; **Steven Gray**, The U. of Texas at Austin

Participants: Amy C. Edmondson, Harvard U.; **Eitan Naveh**, Technion Israel Institute of Technology; **Zhike Lei**, Pepperdine U.; **Stuart Bunderson**, Washington U. in St. Louis; **Gerben S. Van Der Vegt**, U. of Groningen

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 Frankje Corporaal, U. of Oxford; **Hudson Sessions**, U. of Oregon

Discussants: 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.

When Algorithms Are Your Boss: Algorithmic Management of Platform Work | **Mareike Moehlmann**, Warwick Business School; **Lior Zalmanson**, New York U.; **Ola Henfridsson**, Warwick Business School; **Robert Wayne Gregory**, U. of Navarra

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.

Bringing Work Back In: Theorizing Platform Sourcing as an Organizational Model for Knowledge Work | **Greetje Frankje Corporaal**, U. of Oxford; **Vili Lehdonvirta**, U. of Oxford

Different Paths to Ecosystem Strategy: Platform Capitalism vs. Platform Cooperativism | **Jovana Karanovic**, KIN Research, VU Amsterdam; **Hans Berends**, Vrije U. Amsterdam; **Yuval Engel**, U. of Amsterdam

Presenters: Brianna Barker Caza, U. of Manitoba; **Susan J. Ashford**, U. of Michigan; **Mareike Moehlmann**, Warwick Business School; **Jovana Karanovic**, KIN Research, VU Amsterdam

Participants: Erin Marie Reid, McMaster U.; **Lior Zalmanson**, New York U.; **Ola Henfridsson**, Warwick Business School; **Robert**

Wayne Gregory, U. of Navarra; **Jennifer Nahrgang**, Arizona State U.; **Vili Lehdonvirta**, U. of Oxford; **Hans Berends**, Vrije U. Amsterdam; **Yuval Engel**, U. of 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.

Presenters: March L. To, Hong Kong Baptist U.; **Hong Zhang**, Chinese U. of Hong Kong; **Cangyan Li**, U. of hong kong

Participants: Cynthia Diane Fisher, Bond U.; **Nan Wang**, Lingnan U.; **Xiaohua Wang**, Renmin U. of China

2037 🖥️JS: (OB, RM) **New Developments in Leadership and Identity Measurement**

1:15pm - 2:45pm Sheraton Boston Hotel: Gardner B

Organizer: Tiffany Keller Hansbrough, 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 Hansbrough**, Fairleigh Dickinson U.; **Roseanne Foti**, Virginia Tech; **Bryan Acton**, Virginia Tech; **Robert G. Lord**, Durham U.

Measuring Leaders Behaving Badly: Improving Forced Choice Assessment of Negative Leadership | **Jordan Epistola**, U. of Maryland; **Hannah Samuelson**, U. of Maryland; **James Andrew Grand**, U. of Maryland; **Paul Hanges**, U. of Maryland

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 Horten**, 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 Boston Marriott Copley Place: Grand Ballroom Salon D

Organizer: Leon Schjoedt, Mahasarakham 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 Boston Marriott Copley Place: Regis

Chair: Anastasia Sergeeva, VU Amsterdam

→ 🖥️ Designing for Social Presence and Leveraging the Outcomes of Customer Service Chatbots | **Andreas Janson**,

U. of Kassel, Information Systems; **Oliver Degen**, U. of Kassel, Information Systems; **Melanie Schwede**, U. of Kassel, Information Systems

- 📄 Does Algorithmic Filtering Create a Filter Bubble? Evidence from Sina Weibo | **Kayla Guangrui Li**, Hong Kong U. of Science and Technology; **Sunil Mithas**, Robert H. Smith School of Business, U. of Maryland; **Zhixing 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

2040 🗣️: (ODC) Reconceptualizing Human Resource Management as Both Strategic and Relational

1:15pm - 2:45pm Boston Park Plaza: Charles River

Organizers: **Greg J. Bamber**, Monash U.; **Jody Hoffer Gittel**, 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 Dependence 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

2041 : (Paper Session) - (ODC) 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-Sinigoi**, 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

2042 : (Paper Session) - (OMT) 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 Neckebroock**, IESE Business School; **Annelore Huyghe**, Cass Business School, City U. London

2043 : (Paper Session) - (OMT) 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 Krautzberger**, 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**, umeå 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

2044 : (Paper Session) - (OMT) 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

- 🗣️🗣️ Corporate Governance Innovation in the Digital Age | **Kevin Chuah**, London Business School; **Jeroen Veldman**, Cass Business School, City U. of London

📄 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 Heemskerck**, 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 Cocreation of a Management Concept | **Kasper Elmholt**, Aalborg U.; **Jeppe Agger Nielsen**, Aalborg U.; **Arild Waeraas**, Norwegian U. of Life Sciences

Network Structure and the Adoption of Technological Innovation | **Eugene Taeha Paik**, U. of Mississippi; **Joseph P. Broschak**, U. of Arizona; **Kenneth W Koput**, U. of Arizona

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

Busting Out of the Iron Cage: Network Mobilization and Responses to Professional Prescriptions | **Ebony N. Bridwell-Mitchell**, Harvard U.

Cutting the Gordian Knot: A Microfoundational and Dynamic Based Typology of Institutional Actors | **Emamdeen Fohim**, U. of St.Gallen; **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.

“Doing Well” despite “Doing Bad”? Investor Response to Repeated Illegal Behavior | **Brigitte Wecker**, Mannheim U.; **Matthias F. Brauer**, Mannheim 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 📄 JS: (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 🗨️📄 JS: (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 Battilana**, 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

Confronting Power Differences in Transforming Institutional Fields Through Multistakeholder Partners | **Barbara Gray**, Pennsylvania State U.; **Jill M. Purdy**, U. of Washington, Tacoma; **Shahzad Ansari**, Cambridge U.

A Tale of Two Continents and Multiple Sectors: Spanning Boundaries for Cross-Sector Collaboration. | **Anne-Laure Fayard**, New York U.; **Beth Bechky**, New York U.

Bad Company: Tactics, Stigma, and Shifts in Support of Environmental SMOs after the BP Oil Spill | **Mary Bridget Hunter**, -

Presenters: **Santi Furnari**, Cass Business School, City U. London; **Shahzad Ansari**, Cambridge U.; **Mary-Hunter McDonnell**, The Wharton School, U. of Pennsylvania; **Barbara Gray**, Pennsylvania State U.; **Jill M. Purdy**, U. of Washington, Tacoma

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 Rhee**, U. of California, Irvine; **Sruthi Monica Thatchenkery**, U. College London

Distinguished Speaker: **William Ocasio**, Northwestern U.

Discussant: **Mary Tripsas**, Boston College

Cognitive Congruence in an Alliance Portfolio: A Topic Modeling Approach | **Luke Rhee**, U. of California, Irvine

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**, -

Blockchains 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 📄: (Paper Session) - (ONE) **The Influence of Innovation, Technology, and Competition on Environmental Sustainability**

1:15pm - 2:45pm Westin Copley Place Boston: Courier

Chair: **Andra Riandita**, 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 Suhaib Riaz**, Telfer School of Management, U. of Ottawa; **Timo J Santalainen**, Aalto U. And Stratnet

Participant: **Jean Garner Stead**, East Tennessee State U.

2056 : (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

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;

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Massimiliano Pellegrini, U. of Rome Tor Vergata; Cristiano Ciappei, 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.

➔ Merit, Tenure and Public Service Motivation: Evidence from Conjoint Experiments with Civil Servants | Jan-Hinrik Meyer-Sahling, U. of Nottingham; Kim Sass Mikkelsen, Roskilde U.; Christian Schuster, U. College London

📄 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 Automaton: 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. Heidi, U. of Oregon

🗣️ 📄 Lost in Network Translation: From Ties to Events in the Analysis of Interorganizational Networks | Federica Bianchi, U. della Svizzera 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 Mauricio Gama Boaventura, U. of Sao Paulo (FEA/USP)

📄 Relational and Transactional Value for Stakeholders | Keysa Manuela Cunha De Mascena, U. of Fortaleza (UNIFOR); João Mauricio Gama Boaventura, 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 Hoepner, 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

➔ 🗣️ Hybrid-Diversified Business Models in Social Enterprises: Increase Revenues with a Social Mission | Giacomo Ciambotti, U. Cattolica del Sacro Cuore; Matteo Pedrini, U. Cattolica del Sacro Cuore

🗣️ Private Organizations for Public Value: Insights from Italian Social Enterprises' Business Models | Federica Bandini, Alma Mater Studiorum U. di Bologna; Sabrina Gigli, Alma Mater Studiorum U. di Bologna; Laura Mariani, U. of Milano-Bicocca

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

📄 Profiting 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

📄 See Change? Conceptualizing and Measuring the Temporal Dynamics of Industry Clusters | **Min Jung Kim**, U. of Minnesota; **J. Myles Shaver**, U. of Minnesota; **Russell James Funk**, U. of Minnesota

(Partial) Exit and Voice in the Gig Economy: Evidence from the Digital Water Cooler | **Natalie Carlson**, Columbia Business School; **Matthew Yeaton**, Columbia Business School; **Stephan Meier**, Columbia Business School

2064 📄: (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 Devarakonda**, 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.

2066 📄: (Paper Session) - (STR) On Value Creation

1:15pm - 2:45pm Boston Park Plaza: Cabot
Stakeholder Strategy Track
Chair: **Vicente Salas-Fumas**, Zaragoza U.

Wealth Creation and Appropriation Under Restricted Bargaining | **Vicente Salas-Fumás**, U. of Zaragoza

📄 The Cost and Benefits of Platforms: Study of Amazon Inc. | **Mayank Aggarwal**, Indian Institute of Management, Ahmedabad

📄 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.

2067 📄: (Paper Session) - (STR) Social, Environmental, and Financial Performance

1:15pm - 2:45pm Boston Park Plaza: Constitution
Stakeholder Strategy Track
Chair: **Yoona Youm**, Loyola U. Chicago

Two-sided Firm-Stakeholder Relationships and the Environment: Evidence from Firm Twitter Accounts | **Eun-Hee Kim**, Fordham U.; **Yoona Youm**, Loyola U. Chicago

📄 Are Financially Transparent Firms Environmentally Transparent Too? | **Eun-Hee Kim**, Fordham U.; **Mingying Cheng**, Fordham U.

📄 Join In... and Drop Out? Firm Adoption of and Disengagement from Voluntary Environmental Programs | **Patrick J. Callery**, Sprott School of Business, Carleton U.

📄 Does Marginal Inclusion on a Ranking Enhance Firm Value? | **Ben William Lewis**, Brigham Young U.; **W Chad Carlos**, Brigham Young U.

2068 📄: (Paper Session) - (STR) Embedding the Partnership: Clusters, Ecosystems, and Institutional Effects on Partnerships

1:15pm - 2:45pm Boston Park Plaza: Emerson
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 Wältermann**, 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: **Liinus Hietaniemi**, London Business School

Parallel Experimentation as Entrepreneurial Strategy: Effects on Innovativeness, Exit and Resourcing | **Liinus 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

🗣️📄 Predicting Entrepreneurial Performance: Simple Rules Versus Expert Judgment | **Michael Leatherbee**, Pontificia U. Católica de Chile; **Patricio Del Sol**, -; **Paula Navarrete**, Pontificia U. Católica de Chile

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 | **Shuyang 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**, IESE 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 Megginorin**, 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 Mastrogiorgio**, IE Business School; **Mario Daniele Amore**, Bocconi U.

📄 Government Ideology and Hospital Responses to the Affordable Care Act Legislation | **Justin Kistler**, 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; **Chuanpeng 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

Imagination: The Cognitive Roots of Forward-Looking Strategy | **Shubha Patvardhan**, U. of Delaware;

Ramachandran J, Indian Institute of Management, Bangalore

Presenters: Teppo Felin, U. of Oxford; *Melissa Schilling*, New York U.; *Sharon Alvarez*, U. of Pittsburgh; *Shubha Patvardhan*, U. of Delaware

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 Boysen, 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.

📖 Making Digital Sense: A Strategic Sensemaking Perspective of Digital Strategy Practitioners | Samsurin Welch, U. of Cambridge; Kamal Munir, U. of Cambridge

→ 📖 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: Shweta Gaonkar, Johns Hopkins U.

Robustness Analysis of Collaborative Product Innovation Network- A Super-network Perspective | Jiafu Su, Chongqing Technology and Business U.; Xuefeng Zhang, Anhui Polytechnic U.; Na Zhang, Chongqing U.

📖 Agency and intentionality in networking: An interactive experiment | Bálint Diószegi, 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 Møller Larsen, Copenhagen Business School; Ram Mudambi, Temple U.

Knowledge networks, collaboration networks, and innovation: a replication and extension | Jia Shen, Oregon State U.; Jiyao Chen, Oregon State U.; Shaokun Fan, Oregon State 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, Luiss 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. of

Technology; **Andrea Belz**, U. of Southern California Viterbi School of Engineering

Product market choice of entrepreneurial ventures: the role of prior experience | **Mara Guerra**, Imperial College Business School; **Bart Clarysse**, ETH Zürich; **Anu Wadhwa**, Imperial College Business School

Learning from Prior Innovative Project experiences: A Study of Entrepreneurs Developing Google Apps | **Mehdi Samimi**, Iowa State U.; **Andreas Schwab**, Iowa State U.; **Masoud Nosrati**, Iowa State U.; **Terence Ping Ching Fan**, Singapore Management U.; **Xuesong Geng**, Singapore Management U.

2081 🗨️📄: (Paper Session) - (TIM) **Technology Strategy and Competition: Business Model Innovation and Change**

1:15pm - 2:45pm Boston Hynes Convention Center: 206

Chair: **Charles Baden-Fuller**, Cass Business School, City, U. of London

📄 Value creation and value capture alignment in the shift to open business models | **David Sjödin**, Luleå U. of Technology; **Vinit Parida**, Luleå U. of Technology; **Marin Jovanovic**, Copenhagen Business School; **Ivanka Visnjic**, ESADE Business School

The Effects of Objective and Subjective Perceived Threat on Business Model Adaptation | **Hannah Fabry**, RWTH Aachen U.; **Fabian Peter Louwen**, RWTH Aachen U.; **Dirk Luettgens**, RWTH Aachen U.; **Frank T. Piller**, RWTH Aachen U.

Industry Business Model Patterns for Business Model Innovation—The Case of the Electricity Industry | **Claudia Marante**, Catolica Lisbon School of Business and Economics; **Rene Bohnsack**, Catolica Lisbon School of Business and Economics

Open innovation and business model design of startups in the digital environment | **Xiaoyu Li**, School of Business, Renmin U. of China

2082 🗨️📄: (Paper Session) - (TIM) **Technological Change: Work and Technology**

1:15pm - 2:45pm Boston Hynes Convention Center: 301

Chair: **Li Sun**, UMass Lowell

Who's Making the Call? Paring back the Blackbox of Technology | **Deborah Anderson**, U. of Oxford

📄 Measuring the Effects of Technology Framing: Development of a Multiple Item Scale | **Christoph Klos**, U. of Kassel; **Patrick Spieth**, U. of Kassel

Running with (CRISPR) Scissors: Tool Adoption and Team Assembly | **Samantha Zyontz**, MIT Sloan School of Management

📄 Preparing Minority Worker for the Future of Work with Automation | **Kristen Elizabeth Broady**, Alabama A&M U.; **Darlene Booth Bell**, Coastal Carolina U.; **Daisha Martin**, Harvard U.

2083 🗨️📄: (Paper Session) - (TIM) **Human Aspects of Innovation: Trust, Culture and Innovation**

1:15pm - 2:45pm Boston Hynes Convention Center: 305

Chair: **Corey Phelps**, McGill U.

Spy versus I: Can employees trust and share knowledge under conditions of high security? | **Ana Sariol**, Valparaiso U.; **Joseph Simpson**, Virginia Tech

Proactive Information Security Behavior: Group Culture and IT Governance Effects | **Jenell Lynn-Senter Wittmer**, U. of Toledo; **Canchu Lin**, Carroll U.

📄 Culture and Innovation in the International Context: A Literature Review | **Mu Tian**, U. Autónoma de Madrid; **Ying Gao**, Department of Management, Cleveland State U.; **Ping Huang**, Guangdong U. of Finance & Economics

Will Goal Clarity Lower Team Innovation? An Organizational Learning Perspective | **Steven Siu-Yun Lui**, U. of New South Wales; **John H.w. Lai**, -; **Peter Moran**, China Europe International Business School

2084 🗨️📄JS: (TIM, ENT, OMT) **Network Churn – Drivers and Implications for Innovation and Entrepreneurship**

1:15pm - 2:45pm Boston Hynes Convention Center: 205

Coordinators: **Julia Brennecke**, U. of Liverpool; **Tom Elfring**, U. of Liverpool Management School

Panelists: **Gautam Ahuja**, Cornell U.; **Suresh Bhagavatula**, Indian Institute of Management, Bangalore; **Cristina Boari**, Department of management, Bologna U.; **Gokhan Ertug**, Singapore Management 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 Grip**, Maastricht U.; **IJmert Kant**, Maastricht U.; **Fred Zijlstra**, Maastricht U.

Vendor Management Organizations and the Transformation of Contingent Labor Sourcing | **Laureen O'Brien**, Organizational Consultant

2087 ➔🗨️📄JS: (CAR, HR) **Comparing Careers Across Countries: New Scholarship and Directions**

3:00pm - 4:30pm Sheraton Boston Hotel: Fairfax B

Organizers: **Maïke Andresen**, U. of Bamberg; **Eleni Apospori**, Athens U. of Economics and Business; **Jon P. Briscoe**, Northern Illinois U.

Experts as Editors of Career Success Schemas: A Multi-Country Study | **Robert Kase**, U. of Ljubljana; **Jon P. Briscoe**, Northern Illinois U.; **Eleni Apospori**, Athens U. of Economics and Business; **Silvia Bagdadli**, SDA Bocconi; **K. Ovgu Cakmak-Otluoglu**, Istanbul U.; **Katharina Chudzikowski**, U. of Bath; **Anders Dysvik**, BI Norwegian Business School; **Martina Gianecchini**, U. of Padova; **Richa Saxena**, Institute of Management Technology Ghaziabad, India; **Yan Shen**, U. of

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.; **Maiké Andresen**, U. of Bamberg; **Robert Kase**, U. of Ljubljana; **Pamela Suzanne**, U. de San Andrés

Does Context Matter? A Comparative Empirical Study about the Role of Institutionalism | **Maiké Andresen**, U. of Bamberg; **Yamila L. Martin Ferlaine**, -; **Richard Cotton**, U. of Victoria; **Douglas T. Hall**, Boston U.; **Yan Shen**, U. of Victoria; **Michael Dickmann**, Cranfield U.

The Disabling Effect of Enabling Social Policies on Organizational Career Management | **Astrid Reichel**, U. of Salzburg; **Fida Afiouni**, 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: **Jiexin 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 | **Jiexin 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 N.Y. Zhu**, U. of Macau

How Incomplete Recovery among Workaholics Affects Work Performance | **Lieke 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

Presenters: **Long Wai Lam**, U. of Macau; **Lingzi Zhang**, U. of Macau; **Iris D. Zhang**, U. of Macau; **Julie N.Y. Zhu**, U. of Macau; **Lieke 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

2089 CAU: (CAU) Process Approach for Organizational Change and Innovation Research

3:00pm - 4:30pm The Fairmont Copley Plaza Hotel: Back Bay Room

REFERENCES **Granovetter, M. (1985). Economic action and social structure: The problem of embeddedness. American Journal of Sociology, 91(3), 481–510.** **Mohr, L. B. (1982). Explaining organizational behavior. San Francisco, CA: Jossey-Bass.** **Poole, M. S., Van de Ven, A. H., Dooley, K., & Holmes, M. E. (2000). Organizational change and innovation processes: Theory and methods for research. Oxford University Press.** **Van de Ven, A. H., Angle, H. L., & Poole, M. S. (2000). Research on the management of innovation: The Minnesota studies. (A. H. Van de Ven, H. L. Angle, & M. S. Poole, Eds.). New York, NY: Oxford University Press on Demand.** **Van de Ven, A. H., & Poole, M. S. (2000). An introduction to the Minnesota innovation research program. In A. H. Van de Ven, H. L. Angle, & M. S. Poole (Eds.), Research on the management of innovation: The Minnesota studies (pp. 3–30). New York, NY: Oxford University Press on Demand.**
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.

2090 CAU: (CAU) Research with Refugee and Immigrant Populations: Challenges and Opportunities

3:00pm - 4:30pm The Fairmont Copley Plaza Hotel: Commonwealth Room

Organizers: **Courtney Williams**, U. of North Carolina, Charlotte; **Janaki Gooty**, U. of North Carolina, Charlotte

2091 : (Paper Session) - (CM) Incivility and Negative Workplace Interactions

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon G

Chair: **Heath Gregg**, U. of Miami

Workplace Rejection: A Theoretical Model of Experiencing Rejection in the Workplace | **Denise Lucia Reyes**, Rice U.; **Julie Dinh**, Rice U.

Incivility and Turnover Intention; The Role of Social Adaptability and Emotional Exhaustion | **Muhammad Umer Azeem**, U. of Management & Technology, Lahore Pakistan; **Sami Ullah Bajwa**, U. of Management and Technology; **Haris Aslam**, Assistant Professor, U. of Management and Technology, Lahore; **Syed Ahmad Ali**, Assistant Professor, U. of Management and Technology Lahore

The Daily Impact of Customer Incivility on Service Employees' Self-Denigration and Behaviors | **Yang Guo**, National U. of Singapore; **Pok Man Tang**, National U. of Singapore; **Runkun Su**, National U. of Singapore

Supervisor Workplace Incivility: An Experimental Investigation of the Role of Cultural Dissimilarity | **Heath Gregg**, U. of Miami; **Changmeng Xu**, U. of Miami; **Chester A. Schriesheim**, U. of Miami

2092 📄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

2093 📄: (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 Wonohadidjojo**, 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.

2094 📄📄📄: (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**, U. 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.

2095 📄: (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 Kuesshauer**, U. of Kaiserslautern, Germany; **Matthias Baum**, U. of Kaiserslautern, Germany

📄 **Entrepreneurial Experience and Executive Pay | Adrian Luis Merida**, Copenhagen Business School

📄 **Sibship Size and Entrepreneurial Career Choice: A Balanced Development Approach | Taiyuan Wang**, IE; **Jie Cao**, Shanghai U. of Finance and Economics; **Nan Lin**, Shanghai U. of Finance and Economics

📄 **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 Coraiola**, U. of Alberta

2096 📄: (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.

- 📄 Quality Signals in Initial Coin Offerings | **Stephan Philipp**, Justus-Liebig U. Giessen; **Monika Schuhmacher**, Justus-Liebig U. Giessen; **Nicolai Bastian**, Justus-Liebig U. Giessen
- 📄 Money or Love? Crowdfunding, the Middle Road. | **Ines Alegre**, IESE 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 Hmieleski**, 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 Boumgarden**, 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, IE U.
- 📄 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 | **Tatevik 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.

- 📄 Digital IoT Technology, Firm Performance and Family Involvement: A Resource Utilization Perspective | **Ruth Überbacher**, Free U. Bozen, Bolzano; **René Ceipek**, U. of Innsbruck School of Management; **Julia Hautz**, U. of Innsbruck; **Kurt Matzler**, U. of Innsbruck; **Alfredo De Massis**, Free U. Bozen, Bolzano and Lancaster U.
- 📄 Social Ghost in Machine: Family Cohesion, Participative Strategies, Potency, and Firm Performance | **Nastaran Simarasl**, California State Polytechnic U., Pomona; **David Scott Jiang**, Georgia Southern U.; **Bart J. Debicki**, Towson U.; **Allison Pearson**, Mississippi State U.
- 📄 Configurations of Autonomy and Financial Performance of the Entrepreneurial SME: A CATA Approach | **Dexi Zheng**, U. of Wisconsin, Whitewater; **K. Praveen Parboteeah**, U. of Wisconsin, Whitewater; **G. T. Lumpkin**, U. of Oklahoma
- 📄 Proactiveness and Entrepreneurial SME Performance: Unpacking the Effect of Market Orientation | **Dexi Zheng**, U. of Wisconsin, Whitewater; **Dina L. Taylor**, Illinois Institute of Technology; **Yi Xu**, -

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 Fourné**, Wilfrid Laurier U.; **Miriam Zschoche**, U. of Erfurt
- 📄➔ Transitions Out of Informality Among Entrepreneurs in Sub-Saharan Africa | **Valentina Assenova**, The Wharton School, U. of Pennsylvania
- 📄 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 Womens' Enterprises | **Ying-Che Ali Hsieh**, National Tsing Hua U.; **Maria Christyfera Fakoniko**, National Tsing Hua U.; **Li-Hsiang Yi**, National Tsing Hua U.

2102 📄➔📄📄📄: (Paper Session) - (ENT) **Corporate Global Venturing**

3:00pm - 4:30pm Boston Marriott Copley Place: Vineyard

Chair: **Vahid Jafari Sadeghi**, U. delgli 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

→ 📄 Corruption Propensity of Foreign Entrepreneurs and Value Appropriation in Emerging Economies | **Kun Liu**, Kent State U.; **Ahmad Al Asady**, Kent State U.

The Cross-Country Diffusion of New Entrepreneurial Practices: The Case of Initial Coin Offerings | **Cristiano Bellavitis**, U. of Auckland; **Douglas Cumming**, Florida Atlantic U.; **Tom R. Vanacker**, Ghent U. and U. of Exeter

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.

Government Venture Capital and Startup Innovation Output in Emerging Economies: Evidence from China | **Aqi Liu**, The Chinese U. of Hong Kong

📄 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

🔗 The Impact of Regional Determinants in New Venture Exit | **Larry Plummer**, Ivey Business School; **Simon Parker**, Ivey Business School; **Silvia Carolina Reyes**, Ent

📄 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 Winterheller**, 361 consulting group

→ 🗣️ 🗣️ When Your Boss is a Foreigner: How National Identity and Leader Identity Intersect | **Lukas Robisch**, U. of Graz; **Renate Ortlieb**, U. of Graz

→ 🗣️ 🗣️ Immigrant Social Entrepreneurs: Managing Organizational Tensions with Cross-Cultural Experience | **Nkosana Mafico**, U. of Queensland; **Anna Krzeminska**, Macquarie U.; **Charmine E. J. Hartel**, U. of Queensland
Kauffman Award for the Best Student Paper on Entrepreneurship Best Student Paper Award

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

→ 🗣️ 🗣️ When Diversity Leads to Closed-Mindedness: On the Adverse Effects of Diversity in Organizations | **Birga Mareen Schumpe**, New York U. Abu Dhabi; **Claudia F. Nisa**, New York U. Abu Dhabi; **Antonio Pierro**, U. of Rome La Sapienza; **Jocelyn J. Bélanger**, New York U. Abu Dhabi

🗣️ 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

Gender and Innovation- An Institution-Based View from SMEs in Emerging Markets | **Arun T. M.**, Indian Institute of Management, Rohtak; **Rojers Puthur Joseph**, Indian Institute of Management, Rohtak; **Manzoor Ul Akram**, Indian Institute of Management, Rohtak

🗣️ 🗣️ 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; **Jieun 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

Presenters: Qin Su, Chinese U. of Hong Kong; Yunhyung Chung, U. of Idaho; Christina Hymer, Darla Moore School of Business, U. of South Carolina; Chester S Spell, Rutgers U., Camden
Participants: Amy Y. Ou, National U. of Singapore; Jiwen Song, Renmin U. of China; Dora C. Lau, Chinese U. of Hong Kong; Terri Griffith, Santa Clara U.; Yekaterina Bezrukova, SUNY Buffalo; Sherry M Thatcher, U. of South Carolina; Jieun Park, U. of South Carolina

2108 🗨️ (GDO) Exploring the Measurement of Inclusion in Organizations: Contributing to Construct Clarification
 3:00pm - 4:30pm Boston Park Plaza: Exeter

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? | Michàlle Mor Barak, U. of Southern California; Kim Brimhall, Binghamton U.-State U. of New York; Leslie Snyder, USC Suzanne Dworak-Peck School of Social Work and U. of S. Californiar

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; Jojanneke 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: Michàlle 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

Participants: Kim Brimhall, Binghamton U.-State U. of New York; Leslie Snyder, USC Suzanne Dworak-Peck School of Social Work and U. of S. Californiar; Naomi Ellemers, Leiden U., The Netherlands; Onur Sahin, Utrecht U., Department of Social, Health, & Organizational Psychology; Jojanneke Van Der Toorn, New York U.; Gaelle Cachat-Rosset, Toulouse Business School; Kevin Carillo, Toulouse Business School

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

2110 📄: (Paper Session) - (HCM) Integrating New Technologies in Health Care

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon F

Chair: Geoffrey Silvera, Auburn U.

Discussant: Michael Lin, Providigm

🗨️ Improving Acceptance of Inpatient Portals: Patients' and Care Team Members' Perspectives | Ann Scheck McAlearney, Ohio State U.; Alice Gaughan, Ohio State U.; Sarah MacEwan, Ohio State U.; Naleef Fareed, Ohio State U.; Timothy Huerta, Ohio State U.

Care Team Experience with Inpatient Portal Use During Patients' Hospitalization | Ann Scheck McAlearney, Ohio State U.; Jennifer Hefner, Ohio State U.; Carolyn Tory Harper Hogan, Ohio State U.; Daniel M. Walker, Ohio State U.; Sarah MacEwan, Ohio State U.; Alice Gaughan, Ohio State U.; Naleef Fareed, Ohio State U.; Cynthia Sieck, Ohio State U.

📄 Hospital Technology and Expenses: Do Different Measures of High-Tech Services Matter? | Ferhat Zengul, U. of Alabama, Birmingham; Bunyamin Ozaydin, U. of Alabama, Birmingham; Zo Ramamonjiravelo, Texas State U.; Josué Patien Epané, U. of Nevada, Las Vegas; Luceta McRoy, Southern Adventist U.

🗨️ Interorganizational Relationships and Hospital Adoption of Surgical Robots | Stephen Cullen, U. of Alabama, Birmingham; S Robert Hernandez, U. of Alabama, Birmingham; Amy Yarbrough Landry, U. of Alabama, Birmingham; William Opoku-Agyeman, U. of Alabama, Birmingham

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.; Riguang 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

Presenters: Jie Li, Hong Kong U. of Science and Technology; **Zhiyu Feng**, Nanyang Technological U.; **Christian Noble Thoroughgood**, Villanova U.; **SinHui Chong**, Nanyang Technological U.; **C. Ashley Fulmer**, Georgia State U.

Participants: **Christy Zhou Koval**, Eli Broad School of Business, Michigan State U.; **Huiwen Lian**, U. of Kentucky; **Fong T. Keng**, Nanyang Technological U.; **Dong Liu**, Georgia Institute of Technology; **Hu Li**, Nanjing U.; **Wei Wang**, U. of Minnesota; **Katina Sawyer**, George Washington U.; **Kristin L. Scott**, College of Business, Clemson U.; **Riguang Gao**, -; **Yu Tse Heng**, U. of Washington, Seattle

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-West

Chairs: **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-Rochelleau**, ESG-UQAM; **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

Investigating the Temporal Dynamics and Impact of Collective Resiliency in Work Teams | **Tiffany Marie Bisbey**, Rice U.

Presenters: **Xavier Parent-Rochelleau**, ESG-UQAM; **Angelique Hartwig**, U. of Manchester; **Tiffany Marie Bisbey**, Rice U.

Participants: **Kathleen Bentein**, ESG-UQAM; **Gilles Simard**, UQAM; **Michel Tremblay**, HEC Montreal; **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

Participants: **Cristina Rubino**, California State U., Northridge; **Lars Uriah Johnson**, Wayne State U.; **J. Craig Wallace**, Oklahoma

State U.; **Andrew Schnackenberg**, U. of Denver; **Jeffrey B. Paul**, Oral Roberts U.; **Ho Kwan Cheung**, State U. of N.Y. At Albany; **Jose M. Cortina**, Virginia Commonwealth U.

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 Glaister**, 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; **Sathyajit 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
- 🌐 Nepotism and Firm Growth: Evidence from a Transition Context | **Peder Greve**, Henley Business School, U. of Reading; **Winfried Ruigrok**, U. of St. Gallen; **Dimitrios Georgakakis**, U. of St. Gallen

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 Expatriate Withdrawal | **Rotumba Arachchige Ishanka Chathurani 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. Sartor**, 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 Madhukar Pathak**, U. of Missouri, St. Louis; **Amy**

- Taylor-Bianco**, Ohio U.; **Ikenna Stanley-Paschal Uzeugbunam**, Ohio U.
IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist
- 🌐 → 🌐 Global Framework Agreements as Substantive Commitments to Employment Practices in MNEs | **Cheng Li**, Ivey Business School; **Klaus Meyer**, Ivey Business School; **Htwe Htwe Thein**, Curtin U.
IM Division Best Paper in Corporate Social Responsibility and Sustainability Finalist

2120 → 🌐 JS: (IM, OMT, STR) State Capitalism: Hybrid Institutions, Governance, and Strategies
 3:00pm - 4:30pm Hilton Boston Back Bay: Adams A
 Organizers: **Mike Wright**, Imperial College London; **Ilya Okhmatovskiy**, Nova SBE, U. Nova de Lisboa; **Anna Grosman**, Loughborough U.

- Distinguished Speakers:* **Ruth V. Aguilera**, Northeastern U.; **Alvaro Cuervo-Cazurra**, Northeastern U.
Panelists: **Geoffrey T. Wood**, U. of Western Ontario; **Pei Sun**, Alliance Manchester Business School; **Aldo Musacchio**, Brandeis U.

2121 → 🌐 JS: (IM, ONE, STR) 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
Panelists: **Tatiana Kostova**, U. of South Carolina; **Panikos G. Georgallis**, U. of Amsterdam; **Sanjay Patnaik**, George Washington U.; **Jonathan P Doh**, Villanova U.

2122 🌐 → 🌐 (Paper Session) - (MED) 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

2123 → 🌐 → 🌐 (Paper Session) - (MOC) "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; **Charlotta Agneta 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

📄 A Social Network Perspective on Team Members' External Learning | **Chu-Ding Ling**, School of management, Zhejiang U.; **Yuen Lam Bavik**, Hong Kong Polytechnic U.; **Xiaoyun Xie**, Zhejiang U.

🗣️ The Forms, Development, and Use of Intuition in Strategic Leadership Teams | **Codou Samba**, U. of Tennessee; **David W. Williams**, U. of Tennessee; **Robert Fuller**, U. of Tennessee, Knoxville

2124 🗣️👤🌐📄: (Paper Session) - (MOC) "No More Ifs, No Bias, No Ambiguity": Attributions, Biases & Heuristics

3:00pm - 4:30pm Westin Copley Place Boston: St George C

Chair: **Filadina Zijla**, BI Norwegian Business School

Discussant: **Elizabeth Follmer**, U. of Massachusetts, Amherst

The Role of Managerial Heuristics in Organizational

Decision-Making and Beyond | **Radu Atanasiu**, Vrije U. Amsterdam;

Riku Ruotsalainen, Vrije U. Amsterdam

Are Decision-Making Characteristics and Behavioural Biases

Related to Managerial Cognitive Ability? (WITHDRAWN) |

Muhammad Sajid, School of Management, Royal Holloway, U.

of London, UK; **Matthew Li**, School of Management, Royal

Holloway, U. of London, UK

📄 Third-Party Effects of Psychological Capital: Observer

Attributions and Responses | **Darel Hargrove**, Central

Michigan U.; **Arran Caza**, Asper School of business, U. of

Manitoba; **Matthew Wayne McCarter**, U. of Texas At San

Antonio

📄 Betting on the Pack: The Bias toward Team Entrepreneurs

in Investor Crowdfunding Decisions | **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

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: **Danbee Chon**, Duke U.; **Sara Clark Wingrove**, Duke U.

Discussants: **Frank Flynn**, Stanford U.; **Hillary Anger Elfenbein**,

Washington U. in St. Louis

Becoming More Aware of Self-Awareness: A Synthesis and

Re-Conceptualization of Self-Awareness | **Danbee Chon**,

Duke U.; **Sim B. Sitkin**, Duke U.

I Know You Think I'm Sexy: Request Behavior as a Function

of Attractiveness Perceptions | **Casher Belinda**,

Kenan-Flagler Business School, U. of North Carolina at Chapel

Hill; **Shimul Melwani**, U. of North Carolina, Chapel Hill

Perceptions of Goal Ambition, Likability, and Personality

Attributions | **Sara Clark Wingrove**, Duke U.; **Grainne**

Fitzsimons, Duke U.

The More You Know: How Personal Knowledge Impacts

Other-Perception | **Ashley Elizabeth Hardin**, Washington U. in

St. Louis

The Role of Centrality in the Perception of Descriptive Social

Norms | **Daniel Feiler**, Dartmouth College (TUCK); **Jennifer**

Dannals, Tuck School of Business at Dartmouth; **Adam M.**

Kleinbaum, Dartmouth College

Presenters: **Danbee 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)

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 | **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

Presenters: **Elizabeth Pontikes**, U. Of Chicago; **Amanda Sharkey**,

U. Of Chicago; **Michael Jensen**, U. of Michigan; **Danyang Li**,

Tsinghua U.; **Letian Zhang**, Harvard Business School; **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 Brusoni**, ETH

Zurich; **Mary Tripsas**, Boston College; **Daniella Laureiro Martinez**,

ETH Zurich; **Rhonda K. Reger**, U. of Missouri; **Yuliya Snihur**,

Toulouse Business School

2128 JS: (MSR, OB) Benefits of Mindfulness for Leadership, Performance and Work Engagement

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon B

Organizers: **Ivana Igic**, U. of Bern; **Ute Regina Hulsheger**,

Maastricht U.

Discussant: **Christopher James Lyddy**, Providence College

Stereotype Threat and Leadership Aspirations | **Megan Marie**

Walsh, U. of Saskatchewan; **Erica Carleton**, U. of

Saskatchewan; **Amanda J. Hancock**, Memorial U. of

Newfoundland; **Kara Anne Arnold**, Memorial U. of

Newfoundland

Are Mindful Followers' Sensitive of Leadership Influence?

Impacts for Followers' Work Well-being | **Maree Roche**, U. of

Waikato; **Sudong Shang**, Waikato Management School, U. of

Waikato, Hamilton, New Zealand; **Tim Bently**, Massey U.

Business School; **Kate Blackwood**, -; **Bevan Catley**, Massey U.

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.

Examining 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 Igic**, U. of Bern; **Roman Prem**, U. of Vienna; **Tobias Krieger**, U. of Bern

Presenters: **Megan Marie Walsh**, U. of Saskatchewan; **Maree Roche**, U. of Waikato; **Chris Reina**, Virginia Commonwealth U.; **Andreas Wihler**, Frankfurt School of Finance & Management; **Ivana Igic**, 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 | **Afra 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: Relating power distance and voice | **Felipe Guzman**, IESEG School of Management; **Xin Fu**, -

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

Where and When? Is It Time Now? A Context and Time

Sensitive Framework of Leader-Follower SRF | **Ronit Kark**, Bar Ilan U.; **Dina Van Dijk**, Ben Gurion U. of the Negev; **Marianna Delegach**, Sapir Academic College

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 | **Melvyn Hamstra**, Maastricht U.; **Bert Schreurs**, Vrije U. Brussel

How CEOs Keep Their Organizations Healthy: A Collective Regulatory Focus Perspective | **Hendrik Huettermann**, 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**

Alexander Stam, Erasmus U. Rotterdam; **Marinus B.M. De Koster**, -; **Melvyn Hamstra**, Maastricht U.; **Bert Schreurs**, Vrije U. Brussel; **Hendrik Huettermann**, U. of St. Gallen; **Heike Bruch**, U. of St. Gallen; **Emily Neubert**, Indiana U. - Kelley School of Business; **Mitchell J. Neubert**, Baylor U.

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 Inness**, 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 Jeehyun Yoon**, Wichita State U.

- 🗨️ Antecedents and Consequences of Experiencing Guilt and Shame in Response to Observed Incivility | **Gerardo A. Miranda**, U. of Texas Rio Grande Valley; **Jennifer L. Welbourne**, U. of Texas Rio Grande Valley; **Ana Sariol**, Valparaiso U.
- Destructive Leadership, Ineffective Leadership, and Interpersonal Mistreatment Constructs: A Review | **Katherine Crawford Alexander**, Auburn U.; **Jack Emery Carson**, Auburn U.; **Jeremy Mackey**, Auburn U.
- The Roles of Past Workplace Ostracism and Current Perceived Power in Predicting Abusive 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 Jeehyun 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. Belschak**, U. of Amsterdam; **Andrea Bobbio**, U. of Padova

🗨️ Abusive Supervision, Humility and Social Loafing: A Moderated Mediation Model 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.; **Huishan 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

U.; **Steffen R. Giessner**, Rotterdam School of Management, Erasmus U.; **Dirk Van Dierendonck**, Erasmus U. Rotterdam
 ☞ Break Department Walls to Better Manage Knowledge: An Empirical Study Based on a High-Tech Company | **Qiao Li**, School of Business, Renmin U. of China; **Bei Xu**, School of Business, Renmin U. of China; **Gong Chen**, School of Business, Renmin U. of China; **Dongxia Huo**, b; **Jun Liu**, Renmin U. of China

2140 📄: (Paper Session) - (OB) **Fairness in Teams**

3:00pm - 4:30pm 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 At San Antonio; **Liyao Pan**, U. of Texas At San Antonio

The Nature of Newcomers' Injustice Expectations: A Multi-Study Investigation | **Samantha Jordan**, Florida State U.; **Joshua C. Palmer**, Florida State U.; **Shanna R. Daniels**, Florida State U.; **Wayne Hochwarter**, Florida State U.; **Pamela Perrewe**, Florida State U.; **Gerald R Ferris**, Florida State U.

☞ 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 Wakslak**, U. of Southern California; **Jennifer Kim**, U. of Southern California; **Elizabeth Quinn**, U. of Southern California

2141 📄: (Paper Session) - (OB) **Dark Emotions**

3:00pm - 4:30pm 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**

3:00pm - 4:30pm 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 Peltokorpi**, 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 Illich School of Business; **Lyonel Laulié**, U. of Chile; **Avani Pimputkar**, 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 | **Weipeng Lin**, Nankai U.; **Kun Yu**, Renmin U. of China

2143 📄: (Paper Session) - (OB) **Relationships at Work**

3:00pm - 4:30pm 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**

3:00pm - 4:30pm 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 Leibel**, 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 Leibel**, Boston U.

2145 🗣️📄: JS: (OB, CM) **How Contextual and Dispositional Factors Predict and Interact with Workplace Ostracism**

3:00pm - 4:30pm 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**, -; **Jie 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.

Individual Differences in the Self-Threatening Effect of Workplace Ostracism | **Jie Ma**, Lanzhou U.
 The Role of Workplace Ostracism in the Role Stressor-Strain Relationships | **Tannaz Rahman**, IMPAQ International; **Sharon Glazer**, U. of Baltimore
Presenters: **Jie Ma**, Lanzhou U.; **Xu Huang**, Hong Kong Baptist U.; **Sharon Glazer**, U. of Baltimore
Participants: **Hai Li**, Beijing Normal U.; **Valentina Bruk Lee**, -; **Erica Xu**, Hong Kong Baptist U.; **Kan Ouyang**, Shanghai U. of Finance and Economics; **Tannaz Rahman**, IMPAQ International

2146 🌐📄SHCS: (OB, CM, MOC) **The Future of Negotiations Research**

3:00pm - 4:30pm Sheraton Boston Hotel: Independence West
Organizers: **Shilaan Alzahawi**, Stanford Graduate School of Business; **Lindred L. Greer**, U. of Michigan, Ross School of Business; **Margaret A. Neale**, Stanford U.
Discussant: **Malia Mason**, Columbia Business School
 How to Untangle Complexity in Negotiations. Some Ideas from Prof. Alison Wood Brooks | **Alison Wood Brooks**, Harvard U.
 The Relational Concern Model. How Goods and Services Diverge | **Einav Hart**, U. of Pennsylvania
 The Role that Negotiations Do (or Do Not) Play in Explaining the Gender Pay Gap | **Margaret Lee**, Haas School of Business, UC Berkeley; **Laura Kray**, U. of California, Berkeley
 The Power of Lost Alternatives in Future Negotiations | **Garrett L. Brady**, London Business School; **M. Ena Inesi**, London Business School; **Thomas Mussweiler**, London Business School
Presenters: **Alison Wood Brooks**, Harvard U.; **Einav Hart**, U. of Pennsylvania; **Margaret Lee**, Haas School of Business, UC Berkeley; **Garrett L. Brady**, London Business School
Participants: **Laura Kray**, U. of California, Berkeley; **M. Ena Inesi**, London Business School; **Thomas Mussweiler**, London Business School

2147 🌐➔📄JS: (OB, CM, MOC) **Aggression in Service Interactions: New Directions in Customer Mistreatment**

3:00pm - 4:30pm Sheraton Boston Hotel: Republic A
Organizers: **Rajiv Amarnani**, U. of Western Australia; **Ruodan Shao**, York U.-SSB
Discussant: **Sandy Hershcovis**, U. of Calgary
 Customer Mistreatment and Team Performance: Examining Both Functional and Dysfunctional Perspectives | **Haibo Wu**, Lingnan U. / Sun Yat-sen U.; **Jaclyn Koopmann**, Auburn U.; **Yifan Song**, Temple U.
 Daily Customer Mistreatment and Employees' Daily Sleep Quality: The Role of LMX | **YoungHo Song**, U. of Windsor; **Daniel Skarlicki**, U. of British Columbia; **Ruodan Shao**, York U.-SSB; **Jungkyu Park**, McGill U.
 From Grim to Great: How Employees Turn Customer Mistreatment into Customer Appreciation | **Feng Liu**, Saint Mary's U., Canada; **David Douglas Walker**, U. of British Columbia
 Moderating Role of Work Withdrawal in the Customer Mistreatment- Emotional Exhaustion Relationship | **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

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.; **Jaclyn Koopmann**, 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
Presenters: **Jiyin 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
Participants: **William Maddux**, U. of North Carolina, Chapel Hill; **Mark Kroll**, U. of Texas Rio Grande Valley; **Son Anh Le**, Louisiana Tech U.; **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; **Manchi Chao**, 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 JS: (OB, ODC, OMT) **Two Sides of the Same Coin? A Dialogue on the Co-Existence of Hierarchical and Collective Leadership**

3:00pm - 4:30pm Sheraton Boston Hotel: Independence East
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.

Presenters: **Anson Seers**, Virginia Commonwealth U.; **Murat Sakir Eroglu**, Adelphi U.; **Gail T. Fairhurst**, U. of Cincinnati; **Brad Jackson**, Victoria U. of Wellington; **Howard Youngs**, Auckland U. of Technology; **Joseph A. Raelin**, Northeastern U.

2151 JS: (OB, OMT, MOC) **Meaning and Social Contagion: The Impact of Belief Interdependence on Diffusion**

3:00pm - 4:30pm Sheraton Boston Hotel: Beacon A

Panelists: **James Philip Houghton**, Massachusetts Institute of Technology; **Daniel DellaPosta**, -; **Jon Atwell**, Stanford GSB

2152 (Paper Session) - (OCIS) **Impacts of Sociocultural Factors on IT Use, Attitudes, and Investment**

3:00pm - 4:30pm Boston Marriott Copley Place: Grand Ballroom Salon D
Chair: **Marco Marabelli**, Bentley U.

A Longitudinal Study in India on the Effect of Ownership and Management Control on IT Investment | **Xue Ning**, U. of Colorado Denver; **Abhishek Kathuria**, Indian School of Business; **Prasanna Karahade**, assistant professor; **Jiban Khuntia**, U. of Colorado Denver

The Effect of Organisational Culture on KMSs Usage, Knowledge Sharing & Organisational Effectiveness | **Mahmoud Abdelrahman**, Newcastle Business School; **Yusuf Kurt**, Alliance Manchester Business School; **K. Nadia Papamichail**, Alliance Manchester Business School

Can OCB Foster Positive Work Attitudes among IT Employees?: The Mediating Role of 'Meaning of Work' | **Shalini Chandra**, S P Jain School of Global Management, Singapore; **Shirish Chandra Srivastava**, HEC Paris; **Damien Joseph**, Nanyang Technological U.

The Role of Strengths Use and Friendship Opportunities for Coping with Technological Insecurity | **Tim Manfred Goetz**, HSG U. of St. Gallen; **Stephan Alexander Boehm**, U. of St. Gallen

2153 (Paper Session) - (OCIS) **New Perspectives on Digital Governance**

3:00pm - 4:30pm Boston Marriott Copley Place: Regis

Chair: **Ta-Wei Wang**, DePaul U.

Smart City IT Governance: A Dynamic Capability Perspective | **Giovanni Maccani**, Maynooth U., Ireland; **Niall Connolly**, Maynooth U.; **Brian Donnellan**, Maynooth U., Ireland

How Platform Governance Changes when Customers Become Developers | **Maximilian Schreieck**, TUM School of Management, Technische U. of Munich; **Manuel Wiesche**, TUM School of Management, Technische U. München; **Helmut Krčmar**, TUM School of Management, Technische U. München
OCIS Best Paper Award Finalist

OCIS Best Student Paper Award Finalist

Customer Shopping Network on a Multi-Sided Platform | **Khadija Ali Vakeel**, Northwestern U.; **Aimei Yang**, U. of Southern California; **Edward C. Malthouse**, Northwestern U.

Open Targets: Pre-competitive Collaborative Research in Life Sciences | **Laia Pujol Pujol Priego**, ESADE Business School; **Jonathan D. Wareham**, ESADE

2154 (Paper Session) - (ODC) **Values-Driven Change Practices**

3:00pm - 4:30pm Boston Park Plaza: Charles River

Chair: **Kellie Vander Veur**, -

Making Sense of Positive Organization Development | **Ignacio Pavez**, U. del Desarrollo

ODC Division Best Paper Finalist

Winner of ODC Division Best Paper Award

Integrative Virtue Ethics for the Planet: Organizational Implications of Laudato Si | **Frank J Barrett**, Naval Postgraduate School; **Ryan Duns**, Marquette U.

When Diversity and Conflict Meet: Self-in-Field Action Research for Inclusive Organizations | **Victor Friedman**, Max

Stern Jezreel Valley College; **Javier Simonovitch**, The Max Stern Yezreel Valley College, Israel; **Nizar Bitar**, The Max Stern Yezreel Valley College, Israel; **Israel Sykes**, Action Research Center for Social Justice

ODC Action Research Paper Award

🗨️ **Towards a Theoretical Framework for Understanding Inclusive Organizations (WITHDRAWN) | Tore Omholt**, BI Norwegian Business School

2155 : (Paper Session) - (ODC) **Bureaucracy and Change**
3:00pm - 4:30pm Boston Park Plaza: Franklin

Chair: **Julie Smendzauk-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 Organisation: The Case of Pakistan | Shaheen Naseer**, Lahore School Of Economics; **Klaus Heine**, Erasmus U. Rotterdam

Artifacts as Control-with-Abilities in HQ-Subsidiary Relations: The Case of a New Platform | Jan Löwstedt, Stockholm U.; **Emma Stendahl**, U. College Dublin; **Ali Yakhlef**, Stockholm Business School

🗨️ ➔ **Accounting For Organizational Willingness To Change: A Configurational Perspective | Dave Bouckennooghe**, Brock U.; **Gavin M. Schwarz**, UNSW Sydney; **Dirk De Clercq**, Brock U.

ODC Division Best Paper Finalist

2156 : (Paper Session) - (OMT) **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 Song**, 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) - (OMT) **New Insights into 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.

Ingroup 'Flexibility': Evidence of Social Influence in Third-Party Regulation Markets | Sae-Seul Park, Carnegie Mellon U. - Tepper School of Business; **Sunkee Lee**, Carnegie Mellon U. - Tepper School of Business

🗨️ **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 Zürich

🗨️ **'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 DLTO 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 Maijanen**, Lappeenranta-Lahti U. of Technology LUT; **Paavo Ritala**, LUT School of Business and Management

🗨️ **Navigating Occupational Paradox through Managing Compatibility | Vontrese Deeds Pamphile**, George Washington U.

🗨️ 🗨️ **From Taking to Making Paradox: A Multi-Level Perspective on How CEOs Balance Nested Paradoxes | Michael Smets**, U. of Oxford; **Amanda Moss Cowan**, U. of Rhode Island; **Andromachi Athanasopoulou**, Queen Mary U. of London; **Chris Moos**, U. of Oxford; **Tim J Morris**, U. of Oxford
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 Lehmborg**, North Dakota State U.; **Chanchai Tangpong**, North Dakota State U.; **Zonghui Li**, Jacksonville 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

Melbourne; **Geoffrey Martin**, Melbourne Business School; **Helen Wei Hu**, U. of Melbourne; **Jane Lu**, China Europe International Business School

- The Restructuring Imperative: Deviation, Performance and CEO Dismissal in the Shareholder Value Era | **Shoonchul Shin**, Richard Ivey School of Business
Finalist for the Louis R. Pondy Best Paper Based on a Dissertation Award

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**, ESMT European School of Management and Technology
- Too Busy to Wonder? CEO Job Demands and Firms' Innovation Performance | **David H. Zhu**, Arizona State U.; **Fei Li**, Arizona State U.; **Liangding Jia**, Nanjing U.
- Experience Instability Together: A Firm-Level View on Divorce | **Tunde Cserpes**, Aarhus BSS, Aarhus U.; **Michael S. Dahl**, Aarhus U.; **Olav Sorenson**, 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.
- → Do I Want My Money Backed? Trust Ambivalence & Business Consequences Ensuing India's Demonetization | **Mayur Prataprai Joshi**, Ivey Business School; **Nuruddin Ahmed**, Ivey Business School; **Ning Su**, Ivey Business School

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

- How Firms Competitively Became Anti-competitive: The Diffusion of Noncompete Agreements, 1996-2015 | **Kwan Seung Lee**, U. of Houston-Victoria
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.

- → The Fitful Diffusion of a Mandated Policy: Antecedents and Consequences of No Child Left Behind | **Duy-Tuan (Thomas) Ngo**, U. of Wisconsin, Madison; **Laura A. Zajac**, Northwestern U.; **Edward Zajac**, Northwestern U.

- → → When Knowledge Sharing Spreads Bad Ideas | **Sheen S. Levine**, U. of Texas at Dallas; **M J. Prietula**, Emory 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: 306

Chair: **David Jacobs**, Morgan State U.

- What do Social Activists Look for? Identifying Configurations of the Corporate Opportunity Structure | **Francois Neville**, McMaster U.
- Tweet, Frame and Repeat: Evidence on Individual Mobilization Outcomes from an Online Health Campaign | **Anna Priante**, U. of Twente
- Inertia Busters: Social Movement Influence on Impervious Incumbents facing Environmental Turbulence | **Todd Schifeling**, Fox School of Business, Temple U.; **Thomas Peyton Lyon**, U. of Michigan; **Ion B. Vasi**, U. of Iowa
- A Performative Perspective On Institutional Disruption: Investigating Regulatory De-Capturing... | **Florian Ueberbacher**, U. of Zurich; **Andreas Georg Scherer**, U. of Zurich

2166 : (Paper Session) - (OMT) Field Formation and Identity Construction

3:00pm - 4:30pm Boston Hynes Convention Center: 309

Chair: **Asma Zafar**, U. of Alberta

- We Are All Made of Glitter: Emotional Contagion, Empathy, and Legitimacy's Double-Edged Sword | **Andreea Gorbatai**, 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 | **Sorah Seong**, U. of Washington
- Collective Identity Formation in a New Technical Field: The Case of Grid Computing | **Zack Kertcher**, U. of Illinois at Chicago; **Taylor Clancy Spears**, U. of Edinburgh business school; **Erica Coslor**, U. of Melbourne
- When the Time Never Comes: Temporality and Legitimacy in a Nascent Field | **Heli Tuulia Nissilä**, Aalto U. School of

Business; **Nina Granqvist**, Aalto U.; **Mari Holopainen**, Aalto U., Department of Industrial Engineering and Management; **Risto Rajala**, Aalto U.

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 Anderson**, 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

→ 📄 Translating Verve: The Institutional Work of the Bossa Nova Crossover, 1955-1967 | **Charles Kirschbaum**, Inesper Institute of Education and Research; **Felipe Gorenstein Massa**, Loyola U. New Orleans

The Role of Professional Values in the Institutional Work of Heterogeneous Actors | **Laure Lelasseux**, 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: **Cyrus Parks**, U. of Houston

Can do or should do: Differential signaling for environmental legitimacy | **Eva Niesten**, 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 Orlitzky**, 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 📄 → 📄 JS: (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 Montréal

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

Developing External Relationships: The Influence of High-Involvement Human Resources Practices | **Jorge Tarifa-Fernandez**, U. of Almeria; **Jose Cespedes-Lorente**, U. of Almeria; **Jeronimo De Burgos**, U. of Almeria; **Eva Carmona-Moreno**, U. of Almeria

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 | **Chunguang 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; **Mahtab 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; **Yuqiao 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 Degraev**, 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 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 Bögner**, U. of Konstanz

Using the Lens of the Professions to Examine Management Theories of Sector | **Robert Christensen**, Brigham Young U.; **Kurt Sandholtz**, 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 Delchet-cochet**, ISC Paris Business School; **Btissam Moncef**, -; **Hakim Akeb**, -

🗣️ 🗣️ The Economic Penalty of Diversified CSR | **Murad A. Mithani**, Stevens Institute of Technology; **Ipek Kocoglu**, Stevens Institute of Technology

Micro Foundations of Corporate Social Responsibility: A Social Exchange Perspective | **Oleg V. Petrenko**, Texas Tech U.; **Daniel Gullifor**, Texas Tech U.; **Jeffrey Chandler**, Texas Tech U.; **Matt Quade**, Baylor U.; **Yury Rouba**, U. of Central Oklahoma; **Vitaliy Skorodziyevskiy**, Mississippi State U.

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 Sendhofer**, Stockholm School of Economics

Identity Tensions in CSR Communication: Unpacking the Role of Employees | **Chantal Van Den Ouweland**, Amsterdam Business School, U. of Amsterdam; **Siri Nordland Boe-Lillegraven**, 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) - (STR) **Strategic Change or Status Quo?**

3:00pm - 4:30pm Boston Park Plaza: Beacon Hill

Strategic Leadership and Governance Track

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 Konig**, 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; **Chaoqun Deng**, U. of Missouri

Does CEO Equity Ownership Facilitate Corporate Strategic Change? | **Keshab Acharya**, U. of Texas Rio Grande Valley; **Hazel Husne Dadanlar**, U. of Texas Rio Grande Valley; **Sarah Kimakwa**, U. of Texas Rio Grande Valley

Chief Executive Career Credentials: The Requisite Experience for Successfully Leading Firms | **Alessandra Rizzi**, Pennsylvania State U.; **Vilmos F. Misangyi**, Pennsylvania State U.; **Donald C. Hambrick**, Pennsylvania State U.; **Timothy J. Quigley**, U. of Georgia

2179 📄: (Paper Session) - (STR) Navigating New Technologies

3:00pm - 4:30pm Boston Park Plaza: Berkeley

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; **Felipe Csaszar**, 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 Santalo**, IE Business School
 - 📄 → 📄 Firms' Tempered Radicalism in Global Entry and Scaling of Electric Vehicle Technology | **Sunasir Dutta**, U. of Minnesota; **Gurneeta Vasudeva**, U. of Minnesota
- The Role of Human Capital Integration in the Decision to Invest in a New Technology | **Casidhe Horan Troyer**, London Business School

2180 📄: (Paper Session) - (STR) Stakeholder Theory

3:00pm - 4:30pm Boston Park Plaza: Cabot

Stakeholder Strategy Track

Chair: **Tyler Whittle**, Stanford U.

- 📄 Does Stakeholder-Oriented Governance Mitigate a Dark Side of Shareholder-Oriented Governance? | **Toru Yoshikawa**, Singapore Management U.; **Ignacio Requejo**, U. of Salamanca; **Kai-Yu Hsieh**, National Chengchi U.; **Asli M. Colpan**, Kyoto U.
- Initial Public Offerings: A Stakeholder Approach | **Tyler Whittle**, Stanford U.; **Charles Eric Eesley**, Stanford U.
- 🗣️ 📄 How Do Stakeholders React to a Firm's Orientation Towards Its Stakeholders? | **Flore Bridoux**, U. of Amsterdam; **Jan-Willem Stoelhorst**, U. of Amsterdam
- 📄 Strategic Alternation of Stakeholder Salience: Insights From "Monte dei Paschi di Siena" (1996-2012) | **Shemuel Lampronti**, Warwick Business School; **Elisa Operti**, ESSEC Business School; **Stoyan Vassilev Sgourev**, ESSEC Business School

2181 📄: (Paper Session) - (STR) Dynamic Capabilities, Opportunity Creation, and Erosion

3:00pm - 4:30pm Boston Park Plaza: Constitution

Behavioral Strategy, Process, and Change Track

Chair: **Paul L. Drnevich**, U. of Alabama

- 📄 When the Dynamized Become the Dynamizing | **Christopher Jung**, WWU Münster; **Stav Fainshmidt**, Florida International U.
- Why Dynamic Capabilities Erode – An Institutional Perspective | **Thorsten Reiter**, U. of St. Gallen (HSG)
- Dynamic Capabilities Deployment Under an Exploration and Exploitation Logics | **Yuan Gao**, U. of Newcastle; **Siggi Gudergan**, U. of Waikato; **Nidhitha Lin**, Macquarie U.
- Middle Managers' Roles in Developing Dynamic Capabilities in a Turmoil Environment | **Murilo Alambert**, FGV; **Carole Anna Denise Bonanni**, Rennes School of Business

2182 📄: (Paper Session) - (STR) Behavioral Theory, Resources, Knowledge, and Learning

3:00pm - 4:30pm Boston Park Plaza: Emerson

Behavioral Strategy, Process, and Change Track

Chair: **João Duarte**, U. della Svizzera Italiana

- 📄 From "A" to "THE" Behavioral Theory of the Firm: A Historical Review based on Text Mining | **Zhi Yang**, School of Management, Huazhong U. of Science and Technology; **Jing Xiao**, School of Management, Huazhong U. of Science and Technology
- How Are Unique Resources Priced Without Any Complementarities? An Experimental Study of Pricing | **Ipek Koparan**, PhD Candidate, Kent State U.
- 📄 A Behavioral Theory of the Second-best: How Knowledge of Second-best Solutions Affects Agents Search | **João Duarte**, U. della Svizzera Italiana; **Thorsten Wahle**, U. della Svizzera Italiana; **Dirk Martignoni**, U. of Lugano
- Tacit Knowledge Origins and Team Performance: The Role of External Team Shared Experience | **Hadi Faqih**, Michigan State U.

2183 🗣️ 📄: (Paper Session) - (STR) Managing Political Connections

3:00pm - 4:30pm Boston Park Plaza: Hancock

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 | **Feifei Lu**, Shanghai U.; **Zhu Zhu**, Montclair State U.; **Lina Zhu**, Shanghai U. of Finance and Economics
- Political Ideology and Firm Location | **Benjamin Barber Iv**, IE Business School; **Daniel Blake**, IE Business School
- 📄 The Contingent Value of Political Connections: A Transaction Cost and Embeddedness Framework | **Xia Han**, Peking U.; **Xuanli Xie**, Peking U.; **Tianyang Xi**, Peking U.
- Revisiting the Political Ties-Firm Performance Link: A Staged Replication Study | **Hai Guo**, Renmin U. of China; **Chao Wang**, Renmin U. of China; **Zeyu Wang**, Chinese Academy of Social Sciences

2184 📄: (Paper Session) - (STR) Temporal CEO Focus: The Role of Short-Termism

3:00pm - 4:30pm Boston Park Plaza: St James

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 | **Maria Goranova**, U. of Wisconsin, Milwaukee; **Hermann Ndofor**, Indiana U., Indianapolis; **Richard L. Priem**, Texas Christian U.; **Wanrong Hou**, U. of Texas Rio Grande Valley
- 🗣️ 📄 Have They Seen Enough to Know Better? CEO Career Variety and Share Repurchases | **Aly Zaazoua**, RWTH Aachen U.; **David Bendig**, RWTH Aachen U.
- 📄 The Differential Impact of Corporate Leaders' Death on Firm Temporal Orientation | **Anran Li**, Hong Kong U. of Science and Technology; **Bilian Ni Sullivan**, Hong Kong U. of Science and Technology

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.

📄 Can Competitive Advantage Be Sustainable Under Knightian Uncertainty? A Resource-Capital Perspective | **Simon JD Schillebeeckx**, Singapore Management U.; **Ryan Knowles Merrill**, Singapore Management U.; **Gerard George**, 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. Sirmon**, 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? | **Rossella 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; **Priyatam Anurag**, Indian Institute of Management, Bangalore; **Chirantan Chatterjee**, 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 Verver, 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 Lechler**, Stevens Institute of Technology

How Does Financial Performance Feedback and Personal Reputation Affect Timing of Future Projects? | **Daniela Blettner**, Simon Fraser U.; **Christina Atanasova**, Simon Fraser U.; **Gerardus JM Lucas**, Nottingham U. Business School; **Eric R. Gedajlovic**, Simon Fraser U.

Mixed Signals: (In)consistent Performance Feedback and Problemistic Search | **Hugo Verver**, Tilburg U.; **Tine Buyl**, Tilburg U.; **Marius Meeus**, Tilburg U.

Performance Feedback and Innovative Search: An Empirical Review | **Hugo Verver**, Tilburg U.; **Marino Van Zelst**, Tilburg

U.; **Gerardus JM Lucas**, Nottingham U. Business School; **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

Organizer: Mahka Moeen, U. of North Carolina, Chapel Hill

Building Industries by Building Knowledge: Uncertainty Reduction via Experimentation | **Mahka Moeen**, U. of North Carolina, Chapel Hill; **Sonali Shah**, U. of Illinois at Urbana-Champaign

The Organizational and Technological Origins of the US Shale Gas Revolution, 1947 to 2012 | **Johann Peter Murmann**, U. of New South Wales

Strategic Responses to Innovation Shocks: Evidence from the Video Game Industry | **Nicholas Argyres**, Washington U. in St. Louis; **Lyda S. Bigelow**, U. of Utah; **Jack A. Nickerson**, Washington U.; **Hakan Ozalp**, Vrije U. Amsterdam

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; **Jack A. Nickerson**, Washington U.; **Lyda S. Bigelow**, U. of Utah; **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**, GianLuca56mkt

Discussants: 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

Digitization & 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

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 Baglieri**, U. of Messina; **Raffaele Oriani**, Luiss Guido Carli U.

📄📄 Experimenting strategically: inter-firm relationships and “in the field” innovation | **Aldona Kapacinskaite**, London Business School; **Colleen Cunningham**, London Business School

📄➔📄 The Effect of Opportunistic Litigation 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

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**, -; **Hongsuk 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 Bubbenzer**, HES-SO / ETH Zurich

📄📄📄 Understanding the Dynamics of Disadvantage in Networks: Patent Libraries and Peripheral Inventors | **Russell James Funk**, U. of Minnesota; **Maxim Sytch**, U. of Michigan; **Pyung Nahm**, U. of Minnesota

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.; **Xiaoying 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.

📄📄 Strategic Reorientation in Times of Economic Crisis: Operationalizing Ambidexterity in Dual-Use Tech | **Mario Mendoza**, Pantheon Sorbonne Paris 1 / NEOMA Business School; **Stephane Lhuillery**, tim

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 Sternitzke**, Sternitzke 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.

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; **Srikanth Paruchuri**, Pennsylvania State U.; **Anupama Phene**, George Washington U.; **Sandeep Akkinapelli**, -

2195 📄📄: (Paper Session) - (TIM) **Human Aspects of Innovation: Perspectives on Diversity and Innovation**

3:00pm - 4:30pm Boston Hynes Convention Center: 305

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

- 🗨️➔🗨️🗨️🗨️ It's all about the People: How Do Multicultural Employees Open Up? | **Aurelia Engelsberger**, RMIT U.; **Anne-Laure Mention**, RMIT U.; **Haiying Kang**, RMIT U.
- 🗨️🗨️🗨️ Is Blinded Review Enough? How Gendered Outcomes Arise Under Anonymous Evaluation | **Julian Kolev**, Southern Methodist U.; **Yuly Fuentes-Medel**, Massachusetts Institute of Technology; **Fiona Murray**, Massachusetts Institute of Technology
- ➔➔➔ What makes foreign specialists stay? Embeddedness and foreign STEM workers likelihood to stay. | **Kenneth Nygaard**, Aarhus U., Department of Management; **Anders Ryom Villadsen**, Aarhus U.

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 Isaac 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 Dibiaggio, 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

A New Categorization of the U.S. Economy: The Role of Supply Chain Industries | **Mercedes Delgado**, Temple U.; **Karen Mills**, Harvard Business School

Local Policies and Scientific Research: Evidence from State-Level Legalization of Marijuana | **Eunhee 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.; **Eunhee Sohn**, Georgia Institute of Technology; **Shiri Breznitz**, U. of Toronto

Participants: Maryann P. Feldman, U. of North Carolina, Chapel Hill; **Qiantao Zhang**, U. of Toronto; **Kyle Roy Myers**, Harvard Business School; **Karen Mills**, Harvard Business School; **Benjamin Montmartin**, SKEMA Business School

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

Watershed Moments and Market Emergence: The Rise of the New Space Market | **Tiona Zuzul**, Foster School of Business; **Laura Huang**, Harvard Business School; **Anoop Menon**, The Wharton School, U. of Pennsylvania

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

Turning the Tables: Understanding When, How, and Why Emerging Complementors Outshine Incumbents | **Michael G Jacobides**, London Business School; **Nina Teng**, London Business School

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

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**August 11, 2019
6:30 to 9:00 p.m.**

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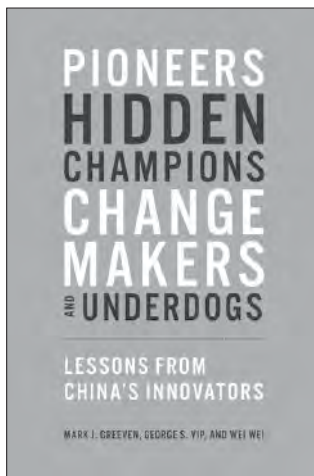
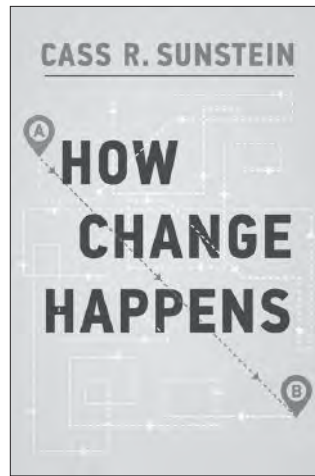
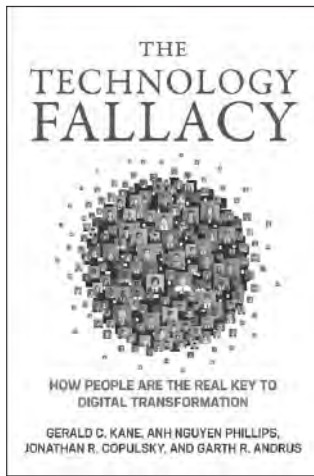
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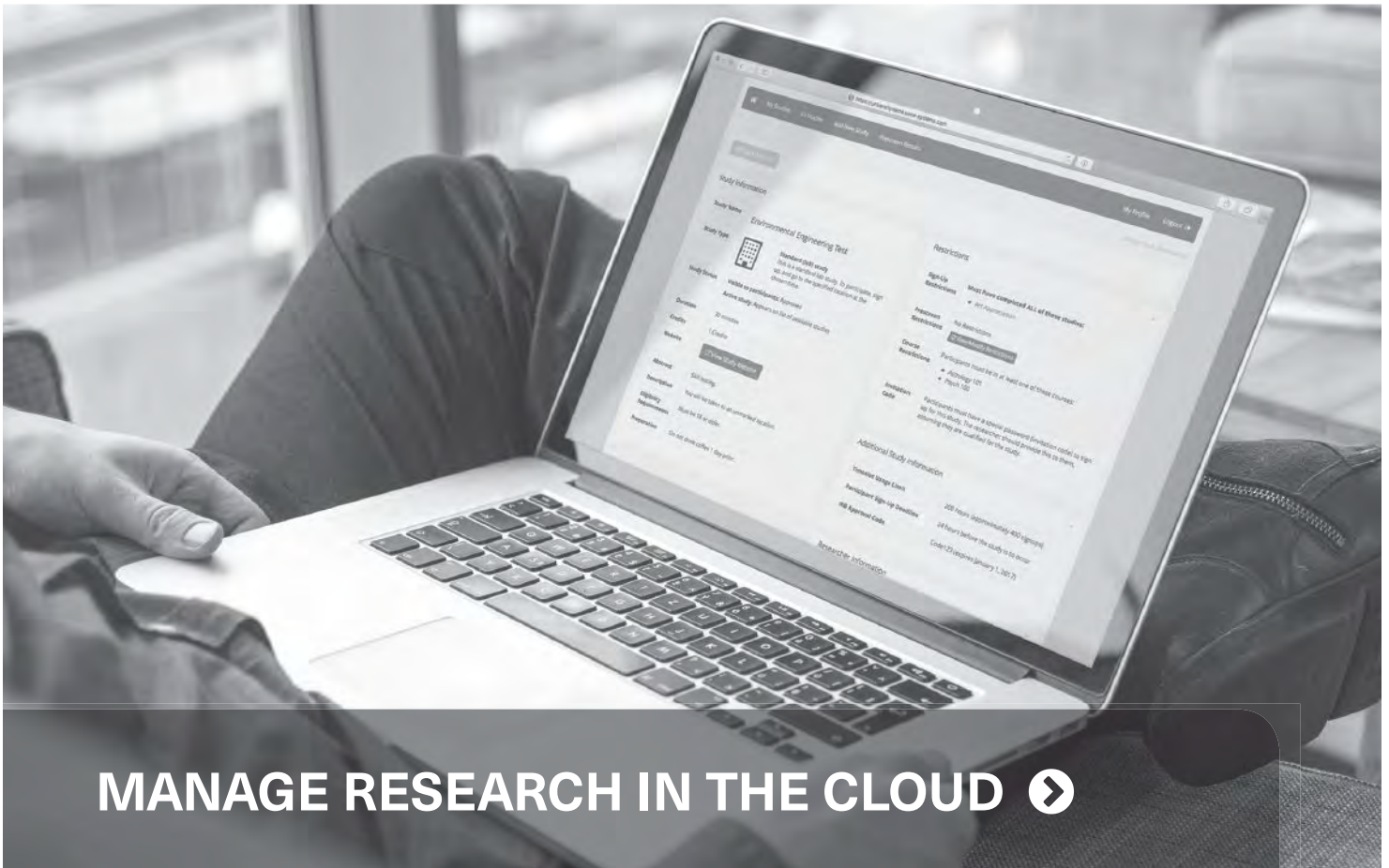
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Askin, Noah (INSEAD) 50, 160, 1925
Askun Celik, Duysal (City U. of New York, Baruch College) 1124, 1650
Aslam, Haris (Assistant Professor, U. of Management and Technology, Lahore) 2091
Aslam, Mahmood (U. of Bayreuth) 1856
Assante, Sarah (Regis College) 1753
Assenova, Valentina (The Wharton School, U. of Pennsylvania) 868, 2101
Astakhova, Marina (U. of Texas at Tyler) 898, 1444
Astuti Napitupulu, Lita (Amsterdam U. of Applied Sciences) 1965
Atanasiu, Radu (Vrije U. Amsterdam) 2124
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Atarah, Bede Akorige (U. Ca' Foscari of Venice) 1458
Atay, Erhan (Monash U., Malaysia) 708
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Athanasopoulou, Andromachi (Queen Mary U. of London) 887, 2159
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Atkinson, Lauren A. (U. of Louisville) 643, 706, 1326
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Auvinen, Tommi (Lecturer) 1974
Avanzi, Lorenzo (U. of Trento) 2088
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Ayala, Yarid (Pontificia U. Javeriana Bogotá) 1633
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Bae, Joonhyung (UNIST, Korea) 1457, 1986
Bae, Katherine Kay (U. of Michigan, Ross School of Business) 1097, 1448
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Bai, Feng (Department of Management & Marketing, Faculty of Business, Hong Kong Polytechnic) 1784
Bai, Guo (China Europe International Business School (CEIBS)) 1859
Bai, Tao (Xi'an Jiaotong-Liverpool U.) 942, 1976
Bai, Xinwen (Institute of Psychology, Chinese Academy of Sciences) 1904
Bai, Yun (Xi'an Jiaotong U.) 1376
Bai, Yuntao (Xiamen U.) 1742
Baid, Chandresh (Washington State U.) 1856, 1979
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- Bainbridge, Hugh (U. of New South Wales) 1989
- Baines, Tim (Aston Business School) 1238, 1935
- Baiyere, Abayomi (Copenhagen Business School) 294, 914, 1007
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- Balasubramanian, Natarajan (Syracuse U.) 60, 2069
- Balasubramanian, Parasuram (Washington U. in St. Louis, Olin Business School) 1955
- Balasubramanian, Sandhya (U. of Massachusetts, Lowell) 1731
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- Balkin, David B. (U. of Colorado, Boulder) 364, 465, 1878
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- Balslev, Lise (CBS/ MMD) 243, 521, 819, 1554
- Balthazard, Pierre (California State U. Sacramento) 1655, 1915
- Baluch, Alina McCandless (U. of St Andrews) 1881
- Bamber, Greg J. (Monash U.) 2040
- Bamberger, Peter (Tel Aviv U.) 141, 156, 183, 222, 244, 302, 465, 488, 1381
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- Bandari, Ela (U. of British Columbia) 1872
- Bandeira De Mello, Rodrigo (Merrimack College) 1418
- Bandini, Federica (Alma Mater Studiorum U. di Bologna) 2062
- Bandyopadhyay, Tathagata (Indian Institute of Management, Ahmedabad) 803
- Banerjee, Anup (Jonköping International Business School) 1411
- Banerjee, Bobby (City U. London) 324, 397, 972, 1930, 1975
- Banerjee, Mitali (HEC Paris) 160, 1932
- Bang, Nupur Pavan (Indian School of Business) 1053, 1529
- Banks, George (UNC Charlotte) 288, 630, 785, 1343
- Bansal, Pratima (U. of Western Ontario) 6, 381, 426, 1682, 1811
- Bansal, Sanchita (GGSIP U.) 2097
- Bao, Lili (Case Western Reserve U.) 1793, 2025
- Bao, Shiyao (The Hong Kong Polytechnic U.) 1784
- Bao, Xueqi (Renmin U. of China) 1170
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- Barakat, Simone R. (U. Anhembi Morumbi) 2061
- Baral, Rupashree (IIT Madras) 116, 1361
- Baran, Benjamin E. (Cleveland State U.) 1754
- Baranik, Lisa E. (U. at Albany (SUNY)) 1754
- Baraza, Gerald (Benedictine U.) 395, 484
- Barbaranelli, Claudio (Sapienza U. of Rome) 1629
- Barber Iv, Benjamin (IE Business School) 1528, 1056, 2183
- Barbera, Tracy (U. of North Carolina, Chapel Hill) 1902
- Barbosa, Allan Claudius Queiroz (U. Federal de Minas Gerais) 29
- Barbosu, Sandra (Alfred P. Sloan Foundation) 1545
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- Barbulescu, Roxana (HEC Paris) 1011, 1147
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- Barden, Jeffrey (Oregon State U.) 1949, 2194
- Bardy, Roland (Lutgert College of Business Executive Professor) 1770
- Barelka, Alex (Illinois State U.) 1266
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- Barros, Amon (FGV EAESP) 19, 527, 558, 744, 1323, 1559, 1975
- Barros, Denise Franca (Unigranrio - U. do Grande Rio) 1323
- Barros, Marcos Pereira Fernandes De (Grenoble Ecole de Management) 19, 106, 112, 527, 558, 744, 976, 1559
- Barry, Bruce (Vanderbilt U.) 58, 493, 1076, 1384
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- Bartels, Amy (U. of Nebraska, Lincoln) 2010
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 Bass, Erin (U. of Nebraska, Omaha) 1009, 1283, 1699, 1947
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 Bastian, Nicolai (Justus-Liebig U. Giessen) 2097
 Bastien, Francois (U. of Alberta) 106, 658, 972
 Basu, Anuradha (San Jose State U.) 1450
 Basu, Eve-Michelle (Uppsala U.) 1984
 Basu, Shubhabrata (Indian Institute of Management, Indore) 412
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 Bataille, Christine Deborah (Ithaca College) 853, 1190
 Bates, Denise (Arizona State U.) 2008
 Batev, Tomislav (Gordon Institute of Business Science) 2096
 Bathini, Dharma Raju (Indian Institute of Management, Calcutta) 1198
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 Beck, Susanne (Ludwig Boltzmann Gesellschaft) 1723, 2194
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 Becker, Kai (Amsterdam Business School, U. of Amsterdam) 1612
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 Becker, Thomas E (U. of South Florida, Sarasota-Manatee) 1485
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 Ben Hador, Batia (Ariel U. Department of Economics and Business Administration, Israel) 1992
 Ben Khaled, Wafa (U. of Birmingham) 938, 1292
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- Benesh, Julie Ellen (Chicago School of Professional Psychology) 685
- Benetti, Sara (INCAE Business School) 1447
- Bengtsson, Lars G. (Lund U.) 962, 1057
- Bengtsson, Maria Elisabeth (Umeå U.) 1949
- Benischke, Mirko (Rotterdam School of Management, Erasmus U.) 1618
- Benkert, Julia (Swinburne Business School, Swinburne U. of Technology) 1296, 1521
- Benner, Mary J. (U. of Minnesota) 202, 372
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- Berchicci, Luca (Rotterdam School of Management, Erasmus U.) 92, 1833
- Bercovitz, Janet E.L. (U. of Colorado, Boulder) 436, 1841
- Berdahl, Jennifer L. (U. of British Columbia) 1872
- Berends, Hans (Vrije U. Amsterdam) 1839, 2035
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- Berg, Peter B. (Michigan State U.) 1627
- Berg, Silvan (U. of Bonn) 1435
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- Berman, Alexander (Fox School of Business, Temple U.) 1721, 1961
- Bermis, Yerodin Sekou (The U. of Texas at Austin) 47, 1860, 1988
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- Bettis, Richard A. (U. of North Carolina, Chapel Hill) 947, 1538
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- Bianchi, Federica (U. della Svizzera Italiana) 2059
- Biazzin, Cristiane (EAESP - FGV) 1813
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- Bilal, Ahmad Raza (Sohar U. Oman) 1081
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- Bilgili, Hansin (Kansas State U.) 1803, 1952
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- Bilimoria, Diana (Case Western Reserve U.) 1096, 1773, 1892
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- Binder, Julia Katharina** (École Polytechnique Fédérale de Lausanne) 128
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- Bingham, Chris B.** (U. of North Carolina, Chapel Hill) 308, 1536
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- Boaventura, João Mauricio Gama** (U. of Sao Paulo (FEA/USP)) 1040, 2061
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- Boje, David M.** (New Mexico State U.) 112, 972, 1930
- Bojovic, Neva** (Grenoble Ecole de Management) 1607, 1964
- Boland, Richard J.** (Case Western Reserve U.) 55, 1341
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- Bolinger, Mark** (Indiana U. - Kelley School of Business) 1614, 1977, 2098
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- Brito, Renata Peregrino De (Pontificia U. Católica de Rio de Janeiro) 1934
- Broadly, Kristen Elizabeth (Alabama A&M U.) 2082
- Broberg, John Christian (Wichita State U.) 993
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- Brodth, Susan E. (Smith School of Business, Queen's U.) 1497
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- Brokerhof, Inge Marije (Vrije U. Amsterdam) 1916
- Brolliar, Sarah (U. of Washington) 1628
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- Brooks, Heidi Stultz (Yale School of Management) 909
- Brooks, Sarah (Sheffield U. Management School) 2001
- Brooks, Stoney (Middle Tennessee State U.) 1329
- Bröring, Stefanie (U. of Bonn) 1435
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- Brouard, Myriam (HEC Montreal) 1600
- Brouwer, Gijs (Maastricht U.) 877
- Browder, Russell E. (Baylor U.) 1724
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- Brunk, Katja (European Uni Viadrina, Frankfurt (Oder)) 1600
- Brunnquell, Claudine (U. Presbiteriana MacKenzie) 1770
- Bruno, Evan (U. of Virginia) 702, 1665
- Bruns, Hille C. (Groningen U. (RuG)) 1013, 1269
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- Brutus, Stephane (John Molson School of Business, Concordia U.) 1906
- Bruyaka, Olga (West Virginia U.) 1012
- Bruyere, Susanne (Cornell U. Yang-Tan Institute) 17, 873, 1217
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- Buchanan, Sean (U. of Manitoba) 1521
- Bucher, Eliane (BI Norwegian Business School) 2039
- Bucher, Silke (INCAE Business School) 1020
- Buchner, Florian Leo (U. of Salzburg, Austria) 1650
- Buciuniene, Ilona (ISM U. of Management and Economics) 904
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- Burgers, Henri (U. of Queensland Business School) 1745
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- Burks, Gardenia (organization development, research, organization behavior, management) 1642
- Burmeister, Anne (Rotterdam School of Management, Erasmus U.) 1090, 1782, 1888
- Burnell, Devin (Indiana U. - Kelley School of Business) 1864
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 Canedo Soto, Julio Cesar (U. of Houston-Downtown) 2105
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 Castellano, Bill (Rutgers U.) 1997
 Castellucci, Fabrizio (SDA Bocconi) 1913
 Castilla, Emilio J. (Massachusetts Institute of Technology) 1147, 1396, 1970
 Castillo, Daniela (Brunel U.) 1837
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 Celo, Sokol (Suffolk U.) 1639
 Cengiz, Cihat (U. of Cambridge Department of Engineering) 1436
 Cennamo, Carmelo (Copenhagen Business School) 1062
 Cepa, Katharina (Aalto U. School of Business) 1148, 1918
 Cerne, Matej (U. of Ljubljana) 1143, 2149
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 Cestino, Joaquin (joaquin.cestino@ju.se) 866
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 Chabala, Mwansa (Vrije U. Amsterdam) 1976
 Chabok, Maziar (Institute for management and planning studies (IMPS)) 1635
 Chacar, Aya S. (Florida International U.) 221, 734, 880, 1534, 1563, 1584
 Chadwick, Clint (U. of Kansas) 132, 182, 456, 1106, 1632
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- Chang, Xiaoxi (Smith School of Business, Queen's U.) 1497, 1973
- Chang, Yi-Ying (National Taiwan U. of Science and Technology) 1452
- Chang, Youngkyun (Sogang U.) 1830
- Chang, Yun Hsiang (-) 1105
- Channagiri Ajit, Tejaswi (U. of Florida) 1044
- Chao, Georgia T (Michigan State U.) 1628
- Chao, Manchi (Hong Kong U. of Science and Technology) 1482, 2148
- Chapardar, Hadi (Ivey Business School) 1811
- Chapman, Chris (-) 1522
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- Chatain, Olivier (HEC Paris) 1953, 2070
- Chatman, Jennifer (U. of California, Berkeley) 1659
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- Chatterjee, Chirantan (Indian Institute of Management, Ahmedabad) 668, 2186
- Chatterjee, Leena (Indian Institute of Management, Calcutta) 639
- Chatterjee, Suparna (Xavier U.) 1975
- Chatterjee, Susmita (Raja Monindra Chandra College, Kolkata) 69
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- Chen, Shannon (U. of Western Australia) 724
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- Cheng, Aaron (Fox School of Business, Temple U.) 1141
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- Cheng, David Chee-mun (Australian National U.) 2019
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- Cordero, Arkangel Miguel** (U. of Texas At San Antonio) 1284, 1810
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Fadel, Kelly (Utah State U.) 1662

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Falk, Michael Rowley (U. of Melbourne) 2068

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Falls, Benjamin (Claremont Graduate U.) 1072

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Fan, Jiasi (U. of International Business and Economics) 1351

Fan, Raymond (U. of Houston) 1026

Fan, Shaokun (Oregon State U.) 2078

Fan, Shiyang (U. of Electronic Science and Technology of China) 1807

Fan, Terence Ping Ching (Singapore Management U.) 2080

Fan, Victoria (U. of Hawaii) 986

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Fang, Meiyu (National Central U.) 1224

Fang, Ruolian (U. of Western Australia) 411, 1372, 1903

Fang, Shijian (USTC) 1610

Fang, Shuai (Peking U.) 2060

Fang, Yanran (Sun Yat-Sen U.) 1899

Faqihi, Hadi (Michigan State U.) 2182

Farag, Hisham (Birmingham Business School) 765

Farah, Bassam (American U. of Beirut) 477, 886, 1887

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Fata, Alan (ISEOR, U. of Lyon) 712

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 Follmer, Kayla (Salisbury U.) 1870
 Folmer, Emma Catharina (Groningen U. (RuG)) 1208
 Folta, Tim (U. of Connecticut) 1056, 1956
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 Fontana, Roberto (U. of Pavia & Bocconi U.) 1716
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 Formentini, Marco (Audencia Business School) 2056
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 Franco, April (U. of Toronto) 1747
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 Fredette, Christopher A. (U. of Windsor) 1288, 1938
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 Fu, Lihua (U. of Science and Technology of China) 1960
 Fu, Na (Trinity College Dublin) 1756, 1877, 2040

Fu, Ping Ping (The U. of Nottingham, China) 1131, 1254, 1527
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 Gabriel, Allison S. (U. of Arizona) 79, 182, 274, 1228, 1645, 1969
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 Gaertig, Celia (The Wharton School, U. of Pennsylvania) 1732

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 Gao, Feng (School of Business, Renmin U. of China) 1658
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- Gower, Kim (U. of Mary Washington) 166, 400, 534, 1189, 1358, 1555, 1573
- Goyal, Lakshmi (Indian Institute of Management, Indore) 2064
- Grabarski, Mirit K. (U. of Western Ontario) 1485, 1848, 1992
- Grachev, Mikhail V. (Western Illinois U.) 883
- Grad, Tom (WU Vienna U. of Economics and Business) 1057
- Gradillas, Maria (U. College London) 1716
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- Grant, Johanne (Aalborg U., Department of Communication and Psychology) 1503
- Grant, John H (Retired) 2055
- Grant, Kenneth A. (Ryerson U.) 1983
- Gras, David (U. of Tennessee) 1161, 1937
- Graso, Maja (U. of Otago) 1097, 2122
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- Gray, Cheryl (U. of South Florida) 1973
- Gray, John (Ohio State U.) 923, 1286, 1813
- Gray, Kurt (U. of North Carolina, Chapel Hill) 2032
- Gray, Steven (The U. of Texas at Austin) 1865, 2034, 2098
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- Gregoire, Denis A. (HEC Montreal) 270, 1079, 1608
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- Gregoric, Aleksandra (Copenhagen Business School) 1230, 1752, 1899
- Gregory, Robert Wayne (U. of Navarra) 2035
- Greguras, Gary (Singapore Management U.) 1774
- Greidanus, Nathan Sidney (U. of Manitoba) 1902, 1978
- Greiling, Dorothea (Johannes Kepler U. Linz) 1401
- Greiner, Michael (Oakland U.) 1037, 1294
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- Griffith, Jakari (Bridgewater State U.) 1990
- Griffith, Jennifer (U. of New Hampshire) 98, 636, 1337, 1991
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- Grodal, Stine (Boston U.) 50, 299, 372, 1016, 1152, 1289
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- Groen, Aard J. (U. of Groningen center of entrepreneurship) 1209
- Groenen, Patrick J. F. (Erasmus U. Rotterdam) 1939
- Groenewegen, Peter (Vrije U. Amsterdam) 124, 1517
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- Groot, Puck (Amsterdam Business School, U. of Amsterdam) 1282
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- Guo, Shenghao (School of Management, Lanzhou U.) 1909
- Guo, Wei (Hong Kong Polytechnic U.) 1044
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Heikkilä, Jukka-Pekka (Aalto U. School of Business) 1808
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- Hendricks, Bradley (U. of North Carolina, Chapel Hill) 1536
- Hendricks, Hilary M. (U. of Michigan) 1010, 1483
- Hendricks, Jonathan (U. of South Carolina) 289, 1343, 1464, 2131
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- Hendriks, Guus (U. of Warwick) 1230
- Hendy, Jane (Brunel Business School) 1445
- Hendy, Nhung T. (Towson U.) 997, 1630
- Henfridsson, Ola (Warwick Business School) 294, 1007, 2035
- Heng, Yu Tse (U. of Washington, Seattle) 1791, 1893, 2111
- Henike, Tassilo (U. of Potsdam, Chair for Innovation Management and Entrepreneurship) 1608
- Henisz, Witold Jerzy (U. of Pennsylvania) 415, 486, 948
- Henkel, Joachim (Technical U. of Munich) 1437, 2053
- Hennchen, Esther (U. College Dublin) 1170
- Hennig, Jan Christoph (U. of Goettingen) 1997
- Hennig-Schmidt, Heike (U. of Bonn) 123
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- Henriques, Irene (York U.) 58, 134, 324, 1413
- Henry, Ella (Auckland U. of Technology) 972
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- Hensellek, Simon (U. of Duisburg-Essen) 642, 1324
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- Herde, Christoph Nils (Ghent U.) 1105
- Herder, Richard (Southwest Minnesota State U.) 1930
- Herfeld, Ann-Kathrin (WU Vienna) 1306
- Hermans, Julie (-) 707
- Hermans, Michel (IAE Business School - Argentina) 1634
- Hermes, Niels (U. of Groningen, Faculty of Economics and Business) 1922
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- Hernandez, Morela (U. of Virginia Darden School of Business) 1872, 2011
- Hernandez, S Robert (U. of Alabama, Birmingham) 98, 2110
- Hernandez, Tamara (U. Adolfo Ibanez) 1227, 1748
- Hernandez-Pozas, Olivia (Tecnologico de Monterrey) 166, 220, 398, 534, 1358, 1555, 1573
- Hernes, Tor (Copenhagen Business School) 1798
- Heroult, Mélanie (Bayer AG) 1964
- Herrmann, Pol (Iowa State U.) 1895
- Hershcovis, Sandy (U. of Calgary) 20, 402, 623, 1876, 2147
- Hertel, Christina Julia (École Polytechnique Fédérale de Lausanne) 128, 363
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- Heugens, Pursey (Erasmus U. Rotterdam) 47, 1984
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- Hiatt, Shon R. (U. of Southern California) 418, 482, 948, 1682, 1987
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- Hill, Kevin (HEC Montreal) 1320
- Hill, N. Sharon (George Washington U.) 1030, 1882
- Hill, Susan Anne (Cass Business School, City U. London) 884
- Hill, Vanessa (U. of Louisiana at Lafayette) 1974
- Hillen, Hendrik (U. of Cologne) 1248
- Hiller, Nathan J. (Florida International U.) 99, 288, 1227, 1708
- Hilligoss, Brian (U. of Arizona) 25, 181, 1149
- Hillman, Amy (Arizona State U.) 415, 629, 1825, 1967
- Hillon, Mark (Lafayette Institute) 96, 203, 994, 886, 994
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- Ho, Marcus W. Y. (Auckland U. of Technology) 1981
- Ho, Mei (National Taiwan U. of Science and Technology) 1105
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- Hoekzema, Jan (U. of Hamburg) 1920
- Hoelzle, Katharina (U. of Potsdam) 128, 408, 1984
- Hoepner, Andreas (U. College Dublin, Smurfit) 730, 2061
- Hoetker, Glenn (Melbourne Business School, U. of Melbourne) 236, 308, 358
- Hoever, Inga Jasmin (Erasmus U. Rotterdam) 42, 1913
- Hoff, Timothy (Northeastern U.) 344, 472, 647, 987, 1995
- Hoffman, Andrew J. (U. of Michigan) 324, 482, 777
- Hoffman, Brian James (U. of Georgia) 1753
- Hoffman, Richard C. (Salisbury U.) 158, 1239
- Hoffmann, Anna-Lena (U. of Augsburg) 1401
- Hoffmann, Werner Helmut (WU Vienna U. of Economics and Business) 318, 945, 1941
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- Holland, Cloe (Elsevier)

- Holland, Elise (U. of Melbourne) 1973
 Hollen, Rick M.A. (Erasmus U. Rotterdam) 1163
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 Jackson, Joshua (U. of North Carolina, Chapel Hill) 2032
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 Jackson, Susan E. (Rutgers U., New Brunswick) 28, 1933
 Jackson-Summers, Angela (United States Coast Guard Acad) 971
 Jacob, Dimitry (Newcastle U. Business School) 1472
 Jacob, Gabriel Henry (Nanyang Technological U.) 2093
 Jacob, Jojo (Grenoble Ecole de Management) 1331
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Jiang, Wanxing (Shanghai Lixin U. of Accounting and Finance) 899
Jiang, Xu (Xi'an Jiaotong U.) 1933
Jiang, Yi (ESCP Europe) 1205, 1324
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Jing, Emma (Lei) (U. of Alberta) 1779, 2134
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Jo, Hyun Young (Leeds U. Business School) 2000
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Jong, Jaehee (Northern Illinois U.) 1689
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 Kalmanovich-Cohen, Hanna (U. of North Carolina, Chapel Hill) 2130
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 Kalogeraki, Olga (U. of St Gallen) 1922
 Kalra, Jas (U. of Bath) 1148
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 Kang, Soon Lee Eugene (Nanyang Technological U.) 1945
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 Keller, Robert T (U. of Houston) 1844
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 Kennedy, Sheila (Indiana U. / Purdue U., Indianapolis) 1938
 Kennedy, Steven (Rotterdam School of Management, Erasmus U.) 134, 1811
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- Kim, Jiyoung (Jonkoping International Business School) 2098
- Kim, JongHan (Coastal Carolina U.) 1293
- Kim, Jongho (KAIST College of Business) 1979
- Kim, Jongsoo (Hong Kong Baptist U.) 1346
- Kim, Jongsoo (Royal Holloway, U. of London) 788
- Kim, Jongwook (Western Washington U.) 1424
- Kim, Joohyung (Arizona State U.) 1655, 1915
- Kim, Joonyoung (Cornell U.) 1347
- Kim, Jooyoung (Michigan State U.) 1757
- Kim, Joseph (Fox School of Business, Temple U.) 1254, 1653
- Kim, Jun-Yeob (U. of Illinois at Urbana-Champaign) 1253
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- Kim, Jung Kwan (Temple U.) 2077
- Kim, Junggho (Swinburne U. of Technology) 1537
- Kim, Kawon (Hong Kong Polytechnic U.) 1749
- Kim, Keongtae (Chinese U. of Hong Kong) 913, 1057
- Kim, Kwanghyun (Korea U. Business School) 898
- Kim, Youngyong (City U. of Hong Kong) 1320, 1997
- Kim, Kyoungmi (Loughborough U.) 884
- Kim, Kyujin (Korea U. Business School) 898
- Kim, Kyun (U. of Texas at Dallas) 651
- Kim, Kyungsoo (Kenan-Flagler Business School, U. of North Carolina at Chapel Hill) 670
- Kim, Margeum (Yale U.) 1012
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- Kim, Min Han (U. of Pittsburgh) 1287
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- Kim, Minji (Indiana U. - Kelley School of Business) 1378
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- Kim, Minyoung (U. of Kansas) 1884
- Kim, Mirae (Georgia State U.) 1814
- Kim, Myungsun (U. of Houston) 1498
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- Kim, Sungho (Southern Illinois U.) 1953
- Kim, Sunghoon (U. of Sydney Business School) 78, 1249, 1464
- Kim, Tae-Hyun (Korea Advanced Institute of Science and Technology (KAIST)) 1133, 1413
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- Kivleniece, Ilze (INSEAD) 939, 1682
- Klapper, Helge JD (Rotterdam School of Management, Erasmus U.) 1706, 1833
- Klar, Sebastian (U. of Goettingen) 1888
- Klarner, Patricia (WU Vienna U. of Economics and Business) 1798, 1945
- Klarsfeld, Alain (Toulouse Business School) 2014, 2108
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- Kleinmann, Martin (U. of Zurich) 1109, 1969
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- Knappert, Lena** (Tilburg U.) 703, 975, 1386
- Knebel, Ellen** (U. of Oxford) 1447, 1942
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- Knipfer, Kristin** (Technical U. of Munich) 1895, 2008, 2149
- Knoben, Joris** (Radboud U. Nijmegen) 1755, 1959
- Knockaert, Mirjam** (Ghent U.) 766, 1963
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- Ko, Youngjin** (National Sun Yat-Sen U.) 2071
- Ko, Yumi** (Ewha Womans U.) 1979
- Kocak, Ozgecan** (Emory U., Goizueta Business School) 1510, 1810, 1932
- Koch, Andreas Dominic** (U. of Mannheim) 1249
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- Koehn, Daryl** (DePaul U.) 1001
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- Koen, Jessie** (U. of Amsterdam) 1969
- Kofford, Steve** (U. of Utah) 1684, 2072
- Koghut, Maksym** (Kent Business School, U. of Kent) 1722
- Koh, Kevin** (Nanyang Technological U.) 1827
- Koh, Tat Koon** (Hong Kong U. of Science and Technology) 1385
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- Kohtamäki, Marko** (U. of Vaasa) 1164
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- Kokash, Rasmi** (McMaster U.) 1237
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- Konrad, Alison M.** (Western U.) 451, 632, 755, 1093, 1992
- Konstantinou, Efrosyni** (U. College London) 887
- Koo, Haeyoung** (U. of California, Irvine) 1947
- Koo, Minjung** (SKK Graduate School of Business) 1773, 1892
- Koo, Tony (-)** 420
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- Kooistra, Daniel** (The Open U., Netherlands) 1192
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- Koprax, Irina** (Johannes Kepler U. Linz) 1150
- Kopot, Kenneth W** (U. of Arizona) 2046
- Kopyto, Matthias** (Friedrich-Alexander U. of Erlangen-Nürnberg) 2002
- Kor, Yasemin Y** (Cambridge Judge Business School) 939
- Korede, Tayo** (Newcastle U. Business School) 976
- Korman, Benjamin** (Kühne Logistics U.) 1897
- Kornau, Angela** (Helmut Schmidt U.) 184, 975
- Korneeva, Ekaterina** (RWTH Aachen U.) 1264
- Körner, Barbara** (U. of Zurich) 1109
- Korosteleva, Julia** (U. College London) 1986
- Korsager, Ellen** (Copenhagen Business School) 1738
- Korsgaard, M Audrey** (U. of South Carolina) 391, 1363, 1498, 1763
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- Kotte, Silja Christina** (U. of Kassel) 996, 1115, 1357
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- Kraimer, Maria** (Rutgers U., School of Management and Labor Relations) 182, 288, 611, 1600
- Krakowski, Sebastian Maximillian** (GSEM - U. of Geneva) 1924
- Kramer, Amit** (U. of Illinois at Urbana-Champaign) 854, 1096

- Kramer, Eric (Netherlands Defence Academy) 725
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 Liu, **Haibo** (U. of California, Riverside) 1059
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- Mohsin, Mariam** (Lahore U. of Management Sciences) 1993
- Moi, Ludovica** (U. of Cagliari) 1768
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- Molina, Victoria Maria Josse** (Institute of Technology Management, National Tsing Hua U.) 1330
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- Molines, Mathieu** (ESCE International Business School) 1220, 1908
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- Pierce, Jason R.** (U. of North Carolina, Greensboro) 1035, 1293
- Pierce, Lamar** (Washington U. in St. Louis) 372, 1262, 1794
- Pierce, Nancy** (U. of North Carolina, Greensboro) 1293
- Pierre Neveu, Jean** (U. de pau et des pays de l'Adour) 1254
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- Pitsis, Alexandra** (U. of Technology, Sydney) 776
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- Pitts, Virginia** (Shippensburg U.) 1228
- Pittz, Thomas** (U. of Tampa) 705
- Piva, Evila** (Politecnico di Milano) 1423
- Piyanontalee, Rakoon** (U. of Wisconsin, Madison) 137, 1464
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- Pok, Wee Ching** (Flinders U.) 1453
- Polidoro, Francisco** (The U. of Texas at Austin) 1060, 1542
- Poliquin, Christopher** (UCLA Anderson School of Management) 1047, 2065
- Polizzi, Samuel J.** (Kennesaw State U.) 1216
- Pollack, Irene** (Aarhus U.) 1817, 1891
- Pollack, Jeffrey M.** (NC State U.) 144, 1807
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- Pollock, Neil** (U. of Edinburgh business school) 1985
- Pollock, Tim G.** (U. of Tennessee, Knoxville) 47, 446, 1505
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- Pongelli, Claudia** (Luiss Guido Carli U.) 1885
- Pongeluppe, Leandro Simões** (Rotman School of Management) 946, 1309
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- Ponte, Stefano** (Copenhagen Business School) 1944
- Pontikes, Elizabeth** (U. Of Chicago) 875, 1680, 2126
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- Poon, Grace M. Y.** (Department of Management, The Chinese U. of Hong Kong) 1749
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- Posthuma, Richard** (The U. of Texas at El Paso) 1126, 1729
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- Pozzebon, Marlei** (HEC Montreal & FGV/EAESp) 1734
- Pozzo, Isabella** (Bocconi U.) 725
- Praas, Nick** (U. of Twente) 1162
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- Prelec, Drazen** (MIT) 1398
- Preller, Rebecca** (Technical U. of Munich) 1865
- Prem, Roman** (U. of Vienna) 2128
- Premchandran, Rajesh** (Indian Institute of Management, Lucknow) 1366
- Presbitero, Alfredo** (Deakin U.) 2086
- Prescott, J.J.** (U. of Michigan Law School) 1070
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- Primecz, Henriett** (Corvinus U. of Budapest) 1339, 1940
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 Qin, Fei (School of Management, U. of Bath) 1740
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 Qiu, Feng (U. of Oregon) 1173, 2059
 Qiu, Yixin (U. of Bayreuth) 1006
 Qu, JinXing (School of Economics and Management Tsinghua U.) 1927
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 Ragins, Belle Rose (U. of Wisconsin, Milwaukee) 328, 451, 632, 1337, 1463
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 Rahim-Dillard, Salwa (Benedictine U.) 2041
 Rahman, Hatim A. (Northwestern Kellogg School of Management) 2049
 Rahman, Noushi (Pace U.) 1984
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 Rai, Amitabh (Queen Mary U. of London) 1078
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 Raisch, Sebastian (GSEM - U. of Geneva) 1677, 1924
 Raitasuo, Pinja (Aalto U.) 1027
 Raj, Manav (New York U.) 959
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 Raj, Prateek (Indian Institute of Management, Bangalore) 730, 1087
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 Raja, Jawwad Z. (Copenhagen Business School) 1839
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- Rajendran, Diana** (Swinburne Business School, Swinburne U. of Technology) 1776, 2014
- Raji, Maryam** (PhD Student at U. of Melbourne) 1622
- Rajwani, Tazeab** (U. of Surrey) 1201, 1354
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- Ramaboa, Kutlwano** (U. of Cape Town) 2203
- Ramachandran, Indu** (Texas State U.) 1354, 1986
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- Ramamonjivarivelo, Zo** (Texas State U.) 1218, 1341, 2110
- Ramani, Ravi** (Purdue U. Northwest) 90, 402, 926, 995, 1526
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- Ramarajan, Lakshmi** (Harvard U.) 1136, 1253, 1362
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- Ramesh, Anusha** (U. of Virginia Darden School of Business) 1618, 2176
- Rametsana, Precious Peolwane** (Department of management and marketing, The U. of Melbourne) 1402
- Ramirez, Jacobo** (Copenhagen Business School) 78, 649, 1520
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- Rank, Olaf N.** (U. of Freiburg) 481, 709, 2068
- Rankin, Scott** (Thompson Rivers U.) 1345
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- Rapp, David J.** (Saarland U.) 2096
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- Rasche, Andreas** (Copenhagen Business School) 1359, 1944, 2043
- Rasheed, Muhammad Imran** (The Islamia U. of Bahawalpur Pakistan and Uni of Science and Tech China) 1315
- Rasmussen, Einar** (Nord U. Business School) 1209
- Rasmussen, Sebastian Gram** (Aarhus BSS, Aarhus U.) 866
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- Rathee, Chandrika** (IE U. - IE Business School Madrid, Spain) 1963
- Rathert, Cheryl** (Virginia Commonwealth U.) 273, 344, 1342, 1995
- Ratiu, Catalin** (California State U., San Marcos) 1282
- Rattle, Olivier** (U. of the West of England) 1600
- Rattalino, Francesco** (ESCP Europe) 1616
- Rattan, Aneeta** (London Business School) 909, 1482, 1619
- Rattan, Anita** (London Business School) 1873
- Rau, Devaki** (Northern Illinois U.) 1357
- Rauch, Andreas** (U. of Sydney Business School) 1333
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- Rauseo, Sterling** (U. of Southampton) 2011
- Rauter, Romana** (U. of Graz, Austria) 1025, 1686, 1960
- Ravasi, Davide** (UCL School of Management) 101, 248, 392, 507, 571, 1280, 1395, 1567, 1580, 1799
- Ravazzani, Silvia** (Aarhus BSS, Aarhus U.) 1891
- Raveendhran, Roshni** (U. of Virginia Darden School of Business) 1179, 2028
- Raveendran, Marlo** (U. of California, Riverside) 373, 383, 469
- Raven, Rob** (Monash U.) 1934
- Raver, Jana L.** (Queen's U.) 346, 826, 1973
- Ravi, Rahul** (John Molson School of Business, Concordia U.) 2169
- Raviola, Elena** (U. of Gothenburg) 782, 1676
- Rawhouser, Hans Nikolas** (U. of Nevada, Las Vegas) 431, 1821
- Rawley, Evan** (U. of Minnesota) 1052, 1706, 1956
- Rawlins, James** (Doctoral Student) 1535
- Rawski, Shannon** (U. of Wisconsin, Oshkosh) 636
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- Ray Chaudhuri, Bikranjit** (S P Jain Institute of Management and Research) 1697
- Ray, Caitlin** (Darla Moore School of Business, U. of South Carolina) 1037
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- Rayman-Bacchus, Lez** (Winchester Business School, U. of Winchester, SO22 HT UK) 789
- Rayna, Thierry** (Ecole Polytechnique) 1546, 1724
- Raynard, Mia** (WU Vienna U. of Economics and Business) 1679, 1804, 1927
- Rayton, Bruce A.** (U. of Bath) 1298, 2129
- Raza Ullah, Tatbeeq** (Umeå School of Business and Economics, Umeå U.) 171, 1949
- Raza, Ali** (U. of Padova) 707, 1201
- Razzaq, Rabiya** (Information Technology U., Punjab) 1965
- Rea, Christopher M.** (Ohio State U.) 1929
- Reader, Tom** (London School of Economics) 1099
- Reay, Trish** (U. of Alberta) 93, 209, 344, 659, 1020, 1515
- Reb, Jochen Matthias** (Singapore Management U.) 892, 1470, 2128
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- Reibenspiess, Victoria** (German Graduate School of Management & Law (GGS)) 914
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- Reichstein, Toke** (Copenhagen Business School) 1954
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Reissner, Tim Alexander (Maastricht U., School of Business & Economics) 1899
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- Romme, Georges** (Eindhoven U. of Technology) 716, 1934
- Ronay, Richard** (Amsterdam Business School, U. of Amsterdam) 980, 1448
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- Rosen, Christopher C.** (U. of Arkansas) 79, 78, 182, 276, 1786, 2088
- Rosen, Michael Alan** (Johns Hopkins U. School of Medicine) 2023
- Rosen, Rebecca** (Indiana U. - Kelley School of Business) 1651
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- Rothaermel, Frank T.** (Georgia Institute of Technology) 60, 318, 800, 1183, 1957, 2188
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- Rotmans, Renee** (Rotterdam School of Management, Erasmus U.) 1163
- Rotolo, Daniele** (SPRU U. of Sussex UK) 1541
- Rottler, Maren** (U. of Mannheim / Germany) 1979
- Rottner, Renee Maria** (U. of California, Santa Barbara) 1692
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 Salazar, Idana (U. de La Rioja) 1885
 Saldanha, Fabio Prado (HEC Montréal) 1734
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- Sauerbronn, Fernanda Filgueiras (U. Federal do Rio de Janeiro) 19, 190, 527, 558, 744, 859, 1077, 1199, 1559
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- Sergeeva, Anastasia (IESE Business School) 1954
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- Seyb, Stella (U. of Oklahoma) 863, 1978
- Sezer, Ovul (Kenan-Flagler Business School, U. of North Carolina at Chapel Hill) 973, 1123
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- Shah, Pri Pradhan (U. of Minnesota) 1320, 1498
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- Shah, Sonali (U. of Illinois at Urbana-Champaign) 385, 1539, 1988, 2188
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- Shani, A.B. Rami (California Polytechnic State U.) 717, 1673
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- Sharma, Pramodita (U. of Vermont) 269, 2169
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- Sharma, Sanjay (U. of Vermont) 139, 324, 2169
- Sharma, Shubha (U. of Georgia) 1349
- Sharma, Shubham (Indian Institute of Technology Roorkee) 1920
- Sharma, Siddharth (Indian School of Business) 1157
- Sharma, Sunil (Indian Institute of Management, Ahmedabad) 940
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- Sharps, Daron (U. of California, Berkeley) 1321
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- Sheikh, Zaryab (HeFei U. of Technology) 2000
- Shekhar, Sudhanshu (Indian Institute of Management, Calcutta) 1024, 1804
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- Shemla, Meir (Rotterdam School of Management, Erasmus U.) 1129
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- Shen, He (South China U. of Technology) 2073
- Shen, Jia (Oregon State U.) 2078

- Shen, Tao (Southwestern U. of Finance and Economics) 1979
- Shen, Wei (Arizona State U.) 1702, 1828
- Shen, Winny (U. of Waterloo) 1912
- Shen, Xirong (Cornell U.) 1389
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- Sherf, Elad Netanel (Kenan-Flagler Business School, U. of North Carolina at Chapel Hill) 41, 156, 1138, 1852
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- Sherman, Gary (Stony Brook U.-State U. of New York) 1240
- Sherman, Ultan (Cork U. Business School) 365, 1756
- Shermon, Anavir (Kenan-Flagler Business School, U. of North Carolina at Chapel Hill) 1425
- Sherratt, Sonja (Ashridge Executive Education) 759
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- Shi, Yuan (Robert H. Smith School of Business, U. of Maryland) 2194
- Shieh, Gwownen (National Chiao Tung U.) 1939
- Shih, Hsi-An (National Cheng Kung U.) 1256
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- Shin, Jiyoung (Groningen U. (RuG)) 1233
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- Shin, Moonsik (Purdue U., West Lafayette) 2069
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- Shiu, Jing-Ming (National Cheng Kung U.) 671
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- Shivhare, Amita (XLRI-Xavier School of Management) 1902
- Shoab, Shandana (Institute of Management Sciences, Peshawar- Pakistan) 997
- Shoham, Amir (Fox School of Business, Temple U.) 1961
- Shor, Esti (U. of Haifa) 1896
- Shore, Adam Philip (Liverpool John Moores U.) 1978
- Shore, Brenda (U. of Phoenix) 1229
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- Shu, Ei (ESLSCA Business School Paris) 1433
- Shu, Lisa L. (London Business School) 1004
- Shu, Wayne (Peking U. Guanghua School of Management) 1182
- Shu, Xin (Wuhan U.) 1847
- Shuffler, Marissa (Clemson U.) 878, 2012
- Shukla, Dharendra (U. of New Brunswick) 351, 867
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- Si, Haijian (Beijing Jiaotong U.) 1911
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- Sibai, Olivier (Birkbeck, U. of London) 1600
- Sidani, Yusuf M. (American U. of Beirut) 477, 641, 1484
- Sidanius, Jim (Harvard U.) 2032
- Siddiq, Dedi Muhammad (Macquarie U.) 1742
- Siebert, Sabina (U. of Glasgow) 72, 1391
- Siebold, Nicole (Otto von Guericke U. Magdeburg) 21, 1860
- Sieck, Cynthia (Ohio State U.) 2110
- Siegel, Donald (Arizona State U.) 409, 739, 1740
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- Simha, Aditya (U. of Wisconsin, Whitewater) 1357, 1827
- Simmons, Emilee Lauran (Leeds U. Business School) 340, 2008
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- Sohn, Joon Woo (Indiana U. - Kelley School of Business) 1284
- Sohn, Wonbin (The U. of Texas at Austin) 1878
- Sojo Monzon, Victor (Centre for Workplace Leadership, The U. of Melbourne) 1622, 1973
- Solal, Isabelle (INSEAD) 2045
- Solansky, Stephanie Thomas (Texas State U.) 1006
- Solarino, Angelo Maria (Leeds U. Business School) 942
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- Solinger, Omar (VU Amsterdam) 1446, 1760, 1916
- Sollander, Kristina (-) 2192
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- Solomon, Brittany (U. of Notre Dame) 1989
- Solomon, Shelby (Louisiana State U.) 1905
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- Song, Jun (Nanjing U. of Finance and Economy) 2016
- Song, Junseok (U. of Minnesota) 1631
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- Song, Luona (Shanghai SUIBE U.) 1889
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- Song, Yuanyang (East China U. of Science and Technology) 2060
- Song, Yue (Auburn U.) 1977, 2176
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- Sonnenfeld, Jeffrey (Yale U.) 1065, 1217
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- Sorgner, Alina (John Cabot U.) 1986
- Sorsa, Virpi (Hanken School of Economics) 807, 1164, 1570, 1575
- Sosa, Manuel (INSEAD) 1393
- Sosik, John J. (Pennsylvania State U., Great Valley) 1489, 1847
- Sotak, Kristin Lee (SUNY Oswego) 1496
- Souakri, Anna (Doctoral student at ESCP Europe Business School) 1085
- Soublière, Jean-François (U. of Alberta) 1680, 1928
- Souder, David (U. of Connecticut) 1835
- Soultaris, Vangelis (Cass Business School, City U. London) 1615, 1740, 1982
- Soundararajan, Vivek (U. of Bath) 975, 1172, 1930
- Sowa, Jessica Elizabeth (U. of Baltimore) 1287
- Soydemir, Cemil Ozan (Istanbul Technical U.) 1771
- Spain, Seth M. (Binghamton U.-State U. of New York) 1530
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- Spector, Paul E (U. of South Florida) 1973
- Spedale, Simona (Nottingham U. Business School) 1270
- Spee, A. Paul (U. of Queensland) 204, 562, 807, 929, 1149, 1290, 1410, 1570, 1575
- Spee, James C. (U. of Redlands) 220, 972
- Speights, Sabrina L. (Wheaton College) 1868
- Spell, Chester S (Rutgers U., Camden) 2107
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- Spence, Laura J. (Royal Holloway, U. of London) 1930
- Spencer, Bryan (Frankfurt School of Finance & Management) 1052
- Spencer, Channing (Harvard Business School) 1513
- Spencer, Jennifer (George Washington U.) 1474
- Spender, J.C. (Kozminski U.) 211, 356
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- Spieth, Patrick (U. of Kassel) 2082
- Spigarelli, Francesca (U. di Macerata) 2189
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- Spiker, Barry K. (Professor and Dissertation Chair) 1773, 1892
- Spiller, Chellie Margaret (U. of Auckland) 972
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- Spitzmueller, Christiane (U. of Houston) 1137
- Spivack, April (Coastal Carolina U.) 1981
- Splitter, Violetta (U. of Zurich) 120, 483, 1570, 1575, 1694, 1941
- Spoelma, Trevor (U. of New Mexico) 1173, 1228
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- Spogat, Daniel (U. of Goettingen) 1726
- Sposato, Martin (Middlesex U. Dubai) 1011, 1289
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- Spraul, Katharina Stefanie (U. of Kaiserslautern, Germany) 924, 1243
- Spreitzer, Gretchen Marie (U. of Michigan) 739, 911, 1139, 1483
- Sprinkle, Therese (Quinnipiac U.) 452, 911
- Spurk, Daniel (U. of Bern) 113, 1728, 1848
- Spyridonidis, Dimitrios (Warwick Business School) 1155, 1248, 1801
- Squire, Brian (U. of Bath) 1148, 1523
- Sreekumar, Vipin (Indian Institute of Management, Calcutta) 1273
- Sridaran, Karthyeni (U. of Melbourne) 40
- Srikanth, Kannan (The Ohio State U. Fisher College of Business) 728, 1923
- Srinivasan, Preeti (Stanford GSB) 973
- Srinivas, E. S. (Indian Institute of Management, Bangalore) 1262, 2031
- Srinivas, Nidhi (The New School) 352, 1853
- Srinivasan, Arati (Providence College) 22, 1054
- Srinivasan, Vasanthi (Indian Institute of Management, Bangalore) 116, 487, 777
- Srivastava, Manish Kumar (Michigan Tech U.) 1063
- Srivastava, Sameer B. (U. of California, Berkeley) 160, 1932, 2015
- Srivastava, Shirish Chandra (HEC Paris) 2152
- Srivastava, Smita (Washington State U.) 1329, 1979
- Staats, Bradley R. (U. of North Carolina, Chapel Hill) 905
- Stache, Florian (Freie U. Berlin) 1675
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Stritch, Justin Michael (Arizona State U.) 1288, 1938
Striukova, Ludmila (SKEMA Business School) 1546, 1724
Strobel, Lea-Therese (Technical U. of Munich) 1367
Strobel, Maria (TUM School of Management, Technische U. München) 1367, 1763, 2002
Stroe, Silvia (Politecnico di Milano School of Management) 2093
Strogilos, Vasilis (U. of Southampton) 981
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- Subramanian, Ravi (Georgia Institute of Technology) 1523
- Subramony, Mahesh Vaidyanathan (Northern Illinois U.) 1759
- Succi, Chiara (ESCP Europe Business School) 1854
- Suchan, Karol (U. Adolfo Ibáñez) 1748
- Sucher, Sandra J. (Harvard U.) 1916
- Sudarsanam, Nandan (Indian Institute of Technology, Madras) 1099
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- Sund, Christine (Grenoble Ecole de Management) 1032
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- Tang, Huili (Xi'an International Studies U.) 1900
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 Tsai, Wenpin (Pennsylvania State U.) 940, 1048, 1276
 Tsanakas, Andreas (Cass Business School, City, U. of London) 928
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 Tse, Herman (Monash U.) 118, 157, 401, 1125, 1917
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- Tsekouras, Dimitrios (Rotterdam School of Management, Erasmus U.) 1141
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- Tucci, Christopher L. (Imperial College Business School & EPFL) 1387, 1722, 2189
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- Tuer, Frances Louise (McMaster U.) 1235, 1889
- Tuertscher, Philipp (Vrije U. Amsterdam) 294, 1007
- Tumasjan, Andranik (Johannes Gutenberg-U. Mainz) 1738, 2158
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- Turgut, Gokhan (Louisiana State U.) 1360
- Türk, Sarah (U. of Cologne) 1977
- Turkina, Natalya (U. of Melbourne) 1415
- Turner, Jack (Janssen pharmaceuticals) 1285
- Turner, Nick (U. of Calgary) 209
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- Turtorea, Roxana (Aalto U. School of Science) 1858
- Turunen, Taija Tuulia (Aalto U. School of Business) 958
- Tuschke, Anja Christine (LMU Munich) 1700
- Tushman, Michael L. (Harvard U.) 960, 1674
- Tweedy, Joanna Beth (Western Governors U.) 1371
- Tyler, Beverly B. (North Carolina State U.) 1061, 1530
- Tyrowicz, Joanne (IAAEU, FAME / GRAPE, U. of Warsaw and IZA) 1752
- Tzafir, Shay (U. of Haifa) 276, 1437, 1366
- Tzagaraki, Sophia (Organization Studies) 624, 815
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- Übisch, Sverre (BI Norwegian Business School) 1016
- Uchida, Daisuke (Kyushu U.) 149, 1048
- Udayar, Shagini (Swiss National Centre of Competence in Research LIVES U. of Lausanne, CH) 1786
- Uddin, Mohammad Jasim (Department of Management, Sunway U. Business School) 1215
- Udeozor, Victor (Nottingham Business School, Nottingham Trent U.) 652
- Ueberbacher, Florian (U. of Zurich) 1683, 2165
- Ueta, Toshimitsu (Copenhagen Business School) 1885
- Uhl, Matthias (Technical U. of Munich) 123, 1696
- Uhl-Bien, Mary (Texas Christian U.) 179, 441, 507, 1009
- Uhlemann, Kai Frank (TUM School of Management, Technische U. München) 1763
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- Ulus, Eda (U. of Leicester) 19, 527, 558, 744, 1559
- Umana, Maria Camila (U. de los Andes, Colombia) 1904
- Umans, Timurs (Jönköping International Business School) 643
- Umphress, Elizabeth Eve (U. of Washington) 42, 450, 896, 1262, 1893
- Umrani, Waheed (Sukkur IBA U.) 2016
- Ünal, Berfu (Groningen U. (RuG)) 1025
- Ungureanu, Paula (U. of Modena and Reggio Emilia) 1662
- Ungureanu, Tiberiu Sergiu (Ohio State U.) 1419
- Unite, Julie Anne (Humber, Mundie and McClary) 2087
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- Usova, Anastasia (-) 983
- Uy, Marilyn Ang (Nanyang Technological U.) 86, 183, 1737, 2093
- Uzuegunam, Ikenna Stanley-Paschal (Ohio U.) 2119
- Uzunca, Bilgehan (U. Utrecht School of Economics) 1281, 1711
- Uzzi, Brian (Northwestern U.) 66, 1679, 1925, 2033
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- Vaagaasar, Anne-Live (BI Norwegian Business School) 1547, 1798
- Vaaler, Paul M (U. of Minnesota) 1765
- Vaara, Eero (Aalto U. School of Business) 164, 299, 426, 1164, 1817
- Vaast, Emmanuelle (McGill U.) 390, 1671
- Vachhani, Sheena (Department of Management, U. of Bristol, UK) 190, 859
- Vacquier, Romain (-) 769
- Vadera, Abhijeet K. (Singapore Management U.) 535, 603, 1000, 1773, 1892
- Vahidnia, Hamid (Tulane U.) 1330
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- Valentine, Melissa (Stanford U.) 1672
- Valentini, Giovanni (IESE Business School) 1718
- Valenzuela, Marcus A. (California State U., Bakersfield) 35, 727, 874
- Valero, Jesus (U. of Zaragoza) 921
- Valian, Virginia (Hunter College - CUNY) 2015
- Valikangas, Liisa (Hanken School of Economics) 2013
- Valladares, Carlos David (Iowa State U.) 1613
- Vallett, Joel David (Southern Utah U.) 1407
- Valli, Joosef (Aalto U. School of Science) 1924
- Valogianni, Konstantina (IE Business School) 1963
- Valtonen, Anu (U. of Lapland) 151, 1269
- Van Aaken, Dominik (U. of Salzburg) 1051
- Van Acoleyen, Michiel (Central Bank of Belgium) 1525
- Van Alstyne, Marshall (Boston U.) 121, 1054
- Van Amsterdam, Noortje (Utrecht U.) 151, 1607
- Van Angeren, Joey (VU Amsterdam) 1263
- Van Balen, Timo Hans (Rotterdam School of Management, Erasmus U.) 1382, 1655
- Van Bommel, Koen (Vrije U. Amsterdam) 1769
- Van Boxstael, Anneleen (Eindhoven U. of Technology) 2080
- van Bracht, Ruth (RWTH Aachen U.) 1722
- Van Buren, Harry J. (U. of New Mexico) 58, 125, 1415, 1930, 1974
- Van Burg, Elco (Vrije U. Amsterdam) 644, 1976
- Van De Brake, Hendrik Johan (U. of Groningen) 1373, 1662, 1781
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- Van de Ven, Andrew H. (U. of Minnesota) 739, 1400, 1866
- Van De Voorde, Karina (Tilburg U.) 78, 276, 1877
- Van De Vrande, Vareska (Erasmus U. Rotterdam) 179, 1984
- Van Dellen, Stephanie Anne (U. of San Diego) 1758
- Van Den Berg, Jennifer (Eindhoven U. of Technology) 716
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Van Dijke, Marius (Erasmus U. Rotterdam) 1916
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Van Holt, Tracy (NYU Stern) 1402
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Van Houdenhoven, Mark (Radboud U. Nijmegen) 1755
Van Iddekinge, Chad (Florida State U.) 182, 1467, 1762, 1968
Van Jaarsveld, Danielle (U. of British Columbia) 1759
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Van Oosterhout, Hans (Erasmus U. Rotterdam) 1536, 1702, 1825
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Vanacker, Tom R. (Ghent U. and U. of Exeter) 2102
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Vashdi, Dana Rachel (U. of Haifa) 1780
Vashevko, Anthony (ESSEC Business School) 948
Vashist, Aditi (Washington U. in St. Louis, Olin Business School) 1136
Vasi, Ion B. (U. of Iowa) 415, 2165
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Vazquez, Diego Alfonso (Portsmouth Business School) 213, 1770
Vazquez, Pedro (FCE U. Austral & IAE Business School) 1697
Vedula, Siddharth (Babson College) 1618, 2104
Vegh, Donat (Grow Group) 1940
Veglio, Valerio (Free U. of Bozen, Bozen) 883
Velamuri, S. Ramakrishna (China Europe International Business School (CEIBS)) 351, 457
Veldman, Jeroen (Cass Business School, City U. of London) 357, 1199, 2044
Veldt, Joris (U. of Groningen) 1079
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Venugopal, Ajith (U. of Texas At Arlington) 1284
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Verbos, Amy K. (U. of Wisconsin, Whitewater) 972
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Verdin, Paul (ULB - Solvay Brussels School of Economics and Management) 296, 449, 1669
Verduyn, Karen (U. of Amsterdam) 1739
Verganti, Roberto (Politecnico di Milano) 1544, 1673
Vergne, Jean-philippe (Ivey Business School) 1675, 2126
Verhaal, Cameron (Tulane U.) 1395, 1509, 1684
Verheul, Ingrid (Rotterdam School of Management, Erasmus U.) 1858
Verhoeven, Dennis (KU Leuven) 1062, 1303
Verloof, Mieke (Radboud U. Nijmegen) 2014
Verma, Kapil (Indian Institute of Management, Kozhikode) 1108, 1893
Verma, Monica (IMS Engineering College) 935
Verma, Neha (Jaipuria Institute of Management) 1103
Verma, Surabhi (Narsee Monjee Institute of Management Studies (NMIMS)) 901
Vermeulen, Patrick (Radboud U. Nijmegen) 1959
Verona, Gianmario (Bocconi U.) 1698
Vershinina, Natalia A. (U. of Birmingham) 269, 329
Versteeg, Barbara (Vrije U. Amsterdam) 1769
Vertinsky, Ilan (U. of British Columbia) 774
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Victor, Bart Irwin (Vanderbilt U.) 2030
Victoria, Peuker (RWTH Aachen U.) 2157
Vidal, Elena (City U. of New York, Baruch College) 949
Vidal, Lola (U. of Granada) 2054
Vidyarthi, Prajya Rakshit (The U. of Texas at El Paso) 1917
Vigneau, Laurence (Newcastle U.) 2047
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Villadsen, Anders Ryom (Aarhus U.) 2057, 2195
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Villamor, Isabel (George Washington U.) 926, 1092
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Vinaik, Rubal (Strategy Link) 1445
Vince, Russ (U. of Bath) 717
Vincent, Lynne Catherine (Syracuse U.) 891, 1667, 1915
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Vincze, Zsuzsanna (Umeå School of Business and Economics, Umeå U.) 958
Vinnicombe, Susan (Cranfield U.) 85, 427
Vinodrai, Tara (U. of Waterloo) 1983
Viotti, Leonardo (The World Bank) 2058
Visentin, Fabiana (Maastricht U., School of Business & Economics) 1177, 1959
Vishwanath, Baba (McMaster U.) 83
Vishwanathan, Anierudh (Research Associate) 1053, 1529
Vishwanathan, Pushpika (U. of Amsterdam) 58, 324, 1040
Visnjic, Ivanka (ESADE Business School) 2081
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Vlachos, Pavlos (ALBA Graduate Business School) 1168, 1470

Vladasel, Theodor Lucian (Copenhagen Business School) 1741
Vlas, Cristina Oana (U. of Massachusetts, Amherst) 982, 1962
Vlas, Radu (U. of Massachusetts, Amherst) 1962
Vo, Linh Chi (Ecole de Management de Normandie) 2175
Vo, Nguyen (U. of Economics Ho Chi Minh City) 724
Vodosek, Markus (German Graduate School of Management & Law (GGS)) 439
Voegtlin, Christian (Audencia Business School) 937, 1174, 1736
Voelpel, Sven Constantin (Jacobs U. Bremen) 1094
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Vogel, Bernd (Henley Business School, U. of Reading) 1479
Vogel, Peter Michael (IMD Business School) 1545
Vogel, Rick (U. of Hamburg) 1479
Vogel, Ryan M. (Fox School of Business, Temple U.) 1912
Vogel-Pöschl, Heike (WU Vienna U. of Economics and Business) 760, 1966
Vogelgesang, Gretchen Renee (San Jose State U.) 402
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Wang, Gang (Florida State U.) 1917
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Wang, Haifeng (Shanghai International Studies U.) 1781
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Wang, Joyce (U. of Texas at Dallas) 1946
Wang, Jue (Southwestern U. of Finance and Economics) 1231
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Wang, Kewen (Qingdao U.) 1036
Wang, Lan (U. of Science and Technology of China) 1070
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Wang, Lei (Senior Director of Marketing and Public Relations Committee, Alibaba Group) 2006
Wang, Li (School of Economics and Management, Tongji U.) 1629
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- Westphal, James D. (U. of Michigan) 49, 446, 1708
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- Weterings, Anet (PBL Netherlands Environmental Assessment Agency) 957
- Wettstein, Florian (U. of St. Gallen) 935
- Weyers, Benjamin (U. of Trier) 1909
- Wezel, Filippo Carlo (USI Lugano) 50, 1506
- Wheeler, Anthony R. (West Chester U. of Pennsylvania) 182, 364, 1759
- Wheeler, Melissa (Faculty of Business and Economics, U. of Melbourne) 935
- Whelan, Tensie (New York U.) 1402
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- Whitelaw, Nancy (Nevans Consulting Inc) 498
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- Whitmer, Shelly (U. of Michigan) 1577
- Whitmore, Jacob (U. of South Alabama) 1226
- Whitson, Jennifer Ann (U. of California, Los Angeles) 974
- Whittington, Richard (U. of Oxford) 298, 384, 483, 1033, 1694, 1941
- Whittle, Michelle (Flinders U.) 934
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- Wicks, Andrew C (U. of Virginia Darden School of Business) 58, 80
- Widding, Øystein (Norwegian U. of Science and Technology) 1209
- Wieland, Andreas (Copenhagen Business School) 1522, 1936
- Wiengarten, Frank (ESADE Business School) 1285, 2056
- Wierenga, Marleen (Aalto U. School of Business) 1860
- Wiersema, Margarethe F (U. of California, Irvine) 60, 446
- Wiesche, Manuel (TUM School of Management, Technische U. München) 1005, 1142, 2153
- Wiesenfeld, Batia Mishan (New York U.) 401, 507, 1147, 1882
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- Wilderom, Celeste P.M. (U. of Twente) 1744, 1874
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- Wilhelm, Miriam Michiko (U. of Groningen, Faculty of Economics and Business) 1404, 1474
- Wilhelmy, Annika (U. of Zurich) 1969
- Wilhoit-Larson, Elizabeth (Auburn U.) 1021
- Wilkin, Christa L. (York U.) 981
- Wilkins, Stephen (British U. in Dubai) 668
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- Williams, David W. (U. of Tennessee) 270, 729, 1084, 2123
- Williams, Eric S. (U. of Alabama) 273, 344, 1995
- Williams, Jannine (Queensland U. of Technology) 353, 1607
- Williams, Larry J. (U. of Nebraska, Lincoln) 57, 525, 1030, 1691, 2174
- Williams, Mark (Queen Mary U. of London) 1465
- Williams, Melissa J. (Emory U.) 875, 1666, 1751
- Williams, Michele (U. of Iowa) 100, 292, 1498, 1782, 2132
- Williams, Raseana (Arizona State U.) 1655, 1915
- Williams, Tim (School of Business, UTS) 1933
- Williams, Trenton A. (Indiana U. - Kelley School of Business) 418, 863, 1617
- Williamson, Amanda Jasmine (Waikato Management School, U. of Waikato, Hamilton, New Zealand) 1086, 1611
- Williamson, Ian O. (Victoria U. of Wellington) 276, 354, 2062
- Willis, Sara (U. of Manchester) 1377, 2112
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- Wilmot, Michael P. (U. of Toronto at Scarborough) 1761
- Wilson, Alex James (U. of Minnesota) 2052
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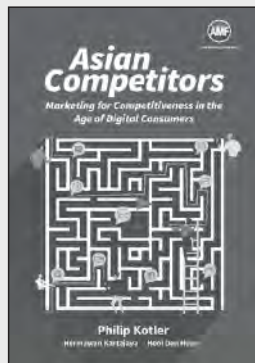
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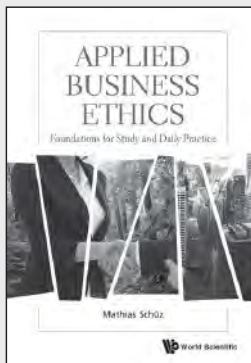
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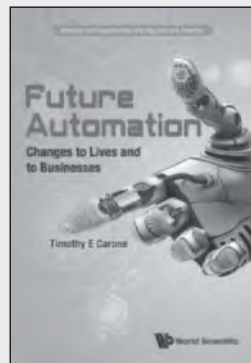
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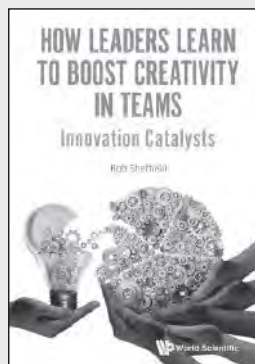
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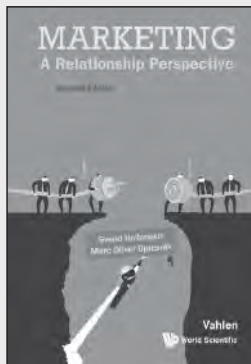
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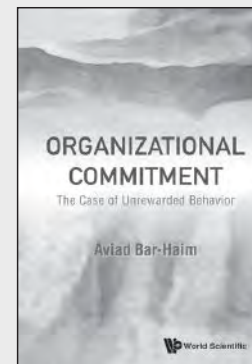
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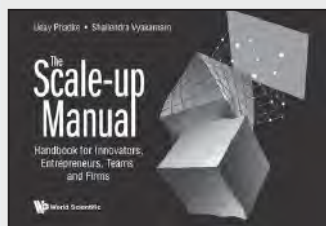


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Sessions will be held at the Boston Sheraton Hotel

Links go to that session's [AOM Annual Meeting Program](#) information page

Academy of Management Discoveries

AMD Shark Tank

Fairfax AB

Friday, AUG 9 @ 12:00pm

Academy of Management Learning & Education

Reviewing for AMLE: A Discussion on Best Practices

Independence West

Friday, AUG 9 @ 1:00pm

Academy of Management Annals

Publishing in Annals

Republic A

Friday, AUG 9 @ 1:00pm

Academy of Management Learning & Education

The Scholarship of Teaching, Learning, and Education

Gardner AB

Friday, AUG 9 @ 3:00pm

Academy of Management Review

Writing Theoretical Papers - A Workshop from the Editors

Back Bay Ballroom AB

Saturday, AUG 10 @ 9:00am

Academy of Management Perspectives

Publishing in AMP Workshop

Republic A

Saturday, AUG 10 @ 10:00am

Academy of Management Journal

Publishing in AMJ: Tips from the Editors

Back Bay Ballroom AB

Saturday, AUG 10 @ 1:00pm



Publications



MEET THE EDITORS!

AOM “Meet the Editors” sessions will be held at the Boston Hynes Convention Center: Exhibition Hall A

Academy of Management Perspectives

Phillip H. Phan, Editor.....Friday, AUG 9 @ 3:00pm

Academy of Management Discoveries

Peter Bamberger, Editor.....Sunday, AUG 11 @ 11:00am

Academy of Management Review

Jay B. Barney, Editor.....Sunday, AUG 11 @ 2:30pm

Academy of Management Learning & Education

William Foster, Editor.....Sunday, AUG 11 @ 3:30pm

Academy of Management Journal

Laszlo Tihanyi, Editor.....Monday, AUG 12 @ 11:00am

Academy of Management Annals

Carrie R. Leana and

Stuart Bunderson, Editors.....Monday, AUG 12 @ 2:00pm

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Near the Registration Desk.

2019 Academy of Management Annual Meeting Statistics

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

Sponsor	Papers Submitted	Papers Accepted	Discussion Papers Accepted	Best Papers	Symposia Submitted	Symposia Accepted	Showcase Symposia	PDWs Submitted	PDWs Accepted
AAM	0	0	0	0	0	0	0	5	5
AAT	0	0	0	0	21	14	4	7	5
AFAM	0	0	0	0	0	0	0	11	8
CAR	132	56	8	5	39	22	2	14	8
CM	63	22	4	2	41	27	3	4	4
CMS	144	69	8	7	11	7	0	19	9
D&ITC	0	0	0	0	0	0	0	10	8
ENT	895	420	42	42	53	28	3	41	25
GDO	338	145	13	13	70	35	4	14	11
HCM	145	59	7	6	7	5	1	14	7
HR	375	160	16	15	126	60	6	31	23
IAM	0	0	0	0	0	0	0	2	2
IM	456	204	18	20	15	6	1	26	18
INDAM	0	0	0	0	0	0	0	9	8
ITC	0	0	0	0	0	0	0	3	3
MC	60	24	4	3	6	3	1	18	10
MED	157	60	8	6	15	6	1	47	18
MH	39	21	4	2	10	3	0	10	7
MOC	198	92	9	9	96	65	7	10	8
MSR	91	32	4	4	14	8	1	15	10
OB	962	428	0	36	259	138	11	49	38
OCIS	163	60	4	6	23	17	0	5	5
ODC	140	60	8	7	32	19	2	19	15
OMT	629	285	29	28	142	92	9	39	36
ONE	151	69	8	7	17	10	2	8	6
OSCM	151	76	8	8	1	1	0	8	6
PNP	162	80	8	8	10	3	1	12	7
PTC	0	0	0	0	0	0	0	6	6
PUBS	0	0	0	0	0	0	0	6	6
RM	77	32	4	4	25	14	2	24	17
SAP	88	43	5	5	13	9	1	7	7
SIM	410	188	20	16	65	31	3	19	15
STR	825	372	36	37	97	71	8	32	28
TIM	673	312	32	31	63	41	4	18	18
TLC	0	0	0	0	96	49	0	0	0
TTC	0	0	0	0	0	0	0	7	7
Totals:	7524	3369	307	327	1367	784	77	570	415

TABLE 2: Sessions & Participants

Session Type	Total
Caucus	28
Discussion Paper Session	75
Meeting	232
Paper Session	838
PDW Workshop	415
Plenary Session	19
Social Event	84
Symposium	432
All Sessions	2123

Participants	Total
People On Program	11661
Countries Represented	82

TABLE 3: Affiliations with 35+ Participants

Affiliation Name	
Arizona State U.	Renmin U. of China
BI Norwegian Business School	Singapore Management U.
Bocconi U.	The Wharton School, U. of Pennsylvania
Copenhagen Business School	Tilburg U.
Cornell U.	U. of Groningen
Harvard Business School	U. of Illinois at Urbana-Champaign
Harvard U.	U. of Melbourne
INSEAD	U. of Michigan
London Business School	U. of Minnesota
Macquarie U.	U. of North Carolina at Chapel Hill
Michigan State U.	U. of Queensland
National U. of Singapore	U. of Southern California
New York U.	U. of St. Gallen
Northeastern U.	U. of Toronto
Ohio State U.	Vrije U. Amsterdam
Pennsylvania State U.	

TABLE 4: Participant Country Representation

Country Name*	Count	Country Name*	Count	Country Name*	Count
ARGENTINA	13	IRAN, ISLAMIC REPUBLIC OF	1	PHILIPPINES	5
AUSTRALIA	382	IRELAND	48	POLAND	10
AUSTRIA	100	ISRAEL	47	PORTUGAL	25
BANGLADESH	1	ITALY	194	QATAR	1
BELGIUM	67	JAMAICA	1	ROMANIA	1
BOTSWANA	1	JAPAN	44	RUSSIA	10
BRAZIL	88	KAZAKHSTAN	1	SAUDI ARABIA	4
BULGARIA	1	KENYA	5	SCOTLAND	2
CANADA	506	Korea, Republic of	105	SINGAPORE	142
CHILE	22	KUWAIT	3	SLOVAK REPUBLIC	1
CHINA	552	LATVIA	1	SLOVENIA	5
COLOMBIA	12	LEBANON	21	SOUTH AFRICA	13
COSTA RICA	6	LIECHTENSTEIN	2	SPAIN	171
CROATIA	2	LITHUANIA	6	SRI LANKA	1
CYPRUS	6	LUXEMBOURG	3	ST VINCENT	1
DENMARK	138	MACAO	7	SWEDEN	103
EGYPT	2	MACEDONIA	1	SWITZERLAND	177
ESTONIA	1	MALAYSIA	12	TAIWAN	69
FINLAND	125	MALTA	4	THAILAND	9
FRANCE	271	MEXICO	14	TURKEY	21
GERMANY	527	NETHERLANDS	340	UGANDA	1
GHANA	5	NEW ZEALAND	54	United Arab Emirates	23
GREECE	9	NICARAGUA	1	UNITED KINGDOM	793
HONG KONG	98	NIGERIA	3	UNITED STATES	4179
HUNGARY	1	NORWAY	71	VIETNAM	1
ICELAND	7	OMAN	1	ZAMBIA	1
INDIA	162	PAKISTAN	40		
INDONESIA	3	PERU	3		

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

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ALL-ACADEMY PROGRAM HIGHLIGHTS

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



UNDERSTANDING THE INCLUSIVE ORGANIZATION

SPECIAL THANKS

The Academy of Management gratefully acknowledges the following institutions for their generous support of the 79th Annual Meeting.

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